

**AGENDA**  
**THE BOARD OF REGENTS**  
**OF THE UNIVERSITY OF NEBRASKA**  
**Varner Hall**  
**Friday, April 15, 2005**  
**1:30 p.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON MARCH 5, 2005
- IV. KUDOS AND RESOLUTIONS
- V. STRATEGIC OR POLICY ISSUES:  
STRATEGIC FRAMEWORK WORKING SESSION (Friday morning)
- 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
    - 1. President's Personnel Recommendations. Addendum IX-A-1
    - 2. Approve the Constitution and Bylaws of the University of Nebraska at Omaha College of Communication, Fine Arts, and Media. Addendum IX-A-2
    - 3. Approval of the proposed departmental name change of the Department of Pharmacology in the College of Medicine to the Department of Pharmacology and Experimental Neuroscience. Addendum IX-A-3
    - 4. Approve the requests for outside employment at the University of Nebraska-Lincoln. Addendum IX-A-4
  - B. BUSINESS AFFAIRS  
University of Nebraska-Lincoln
    - 1. Approve the team of Bahr Vermeer & Haecker Architects to complete design services for the Temple Building Addition and Renovation. Addendum IX-B-1
    - 2. Approve the Tom Osborne Field Renovation in Memorial Stadium. Addendum IX-B-2
    - 3. Approve the McCollum Hall roof replacement. Addendum IX-B-3
    - 4. Approve the renovation of selected portions of the College of Law. Addendum IX-B-4

5. Approve the classroom renovations in Hamilton, Oldfather, and Ruth Leverton Halls. Addendum IX-B-5
6. Approve the Animal Science Chiller Replacement Project. Addendum IX-B-6
7. Approve the conveyance of a tract of land in Saunders County, Nebraska, to Eldon E. and Beverly A. Johnson. Addendum IX-B-7
8. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents a sub-award of \$208,333 in conjunction with the Office of Naval Research agreement for "Multi-Laser-Beam Open-Atmosphere Surface Coating Techniques Based on Precursor Excitation, Photodissociation and Controlled Cooling." Addendum IX-B-8
9. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents sub-awards in conjunction with the National Institutes of Health agreement for "Infertility Pathways and Psychosocial Outcomes" project. Addendum IX-B-9
10. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents a sub-award amendment adding \$345,391 for year two funding, in conjunction with the National Science Foundation grant for "Nebraska EPSCoR Infrastructure Improvement Grant." Addendum IX-B-10
11. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents an agreement with the State of Nebraska Department of Natural Resources. Addendum IX-B-11

## X. UNIVERSITY ADMINISTRATIVE AGENDA

### A. ACADEMIC AFFAIRS

None.

### B. BUSINESS AFFAIRS

#### Central Administration

1. Approve the acceptance of the audited financial statements of the University of Nebraska and related entities. Addendum X-B-1

#### University of Nebraska at Kearney

2. Approve the Fund B, University Program and Facilities Fee (UPFF) 2005-06 Allocation for the University of Nebraska at Kearney. Addendum X-B-2
3. Approve the University of Nebraska at Kearney and Wells Fargo Bank, VISA Check Card License Agreement effective May 1, 2005. Addendum X-B-3

#### University of Nebraska-Lincoln

4. Approve the Fund B, University Program and Facilities Fees (UPFF) 2005-06 Allocation for the University of Nebraska-Lincoln, and authorize the Chancellor to approve modifications of these budgets to the extent necessary to implement the Board of Regents salary increase policy and personnel benefits cost increases for 2005-06. Addendum X-B-4
5. Approve the ARDC Maintenance/Office Facility program statement and budget. Addendum X-B-5
6. Approve a seven-year agreement with Stokely-Van Camp, Inc. (the parent company of Gatorade) for an exclusive sponsorship of the intercollegiate athletic programs of the University of Nebraska-Lincoln. Addendum X-B-6
7. Approve the Harper-Schramm-Smith Dining Services Renovation Amended Budget and Resolution. Addendum X-B-7

8. Approve sale of a portion of the former Cushman property to the Joint Antelope Valley Authority for public use in the Antelope Valley Improvement Project for waterway purposes. Addendum X-B-8

University of Nebraska Medical Center

- 9 Approve the Fund B, University Program and Facilities Fees (UPFF) 2005-06 Allocation for the University of Nebraska Medical Center. Addendum X-B-9

University of Nebraska at Omaha

10. Approve the Fund B, University Program and Facilities Fee (UPFF) 2005-06 Allocation for the University of Nebraska at Omaha. Addendum X-B-10
11. Approve the Optional Board Plan Available to Housing Students and the Room Rates for Scott Village for the 2005-06 Academic Year. Addendum X-B-11
12. Approve an Amendment to the Ground Lease with the University of Nebraska at Omaha Alumni Association for an Expansion of the Alumni House Addition. Addendum X-B-12
13. Approve the Revised Program Statement for the University of Nebraska at Omaha College of Public Affairs and Community Service Building. Addendum X-B-13
14. Approve Second Amendment to the Ground Lease Agreement with the Suzanne and Walter Scott Foundation providing for the construction and operation of a business and technology facility and related facilities on Lot 1 and a portion of Lot 2, AkSarBen Business and Education Campus Replat 5. Addendum X-B-14

Nebraska College of Technical Agriculture at Curtis

15. Approve NCTA Room and Board Rates for the 2005-06 Academic Year. Addendum X-B-15

C. FOR INFORMATION ONLY

1. Proposed amendment of Section 3.12.4.3(a) of the *Bylaws of the Board of Regents of the University of Nebraska* relating to increasing the University's portion of the Retirement Plan contribution is presented for information purposes only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents of the University of Nebraska*. Approval of this amendment will be requested at the Regents' meeting on June 10, 2005. Addendum X-C-1

D. REPORTS

1. Universitywide Committee on Diversity report (2004-2005). Addendum X-D-1
2. Laboratory, Student, and Miscellaneous Fees for 2005-2006. Addendum X-D-2
3. University of Nebraska-Lincoln Residence Hall Room and Board Rates for Academic Years 2005-06 through 2007-08. Addendum X-D-3
4. University of Nebraska at Kearney Residence Hall Room and Board Rates for Academic Years 2005-06 through 2008-09. Addendum X-D-4
5. Naming the auditorium in Sheldon Memorial Art Gallery the "Ethel S. Abbott Auditorium." Addendum X-D-5
6. Design Development report for University of Nebraska-Lincoln North Addition to the 14th & Avery Parking Structure. Addendum X-D-6
7. Bids and Contracts for the period ended March 17, 2005. Addendum X-D-7

XI. ADDITIONAL BUSINESS

## **IX. UNIVERSITY CONSENT AGENDA**

### **A. ACADEMIC AFFAIRS**

1. President's Personnel Recommendations. Addendum IX-A-1
2. Approve the Constitution and Bylaws of the University of Nebraska at Omaha College of Communication, Fine Arts, and Media. Addendum IX-A-2
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President's Personnel Recommendations  
Meeting Date: April 15, 2005

**University of Nebraska at Kearney**

Leaves of Absence

Susanne Bloomfield, Professor, Continuous, English; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$64,104 AY, 1.00 FTE.

Kurt Borchard, Associate Professor, Continuous, Sociology, Geography and Earth Science; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$50,006 AY, 1.00 FTE.

Bruce Elder, Professor, Continuous, Accounting and Finance; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$68,665 AY, 1.00 FTE.

Allan Jenkins, Professor, Continuous, Economics; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$68,250 AY, 1.00 FTE.

Donald Morgan, Professor, Continuous, Accounting and Finance; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$81,122 AY, 1.00 FTE.

Srivatsa Seshadri, Professor, Continuous, Marketing/Management Information Systems, Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$72,000 AY, 1.00 FTE.

Marguerite Tassi, Associate Professor, Continuous, English; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$50,079 AY, 1.00 FTE.

**University of Nebraska-Lincoln**

Leaves of Absence

Arthur Allen, Associate Professor (Continuous) School of Accountancy; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$109,569 AY, 1.00 FTE.

Noriko Asato, Associate Professor (Continuous) Modern Languages and Literatures; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$49,475 AY, 1.00 FTE.

Herman Batelaan, Associate Professor (Continuous) Physics and Astronomy; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$67,928 AY, 1.00 FTE.

Mark Brittenham, Associate Professor (Continuous) Mathematics; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$64,060 AY, 1.00 FTE.

Miguel Carranza, Associate Professor (Continuous) Sociology; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$75,184 AY, 1.00 FTE.

John W. Creswell, Professor (Continuous) Educational Psychology; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$95,136 AY, 1.00 FTE.

Lisa J. Crockett, Professor (Continuous) Psychology; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$102,552, FY, 1.00 FTE.

Kent M. Eskridge, Professor (Continuous) Statistics; Faculty Development Fellowship with half pay effective 08-22-05 to 08-21-06, \$91,290 FY, 1.00 FTE.

Charles A. Francis, Professor (Continuous) Agronomy and Horticulture; Faculty Development Fellowship with half pay effective 08-01-05 to 07-31-06, \$113,201 FY, 1.00 FTE.

Dana B. Fritz, Associate Professor (Continuous) Art & Art History; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$49,549 AY, 1.00 FTE.

Timothy J. Gay, Professor (Continuous) Physics and Astronomy; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$103,265 AY, 1.00 FTE.

Priscilla Hayden-Roy, Associate Professor (Continuous) Modern Languages and Literatures; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$56,439 AY, 1.00 FTE.

Susan Hermiller, Associate Professor (Continuous) Mathematics; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$65,942 AY, 1.00 FTE.

Michael C. Hoff, Associate Professor (Continuous) Art & Art History; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$52,922 AY, 1.00 FTE.

Heidi M. Inderbitzen-Nolan, Associate Professor (Continuous) Psychology; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$64,868 AY, 1.00 FTE.

Sy-Hwang Liou, Professor (Continuous) Physics and Astronomy; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$83,529 AY, 1.00 FTE.

Svata Louda, Professor (Continuous) School of Biological Sciences; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$107,683 AY, 1.00 FTE.

Allan L. McCutcheon, Professor (Continuous) Statistics, Clifton College Professor of Sociology (Special) Sociology, Director (Special) NRI Gallup Research Center; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$116,512 AY, 1.00 FTE.

Ruth S. Nisse, Associate Professor (Continuous) English; leave with 37% pay effective 08-15-05 to 05-12-06, \$55,776 AY, 1.00 FTE.

Suzanne L. Rohde, Professor (Continuous) Mechanical Engineering; leave without pay effective 08-15-05 to 05-12-06, \$97,022 AY, 1.00 FTE.

Linda K. Schmechel, Assistant Research Professor (Special) Center on Children, Families, and the Law; leave without pay effective 4-18-05 to 3-20-06, \$38,414 AY, 0.50 FTE.

Sharad Seth, Professor (Continuous) Computer Science and Engineering; Faculty Development Fellowship with half pay effective 08-15-05 to 05-12-06, \$121,539 AY, 1.00 FTE.

Jordan Stump, Associate Professor (Continuous) Modern Languages and Literatures; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$66,247 AY, 1.00 FTE.

Susan M. Swearer, Associate Professor (Continuous) Educational Psychology; Faculty Development Fellowship with full pay effective 08-15-05 to 01-01-06, \$63,939 AY, 1.00 FTE.

David K. Watkins, Professor (Continuous) Geosciences, Chair (Special) Geosciences, leave without pay 06-01-05 to 06-30-05, \$95,746 FY, 1.00 FTE.

## **University of Nebraska at Omaha**

### Leaves of Absence

Phani Tej Adidam, Associate Professor (Continuous), Marketing/Management; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$83,115 AY, 1.00 FTE.

Lisa Boucher, Associate Professor (Continuous), Biology; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$52,222 AY, 1.00 FTE.

Bruce Chase, Professor (Continuous), Biology; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$60,656 AY, 1.00 FTE.

David Corbin, Professor (Continuous), Health, Physical Education and Recreation; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$66,459 AY, 1.00 FTE.

Kathleen Danielson, Professor (Continuous), Teacher Education; Faculty Development Fellowship with full pay effective 01-02-06 to 05-12-06, \$65,550 AY, 1.00 FTE.

Gary Day, Professor, (Continuous), Art and Art History; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$65,249 AY, 1.00 FTE.

Carol Ebdon, Associate Professor (Continuous), Public Administration; Leave of absence without pay, effective 08-15-05 to 01-01-06, \$64,382 AY, 1.00 FTE.

G. Griffith Elder, Associate Professor (Continuous), Mathematics; Leave of absence without pay, effective 08-15-05 to 05-12-06, \$57,984 AY, 1.00 FTE.

Charles Johanningsmeier, Associate Professor (Continuous), English; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$50,942 AY, 1.00 FTE.

James Jones, Associate Professor (Continuous), Marketing/Management; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$86,143 AY, 1.00 FTE.

Alan Kolok, Associate Professor (Continuous), Biology; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$52,733 AY, 1.00 FTE.



Claudette Lee, Assistant Professor (Continuous), Social Work; Faculty Development Fellowship with full pay, effective 05-15-05 to 08-15-05, \$59,566 FY, 1.00 FTE.

Ho Young Lee, Assistant Professor (Specific Term), Accounting; Leave of absence without pay, effective 08-15-05 to 05-12-06, \$93,215 AY, 1.00 FTE.

Shuanglin Lin, Professor (Continuous), Economics; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$78,162 AY, 1.00 FTE.

Gary Marshall, Associate Professor (Continuous), Public Administration; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$65,828 AY, 1.00 FTE.

John McKenna, Professor (Continuous), English; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$69,825 AY, 1.00 FTE.

John Price, Associate Professor (Continuous), English; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$51,061 AY, 1.00 FTE.

Mark Rousseau, Professor (Continuous) and Chairperson (Special), Sociology/Anthropology; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$79,446 AY, 1.00 FTE.

Jeannette Seaberry, Associate Professor (Continuous) and Chairperson (Special), Counseling; Faculty Development Fellowship with full pay, effective 08-15-05 to 01-01-06, \$63,138 AY, 1.00 FTE.

Yong Shi, Professor (Continuous), Information Technology/Information Science and Engineering; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$95,113 AY, 1.00 FTE.

Michael Skau, Professor (Continuous) and Chairperson (Special), English; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$76,174 AY, 1.00 FTE.

Larry Stephens, Professor (Continuous), Mathematics; Faculty Development Fellowship with full pay, effective 01-02-06 to 05-12-06, \$74,952 AY 1.00 FTE.

Neal Topp, Professor (Continuous), Teacher Education; Faculty Development Fellowship with half pay, effective 08-15-05 to 05-12-06, \$62,282 AY, 1.00 FTE.

TO: The Board of Regents  
Academic Affairs

MEETING DATE: April 15, 2005

SUBJECT: Approve the Constitution and Bylaws of the University of Nebraska at Omaha (UNO) College of Communication, Fine Arts, and Media.

RECOMMENDED ACTION: Approval is requested for the Constitution and Bylaws of the UNO College of Communication, Fine Arts, and Media.

PREVIOUS ACTION: March 5, 2005—The Board of Regents approved the College of Communication, Fine Arts, and Media.

EXPLANATION: The attached constitution and bylaws were developed and approved by the faculty of the College of Communication, Fine Arts, and Media. The constitution and bylaws were drafted by a committee. The draft was circulated to all potential members of the college and discussed in two open forums. A business meeting was held for formal discussion and amendments. The results indicated strong support by the faculty for the college and its constitution and bylaws. The constitution and bylaws have also been reviewed and approved by the Deans Forum, and Council of Academic Officers.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: Robert Welk  
Interim Dean, College of Fine Arts  
  
John Christensen  
Vice Chancellor for Academic and Student Affairs

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: March 17, 2005

## **Bylaws of the College of Communication, Fine Arts, and Media**

### **Article I. Bylaw Review**

The College Executive Committee will review the Bylaws annually during the spring semester to insure the Bylaws meet the needs of the College and address issues relevant to effective and efficient College functioning. Amendments to the Bylaws will be made in accord with Article VIII of the College Constitution.

### **Article II. Committee Elections and Appointments**

- Section 1: Representatives for all committees other than the Faculty/Staff Advisory Committee shall be elected by their representative units. The Office of the Dean shall administer the election of the members of the Faculty/Staff Advisory Committee.
- Section 2: Following official approval and recognition of the College by the Board of Regents, ad-hoc College standing committees shall be formed with members selected in accord with the members' unit policies and procedures in effect prior to the official approval and recognition of the College by the Board of Regents. These committees shall serve until the end of the first spring semester following official approval and recognition of the College by the Board of Regents.
- Section 3: Committee elections shall be held each spring and members shall assume their duties at the end of the spring semester.
- Section 4: If there are more than two choices on an election ballot, the College will use the Hare preferential system<sup>1</sup> for marking and counting ballots. All references to elections in the Constitution and Bylaws shall be interpreted to include this procedure.
- Section 5: Vacancies on College committees shall be filled by seating the first runner-up from the appropriate unit in the respective committee election immediately preceding the vacancy. If the first runner-up is not available, the second runner up from the appropriate unit in the respective committee election immediately preceding the vacancy will be seated. If the second runner-up is not available, the appropriate unit shall conduct a new election. The Dean's office will maintain a list of all elected committee members and all first and second runner-ups.

- Section 6: The person who fills a vacancy under the provisions of Section 5 above shall serve out the remainder of the unexpired term and shall be eligible for election to a successive regular term.
- Section 7: To ensure staggered terms on the Faculty Personnel Committee across the academic units, the initial term for members elected after the official approval and recognition of the College by the Board of Regents shall be apportioned in the following manner: three (3) year terms; Communication-1, Art and Art History-1, Writer's Workshop-1; two (2) year terms; Communication-1, Music-1, Theatre-1; one (1) year terms; Communication-2, Music-1, Art and Art History-1.
- Section 8: To ensure staggered terms on the Educational Policy Committee across the academic units, the initial term for members elected after official approval and recognition of the College by the Board of Regents shall be apportioned in the following manner: three (3) year terms; Communication-1, Music-1, Theatre-1; two (2) year terms; Communication-1, Art and Art History-1, Writer's Workshop-1; one (1) year terms; Communication-2, Music-1, Art and Art History-1.
- Section 9: To ensure staggered terms on the Faculty/Staff Advisory Committee across the units, the initial term for members elected after official approval and recognition of the College by the Board of Regents shall be apportioned in the following manner: two persons elected by the Office/Service personnel of the five academic units- one for one year, one for two years; one person elected by the Managerial/Professional personnel of the five academic units- one year; one faculty member elected from each of the five academic units, Communication-two years, Art and Art History-one year, Music-two years, Theatre-1 year, Writer's Workshop-two years; one person elected by the Office/Service personnel of KVNO/UNO Television-one year; three persons elected by the Managerial personnel of KVNO/UNO Television-one for one year, two for two years.
- Section 10: Where appropriate, faculty and staff from one unit may be asked to serve, on an ad-hoc basis, on a committee in another unit; for example, committees advising on equipment purchases and search committees. Professional staff members may be asked, on an ad-hoc basis, to advise on course development and to sit on department and college committees as appropriate.

### **Article III. Reappointment, Promotion, and Tenure**

- Section 1: Each academic unit shall develop and adopt Reappointment, Promotion, and Tenure Guidelines consistent with the Board of Regents<sup>2</sup>, University of Nebraska at Omaha<sup>3</sup> and College of Communication, Fine Arts, and Media<sup>4</sup>

guidelines and appropriate for their specific programs. The Faculty Personnel Committee shall use the appropriate unit guidelines in evaluating each candidate. The Faculty Personnel Committee shall also make its tenure recommendations based on the college guidelines chosen by those candidates who began the process in a previous college.

Section 2: Current faculty shall follow the reappointment, promotion, and tenure guidelines of the college in which they began the process unless he/she chooses to move to the guidelines in the newly established College of Communication, Fine Arts, and Media.

#### **Article IV. Campus/Community Responsibilities and General Education Requirements**

Section 1: The College has on-going campus responsibilities in such areas as general education, graduate programs, teacher preparation, and Student Fee-Fund B programming, and community service responsibilities in such areas as outreach and service learning. In addition to supporting the academic mission of the College, KVNO/UNO Television has responsibilities in community public service and campus-wide academic support. A secondary reporting line for KVNO/UNO Television to the Associate Vice Chancellor for Technology shall be retained.

Section 2: Each academic unit shall develop and adopt General Education distribution requirements consistent with the University of Nebraska at Omaha general education requirements and College of Communication, Fine Arts, and Media guidelines and appropriate for their specific programs.

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<sup>1</sup> [http://www.assembly.cornell.edu/EA/elections/hare\\_system.html](http://www.assembly.cornell.edu/EA/elections/hare_system.html) A written statement of the operation of the system will be available in the Dean's office when elections are held.

<sup>2</sup> [http://www.nebraska.edu/board/board\\_bylaws.html](http://www.nebraska.edu/board/board_bylaws.html)

<sup>3</sup> <http://avalon.unomaha.edu/aandsaffairs/eval.htm>

<sup>4</sup> College Office

12-8-2004

**University of Nebraska at Omaha**  
**College of Communication, Fine Arts, and Media**  
**Constitution**

**Preamble**

The College of Communication, Fine Arts, and Media (hereafter referred to as the college) consists of five academic units and one academic support unit, including the departments of Art and Art History, Music, Theatre, and Writer's Workshop, the School of Communication, and KVNO/UNO Television.

Central to the college's educational mission is the instruction of students in the essential practical and theoretical knowledge that they will need to succeed in their chosen disciplines. The college is equally committed through its diverse outreach activities to the engagement of a broader constituency. The college makes important contributions to the cultural growth and well being of the people of the region and prepares students to participate in a global community

The College responds to changing developments in the arts, communication, media, and technology while maintaining its foundation in the liberal arts. The University of Nebraska at Omaha and the larger community are best served by a diverse academic body that uses its liberal arts roots in order to understand and engage with the new world of integrative media, the power of communication, and traditional and new ways of artistic expression. The college is committed to educating scholars, artists, and citizens who will contribute to the world in its understanding and appreciation of the arts, culture, and humanity.

The college is united by its common conviction that imagination and human communication are inseparable aspects of the same intellectual process. Through traditional and innovative teaching and the use of emerging technologies the college promotes learning, research, scholarship, creative activity, and service to the profession and to the broader community in all aspects of human communication.

## **Article I. Governance**

Subject to the powers vested in the Board of Regents of the University of Nebraska, or delegated to its administrative officers, the immediate governance of the College shall be by its faculty.

## **Article II. Membership**

### **Section 1. College Membership**

Faculty members in the College, staff employed in the instructional, administrative, and academic support units of the College, and students admitted to study in major programs of the instructional units of the College shall comprise the constituent membership of the College.

### **Section 2. Voting Membership**

Voting membership of the Faculty of the College (hereafter referred to as the Faculty):

- A. Full-time faculty of the College holding continuous appointments, appointments for a specific term, or special appointments are voting members.
- B. Faculty with appointments to more than one college, including the College, shall declare in which college they desire to be a voting member.
- C. Those faculty participating in a partial or phased retirement program may continue voting membership by written declaration to the Dean of their intention to fulfill the responsibilities of such membership, including the responsibilities as representatives of the College or their unit if elected.

### **Section 3. Ex Officio Membership**

The President of the University of Nebraska, the Chancellor of the University of Nebraska at Omaha, the Dean of the College, and such other persons as may be designated by the faculty shall be ex-officio, non-voting members of the faculty.

### **Section 4. Rights and Responsibilities**

The College Voting Faculty shall have the right and responsibility to present, review, and take action on matters pertaining to the College within the limits of governmental power designated in the Bylaws of the Board of Regents of the University of Nebraska.

### **Section 5. Business**

- A. **Meetings.** College meetings shall be held at least once a semester at a time and place designated by the Dean. Prior notice of at least ten working days shall be provided to the faculty. Meetings shall be conducted in accord with the latest edition of Robert's Rules of Order, where not in conflict with the Constitution of the College, or special rules of order the College may adopt. Agendas of regular meetings shall include opportunities for reports of standing committees and Dean's councils.

Any members of the faculty shall have the right and responsibility to present for consideration by the voting faculty matters pertinent to the purposes and functions of the College.

- B. **Special Meetings.** Special meetings of the voting membership of the College may be called by the Chancellor of the University or by the Dean of the College. Special meetings must be called by the Dean within ten working days after a petition by at least ten faculty members, a request by the Executive Committee, the Faculty Personnel Committee, the Educational Policy Committee, the Technology Committee, or the Faculty/Staff Advisory Committee, or a majority vote of the faculty when in regular or special session. Only agenda items distributed to the faculty of the College at least five working days in advance shall be transacted at a special meeting.
- C. **Quorum.** No quorum of the faculty is required at college faculty meetings. The faculty is empowered to approve minutes, receive reports, introduce, discuss and amend motions, and approve motions such as personal commendations and motions to adjourn which do not impact further action by the college, its departments or other administrative units, or its committees. Items which do impact further action must be submitted to the entire Faculty for vote by mail ballot. Fifty percent plus one of those voting shall constitute a majority. Ballots are due for tally no earlier than five working days after they are distributed.

### **Article III. Operating Structure**

#### **Section 1. Executive Committee**

- A. **Membership:** Administrative unit heads with the Dean as Chair. The Executive Committee shall consist of the Chairs of Art and Art History, Music, Theatre, and Writer's Workshop; Director and Assistant Director of the School of Communication; General Manager and Assistant General Manager of KVNO/UNO Television.
- B. **Duties:** The Executive Committee shall be concerned with the general administration of the college and its faculty, staff and students. The committee shall provide leadership in establishing the vision and strategic plan for the college as well as serving in an advisory role to the Dean. The committee shall reflect a broad perspective of the issues and concerns of the college as a whole. The members of the committee shall represent their units in order to build consensus regarding the needs, interests and opportunities across the college.

When consensus is required regarding faculty personnel and governance issues, discussion shall be reserved to faculty members on the committee. Specific issues for the committee include, but are not limited to, class



schedule, allocation of part-time instructional funds, selection of college staff, faculty/staff honors and awards, faculty development leaves, allocation of academic equipment and enhancement funds, distribution of faculty travel funds, merit salary procedures, fund raising activities and distribution, staff professional development opportunities, programming, licensee relationships, other management/leadership obligations and responsibilities of the college, and issues related to the organization and operation of relevant activities of the college.

While the committee, as a whole, shall discuss and advise on a wide range of issues, the college and Dean recognize that some issues are not directly relevant to all units or personnel and that shall be reflected in the decision-making process. When appropriate, the Dean shall consult with affected units and/or other college committees for advice and recommendations. The Executive Committee, as requested by the Dean, shall review all decisions, policies and procedures of the college.

## **Section 2. Faculty Personnel Committee**

- A. Membership: Ten tenured faculty members (chairs and directors not eligible) selected from the constituent academic units, apportioned as follows:  
School of Communication—four members  
Departments of Art and Art History, Music—two members each  
Departments of Theatre, Writer’s Workshop—one member each.
- B. Selection Process: Members representing each academic unit elected by the faculty of that unit for a three-year term with approximately one-third of the membership rotating each year.
- C. Duties: Advise the Dean on matters initiated by the committee or by the faculty or referred to it by the Dean; make recommendations regarding promotion, tenure, reappointment, annual review, Faculty Development Leaves, leaves of absence and policies pertaining thereto; serve as a grievance committee in matters concerning promotion, tenure, reappointment, annual review, Faculty Development Leaves, leaves of absence and policies pertaining thereto, and make recommendations to the Dean based upon its findings.

## **Section 3. Educational Policy Committee**

- A. Membership: Ten fulltime faculty members (may be pre-tenure or non-tenure track; chairs/director not eligible) selected from the constituent academic units, apportioned as follows:  
School of Communication—four members  
Departments of Art and Art History, Music—two members each  
Departments of Theatre, Writer’s Workshop—one member each.

B. Selection Process: Members representing each academic unit elected by the faculty of that unit for a three-year term with approximately one-third of the membership rotating each year.

C. Duties: The Committee shall advise the Dean on all matters of educational policy including, but not limited to, matters relating to academic standards, periodic review of the various degree programs, admission and graduation requirements, new degrees, new programs, changes in degree programs, recommend to the Chancellor the names of those students who have completed the requirements for graduation and that degrees be awarded to those students, adjudicate on formal student appeals for relief from college and departmental rules, academic suspension, undergraduate student grievances and grades, and, the addition, deletion, and revision of courses. For grade appeals, two students from the Student Advisory Committee shall be selected to serve as non-voting participants in the review process pending permission from the appealing student.

#### **Section 4. Technology Committee**

A. Membership and Selection Process: One faculty member (all full-time eligible) from each academic department/school and the Manager of Engineering (or his/her designee) from KVNO/UNO television. The Chairs/Director and General Manager select members from the constituent units.

B. Duties: Advise the Dean on technology planning as well as requests for equipment and software purchases and repairs to be made from the Student Technology Fee allocation, UN Foundation grants, and other sources of technology funding.

#### **Section 5. Student Advisory Committee**

A. Membership: Twelve students selected from the majors in the constituent academic units and apportioned as follows:  
School of Communication—six members (representing Broadcasting, Journalism, Speech Communication)  
Departments of Art and Art History and Music—two members each  
Departments of Theatre and Writer’s Workshop—one member each

B. Selection Process: Selected from the majors in the units by a process to be determined by the unit; may be elected or appointed.

C. Duties: Bring/carry information as appropriate to the activities of the college to and from the Dean.

#### **Section 6. Faculty/Staff Advisory Committee**

A. Membership and Selection Process: Two persons elected by the Office/Service personnel of the five academic units. One person elected by the Managerial/Professional personnel of the five academic units. One faculty

member elected from each of the five academic units. One person elected by the Office/Service personnel of KVNO/UNO Television. Three persons elected by the Managerial/Professional personnel of KVNO/UNO Television. (Chairs, Director, Assistant Director, General Manager, Assistant General Manager not eligible). Elected members shall serve a two-year term with one-half of the membership rotating off of the committee each year. Members shall not serve consecutive terms.

B. Duties: Advise the Dean on matters initiated by the Committee or referred to it by the Dean and which are not specifically within the domain of the Educational Policy Committee or the Faculty Personnel Committee.

### **Section 7. Other Advisory Committees/Ad Hoc Committees/Support Groups/Community Boards.**

The Dean, Faculty, and the standing committees may create special committees. The Dean shall appoint members of special committees unless otherwise determined for special committees created by the Faculty or one of its standing committees.

## **Article IV. Office of the Dean**

### **Section 1. Responsibilities**

The Dean of the College shall provide educational leadership; be the administrative head of the College; provide leadership in development activities for the College; serve as intermediary between the College and the University; and act as presiding officer at faculty meetings. The Dean shall assume the duties and responsibilities of this office as designated in the Bylaws of the Board of Regents of the University of Nebraska.

### **Section 2. Selection of the Dean**

The Executive Committee shall meet when necessary with the Chancellor (or his/her designee) concerning formation of an advisory committee for selection of a Dean. The Dean shall be appointed by the Board of Regents upon recommendation of the Chancellor in accordance with the procedures prescribed in the Bylaws of the Board of Regents of the University of Nebraska.

### **Section 3. Evaluation and Continued Appointment**

In addition to and consistent with University policy and the Bylaws of the Board of Regents providing for periodic evaluation of administrators, the members of the College shall have the right and responsibility to evaluate the Dean of the College annually. Every three years of a sitting Dean's appointment, the members of the College shall make recommendations to the Chancellor (or his/her designee) concerning continued appointment of the Dean. The procedures for the evaluation and recommendation process shall be the responsibility of the Faculty Personnel Committee.

### **Section 4. Temporary Vacancy**

In case the Dean becomes incapacitated or other temporary vacancy in the office of the Dean occurs, the Executive Committee, after conferring with the faculty/staff in their

respective units, shall confer with the Chancellor (or his/her designee) on the appointment of an Acting or Interim Dean.

## **Article V. Administrative Units**

**Section 1.** The college consists of five academic units and one academic support unit, including the departments of Art and Art History, Music, Theatre, and Writer's Workshop, the School of Communication, and KVNO/UNO Television. Each unit shall determine its committee structure and operating procedures.

### **Section 2. Unit Heads**

- A. Selection: An academic unit head shall be designated by the title of Chairperson for a Department or Director for a School. The academic unit head shall be appointed by the Dean, after appropriate consultation with the unit's faculty and/or staff and in accordance with University policies and procedures. The Director of the School of Communication shall appoint the Assistant Director in consultation with the Dean and after consultation with the faculty of the School. Upon consultation with unit faculty and/or staff and appropriate university administrators, the Dean may make interim or acting appointments. The unit head shall not have tenure in office; tenure as a faculty member for the unit heads shall be a matter of separate right. The unit head for KVNO/UNO Television shall be designated by the title of General Manager. The General Manager shall be hired by the Dean after consultation with the managers and in accordance with University policy and procedures. The General Manager shall hire the Assistant General Manager in consultation with the Dean and after consultation with the managers.
- B. Responsibilities: The unit head shall be the officer primarily charged with the administration of the unit and shall be the presiding officer of its faculty and/or staff, the chief advisor to the Dean, serve as intermediary between the unit and other individuals and units of the university, and serve as an advocate for the unit's programs and members. The unit head may make recommendations to the Dean and the faculty of the College concerning the welfare of the unit and its relations to other units. Before making such recommendations, the unit head shall consult with the appropriate faculty and/or staff. Where the recommendation of the unit head differs from the advice given by the appropriate unit faculty and/or staff the unit head shall so inform the Dean.
- C. Evaluation.
  - 1. Every third year before recommending the reappointment of the academic unit head, the Dean shall take a closed ballot of the unit members on the question of reappointment for the incumbent.

2. The Dean shall prepare an annual written evaluation of the unit head based upon but not restricted to: (a) the written annual report of the unit head, (b) anonymously written evaluations solicited from all members of the faculty in the academic unit; and (c) in the case of the General Manager of KVNO/UNO Television, the Dean shall solicit anonymously written evaluations from representative staff.

#### **Article VI. Supra-Departmental or Interdepartmental Units**

Supra-Departmental or Inter-Departmental units, such as schools and interdisciplinary programs, may be established. Channels of administrative communication shall be defined when such units are created. Annual assessment and reappointment recommendations for faculty in such units shall be the consistent responsibility of a single administrator, such as a department chair or school director.

#### **Article VII. Initial Acceptance of Constitution**

Approval by **two-thirds** of the Faculty voting on the question will be necessary for acceptance of this Constitution, which shall become effective upon promulgation by the Chancellor of the University of Nebraska at Omaha and the Board of Regents of the University of Nebraska. Voting shall be by mail ballot.

#### **Article VIII. Amendment**

Section 1. Proposal of amendments.

Amendments to the constitution may be proposed in one of three ways: (a) the faculty members of the Executive Committee; (b) a special ad-hoc committee; or (c) at least ten faculty members may draft and submit to the Executive Committee for transmission to the whole faculty. Amendments must be circulated to the faculty at least five working days before a regular or special faculty meeting at which time the proposed amendment(s) shall be discussed.

Section 2. Approval of amendments.

Voting shall be by mail ballot. Approval by two-thirds of the Faculty voting on the question shall be necessary for adoption. Fifty percent (50%) of the voting faculty shall constitute a quorum. Ballots are due for tally no earlier than five working days after they are distributed.

TO: The Board of Regents  
Academic Affairs

MEETING DATE: April 15, 2005

SUBJECT: Departmental Name Change of the Department of Pharmacology to the Department of Pharmacology and Experimental Neuroscience, College of Medicine.

RECOMMENDED ACTION: Approval of the proposed departmental name change of the Department of Pharmacology in the College of Medicine to the Department of Pharmacology and Experimental Neuroscience.

PREVIOUS ACTION: The Department of Pharmacology was created in 1970 upon the division of the Department of Physiology and Pharmacology into two separate departments.

EXPLANATION: The justification of the name change is based on the fact that the majority of faculties are engaged in neuroscience research activities. Such activities include, but are not limited to, studies of depression, HIV-associated dementia, Alzheimer's and Parkinson's disease, amyotrophic lateral sclerosis, and schizophrenia. Work in the department is focused on both experimental and translational (bench to bedside) investigations that will ultimately lead to clinical application. The idea is to improve health and alleviate human suffering for diseases that currently have few therapeutic options and are increasing in scope, numbers, and significance. The needs for a name change include best defining our research mission, establishing bridges to pharmaceutical companies, fund raising, publications, graduate education and recruiting, issues relating to media and public relations, teaching, and best enabling federal grants and contracts. The research productivity of the department has shown enormous growth. In addition, the training of young Nebraskans in the area of Neuroscience (as scientists and as physicians) is a high priority.

The Department of Pharmacology and Experimental Neuroscience is fully committed to its continuing compliance with all Federal, State of Nebraska and University of Nebraska Board of Regents statutes, rules, regulations and guidelines regarding research.

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

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

DATE: April 4, 2005

TO: The Board of Regents

Academic Affairs

MEETING DATE: April 15, 2005

SUBJECT: Request for Approval of Outside Employment

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

Paulette Sombke, Field Training Specialist, Center on Children, Families and Law, to provide consulting services to the Nebraska State Department of Health and Human Services.

Ronald K. Faller, Research Assistant Professor, Midwest Roadside Safety Facility, to provide engineering consulting services or serve as an expert witness to the Nebraska State Attorney General, the Nebraska Department of Roads.

Robert W. Bielenberg, Research Associate Engineer, Midwest Roadside Safety Facility, to provide consulting services for the Nebraska State Attorney General.

Karla A. Polivka, Research Associate Engineer, Midwest Roadside Safety Facility, to provide consulting services for the Nebraska State Attorney General.

Jim C. Holloway, Research Manager, Midwest Roadside Safety Facility, to provide consulting services for the Nebraska State Attorney General.

Dean Sicking, Professor, Civil Engineering, to provide consulting services for the Nebraska State Attorney General and the Nebraska Department of Roads.

Curt Meyer, Research Engineer, Midwest Roadside Safety Facility, to provide consulting services for the Nebraska State Attorney General.

John Rohde, Associate Professor, Civil Engineering, to provide consulting services for the Nebraska State Attorney General and the Nebraska Department of Roads.

Marilyn L. Grady, Professor, Educational Administration, to provide consulting services for the Nebraska Department of Education.

PREVIOUS ACTION:

None

EXPLANATION:

The requests by Paulette Sombke, Ronald K. Faller, Robert W. Bielenberg, Karla A. Polivka, Jim C. Holloway, Dean Sicking, Curt Meyer, John Rohde, and Marilyn Grady for approval of outside activity is in accordance with Section 3.4.5(d) of the *Bylaws of the Board of Regents of the University of Nebraska* specifying that University employees must have the approval of the Board of Regents if they are providing professional services for remuneration to a department or agency of state government.

Paulette Sombke is requesting permission of the Board of Regents to provide services to the Nebraska State Department of Health and Human Services. Paulette Sombke will perform home studies that require home visits to applicants and report writing. These duties will be performed on an as needed basis during the period April 18, 2005 through December 31, 2005. These duties will not interfere with Paulette Sombke's performance of her University duties and responsibilities.

Ronald K. Faller is requesting permission of the Board of Regents to provide engineering consulting services or serve as an expert witness to the Nebraska State Attorney General, the Nebraska Department of Roads, for roadside/highway/motorsports related safety issues and problems. These duties will be performed as needed during the period of May 1, 2005 through December 31, 2005. These duties will not interfere with Ronald K. Faller's performance of his University duties and responsibilities.

Robert W. Bielenberg is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General regarding accident reconstruction. These duties will be performed as needed during the period of May 1, 2005 through April 30, 2006. These duties will not interfere with Robert W. Bielenberg's performance of his University duties and responsibilities.

Karla A. Polivka is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General regarding accident reconstruction. These duties will be performed as needed during the period of May 1, 2005 through January 31, 2006. These duties will not interfere with Karla A. Polivka's performance of her University duties and responsibilities.

Jim C. Holloway is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General regarding accident reconstruction. These duties will be performed as needed during the period of May 1,



2005 through April 30, 2006. These duties will not interfere with Jim C. Holloway's performance of his University duties and responsibilities.

Dean Sicking is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General and the Nebraska Department of Roads regarding design, construction, and repair of roadways and roadside features. These duties will be performed as needed during the period of May 1, 2005 through April 30, 2006. These duties will not interfere with Dean Sicking's performance of his University duties and responsibilities.

Curt Meyer is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General regarding accident reconstruction. These duties will be performed as needed during the period of May 1, 2005 through April 30, 2006. These duties will not interfere with Curt Meyer's performance of his University duties and responsibilities.

John Rohde is requesting permission of the Board of Regents to provide consulting services for the Nebraska State Attorney General and the Nebraska Department of Roads regarding design, construction, and repair of roadways and roadside features. These duties will be performed as needed during the period of May 1, 2005 through April 30, 2006. These duties will not interfere with John Rohde's performance of his University duties and responsibilities.

Marilyn Grady is requesting permission of the Board of Regents to provide consulting services for the Nebraska Department of Education for an evaluation study they are conducting. These duties will be performed during the period of April 18, 2005 through November 1, 2005. These duties will not interfere with Marilyn Grady's performance of her University duties and responsibilities.

SPONSOR:

Barbara Couture  
Senior Vice Chancellor for Academic Affairs

APPROVAL:

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Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE:

March 17, 2005

TO: The Board of Regents

Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Temple Building Addition and Renovation

RECOMMENDED ACTION: Approve the team of Bahr Vermeer & Haecker Architects (BVH) to complete design services for the UNL Temple Building Addition and Renovation.

PREVIOUS ACTION: January 15, 2005 – The Board approved the Program Statement and budget for the UNL Temple Building Addition and Renovation.

EXPLANATION: In 1999, the Request for Proposal for professional services for the Mary Riepma Ross Film Theater and Van Brunt Visitors Center project included design services for the Temple building addition and renovation. BVH was selected in accordance with Board policy. Board approval is sought to complete the design services for the Temple Building Addition and Renovation project.

A contract for design services will be negotiated within the amount shown in the approved project budget (\$258,523).

PROJECT COST: \$4,400,000

ON-GOING FISCAL IMPACT: Annual Operating Costs: (will be included in the FY 07 Budget) \$104,143  
2% Assessment 88,000

SOURCE OF FUNDS: Trust Funds \$4,300,000  
Cash Funds 100,000

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

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Tom Osborne Field Renovation in Memorial Stadium

RECOMMENDED ACTION: Approve the UNL Tom Osborne Field Renovation in Memorial Stadium.

PREVIOUS ACTION: None

EXPLANATION: This project and related budget will demolish the existing synthetic turf and asphalt base at Tom Osborne Field in Memorial Stadium, re-grade the crown of the field, and install a vertical draining system and rock base. The budget below does not include the installation and purchase of new synthetic turf, which will be contracted for and reported to the Board separately.

Proposed start of construction April 2005  
Proposed completion of construction August 2005

PROJECT COST: \$491,681

ON-GOING FISCAL IMPACT: Annual Operation Costs N/A  
2% Assessment N/A

SOURCE OF FUNDS: Auxiliaries and Services Funds

SPONSORS: Steve Pederson  
Director, Intercollegiate Athletics

Christine A. Jackson  
Vice Chancellor of Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: April 6, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) McCollum Hall roof replacement

RECOMMENDED ACTION: Approve the UNL McCollum Hall roof replacement.

PREVIOUS ACTION: None

EXPLANATION: This section of roof is original, has exceeded its useful life and is beyond repair. The materials have failed to such a degree that the membrane is saturated with water resulting in damage to the interior of the building. Other portions of the building have had new roofs installed and this is the sole remaining roof from the original construction.

Proposed start of construction	May 2005
Proposed completion of construction	July 2005

PROJECT COST: \$470,000

ON-GOING FISCAL IMPACT:	Annual Operation Costs	N/A
	2% Assessment	N/A

SOURCE OF FUNDS: Cash Funds

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

APPROVAL: \_\_\_\_\_  
 Harvey Perlman, Chancellor  
 University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Renovation of selected portions of the University of Nebraska-Lincoln (UNL) College of Law

RECOMMENDED ACTION: Approve the renovation of selected portions of the UNL College of Law.

PREVIOUS ACTION: None

EXPLANATION: The proposed project will renovate three classrooms and the student lounge area in McCollum Hall, along with renovating the Welpton Courtroom. Both McCollum and Welpton are within the UNL College of Law.

The classrooms and Welpton Courtroom will be upgraded to provide state-of-the art instructional technology, electrical outlets allowing the use of lap top computers at each student station, more comfortable seating, work space for student stations, and improved acoustics and lighting. Both the classrooms and the Courtroom will also be brought into compliance with the Fire/Life Safety Code and the Americans with Disabilities Act. For the Courtroom, special technological features appropriate to courtrooms such as pop-up screens on the judges' bench and counsel tables will also be added.

The student lounge area renovation will make this space more comfortable and inviting to College of Law students. The work will include replacing carpet, improving lighting, providing network access, reconfiguring space to improve circulation, and replacing worn furniture.

Proposed start of construction	May 2005
Proposed completion of construction	August 2005

PROJECT COST: \$1,440,247

ON-GOING FISCAL IMPACT:	Annual Operating Costs	\$17,000
	2% Assessment	N/A

SOURCE OF FUNDS:	Trust Funds	\$1,108,247
	Cash Funds	332,000

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

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Classroom Renovations in Hamilton, Oldfather, and Ruth Leverton Halls

RECOMMENDED ACTION: Approve the UNL classroom renovations in Hamilton, Oldfather, and Ruth Leverton Halls.

PREVIOUS ACTION: None

EXPLANATION: This project will renovate two general purpose classrooms in Hamilton Hall, twelve general purpose classrooms in Oldfather Hall, and a laboratory in Ruth Leverton Hall. The work includes replacing light fixtures and ceiling tiles, providing acoustical treatment, painting, replacing seating, and making technology upgrades. The goal of these renovations is to continue to provide improved, modern instructional environments for UNL faculty and students.

This project is subject to approval by the Coordinating Commission for Postsecondary Education.

Proposed start of construction	June 2005
Proposed completion of construction	August 2005

PROJECT COST: \$672,658

ON-GOING FISCAL IMPACT:	Annual Operation Costs	N/A
	2% Assessment	N/A

SOURCE OF FUNDS: General Funds

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

APPROVAL: \_\_\_\_\_  
 Harvey Perlman, Chancellor  
 University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Animal Science Chiller Replacement

RECOMMENDED ACTION: Approve the UNL Animal Science Chiller Replacement Project.

PREVIOUS ACTION: None

EXPLANATION: This maintenance project will replace the existing low-temperature chiller that serves cold rooms in the Loeffel Meat Lab. This is the only unit that provides cooling to the freezers and refrigerated rooms in the Lab. The existing chiller has been an ongoing maintenance problem and has been repaired several times in recent years. When the unit fails, the entire facility is taken out of commission and any product being processed or stored in the facility must be disposed of. The chiller system has reached the end of its useful life and requires complete replacement rather than renovation.

Proposed start of construction June 2005  
Proposed completion of construction February 2006

PROJECT COST: \$600,000

ON-GOING FISCAL IMPACT: Annual Operating Costs N/A  
2% Assessment N/A

SOURCE OF FUNDS: General Funds \$120,000  
309 Funds 480,000

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

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska - Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Conveyance of a tract of land in Saunders County, Nebraska, to Eldon E. and Beverly A. Johnson

RECOMMENDED ACTION: Approve the conveyance of a tract of land in Saunders County, Nebraska, to Eldon E. and Beverly A. Johnson.

PREVIOUS ACTION: June 4, 1971 – The Board of Regents approved acceptance from the Department of Health, Education and Welfare, by Quitclaim Deed, approximately 112 acres of land and 27 buildings, together with certain easements, a portion of the Offutt Air Force Facility, Site # 1, Mead, Nebraska. This deed covers property previously withheld because of utilities located therein.

EXPLANATION: The University acquired approximately 9,600 acres of the former Nebraska Ordnance Plant from 1962 to 1971 for use as the Agricultural Research and Development Center (ARDC). Within the 9,600 acres there is a site known as the Waste Water Treatment Plant located in Section 21, Township 14 North, Range 9 East, Saunders County.

After acquiring the Waste Water Treatment Plant tract, the ARDC used this site for various University activities, believing the site was owned by the Board of Regents. However, with recent research associated with the Mead properties, it was discovered the legal description in Quitclaim Deed # SA-VII-14 for the tract of land in S21, T14N, R9E, conveyed to the Board of Regents June 1971, was actually for farm ground directly south of the Waste Water Treatment Plant. The farm ground is owned by Eldon E. and Beverly A. Johnson.

Thus, to remove the cloud on the Johnson property title, the Board of Regents will convey, by way of a Quitclaim Deed, the following tract to Eldon E. and Beverly A. Johnson.

A tract of land in the Northeast Quarter of Section 21, Township 14 North, Range 9 East, Saunders County, Nebraska. Commencing at the North Quarter Corner of said Section 21, thence easterly along the north line of said Section 21 for a distance of 990 feet, thence southerly at right angles for a distance of 1,320 feet to the Point of Beginning of the tract of land to be described; thence continuing southerly along said line for a distance of 660 feet; thence easterly at right angles for a distance of 825 feet; thence northerly at right angles for a distance of 660 feet; thence westerly at right angles for a distance of 825 feet to the said Point of Beginning, containing 12.5 acres, more or less.



A Right-of-Entry will be obtained from the true owner of the Waste Water Treatment Plant site and the Johnson's for the parcel above that is to be conveyed. These documents will allow the University to conclude activities at the Waste Water Treatment Plant site and access the Johnson parcel, if necessary, during the Remedial Investigation/Feasibility Study and Removal Action process.

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: March 24, 2005

**NE 1/4  
Section 21  
Saunders County**

<p>Waste Water Treatment Facility Site</p>	<p>Johnson Quitclaim Deed Site</p>
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TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Office of Naval Research (ONR) agreement for “Multi-Laser-Beam Open-Atmosphere Surface Coating Techniques Based on Precursor Excitation, Photodissociation and Controlled Cooling”

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents a sub-award of \$208,333 in conjunction with the Office of Naval Research agreement for “Multi-Laser-Beam Open-Atmosphere Surface Coating Techniques Based on Precursor Excitation, Photodissociation and Controlled Cooling.”

PREVIOUS ACTION: None

EXPLANATION: The UNL College of Engineering applied for and received a grant from ONR that will award \$2,999,970 for the period March 15, 2005 through April 30, 2010. The award entitled “Multi-Laser-Beam Open-Atmosphere Surface Coating Techniques Based on Precursor Excitation, Photodissociation and Controlled Cooling” involves investigators at UNL and the University of Missouri-Rolla. Under the terms of the agreement with ONR, UNL will be required to make a sub-award to the University of Missouri-Rolla for \$208,333.

The request is submitted in accordance with Regents Policy 6.3.1.4(p) which requires Board approval for any contract for the procurement of professional services where the amount will exceed \$200,000.

SOURCE OF FUNDS: Federal Funds

PROJECT COST: \$208,333

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business and Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: National Institutes of Health (NIH) agreement for “Infertility Pathways and Psychosocial Outcomes”

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents sub-awards in conjunction with the National Institutes of Health agreement for “Infertility Pathways and Psychosocial Outcomes” project.

PREVIOUS ACTION: None

EXPLANATION: A grant was received from NIH that will award UNL \$510,611, for the period January 1, 2005 through December 31, 2005. The award entitled “Infertility Pathways and Psychosocial Outcomes” involves investigators at UNL, UNMC, Pennsylvania State University and University of Connecticut Health Center. Under the terms of the agreement with NIH, UNL will be required to make a sub-award to Pennsylvania State University of \$204,473.

This request is submitted in accordance with Regents Policy 6.3.1.4(p) which requires Board approval for any contract for the procurement of professional services where the amount will exceed \$200,000.

PROJECT COST: \$204,473

SOURCE OF FUNDS: National Institutes of Health

SPONSORS: Prem S. Paul  
Vice Chancellor for Research  
  
Christine A. Jackson  
Vice Chancellor for Business and Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: National Science Foundation (NSF) grant for “Nebraska EPSCoR Infrastructure Improvement Grant”

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents a sub-award amendment adding \$345,391 for year two funding, in conjunction with the National Science Foundation grant for “Nebraska EPSCoR Infrastructure Improvement Grant.”

PREVIOUS ACTION: September 10, 2004 – The Board approved the original agreement in the amount of \$868,742.

EXPLANATION: The Nebraska EPSCoR program has received year two funding to continue development of research and education infrastructure. The partners in this grant are Creighton University, University of Nebraska-Lincoln, University of Nebraska at Omaha and University of Nebraska Medical Center.

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 grant from NSF, UNL will be required to make a sub-award amendment to Creighton University for \$345,391.

Approval of this item will authorize the UNL Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents an Amendment to the existing sub-award adding year two funding of \$345,391. The cumulative sub-award total will be \$1,214,133.

PROJECT COST: \$345,391

SOURCE OF FUNDS: Federal Funds

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: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Service Agreement between the University of Nebraska-Lincoln and the State of Nebraska Department of Natural Resources

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business and Finance to execute on behalf of the Board of Regents an agreement with the State of Nebraska Department of Natural Resources.

PREVIOUS ACTION: None

EXPLANATION: Expertise from UNL Water Center has been requested by the State of Nebraska Department of Natural Resources to assist the State in implementing the Ground Water Management and Protection Act. Under the terms of the Service Agreement, the Water Center will provide consulting, research, data collection and reporting on a task order basis. The Agreement runs through June 30, 2007, with compensation to the UNL Water Center of up to \$500,000.

The request is submitted in accordance with Regents Policy 6.3.1.4(f), which requires board approval for contracts where the university provides services to an external party with a dollar value exceeding \$200,000.

PROJECT REVENUE: \$500,000

SOURCE OF FUNDS: N/A

SPONSORS: Prem S. Paul  
Vice Chancellor for Research

Christine Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: April 4, 2005

**X. UNIVERSITY ADMINISTRATIVE AGENDA**

**A. ACADEMIC AFFAIRS**

None.

**B. BUSINESS AFFAIRS**

Central Administration

1. Approve the acceptance of the audited financial statements of the University of Nebraska and related entities. Addendum X-B-1

University of Nebraska at Kearney

2. Approve the Fund B, University Program and Facilities Fee (UPFF) 2005-06 Allocation for the University of Nebraska at Kearney. Addendum X-B-2
3. Approve the University of Nebraska at Kearney and Wells Fargo Bank, VISA Check Card License Agreement effective May 1, 2005. Addendum X-B-3

University of Nebraska-Lincoln

4. Approve the Fund B, University Program and Facilities Fees (UPFF) 2005-06 Allocation for the University of Nebraska-Lincoln, and authorize the Chancellor to approve modifications of these budgets to the extent necessary to implement the Board of Regents salary increase policy and personnel benefits cost increases for 2005-06. Addendum X-B-4
5. Approve the ARDC Maintenance/Office Facility program statement and budget. Addendum X-B-5
6. Approve a seven-year agreement with Stokely-Van Camp, Inc. (the parent company of Gatorade) for an exclusive sponsorship of the intercollegiate athletic programs of the University of Nebraska-Lincoln. Addendum X-B-6
7. Approve the Harper-Schramm-Smith Dining Services Renovation Amended Budget and Resolution. Addendum X-B-7
8. Approve sale of a portion of the former Cushman property to the Joint Antelope Valley Authority for public use in the Antelope Valley Improvement Project for waterway purposes. Addendum X-B-8

University of Nebraska Medical Center

9. Approve the Fund B, University Program and Facilities Fees (UPFF) 2005-06 Allocation for the University of Nebraska Medical Center. Addendum X-B-9

University of Nebraska at Omaha

10. Approve the Fund B, University Program and Facilities Fee (UPFF) 2005-06 Allocation for the University of Nebraska at Omaha. Addendum X-B-10

11. Approve the Optional Board Plan Available to Housing Students and the Room Rates for Scott Village for the 2005-06 Academic Year. Addendum X-B-11
12. Approve an Amendment to the Ground Lease with the University of Nebraska at Omaha Alumni Association for an Expansion of the Alumni House Addition. Addendum X-B-12
13. Approve the Revised Program Statement for the University of Nebraska at Omaha College of Public Affairs and Community Service Building. Addendum X-B-13
14. Approve Second Amendment to the Ground Lease Agreement with the Suzanne and Walter Scott Foundation providing for the construction and operation of a business and technology facility and related facilities on Lot 1 and a portion of Lot 2, AkSarBen Business and Education Campus Replat 5. Addendum X-B-14

Nebraska College of Technical Agriculture at Curtis

15. Approve NCTA Room and Board Rates for the 2005-06 Academic Year. Addendum X-B-15



TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Financial Statements and related Auditors' Reports for the University of Nebraska

RECOMMENDED ACTION: Approve the acceptance of the audited financial statements of the University of Nebraska and related entities.

PREVIOUS ACTION: February 28, 2004 – Financial Statements and related Auditors' Reports for the year ended June 30, 2003 were accepted by the Board.

EXPLANATION: Approval of this item will accept the audited General Purpose financial statements of the University of Nebraska for the year ended June 30, 2004, and the audits and reports of the following related entities or components for the periods shown.

<u>Entity/Component</u>	<u>Year Ended</u>
Single Audit of Federal Funds under the OMB Circular A-133	June 30, 2004
Master Trust Indenture Bond Funds	June 30, 2004
University of Nebraska at Kearney	
Student Fees and Facilities Revenue Bonds Under the June 15, 1966 Resolution and Supplemental Resolutions	June 30, 2004
University Dental Associates	June 30, 2004
University Medical Associates	June 30, 2004
Nebraska Utility Corporation	December 31, 2003
Letter of Recommendations	June 30, 2004
Management Response to Recommendations	June 30, 2004

Members of the public and news media may obtain a copy of the audits in the Offices of the University Corporation Secretary and the Vice President for Business & Finance, 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.

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

James B. Milliken  
President

APPROVAL: Randy M. Ferlic, Chair  
Audit Committee

DATE: April 4, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Fund B, University Program and Facilities Fee (UPFF):  
 2005-06 Allocation for the University of Nebraska at Kearney

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fee (UPFF)  
 2005-06 Allocation for the University of Nebraska at Kearney:

<u>UPFF Fund B Category</u>	<u>Approved Allocation 2004-05</u>	<u>Recommended Allocation 2005-06</u>
Health Services	\$ 400,000	\$460,000
Student Events	585,000	575,000
Facilities	920,000	910,000
Union	<u>550,000</u>	<u>550,000</u>
 TOTAL	 <u>\$2,455,000</u>	 <u>\$2,495,000</u>

PREVIOUS ACTION: General policies governing the administration of the University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents' Policies of the University of Nebraska*. The 2004-05 Fund B allocation cited above was approved by the Board on April 24, 2004.

EXPLANATION: This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents policy. No fee increases were included in the proposed allocation. Therefore, the UPFF Fund B fee will remain at \$241.25 per semester.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: Finnie A. Murray  
 Senior Vice Chancellor for Academic Affairs and Student Life  
  
 Randal L. Haack  
 Vice Chancellor for Business & Finance

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

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska at Kearney (UNK) and Wells Fargo Bank, VISA Check Card License Agreement

RECOMMENDED ACTION: Approve the University of Nebraska at Kearney and Wells Fargo Bank, VISA Check Card License Agreement effective May 1, 2005.

PREVIOUS ACTION: None

EXPLANATION: The License Agreement, which was awarded following a Request for Proposals, provides that Wells Fargo, effective May 1, 2005, shall be granted an exclusive license to provide banking services to faculty, staff and students. In addition, it will provide cardholders an opportunity to open a Wells Fargo depository account to be affiliated with their new UNKCard, provide cardholders who open such an account the capability of using their card as an ATM card and as a check card for off-campus purchases, and will place various bank logos alongside University logos on a newly designed UNKCard. All off-campus purchases will be charged against deposited funds in the cardholder's bank account; no "credit card" purchases will be available with the UNKCard.

In return for this license, Wells Fargo shall pay UNK:

• An initial royalty payment	\$40,000
• Royalties linked to checking accounts	26,000
• Annual Marketing Support (initially \$10,000)	5,000
• Card stock costs for a campus card	<u>7,200</u>
	<u>\$78,200</u>

The University has the right to extend this agreement beyond the original five-year term for three additional one-year increments.

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

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: March 24, 2005

TO: The Board of Regents

Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Fund B, University Program and Facilities Fees (UPFF):  
2005-06 Allocation for the University of Nebraska-Lincoln, and  
authorize the Chancellor to approve modifications of these budgets to the  
extent necessary to implement the Board of Regents salary increase  
policy and personnel benefits cost increases for 2005-06

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fees (UPFF)  
2005-06 Allocation for the University of Nebraska-Lincoln, and  
authorize the Chancellor to approve modifications of these budgets to the  
extent necessary to implement the Board of Regents salary increase  
policy and personnel benefits cost increases for 2005-06:

UPFF Fund B Category	Approved Allocation <u>2004-05</u>	Recommended Allocation <u>2005-06</u>
Facilities		
Recreation	\$ 760,716	\$ 875,020
Debt Service	1,419,376	1,419,376
Nebraska Unions	3,096,987	3,121,472
Campus Recreation	3,209,394	3,360,184
Health Center	4,332,710	4,356,271
Transit Services	<u>366,173</u>	<u>366,173</u>
<b>TOTAL</b>	<b><u>\$13,185,356</u></b>	<b><u>\$13,498,496</u></b>

PREVIOUS ACTION: General policies governing the administration of University Program  
and Facilities Fees are set forth in § 5.9 of the *Board of Regents'*  
*Policies of the University of Nebraska*. The 2004-05 Fund B allocation  
cited above was approved by the Board on April 24, 2004.

EXPLANATION: This recommended allocation received appropriate student and  
administrative reviews as directed by Board of Regents policy. The  
proposed allocations are based on UPFF fees to be collected in 2005-06.  
At projected yields per dollar of UPFF assessment, the recommended  
budgets for 2005-06 will require a \$7.53 (2.3%) increase in the current  
full-time student Fund B fee, from \$322.96 per semester to \$330.49.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS:

James V. Griesen  
Vice Chancellor for Student Affairs

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL:

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Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE:

March 24, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Agriculture Research and  
 Development Center (ARDC) Maintenance/Office Facility

RECOMMENDED ACTION: Approve the ARDC Maintenance/Office Facility program statement and  
 budget.

PREVIOUS ACTION: None

EXPLANATION: The project will construct a new 14,000 gross square foot maintenance  
 building to serve the ARDC campus. The proposed building will  
 consolidate existing maintenance shops and provide appropriate office  
 space for ARDC employees.

The principal project goal is to provide replacement of the existing  
 maintenance facility with a new facility meeting current codes and life  
 safety standards. A second goal of the project is to provide additional  
 space to maintain larger equipment and improve the overall efficiency of  
 operation.

Proposed start of construction	November 2005
Proposed completion of Phase 1 construction	June 2006

PROJECT COST: \$1,199,000

ON-GOING FISCAL	Annual Operating Costs	\$69,000
IMPACT:	2% Assessment	23,980

SOURCE OF FUNDS: Revolving Funds

SPONSORS: John C. Owens  
 NU Vice President for Agriculture and Natural Resources  
 IANR Vice Chancellor

Christine A. Jackson  
 Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
 Harvey Perlman, Chancellor  
 University of Nebraska-Lincoln

DATE: April 4, 2005

**University of Nebraska-Lincoln (UNL)**  
**Agricultural Research and Development Center**  
**Maintenance Facility**

Campus: UNL-Agricultural Research and Development Center Maintenance Facility  
Date: March 1, 2005  
Prepared by: UNL Facilities Planning Phone No. (402) 472-3131

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**1. Introduction**

a. Background and history

The Agricultural Research and Development Center (ARDC) is a major research and education facility of the University of Nebraska Institute of Agricultural and Natural Resources (IANR) located near Mead, Nebraska. It serves as the primary site for field-based research involving 90 faculty and 150 graduate students in nine IANR departments. The ARDC consists of approximately 9,500 acres, of which 5,000 acres are in row crops. Forty percent of the row crops are irrigated. The balance of the 9,500 acres is predominately pasture land. Over 5,000 domestic farm animals used for research and teaching reside on the ARDC.

The scope and diversity of ongoing research projects on the ARDC combines to make the ARDC one of the most unique research facilities in the United States. This size and diversity offers many research opportunities in integrated systems research.

The original facilities located on the site were built in 1942 as part of the Nebraska Ordnance Plant. The plant had four large ordnance assembly buildings that were referred to as "load lines." Load Line 2 serves as the current maintenance facility. The north portion of Load Line 2 is 100' wide and 650' long; the south portion is 50' wide and 350' long. The building also has a small west wing of approximately 3,430 square feet. The total size of the building is 85,930 gross square feet.

The majority of the space in Load Line 2 is now used for general storage; however, it is also used for general office space and maintenance shops. The maintenance and office portions of the building no longer meet the needs of the ARDC for a number of reasons, such as accessibility, life safety, and overall general condition.

b. Project description

The proposed project will construct a new 14,000 gross square foot building, replacing the existing maintenance and office functions now located in the Load Line 2 building. The proposed site for the replacement facility is located directly

west of the Load Line 2 building. The proposed building will consolidate the existing maintenance shops and provide appropriate office space for ARDC employees.

The construction of the project will be completed in phases, with the first phase being the construction of the building shell and utility infrastructure. This phase will include all required exits and accessible restrooms. Subsequent phases will complete the remainder of the project as funding becomes available.

c. Purpose and objectives

The principal project goal is to provide replacement of the existing maintenance facility with a new facility meeting current codes and life safety standards. A second goal of the project is to provide additional space to maintain larger equipment and improve the overall efficiency of operation.

**2. Justification of the Project**

a. Data which supports the funding request

The current ARDC Maintenance facility is inadequate to support the demands of today's usage. The Load Line 2 facility was developed into a maintenance shop on an ad hoc basis over the years and now faces a number of physical deficiencies that can not be corrected within the existing facility.

b. Alternatives considered

In 1999, a study was prepared by the architectural/engineering firm of JEO to assess the condition of the building and make recommendations for consolidating the shop areas and addressing the building code issues. The JEO study proposed a number of options that ranged in cost from \$1,250,000 to over \$2,000,000.

It was concluded that the cost to renovate the existing building would be higher than a stand alone new building.

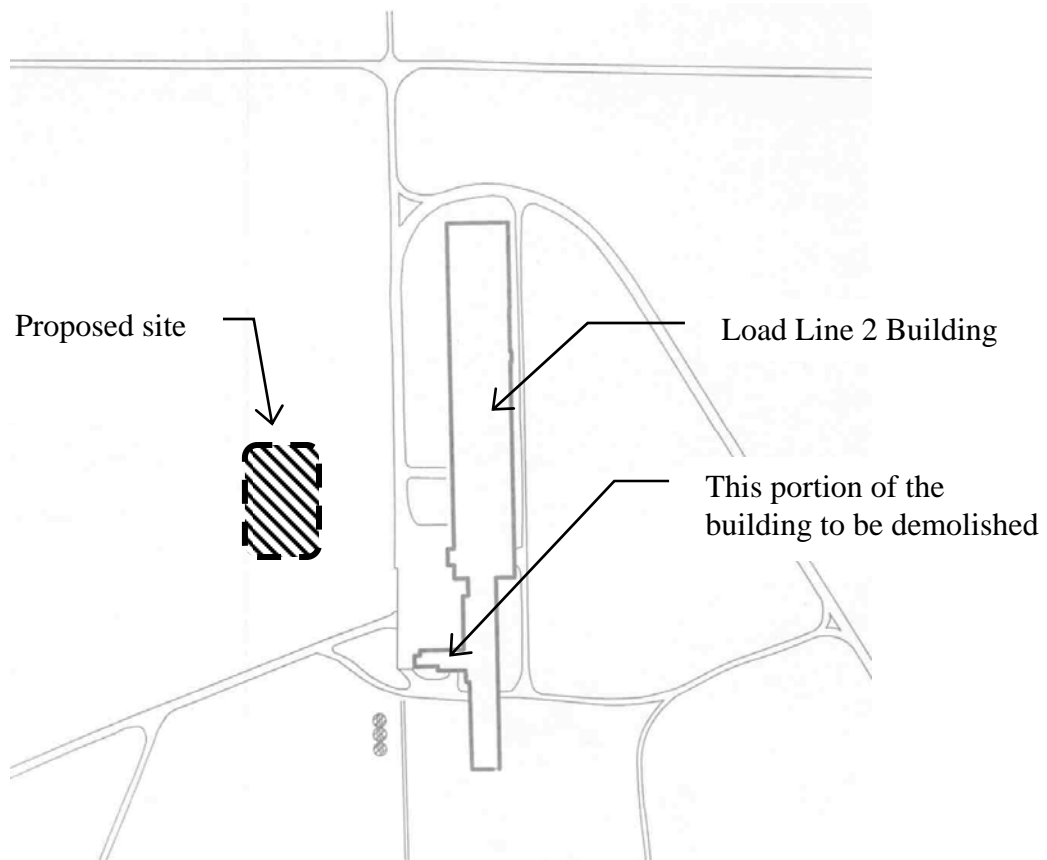
**3. Location and Site Considerations**

a. County  
Saunders

b. Town or campus  
Agricultural Research and Development Center  
Rural



c. Proposed site



d. Statewide building inventory (not required for new buildings)  
Not Applicable

e. Influence of project on existing site conditions

(1) Relationship to neighbors and environment

The building site is located west of the ARDC Load Line 2 building on a parcel of non-developed open land bounded by a service road to the east and a tree row to the west. An existing vehicle fueling station located to the south of the building site will be upgraded later this year.

(2) Utilities

Potable water will be supplied by the ARDC campus water system. An existing 12" water main is located adjacent to the proposed building site.

Sanitary sewer would be connected to the existing wastewater lagoon system or a separate septic system depending on Nebraska Department of Environmental Quality regulations.

Electrical power will be supplied by the Omaha Public Power District. An existing primary power line is located near the building site.

Natural gas service is also available near by the site.

(3) Parking and circulation

The building will be located west of the existing Load Line 2 service road on a non-developed open site. Paved parking is available adjacent to the Load Line 2 facility and no additional parking will be required

#### 4. Comprehensive Plan Compliance

a. Year of the agency's comprehensive plan and updates or revisions

The UNL Campus Master Plan was approved in 1999.

b. Consistency with the agency comprehensive capital facilities plan

The project complies with the following objectives of the University of Nebraska Strategic Framework 2000-2004, adopted by the Board of Regents, February 26, 2000:

- *“Enhance the business and administrative operations of the University to support, serve and enhance the learning, research and outreach goals of the University.”*

c. Consistency with the current version of the Statewide Comprehensive Capital Facilities Plan

The Statewide Facilities Plan states that, “Nebraskans will advocate a physical environment for each of the state’s post secondary institutions that support its role and mission.”

#### 5. Analysis of Existing Facilities

a. Functions/purpose of existing programs as they relate to the proposed project

The Maintenance facility supports over 159 buildings located on the ARDC campus and one of the largest farm operations in the state of Nebraska. The

facility includes shops for carpentry, plumbing, electrical, agricultural equipment, and vehicle maintenance as well as a great deal of equipment housing. Currently a staff of 18 employees is based in this building.

b. Square footage of existing areas

Room Type	Net Assignable Square Feet
Offices	290
Break room	788
Shop Area	12,822
Storage	14,529
	28,429

c. Utilization of existing space by facility, room, and/or function (whichever is applicable)

In general the spaces indicated above represent the major areas currently occupied by the ARDC Maintenance program.

d. Physical deficiencies

The existing ARDC Maintenance operation located in the Load Line 2 building faces numerous physical deficiencies that would require extensive renovation.

- The building does not meet any of the ADA requirements for restrooms or building accessibility.
- The mixed use occupancy of the building would require the construction of area fire separation walls.
- The building does not have proper ventilation for the storage of farm chemicals and flammable material, vehicle maintenance or carpentry shops.
- The existing welding area is not properly isolated or ventilated.
- Location of egress doors and paths of building egress are not adequate.
- Existing overhead door width is not adequate to accommodate extra wide agricultural equipment.
- The existing facilities do not have appropriate office or meeting space.
- The existing electrical, plumbing, carpentry, and mechanics shops are physically separate within the large Load Line 2 building. This arrangement does not facilitate efficient operation and shared use of common equipment.
- Supervision of worker safety is difficult with the current building configuration.
- Work areas for large equipment are not adequately heated or lighted.

- e. Programmatic deficiencies

Not applicable

- f. Replacement cost of existing building

The University of Nebraska Facilities Information Report dated June 30, 2004 identifies the replacement cost of the existing maintenance facilities at \$2,541,312.00.

**6. Facility Requirements and the Impact of the Proposed Project**

- a. Functions/purpose of the proposed program

(1) Activity identification and analysis

Space Use Category	Space Use Name	Net Assignable Square Feet (NASF)	Total NASF
<b>300</b>	<b>Office Facilities</b>		
310	Office Facilities	1,100	
350	Meeting room	480	
<b>Category 300 Totals</b>			<b>1,580</b>
<b>600</b>	<b>General Use Facility</b>		
650	Break room	627	
<b>Category 400 Totals</b>			<b>627</b>
<b>700</b>	<b>Supporting Facilities</b>		
720	Maintenance shops	9,300	
<b>Category 700 Totals</b>			<b>9,300</b>
<b>Total NASF</b>			<b>11,507</b>

(2) Projected occupancy/use levels

	Current FTE	Projected FTE
Academic /Administration	0	0
Managerial/Professional	1	3
Office/Service	15	13
Students		
Grad Research	0	1
Grad Teaching	0	0
Hourly	2	4
<b>TOTALS</b>	<b>18</b>	<b>21</b>

(3) Basis for square footage/planning parameters

Square footage planning for the ARDC Farm Maintenance facility has been based on University space guidelines and demonstrated user requirements.

- (4) Square footage difference between existing and proposed areas

	Space Use Category	Existing NASF	Proposed NASF	Difference between Existing and Proposed NASF
Classroom Facilities	100	0	0	0
Laboratory Facilities	200	0	0	0
Office Facilities	300	290	1,580	1,290
Study Facilities	400	0	0	0
Special-use Facilities	500	0	0	0
General-use Facilities	600	788	627	162
Supporting Facilities	700	27,351	9,300	-18,051
<b>Total NASF</b>		<b>28,429</b>	<b>11,507</b>	<b>-16,599</b>

One of the primary objectives of this project is to consolidate the shop spaces and improve the quality of the office spaces.

- b. Impact of the proposed project on existing space
- (1) Reutilization and function(s)  
The main portion of the Load Line 2 building will be retained for ARDC farm storage use.
  - (2) Demolition  
The small west wing of Load Line 2 building is in poor structural condition and will be demolished.
  - (3) Renovation  
Not applicable

## 7. Equipment Requirements

- a. List of available equipment for reuse

It is anticipated that most of the existing shop equipment will be reused. The need for some duplicated shop equipment will be eliminated with the consolidation of shop spaces. A detailed list of available equipment will be developed in the design phase.

- b. Additional equipment

No additional equipment is proposed.

## 8. Special Design Considerations

### a. Construction Type

The building will be designed in accordance with the International Building Code and will be classified as construction type 2-B, non-combustible, non-protected building. Construction will also comply with UNL Design Guidelines for Facilities Construction and all other applicable Building Codes.

### b. Heating and cooling systems

The details of the heating, ventilation, and air conditioning (HVAC) system for the building will be determined during the design phase of the project. The office portion of the building will be conditioned to approximately 70 to 75 degrees year round. The shop areas will be heated but not air conditioned.

### c. Life Safety/ADA

The building will be equipped with a fire alarm system and include audio/visual evacuation signals. The project will meet all Life Safety Code requirements as well as the requirements of the Americans with Disabilities Act.

### d. Historic or architectural significance

Not applicable

### e. Artwork (for applicable projects)

Not applicable

### f. Phasing

The first phase of the project will be the construction of the building shell and the installation of the utility infrastructure. The construction of the remainder of the interior will be completed as funding becomes available.

### g. Future expansion

No expansion of the building is planned.

## 9. Project Budget and Fiscal Impact

### a. Cost estimates criteria

- (1) Identify recognized standards, comparisons, and sources used to develop the estimated cost

The estimated cost of construction was developed by the construction firm Ayers and Ayers.

- (2) Identify the year and month in which the estimates are made and the inflation factors used

The estimate was prepared in February 2005 and was inflated to a mid-point of construction of March 2006. The rate of inflation used to calculate the budget was 4%.

- (3) Gross and net square feet

14,000 gross square feet  
11,507 net square feet

- (4) Total project cost per gross square foot

\$85.64

- (5) Construction cost per gross square foot

\$75.55



**Probable Project Costs**

<b>Construction Costs</b>	
General Contractor	\$898,000
Utilities	\$30,000
Construction Testing	\$6,000
Telecommunications	\$40,000
Construction Contingency	\$83,700
<b>Subtotal Construction Costs</b>	<b>\$1,057,700</b>
<b>Non-construction costs</b>	
Movable Equipment	\$0
Special and Technical Equipment	\$0
A&E Basic Services	\$71,000
A&E Reimbursable Expenses	\$6,000
In House Services - Project Management	
--Project Management	\$19,000
-- Inspection	\$12,000
Other Consultants- Geotechnical	\$12,000
Risk/Quality Management	\$4,000
Builders Risk	\$1,000
Moving and Relocation	\$0
Signage	\$0
Other Non-Construction-Printing	\$7,000
Advertising, Mailing, etc.	
Non-construction Contingency	\$9,300
<b>Subtotal Non-Construction Costs</b>	<b>\$141,300</b>
<b>Total Project Costs</b>	<b>\$1,199,000</b>

- b. Fiscal Impact based upon first full year of operation (include proposed funding sources and percentage of each)
- (1) Estimated additional operational and maintenance costs per year  
\$69,000
  - (2) Estimated additional programmatic costs per year  
Not applicable

- (3) Applicable building renewal assessment charges  
\$23,980

## 10. Funding

- a. Total funds required

\$1,199,000

- b. Project funding sources

The initial construction of the building shell will be funded by ARDC revolving funds. The funding source for subsequent phase will be determined later.

- c. Fiscal year expenditures for project duration

2004-2005	\$100,000
2005-2006	\$400,000
2006-To Be Determined	\$699,000

## 11. Time Line

- |  |                  |
|--|------------------|
| a. Approval of Program Statement by Board of Regents       | April 2005       |
| b. Complete design development documents                   | June 2005        |
| c. Complete contract documents                             | September 2005   |
| d. Bid project   | October 2005     |
| e. Start construction                                      | November 2005    |
| f. Substantial completion of the first phase               | June 2006        |
| g. Substantial completion of the remainder of the building | To Be Determined |

## 12. Higher Education Supplement

- a. CCPE Review

CCPE review is not required.

b. Method of contracting

(1) Identify method

The project will be awarded to the general contractor with the lowest responsible bid.

(2) Provide rationale for method selection

The project is not large or unusually complicated. The bidding climate has been good and the University believes that the low bid method will be the least costly method of contracting.

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Corporation Sponsorship: Department of Intercollegiate Athletics,  
University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve a seven-year agreement with Stokely-Van Camp, Inc. (the  
parent company of Gatorade) for an exclusive sponsorship of the  
intercollegiate athletic programs of the University of Nebraska-Lincoln.

PREVIOUS ACTION: None

EXPLANATION: Over a term of seven years, Stokely-Van Camp, Inc. will pay to UNL  
and to the University of Nebraska Foundation for the benefit of the  
Department of Intercollegiate Athletics at UNL the aggregate sum of  
\$1,430,000 and will donate \$630,000 of Gatorade product. The  
sponsorship agreement shall primarily consist of product placement at  
the bench and sideline areas.

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.

SPONSORS: Steve Pederson  
Director, Intercollegiate Athletics

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Harper-Schramm-Smith Dining Services Renovation Amended Budget and Resolution

RECOMMENDED ACTION: Approve the UNL Harper-Schramm-Smith Dining Services Renovation Amended Budget and Resolution.

PREVIOUS ACTION: October 29, 2004 – The Board of Regents approved the program statement, budget and resolution for the UNL Harper-Schramm-Smith Dining Services Renovation.

March 1, 2003 – The University Housing master plan, which included the Harper-Schramm-Smith Dining Services Renovation, was presented to the Board.

EXPLANATION: The University solicited proposals to renovate Harper-Schramm-Smith Dining Services. The three short-listed firms were asked to provide written confirmation that they could complete the project within the limitations of the RFP prior to an interview. All three firms responded that there was insufficient budget. Housing and Dining Services has identified additional funds and requests an amendment to the project budget in the amount of \$930,000. As these funds will come from bond surplus funds (as did the prior budget), no borrowing will be required for these improvements.

The agenda item, if approved, also approves the attached Resolution which allows expenditure by the bond trustee of the incremental budgeted project cost from existing bond surplus funds relating to housing.

PROJECT COST: \$6,525,000

ON-GOING FISCAL IMPACT:	Annual Operating Costs	None
	2% Assessment	N/A

SOURCE OF FUNDS:	Prior Budget/Funding: Bond Surplus Funds	\$5,595,000
	New Budget/Additional Funding: Bond Surplus Funds	<u>930,000</u>
	Total Amended Budget	<u>\$6,525,000</u>

SPONSORS:

James V. Griesen  
Vice Chancellor for Student Affairs

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL:

---

Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE:

April 4, 2005

## RESOLUTION

BE IT RESOLVED by the Board of Regents of the University of Nebraska (the "Board") as follows:

1. The Board hereby finds and determines:
  - (a) Pursuant to its Bond Resolution dated as of December 1, 1964, authorizing the issuance of Revenue Bonds by the Board (the "Resolution"), the Board has heretofore issued revenue bonds payable from the revenues and fees derived from the ownership and operation of the dormitories and other facilities for the housing and boarding of students, student unions, student health facilities and other facilities for the activities of students located on the campus of the University of Nebraska-Lincoln, under which a Surplus Fund was created;
  - (b) Section 6.2 of the Resolution requires the Board to operate the "facilities" (as defined in the Resolution) in an efficient, sound and economical manner and to keep all facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted.
  - (c) The "facilities" include the Nebraska Unions and all facilities and structures for the housing and boarding of students located and currently or hereafter existing on the campus of the University of Nebraska-Lincoln, which facilities require certain renewals, replacements, additions, betterments and extensions to maintain the Revenue and Fees. In order to accomplish such renewals, replacements, additions, betterments and extensions, the sum of \$930,000 should be expended for the renovation of the Harper-Schramm-Smith dining facility from the Replacement Fund.
2. Authorization. The Board hereby authorizes the transfer of up to \$930,000 from the Surplus Fund established pursuant to the Resolution to the Replacement Fund, and the expenditure of up to \$930,000 from the Replacement Fund for the project herein identified. The Vice Chancellor for Business and Finance at the University of Nebraska-Lincoln is hereby designated as the University representative who may certify to the Trustee the specific payments to be made from the Replacement Fund.
3. Surplus Fund. There currently are monies or investments in the Surplus Fund including accruals in excess of \$930,000.

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Antelope Valley Improvement Project

RECOMMENDED ACTION: Approve sale of a portion of the former Cushman property to the Joint Antelope Valley Authority for public use in the Antelope Valley Improvement Project for waterway purposes.

PREVIOUS ACTION: None.

EXPLANATION: The Joint Antelope Valley Authority (JAVA) has offered to purchase a parcel of land on the western edge of the former Cushman property now owned by the University, consisting of 1.07 acres, required for public use in connection with JAVA's construction of Phase II of the Antelope Valley waterway. This parcel is shown on the attached plat map.

When the Antelope Valley Project is completed and JAVA is dissolved, it is anticipated that title to this parcel will be transferred to either the City of Lincoln or the Lower Platte South Natural Resources District for operation and maintenance as a public work used for general storm drainage and flood control purposes.

The total consideration offered by JAVA for this public taking is \$87,500, which is the professional appraised value obtained by JAVA. The taking includes not only the fee taking shown on the attached plat map, but also a small permanent easement of .05 acres for channel maintenance, a temporary construction easement, and payment for fence relocation, paving, a storage shed, and a small concrete block storage building. It is recommended that this offer be accepted by the Regents.

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.

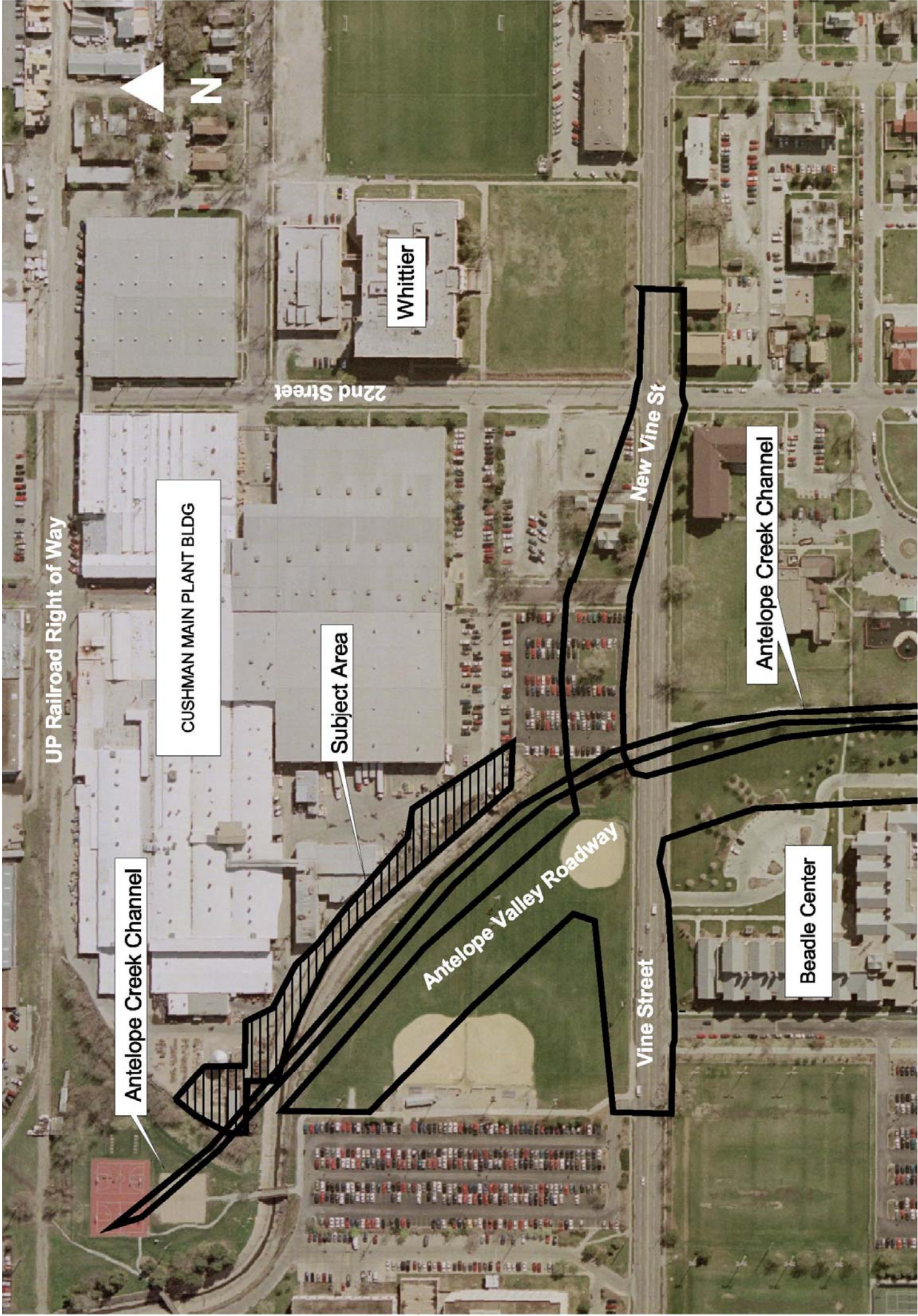
SPONSORS: Christine A. Jackson  
Vice Chancellor for Business & Finance

Richard R. Wood  
Vice President and General Counsel

APPROVAL: \_\_\_\_\_  
Harvey S. Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005  
ag032305.Antelope.Textron





Antelope Creek Channel

CUSHMAN MAIN PLANT BLDG

Subject Area

Whittier

22nd Street

New Vine St

Antelope Creek Channel

Antelope Valley Roadway

Vine Street

Beadle Center



TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Fund B, University Program and Facilities Fees (UPFF):  
 2005-06 Allocation for the University of Nebraska Medical Center

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fee (UPFF)  
 2005-06 Allocation for the University of Nebraska Medical Center:

UPFF Fund B <u>Category</u>	Approved Allocation <u>2004-05</u>	Recommended Allocation <u>2005-06</u>
Student Health Services	\$346,730	\$346,730
Supplemental Counseling	35,550	35,550
Campus Recreation	<u>136,230</u>	<u>136,230</u>
<b>TOTAL</b>	<b><u>\$518,510</u></b>	<b><u>\$518,510</u></b>

PREVIOUS ACTION: General policies governing the administration of University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents' Policies of the University of Nebraska*. The 2004-05 Fund B allocation cited above was approved by the Board on April 24, 2004.

EXPLANATION: This recommended action does not increase the Fund B fee. The 2005-06 allocation for UPFF Fund B is equal to the 2004-05 allocation due to no projected increase in the number of students enrolled in the student health services program.

This recommended allocation was reviewed by appropriate student and administrative reviews as directed by Board of Regents policy. The proposed allocation is based on actual fees to be collected in 2005-06. The recommendation, if approved, will maintain the Fund B fee at \$147.25/semester.

PROJECT COST: None

SOURCE OF FUNDS: None

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

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

DATE: March 24, 2005

TO: The Board of Regents

Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Fund B, University Program and Facilities Fee (UPFF):  
2005-06 Allocation of the University of Nebraska at Omaha

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fee (UPFF)  
2005-06 Allocation for the University of Nebraska at Omaha:

UPFF Fund B Category	Approved Allocation <u>2004-05</u>	Recommended Allocation <u>2005-06</u>
Campus Recreation	\$825,093	\$842,870
Student Organizations & Leadership Programs	-	255,410
Milo Bail Student Center	646,295	421,220
Milo Bail Student Center Bond Issue	1,014,357	990,729
Men's Athletics	479,327	514,280
Women's Athletics	348,947	383,265
Musical Groups	49,440	49,196
Health Services	429,493	465,618
Facilities	25,504	190,253
Intercampus Shuttle	<u>150,124</u>	<u>157,630</u>
<b>TOTAL</b>	<b><u>\$3,968,580</u></b>	<b><u>\$4,270,471</u></b>

PREVIOUS ACTION: General policies governing the administration of the University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents' Policies of the University of Nebraska*. The 2004-05 Fund B allocation cited above was approved by the Board on April 24, 2004.

EXPLANATION: This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents policy.

The current fee is a flat fee of \$50 plus \$8.80 per credit hour. The flat fee is proposed to increase by \$5 to \$55 per semester which is a 10% increase. This will go to reserves and be used for future facilities projects and band equipment and uniform upgrades. The per credit hour fee is proposed to increase by 75¢ to \$9.55 per hour which is an 8.52% increase. This will cover increases of about 3.5% for the various groups.

The result of these actions will mean that a full-time student will pay \$14 more per semester for UPFF which is a 9% increase from last year.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: John Christensen  
Vice Chancellor for Academic & Student Affairs

James R. Buck  
Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: March 24, 2005

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska at Omaha (UNO) Housing Rates and Optional Board Plan for the 2005-06 Academic Year

RECOMMENDED ACTION: Approve the Optional Board Plan Available to Housing Students and the Room Rates for Scott Village for the 2005-06 Academic Year.

PREVIOUS ACTION: April 24, 2004 – The Board of Regents approved the Optional Board Plans available to housing students and room rates for Scott Village for the 2004-05 Academic Year.

EXPLANATION: Optional Board Plan  
 The following board plan is offered through the Milo Bail Student Center to any student whether living on or off campus:

5 lunches per week \$ 920

This rate is the same as 2004-05.

Scott Village Housing Rates

Scott Village rate increases ranging from 3.9% to 4.0% are proposed for 2005-06.

	<u>Twelve-Month</u>		<u>Percentage Increase</u>
	<u>2004-05</u>	<u>2005-06</u>	
Monthly Payment Plan	\$4,680	\$4,860	3.9%
Semi-Annual Payment Plan	\$4,580	\$4,760	3.9%
Annual Payment Plan	\$4,480	\$4,660	4.0%

A renewal rate of \$4,680 is available to returning students. Scott Village rates include: furniture rental, basic cable, electricity and data/internet services.

Century Housing Rates – For Information

Housing is provided on the North campus in University Village through a privatized arrangement with Century Development. Rate increases of 6% are planned for room rent. Furniture rental rates will remain the same as 2004-05.

	<u>Nine-Month</u>		<u>Twelve-Month</u>	
	<u>2004-05</u>	<u>2005-06</u>	<u>2004-05</u>	<u>2005-06</u>
Rent	\$ 2,911	\$ 3,087	\$ 3,744	\$ 3,972
Furniture	315	315	420	420
Total	<u>\$ 3,226*</u>	<u>\$ 3,402*</u>	<u>\$ 4,164*</u>	<u>\$ 4,392*</u>

\*Plus Electricity

Scott Hall Boarding and Housing Rates – For Information  
Housing and boarding rates for the 2005-06 year for Scott Hall as established by the Suzanne and Walter Scott Foundation will be increased by 3.9% to \$6,750 for a nine-month contract.

PROJECT COST: Not applicable

SOURCE OF FUNDS: Not applicable

SPONSORS: John Christensen  
Vice Chancellor for Academic & Student Affairs

James R. Buck  
Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Alumni House Addition

RECOMMENDED ACTION: Approve an Amendment to the Ground Lease with the University of Nebraska at Omaha (UNO) Alumni Association for an Expansion of the Alumni House Addition.

PREVIOUS ACTION: July 11, 1992 – The Board of Regents approved the Need Statement for the UNO Alumni House Addition and authorized the UNO Administration to execute a Ground Lease with the UNO Alumni Association for the real property on which the original addition was constructed.

EXPLANATION: The UNO Alumni Association is planning to remodel and refurbish the W. H. Thompson Alumni Center. This project is to begin on August 1, 2005 and be completed by December 31, 2005. The Alumni Association has selected ASD Stanley J. How as the architect and Hawkins Construction as the general contractor. The work will include a building addition on the south side of the current facility that will add 4,371 square feet of additional meeting, office and service space. The existing facilities will be refurbished with new carpet, wall coverings and furniture. This \$1.8 million project will enhance the Association's ability to provide meeting and banquet space to university groups and to the community.

The attached map highlights the new addition.

The amendment expands the footprint of the ground lease to cover the additional square footage. Members of the public and news media may obtain a copy of the proposed amendment 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: \$1,800,000

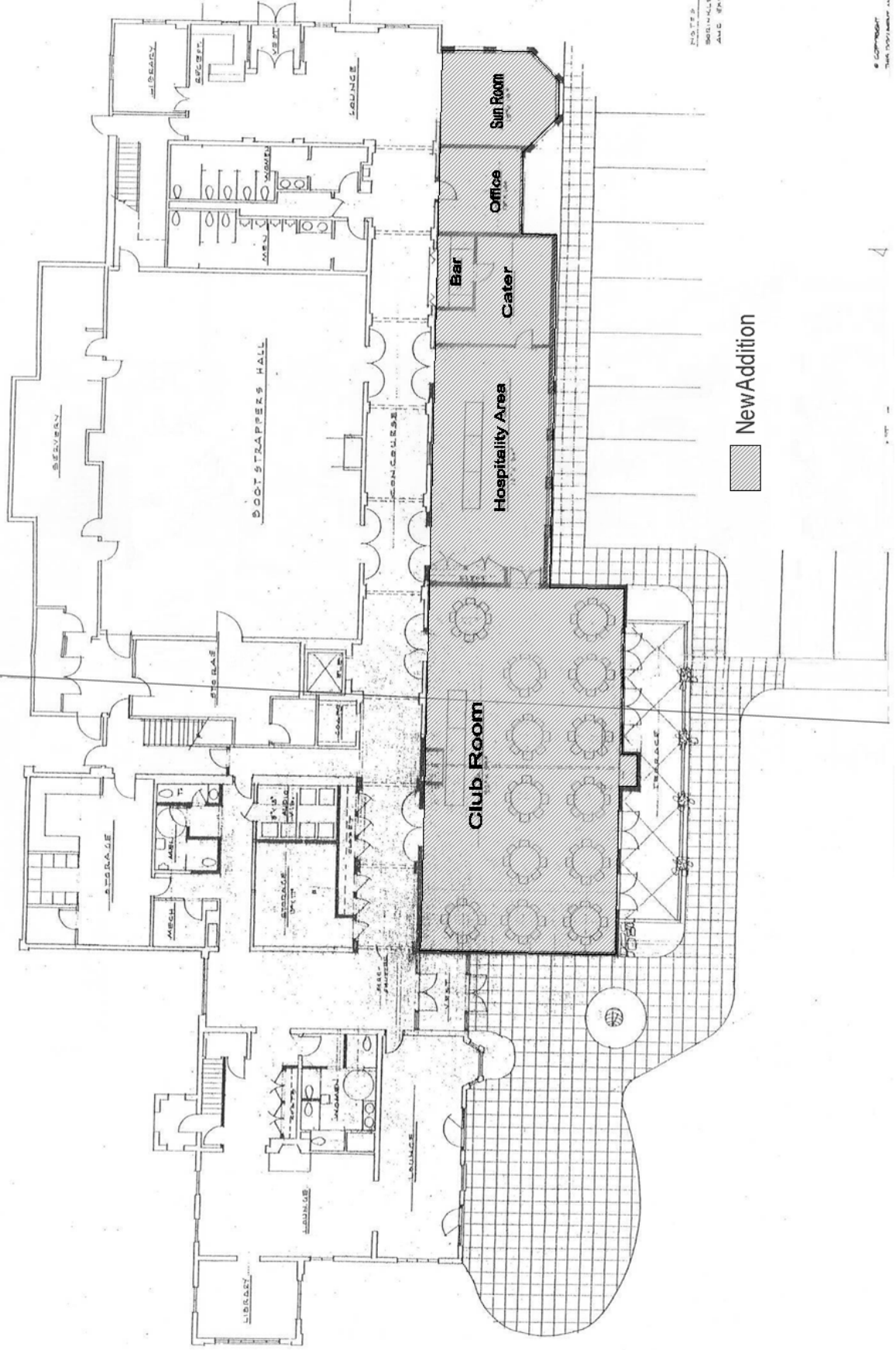
SOURCE OF FUNDS: Private Funds

SPONSOR: James R. Buck  
Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: March 22, 2005

Property Line  
Alumni UNO



NOT TO SCALE  
SHOWS NEW ADDITION  
AND EXISTING HOUSE.

© COPYRIGHT  
1998 BY THE UNIVERSITY OF CALIFORNIA



TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Revised Program Statement – University of Nebraska at Omaha (UNO)  
 College of Public Affairs and Community Service Building

RECOMMENDED ACTION: Approve the Revised Program Statement for the UNO College of Public Affairs and Community Service Building.

PREVIOUS ACTION: June 20, 1998 – The Board approved project documentation required by the Coordinating Commission for Postsecondary Education (CCPE) for projects to be included in the University’s Capital Construction Budget Request for the 1999-2001 Biennium.

EXPLANATION: Renovation of the former Engineering Building at UNO to house the College of Public Affairs and Community Service (CPACS) continues to be the University’s top capital request. The \$14.2 million renovation project is the University’s only 2005-07 capital construction request.

The college has grown over the past several years with the addition of the Brennan Labor Studies Institute and the Division of Continuing Studies and with increases in enrollment, staff and graduate students.

In order to accommodate all of the CPACS’ departments at the former Engineering Building it is necessary to construct an additional 20,000 square feet of new building. Because of the tight site constraints it is recommended that a three story 15,000 square foot addition be constructed on the southeast side of the building and a 5,000 square foot two story addition be constructed on the north side of the facility. This will create new office space and a building entry.

The revised Program Statement reflects this addition to the project. The original budget of \$14.2 million will be supplemented by \$4,427,000 from private donations. The addition will proceed only after receiving donations/commitments equivalent to the additional budget.

SOURCE OF FUNDS/ PROJECT COSTS:	Original Budget – General Funds	\$14,200,000
	Additional Budget – Private Donations	<u>4,427,000</u>
	Revised Budget	<u>\$18,627,000</u>

ON-GOING FISCAL IMPACT:	As Revised:	
	Operation and Maintenance	\$221,400
	2% Building Renewal Assessment	372,540

SPONSOR: James R. Buck  
Vice Chancellor for Administration

APPROVAL: \_\_\_\_\_  
Nancy Belck, Chancellor  
University of Nebraska at Omaha

DATE: March 24, 2005

# EXECUTIVE SUMMARY

For  
**College of Public Affairs and Community  
Service (CPACS)**

March 5, 2005



UNIVERSITY OF  
**Nebraska**  
Omaha

## CPACS Executive Summary

3/10/05

### 1. Background and History

The UNO College of Public Affairs and Community Service (CPACS) project is the consolidation of the majority of the CPACS programs and personnel into a single facility. The partially vacated Engineering Building located on the UNO north campus is the selected site of choice. The need for a consolidated location for the CPACS College has been in discussion since 1980 when it first surfaced in the UNO Master Plan. The first Program Statement was approved by the Board of Regents in 1994 and was updated and expanded in 1998 and 2000. This final update was completed in March of 2005 and reflects the recent addition of the Brennan Labor Studies Institute and the Division of Continuing Studies to the CPACS College. The project began to gain real momentum in 1998 when it became apparent that the Engineering Building, which was vacated with the construction of the Kiewit IST&E Building, would provide an excellent home for the scattered departments of CPACS.

Presently CPACS is composed of the following departments:

Aviation Institute (Part of School of Public Administration)

Gerontology

Center for Public Affairs Research (CPAR)

Criminal Justice

The Dean's Office

Division of Continuing Studies

Goodrich Scholarship Program

Public Administration

Social Work

Brennan Labor Institute

The primary arguments for the consolidation of the College in the former Engineering Building are:

- A. Need to accommodate growing enrollments. All of the departments have experienced significant growth in Student Credit Hours from 15,699 in 1998 to 20,669 in 2004. This is especially significant in the departments of Aviation, Criminal Justice, Gerontology, Public Administration and Social Work.
- B. Need to accommodate increases in staff and graduate students.
- C. The existing locations for many of the departments are substandard residential annexes and make effective teaching and student counseling extremely difficult at best.
- D. Inability to fully serve handicapped students because of facility limitations.
- E. No opportunity for efficient synergies between faculty staff and equipment because the departments are scattered from end to end of the north campus. In total the CPACS Colleges are located in four different annexes and four other college facilities. These are Annexes 24, 26, 27, 40, Allwine Hall, Arts and Sciences Building, Durham Science Hall and the partially vacated Engineering Building.
- F. Undersized and occasionally oversized spaces that poorly serve their users because of the need to fit into any available space.

- G. Furniture and equipment that are the hand me downs and leftovers from other colleges that have had the advantage of new facilities.
- H. Last major college on the UNO campus not to have a facility designed for its specific use.

**2. Non CPACS departments that will be located in the renovated building.**

- A. University Television/Radio
- B. Communication
- C. Classrooms that will be used by the entire campus such as the 300 seat lecture hall and Distance Learning Classroom.
- D. Maintenance and Utilities

**3. Reutilization and function(s)**

The first phase of the project is renovation and will relocate CPACS faculty and staff from Annexes 26 and 27 into the renovated Engineering Building. Once the move is completed the two annex buildings will be demolished. The 1999 Master Plan calls for demolition of Annexes 24, 26, 27 and 40 because of their extensive deficiencies, and the intent is to demolish them as soon as possible.

Following completion of the second phase, which is the new addition construction, Annexes 24 and 40 will be vacated by CPACS faculty and staff. Annex 24 will be demolished and Annex 40 will remain temporarily as tornado shelter for student housing. Annex 40's use will be addressed by the upcoming Campus Master Plan.

The relocation of Criminal Justice from the Durham Science Center in phase two will allow for 3,071 square feet to become available for the Math Department which has pressing space needs for the facility.

**4. New additions**

In order to accommodate all of the CPACS departments at the former Engineering Building it is necessary to construct an additional 20,000 square feet of new building. Because of the tight site constraints it is recommended that a three story 15,000 square feet addition be constructed on the southeast side of the building and a 5,000 square feet two story addition be constructed on the north side of the facility. This will create new office space and a building entry.

The proposed functions to be located in these new additions are the following:

- 15,000 square foot southeast addition
  - Criminal Justice
  - Goodrich Program

- A portion of Aviation

5,000 square foot north addition.

- Dean's Office
- Center for Public Affairs Research (CPAR)
- Social Work

Until phase two (the new addition) is completed Criminal Justice will remain in the Durham Science Center, the Goodrich Program will remain in Annex 24 and Aviation will remain a divided department with a portion in the newly renovated CPACS facility and the remainder staying in their present location in Allwine Hall. Social Work will remain in Annex 40 and the Deans Office will be temporarily relocated to vacated space in Annex 24. The two FTE's and graduate currently student providing I.T. services out of the Deans office will be relocated in to the newly remodeled CPACS facility along with their support space as a part of the college wide services. Annex 26 will then be demolished. The Center for Public Affairs Research will be placed in temporary renovated space on the north side of the CPACS facility adjacent to its final location where it will be relocated permanently once the new addition is constructed.

## 5. Project Scope and phasing

The CPACS project will require the demolition of the major portion of the existing interior. This includes the mechanical and electrical systems and the majority of the walls. The existing main mechanical plant, sloped floor classrooms and the TV studio and production facilities will be the exception. The demolition is necessary because the existing facility will need to be reconfigured from a 1957 high school design to a contemporary problem-based teaching facility. Also, the requirement to remove all of the asbestos that is used extensively throughout the facility will require major demolition.

It will be necessary to add 20,000 square feet to the building in order to accommodate all of the programmed teaching facilities and staff spaces or it will not be possible to accommodate the program.

The CPACS project phasing is critically important to maintaining the project cost and time frame. The program statement recommends that the number of moves of existing staff be minimized to keep costs and disruption to faculty and staff under control. The present occupation of over half of the existing Engineering Building and the lack of any alternate areas to move into makes the need for a smooth transition critical.

It is therefore recommended that the project construction be completed in two major phases. The first phase will renovate the existing engineering building in two steps. First the west wing of the existing building will be vacated with the existing occupants being moved temporarily into the east portion of the building. During the renovation, the west portion of the building will be completely sealed off from the east wing. Following

the completion of the renovation construction, the existing departments in the Engineering Building will be relocated to the newly remodeled space. Where possible, departments should be moved into their permanent space but, in some cases it will be a temporary location until the second phase is completed. Once the east wing is vacated, the contractor will then seal off that portion of the building to begin demolition and renovation. Following completion of this phase, the CPACS Departments and the Communications lab will be located permanently into their new CPACS facilities. The second phase is the construction of an additional 20,000 square feet of new building. Because of the tight site constraints it is recommended that a three story 15,000 square feet addition be constructed on the southeast side of the building and a 5,000 square feet two story addition be constructed on the north side of the facility. This will create new office space and a building entry. Once this new construction is completed Annexes 24 and 40 will be vacated. All of the CPACS departments will be located in their permanent locations and the facility will become the CPACS Building.

Following the construction of the phase two additions Annexes 24 and 40 will be vacated and 24 will be demolished. Annex 40 will be used temporarily as a tornado shelter for student housing and its future use or removal will be determined in the new Campus Facilities Master Plan.

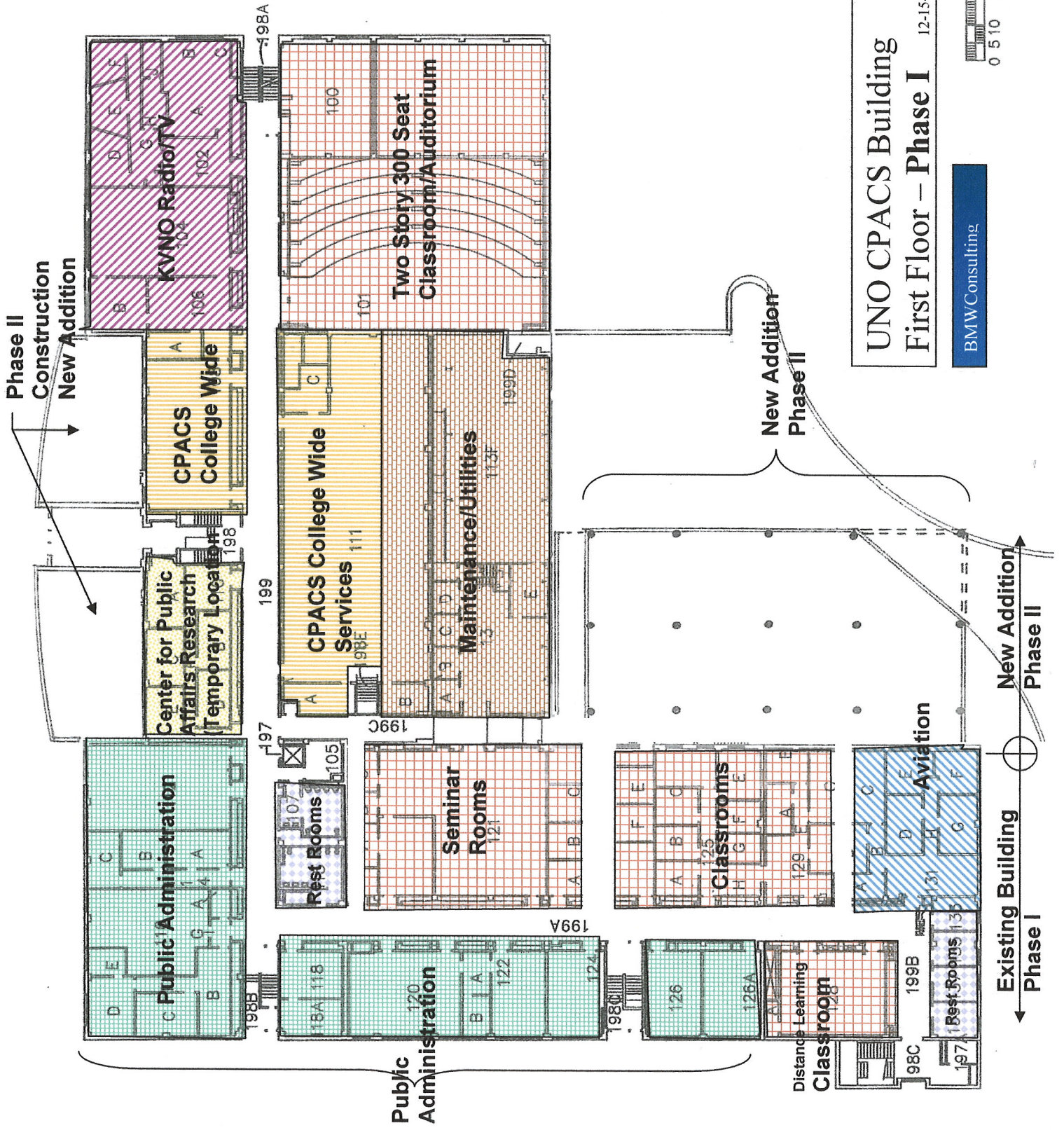
## 6. Special Amenities

- A. New Flexible High Tech Teaching Classrooms
- B. New Flight Simulator Labs
- D. Criminal Justice Mock Court Classroom
- E. Statistics Lab
- F. Counseling Training Lab
- G. Executive Training Communication Lab
- H. Interview Observation Suite for One Way Observation.
- I. Research Center
- J. Group Tutoring Learning Center
- K. Graduate Student Work Center
- L. Shared Centralized Conference Center
- M. 7 Seminar Sized Teaching Classrooms
- N. Full Handicapped Access
- O. New Sprinkler and Life Safety Systems
- P. Removal of Asbestos
- Q. New Mechanical and Electrical Systems
- R. New Restroom Facilities

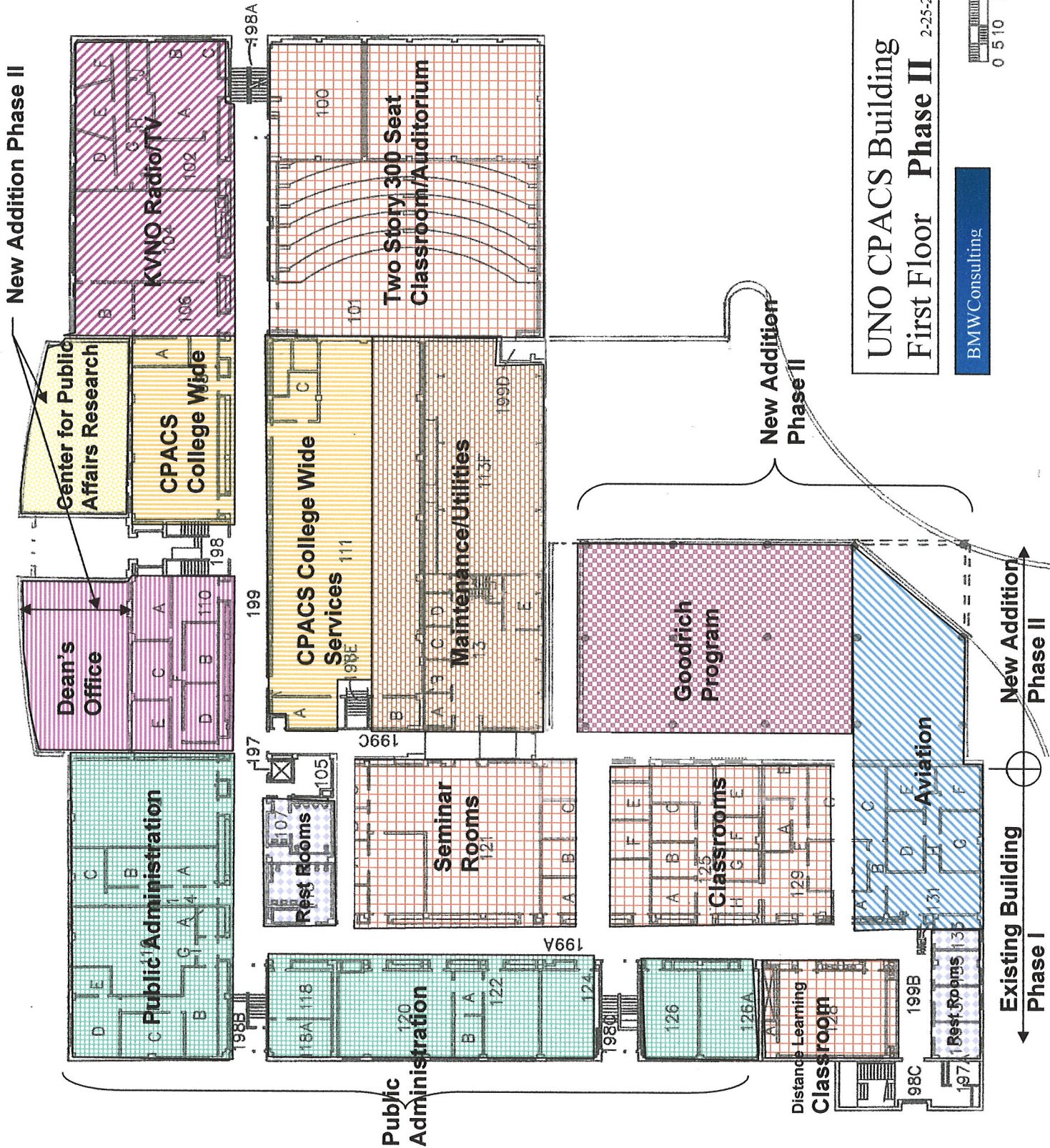
**7. Data Summary**

		<u>Phase I</u>	<u>Phase II</u>	<u>Total</u>
A.	Total Project Cost	\$14,200,000	\$4,427,000	\$18,627,000
B.	Construction Cost	\$10,588,326	\$3,428,724	\$14,017,050
C.	Equipment Special and Movable	\$ 1,151,930	\$307,680	\$1,459,610
D.	Cost Per Square Foot			
	Project	\$ 143.38		
	Construction	\$ 107.90		
E.	Project Size			
	Existing Space	65,132 Net SF, 109,905 Gross SF		
	New Space	83,809 Net SF 129,905 Gross SF		
	Addition Size	20,000 Gross SF		
F.	Funding Source			
	State: \$14,200,000	Private Donations: \$ 4,427,000		
G.	Payout Schedule			
	2005-2006	\$4,304,000		
	2006-2007	\$9,896,000		
	2007-2008	\$4,427,000		
H.	Staffing FTE's Full and Part Time			
	Existing	Full Time 155,	Part Time 67.75,	Total=222.75
	Proposed	Full Time 195,	Part Time 79.44,	Total=274.44
I.	Time Frame: 9 months for Design and 18 to 20 months for Construction.			





New Addition Phase II



**UNO CPACS Building**  
**First Floor Phase II** 2-25-2005

BMWConsulting



Existing Building Phase I ←

← New Addition Phase I

← New Addition Phase II

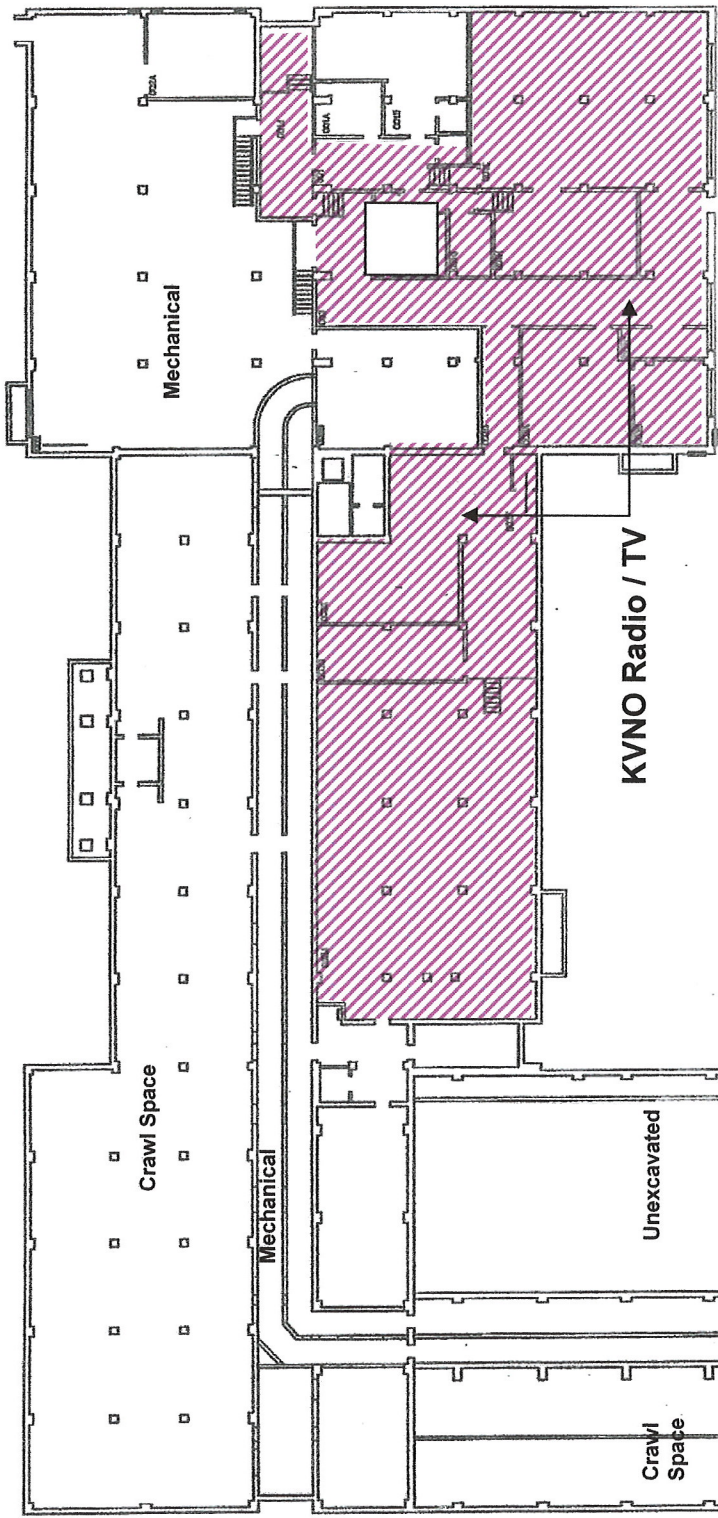
Public Administration

New Addition Phase II

Distance Learning Classroom

Existing Building Phase I

New Addition Phase II



**UNO CPACS Building  
Ground Floor Phase I**

12-15-2004

BMW Consulting



**New Addition  
Phase II**

← **Existing Building  
Phase I**      **New Addition  
Phase II** →

**Aviation**

**KVNO Radio / TV**

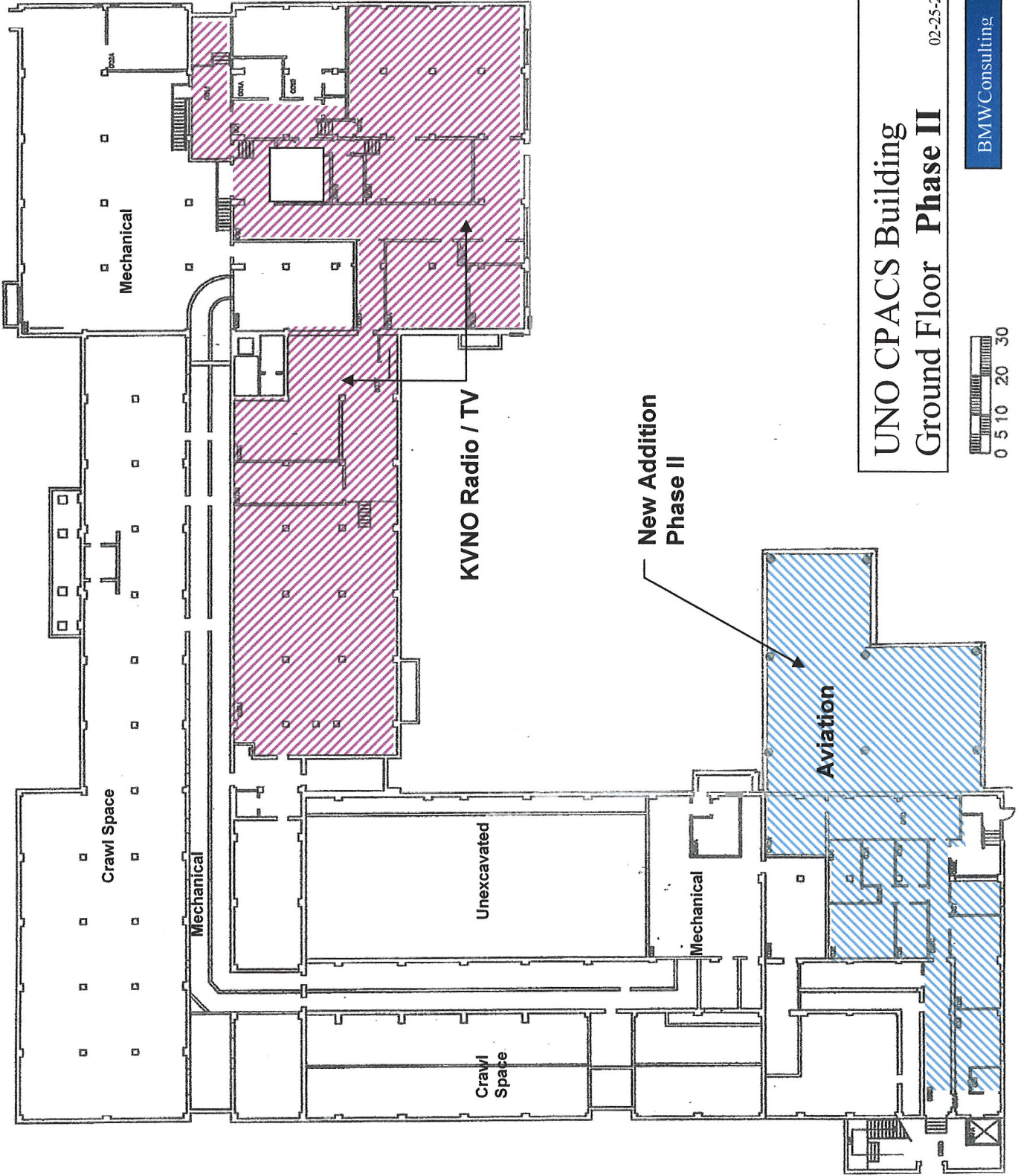
**Unexcavated**

**Crawl Space**

**Mechanical**

**Mechanical**

**Mechanical**



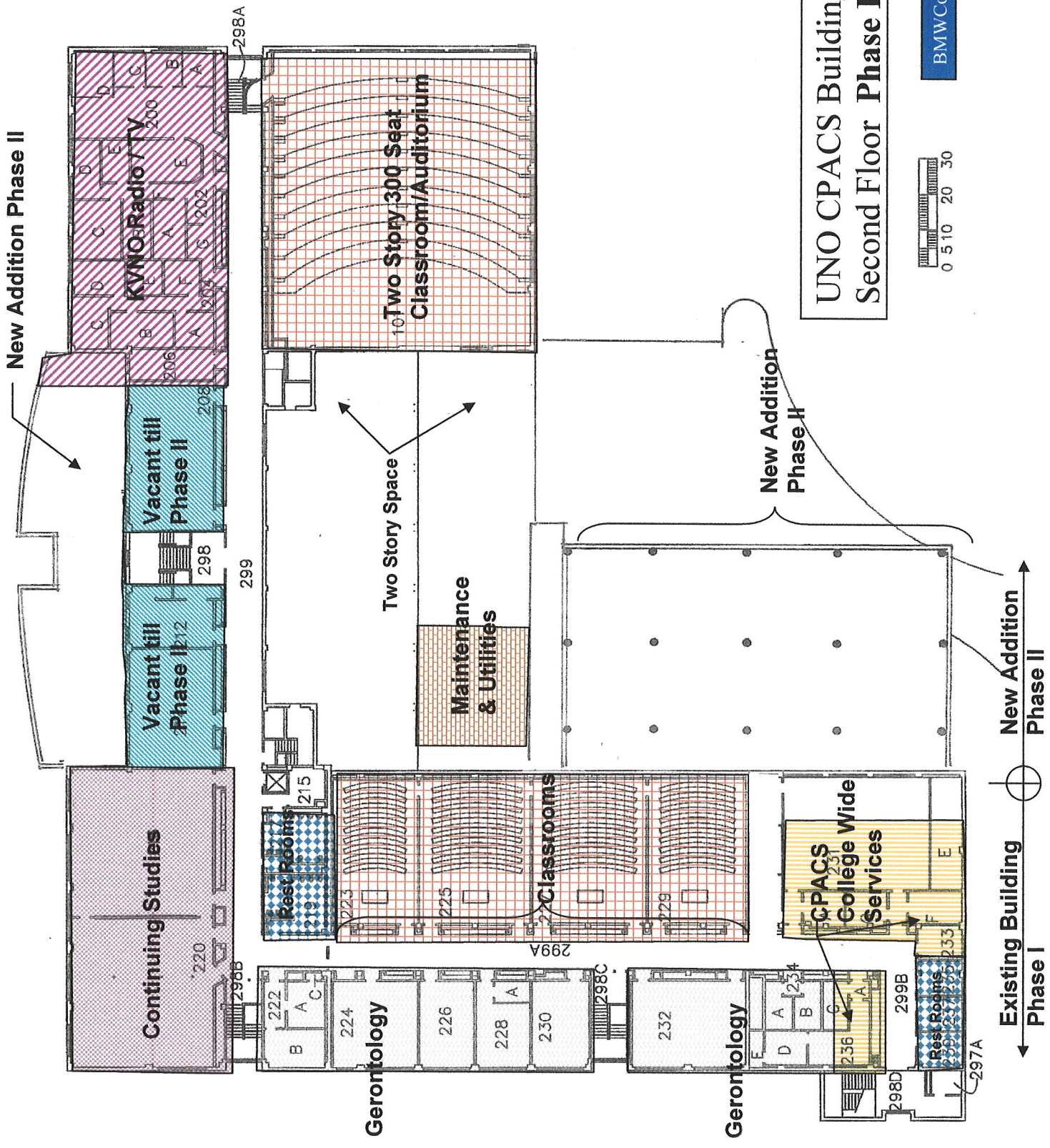
**UNO CPACS Building  
Ground Floor Phase II**

02-25-2005

BMWConsulting



New Addition Phase II



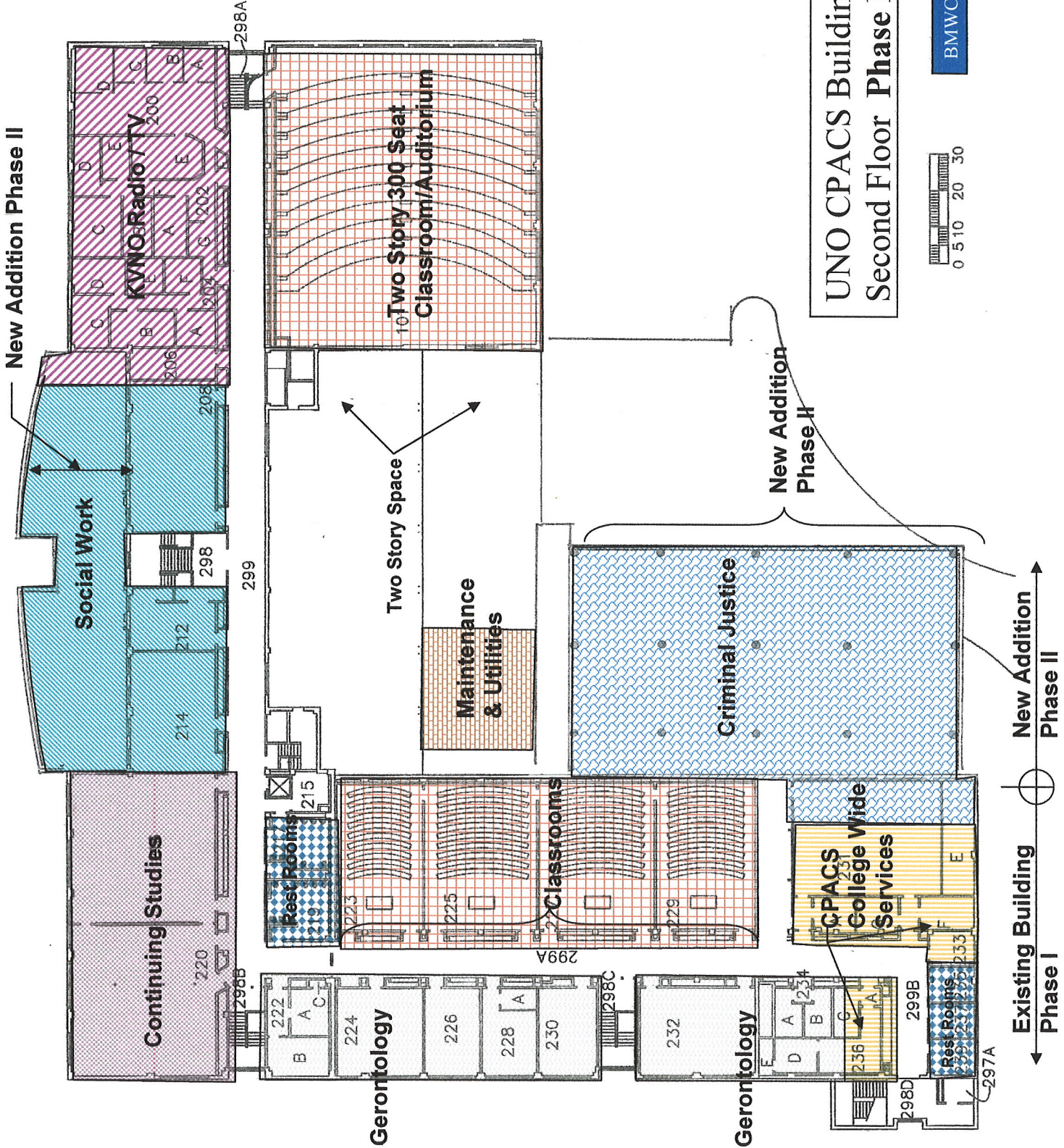
**UNO CPACS Building**  
**Second Floor Phase I** 02-25-2005



BMW Consulting

← Existing Building Phase I      ⊕      → New Addition Phase II

New Addition Phase II



**UNO CPACS Building**  
**Second Floor Phase II** 02-25-2005



BMWConsulting

Existing Building Phase I ← ⊕ → New Addition Phase II

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Second Amendment to the Ground Lease with the Suzanne and Walter Scott Foundation for the Scott Business and Technology Center

RECOMMENDED ACTION: Approve Second Amendment to the Ground Lease Agreement with the Suzanne and Walter Scott Foundation providing for the construction and operation of a business and technology facility and related facilities on Lot 1 and a portion of Lot 2, AkSarBen Business and Education Campus Replat 5.

PREVIOUS ACTION: June 5, 2004 - The Regents authorized the President of the University to execute one or more ground leases for a portion of Lot 2, Aksarben Business and Education Campus Replat 5 (abutting the leased premises on the east), for development of uses having a direct relationship to the University's academic and research programs.

October 17, 2003 - The Regents approved the First Amendment to the subject lease agreement that added the west 338 feet of Lot 3, Aksarben Business and Education Campus (since replatted), consisting of approximately four acres, to the leased premises.

November 3, 2000 -The Regents approved (1) receipt of a gift of Lot 6, AkSarBen Business and Education Campus (since replatted) from the University of Nebraska Foundation, and (2) a ground lease agreement with the Suzanne and Walter Scott Foundation (the "Scott Foundation") providing for the construction and operation of a business and technology facility and related facilities on Lot 6.

EXPLANATION: The Second Amendment to the Ground Lease Agreement with the Suzanne and Walter Scott Foundation, a copy of which is attached, would amend the Lease Agreement in the following particulars:

1. The second recital is amended to add "governmental departments and agencies" to the partnership between the University and the Omaha business community that will use the leased premises for the development of technology-based businesses.
2. Section 1.04 is added to the Lease Agreement to grant to the Scott Foundation the option to renew and extend the ground lease on the same terms and conditions for four (4) additional periods of ten (10) years each. The current term of the ground lease expires on October 31, 2041.
3. Section 4.01, relating to the purpose of the lease, is amended to add "governmental departments and agencies" that have a collaborative relationship with University academic or research

- programs as parties that may rent building space on the leased premises.
4. Section 5.03 is amended by adding a sentence wherein the University acknowledges “that its access to certain portions of the Premises may be limited due to government classified information or materials which may be contained therein.”
  5. Section 9.02B, relating to occupancy leases and occupancy rentals, is deleted. This section provides that the Lessee must use it best efforts to avoid making such rentals so as to cause the Lessee to make a profit on the same.
  6. Exhibit “A” is amended. This has the effect of expanding the area of the leased premises by approximately 285 feet to the east into Lot 2, AkSarBen Business and Education Campus Replat 5, to the west right-of-way line of 67<sup>th</sup> Street extended. The expanded area of the leased premises is shown crosshatched on the new Exhibit “B.” This change will in effect repeal the action taken by the Regents on June 5, 2004, that authorized the President to execute ground leases of this portion of Lot 2 for development of uses having a direct relationship to the University’s academic and research programs. That function would hereafter be carried out by the Scott Foundation under the terms and conditions of the Ground Lease Agreement.
  7. Exhibit “B” is amended to provide new Concept Plans for the Facilities to be constructed pursuant to the terms and conditions of the Ground Lease.

SPONSORS:

Nancy Belck, Chancellor  
University of Nebraska at Omaha

Richard R. Wood  
Vice President and General Counsel

APPROVAL:

---

James B. Milliken  
President

DATE:

April 4, 2005



PINE STREET

AKSARBEN DRIVE

SCOTT TECHNOLOGY BUILDING  
PHASE 1  
FIRST FL. ELEV. 1031.18

SCOTT TECHNOLOGY BUILDING  
PHASE 2

SCOTT TECHNOLOGY BUILDING  
PHASE 3A  
RAISED FL. ELEV. 1000.50

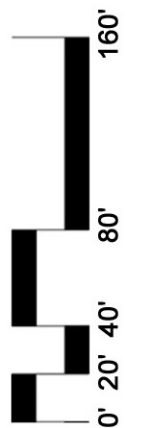
ALTERNATE NO. 2 BUILDING  
PHASE 3C  
RAISED FL. ELEV. 1000.50

ALTERNATE NO. 1 BUILDING  
PHASE 3B  
RAISED FL. ELEV. 1000.50

LOT 6

**LEGEND**

- 9377.41 EXISTING SPOT GRADES
- EXISTING GRADE CONTOUR
- EXISTING CURB TO REMAIN
- EXISTING FIRE HYDRANT
- EXISTING POWER POLE
- EXISTING LIGHTPOLE
- EXISTING WATER LINE WITH  
VALVE
- EXISTING STORM DRAIN  
WITH MANHOLE
- EXISTING SANITARY SEWER
- EXISTING TELEPHONE LINE
- EXISTING OVERHEAD POWER
- EXISTING UNDERGROUND POWER
- EXISTING GAS LINE
- EXISTING CABLE TV
- PROPERTY LINE
- EXISTING TREE TO REMAIN
- EXISTING CHAIN LINK FENCE



## SECOND AMENDMENT TO GROUND LEASE AGREEMENT

This Second Amendment to Ground Lease Agreement ("Second Amendment") is made and entered into as of the date set forth below by and between THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, a public body corporate for and on behalf of The University of Nebraska ("Lessor"), and SUZANNE AND WALTER SCOTT FOUNDATION ("Lessee").

WHEREAS, Lessor and Lessee are parties to a certain Ground Lease Agreement and First Amendment to Ground Lease Agreement (collectively the "Lease") pursuant to which Lessee leases from Lessor certain real property legally described as Lot 1, Ak-Sar-Ben Business and Education Campus Replat 5, an Addition to the City of Omaha, Douglas County, Nebraska (the "Premises"); and

WHEREAS, Lessor and Lessee desire to amend the Lease in certain respects.

NOW THEREFORE, for good and valuable consideration, Lessor and Lessee agree as follows:

1. Amendments. Effective as of the date of this Second Amendment, Lessor and Lessee hereby amend the Lease in the following respects:

- (a) The second Recital of the Lease is hereby deleted and in lieu thereof the following substituted:

WHEREAS, in order to assist in the development of technology-based businesses through a partnership between and among the faculty, staff and students at the Peter Kiewit Institute of Information Science, Technology & Engineering, other academic and research units on all campuses of the University of Nebraska, the Omaha business community and governmental departments and agencies, Lessor deems it is best that a portion of the Campus be leased to Lessee for the purpose of developing, constructing, operating and leasing facilities dedicated to the development of such businesses.

- (b) There is added to the Lease the following new Section 1.04:

Section 1.04. OPTION TO RENEW. Lessee shall have the option to renew this Lease and extend the Term upon the same terms and conditions contained herein for four (4) additional periods of ten (10) years each. If Lessee elects to exercise its option to renew this Lease, it shall give notice to Lessor not less than six (6) months prior to the then scheduled expiration of the Term.

- (c) Section 4.01 of the Lease is hereby deleted and in lieu thereof the following substituted:

Section 4.01. PURPOSE OF LEASE. Lessee enters into this Lease for the purpose of developing, constructing, operating and maintaining the Facilities to provide building space, fixtures and equipment for the business development and commercialization of technology and to provide building space, fixtures and equipment for technology-based businesses and governmental departments and agencies that have or may have a collaborative relationship with the University academic or research programs, all in accordance with the terms and provisions of this Lease, and the Premises are to be used for no other purpose without the written consent of Lessor.

- (d) Section 5.03 of the Lease is amended by adding the following new sentence at the end thereof: "Notwithstanding the foregoing, Lessor acknowledges that its access to certain

portions of the Premises may be limited due to government classified information or materials which may be contained therein."

- (e) Section 9.02.B of the Lease is hereby deleted.
- (f) Exhibit "A" to the Lease is hereby deleted and in lieu thereof the Exhibit "A" attached to this Second Amendment is substituted.
- (g) Exhibit "B" to the Lease is hereby deleted and in lieu thereof the Exhibit "B" attached to this Second Amendment is substituted.

2. Ratification. Except as amended by this Second Amendment, all of the original terms and provisions of the Lease shall continue in full force and effect and the Lease, as amended by this Second Amendment, is hereby ratified and confirmed.

DATED: \_\_\_\_\_, 2005.

THE BOARD OF REGENTS OF THE UNIVERSITY  
OF NEBRASKA

By \_\_\_\_\_  
Title:

ATTEST:

\_\_\_\_\_  
Title:

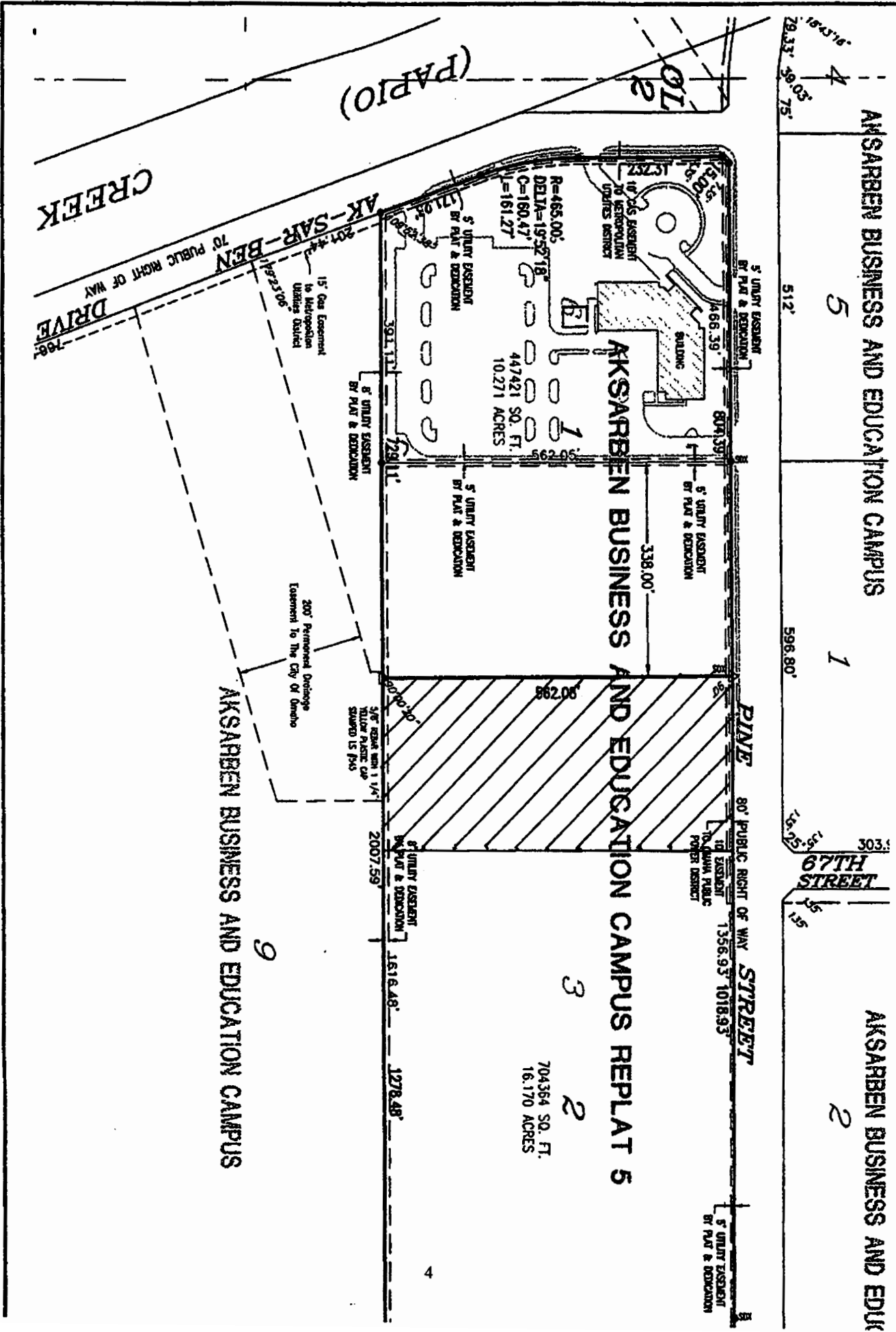
SUZANNE AND WALTER SCOTT FOUNDATION

By \_\_\_\_\_  
Title:

EXHIBIT "A"

Lot 1, AkSarBen Business and Education Campus Replat 5, an Addition to the City of Omaha, together with that part of Lot 2, AkSarBen Business and Education Campus Replat 5, an Addition to the City of Omaha, adjacent to Lot 1 extending from the East line of Lot 1 to the West extended right-of-way of 67<sup>th</sup> Street, all in Douglas County, Nebraska (see depiction on Exhibit "B").

4452



AKSARBEN BUSINESS AND EDUCATION CAMPUS

AKSARBEN BUSINESS AND EDUCATION CAMPUS

AKSARBEN BUSINESS AND EDUCATION CAMPUS REPLAT 5

AK-SAR-BEN DRIVE  
70' PUBLIC RIGHT OF WAY

PINE STREET  
80' PUBLIC RIGHT OF WAY

67TH STREET

AKSARBEN BUSINESS AND EDUCATION CAMPUS

CREEK

(PAPPIO)

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Nebraska College of Technical Agriculture (NCTA) Residence Hall Room and Board Rates for the 2005-06 Academic Year

RECOMMENDED ACTION: Approve NCTA Room and Board Rates for the 2005-06 academic year.

PREVIOUS ACTION: April 24, 2004 – The Board of Regents approved the current room and board rates at \$3,812 for 2004-2005. A “Special Enhancement Assessment” of \$25 per month commencing with the 2001-02 academic year continues.

EXPLANATION: The requested action represents a 3% increase in room and board rates for the next academic year. This \$112 increase, from \$3,812 to \$3,924, will generate the revenue required to cover ongoing general operating increases, including projected cafeteria cost increases in food and maintenance necessary to meet food service health and safety standards. The “Special Enhancement Assessment” of \$25 per month continues as an additional fee to be placed in a special fund for facility improvement. Continuing improvements need to be made in bath facilities, furnishings and fixtures, floor coverings, and electrical upgrades throughout the residence halls, which are seriously showing their age. Improvements are essential to maintaining the long-term viability of these residence halls as part of NCTA’s student housing program.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: Gerald 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 Vice Chancellor

DATE: March 24, 2005

**C. FOR INFORMATION ONLY**

1. Proposed amendment of Section 3.12.4.3(a) of the *Bylaws of the Board of Regents of the University of Nebraska* relating to increasing the University's portion of the Retirement Plan contribution is presented for information purposes only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents of the University of Nebraska*. Approval of this amendment will be requested at the Regents' meeting on June 10, 2005. Addendum X-C-1

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Amendment of Section 3.12.4.3(a) of the *Bylaws of the Board of Regents of the University of Nebraska* increasing the University's contribution to the Retirement Plan.

RECOMMENDED ACTION: None. This proposed amendment of Section 3.12.4.3(a) of the *Bylaws of the Board of Regents of the University of Nebraska* relating to increasing the University's portion of the Retirement Plan contribution is presented for information purposes only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents of the University of Nebraska*. Approval of this amendment will be requested at the Regents' meeting on June 10, 2005.

PREVIOUS ACTION: Section 3.12.4.3 was adopted with the *Bylaws of the Board of Regents of the University of Nebraska* on August 20, 1973. It was subsequently amended on June 23, 1989.

EXPLANATION: It is requested that the Board of Regents approve the following amendment of Section 3.12.4.3(a) of the *Bylaws of the Board of Regents of the University of Nebraska* increasing the University's contribution to the Retirement Plan. The text of the amendment is as follows:

**3.12.4.3 Plan Contributions.**

(a) Subject to Section 4.7 of the Retirement Plan relating to maximum contributions, each participant in the Retirement Plan and the University shall make contributions to the plan at least yearly in accordance with the following schedule:

	Participant Contribution	University Contribution	Total Contribution
Lower Level	3.5%	<del>6.0%</del> <u>6.5%</u>	<del>9.5%</del> <u>10.0%</u>
Higher Level	5.5%	<del>7.5%</del> <u>8.0%</u>	<del>13.0%</del> <u>13.5%</u>

The increased contribution will be effective July 1, 2005.

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

APPROVAL: \_\_\_\_\_  
James B. Milliken  
President

DATE: March 29, 2005



**D.     REPORTS**

1.     Universitywide Committee on Diversity report (2004-2005).  
Addendum X-D-1
2.     Laboratory, Student, and Miscellaneous Fees for 2005-2006. Addendum X-D-2
3.     University of Nebraska-Lincoln Residence Hall Room and Board Rates for  
Academic Years 2005-06 through 2007-08. Addendum X-D-3
4.     University of Nebraska at Kearney Residence Hall Room and Board Rates for  
Academic Years 2005-06 through 2008-09. Addendum X-D-4
5.     Naming the auditorium in Sheldon Memorial Art Gallery the “Ethel S. Abbott  
Auditorium.” Addendum X-D-5
6.     Design Development report for University of Nebraska-Lincoln North Addition  
to the 14th & Avery Parking Structure. Addendum X-D-6
7.     Bids and Contracts for the period ended March 17, 2005. Addendum X-D-7



**University-wide Committee on Diversity  
2004-2005 Report to the Board of Regents  
April 15, 2005**

**SURVIVING OR THRIVING: A REPORT ON DIVERSITY RETENTION**

**Preface**

The 1993 Report of the Regents Committee on Minority Affairs stated the following, "The very foundation and tradition of the university is built upon diversity. It is diversity of thought and the free exchange of that thought that illuminate the path toward creativity, discovery and enlightenment. And yet, within our own university community, the path remains partially shrouded by shadows of intolerance, prejudice and inequity."

Beginning in 1993, the Board of Regents approved the report of the Regents Committee on Minority Affairs, thereby enacting the goals recommended by the committee. The goals called for a commitment to the value of diversity by all members of the University community, accountability to measure progress in achieving the goals, recruitment and retention efforts designed to achieve multicultural representation among faculty, staff, students, and administration, a climate on all the campuses that is conducive to the success of all people, diversity in the curriculum, and a promotion of awareness and sensitivity through campus programs and activities both in and out of the classroom setting.

Each year the University-wide Committee on Diversity meets to share ideas, assess progress and develop recommendations aligned with the 1993 Regents' Minority Affairs Goals and Strategies for presentation to the Board of Regents. Recognizing the efforts of each campus to attract new faculty, staff and students of color, the members of the committee agree the primary concern is the retention of those who become a part of the University of Nebraska system. Reducing the number of faculty who chose to leave the institution before attaining the academic rewards, retaining staff who have the history, expertise and skill to support our development, and ensuring the academic and personal success of students selecting to study here are just a few of the retention issues demanding our attention. The necessity of creating an environment in which all come to thrive is essential for the future of the institution; the importance of ensuring such an environment for attracting and retaining people of color is critical.

This report will highlight progress, challenges and recommendations associated with retention for each campus and then offer overall recommendations for continued system-wide progress; data tables for each campus appear immediately after the campus narrative. The accompanying presentation will focus on actionable strategies and initiatives to move us toward a thriving environment.

The 2004-2005 University-wide Committee on Diversity members are: Cheryl Bressington (UNK), Bryan Samuel (UNK), Miguel A. Carranza (UNL), Linda Crump (UNL), Valda Ford (UNMC), Rubens Pamies (UNMC), James Freeman (UNO), and Ethel Williams (UNO).

## Overview

“Higher education has an important obligation not only to celebrate diversity, but also to define larger, more inspired goals, and in so doing serve as a model for the nation and the world.”

Ernest Boyer (1990)

*Campus Life: In Search of Community*

The 2004-2005 annual University-wide Committee on Diversity Report to the Board of Regents presents a number of recommendations from the campuses designed to create an environment in which students, faculty and staff may thrive. Recognizing the Board of Regents has approved the creation of the Ad Hoc Committee on Minority Faculty Diversity, this report will hopefully serve as a tool in the review of data and policies affecting our ability to create and sustain a diverse and inclusive university.

The attached report is the compilation of the individual campus reports of progress. These reports present the unique challenges and valuable opportunities experienced by each, thereby broadening the view we have of diversity issues and perspectives across the system.

There are five themes evident in the recommendations presented in the campus reports:

**Policies and procedures** need to be evaluated, monitored and updated to ensure real or perceived barriers are addressed or eliminated.

**Community partnerships** should be established and enhanced to ensure the broader campus communities are welcoming and responsive to diversity issues.

**Campus climate and environment** must be receptive to diversity as evidenced by both practices and behavior.

**Mentoring programs** for students, staff and faculty serve as effective means of connecting individuals to the campus and of providing information associated with the culture of the campus.

**“Grow-your-own” type programs** appropriate for each campus should be established and supported to increase the number of potential faculty and staff from underrepresented racial/ethnic groups.

An underlying concern discussed by the Committee is the lack of attention given to strategies to **recruit and retain staff** of color. The changing demographics of our state point to the increasing diversity in the workforce and the opportunity for us to enhance the diversity of our office/service and managerial/professional staffs. We often have programs to address students and faculty, but rarely directly address the need to examine the patterns of engagement for staff. This is an area in need of additional attention.

To support the policy and programmatic recommendations, the Committee recognizes the importance of creating **sustainable mechanisms for the dissemination of “best practice” strategies and initiatives** within the University of Nebraska system. Through such mechanisms campuses can share activities which have proven beneficial and avoid repeating unsuccessful efforts. Such mechanisms will also help us to showcase our diversity initiatives internally and externally.

The goal of the University-wide Committee on Diversity is to enhance the overall university environment by maximizing our opportunities and counteracting the threats to a diverse and inclusive environment. We want to ensure students, faculty and staff of color are attracted to our campuses and find the University of Nebraska to be a place where all can achieve their full potential and thrive.

Denise B. Maybank  
Associate to the President

## **University of Nebraska-Lincoln 2004-05 Diversity Report**

This report has been prepared by Miguel A. Carranza and Linda R. Crump of the University of Nebraska-Lincoln (UNL) as a part of the University-Wide Diversity Committee 2004-05 Report to the Board of Regents. The report focuses on progress related to the Regents' Goals # 3 and # 4 of the Regents' Goals and Strategies for Minority Affairs. IPEDS data by race/ethnicity for faculty, staff and students has been used to track trends for 1995 through 2004. Student retention and graduation data by race/ethnicity has also been included by entering class for the years 1995, 1997, 1999 and 2001. This report includes a review of minority representation among the faculty, staff and student populations and highlights retention-related programs and activities for the UNL campus.

### **Executive Summary**

The patterns that emerged in last year's report still hold true today. Modest progress has been made on our campus from 1995 through 2004 in the recruitment and retention of minority faculty, staff and students. The retention of minority undergraduate students has shown a significant increase during this time period. The data illustrates that some of the best practices we employ on campus to recruit diverse workforces have been very successful; however, the retention of this same diverse workforce has not achieved a similar level of success.

Last year we recommended that best practices models be disseminated across the campus, and the infrastructure to achieve this dissemination is in place within the current campus strategic planning process. Unfortunately the idea of a "grow-your-own" program has not been realized. Nevertheless, the coordinated efforts of Academic Affairs and Student Affairs through the Office of Undergraduate Studies have shown positive results in the retention of minority students.

### **Faculty**

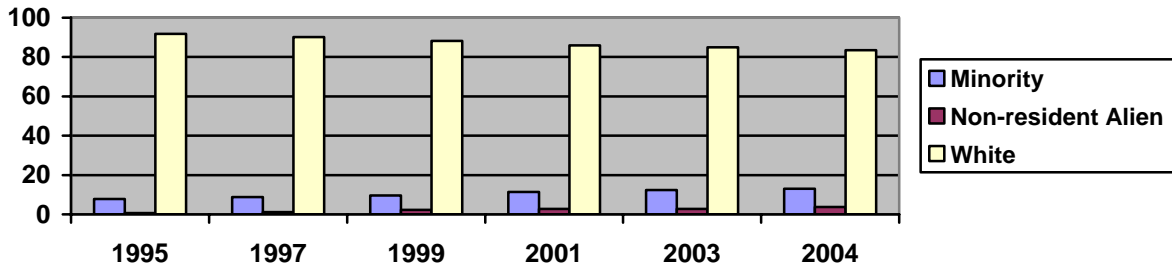
Based upon IPEDS data<sup>1</sup> the overall trends illustrated in Chart 1 reveal that the population of full-time Tenured/Tenure Track Minority<sup>2</sup> faculty has increased since 1995 from 82 minority faculty to 126 minority faculty in 2004. Chart 2 illustrates that within the four minority populations, Asian faculty have the greatest representation on campus, and we find the population of Native American faculty has remained very low. Chart 3 reveals the full picture of the faculty populations on campus with the inclusion of full-time Non-Tenure Track faculty and Part-Time faculty members.

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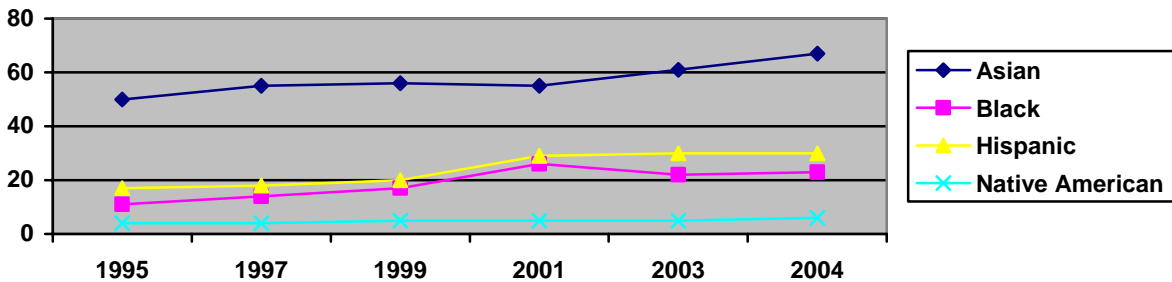
<sup>1</sup> Data tables are in the Appendix.

<sup>2</sup> Minority Faculty = Asian, Black, Hispanic and Native American Faculty

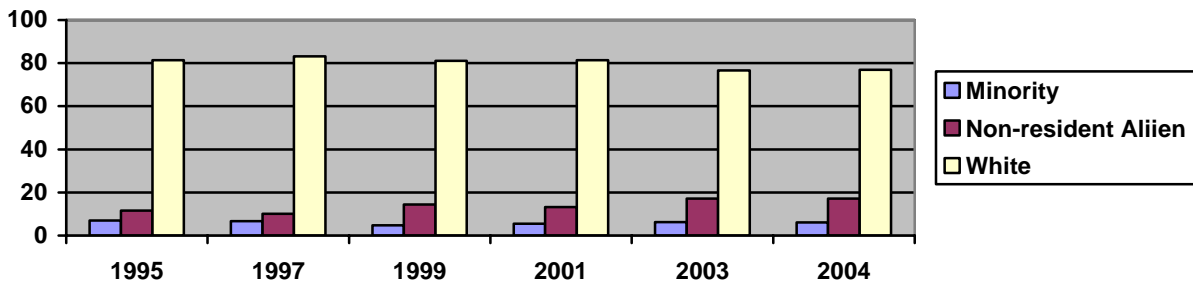
**Chart 1 - Percentage of Full-Time Tenure/Tenure Leading Faculty**



**Chart 2 - Full Time Tenure/Tenure Leading Minority Faculty**



**Chart 3 - Percentage of Non-Tenure and Part-Time Faculty**



These charts indicate that UNL has made some progress but the trend indicates a relatively flat growth pattern. The critical issue that we face is twofold: 1. What are we doing to recruit and thereby increase the diversity among our faculty? and 2. What are we doing to retain a diverse faculty at UNL?

In previous reports we have highlighted many of the factors that contribute to the success of recruiting and retaining a diverse faculty, such as having diversity funds from within the campus and from Central Administration, and the re-assignment of a position to work directly with each college regarding their efforts to enhance diversity recruitment and retention on our campus.

Recruitment and retention must be discussed in the same breath and addressed in simultaneous and consistent efforts. We have begun to institute a structure to study and engage in dialogue about the local environments with a focus on ways we can all work towards an improved climate.

We have also identified facets that run contrary to achieving success, such as budget cuts, pipeline issues, mentorship and climate issues. Our campus has continued to utilize the components that facilitate positive outcomes, while at the same time we have worked to find solutions for many of the factors that work against our efforts. We continue to seek alternative methods that might prove to be more productive and long-term. We continue to be very successful in recruiting a diverse population of faculty members in some disciplines but we continue to struggle in others.

When you review a series of these reports, it appears that we are very good at finding talented minority faculty members, thus bringing their scholarship and research to our campus. However, each year our campus becomes the 'recruitment grounds' for other institutions of higher education as they vigorously recruit away our very talented minority junior faculty members to other colleges across the nation. Given our modest numbers, even the loss of one or two minority faculty has a profound impact on our progress precisely because we have so few minority faculty at any one point in time.

Some ideas that have been suggested on campus for several years are the creation of recruitment clusters led by senior minority faculty and the enhancement of some of our disciplines which have a natural fit for our mission and could, more realistically, bring a more diverse cadre of scholars to campus. These ideas involve the attainment of new resources and/or the possible shifting of some of our current resources.

Informal discussions about the campus climate with minority faculty reveal a mixed experience. The 'experience' continuum ranges from some high quality departments that are very supportive and effective regarding diversity to other departments where some senior faculty members make outrageous comments not grounded in fact about the qualifications and standards of minority faculty members. If Nebraska is going to be the place for these talented minority faculty members to *thrive*, and thus enable us to fulfill our research, teaching and outreach missions, UNL must provide them with an environment that first recognizes, then cultivates, and finally stimulates the excellence within UNL's minority faculty members.

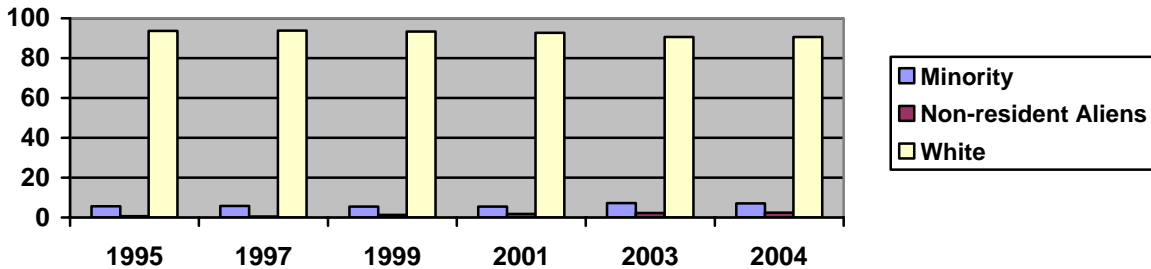
We have been successful in the development of the infrastructure to recruit the best and brightest junior minority faculty members. However, we still need to develop an innovative infrastructure which allows these talented scholars to attain their greatest potential by remaining at UNL instead of having to go to other campuses for their career growth opportunities.

## **Staff**

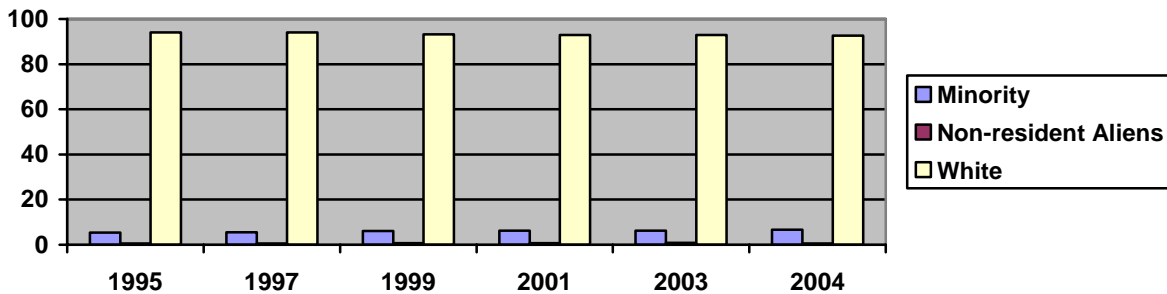
The community of staff members on the campus is composed of both managerial/ professional staff and office/service staff. They play a very important and ongoing role in the daily life of

campus diversity efforts. Charts 4 and 5 illustrate the flat growth trend in the minority staff population on our campus.

**Chart 4 - Percentage of Managerial/Professional Staff (all FTE)**



**Chart 5 - Percentage of Office/Service Staff (all FTE)**



Our campus has utilized many of the traditional models to recruit a diverse staff population. Most of the individuals recruited for these positions come from the local recruitment area and are reflective of the current community workforce population. However, the ethnic/racial demographics of many of our communities are rapidly changing and within the next few years this demographic transformation of the workforce will be even more pronounced.

Recruitment and retention issues for our minority staff are similar to the issues faced by our minority faculty. Searches are monitored to assure equal employment opportunities. We have experienced many reductions in force among the staff positions on campus and they are monitored for adverse impact issues. Again, we have such small numbers that the loss of one staff of color has a profound impact on the bottom line.

The staff on campus can take advantage of the nominal tuition costs for courses, and there are professional development groups for both managerial/professional and office/service employees. Various seminars are offered on campus to allow employees to obtain new skills for professional growth and development. Several attempts at a mentoring program have been tried and they

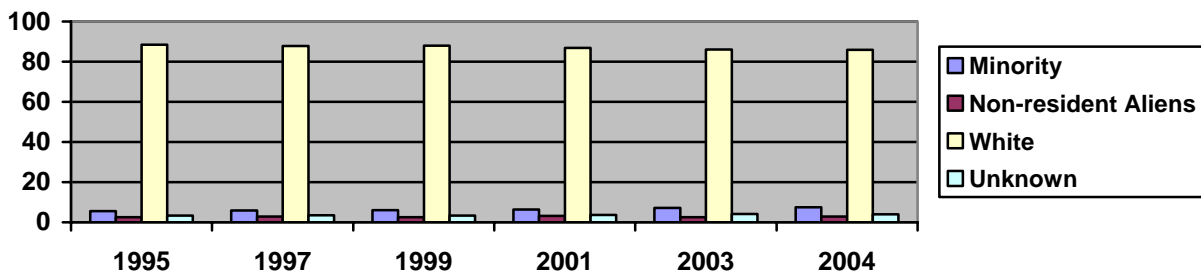
work for some staff members, but this is an area that still needs further and persistent development.

Work-life issues are critical for all members of our campus community, but the impact of these issues can be greater for many staff members because of their income levels and the options, or perceived lack of options, available to them. Our campus has offered some programs but limited resources have not enabled us to meet all the needs of our diverse campus populations.

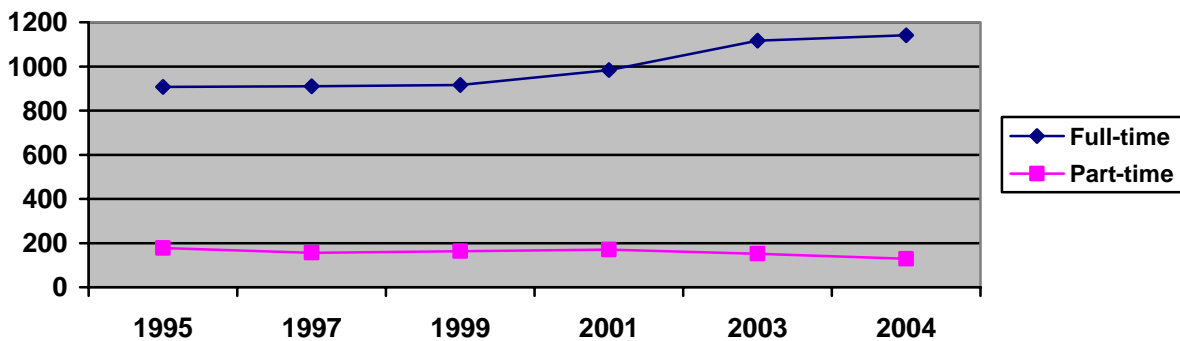
**Students**

Charts 6 and 8 are profiles of the campus undergraduate, graduate and professional student populations. The data highlights small but sustained growth rate for all minority student populations. Chart 7 illustrates that our campus has been able to recruit more full-time minority undergraduate students within the past decade.

**Chart 6 - Percentage of Full & Part Time Undergraduate Students**

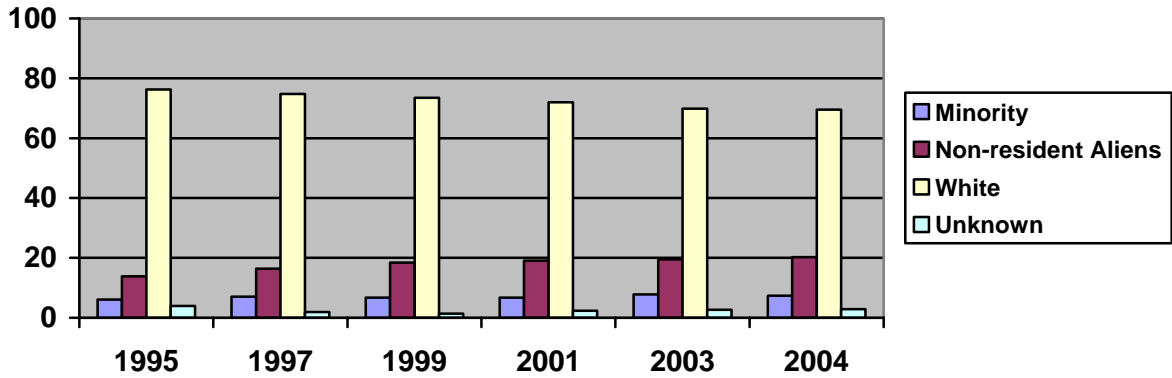


**Chart 7 - Minority Undergraduate Students**





**Chart 8 - Percentage of Full & Part Time Graduate and Professional Students**



In last year's report we highlighted all of the new initiatives created to recruit and retain minority students, such as the Office of Undergraduate Studies, the Office of Academic Support and Intercultural Services (OASIS), the Jones Scholars Learning Community, the work with Historically Black Colleges and Universities, Hispanic-Serving Institutions, Tribal Colleges and the Law College program. These programs and efforts continue to be successful but must be strengthened to have sustained success.

**Table 1**

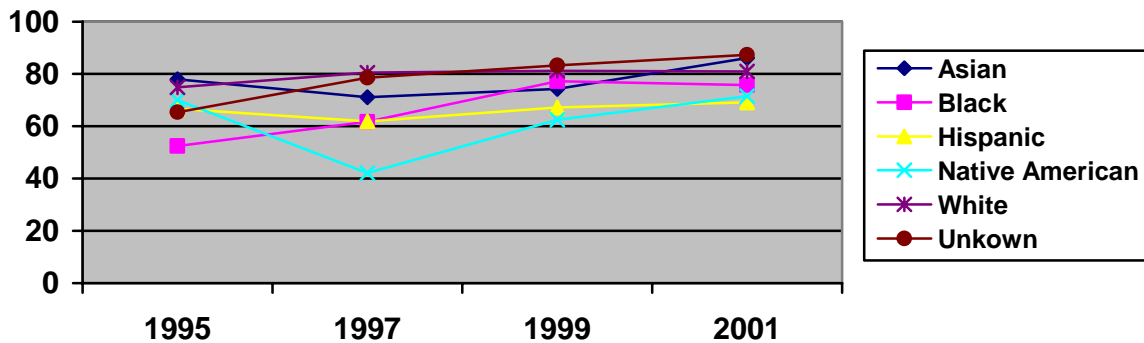
**Retention & Graduation Rates for First-Time, Full-Time Students by Race / Ethnicity**

Entering Year	Cohort	Year 2		Year 3		Year 4				Year 5			Year 6		
		# Contin	% Contin	# Contin	% Contin	# Contin	% Contin	# Grad	% Cum Grad	# Contin	# Cum Grad	% Cum Grad	# Contin	# Cum Grad	% Cum Grad
<b>Asian</b>															
Fall 1995	59	46	77.97	34	57.63	34	57.63	7	11.86	23	23	38.98	9	28	47.46
Fall 1997	52	37	71.15	24	46.15	23	44.23	3	5.77	19	15	28.85	8	19	36.54
Fall 1999	70	52	74.29	44	62.86	46	65.71	9	12.86	34	27	38.57	11	-	-
Fall 2001	79	68	86.08	60	75.95	55	69.62	-	-	-	-	-	-	-	-
<b>Black</b>															
Fall 1995	82	43	52.44	37	45.12	29	35.37	5	6.10	21	16	19.51	8	22	26.83
Fall 1997	60	37	61.67	24	40.00	22	36.67	7	11.67	15	17	28.33	4	19	31.67
Fall 1999	79	61	77.22	47	59.49	38	48.10	10	12.66	28	21	26.58	12	-	-
Fall 2001	70	53	75.71	45	64.29	41	58.57	-	-	-	-	-	-	-	-
<b>Hispanic</b>															
Fall 1995	54	36	66.67	31	57.41	28	51.85	7	12.96	20	20	37.04	9	23	42.59
Fall 1997	55	34	61.82	25	45.45	20	36.36	3	5.45	12	10	18.18	7	14	25.45
Fall 1999	64	43	67.19	40	62.50	34	53.13	7	10.94	25	20	31.25	7	-	-
Fall 2001	68	47	69.12	38	55.88	33	48.53	-	-	-	-	-	-	-	-
<b>Native American</b>															
Fall 1995	10	7	70.00	5	50.00	4	40.00	2	20.00	2	3	30.00	2	3	30.00
Fall 1997	19	8	42.11	5	26.32	5	26.32	1	5.26	4	3	15.79	1	3	15.79
Fall 1999	8	5	62.50	4	50.00	4	50.00	2	25.00	2	4	50.00	0	-	-
Fall 2001	14	10	71.43	9	64.29	9	64.29	-	-	-	-	-	-	-	-
<b>White</b>															
Fall 1995	3,523	2,636	74.82	2,306	65.46	2,135	60.60	577	16.38	1,461	1,599	45.39	438	1,928	54.73
Fall 1997	2,868	2,310	80.54	1,987	69.28	1,871	65.24	631	22.00	1,211	1,565	54.57	289	1,772	61.79
Fall 1999	3,265	2,652	81.23	2,372	72.65	2,210	67.69	750	22.97	1,416	1,757	53.81	363	-	-
Fall 2001	3,092	2,503	80.95	2,166	70.05	2,027	65.56	-	-	-	-	-	-	-	-
<b>Unknown</b>															
Fall 1995	133	87	65.41	75	56.39	68	51.13	15	11.28	48	44	33.08	18	55	41.35
Fall 1997	112	88	78.57	81	72.32	76	67.86	30	26.79	39	60	53.57	9	65	58.04
Fall 1999	72	60	83.33	52	72.22	43	59.72	15	20.83	30	34	47.22	8	-	-
Fall 2001	110	96	87.27	69	62.73	72	65.45	-	-	-	-	-	-	-	-
<b>Total</b>															
Fall 1995	3,900	2,888	74.05	2,515	64.49	2,319	59.46	621	15.92	1,586	1,718	44.05	489	2,074	53.18
Fall 1997	3,200	2,543	79.47	2,169	67.78	2,037	63.66	679	21.22	1,313	1,677	52.41	325	1,900	59.38
Fall 1999	3,599	2,909	80.83	2,590	71.96	2,402	66.74	796	22.12	1,550	1,868	51.90	410	-	-
Fall 2001	3,482	2,814	80.82	2,416	69.39	2,260	64.91	-	-	-	-	-	-	-	-

Contin = Continuing  
 Cum Grad = Cumulative Graduated

The above retention and graduation rate table (Table 1) is the standard format used to measure the success of undergraduate populations. Chart 9 illustrates a substantial increase from 1995 to 2001 in the percentage of minority students returning for their second year. This is a good illustration that the new initiatives are successful at least initially. We will not know if the same holds true for six-year graduation rates for the 2001 Cohort until 2006.

**Chart 9 -Second Year Retention Percentage Rate Undergraduate Students by Cohort**



**Summary**

Over the past decade UNL has demonstrated a commitment to diversity in the recruitment of faculty and students that is evidenced by the increased representation among these populations on campus. However, the recruitment of staff has not received similar attention or resources during the same time period. While many new innovations have been developed and some best practices have been utilized to enhance our recruitment efforts, we still have much to do to sustain these initial successes. UNL remains a predominantly white campus with small facets of diversity.

The development of a ‘best practices’ approach in the area of retention needs to be enhanced in order for us to create the kind of environment where our campus’ minority populations will not just survive on our campus, but can really *thrive* at UNL. We look forward to working with the newly formed Regents Task Force on this issue. We hope to partner with others to enable us to really take some bold steps and achieve meaningful and sustained diversity.

## APPENDIX

### 2004-2005 Diversity Report University of Nebraska-Lincoln Staff Data

**Table 2  
Managerial/Professional Staff by Race/Ethnicity**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	22	1	23	1.5%	28	2	30	1.8%	27	6	33	1.8%	29	1	30	1.6%	49	6	55	2.9%	47	4	51	2.6%
Black	34	5	39	2.5%	36	4	40	2.4%	35	6	41	2.2%	34	6	40	2.2%	39	5	44	2.3%	43	4	47	2.4%
Hispanic	14	4	18	1.2%	17	2	19	1.1%	16	2	18	1.0%	18	3	21	1.1%	22	3	25	1.3%	22	3	25	1.3%
Native American	6	1	7	0.5%	7	-	7	0.4%	8	1	9	0.5%	10	-	10	0.5%	13	1	14	0.7%	12	1	13	0.7%
<b>Subtotal Minority</b>	<b>76</b>	<b>11</b>	<b>87</b>	<b>5.6%</b>	<b>88</b>	<b>8</b>	<b>96</b>	<b>5.7%</b>	<b>86</b>	<b>15</b>	<b>101</b>	<b>5.4%</b>	<b>91</b>	<b>10</b>	<b>101</b>	<b>5.5%</b>	<b>123</b>	<b>15</b>	<b>138</b>	<b>7.2%</b>	<b>124</b>	<b>12</b>	<b>136</b>	<b>7.0%</b>
Non-Resident Alien	9	2	11	0.7%	8	1	9	0.5%	19	5	24	1.3%	28	6	34	1.8%	33	10	43	2.3%	42	5	47	2.4%
Unknown	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%
White	1,278	167	1,445	93.6%	1,394	193	1,587	93.8%	1,498	240	1,738	93.3%	1,553	162	1,715	92.7%	1,586	138	1,724	90.5%	1,612	147	1,759	90.6%
<b>TOTAL</b>	<b>1,363</b>	<b>180</b>	<b>1,543</b>	<b>100.0%</b>	<b>1,490</b>	<b>202</b>	<b>1,692</b>	<b>100.0%</b>	<b>1,603</b>	<b>260</b>	<b>1,863</b>	<b>100.0%</b>	<b>1,672</b>	<b>178</b>	<b>1,850</b>	<b>100.0%</b>	<b>1,742</b>	<b>163</b>	<b>1,905</b>	<b>100.0%</b>	<b>1,778</b>	<b>164</b>	<b>1,942</b>	<b>100.0%</b>

**Table 3  
Office/Service Staff by Race/Ethnicity**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	17	15	32	0.9%	18	17	35	1.0%	19	17	36	1.0%	13	8	21	0.9%	19	5	24	1.1%	26	7	33	1.5%
Black	42	22	64	1.9%	53	16	69	2.1%	46	36	82	2.3%	55	6	61	2.6%	41	6	47	2.2%	42	4	46	2.2%
Hispanic	36	28	64	1.9%	41	19	60	1.8%	42	29	71	2.0%	40	5	45	1.9%	44	4	48	2.2%	45	5	50	2.3%
Native American	12	11	23	0.7%	13	9	22	0.7%	17	7	24	0.7%	15	3	18	0.8%	13	2	15	0.7%	11	4	15	0.7%
<b>Subtotal Minority</b>	<b>107</b>	<b>76</b>	<b>183</b>	<b>5.4%</b>	<b>125</b>	<b>61</b>	<b>186</b>	<b>5.5%</b>	<b>124</b>	<b>89</b>	<b>213</b>	<b>6.1%</b>	<b>123</b>	<b>22</b>	<b>145</b>	<b>6.2%</b>	<b>117</b>	<b>17</b>	<b>134</b>	<b>6.2%</b>	<b>124</b>	<b>20</b>	<b>144</b>	<b>6.7%</b>
Non-Resident Alien	3	14	17	0.5%	2	14	16	0.5%	3	21	24	0.7%	6	11	17	0.7%	8	9	17	0.8%	6	5	11	0.5%
Unknown	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%	1	1	2	0.1%	-	-	-	0.0%	-	-	-	0.0%
White	1,937	1,268	3,205	94.1%	1,865	1,296	3,161	94.0%	1,817	1,449	3,266	93.2%	1,814	357	2,171	93.0%	1,762	249	2,011	93.0%	1,726	256	1,982	92.7%
<b>TOTAL</b>	<b>2,047</b>	<b>1,358</b>	<b>3,405</b>	<b>100.0%</b>	<b>1,992</b>	<b>1,371</b>	<b>3,363</b>	<b>100.0%</b>	<b>1,944</b>	<b>1,559</b>	<b>3,503</b>	<b>100.0%</b>	<b>1,944</b>	<b>391</b>	<b>2,335</b>	<b>100.0%</b>	<b>1,887</b>	<b>275</b>	<b>2,162</b>	<b>100.0%</b>	<b>1,856</b>	<b>281</b>	<b>2,137</b>	<b>100.0%</b>

Source: IPEDS Staff Survey for above years

Managerial/Professional includes the categories of "Executive/Administrative/Managerial" and "Other Professionals/Support/Service" from the IPEDS Staff Survey.

Office/Service includes the categories of "Technical and Paraprofessionals," "Clerical and Secretarial," "Skilled Crafts," and "Service/Maintenance" from the IPEDS Staff Survey.

IRP, 3/8/2004

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**2004-2005 Diversity Report  
University of Nebraska-Lincoln  
Faculty Data**

**Table 4  
Full-Time Tenure/Tenure Track Faculty by Race/Ethnicity**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	50		50	4.7%	55		55	5.3%	56		56	5.5%	55		55	5.5%	61		61	6.4%	67		67	6.9%
Black	11		11	1.0%	14		14	1.3%	17		17	1.7%	26		26	2.6%	22		22	2.3%	23		23	2.4%
Hispanic	17		17	1.6%	18		18	1.7%	20		20	2.0%	29		29	2.9%	30		30	3.1%	30		30	3.1%
Native American	4		4	0.4%	4		4	0.4%	5		5	0.5%	5		5	0.5%	5		5	0.5%	6		6	0.6%
<b>Subtotal Minority</b>	<b>82</b>	-	<b>82</b>	<b>7.7%</b>	<b>91</b>	-	<b>91</b>	<b>8.7%</b>	<b>98</b>	-	<b>98</b>	<b>9.6%</b>	<b>115</b>	-	<b>115</b>	<b>11.4%</b>	<b>118</b>	-	<b>118</b>	<b>12.3%</b>	<b>126</b>	-	<b>126</b>	<b>12.9%</b>
Non-Resident Alien	6		6	0.6%	12		12	1.1%	24		24	2.3%	27		27	2.7%	27		27	2.8%	36		36	3.7%
Unknown	-		-	0.0%	-		-	0.0%	-		-	0.0%	-		-	0.0%	-		-	0.0%	-		-	0.0%
White	983		983	91.8%	942		942	90.1%	900		900	88.1%	863		863	85.9%	815		815	84.9%	813		813	83.4%
<b>TOTAL</b>	<b>1,071</b>	-	<b>1,071</b>	<b>100.0%</b>	<b>1,045</b>	-	<b>1,045</b>	<b>100.0%</b>	<b>1,022</b>	-	<b>1,022</b>	<b>100.0%</b>	<b>1,005</b>	-	<b>1,005</b>	<b>100.0%</b>	<b>960</b>	-	<b>960</b>	<b>100.0%</b>	<b>975</b>	-	<b>975</b>	<b>100.0%</b>

**Table 5  
Full-Time Non-Tenure and Part-time Faculty by Race/Ethnicity**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	29	7	36	4.6%	23	4	27	3.4%	15	8	23	2.8%	18	7	25	2.7%	15	8	23	2.5%	17	6	23	2.5%
Black	3	2	5	0.6%	7	4	11	1.4%	1	2	3	0.4%	7	6	13	1.4%	7	5	12	1.3%	7	4	11	1.2%
Hispanic	5	6	11	1.4%	7	4	11	1.4%	7	3	10	1.2%	7	3	10	1.1%	12	4	16	1.8%	12	4	16	1.8%
Native American	2	1	3	0.4%	-	4	4	0.5%	1	2	3	0.4%	1	1	2	0.2%	2	3	5	0.6%	2	2	4	0.4%
<b>Subtotal Minority</b>	<b>39</b>	<b>16</b>	<b>55</b>	<b>7.0%</b>	<b>37</b>	<b>16</b>	<b>53</b>	<b>6.7%</b>	<b>24</b>	<b>15</b>	<b>39</b>	<b>4.7%</b>	<b>33</b>	<b>17</b>	<b>50</b>	<b>5.4%</b>	<b>36</b>	<b>20</b>	<b>56</b>	<b>6.2%</b>	<b>38</b>	<b>16</b>	<b>54</b>	<b>6.0%</b>
Non-Resident Alien	68	22	90	11.5%	59	21	80	10.1%	63	55	118	14.3%	110	13	123	13.2%	150	5	155	17.1%	142	12	154	17.1%
Unknown	-	-	-	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	1	1	0.1%	-	-	-	0.0%	-	-	-	0.0%
White	327	309	636	81.4%	338	320	658	83.2%	341	328	669	81.0%	363	393	756	81.3%	325	370	695	76.7%	334	360	694	76.9%
<b>TOTAL</b>	<b>434</b>	<b>347</b>	<b>781</b>	<b>100.0%</b>	<b>434</b>	<b>357</b>	<b>791</b>	<b>100.0%</b>	<b>428</b>	<b>398</b>	<b>826</b>	<b>100.0%</b>	<b>506</b>	<b>424</b>	<b>930</b>	<b>100.0%</b>	<b>511</b>	<b>395</b>	<b>906</b>	<b>100.0%</b>	<b>514</b>	<b>388</b>	<b>902</b>	<b>100.0%</b>

Source: IPEDS Staff Survey for above years

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**2004-2005 Diversity Report  
University of Nebraska-Lincoln  
Student Data**

**Table 6  
Undergraduate Student Enrollment by Race/Ethnicity**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	297	51	348	1.8%	317	52	369	2.0%	315	54	369	2.1%	329	58	387	2.2%	390	53	443	2.5%	377	44	421	2.5%
Black	307	66	373	1.9%	293	55	348	1.9%	298	52	350	2.0%	315	54	369	2.1%	340	44	384	2.2%	327	32	359	2.1%
Hispanic	260	51	311	1.6%	242	36	278	1.5%	248	43	291	1.6%	275	38	313	1.7%	318	41	359	2.0%	360	41	401	2.3%
Native American	43	9	52	0.3%	58	13	71	0.4%	55	14	69	0.4%	65	20	85	0.5%	68	13	81	0.5%	77	12	89	0.5%
<b>Subtotal Minority</b>	<b>907</b>	<b>177</b>	<b>1,084</b>	<b>5.6%</b>	<b>910</b>	<b>156</b>	<b>1,066</b>	<b>5.8%</b>	<b>916</b>	<b>163</b>	<b>1,079</b>	<b>6.1%</b>	<b>984</b>	<b>170</b>	<b>1,154</b>	<b>6.4%</b>	<b>1,116</b>	<b>151</b>	<b>1,267</b>	<b>7.1%</b>	<b>1,141</b>	<b>129</b>	<b>1,270</b>	<b>7.4%</b>
Non-Resident Alien	430	66	496	2.6%	480	56	536	2.9%	391	69	460	2.6%	457	93	550	3.1%	417	51	468	2.6%	423	60	483	2.8%
Unknown	462	175	637	3.3%	469	161	630	3.5%	468	136	604	3.4%	556	102	658	3.7%	649	97	746	4.2%	585	86	671	3.9%
White	14,752	2,217	16,969	88.4%	14,187	1,827	16,014	87.8%	13,939	1,722	15,661	88.0%	14,112	1,511	15,623	86.9%	14,037	1,333	15,370	86.1%	13,535	1,178	14,713	85.9%
<b>TOTAL</b>	<b>16,551</b>	<b>2,635</b>	<b>19,186</b>	<b>100.0%</b>	<b>16,046</b>	<b>2,200</b>	<b>18,246</b>	<b>100.0%</b>	<b>15,714</b>	<b>2,090</b>	<b>17,804</b>	<b>100.0%</b>	<b>16,109</b>	<b>1,876</b>	<b>17,985</b>	<b>100.0%</b>	<b>16,219</b>	<b>1,632</b>	<b>17,851</b>	<b>100.0%</b>	<b>15,684</b>	<b>1,453</b>	<b>17,137</b>	<b>100.0%</b>

**Table 7  
Graduate Student Enrollment by Race/Ethnicity (Includes Professional)**

Race/Ethnicity	1995				1997				1999				2001				2003				2004			
	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%	Full Time	Part Time	Total	%
Asian	55	53	108	2.1%	58	62	120	2.6%	47	45	92	2.1%	45	44	89	1.9%	71	38	109	2.3%	55	51	106	2.3%
Black	58	42	100	1.9%	52	47	99	2.2%	48	40	88	2.0%	62	54	116	2.4%	61	54	115	2.4%	55	44	99	2.1%
Hispanic	50	35	85	1.7%	51	32	83	1.8%	50	38	88	2.0%	47	44	91	1.9%	58	63	121	2.6%	58	55	113	2.4%
Native American	10	8	18	0.4%	9	8	17	0.4%	11	10	21	0.5%	7	15	22	0.5%	11	13	24	0.5%	14	12	26	0.6%
<b>Subtotal Minority</b>	<b>173</b>	<b>138</b>	<b>311</b>	<b>6.1%</b>	<b>170</b>	<b>149</b>	<b>319</b>	<b>7.0%</b>	<b>156</b>	<b>133</b>	<b>289</b>	<b>6.7%</b>	<b>161</b>	<b>157</b>	<b>318</b>	<b>6.7%</b>	<b>201</b>	<b>168</b>	<b>369</b>	<b>7.8%</b>	<b>182</b>	<b>162</b>	<b>344</b>	<b>7.4%</b>
Non-Resident Alien	532	174	706	13.8%	584	165	749	16.4%	600	199	799	18.4%	710	202	912	19.1%	707	211	918	19.5%	666	272	938	20.2%
Unknown	63	137	200	3.9%	41	47	88	1.9%	32	29	61	1.4%	52	56	108	2.3%	73	56	129	2.7%	74	62	136	2.9%
White	1,775	2,142	3,917	76.3%	1,588	1,837	3,425	74.8%	1,511	1,678	3,189	73.5%	1,594	1,847	3,441	72.0%	1,610	1,682	3,292	69.9%	1,576	1,661	3,237	69.5%
<b>TOTAL</b>	<b>2,543</b>	<b>2,591</b>	<b>5,134</b>	<b>100.0%</b>	<b>2,383</b>	<b>2,198</b>	<b>4,581</b>	<b>100.0%</b>	<b>2,299</b>	<b>2,039</b>	<b>4,338</b>	<b>100.0%</b>	<b>2,517</b>	<b>2,262</b>	<b>4,779</b>	<b>100.0%</b>	<b>2,591</b>	<b>2,117</b>	<b>4,708</b>	<b>100.0%</b>	<b>2,498</b>	<b>2,157</b>	<b>4,655</b>	<b>100.0%</b>

Source: IPEDS Enrollment Survey for above years

IRP, 3/8/2004

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## **University of Nebraska at Omaha 2005 Diversity Report to the Board of Regents**

This report was prepared by James Freeman and Ethel Williams of the University of Nebraska at Omaha as part of the university-wide Committee on Diversity 2005 Report to the Board of Regents. The report focuses on progress toward Regents' goals three and four. Data regarding faculty, staff and students are compared for IPEDS reporting years from 1995 through 2004.

### **Executive Summary:**

- Since 1995 the total percentage of full-time, tenure track faculty of color has increased from 10.29% to 17.83% while total faculty numbers grew by only 2%. Full-time non-tenure track faculty of color rose from 5.27% in 1995 to 7.86% in 2004.
- Undergraduate minority student enrollments were up by a small .44% margin, and graduate students up by 2.59% since 1995.
- Gains in the number of minority staff members are seen in both Executive Administrative and Managerial/Professional, and Office/Service categories.
- Student retention has shown a marked increase across all groups since 1995. The increases in Year 2, especially among Native American students (from 40% to 88.9%) should be noted.
- A number of new programs underscore UNO's effort to maintain a climate supportive of a diverse population of faculty, staff and students.

### **Recommendations**

- Continue to emphasize the importance of mentoring programs for students, staff and faculty of color.
- Continue to create a welcoming environment for students, staff, and faculty of color through new programs.
- Monitor and/or update diversity policies and procedures when necessary.
- Continue to foster an environment consistent with the metropolitan mission of our campus.

### **Introduction:**

UNO's Diversity Report for 2005 addresses Regents' goals three and four with emphasis on retention of students, faculty and staff. Where appropriate, data charts are for IPEDS reporting years, starting with 1995 and reporting odd-numbered years through 2003 plus 2004.

**Goal Three: Establish effective methods of recruitment and retention designed to achieve multicultural representation among faculty, staff, students, and administration.**

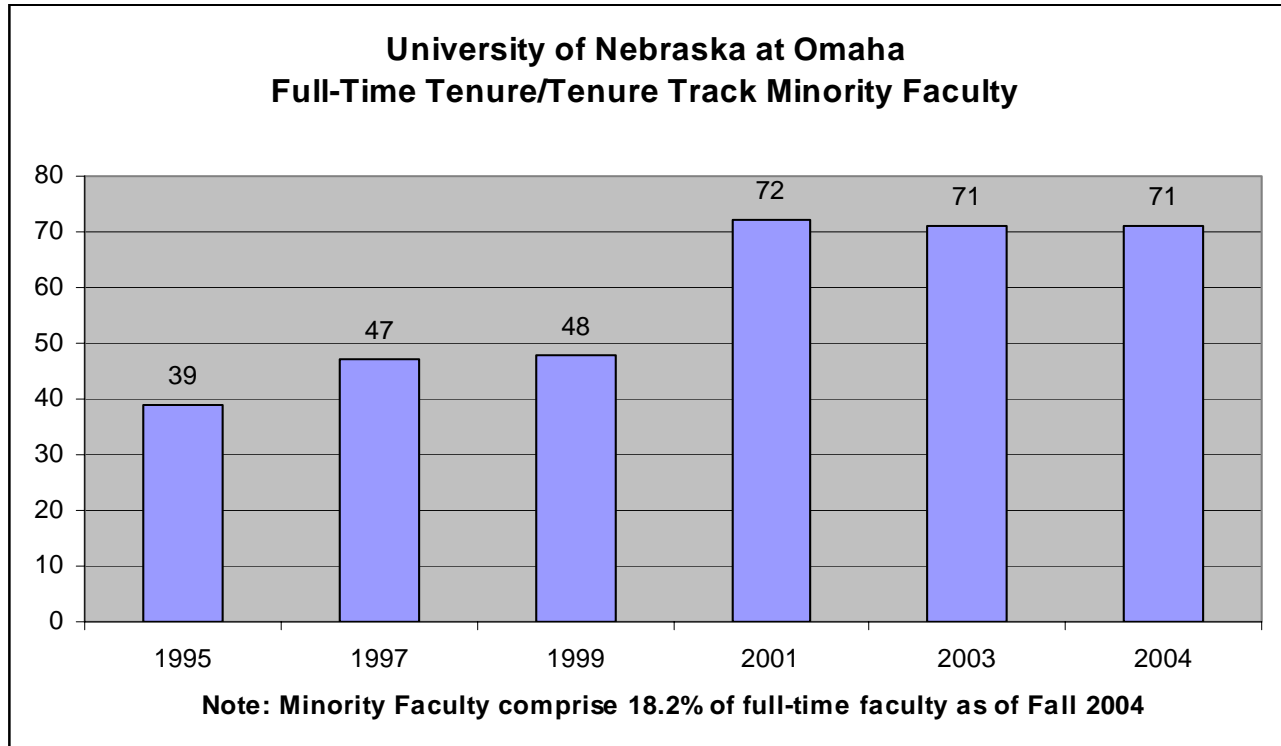
UNO's efforts to retain students, faculty and staff of color have been fruitful since 1995. Tables 1 through 7 show increases across nearly all categories over the 1995 base year.

- Tenure and tenure track faculty members have increased since 1995. The table and graph below depict the efforts to recruit and retain faculty of color excluding non-resident aliens.

### Full-Time Tenure/Tenure Track Faculty of Color

	1995	2004
<b>Total Number</b>	39	71
<b>Percent of Total Faculty</b>	10.3%	18.2%

### Full-Time Tenure/Tenure Track Faculty



- Among staff there has been a 4.1% increase among office/service personnel and a 1.13% increase among executive administrative and managerial professional staff. They represent 19.8% and 8.89% respectively.
- While the total number of undergraduate students decreased slightly since 1995 (11,921-11,041 or 7.4%) the percent of students of color increased from 11.15% to 11.59%



- The retention rate of students of color, in Year 2, ranged from a low of 40% in 1995 among Native American students to a high of 79.4% among Asian students. In 2001 there was an increase across all categories. The percent of retention was Asian 79.4%, African American 65.2%, Hispanic 71.7%, and Native American 88.9%. Similar increases are seen in Year 4 during 2001. Asian 67.6%, African American 46.1%, Hispanic 52.2%, and Native American 44.4%.

### **Discussion of Progress on Goal 3**

As a metropolitan university, UNO is committed to creating an inclusive educational environment reflective of the diverse community it serves. On an almost daily basis, there are workshops, festivals, film series, presentations, conferences, and other events on campus that introduce students, staff, faculty and community members to the multicultural experience. The priority of retaining faculty, staff, and students of color can be observed through the number of efforts devoted to this end. These strategies complement and support the strategies of the Regents Minority Affairs Goals and Strategies.

- Strategy A of Goal 3 emphasizes role models, active and successful affirmative action participation, and personal networking within fields. With this emphasis, the Urban League of Nebraska, Inc., the University of Nebraska Foundation and the University of Nebraska at Omaha (UNO) College of Business Administration joined together to host the Black Executive Exchange Program (BEEP). The four-day long series of seminars, meetings and receptions presents primarily under-represented students with a realistic view of life, including expected participation and behavior, after graduation. The program supplements college curricula with additional practitioner-oriented lecture presentations and career-oriented subject matter. It provides all students with positive African-American role models who have achieved measurable success in a variety of careers.
- The Enrichment and Mentoring Program (EMP) is a support system designed for students to receive year-long guidance so they may achieve their academic and personal goals in order to succeed at UNO. Academic coordinators provide mentoring and advising. Students work with academic coordinators on developing the study habits that work best for them. Mid-term evaluations are available for participants to review with their academic coordinators. This helps students get a realistic picture of their academic progress in order to plan for the best possible outcome at the completion of a semester. Services available to EMP participants include academic skills development, tutoring and study groups, career exploration, and professional development.
- Student retention is clearly linked to successful navigation of the college environment. Access to technology, which is used for online course registration, class schedules, financial aid, bill paying and grading, is a big part of being successful at UNO. While this link is not an issue for the students who own a

computer, it can create an additional barrier for students who cannot afford to buy technology. To better serve these students Information Technology Services partnered with two community-based organizations to create community based technology centers (CTC). These labs, located in the African American and Hispanic communities, provide convenient access to more than 2000 students and also serve community members.

- Retention of faculty and staff is enhanced in a positive environment. The Human Resources Department promotes a family-friendly and thus employee-friendly environment providing and supporting programs that mark UNO as a sought after employer. In particular, the Mentoring Program, designed to assist with the retention of employees including women and minorities beyond the first year of their employment, pairs new employees with long-term employees as a partner for University events and general collegiality; the Faculty/Staff Employee Assistance Program provides free counseling services for employees; and HR provides training on a variety of subjects that enhances supervisory skills and keeps employees in general informed of options in employment and benefits--all in an effort to retain the productive employees UNO attracts.
- The College of Public Affairs and Community Service (CPACS) serves as a model for cooperation with the Omaha community in welcoming candidates for employment and their families. By introducing candidates to leaders in the minority community, often in a social setting, candidates are provided with the opportunity to network as well as initiate potential business contacts if the candidates are hired. CPACS also uses its extensive community network to find employment for dual career couples.
- Recruitment Services and Multicultural Affairs now host minority recruitment events with campus faculty. These assist with retention of underrepresented faculty, as well as increased recruitment of students of color. Recruitment Services and Multicultural Affairs also calls each and every applicant to ensure they feel welcomed at UNO.
- In accordance with its official mission, the Staff Advisory Council (SAC) strives to maintain a council “reflective of the diverse multi-culture UNO community” (SAC Bylaws, article III, sec. 1, rev. 2001). SAC contributes to staff retention by encouraging participation in the SAC organization, SAC events, and university events that enhance the lives of UNO employees. SAC’s 2004-2004 Spirit Campaign has been evidence of this over the past year. Moreover, the council provides constituents with assistance identifying correct policies and procedures that assure a more collegial and productive work environment, which ultimately affects employee satisfaction and retention.

#### **Goal Four: Create and maintain a climate conducive to success for all peoples.**

As a metropolitan university, UNO is committed to creating an inclusive educational environment reflective of the diverse community it serves. On an almost daily basis, there are workshops, festivals, film series, presentations, conferences, and other events on campus that introduce students, staff, faculty and community members to the multicultural experience. The priority of creating and maintaining a climate conducive to success for all people: faculty, staff, and students of color can be observed through the number of efforts devoted to this end. These strategies complement and support the strategies of the Regents Minority Affairs Goals and Strategies.

- An on-line program aimed at preventing sexual harassment
- A diversity training program for faculty, staff, and students
- A program making it easier for young mothers to visit, learn and work at UNO
- A new and updated "Pathways to Harmony" diversity program was conducted in February 2005.

#### **Discussion of Progress on Goal 4:**

UNO's "Diversity Action Plan" offers measurable, identifiable and concrete strategies to foster a campus culture of inclusion. It complements and supports the three strategies associated with Goal four:

Strategy A of Goal Four stipulates that appropriate steps be taken to eliminate discrimination within the University of Nebraska. A new and updated "Pathways to Harmony" diversity program was conducted in February 2005. The program for faculty, staff, and students continues to focus on human relation issues pertinent to the UNO campus and community, as well as understanding and respecting cultural differences.

The Office of Diversity launched a new online professional development program on preventing sexual harassment in August 2004. To date, 450 faculty, staff, and students have completed the program.

Diversity extends far beyond race and gender. Thus, in an effort to recognize additional areas of uniqueness, Chancellor Nancy Belck cut the ribbon February 22, 2005 for the official opening of the Infant Care and Nursing Mothers Facility located on the first floor of the Milo Bail Student Center. This Chancellor's Commission on the Status of Women and Women's Studies Program initiative resulted in 23 infant changing stations being installed in men's and women's restrooms across campus. The installation of these stations lets mothers and fathers (among faculty and students) know they are a viable part of the UNO campus.

**2004-2005 Diversity Report**  
 University of Nebraska at Omaha  
 Administrative-Site Student Data

Table 1  
 Undergraduate Student Enrollment by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	142	89	231	175	108	283	168	85	253	180	86	266	209	97	306	207	89	296
Black	487	245	732	482	236	718	425	231	656	430	203	633	419	198	617	407	183	590
Hispanic	189	106	295	219	95	314	225	82	307	236	106	342	245	94	339	255	81	336
Native American	52	20	72	44	22	66	34	24	58	38	11	49	34	11	45	40	18	58
Sub-total Minority	870	460	1,330	920	461	1,381	852	422	1,274	884	406	1,290	907	400	1,307	909	371	1280
Non-Resident Alien	125	82	207	160	99	259	186	101	287	234	99	333	192	75	267	205	70	275
Unknown	267	251	518	253	179	432	268	167	435	265	129	394	275	115	390	252	113	365
White	5,911	3,955	9,866	5,550	3,453	9,003	5,842	2,821	8,663	6,523	2,598	9,121	6,746	2,392	9,138	6,806	2,315	9121
TOTAL	7,173	4,748	11,921	6,883	4,192	11,075	7,148	3,511	10,659	7,906	3,232	11,138	8,120	2,982	11,102	8,132	2,851	11041

Table 2  
 Graduate Student Enrollment by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	11	15	26	13	26	39	18	37	55	16	50	66	21	40	61	13	36	49
Black	22	60	82	17	76	93	26	84	110	31	82	113	21	105	126	25	94	119
Hispanic	8	26	34	7	25	32	7	28	35	11	36	47	2	44	46	11	33	44
Native American	1	3	4	1	4	5	2	4	6	1	8	9	5	3	8	3	4	7
Sub-total Minority	42	104	146	38	131	169	53	153	206	59	176	235	49	192	241	52	167	219
Non-Resident Alien	67	36	103	100	53	153	86	72	158	172	89	261	189	113	302	148	104	252
Unknown	34	98	132	19	75	94	20	62	82	21	81	102	16	72	88	18	90	108
White	485	1,904	2,389	419	1,800	2,219	413	1,746	2,159	444	1,963	2,407	447	1,817	2,264	440	1,764	2,204
TOTAL	628	2,142	2,770	576	2,059	2,635	572	2,033	2,605	696	2,309	3,005	701	2,194	2,895	658	2,125	2,783

**2004-2005 Diversity Report**  
 University of Nebraska at Omaha  
 Administrative-Site Student Data

Table 3  
 First-Time Full-Time Degree-Seeking Undergraduate Retention Rate by Cohort by Race/Ethnicity

Cohort	Year 2			Year 3			Year 4			Year 5			Year 6		
	#	%		#	%		#	%		#	%		#	%	
	Return	Return	Grads	Return	Return	Grads	Return	Return	Grads	Return	Return	Grads	Return	Return	Grads
<b>Asian</b>															
Fall 1995 N= 23	15	65.2	0	10	43.5	0	8	34.8	0	5	21.7	3	5	21.7	0
Fall 1997 N= 35	26	74.3	0	22	62.9	0	19	54.3	2	14	40	9	8	22.9	3
Fall 2000 N= 41	34	82.9	0	32	78	0	32	78	7	22	53.7	n/a			
Fall 2001 N= 34	27	79.4	0	24	70.6	0	23	67.6	n/a						
<b>Black</b>															
Fall 1995 N= 78	45	57.7	0	34	43.6	1	28	35.9	3	17	21.8	5	12	15.4	5
Fall 1997 N= 79	42	53.2	0	35	44.3	0	28	35.4	2	23	29.1	8	9	11.4	6
Fall 2000 N= 102	61	59.8	0	46	45.1	0	34	33.3	4	28	27.5	n/a			
Fall 2001 N= 89	58	65.2	0	46	51.7	0	41	46.1	n/a						
<b>Hispanic</b>															
Fall 1995 N= 27	16	59.3	0	10	37	0	10	37	1	9	33.3	0	6	22.2	4
Fall 1997 N= 32	24	75	0	20	62.5	0	16	50	2	12	37.5	6	6	18.8	4
Fall 2000 N= 53	35	66	0	33	62.3	0	29	54.7	4	21	39.6	n/a			
Fall 2001 N= 46	33	71.7	0	29	63	1	24	52.2	n/a						
<b>Native American</b>															
Fall 1995 N= 5	2	40	0	2	40	0	0	0	1	1	20	0	0	0	0
Fall 1997 N= 12	5	41.7	0	5	41.7	0	5	41.7	0	1	8.3	1	0	0	0
Fall 2000 N= 6	5	83.3	0	3	50	0	2	33.3	0	2	33.3	n/a			
Fall 2001 N= 9	8	88.9	0	6	66.7	0	4	44.4	n/a						
<b>TOTAL (does not add intentionally)</b>															
Fall 1995 N= 1,123	697	62.1	0	548	48.8	2	482	42.9	63	337	30	166	164	14.6	83
Fall 1997 N= 1,185	797	67.3	0	634	53.5	1	543	45.8	94	386	32.6	222	219	18.5	114
Fall 2000 N= 1,537	1,109	72.2	0	939	61.1	3	834	54.3	145	629	40.9	n/a			
Fall 2001 N= 1,611	1175	72.9	0	997	61.9	6	885	54.9	n/a						

**2004-2005 Diversity Report**  
University of Nebraska at Omaha  
Staff Data

Table 4  
Executive Administrative and Managerial/Professional Staff by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	5	1	6	9	0	9	5	0	5	7	1	8	9	1	10	8	1	9
Black	17	0	17	13	0	13	14	0	14	22	0	22	21	1	22	21	0	21
Hispanic	3	2	5	4	1	5	3	2	5	3	0	3	4	0	4	6	0	6
Native American	0	0	0	1	0	1	5	0	5	1	0	1	0	0	0	0	0	0
Sub-total Minority	25	3	28	27	1	28	27	2	29	33	1	34	34	2	36	35	1	36
Non-Resident Alien	0	0	0	1	0	1	1	0	1	3	0	3	2	0	2	3	0	3
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	273	25	298	306	8	314	316	20	336	351	26	377	336	31	367	330	33	363
TOTAL	298	28	326	334	9	343	344	22	366	387	27	414	372	33	405	368	34	402

Table 5  
Office/Service Staff by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	6	2	8	6	0	6	5	1	6	7	1	8	6	0	6	8	1	9
Black	47	0	47	48	1	49	45	1	46	74	1	75	63	1	64	62	1	63
Hispanic	17	0	17	18	20	38	14	0	14	17	0	17	14	0	14	9	0	9
Native American	2	0	2	2	0	2	3	0	3	2	0	2	0	1	1	2	0	2
Sub-total Minority	72	2	74	74	21	95	67	2	69	100	2	102	83	2	85	81	2	83
Non-Resident Alien	0	0	0	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	373	24	397	376	3	379	363	19	382	338	21	359	324	20	344	317	19	336
TOTAL	445	26	471	452	24	476	431	21	452	438	23	461	407	22	429	398	21	419

**2004-2005 Diversity Report**  
 University of Nebraska at Omaha  
 Faculty Data

Table 6  
 Full-Time Tenure/Tenure Track Faculty by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	19	0	19	21	0	21	23	0	23	31	0	31	32	0	32	31	0	31
Black	11	0	11	18	0	18	18	0	18	24	0	24	22	0	22	23	0	23
Hispanic	8	0	8	8	0	8	7	0	7	11	0	11	10	0	10	10	0	10
Native American	1	0	1	0	0	0	0	0	0	6	0	6	7	0	7	7	0	7
Sub-total Minority	39	0	39	47	0	47	48	0	48	72	0	72	71	0	71	71	0	71
Non-Resident Alien	2	0	2	7	0	7	6	0	6	7	0	7	8	0	8	8	0	8
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	338	0	338	343	0	343	331	0	331	322	0	322	321	0	321	319	0	319
TOTAL	379	0	379	397	0	397	385	0	385	401	0	401	400	0	400	398	0	398

Table 7  
 Full-Time Non-Tenure and Part-time Faculty by Race/Ethnicity

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full	Part		Full	Part		Full	Part		Full	Part		Full	Part		Full	Part	
	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total	Time	Time	Total
Asian	3	0	3	1	0	1	3	1	4	3	4	7	1	7	8	1	9	10
Black	5	5	10	3	3	6	3	1	4	5	25	30	4	18	22	3	17	20
Hispanic	2	1	3	2	3	5	3	3	6	2	9	11	2	10	12	2	12	14
Native American	0	1	1	0	1	1	1	0	1	2	2	4	2	2	4	2	2	4
Sub-total Minority	10	7	17	6	7	13	10	5	15	12	40	52	9	37	46	8	40	48
Non-Resident Alien	3	0	3	4	0	4	4	0	4	9	3	12	6	0	6	5	0	5
Unknown	0	0	0	0	0	0	0	0	0	0	4	4	0	2	2	0	5	5
White	48	13	61	49	12	61	51	25	76	59	318	377	56	271	327	59	297	356
TOTAL	61	20	81	59	19	78	65	30	95	80	365	445	71	310	381	72	342	414

## **University of Nebraska Medical Center 2004 – 2005 Diversity Report**

This report has been prepared on behalf of the Cultural Competence Development Steering Committee of the University of Nebraska Medical Center.

In 1993, the Board of Regents approved the Minority Affairs Goals and Strategies strategic plan that delineates goals, strategies, and activities designed to increase diversity at the University of Nebraska Medical Center (UNMC). The information provided in this report will focus on strategies and activities associated with two of its goals:

*Goal 3: Establish effective methods of recruitment and retention designed to achieve multicultural representation among faculty, staff, students and administration; and*

*Goal 4: Create and maintain a climate conducive to success for all people.*

Data regarding faculty, staff and students are compared for IPEDS reporting years from 1995 through 2004, where applicable. Footnotes are used to explain the data tables.

### **Executive Summary:**

- UNMC continues efforts and activities to create and facilitate an environment where people not only feel good about being at the university; but also feel connected to each other. The 2002 Workforce Response to Environmental Assessment provided the foundation, and the 2002 and 2004 Employee Satisfaction Surveys helped clarify UNMCs strengths and opportunities for improvement.
- Efforts continue campus wide to improve employee development through mentoring at both skills and career development. Development of competencies and leadership enhancement are facilitated through organizations such as the Administrative Support Professionals, Employee Diversity Network, and Gender Equity Commission.
- Efforts to increase diversity in students and staffing include continued collaborations with outside Universities and area churches and organizations, i.e. Urban League and Chicano Awareness Center.

### **Recommendations:**

- Continue to build or strengthen an infrastructure that supports and protects efforts to enhance diversity.
- Evaluate existing policies and procedures to ensure that real or perceived barriers are addressed and/or eliminated.
- Incorporate management training competencies.
- Strengthen existing relationships and build new relationships that foster successful partnerships on the campus and in the community.
- Maintain the positive community partnerships in health care access, education, advocacy and research.
- Develop a mechanism to adequately assess reasons why applicants for employment and education decide to seek other venues.
- Continue leadership development, comprehensive education of faculty, staff and students on cultural competence, and mentoring/fellowship opportunities.



## Introduction

The information provided in this report will focus on strategies and activities associated with two of the goals of the Minority Goals and Strategies strategic plan, approved by the Board of Regents, and developed to delineate goals, strategies, and activities to increase diversity at the University of Nebraska Medical Center (UNMC):

*Goal 3: Establish effective methods of recruitment and retention designed to achieve multicultural representation among faculty, staff, students and administration; and*

*Goal 4: Create and maintain a climate conducive to success for all people.*

Developing an environment where all people feel good about being here is the foundation of all activities at the University of Nebraska Medical Center. Facilitating the development of a social climate that supports and embraces diversity in faculty, staff and students is crucial to recruitment and retention. Equally important is developing an environment for employees to thrive through professional development and mentoring opportunities. This report reflects strategies designed to effect substantive organizational culture shifts that provide for a welcoming, nurturing and productive environment where employees flourish.

## Recruitment and Retention

Diverse effective methods of recruitment and retention have been designed to achieve multicultural representation among faculty, staff, students and administration at UNMC. Continued work is needed toward this effort is illustrated in student enrollment (undergraduate and graduate), staff demographics, and faculty representation (frequencies provided in Tables 1-7 enable comparisons between 1995, 1997, 1999, 2001, 2003, and 2004 except for staff; data for staff are not available until 1999, as, due to the merger of University Hospital and Clarkson Hospital in 1998, there was a divestiture of 2800 UNMC employees.) Multitudes of strategies and activities have been implemented and are summarized below.

Incentives for active and successful participation of highly qualified staff and administrators are being established with success.

- Valda Ford, MPH, Director of Community and Multicultural Affairs completed the Kellogg Foundation International Center for Health Leadership Development at the University of Illinois at Chicago; and
- Antonia Correa, MS, completed the Latino Council on Alcohol and Tobacco Fellowship.

Strategies for the local communities designed to make candidates for UNMC employment feel welcome are in place. Expanding employment-advertising efforts has been implemented to increase multicultural representation among faculty, staff, students, and administration at UNMC. They now include *Nuestro Mundo* (a Spanish-language newspaper) and continue with the *Omaha Star* (traditionally targeted to African Americans) and online with *Career Link*. A new print advertising campaign with a focus on diversity, *I work here . . . Maybe you should too*, featuring current UNMC employees, began March 14, 2004 and continued throughout 2004. The models are UNMC employees and represent a variety of people of different racial/ethnic backgrounds. Posters are in English and Spanish.

Building positive relationships with local community service organizations such as the Urban League, the Chicano Awareness Center, and with Tribal leaders continues to provide a more direct link with community members of color. Continued connections with the community include participation at minority career fairs; partnering with Nebraska Department of Vocational Rehabilitation; and the provision of interview skills training to residents at Girls and Boys Town.

Relationships with management, with supervisors, and with fellow employees are a vital contributor to employee retention. Internally, staff development efforts to enhance supervisors include conducting Performance Leadership Seminars and workshops to develop managerial skills in Planning, Feedback, and Reward and Recognition. *Foundations for Success*, the *Management Series* and the *Administrative Colloquium* provide professional development for Office/Service, Mid-level managers, and Managerial Professional staff members, respectively. Other efforts include initiation of formalized “market pricing” process for all job reclassification, or new job development requests, resulting in externally competitive opportunities and internally equitable establishment at pay levels.

The *Workforce Response to Environmental Assessment* report conducted in 2002, revealed a need for comprehensive training in the area of cultural competency. As such, a formal Training-of-Trainers (T-O-T) program has graduated its first class of trainers. The TOT program is designed to increase the number of faculty, staff, and administrators on the UNMC campus who have in-depth knowledge about cultural competency, e.g., the knowledge and skills necessary to create an environment that respects the values and needs of all people and develops policies and procedures to facilitate such an environment. Participants in the T-O-T program come from a variety of departments and include representatives from clinical programs, human resources, information technology, research programs, counseling services, public affairs, community outreach, and continuing education. Trainers have facilitated several presentations in various departments on campus to introduce the Culturally and Linguistically Appropriate Services (CLAS) Standards to faculty, staff and students. These standards are mandates, guidelines, and recommendations issued by the HHS Office of Minority Health and are intended to inform, guide, and facilitate required and recommended practices related to culturally and linguistically appropriate health services. Additionally, TOT participants will serve as trainers on issues of diversity that encompass everything from respect for others to rules, regulations, and laws that guide clinical practice in the areas of vulnerability, linguistic access and cultural diversity.

Efforts continue to develop a mechanism for addressing the reasons why people of color have declined offers of employment at the University that will inform us about the current environment, unseen barriers to success and participation, and recruitment and retention strategies. The Faculty Senate continues to study data related to faculty candidates’ decisions to decline employment opportunities; however, the evaluation by racial/ethnic status is currently under development and could not be provided in this report.

To learn more about what specific factors contribute to retention, UNMC Human Resources staff developed and implemented the *2002 Employee Satisfaction Survey* in the Fall of 2002. The 30-question survey was designed to gather baseline information concerning employee perspectives about working at UNMC and to identify areas where improvement may be needed. Several employee focus groups took place and included one intensive focus group with an administrative unit. Improved communication between staff and managers was the recommendation of the groups. A follow-up *Employee Satisfaction Survey* was completed in November 2004. Results of the 2004 survey concluded that continued efforts are needed to improve communication between managers and staff and although most people at UNMC are pleased with their jobs, pay and benefits, however, are additional areas of concern. In addition to staff development strategies, *Employee Turnover Data* and *Applicant Tracking Systems* are also being developed as part of this effort.

Mentoring and professional development opportunities for faculty and staff of color are being encouraged and reviewed for effectiveness, where among other things, they also assist in creating a nurturing multicultural environment where all persons at UNMC feel welcome and flourish. Highlighted activities include:

- The development of a mediation training workshop series is being discussed. This workshop would teach negotiation and communication skills and conflict resolution and can lead to certification by the State Supreme Court as mediators with additional course work.
- The redevelopment of a formal mentoring program is currently underway. Allowing staff to select their own mentors from a mentorship pool is recommended and will be tested and implemented in the near future.
- “Foundations for Success”, an in-house staff development program serves many purposes. Its main function is to expose non-managerial employees to the types of training that will help them to advance in the organization. “Foundations for Success” is a four-session career development and networking experience for office service employees. The series is designed to provide participants with career development information and access to UNMC resources that will assist them in their career choices. The goal of the series is to provide an opportunity for employees to acquire additional knowledge and skills that will enhance job performance, maximize career potential and bring value to the University of Nebraska Medical Center. There is a disproportionate representation of underrepresented minorities (URM) in this category and there has been an intentional over-election of URM into the program. By bringing people together from across the campus, new relationships are formed; people who may have felt isolated as “the only” one in their areas have the opportunity to network with similar people or feel empowered because of the quality of learning opportunities offered.
- The “Management Series” is UNMC's management development program that focuses on campus-specific supervisory/management concepts and practices. Participants in this series are full-time UNMC supervisors who have supervisory responsibility for at least one FTE. It is a series of 8 sessions, with a total of 30 contact hours presented from September 2004 through May 2005. Topics include UNMC culture, performance leadership, managing compliance issues and budgeting/accounting practices.
- The “Administrative Colloquium” is a one-year course composed of a series of four 8-hour workshops. In addition, there are two 2-hour meetings that take place during February and August to allow participants to network with each other and to work on their projects. Aside from the required course-work, each participant is required to complete a personal growth project that demonstrates the application of the course content to the very specific need of the participant in his/her daily learning and working activities. The personal growth project may be presented either as a poster display or as a short oral presentation at the Colloquium Graduation.

Finally, the Employee Diversity Network (EDN) continues and has been strengthened. Its mission is to support the growth and development of cultural competency/awareness for all at The Nebraska Medical Center, University of Nebraska Medical Center and University Medical Associates. Members of EDN will participate with a staff advisory group to address barriers within the University, its policies and procedures. Community members are always invited to EDN sponsored events.

## **Students**

Student recruitment efforts have continued to focus on the implementation of strategies that identify prospective majority and minority students early in their academic programs at the elementary, secondary, and undergraduate levels and continuing to cultivate their interest in health care and research careers at UNMC through on-going relationship development. A cornerstone of these strategies is the belief that if students are exposed early to a welcoming UNMC environment, they will be better informed about health care/research careers, comfortable in the UNMC setting and more inclined to pursue graduate education at UNMC. Examples of specific in-state and out-of-state strategies implemented to diversity the student body are highlighted below:

### Campus activities:

- Continue outreach efforts to Omaha Public School elementary, middle, and high school students and Jesuit Middle School through Community Academy, and Career Connections.
- National Cancer Institute funds were secured from the UNMC Comprehensive Umbrella of Research Experiences (CURE) Program for support of high school and undergraduate minority/disadvantaged students in the 2004 summer research experience.
- Undergraduate NU-PATH's students are involved in the new 8-week Summer Enrichment Program.
- Secured funds from the UNMC Minority Health Education and Research Program (MiHERO) to support minority students for the 2004 summer research experience.
- Funding awarded to the OSEMA office by the UNMC Medical Auxiliary for the provision of overnight housing for minority students who are applicants to the UNMC College of Medicine program.

### In-state partnership activities:

- Classroom presentations about UNMC programs in area high minority high schools continue.
- Undergraduate students in Nebraska University Preadmission to the Health Sciences Program (NU-PATHS) students at (UNL/UNK) visit UNMC twice a year (once per semester) to meet UNMC faculty and students.
- \$ 30,000 was received from Nebraska EPSCoR to support minority students in research positions at UNMC in summer 2004.
- Davis Scholarships are provided on an annual basis to UNMC minority students who are Nebraskans.
- UNO is now a formal partner in the NU-PATHS initiative with the first students selected for the program enrolling in fall 2005.

### Out-of-state partnership activities:

- UNMC academic programs participated in what will be an annual Recruitment Day (exclusively for UNMC) on the campus of Dillard University. They met many of the science faculty, senior administrators, and over 150 students. Eighty-three students completed Student Information cards which were placed in the Track II system for recruitment follow-up.
- Two faculty members and three Ft. Lewis College students in the Minority Access to Research Careers (MARC) program visited UNMC to meet with faculty and students. A Fort Lewis College MARC student will be at UNMC for a summer research experience in summer 2005.

- Two UNMC faculty members gave presentations to faculty and students of Morehouse/Spelman Colleges as part of Morehouse College's Senior Research Seminar.
- Twenty-six undergraduate minority students participated in the 2004 Summer Research Experience.
- The University of Nebraska signed a formal affiliation agreement with five Historically Black Colleges and Universities (HBCU) and a Richmond-based community college in September 2004. The purpose of the Virginia-Nebraska Alliance is to: a) establish a pipeline for undergraduates interested in pursuing health careers; b) provide the basis for cultivating rising faculty in the HBCU's and c) spawning collaborative research and other initiatives among Alliance partners. The first Board of Directors meeting was held in Richmond, Virginia in February 2005.

### Retention Activities

The retention rate for students, majority and minority, at UNMC is greater than 90%, but efforts continue to facilitate the seamless transition of all students to professional education and timely graduation.

- Minority student academic progress is monitored with their informed and formal consent by Outreach Retention specialists who contact minority students and programs monthly to ascertain student progress.
- A peer tutoring program on all campuses is available to all students as part of the OSEMA Academic Success Program.
- The on-line pre-matriculation program, initiated in summer 2004 for College of Medicine incoming students, was a success and for fall 2005 the Colleges of Pharmacy and Dentistry will also initiate such a program.

### **Climate Conducive to the Success of All**

Organizations are successful because of the quality of work employees perform. When employees are cared for, and the right environment is created where there are no barriers to performance, their true value to the organization can be fully realized. The strategies and efforts described in this report all focus on creating and maintaining a climate conducive to success for all people.

To assess the climate at UNMC for students, a second annual survey was conducted of all students who were accepted to the UNMC College of Medicine, but who declined admission. The purpose of the survey was to determine factors impacting his/her decision to decline and remedy modifiable factors if possible. Survey results echo climate issues such as lack of diversity in student population and less than enthusiastic behavior from student escorts. Efforts to address these responses are being discussed.

## **Recommendations**

Identifying organizational factors that contribute to a satisfied UNMC faculty, staff, and student is invaluable in order to accentuate the diverse assets at UNMC and increase retention and recruitment of a diverse, competent workforce and student population who value UNMC as a culturally competent employer and educational institution of first choice. The following tenets will be implemented to achieve this end:

1. Work with Human Resources department to develop a mechanism to assess knowledge base of and participation in activities that promote a culturally competent workforce and campus environment for all.
  - Every effort should be made to create a university campus in which all faculty members, staff and students feel respected and comfortable and in which success is possible and obtainable.
  - Every effort should be made on campus to dispel the ignorance or anxiety associated with multicultural experiences.
  - Unfair, illegal, and irrational discrimination should not be tolerated in any form within the University of Nebraska. Appropriate steps to eliminate this type of discrimination should be swift and effective.
2. Provide venue/atmosphere for enhancing employee skills and confidence in the workplace and that provides for success of all faculty, staff and students at UNMC.
  - Provide educational, career and professional development offerings that work for all levels of employees.
  - Provide mentoring opportunities for all faculty, staff and students.
  - Continue the peer tutoring program on campus that is available to all students.
3. Provide a method to enhance minority scholarship funding.
  - Make UNMC more competitive with other programs that offer minority scholarship funding by continuing and enhancing efforts to provide scholarship funding to minority students recruited by UNMC.

## **Conclusion**

After reviewing all the activities highlighted in this report—sustained and new—one can conclude that the environment at UNMC is being affected. These targeted efforts seek to achieve an increase in multicultural representation among faculty, staff, students and administration (goal 3) and create and maintain a climate that is conducive to success for all people (goal 4).

Increased or sustained enrollment or employment among the following groups serves as one positive indicator attributed to such targeted efforts: Asian, Black, Hispanic, Native American, and non-resident alien undergraduates (Table 1); Asian, Black, and Hispanic graduate students (Table 2); Hispanic and non-resident alien full-time tenure track faculty (Table 6); and full-time non-tenure and part-time faculty (Table 7). However, there is room for improvements as evidenced by the decline in employment among the following groups: Asian, Black, Hispanic, and non-resident alien managers/professionals (Table 4); office/service staff (Table 5); and Black and Asian full-time tenure track faculty (Table 6).

At minimum, successful implementation and achievement of these two goals is laying a solid foundation for continued and future success as UNMC continues its strategies to equitably represent the diversity of those it serves.

## **APPENDIX**

Table 1. Undergraduate student enrollment by race/ethnicity

Table 2. Graduate student enrollment by race/ethnicity

Table 3. First-time full-time retention rate by cohort by race/ethnicity

Table 4. Managerial/professional staff by race/ethnicity

Table 5. Office/service staff by race/ethnicity

Table 6. Full-time tenure track faculty by race/ethnicity

Table 7. Full-time non-tenure and part-time faculty by race/ethnicity

**2004-2005 Diversity Report**  
**University of Nebraska Medical Center**  
**Student Data**

**Table UNMC 1**  
**Undergraduate Student Enrollment by Race/Ethnicity**

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	10	3	13	12	3	15	14	3	17	7	2	9	6	0	6	6	0	6
Black	13	3	16	14	3	17	6	2	8	2	2	4	13	1	14	13	3	16
Hispanic	27	0	27	12	1	13	18	1	19	17	3	20	16	1	17	16	3	19
Native American	6	2	8	5	1	6	4	1	5	0	0	0	1	0	1	2	2	4
Sub-total Minority	56	8	64	43	8	51	42	7	49	26	7	33	36	2	38	37	8	45
Non-Resident	1	0	1	4	1	5	1	2	3	1	0	1	5	2	7	9	0	9
Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3
Unknown	775	83	858	707	73	780	653	59	712	541	88	629	617	80	697	658	64	722
White																		
<b>TOTAL</b>	<b>832</b>	<b>91</b>	<b>913</b>	<b>754</b>	<b>82</b>	<b>836</b>	<b>696</b>	<b>68</b>	<b>764</b>	<b>568</b>	<b>95</b>	<b>663</b>	<b>658</b>	<b>84</b>	<b>742</b>	<b>707</b>	<b>72</b>	<b>779</b>

<sup>1</sup> All masters' degrees and Ph.D., M.D. D.D.S., Pharm.D. degrees; includes all students beyond bachelor's degree.

**Table UNMC 2**  
**Graduate Student Enrollment by Race/Ethnicity<sup>1</sup>**

Race/Ethnicity	1995			1997			1999			2001			2003			2004		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	70	12	82	63	6	69	95	8	103	92	4	96	85	7	92	99	6	105
Black	30	4	34	26	5	31	30	4	34	32	5	37	19	9	28	30	7	37
Hispanic	29	1	30	29	1	30	27	3	30	22	3	25	31	8	39	35	8	43
Native American	8	0	8	10	1	11	10	0	10	7	1	8	10	1	11	5	0	5
Sub-total Minority	137	17	154	128	13	141	162	15	177	153	13	166	145	25	170	169	21	190
Non-Resident	71	10	81	53	13	66	71	7	78	103	18	121	106	18	124	68	20	88
Alien	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	5	1	6
Unknown	1334	273	1607	1365	210	1575	1351	220	1571	1489	283	1772	1528	301	1829	1548	293	1841
White																		
<b>TOTAL</b>	<b>1542</b>	<b>317</b>	<b>1859</b>	<b>1546</b>	<b>236</b>	<b>1782</b>	<b>1584</b>	<b>242</b>	<b>1826</b>	<b>1745</b>	<b>316</b>	<b>2061</b>	<b>1779</b>	<b>344</b>	<b>2123</b>	<b>1790</b>	<b>335</b>	<b>2125</b>

<sup>1</sup> All masters' degrees and Ph.D., M.D. D.D.S., Pharm.D. degrees; includes all students beyond bachelor's degree.



**University of Nebraska Medical Center  
Student Data**

Table **UNMC 3**  
First-Time Full-Time Retention Rate by Cohort by Race/Ethnicity<sup>2</sup>

Cohort	Year 2			Year 3			Year 4			Year 5			Year 6		
	# Return	% Return	Grads	# Return	% Return	Grads	# Return	% Return	Grads	# Return	% Return	Grads	# Return	% Return	Grads
Asian Fall 1995 N= Fall 1997 N= Fall 2000 N=															
Black Fall 1995 N= Fall 1997 N= Fall 2000 N=															
Hispanic Fall 1995 N= Fall 1997 N= Fall 2000 N=															
Native American Fall 1995 N= Fall 1997 N= Fall 2000 N=															
TOTAL Fall 1995 N= Fall 1997 N= Fall 2000 N=															

<sup>2</sup>UNMC has no entering freshman and does not complete the cohort section.

**2003-2004 Diversity Report**  
**University of Nebraska Medical Center**  
**Staff Data<sup>3</sup>**

**Table UNMC 4**  
**Managerial/Professional Staff by Race/Ethnicity<sup>4</sup>**

Race/Ethnicity	1995			1997			1999 <sup>4</sup>			2001 <sup>5</sup>			2003 <sup>6</sup>			2004 <sup>7</sup>		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian							88	3	91	71	2	73	78	3	81	60	1	61
Black							22	2	24	37	6	43	37	3	40	34	1	35
Hispanic							10	1	11	22	3	25	27	2	29	23	4	27
Native American							4	0	4	3	1	4	3	0	3	3	0	3
Sub-total Minority							124	6	130	133	12	145	145	8	153	120	6	126
Non-Resident Alien							27	0	27	140	55	195	159	3	162	157	2	159
Unknown							0	1	1	0	0	0	0	0	0	0	0	0
White							806	89	895	1240	168	1408	1273	144	1417	1237	115	1352
TOTAL							957	96	1053	1513	235	1748	1577	155	1732	1514	123	1637

**Table UNMC 5**  
**Office/Service Staff by Race/Ethnicity**

Race/Ethnicity	1995			1997			1999			2001			2003			2004 <sup>8</sup>		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian							12	7	19	8	1	9	4	6	10	6	1	7
Black							75	8	83	89	5	94	77	9	86	66	3	69
Hispanic							13	6	19	20	4	24	22	9	31	23	7	30
Native American							3	0	3	3	1	4	5	1	6	6	0	6
Sub-total Minority							103	21	124	120	11	131	108	25	133	101	11	112
Non-Resident Alien							0	0	0	3	2	5	6	3	9	4	1	5
Unknown							2	0	2	0	0	0	0	0	0	2	0	2
White							650	208	858	683	75	758	661	177	838	686	77	763
TOTAL							755	229	984	806	88	894	775	205	980	793	89	882

<sup>3</sup>Due to the loss of over 2800 employees with the merger of University Hospital into (then) Nebraska Health System in 1998, UNMC staff data reports will start with 1999.

<sup>4</sup>1999 data does not include House Officers and executive-administrative data (POA group 61).

<sup>5</sup>2001 data does not include executive-administrative staff (POA group 61).

<sup>6</sup>2003 data includes all managerial/professional employees, House Officers, and executive administrative staff (POA group 61).

<sup>7</sup>2004 data includes all managerial/professional employees (POA 63), House Officers, and executive administrative (POA 61)

<sup>8</sup>2004 data includes all employees in POA 64; POA 65; POA 66; POA 67.

**2003-2004 Diversity Report**  
**University of Nebraska Medical Center**  
**Faculty Data**

**Table UNMC 6**  
**Full-Time Tenure/Tenure Track Faculty by Race/Ethnicity**

Race/Ethnicity	1995			1997			1999 <sup>8</sup>			2001			2003			2004		
	Full Time	<sup>7</sup> Part Time	Total	Full Time	<sup>7</sup> Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	12	0	12	15	0	15	38	0	38	46	0	46	49	0	49	48	0	48
Black	0	0	0	0	0	0	4	0	4	4	0	4	5	0	5	4	0	4
Hispanic	1	0	1	2	0	2	10	0	10	10	0	10	7	0	7	8	0	8
Native American	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sub-total Minority	13	0	13	15	0	17	52	0	52	60	0	60	61	0	61	60	0	60
Non-Resident	0	0	0	0	0	0	0	0	0	18	0	18	22	0	22	23	0	23
Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	183	0	183	180	0	180	418	0	418	430	0	430	449	0	449	447	0	447
White																		
<b>TOTAL</b>	<b>196</b>	<b>0</b>	<b>196</b>	<b>197</b>	<b>0</b>	<b>197</b>	<b>470</b>	<b>0</b>	<b>470</b>	<b>508</b>	<b>0</b>	<b>508</b>	<b>532</b>	<b>0</b>	<b>532</b>	<b>530</b>	<b>0</b>	<b>530</b>

**Table UNMC 7**  
**Full-Time Non-Tenure and Part-time Faculty by Race/Ethnicity**

Race/Ethnicity	1995 <sup>9</sup>			1997 <sup>9</sup>			1999			2001			2003			2004		
	Full Time	<sup>7</sup> Part Time	Total	Full Time	<sup>7</sup> Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	32	0	32	24	0	24	13	4	17	12	4	16	16	2	18	23	6	29
Black	5	0	5	6	0	6	4	0	4	4	0	4	4	2	6	6	1	7
Hispanic	10	0	10	9	0	9	7	0	7	2	0	2	2	2	4	4	2	6
Native American	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sub-total Minority	49	0	49	39	0	39	24	4	28	18	4	22	22	6	28	33	9	42
Non-Resident	17	0	17	16	0	16	0	0	0	13	1	14	24	6	30	22	9	31
Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	359	0	359	354	0	354	142	178	320	138	149	287	128	167	295	133	173	306
White																		
<b>TOTAL</b>	<b>425</b>	<b>0</b>	<b>425</b>	<b>409</b>	<b>0</b>	<b>409</b>	<b>166</b>	<b>182</b>	<b>348</b>	<b>169</b>	<b>154</b>	<b>323</b>	<b>174</b>	<b>179</b>	<b>353</b>	<b>188</b>	<b>191</b>	<b>379</b>

<sup>7</sup>Data not kept on part-time faculty in 1995 and 1997.

<sup>8</sup>Beginning in 1999, faculty on Health Professions contracts were included in the table *Full-Time Tenure and Tenure-Track Faculty by Race/Ethnicity*.

<sup>9</sup>In 1995 and 1997, faculty on Health Professions contracts were included in the table *Full-Time Non-Tenure and Part-Time Faculty by Race/Ethnicity*.

## **University of Nebraska at Kearney 2004-2005 Progress Toward Diversity Report**

This report was written by Bryan Samuel and Cheryl Bressington, members of the 2004-2005 University-wide Diversity Committee. The report briefly describes current initiatives designed to enhance both the Structural and Interactional Diversity of the University of Nebraska at Kearney, in accordance with Goals 3 and 4 of the Board of Regents' Minority Affairs Goals and Strategies. Data regarding faculty tenure and status by ethnicity, staff status by ethnicity, and student enrollment status by ethnicity is presented in graphs within the text and tables in the Appendix for comparison years of 1995, 1997, 1999, 2001, 2003 and 2004. Student retention data is also provided for the 1997, 1999 and 2001 entering year students.

### **Executive Summary**

1. The University of Nebraska at Kearney has piloted a faculty and staff incentive program designed to increase the number of women and minorities interviewed for and offered faculty and staff positions.
2. The University of Nebraska at Kearney has devoted significant resources to the recruitment of multicultural students. Since 2001, the number of multicultural students enrolled at UNK has increased 41% with the Asian American population increasing almost 100%.
3. In partnership with community agencies, the University of Nebraska at Kearney works to maintain a community rich in mutual respect and appreciation of all peoples.
4. The University of Nebraska at Kearney has increased the fiscal and human resources devoted to retaining multicultural students.
5. Opportunities for ownership in student life and activities, as well as creative culturally based programming, has been realized by the emergence of several new culturally based student organizations that assist the Office of Multicultural Affairs with multicultural community building.
6. The University of Nebraska at Kearney continues to offer sensitivity and diversity training for all employees.

### **Recommendations**

Based on the findings of this report, and the recommendations of the North Central Association of Colleges and Schools and the National Council for Accreditation of Teacher Education accreditation visits in 2004, the following recommendations are made in regards to diversity.

1. Efforts to recruit multicultural faculty and staff should remain a priority. When possible, additional funding should be provided to assist in this effort. This should include further development of the "grow your own" program initiated this year.
2. Efforts should be increased to encourage minority students to pursue advanced degrees.
3. Continue efforts to establish the ethnic studies minor at UNK.
4. Conduct a campus climate study to provide an assessment of practices and behaviors.
5. Continue to provide diversity and sensitivity training for all employees.
6. Review websites to show the degree of commitment to diversity and the available activities and training opportunities.
7. Continue benchmarking the campus' progress in hiring, retaining and promoting faculty and staff of color. This should include implementing steps to retain the diverse staff already employed.
8. Complete plans for reorganization to provide more effective campus-wide oversight of our multicultural situation and strategy.
9. Continue establishing partnerships with community members to identify strategies that enhance the attractiveness of the Kearney community for multicultural persons and their families.

## **UNK's Response to Regents' Goals**

**Regents' Goal # 3:** Establish effective methods of recruitment and retention designed to achieve multicultural representation among faculty, staff, students and administration. Incentives for active and successful affirmative action participation should be established. Establishment of vitae banks, use of minority directories, personal networking within fields of study and consortiums are recommended recruiting tools.

### **Recruitment of Faculty**

Recruitment of quality faculty continues to be high priority on the Kearney campus. Recruitment of women and minority faculty in particular is atop the list of campus-wide priorities with each college assuming primary responsibility for creating recruitment strategies appropriate for complementing factors that guide their searches. Current initiatives established for the purpose of recruiting the best and brightest women and minority faculty, along with the party responsible for the initiative(s), are described below:

**Diversity Incentive Program:** The Diversity Incentive Program provides tangible incentives to recruit candidate pools rich in qualified ethnic minorities and women and encourage efforts to successfully hire qualified under-represented minorities and women into tenured, tenured-track, and permanent administrative positions to increase diversity in the UNK faculty and administration. Departments whose tenured and tenured-track faculty consists of less than 50% women and/or less than 50% under-represented minorities are qualified for this incentive program. During 2004-2005, \$23,000 is available to supplement searches in departments meeting either or both of these criteria. Each search that interviews at least one competitively qualified woman or under-represented minority candidate will be provided a supplementary recruitment allocation of \$1,000. For 2004-2005, \$30,000 is available to permanently enhance departmental operating budgets for departments that hire under-represented minorities and women tenure-track faculty and permanent administrators through this process. For each search that hires a competitively qualified candidate meeting these criteria, the hiring department will receive a permanent operating budget enhancement of \$2,500. **Responsibility: Senior Vice Chancellor for Academic Affairs with College Deans and Department Heads assuming operational leads.**

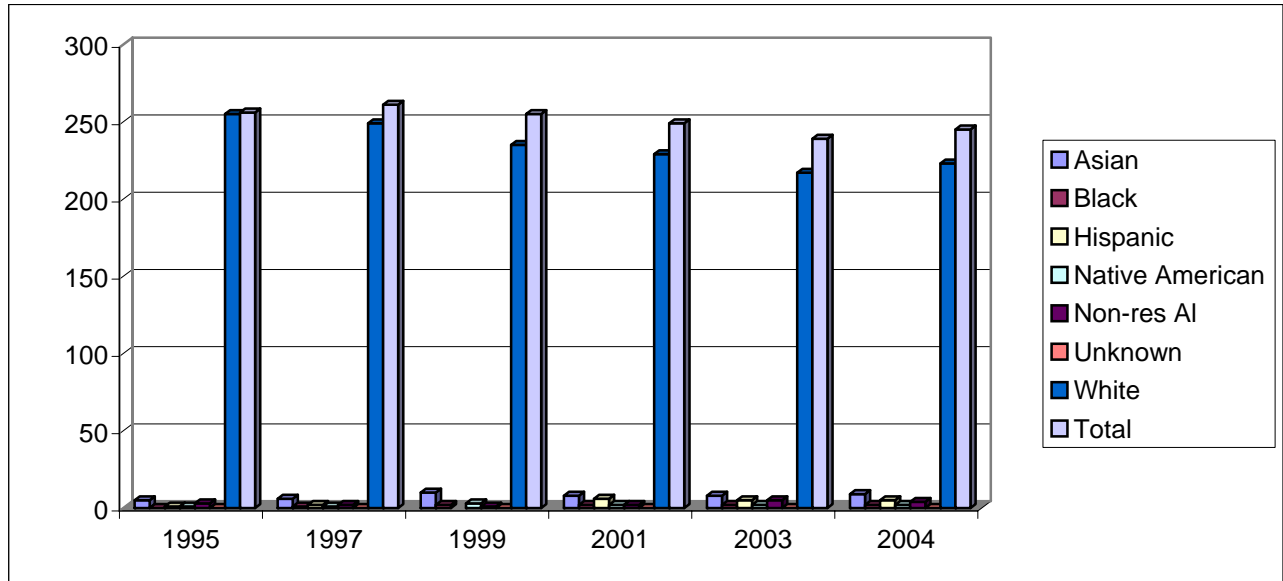
**Ph.D. Graduate List:** The Affirmative Action Office creates regional and national mailing lists to distribute job vacancies and purchases listings of minority Ph.D. graduates so departments can contact potential applicants directly. **Responsibility: Director, Affirmative Action.**

**Development of a "Grow Your Own" Program:** The Senior Vice Chancellor of Academic Affairs and Student Life has been asked by the Chancellor to develop a program where the campus would identify promising UNK students and support them during academic preparation to return to the UNK faculty. This program represents a tool that can be used to help increase the number of minorities who may become strong candidates for tenure-track positions in the future.

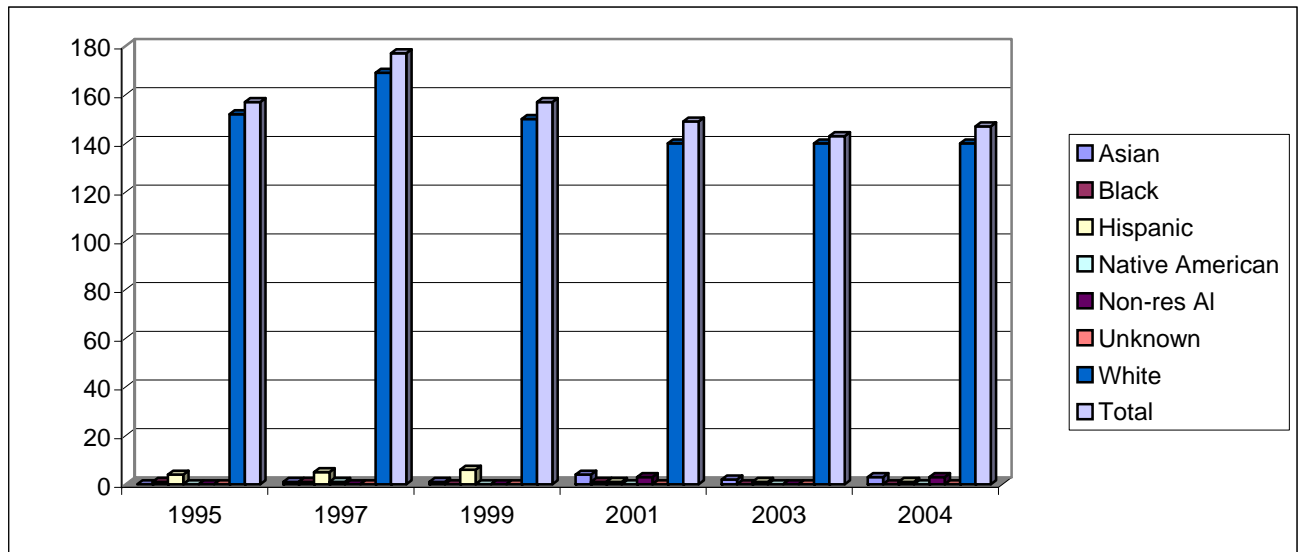
**Responsibility: Senior Vice Chancellor of Academic Affairs and Student Life.**

Data on faculty recruitment yields are represented in Graphs 1 and 2 below. For complete details please refer to the Appendix, Tables 1 and 2.

**Graph 1: Full-Time Tenure/Tenure-Track Faculty by Race/Ethnicity**



**Graph 2: Full-Time Non-Tenure and Part-Time Faculty by Race/Ethnicity**



**Recruitment of Staff**

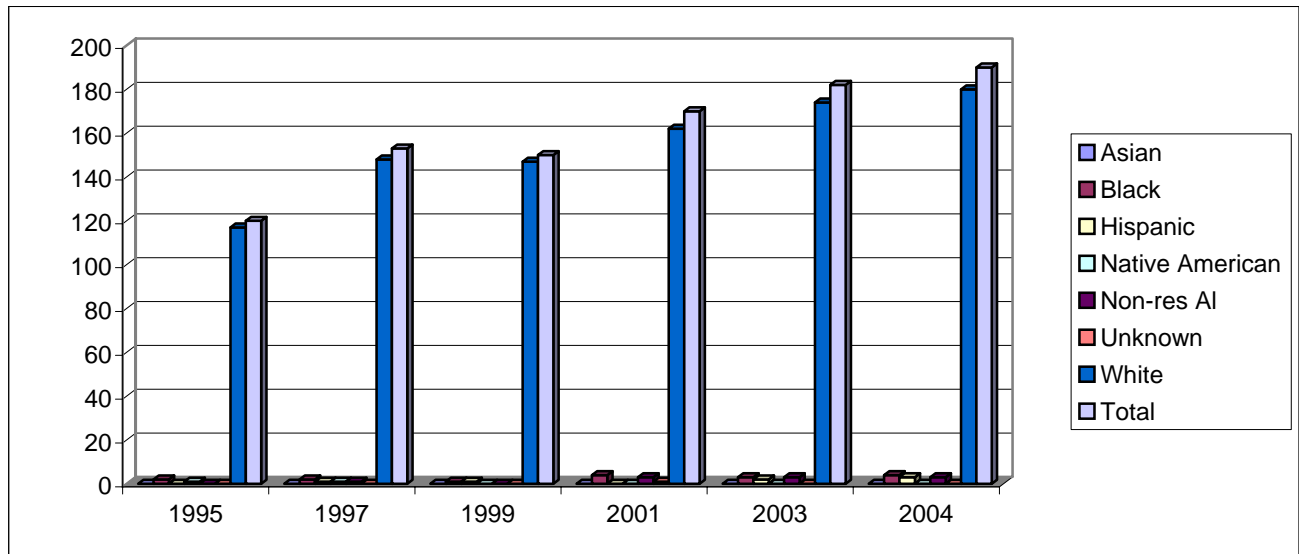
In response to the recommendations from the 2002 report, current strategies to recruit women and minority staff are focused on reaching viable prospects in larger communities throughout the state as well as metropolitan areas in the contiguous states. Advertisements are also placed in national publications and on websites that reach a rich pool of prospects. Specific strategies include the following:

**Diversity Incentive Program (Previously Described)**

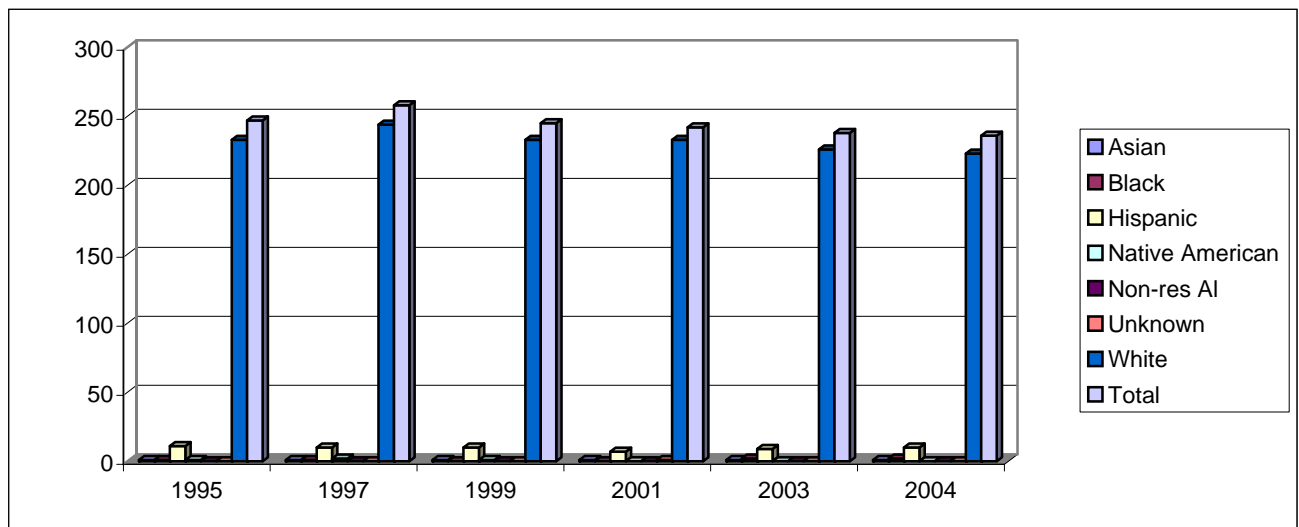
**Search Initiatives:** Recruitment ads in media that are used by multicultural groups, i.e., Spanish newspapers, The Hispanic Outlook in Higher Education, Black Issues in Higher Education, and advertising position vacancies through professional networks and Historically Black Colleges and Universities; Participating in recruitment fairs in metropolitan areas with higher percentages of diverse prospects; Monitoring of ethnicity changes for employment and recruitment. Search committees are as diverse as possible. **Responsibility for these initiatives rest primarily with the Human Resources/Affirmative Action Offices; however, they are practiced and/or operationalized by departmental supervisors who coordinate the search(es).**

Data on multicultural staff recruitment yield are represented in graphs 3 and 4 below. For complete details please refer to the Appendix, Tables 3 and 4.

**Graph 3: Managerial/Professional Staff by Race/Ethnicity**



**Graph 4: Office/Service Staff by Race/Ethnicity**



**Recruitment of Students**

Since 2001, the number of multicultural students attending UNK has increased approximately 41%. This increase is largely the result of significantly enhanced resources devoted to recruiting promising multicultural students. At nearly 100%, the Asian American population has shown the greatest growth with the Hispanic population increasing at 61%. Primarily designed to bring multicultural students to campus, these initiatives recur yearly and include the following:

**Multicultural Scholars and Leaders Day:** The Multicultural Scholars and Leaders Day is an annual \$7,000 initiative designed to bring the best and brightest multicultural prospects in the region to our campus for a full day's activities including touring facilities, discussing academic programs and scholarship opportunities and candid conversations with currently enrolled multicultural students (**Target population- high school seniors**). Approximately 180 students attend this event each year. Currently, this initiative produces 79 applications, with 59 being admitted and 35 enrolling at UNK. **Responsibility: Coordinator for Multicultural Recruitment.**

**Cultural Unity Conference:** The Cultural Unity Conference is an annual \$12,000 initiative designed to raise the consciousness of multicultural students in the state and region regarding educational opportunities and perceived barriers to higher education (**Target population- high school students, grades 9-12**). Nearly 300 students attend this event each year. Currently 159 senior participants apply for admission of which 132 are admitted and 119 of the admitted applicants enroll. **Responsibility: Office of Multicultural Affairs and Coordinator for Multicultural Recruitment.**

**Multicultural Community Service Scholarship:** The UNK Multicultural Community Service Scholarship is a \$675,000 initiative designed to enhance the structural and interactional diversity of the institution by recruiting talented students committed to building a multicultural community. The Multicultural Community Service Scholarship is designed to assist the university with building a multicultural community by encouraging students to actively participate in multicultural programs, activities, events and multicultural student organizations that champion issues on the importance of multiculturalism, diversity and inclusion. The amount of the scholarship is based on tuition and current awards average \$3357. Currently, this scholarship is offered to 20 students a year and produces a 92% enrollment yield. **Responsibility: Coordinator for Multicultural Recruitment.**

**Outreach/Inroads Contact Strategies:** These strategies include campus visits, target mailings, phone calls, emails and informational brochures/flyers that are used to inform prospective multicultural students, high school administrators and parents, and to enhance prospects' awareness of scholarships, academic programs and multicultural representation on the campus. Posters and informational brochures announcing the new scholarship initiative, the UNK Multicultural Community Service Scholarship, as well as the Davis and NUPATH Scholarships are mailed to all high schools in the State of Nebraska. These new strategies also include advertising in Hispanic publications "El Perico," out of Omaha, Nebraska and "Buenas Dias," out of Grand Island, Nebraska. "El Perico" services Omaha, Lincoln, Fremont and Schuyler, Nebraska as well as Council Bluffs, IA. "Buenas Dias" services central Nebraska. Additionally, UNK publishes student information in Spanish. **Responsibility: Hispanic Recruiter and Coordinator for Multicultural Recruitment —Office of Admissions.**

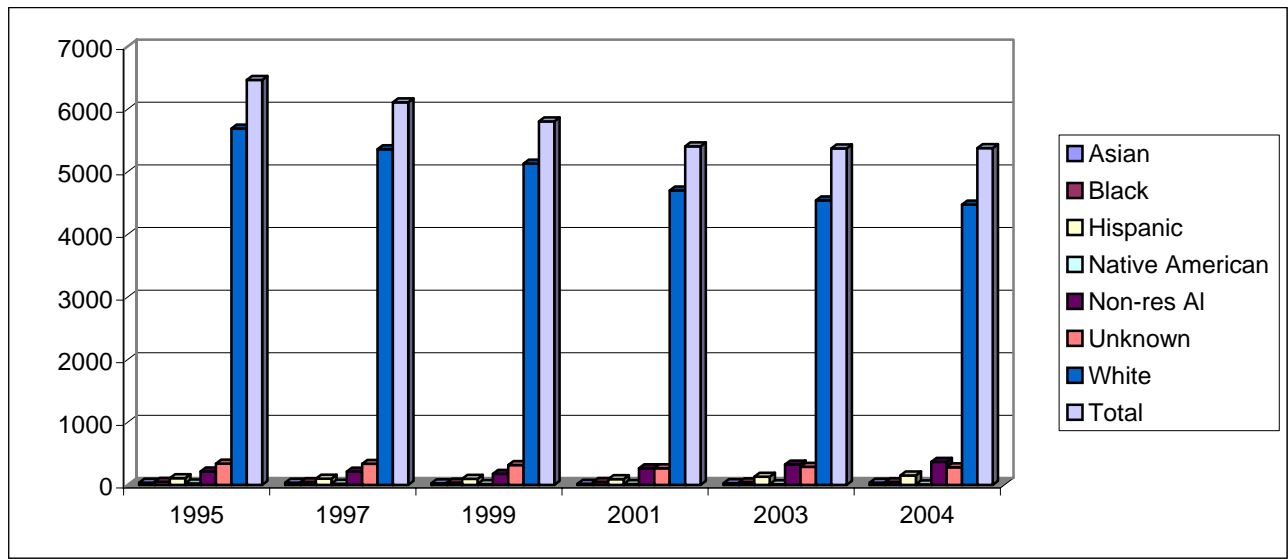
**Special Events Cooperation/Assistance:** Campus representatives speak to groups of diverse students when special events such as the MSLD are conducted. Student Affairs professionals seek grant funds specifically awarded for working with under-represented groups, network with other TRIO programs (i.e. Western Nebraska Community College) with diverse populations that may seek to transfer, work with athletic groups in assuring students and parents that academic support is available. **Responsibility: Student Life Director(s), professional staff and faculty.**



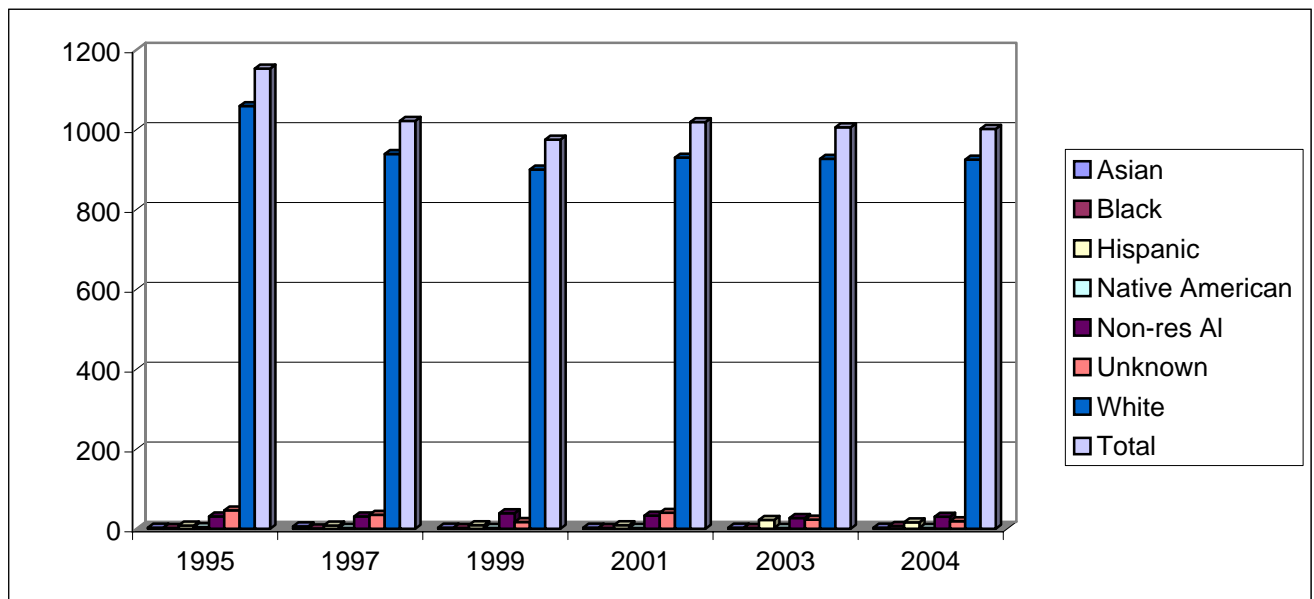
**Ethnic Studies Minor:** UNK is in the process of submitting a recommendation to add an Ethnic Studies minor to the current offerings at UNK. The recommendation should be submitted yet this academic year and then go through the process for approval. It is hoped that the minor would be available starting the fall of 2006. **Responsibility: Senior Vice Chancellor of Academic Affairs and Student Life.**

Data on multicultural student recruitment yield are represented in graphs 5 and 6 below. For complete details please refer to the Appendix, Tables 5 and 6.

**Graph 5: Undergraduate Student Enrollment by Ethnicity**



**Graph 6: Graduate Student Enrollment by Ethnicity**



**Retention of Faculty and Staff**

Retention of women and minority faculty and staff has been good. The University of Nebraska at Kearney is holistically involved with retaining faculty and staff from diverse backgrounds. Through partnerships

with community agencies, such as the Kearney Chamber of Commerce, faculty and staff work to champion the equity issue for all pertinent populations in the Kearney community. Through these partnerships, UNK influences specialized assistance strategies, such as identifying best practices for effective communications and identifying current and future needs for dealing with a diverse workforce and clientele. Retention strategies, as a whole, are primarily college or departmentally specific. Current strategies to retain women and minority faculty and staff include the following:

**Mentoring and Guidance in the College of Natural and Social Sciences:** Each Spring, the Dean of the College of Natural and Social Sciences meet with every untenured faculty member to review progress, discuss goals, and offer assistance. Additionally, the college holds a workshop for untenured faculty, conducted by senior faculty, every semester. Lastly, every new tenure-track faculty member is matched with a faculty mentor for informal consultation. **Responsibility: Dean, College of Natural and Social Sciences.**

**The College of Education Diversity Strategic Mission Committee:** The Committee provides training and resources to all faculty in the COE to enhance their multicultural knowledge and skills and to maintain the diversity strand in the revised Teacher Education program. The Associate Dean of the College of Education is also responsible for mentoring first-year faculty members.

**The UNK Mentor Advantage:** The mentoring program, developed and administered by Staff Senate, is designed to assist new staff employees (Office Service, Managerial/Professional or Administrative) with gaining a "sense of place." The mentor helps the new employee achieve a comfort level within the university system. This is accomplished as the mentor assists the new employee to become a full participant in the university system through instruction on learning policies, procedures, campus values, customs and expectations. The program is designed to be an ongoing, flexible program that will be updated and expanded as needed. The program is voluntary and offered to all new employees.

### **Retention of Students**

Retention of multicultural students is increasing. Resources devoted to retain students in these populations have been enhanced. The Office of Multicultural Affairs, in particular, witnessed a complement of staff including an Interim Assistant Director and a full-time secretary. The increase in human resources has allowed the office to devote significant time to community building and creating more opportunities for ownership in student life and activities. Other initiatives are also hard at work in the colleges and departments. A summary of current strategies and initiatives to retain multicultural students include the following:

**Enhanced Opportunities for Ownership:** The campus has devoted fiscal and human resources to the enhancement of opportunities for ownership in campus life for students in diverse populations. These initiatives include supporting and assisting with the realization and acquiring a colony of the institution's first historically minority fraternity (Sigma Lambda Beta). Currently, the members of Sigma Lambda Beta are in the process of initiating their second cohort of members. Through the Multicultural Community Service Scholarship, students are provided an opportunity to assist the Office of Multicultural Affairs with the planning and realization of cultural enrichment and educational programs. The Office of Multicultural Affairs also serves in an advisory capacity for each of the minority student organizations which include: the Hispanic Student Association (HSA), the Student Council of Intertribal Nations (SKINS), the Tribunal Council of Black Students (TCBS), the Asian American Student Association (AASA), the Ladies Mix (dance team), Sigma Lambda Beta Fraternity and an informal interest group created to establish a Latino-based sorority. These organizations, in association with the Office of Multicultural Affairs and various other campus departments, have offered creative cultural programs and activities for minority students and the university community. The Hispanic Student Association, established in 1998, assisted by faculty and staff, organizes the annual Cultural Unity Conference and provide tours for prospects participating in the Multicultural Scholars and Leaders Day. **Responsibility:**

**Office of Multicultural Affairs with invaluable assistance and cooperation from Residential and Greek Life, faculty/staff advisors, Office of Admissions and Student Activities.**

**Acclimation Counseling/Services:** The Counseling Center provides individual, group counseling, and outreach services for all students. Programs developed by the Counseling Center to provide multicultural and international students with meaningful connections at UNK include: Transitions, a group which provides a "connection" focus, stress management, time management, study skills and a cultural awareness course for Japanese students; referral to various student organizations for Hispanic and Latino students, Open Door (Gay/Lesbian/ Bisexual) etc. **Responsibility: Counseling Center.**

**The College of Education:** The College of Education's Diversity Strategic Mission Committee advocates for diversity in the curriculum and works with the Dean of Libraries to enlarge the selections of Multicultural Education Resources.

**Regents' Goal #4: Create and maintain a climate conducive to success for all peoples: (b)** Every effort should be made to create a university campus climate in which all faculty, staff and students feel respected and comfortable and in which success is possible and obtainable.

### **Campus Climate**

The University of Nebraska at Kearney continues to foster and promote intercultural understanding and create a campus community characterized by respect. Efforts to retain a campus conscious of the present state of race relations are primarily driven by faculty and staff. Each year, faculty and staff submit requests to host landmark conferences that advocate for equitable treatment of all peoples and enhance the multicultural competencies of all employees. This year, the University of Nebraska at Kearney will be one of thirty institutions to host the 2004-2005 NCCA Diversity Education Workshop, April 6-7. The objectives of the workshop include providing basic concepts of diversity and definitions of diversity that allow participants to analyze personal cultural identity and how "isms" impact workplace behavior. Other initiatives coordinated by various departments are permanent components of the campus' diversity efforts and they include the following:

**World Affairs Conference:** Various campus departments assist and participate in the annual James E. Smith Conference on World Affairs. The annual three-day conference is sponsored on a rotating basis by the four undergraduate colleges Fine Arts and Humanities, Education, Natural and Social Sciences, and Business and Technology. Coordinated through the Office of International Education, the World Affairs Conference has been included in the annual budget of the university. The three main goals of the World Affairs Conference are (1) to introduce important global issues to the students and local community; (2) to expose conference participants to a variety of viewpoints from other countries; and (3) to promote international education. **Responsibility: College Deans, faculty and Office of International Education.**

**Ethnic Studies Minor:** Faculty from the four colleges are working to realize an Ethnic Studies Minor.

**The CORE (Creating Opportunities for Respect and Equity) Program:** Developed for UNK by faculty, staff and administrators, the program is patterned after the Pathways to Harmony at the University of Nebraska at Omaha. The mission of CORE is to nurture a respectful community characterized by awareness, integrity, cooperation and equal opportunities through open and constructive dialogue among all people. The mission is accomplished by a team of facilitators who guide participants through a daylong program of information, activities and discussions. **Responsibility: Director, Affirmative Action.**

**Cultural/Educational Programming:** The Office of Multicultural Affairs, in cooperation with campus departments, coordinates cultural and educational programs and activities in recognition of the heritage months as well as individual holidays such as Cesar Chavez and Martin L. King, Jr. and Women's

History Month. **Responsibility: Office of Multicultural Affairs with invaluable assistance and cooperation from campus departments.**

## Appendix

**Table 1: Full-Time Tenure/Tenure-Track Faculty by Race/Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	5	0	5	6	0	6	10	0	10	8	0	8	8	0	8	9	0	9
Black	0	0	0	1	0	1	2	0	2	2	0	2	2	0	2	2	0	2
Hispanic	1	0	1	2	0	2	4	0		6	0	6	5	0	5	5	0	5
Native American	1	0	1	1	0	1	3	0	3	2	0	2	2	0	2	2	0	2
Sub-total	7	0	7	10	0	10	19	0	19	18	0	18	17	0	17	18	0	18
Non-res Alien	3	0	3	2	0	2	1	0	1	2	0	2	5	0	5	4	0	4
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	255	0	255	249	0	249	235	0	235	229	0	229	217	0	217	223	0	223
Total	265	0	256	261	0	261	255	0	255	249	0	249	239	0	239	245	0	245

**Table 2: Full-Time Non-Tenure and Part-Time Faculty by Race/Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	0	0	0	1	0	1	1	0	1	2	2	4	1	1	2	1	2	3
Black	0	1	1	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	2	2	4	2	3	5	1	5	6	1		1	1		1	1	0	1
Native American	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Sub-total	2	3	5	5	3	8	2	5	7	3	3	6	2	1	3	2	2	4
Non-res. Alien	0	0	0	0	0	0	0	0	0	1	2	3	0	0	0	2	1	3
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	44	108	152	49	120	169	64	86	150	59	81	140	55	85	140	50	90	140
Total	46	111	157	54	123	177	66	91	157	63	86	149	57	86	143	54	93	147

**Table 3: Managerial/Professional Staff by Race/Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black	2	0	2	2	0	2	2	0	2	4	0	4	3	0	3	4	0	4
Hispanic	0	0	0	1	0	1	1	0	1	0	0	0	1	1	2	2	1	3
Native American	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Sub-total	3	0	3	4	0	4	3	0	3	4	0	4	4	1	5	6	1	7
Non-res. Alien	0	0	0	1	0	1	0	0	0	3	0	3	2	1	3	2	1	3
Unknown	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
White	104	13	117	134	14	148	132	15	147	147	15	162	145	29	174	151	29	180
Total	107	13	120	139	14	153	135	15	150	155	15	170	151	31	182	159	31	190

\*Data includes Exec and Mgr/Prof

**Table 4: Office/Service Staff by Race/Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	1	0	1	1	0	1	1	0	1	1	0	1	0	1	1	0	1	
Black	1	0	1	1	0	1	0	0	0	0	0	0	2	0	2	2	0	2
Hispanic	10	1	11	9	1	10	9	1	10	6	1	7	8	1	9	9	1	10
Native American	1	0	1	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0
Sub-total	13	1	14	13	1	14	11	1	12	7	1	8	10	2	12	12	1	13
Non-res. Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
White	213	20	233	223	21	244	213	20	233	216	17	233	207	19	226	207	16	223
Total	226	21	247	236	22	258	224	21	245	224	18	242	217	21	238	219	17	236

\* Data includes Tech/Para, Clerical, Crafts and Service

**Table 5: Undergraduate Student Enrollment by Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	33	3	36	30	6	36	21	6	27	14	4	18	28	1	29	32	5	37
Black	44	6	50	40	5	45	29	7	36	43	3	46	37	5	42	42	3	45
Hispanic	82	27	109	82	18	100	80	19	99	76	18	94	120	11	131	134	17	151
Native American	17	8	25	12	6	18	13	2	15	11	3	14	9	2	11	8	1	9
Sub-total	176	44	220	164	35	199	143	34	177	144	28	172	194	19	213	216	26	242
Non-res. Alien	195	20	215	192	22	214	156	22	178	193	73	266	265	62	327	307	61	368
Unknown	266	75	341	293	44	337	281	38	319	229	37	266	261	28	289	259	24	283
White	4757	934	5691	4607	754	5361	4467	664	5131	4196	507	4703	4119	425	4544	4099	388	4487
Total	5394	1073	6467	5256	855	6111	5047	758	5805	4762	645	5407	4839	534	5373	4881	499	5380

**Table 6: Graduate Student Enrollment by Ethnicity (UNK)**

Race	1995			1997			1999			2001			2003			2004		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
Asian	1	2	3	2	4	6	1	5	6	1	2	3		3	3	1	2	3
Black	2		2	1		1	1	1	2		2	2	1	1	2	1	6	7
Hispanic	2	6	8	2	6	8	1	8	9	3	6	9	3	19	22	3	13	16
Native American	2	2	4	1	1	2		2	2		2	2		2	2	1	1	2
Sub-total	7	10	17	6	11	17	3	16	19	4	12	16	4	25	29	6	22	28
Non-res Alien	25	6	31	20	11	31	34	5	39	24	9	33	18	9	27	22	8	30
Unknown	8	38	46	7	28	35	3	14	17	2	38	40	1	22	23	1	18	19
White	206	853	1,059	178	761	939	139	761	900	172	758	930	163	764	927	151	774	925
Total	246	907	1,153	211	811	1,022	179	796	975	202	817	1,019	186	820	1,006	180	822	1002

**Table 7: Retention and Graduation Rates for First-Time, Full-Time Students by Race/Ethnicity**

Entering Year	Year 2		Year 3		Year 4			Year 5			Year 6		
	# Contin.	% Contin.	# Contin.	% Contin.	# Contin.	% Contin.	Grads	# Contin.	% Contin.	Grads	# Contin.	% Contin.	Grads
<b>Asian</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 2	1	50.0%	1	50.0%	0	0	0	1	50.0%	0	2*	100%	0
Fall 1999 N= 2	0	0	0	0	0	0	0	0	0	0	0	0	0
Fall 2001 N= 3	3	100%	3	100%	3	100%	0	0	0	0	0	0	0
<b>Black</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 6	4	66.7%	2	33.3%	2	33.3%	0	0	0	1	1	16.7%	1
Fall 1999 N= 1	0	0	0	0	0	0	0	0	0	0	0	0	0
Fall 2001 N= 12	8	66.7%	7	58.3%	6	50.0%	0	0	0	0	0	0	0
<b>Hispanic</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 17	12	70.6%	10	58.8%	11*	64.7%	0	7	41.2%	1	3	17.6%	7
Fall 1999 N= 20	12	60.0%	12	60.0%	11	55.0%	0	7	35.0%	1	6	30.0%	1
Fall 2001 N= 15	12	80.0%	9	60.0%	8	53.3%	0	0	0	0	0	0	0
<b>Native American</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fall 1999 N= 2	2	100%	1	50.0%	1	50.0%	0	0	0	0	0	0	0
Fall 2001 N= 1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>White</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 885	667	75.4%	537	60.7%	568	64.2%	0	371	41.9%	170	124	14.0%	385
Fall 1999 N= 950	782	82.3%	692	72.8%	647	68.1%	3	409	43.1%	199	131	13.8%	447
Fall 2001 N= 896	735	82.0%	644	71.9%	607	67.7%	2	0	0	0	0	0	0
<b>Unknown</b>													
Fall 1995 N= NA	-	-	-	-	-	-	-	-	-	-	-	-	-
Fall 1997 N= 95	67	70.5%	55	57.9%	54	56.8%	0	41	43.2%	11	8	8.4%	36
Fall 1999 N= 60	36	60.0%	35	58.3%	21	35.0%	0	13	21.7%	5	4	6.7%	24
Fall 2001 N= 111	33	29.7%	25	22.5%	25	22.5%	2	0	0	0	0	0	0
<b>TOTAL</b>													
Fall 1995 N= 1038	735	70.8%	603	58.1%	549	52.9%	4	374	36.0%	132	156	15.0%	410
Fall 1997 N= 1005	751	74.7%	605	60.2%	635	63.2%	0	420	41.8%	183	139	13.8%	434
Fall 1999 N= 1035	832	80.4%	740	71.5%	693	67.0%	2	437	42.2%	207	141	13.6%	474
Fall 2001 N= 1038	855	82.4%	746	71.9%	700	67.4%	4	0	0	0	0	0	0

\*Student returned



## **General Recommendations**

**of the**

### **University-wide Committee on Diversity**

- Establish the NU ED (Equity and Diversity) Think Tank – a system-wide process for stimulating discussion and research on issues of equity and diversity impacting the students, faculty and staff of the university.
- Implement a mechanism through which campus “best practices” in diversity may be disseminated and coordinated. Examples of such include:
- Implement the accountability recommendation of the 2004 Ad Hoc Gender Equity Committee, to ensure appropriate outcome measures and regular monitoring of progress down to the department level.

TO: The Board of Regents  
Academic Affairs

MEETING DATE: April 15, 2005

SUBJECT: Laboratory, Student, and Miscellaneous Fees for 2005-2006

RECOMMENDED ACTION: Report

PREVIOUS ACTION: April 30, 1994 – The Board of Regents directed the four campus Chancellors to annually report to the President all planned changes for student fees to be assessed during the following academic year.

EXPLANATION: The changes to be in effect at the University of Nebraska for the 2005-2006 academic year are listed on the attached reports by campus.

This report includes courses or activities where there are changes planned in course and laboratory fees, parking permit fees, charges for student admission to athletic events, admission application fees, registration fees, and any similar such fees or charges.

The report includes information on all categories of fees requested by the Board and all changes to fees that would affect the campus student body. On several campuses, a screening committee, often with student representatives, has reviewed proposed changes. Each item on the report has been reviewed and approved by campus administration.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVAL: \_\_\_\_\_  
James B. Milliken  
President

DATE: March 17, 2005

**University of Nebraska-Lincoln  
Proposed Special Fees  
2005-2006**

Department	Course	Current Lab Fee 2004-2005	Proposed Lab Fee 2005-2006
<b>College of Agricultural Science and Natural Resources</b>			
Agronomy and Horticulture	AGRO 823 Herbicide Action in Plants	\$0.00	\$50.00
Agronomy and Horticulture	HORT 130/1300/1310 Introduction to Horticulture Science Laboratory	\$0.00	\$25.00
Agronomy and Horticulture	HORT 221/2210 Plant Propagation	\$15.00	\$35.00
Agronomy and Horticulture	HORT 265 Visual Communication for Landscape Design	\$0.00	\$10.00
Entomology	ENTO 991 Advanced Topics in Entomology	\$0.00	\$50.00
Agronomy and Horticulture	HORT 266 Introduction to Landscape Design	\$0.00	\$10.00
School of Natural Resources	NRES 101 Orientation to Natural Resources	\$0.00	\$10.00
School of Natural Resources	NRES 312 Introduction to Geospatial Information Sciences	\$40.00	\$50.00
School of Natural Resources	NRES 468/868 Wetlands	\$20.00	\$25.00
<b>College of Archecture</b>			
	NO REQUESTS SUBMITTED FOR 2005-06		
<b>College of Arts and Sciences</b>			
Geosciences	GEOL 421/821 Carbonate Petrology	\$15.00	\$25.00
<b>College of Business Administration</b>			
Business Administration	BSAD 098 Senior Assessment	\$0.00	\$30.00
Grad Interdepart Busi	GRBA 898 MBA Assessment PENDING UPON NEW COURSE APPROVAL	\$0.00	\$30.00
Marketing	MRKT 341 Marketing	\$20.00	\$10.00
<b>College of Education &amp; Human Sciences</b>			
Nutrition & Health Sciences	NUTR 441/841 Functional Properties of Food	\$0.00	\$50.00
Nutrition & Health Sciences	NUTR 445/845 Experimental Foods	\$0.00	\$75.00
Nutrition & Health Sciences	NUTR 454 Peer Nutrition Education	\$35.00	\$60.00
Spec Ed and Comm Disorders	SPED 803 Effective Instruction for Learners w/Sp Needs	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 804 Managing Challenging Behavior	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 841 Emotional or Behavioral Disorders	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 856 Supervision of Special Education Programs	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 857 Special Education Administration	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 858 Special Education Law	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 896B Directed Field Experience	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 897B Practicum BD	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 907B Seminar in Emotional or Behavioral Disorders	\$0.00	\$10.00
Spec Ed and Comm Disorders	SPED 942 Strategic Approaches for Emotional or Behav Dis	\$0.00	\$10.00
Textiles, Clothing & Design	TXCD 818 History of Quilts	\$40.00	\$20.00
Textiles, Clothing & Design	TXCD 905D Quilt Arts/Curricular Arts	\$0.00	\$20.00
<b>College of Engineering &amp; Technology</b>			
Civil Engineering	CIVE 485/885 Computer-Aided Highway Design PENDING UPON NEW COURSE APPROVAL	\$0.00	\$30.00

**University of Nebraska-Lincoln  
Proposed Special Fees  
2005-2006**

Department	Course	Current Lab Fee 2004-2005	Proposed Lab Fee 2005-2006
<b>College of Fine and Performing Arts</b>			
Art & Art History	GRPH 221 Beginning Graphic Design	\$50.00	\$70.00
Art & Art History	GRPH 223 Beginning Typography	\$50.00	\$70.00
Art & Art History	GRPH 321 Intermediate Graphic Design	\$50.00	\$70.00
Art & Art History	GRPH 323 Intermediate Typography	\$50.00	\$70.00
Art & Art History	GRPH 324 Publication Design	\$50.00	\$70.00
Art & Art History	GRPH 421 Advanced Graphic Design	\$50.00	\$70.00
Art & Art History	GRPH 422 Illustration Seminar	\$30.00	\$50.00
Art & Art History	GRPH 426 Design Studio	\$50.00	\$70.00
School of Music	MUCO 041/241/441 MUDC 241/441 All-Collegiate Choir	\$10.00	\$20.00
School of Music	MUCO 042/242 MUDC 242 Concert Choir	\$10.00	\$20.00
School of Music	MUCO 043/243/443 MUDC 243/443 Varsity Chorus	\$10.00	\$20.00
School of Music	MUCO 045/245/445 MUDC 245/445 University Singers	\$10.00	\$20.00
School of Music	MUCO 046/246/446 MUDC 246/446 University Chorale	\$10.00	\$20.00
School of Music	MUCO 844B Large Vocal Ensemble	\$10.00	\$20.00
School of Music	MUED 482/882 Music Tech: Foundations and Principles	\$0.00	\$15.00
School of Music	MUNM 287 History of Rock	\$0.00	\$10.00
School of Music	MUNM 387 History of Jazz	\$0.00	\$10.00
Art & Art History	PANT 851 Painting I	\$10.00	\$35.00
Art & Art History	PANT 852 Painting II	\$10.00	\$35.00
Art & Art History	PANT 951 Painting III	\$0.00	\$35.00
Art & Art History	PANT 952 Painting IV	\$0.00	\$35.00
Theatre Arts	THEA 421/821 Drafting for the Theatre	\$0.00	\$10.00
<b>College of Journalism and Mass Communications</b>			
	NO REQUESTS SUBMITTED FOR 2005-06		
<b>Miscellaneous Fees</b>			
Information Services	Technology Fee		
	per credit hour with a maximum of \$97.50	\$6.00	\$6.50
Parking/Trans. Services	Student Reserved Parking	\$68/month	\$69/month
Parking/Trans. Services	Student Garage Parking	\$37/month	\$41/month
Parking/Trans. Services	Student Surface Parking	\$30/month	\$32/month
Parking/Trans. Services	Student Perimeter Parking	\$19/month	\$20/month
Nutrition & Health Science	ODED 100N Challenge Course Facilitator Course	\$0.00	\$190.00
Nutrition & Health Science	ODED 110B Wilderness First Responder	\$0.00	\$550.00
Nutrition & Health Science	ODED 105A Kayaking I	\$0.00	\$75.00
Nutrition & Health Science	ODED 109B Wilderness First Aid	\$0.00	\$225.00
Nutrition & Health Science	ODED 110A Canoeing II	\$0.00	\$225.00
Nutrition & Health Science	ODED 113A Climbing I	\$0.00	\$190.00
Nutrition & Health Science	ODED 127B Backpacking III	\$0.00	\$525.00
Nutrition & Health Science	FITN 170 First Aid/CPR/AED	\$0.00	\$95.00
Nutrition & Health Science	FITN 160 First Aid/CPR/AED	\$0.00	\$35.00

**University of Nebraska Medical Center  
Course, Laboratory and Miscellaneous Fee Changes Requested for 2005-2006**

<b>FEE TYPE</b>	<b>COURSE</b>	<b>CURRENT FEE 2004-2005</b>	<b>PROPOSED FEE 2005-2006</b>
<b>COLLEGE OF DENTISTRY (per semester)</b>			
<b>Course Fees</b>	Dental Student Books & Instruments	\$2,340.00	\$2,695.00
	Dental Hygiene Student Books & Instruments	\$840.00	\$1,365.00
<b>COLLEGE OF MEDICINE</b>			
	<b>Biochemistry</b>		
<b>Course Fees</b>	BIOC 512 Biochemistry (Fall Semester)	\$18.00	\$23.00
	BIOC 514 Biochemistry (Spring Semester)	\$12.00	\$17.00
<b>SCHOOL OF ALLIED HEALTH PROFESSIONS</b>			
	<b>Medical Technology</b>		
<b>Course Fees</b>	MTEC 424 (Exclude LX4)	\$0.00	\$30.00 <sup>(1)</sup>
	MTEC 426 (Exclude LX4)	\$0.00	\$30.00 <sup>(1)</sup>
	<b>Physical Therapy (PT 1's) (per course)</b>		
<b>Course Fees</b>	PHYT 502 Found of PT Practice	\$15.00	\$10.00
	PHYT 510 Physical Agents	\$8.00	\$10.00
	PHYT 522 Professional Practice Expectations I	\$5.00	\$10.00
	PHYT 550 Clinical Education I	\$35.00	\$20.00
	<b>Physical Therapy (PT 2's) (per course)</b>		
<b>Course Fees</b>	PHYT 740 Critical Inquiry II	\$5.00	\$20.00
	<b>Physical Therapy (PT 3's) (per course)</b>		
<b>Course Fees</b>	PHYT 722 Professional Practice Expectations III	\$50.00	\$5.00
	<b>Physician Assistant for Juniors</b>		
	PHAS 505 Professional Practice Issues II	\$10.00	\$25.00
	PHAS 554 Pediatric Clinical Medicine	\$25.00	\$35.00
	*PHAS 607 Clinical Skills II	\$365.00	\$410.00
	PHAS 608 Clinical Skills III	\$60.00	\$65.00
	PHAS 610 Introduction to Medicine I	\$20.00	\$25.00
	PHAS 611 Intoduction to Medicine II	\$20.00	\$40.00
	<b>Phsician Assistant for Seniors</b>		
	General Clinical Fee	\$110.00	\$200.00
<b>Course Fees</b>	<b>Radiation Sciences (per course)</b>		
	RSTE 315R (Applied Radiography Technology I)	\$0.00	\$30.00 <sup>(1)</sup>
	RSTE 422N (Clinical Procedures & Diagnosis II)	\$60.00	\$0.00
	RSTE 438N (Advanced Radiation Biology)	\$0.00	\$20.00 <sup>(1)</sup>
<b>COLLEGE OF MEDICINE (per course)</b>			
<b>Laboratory Fees</b>	M-ID 570 (Structure Human Body)-MO1 (1st semester)	\$419.00	\$440.00
	+M-ID 732 A (Thorax and Abdomen)	\$134.00	\$141.00
	+M-ID 732 C (Thorax and Abdomen)	\$134.00	\$141.00
	+M-ID 733 C (Lower Limb)	\$101.00	\$106.00
	+M-ID 734 A (Head and Neck)	\$134.00	\$141.00
	+M-ID 735 A (Thorax and Neck)	\$134.00	\$141.00
	+M-ID 736 A (Thorax)	\$101.00	\$106.00
	+M-ID 736 D (Thorax)	\$101.00	\$106.00
	+M-ID 737 A (Pelvis, Perineum & Lower Limb)	\$134.00	\$141.00
	+M-ID 738 A (Abdomen, Pelvis & Perineum)	\$134.00	\$141.00
	+M-ID 753 B (Laparoscopic Anatomy)	\$101.00	\$106.00
	+M-ID 755 D (Abdomen)	\$101.00	\$106.00

<sup>(1)</sup> New fee

**University of Nebraska Medical Center**  
**Course, Laboratory and Miscellaneous Fee Changes Requested for 2005-2006**

FEE TYPE	COURSE	CURRENT FEE 2004-2005	PROPOSED FEE 2005-2006
<b>COLLEGE OF MEDICINE (Continued) (per course)</b>			
	+M-ID 756B (Head and Neck)	\$134.00	\$141.00
	+M-ID 757 B (Upper and Lower Extremities)	\$134.00	\$141.00
	+M-ID 758 D (Eye and Orbit)	\$101.00	\$106.00
	+M-ID 759 D (Dissection of the Brain)	\$101.00	\$106.00
	*Senior elective course		
<b>OTHER FEES</b>			
	Pre-Enrollment Deposit (applied toward tuition):		
	Dental Hygiene (non-refundable)	\$100.00	\$200.00
	CON-MEDS Learning System (Levels 01-05) (per semester)	\$52.00	\$58.00

**University of Nebraska at Omaha  
Fee Changes for 2005-2006**

Department	Course Number	Current Fee 2004-2005	Proposed Fee 2005-2006
<b>College of Arts and Sciences</b>			
Biology	BIOL 1750 - Biology II Lab	\$ -	\$ 15.00
Biology	BIOL 2740 - Human Physiology and Anatomy I Lab	\$ -	\$ 5.00
Biology	BIOL 3230/8236- Microtechnique	\$ 15.00	\$ 20.00
Biology	BIOL 3630/8636 - Plant Anatomy and Development	\$ 15.00	\$ 20.00
Biology	BIOL 3730/8736 - Fauna of The Great Plains Lab	\$ 15.00	\$ 20.00
Biology	BIOL 3740/8746 - Histology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4130/8236 - Molecular Genetics Lab	\$ 15.00	\$ 40.00
Biology	BIOL 4140/8146 - Cellular Biology Lab	\$ 15.00	\$ 40.00
Biology	BIOL 4180/8186 - Limnology Lab	\$ 15.00	\$ 20.00
Biology	BIOL 4220/8226 - Population Biology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4340/8346 - Ichthyology Lab	\$ 15.00	\$ 20.00
Biology	BIOL 4350/8356 - Lichenology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4370/8376 - Phycology	\$ 15.00	\$ 20.00
Biology	BIOL 4380/8386 - Morphology of Non-Vascular Plants Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4430/8436- Biology of Fungi	\$ 15.00	\$ 30.00
Biology	BIOL 4440/8446 - Plant Physiology	\$ 15.00	\$ 30.00
Biology	BIOL 4450/8456 - Virology Lab	\$ 15.00	\$ 40.00
Biology	BIOL 4570/8576 - Paleobotany Lab	\$ 15.00	\$ 20.00
Biology	BIOL 4610 - Environmental Field Methods Lab	\$ 15.00	\$ 20.00
Biology	BIOL 4640/8646 - Microbial Physiology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4720/8726 - Experimental Endocrinology	\$ 15.00	\$ 40.00
Biology	BIOL 4740/8746 - Animal Physiology Lab	\$ 15.00	\$ 20.00
Biology	BIOL 4750 - Field Techniques in Vertebrate Biology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4780/8786 - Vertebrate Zoology	\$ 15.00	\$ 20.00
Biology	BIOL 4790/8796 - Mammalogy Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4850/8856 - Developmental Biology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4880/8886 - Invertebrate Zoology	\$ 15.00	\$ 20.00
Biology	BIOL 4910/8916 - Protozoology	\$ 15.00	\$ 20.00
Biology	BIOL 4920/8926 - Parasitology Lab	\$ 15.00	\$ 30.00
Biology	BIOL 4940/8946 - Entomology	\$ 15.00	\$ 20.00
Biology	BIOL 4980/8986 - Ornithology	\$ 15.00	\$ 40.00
Biology	BIOL 8180 - Biosystematics	\$ 15.00	\$ 40.00
Biology	BIOL 8200 - Plant Ecology	\$ 15.00	\$ 20.00
Biology	BIOL 8250 - Design and Analysis of Biological Research	\$ 15.00	\$ 30.00
Biology	BIOL 8300 - Ecology of Running Water	\$ 15.00	\$ 20.00
<b>College of Business Administration</b>			
Marketing/Management	BSAD 8800 - The Arts and the Executive	\$ -	\$ 80.00
<b>College of Communication, Fine Arts &amp; Media</b>			
Art and Art History	ART 4510 - Advanced Techniques in Printmaking Lab	\$ 50.00	\$ 100.00
Art and Art History	ART 3510 - Elementary Printmaking Lab	\$ 50.00	\$ 100.00
Art and Art History	ART 3520 - Photographic/Digital Printmaking Lab	\$ 50.00	\$ 100.00
Communication	BRCT 2370 - Radio Lab	\$ 6.00	\$ 15.00
Communication	BRCT 3370 - Radio Lab	\$ 6.00	\$ 15.00
Communication	JOUR 2100 - Media Writing	\$ -	\$ 15.00
Communication	ENGL/JOUR 4810/8816 - Digital Literacies Tech. Com.	\$ -	\$ 15.00
Communication	ENGL/JOUR 4830/8836 - Technical Communication	\$ -	\$ 15.00
Communication	ENGL/JOUR 4850/8856 - Inf. Design for Tech. Com.	\$ -	\$ 15.00
Communication	ENGL/JOUR 4870/8876 - Technical Editing	\$ -	\$ 15.00
Communication	ENGL/JOUR 4890/8896 - Capstone Course Tech. Com.	\$ -	\$ 15.00
Writer's Workshop	WRWS 2100 - Basic Fiction Studio	\$ 10.00	\$ 15.00
Writer's Workshop	WRWS 2300 - Basic Creative Nonfiction Studio	\$ -	\$ 15.00
Writer's Workshop	WRWS 3100 - Fiction Studio	\$ 10.00	\$ 15.00
Writer's Workshop	WRWS 3300 - Creative Nonfiction Studio	\$ -	\$ 15.00
Writer's Workshop	WRWS 4100/8106 - Fiction Studio	\$ 10.00	\$ 15.00

**University of Nebraska at Omaha  
Fee Changes for 2005-2006**

<b>Department</b>	<b>Course Number</b>	<b>Current Fee 2004-2005</b>	<b>Proposed Fee 2005-2006</b>
<b>College of Communication, Fine Arts &amp; Media (Continued)</b>			
Writer's Workshop	WRWS 4300 - Creative Nonfiction Studio	\$ -	\$ 15.00
Writer's Workshop	WRWS 4110/ 8116 - Fiction Studio	\$ 10.00	\$ 15.00
<b>College of Public Affairs and Community Service</b>			
Aviation Institute	AVN 1020 - Private Pilot Theory	\$ -	\$ 80.00
Aviation Institute	AVN 2170 - Instrument Flight Theory	\$ -	\$ 80.00
Aviation Institute	AVN 2180 - Commercial Flight Theory	\$ -	\$ 80.00
Aviation Institute	AVN 3190 - Certified Flight Instructor Theory	\$ -	\$ 160.00
Aviation Institute	AVN 3300 - Certified Flight Instructor-Instrument Theory	\$ -	\$ 80.00
<b>Miscellaneous Fees</b>			
Parking	Annual Permit Fee - Day	\$66.00/yr	\$72.00/yr
Parking	Annual Permit Fee - Evening	\$33.00/yr	\$36.00/yr
Parking	Garage Access Card Surcharge	\$22.00/yr	\$24.00/yr
	New Student Fee	\$50.00	\$55.00
	International Student Fee	-	\$25/sem
	Photo ID Fee	\$2.00/sem	\$4.00/sem
	Enrollment Services Fee	\$20.00/sem	\$22.50/sem
	Technology Fee	\$6.00/sch	\$8.00/sch



**University of Nebraska at Kearney  
Course and Lab Fee Changes for 2005-2006**

Department	Course	Current Fee 2004-05	Proposed Fee 2005-06
<b>Course &amp; Lab Fees</b>			
Art & Art History			
	Art 235, 335ABC, 435ABC, 853A-F - Printmaking	\$30.00	\$55.00
	Art 244, 344, 444, 870, 896 - Glass	\$80.00	\$100.00
	Art 246, 346, 446, 851, 870, 896 - Sculpture	\$ 55-75	\$100.00
	Art- 360, 361 - Integrating Art Across the Curriculum	\$0.00	\$5.00
Communication			
	JMC 420 - Advertising Campaigns	\$0.00	\$20.00
Biology			
	BIOL 104 - Biology I	\$5.00	\$15.00
	BIOL 107 - Biology II	\$5.00	\$25.00
	BIOL 225 - Anatomy & Physiology I	\$10.00	\$15.00
	BIOL 360 - Genetics	\$10.00	\$25.00
	BIOL 404/804 - Developmental Biology	\$8.00	\$30.00
	BIOL 470/870 - Insect Biology	\$10.00	\$20.00
	All distance biology courses	\$25.00	\$25/crhr
<b>Miscellaneous Fees</b>			
Student Life	Summer Advising, Enrollment & Fall Orientation	\$30.00	\$45.00
Student Life	Weight Room Enhancement Summer 05 and AY 06 Only	\$.25/crhr	\$.25/crhr
Info Technology	Student Technology Fee	\$6/crhr	\$8/crhr
Public Safety	Student Commuter Parking	\$40.00	\$45.00
	Student Perimeter Parking	\$40.00	\$45.00
	Student/Resident Reserved Parking	\$55.00	\$60.00
	Administrative Faculty Parking	\$70.00	\$75.00
	Faculty/Staff Parking	\$55.00	\$60.00
	Motorcycle Parking	\$25.00	\$30.00

<b>Nebraska College of Technical Agriculture Fee Changes for 2005-2006</b>		
Fee Description	Current Fee 2004-2005	Proposed Fee 2005-2006
<b>Laboratory Fees</b>		
Full-time students	\$ 43.00	\$ 44.40
Part-time students, 6-11 credits	\$ 22.50	(2)
Part-time students, 3-5 credits	\$ 12.25	(2)
Part-time students, 0-2 credits	\$ -	(2)
Part-time students (per credit hour)		\$ 3.70
<b>Activity Fees</b>		
Full-time students	\$ 45.50	\$ 47.00
Part-time students, 6-11 credits	\$ 23.50	(2)
Part-time students, 3-5 credits	\$ 15.75	(2)
Part-time students, 0-2 credits	\$ -	(2)
Part-time students (per credit hour)		\$ 3.90
<b>Health Fees</b>		
Full-time students	\$ 26.00	\$ 26.75
Part-time students, 6-11 credits	\$ 14.75	(2)
Part-time students, 3-5 credits	\$ 9.25	(2)
Part-time students, 0-2 credits	\$ -	(2)
Part-time students (per credit hour)		\$ 2.20
Technology Fees (per credit hour)	\$ 3.55	\$ 3.65
Graduation Fee	\$ 66.00	\$ 68.00
ASI 1351 (1) Artificial Insemination of Beef Cattle - Special Course Laboratory Fee <sup>(3)</sup>	\$ 150.00	\$ 150.00
Registration Fee per semester for course enrollment	\$ 20.00	\$ 20.00
Matriculation Fee	\$ 25.00	\$ 25.00

<sup>(2)</sup> Laboratory, Activity, and Health fees for part-time students will be charged per credit hour effective July 1, 2005.

<sup>(3)</sup> Same course and fee as last year; title designation for this course was changed from last year's report in order to format into University Student Accounts database.

TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska-Lincoln (UNL) Residence Hall Room and Board Rates for Academic Years 2005-06 through 2007-08

RECOMMENDED ACTION: Report

PREVIOUS ACTION: March 1, 2003 – The Board of Regents approved the following Room and Board rates for double occupancy for the 2003-04 through 2007-08 Academic Years.

<u>Meals/Wk</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
7-day plan	\$ 5,204	\$ 5,555	\$ 5,861	\$ 6,183	\$ 6,523
5-day plan	5,119	5,470	5,776	6,098	6,438

Rates for renovated halls will be 5% higher than shown above. The Returning Student Discount will apply to occupancy in traditional halls.

EXPLANATION: At its March 1, 2003 meeting, the Board of Regents approved double occupancy room and board rates to be in effect through the 2007-08 academic year. The rates approved will generate the income required to cover obligations and enhancements planned through the 2007-08 year. For the next three years (2005-06, 2006-07 and 2007-08) the rates reflect a 5.50% annual increase for first-time residents selecting the seven-day meal plan. The 2004-05 double room rate with the seven-day meal plan for new residents is the 2<sup>nd</sup> lowest rate among institutions in the UNL peer group, \$1,134 (17.0%) below the average of charges at the other ten schools.

During the 2004-05 academic year, the three meal plans previously available (19 meals a week, 14 meals a week and ten meals a week) were eliminated. In place of those plans students were given a choice of two meal plans: a seven-day per week unlimited access plan or a five-day per week (Monday-Friday) unlimited access plan. These plans allow students unlimited access to dining halls during any hours the dining service is open. The seven-day plan was priced at the rate previously approved for the 19 Meals/Week plan; the five-day plan is priced at the rate previously approved for the 14 Meals/Week plan.

Approximately 30% of the students expected to live in the residence halls next year will be returning students who will experience no rate increase because of the returning student incentive plan adopted in 1993-94. Under the incentive plan, when students move into UNL residence halls their room and board rates remain constant for each successive academic year, unless a significant enhancement is provided.

These rates reflect increases in the cost of employee salaries and wages, employee benefits, utilities, raw food costs, telephone costs, materials and supplies, and computing enhancements. These rates also support the debt service required for the facility renovation projects included in the University Housing Master Plan.

The above-noted rates are the basic room and board charges for traditional residence halls, to which all other housing rates are then related -- 12-month contracts, Husker Hall (room only), suites, apartments, etc. The percentage increase in rates for these other special contracts may be higher or lower than those stated above for the standard plans, depending upon the unique features that call for a special rate and contract. For example, apartment rates for 2005-06 will reflect: (1) the actual cost experience for those units, (2) prevailing rates in the community, and (3) a desire to maintain a high occupancy rate.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: James V. Griesen  
Vice Chancellor for Student Affairs

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVAL: \_\_\_\_\_  
Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

DATE: March 24, 2005

TO: The Board of Regents

Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: University of Nebraska at Kearney Residence Hall Room and Board Rates for Academic Years 2005-06 through 2008-09

RECOMMENDED ACTION: Report

PREVIOUS ACTION: April 24, 2004 – The Board of Regents approved the following Room and Board rates for double occupancy for the 2004-05 through 2008-09 Academic Years.

Double Occupancy Room and Board Rates (Academic Year):

<u>Meals/Wk</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
20	\$4,990	\$5,327	\$5,687	\$6,000	\$6,330
15	\$4,952	\$5,286	\$5,643	\$5,953	\$6,281
10	\$4,838	\$5,165	\$5,514	\$5,817	\$6,137
135 block	\$5,128	\$5,474	\$5,844	\$6,166	\$6,504

Rates for renovated halls will be 15% higher than shown above.

EXPLANATION: At its April 24, 2004 meeting, the Board of Regents approved double occupancy room and board rates to be in effect through the 2008-09 academic years. The rates approved will generate the income required to cover obligations and enhancements planned through the 2008-09 year. For the two years 2005-06 and 2006-07, the rates reflect a 6.75% annual increase, and the final two years, 2007-08 and 2008-09, reflect a 5.5% annual increase for students selecting the 20 meal plan residing in a double occupancy room.

The incentive plan, where room and board rates remain constant for each successive academic year after their first year, was discontinued in 2004-05 in order to support the significant improvements being made to the physical plant.

These rates reflect increased costs of employee salaries and wages, employee benefits, raw food costs, telephone rates, materials and supplies, and computing enhancements. These rates will also support the debt service related to the facility renovation projects included in the University Housing Master Plan and the planned improvements in food service.

PROJECT COST: None

SPONSOR:

Randal L. Haack  
Vice Chancellor for Business & Finance

APPROVAL:

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Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

DATE:

March 24, 2005

TO: The Board of Regents  
Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Naming the auditorium in the Sheldon Memorial Art Gallery the "Ethel S. Abbott Auditorium"

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Milliken and Chancellor Perlman have approved naming the auditorium in the Sheldon Memorial Art Gallery the "Ethel S. Abbott Auditorium."

The Ethel S. Abbott Charitable Foundation has established a \$1 million endowed fund at the University of Nebraska Foundation to support exhibitions and programs at the Sheldon Memorial Art Gallery. The "Ethel S. Abbott Exhibition and Program Fund" will provide a consistent source of revenue that will greatly enhance the quality of Sheldon's exhibitions and programs for the benefit of Nebraskans now and in the future.

As a young girl, Ethel Abbott's family moved to Lincoln, Nebraska, from Minnesota. She married Christopher J. Abbott, a rancher and banker from Hyannis who shared her passion for aviation. They operated Prairie Airways in Lincoln and Rocket Air Service in Omaha. After her husband's death in 1954, Mrs. Abbott became well known throughout the state for her business acumen, compassion for others and philanthropy. In association with her longtime financial advisor and accountant, Del Lienemann, Sr., she established The Ethel S. Abbott Charitable Foundation in 1972 to provide support for classical music, medical research, education and family-oriented projects in western Nebraska, Lincoln, and Omaha. The establishment of the "Ethel S. Abbott Exhibition and Program Fund" is in keeping with her interest in supporting cultural and educational endeavors that benefit Nebraska.

By naming the auditorium in the Sheldon Memorial Art Gallery in honor of Ethel S. Abbott, the Board of Regents express on behalf of the University of Nebraska-Lincoln its deepest gratitude and appreciation to the Ethel S. Abbott Charitable Foundation for its continued support of the arts.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS:

Jan Driesbach, Director  
Sheldon Memorial Art Gallery

Christine A. Jackson  
Vice Chancellor for Business & Finance

APPROVALS:

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Harvey Perlman, Chancellor  
University of Nebraska-Lincoln

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James B. Milliken  
President

DATE:

March 17, 2005



TO: The Board of Regents  
 Business Affairs

MEETING DATE: April 15, 2005

SUBJECT: Design development report for University of Nebraska-Lincoln (UNL) North Addition to the 14<sup>th</sup> & Avery Parking Structure

RECOMMENDED ACTION: Report

PREVIOUS ACTION: September 10, 2004 – The Board approved the project budget for UNL Construction of the North Addition to the 14<sup>th</sup> & Avery Parking Structure.

August 27, 1999 – The University of Nebraska-Lincoln presented its updated campus master plan to the Board of Regents. This presentation included identification of future parking structure needs necessitated by the Antelope Valley Project, including a garage at 14<sup>th</sup> & Avery.

EXPLANATION: The 14<sup>th</sup> & Avery Parking Structure was originally programmed and designed so that additions could be constructed to the north and the west of the original structure.

The North Addition will construct approximately 300,000 gross square feet of parking, finished and shell space, and will provide approximately 868 parking spaces. This structure connects to and expands the current 14th & Avery parking structure (the first phase was completed June 2004). The expansion of the 14th & Avery Parking Structure is necessary because of the expected loss of parking spaces due to the Antelope Valley Project.

Proposed start of construction	May 2005
Proposed completion of construction	June 2006

PROJECT COST: \$8,400,000

ON-GOING FISCAL IMPACT:	Annual operating Costs	N/A
	2% Assessment	N/A

SOURCE OF FUNDS: Auxiliaries and Services Funds

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

APPROVAL: \_\_\_\_\_  
 Harvey Perlman, Chancellor  
 University of Nebraska-Lincoln

DATE: March 24, 2005

## **UNL North Addition to the 14th & Avery Parking Structure**

University of Nebraska- Lincoln

### **Project Description**

The project will construct approximately 300,000 gross square feet of parking, finished, and shell space, and will provide approximately 868 parking spaces. These structures connect to and expand the current 14th & Avery Parking Structure (Phase I completed June 2004). The expansion of the 14th & Avery Parking Structure is necessary because of the expected loss of parking spaces due to the Antelope Valley Project. The 14<sup>th</sup> & Avery Parking Structure was originally programmed and designed so that additions could be constructed to the north and the west of the original structure.

### **Cost**

Total project cost	\$8,400,000
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### **Project Schedule**

Schematic Design Complete	October 2004
Design Development Complete	November 2004
Construction Documents Complete	January 2005
Bid	February 2005
Start of Construction	May 2005
Substantial Completion	June 2006



North Elevation



East Elevation

TO: The Board of Regents

Business Affairs

MEETING DATE: April 15, 2005

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 March 17, 2005.

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:

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David E. Lechner  
Vice President for Business & Finance

DATE: March 17, 2005

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Construction Contract	NCTA	Roof repairs to 16 buildings damaged by a major hailstorm in July 2004 on the NCTA campus in Curtis, NE.	Trust Funds Insurance	\$ 162,657 \$ 39,371	\$ 202,028	Springer Roofing	Lowest responsible bidder.
	UNL	Pilot Plant Relocation Project for the Good Manufacturing Practices (cGMP) at Donald F. Othmer Hall.	Federal Funds	\$ 4,670,000	*	Hawkins Construction	Lowest responsible bidder.
	UNL	Mead Load Line roof replacement; ARDC Mead, NE.	General Funds Revolving Funds	\$ 124,800 \$ 36,000	\$ 160,800	Magnum Builders	Lowest responsible bidder.
	UNMC	Swanson Hall upgrades and renovation.  * Construction cost to be established by addendum	LB 309, Business & Finance, NIH Funds	\$ 1,760,000	\$ 1,439,700	Grunwald Mechanical Contractor	Lowest responsible bidder.
Personal Property Procurement	UNL	Acquisition of Real Time PCR machine for the Installation Qualification and Operation Qualification (IQ/OQ) documentation for current Good Manufacturing Practices (cGMP) for Chemical Engineering.	Federal Funds	\$ 52,479	\$ 52,479	Applied Biosystems	Sole source: Applied Biosystems is the only vendor that can provide the IQ/OQ documentation.
	UNL	Acquisition of a Mass Spectrometer to fulfill the capabilities of the users of the Redox Biology Center in the Biochemistry Department.	General Funds Federal Funds	\$ 92,000 \$ 61,015	\$ 153,015	Applied Biosystems	Sole source: Applied Biosystems is the only vendor that manufactures a mass spectrometer that has an ion trap as well as a triple quadrupole mass spectrometer.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
	UNMC	Flow Cytometry System.	College of Medicine and NE Research Initiative	\$ 210,000	\$ 210,000	Becton-Dickinson Biosciences, Inc.	Sole source: Only system with a simultaneous excitation by four laser beams.
	UNMC	Hip Simulator Testing System.	College of Medicine Grant Funds	\$ 349,431	\$ 349,431	Advanced Mechanical Technology, Inc.	Sole source: Only system marketed with physiologically accurate motions.
	UNMC	College of Dentistry Patient Information System.	College of Dentistry Operating Funds	\$ 275,000	\$ 275,000	Two-Ten Health Limited	An evaluation committee has conducted a lengthy and comprehensive review process of vendors who have suitable products for a dental college setting as recommended by the American Dental Association This 18-month process included vendors' presentations, demonstrations and site visits. The committee unanimously recommended the system provided by Two-Ten Health.
Professional Services Contract	UNK	Campus Identification Card System..	Operating, Revolving and Federal FEMA Funds	\$ 385,518	\$ 385,518	Diebold, Inc.	Lowest responsible bidder.