

**University of Nebraska Board of Regents
Board of Regents Meeting
Itinerary**

Friday, December 11, 2009

8:00 a.m.

Outreach and Economic Development Ad Hoc Committee

Topic: Economic Strategies in Greater Nebraska *[1 hour]*

Presenters: Pete Kotsiopulos, Vice President for University Affairs
Rose Jaspersen, Executive Director, Nebraska Enterprise Fund, Oakland
Chuck Karpf, Entrepreneur Coordinator and Loan Fund Manager,
Panhandle Area Development District, Gering
Dave Vetter, President, Grain Place Foods, Marquette
Gary Warren, President and CEO, Hamilton Telecommunications, Inc.,
Aurora

Topic: Area Health Education Centers (AHEC) *[30 minutes]*

Presenter: Dr. Mike Sitorius, Chairperson, Family Medicine, UNMC

9:30 a.m.

Business Affairs Committee

Strategic Framework reports:

Topic: Deferred Maintenance Initiatives [4-a-iii] *[30 minutes]*

Presenter: Rebecca Koller, Assistant Vice President and
Director of Facilities Planning and Management

Topic: Debt Report [6-a-ii] *[30 minutes]*

Presenter: David Lechner, Vice President for Business and Finance

10:30 a.m.

Board of Regents Meeting

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall
Friday, December 11, 2009
10:30 a.m.

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON
NOVEMBER 20, 2009

IV. KUDOS

*Gail Sims-Aubert, Assistant Director Residential & Greek Life, University of Nebraska at
Kearney*

Cindy Sands, Office Associate, College of Medicine, University of Nebraska Medical Center

Lynn Conner, Administrative Technician Athletics, University of Nebraska at Omaha

Gary Aerts, Director, Enterprise Information Solutions Groups, University of Nebraska-Lincoln

V. PUBLIC COMMENT

The Standing Rules of the Board provide that any person who gives 24 hours notice to the Corporation Secretary of the Board may speak to any item that is not on the agenda. In addition, 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. Public comment will be limited to a period of 30 minutes

VI. RESOLUTIONS

Recognition for Regent Neal Bonacci, University of Nebraska at Omaha

Recognition for Regent Brad Bohn, University of Nebraska Medical Center

VII. HEARINGS

VIII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

1. The President's Personnel Recommendation Addendum VIII-A-1
2. Approve amendment of the Contract of Employment of James B. Milliken, J.D., as President of the University of Nebraska to extend the term of the contract to July 31, 2015 Addendum VIII-A-2

IX. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approve a new University of Nebraska Board of Regents Policy RP-2.6.1 to establish the authority and regulations for naming and renaming academic organizational units at the University of Nebraska Addendum IX-A-1
2. Approve the award of Honorary Degrees Addendum IX-A-2
3. Approve a study abroad agreement at the University of Nebraska at Omaha for Sir Padampat Singhania University (SPSU) students Addendum IX-A-3

- B. BUSINESS AFFAIRS
- University of Nebraska
1. Approve and authorize the President to accept, execute and administratively process the transfer of title of the Nebraska State Fairgrounds in Lancaster County from the State of Nebraska to the Board of Regents as provided by law Addendum IX-B-1
 2. Approve the acceptance of certain audited financial statements of the University of Nebraska and related entities Addendum IX-B-2
- University of Nebraska at Kearney
3. Approve an exclusive agreement between Bottling Group, LLC (The Pepsi Bottling Group) and the University of Nebraska at Kearney, granting the exclusive license to pouring and vending rights on the UNK campus for a period of ten (10) years Addendum IX-B-3
- University of Nebraska Medical Center
4. Approve the renovation of mechanical infrastructure located on Level 1 of Wittson Hall on the UNMC campus in Omaha and associated project budget Addendum IX-B-4
- University of Nebraska-Lincoln
5. Approve the Contract for the Sale of Real Estate between the University of Nebraska Foundation and the University of Nebraska-Lincoln for approximately 60 acres and improvements Addendum IX-B-5
- C. FOR INFORMATION ONLY
1. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum IX-C-1
 2. Calendar of establishing and reporting accountability measures Addendum IX-C-2
 3. Current version of the University of Nebraska Strategic Framework Addendum IX-C-3
 4. Current version of the University of Nebraska Strategic Dashboard Indicators Addendum IX-C-4
 5. Amendment of Section 1.2 of the *Bylaws of the Board of Regents of the University of Nebraska* relating to public hearings and adoption of rules and regulations for faculty and student self-government organizations Addendum IX-C-5
 6. Amendment of Section 3.2.8 of the *Policies of the Board of Regents* relating to conflict of interest Addendum IX-C-6
 7. Amendment of Section 3.8 and adopt a new Section 3.2.2 of the *Bylaws of the Board of Regents* related to conflict of interest and nepotism Addendum IX-C-7
- D. REPORTS
1. Quarterly Personnel report for the period July 1 through September 30, 2009 Addendum IX-D-1
 2. Leaves of Absence for the period July 1, 2008 through June 30, 2009 Addendum IX-D-2
 3. Status of Six-Year Capital Plan and Capital Construction Report Addendum IX-D-3
 4. Gifts, Grants, Contracts and Bequests Addendum IX-D-4
 5. Report of Bids and Contracts Addendum IX-D-5
 6. Revised Capital Budgets Addendum IX-D-6
 7. Endowment Funds Strategic Framework Report Addendum IX-D-7
- X. ADDITIONAL BUSINESS

VIII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

1. The President's Personnel Recommendation Addendum VIII-A-1
2. Approve amendment of the Contract of Employment of James B. Milliken, J.D., as President of the University of Nebraska to extend the term of the contract to July 31, 2015 Addendum VIII-A-2

The President's Personnel Recommendation
Meeting Date: December 11, 2009

University of Nebraska-Lincoln

Adjustment

Sally Mackenzie, Professor (Continuous), Plant Sciences, Ralph and Alice Raikes Distinguished Chair of Plant Sciences (Special); \$138,715 (includes \$10,000 Professorship stipend), 1.00 FTE. NOTE: Reappoint to the Ralph and Alice Raikes Distinguished Chair of Plant Sciences for a five-year term.

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: President's Contract of Employment

RECOMMENDED ACTION: Approve amendment of the Contract of Employment of James B. Milliken, J.D., as President of the University of Nebraska to extend the term of the contract to July 31, 2015.

PREVIOUS ACTION: July 28, 2006 - The Board of Regents approved an amendment to extend the term of the contract to midnight, July 31, 2010, and approved an increase in annual salary effective July 1, 2006.

May 22, 2004 - The Board of Regents approved President Milliken's original Contract of Employment as President of the University of Nebraska, providing a contract term from August 1, 2004 through July 31, 2007.

EXPLANATION: Approval of this agenda item will approve the attached amendment of President Milliken's Contract of Employment to extend the term of the contract to midnight, July 31, 2015.

The proposed amendment has been reviewed and approved as to form and content by the Office of the University General Counsel.

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.

RECOMMENDED: Executive Committee, Board of Regents
Kent Schroeder, Chair
Bob Phares
Chuck Hassebrook
Howard Hawks
Megan Collins

DATE: December 1, 2009

**SECOND AMENDMENT TO
CONTRACT OF EMPLOYMENT
JAMES B. MILLIKEN, J.D.
PRESIDENT OF THE UNIVERSITY OF NEBRASKA**

THIS SECOND AMENDMENT TO CONTRACT OF EMPLOYMENT is made effective on December 11, 2009, by and between **THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA**, hereinafter referred to as "the Board", and, **JAMES B. MILLIKEN, J.D.**, hereinafter referred to as "President Milliken."

WITNESSETH:

That in accordance with action taken by the Board as recorded in the minutes of the meeting of the Board held on the 11th day of December, 2009, the Board and President Milliken hereby agree to the following Second Amendment to President Milliken's Contract of Employment, originally approved by the Board on May 22, 2004 with a First Amendment approved by the Board on July 28, 2006.

Section 12 of President Milliken's Contract of Employment provides that the term of said contract may be extended for an additional period or periods of time upon such terms and conditions as may be mutually agreed to by the Board and President Milliken. In accordance with said Section 12, President Milliken's Contract of Employment is hereby amended by extending the term provided in Section 1 of said contract for a period expiring at midnight on the 31st day of July, 2015.

In all other respects President Milliken's Contract of Employment shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Second Amendment to President Milliken's Contract of Employment on the date first stated above.

ATTEST:

**THE BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA**

Corporation Secretary

Chair, Board of Regents

**James B. Milliken, J.D.,
President**

IX. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approve a new University of Nebraska Board of Regents Policy RP-2.6.1 to establish the authority and regulations for naming and renaming academic organizational units at the University of Nebraska Addendum IX-A-1
2. Approve the award of Honorary Degrees Addendum IX-A-2
3. Approve a study abroad agreement at the University of Nebraska at Omaha for Sir Padampat Singhania University (SPSU) students Addendum IX-A-3

B. BUSINESS AFFAIRS

University of Nebraska

1. Approve and authorize the President to accept, execute and administratively process the transfer of title of the Nebraska State Fairgrounds in Lancaster County from the State of Nebraska to the Board of Regents as provided by law Addendum IX-B-1
2. Approve the acceptance of certain audited financial statements of the University of Nebraska and related entities Addendum IX-B-2

University of Nebraska at Kearney

3. Approve an exclusive agreement between Bottling Group, LLC (The Pepsi Bottling Group) and the University of Nebraska at Kearney, granting the exclusive license to pouring and vending rights on the UNK campus for a period of ten (10) years Addendum IX-B-3

University of Nebraska Medical Center

4. Approve the renovation of mechanical infrastructure located on Level 1 of Wittson Hall on the UNMC campus in Omaha and associated project budget Addendum IX-B-4

University of Nebraska-Lincoln

5. Approve the Contract for the Sale of Real Estate between the University of Nebraska Foundation and the University of Nebraska-Lincoln for approximately 60 acres and improvements Addendum IX-B-5

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Naming and Renaming of academic organizational units

RECOMMENDED ACTION: Approve a new University of Nebraska Board of Regents Policy RP-2.6.1 to establish the authority and regulations for naming and renaming academic organizational units at the University of Nebraska.

PREVIOUS ACTION: None

EXPLANATION: The policy will provide clarification for naming the various academic organizational units and a University of Nebraska process similar to the current Regents Policy (RP - 6.2.7) regarding naming buildings and facilities.

Enact a new Regents Policy RP-2.6.1 as follows:

RP-2.6.1 Policy on Naming Academic Organizational Units

1. Purpose

The purpose of this policy is to establish the authority and regulations for naming and renaming the various academic organizational units at the University of Nebraska such as a College, Program, Department, Center, Institute or School .

2. Definitions

(a) "Identification" means the name or title used to designate a particular academic organizational unit for the purpose of specifically identifying it to members of the University community and to the general public.

(b) "Generic Name" when used in conjunction with Identification means the name that may be given which is based solely upon the identifier pertinent to the same without a modifier designating a particular person, family or organization.

Examples of Generic Names are: "College of Architecture, College of Arts and Sciences, College of Journalism, School of Public Administration or School of Communication".

3. Authority

(a) The assignment of a Generic Name shall be approved by the Chancellor responsible for the unit and the President. Such naming shall be reported to the Board of Regents.

(b) Identification using the name of or in honor of an individual, a family, or an organization shall be approved by the cognizant Chancellor, the President and the Board of Regents.

4. Criteria

(a) Identification using the name of or in honor of individuals, families, or entities is permitted upon meeting one or more of the following criteria:

1) Extraordinary service to the University as a faculty member, staff member, or University officer;

2) Alumni who have provided extraordinary service to the University;

3) Distinguished persons who have provided extraordinary service to the University or who otherwise merit special recognition;

4) Donors who have made a significant financial contribution to the University generally, to a campus, to a college or major unit, or to a related program; and/or

5) Donors who have made a significant financial contribution toward the related maintenance and operating costs of the unit or related activity of the University of Nebraska.

(b) Except for Identification in honor of individuals designated by donors qualifying under subsections a.4) and/or a.5) of this Section 4, units shall not be named for individuals currently employed by the University or the State of Nebraska or elected officials. Unless expressly waived by the Board of Regents, a unit shall not be named for an individual not otherwise qualifying under the exceptions in subsections a.4) and/or a.5) earlier than five years following the departure, death, or retirement of the person from the University or the State or the end of an elected official's service in office.

(c) Except for Generic Naming, the cognizant Chancellor shall conduct an appropriate due diligence review of each Identification proposal to carefully consider the overall benefit of such naming to the University, whether the name is and will continue to be a positive reflection on the institution and will not detract from the University's reputation as a public institution of higher education and whether the name comports with the purpose and mission of the University. Such due diligence shall include the following:

1) Review of any potential conflict of interest issues affecting the University;

2) Review of potential impact upon the academic or research autonomy of the University;

3) Evaluation of the impact on future giving by the donor or

others;

4) Consultation with the General Counsel to ensure compliance with applicable policies, laws and regulations; and

5) Consultation as necessary with the University's bond counsel to determine if a proposed naming would adversely affect existing or future tax-exempt bonds.

(d) In order to avoid any appearance of commercial influence or conflict of interest, additional due diligence shall be undertaken before recommending the naming of any unit to include the name of a commercial enterprise. Identification is to include the name of a commercial enterprise only if the proposed name (i) is appropriate in the educational and public setting of the University, (ii) will not detract from the University's reputation as a public institution of higher education, and (iii) will not result in impermissible commercial endorsement or advertising benefitting the commercial enterprise.

5. Procedures

(a) No commitment for naming shall be made prior to approval of the proposed name in accordance with this policy.

(b) Wherever a naming proposal may originate, it shall at the earliest appropriate date be submitted to the Chancellor, from the Chancellor to the President, and from the President to the Board of Regents in those instances where action by the Board is required.

(c) Each Chancellor shall establish campus policies and procedures consistent with this policy. The Executive Vice President and Provost shall establish University-wide procedures for implementing this policy and for assuring compatibility of campus policies and procedures with this policy.

6. Duration of Names and Name Changes

(a) Identification in honor of an individual or individuals, family or non-commercial entity is generally expected not to exceed 25 years to be determined on a case-by-case basis and included in a signed gift agreement associated with the naming where applicable. Typically the duration of a commercial enterprise name should not exceed twenty-five (25) years. Once established, a commercial enterprise name assigned to a unit shall normally remain the same notwithstanding future changes in the commercial enterprise name; provided, however, in the event of a name change in the commercial enterprise, the Board of Regents in the exercise of its sole discretion may elect to remove the established commercial enterprise name from the unit, if such action is determined to be in the best interest of the University.

(b) If a unit is replaced or substantially modified, it may be renamed, subject to any terms, conditions or restrictions set forth in any gift agreement related to the prior naming action.

(c) If there is a change in the function of a unit that has a Generic Name, the Generic Name may be changed in accordance with the requirements of subsection a. of Section 3 of this policy.

(d) If there is a change in the function of a unit that has been named in accordance with Section 4(a)(4) or 4(a)(5) above, such naming will either remain with the existing unit or a comparable substitute naming will be adopted, subject to any terms, conditions or restrictions set forth in any gift agreement related to the prior naming action.

(e) The Board of Regents in the exercise of its sole discretion may elect to remove any established Identification, if such action is determined to be in the best interest of the University for reasons such as (i) the protection of the reputation and stature of the University as a public institution of higher education, (ii) failure to fulfill agreed upon obligations associated with the naming, or (iii) other changes in circumstances. Before taking any such action the General Counsel shall be consulted in regard to any legal obligations the University may have under any pre-existing Agreement related to naming or in regard to any other matter that may have legal bearing upon a proposed change in name.

7. Prior Procedures and Names

Names in existence at the time of the adoption of this policy shall remain in effect, subject to future renaming consistent with this policy and subject to restrictions in any gift agreements related to the prior naming action.

SPONSORS:

Linda R. Pratt
Executive Vice President and Provost

Joel D. Pedersen
Vice President and General Counsel

RECOMMENDED:

James B. Milliken
President

DATE:

November 16, 2009

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Honorary Degrees

RECOMMENDED ACTION: Approve the award of Honorary Degrees

PREVIOUS ACTION: The Board of Regents approved the current policy for award of Honorary Degrees found in the *University of Nebraska Board of Regents Policies* under RP-1.5.1.

EXPLANATION: None

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: The Board of Regents Committee on Honorary Degrees and Awards

RECOMMENDED: James B. Milliken
President

DATE: November 16, 2009

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Agreement with Sir Padampat Singhanian University, Udaipur, India

RECOMMENDED ACTION: Approve a study abroad agreement at the University of Nebraska at Omaha (UNO) for Sir Padampat Singhanian University students.

PREVIOUS ACTION: None

EXPLANATION: Attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment are UNO goals. Sir Padampat Singhanian University (SPSU) is a private university in Udaipur, India, approved by the University Grants Commission (India) in April 2009. Technology is a key element of all SPSU programs. UNO's College of Information Science and Technology in collaboration with International Studies and Programs is the primary sponsor of the proposed agreement. Provisions of the agreement specify that twenty to twenty-five SPSU students per semester will study at UNO as part of their undergraduate degree program. The estimated per-student tuition, room and board is \$9,000. A differential tuition rate of 150% of resident undergraduate tuition has been approved for this contracted program.

The initial agreement is for one academic year beginning fall 2010. Extensions at agreed upon rates are expected.

The agreement has been reviewed and approved as to form and content by the Office of the University General Counsel.

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

PROJECT REVENUE: \$450,000 (estimated yearly tuition)

SOURCE OF FUNDS: Private Funds

SPONSORS: Terry Hynes
Senior Vice Chancellor for Academic and Student Affairs

William E. Conley
Vice Chancellor for Business & Finance

RECOMMENDED: John E. Christensen, Chancellor
University of Nebraska at Omaha

DATE: November 16, 2009

TO: Board of Regents
Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Inter-governmental transfer of real property known as the Nebraska State Fairgrounds in Lancaster County for the Nebraska Innovation Campus pursuant to law.

RECOMMENDED ACTION: Approve and authorize the President to accept, execute and administratively process the transfer of title of the Nebraska State Fairgrounds in Lancaster County from the State of Nebraska to the Board of Regents as provided by law.

PREVIOUS ACTIONS: November 20, 2009 – The Board of Regents Approved the Master Plan and Business Plan for Innovation Campus and authorized the President to submit the same as required by law and provide a commitment for the President to provide an annual update of the plans on behalf of the University to complete the University’s obligations under Neb. Rev. Stat. § 2-113(2) (Supp. 2009).

April 24, 2009 – The Board provided the third certification of \$7,000,000 to equal twenty-one million five hundred thousand dollars in cumulative increments by July 1, 2009 as required by Neb. Rev. Stat. § 2-113(2)(a).

April 24, 2009 – The Board approved consulting contracts to develop a master plan and business plan for Innovation Campus in accordance with Neb. Rev. Stat. § 2-113(2)(b).

January 23, 2009 – The Board provided the second certification of \$7,000,000 to equal fourteen million five hundred thousand dollars in cumulative increments by February 1, 2009 as required by Neb. Rev. Stat. § 2-113(2)(a).

September 5, 2008 – The Board provided the first certification of \$7,500,000 by October 1, 2008 as required by Neb. Rev. Stat. § 2-113(2)(a).

EXPLANATION: Neb. Rev. Stat. § 2-113(1) (Supp. 2009) provides: "Upon completion of the conditions specified in subsection (2) of this section, the Director of Administrative Services shall, on or before December 31, 2009, transfer by warranty deed the site and tract of land in Lancaster County known as the Nebraska State Fairgrounds, to the Board of Regents of the University of Nebraska. Such transfer shall occur notwithstanding sections 72-811 to 72-818 or any other provision of law."

This agenda item authorizes the President to execute and administratively process the transfer of title from the State of Nebraska to the Board of Regents, and includes the Board's approval of the same notwithstanding any other provision of the Board's bylaws or policies.

SPONSOR:

Joel D. Pedersen
Vice President and General Counsel

RECOMMENDED:

James B. Milliken
President

DATE:

November 25, 2009

TO: The Board of Regents Addendum IX-B-2

Business Affairs

MEETING DATE: December 11, 2009

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

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

PREVIOUS ACTION: November 7, 2008 – Financial Statements and related Auditors' Reports for the year ended June 30, 2008 were accepted by the Board.

EXPLANATION: Approval of this item will accept the following audited financial statements of the University of Nebraska.

<u>Entity/Component</u>	<u>Year Ended</u>
UNeMed Corporation	December 31, 2008
Master Trust Indenture Bond Funds	June 30, 2009
University of Nebraska Facilities Corporation	June 30, 2009

These financial statements come to the Board with the approval of the Audit Committee.

Members of the public and news media may obtain a copy of the audits in the Offices of the University Corporation Secretary or 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 and Finance

James B. Milliken
President

RECOMMENDED: Jim McClurg, Chair
Audit Committee

DATE: November 16, 2009

TO: The Board of Regents Addendum IX-B-3
Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Exclusive agreement between Bottling Group, LLC (The Pepsi Bottling Group) and the University of Nebraska at Kearney

RECOMMENDED ACTION: Approve an exclusive agreement between Bottling Group, LLC (The Pepsi Bottling Group) and the University of Nebraska at Kearney (UNK), granting the exclusive license to pouring and vending rights on the UNK campus for a period of ten (10) years.

PREVIOUS ACTION: December 11, 1999- The Board of Regents approved a ten year exclusive license agreement with Bottling Group, LLC to serve soft drinks manufactured by Pepsi. (This agreement expires December 31, 2009).

EXPLANATION: As a result of a formal three-phase RFP process initiated in August 2009 (similar to those used by other campuses in awarding pouring rights), UNK proposes to grant to PepsiCo and Bottling Group, LLC the exclusive right to serve beverages provided by Pepsi on the Kearney campus, effective January 1, 2010. As part of the agreement, Pepsi will provide vending, fountain and retail cooler equipment; remain responsible for all associated equipment service and maintenance and commits that all Pepsi owned campus vending equipment will be "Energy Star" rated.

In exchange for the exclusive right described above, UNK will receive a minimum of \$85,000 each year of the contract, plus beverage vending product commission equal to 20%-40% of annual sales. Additionally, Bottling Group, LLC will provide to UNK \$5,000 per year for academic scholarships.

Pepsi has agreed to maintain current vending pricing for the first year of the agreement. Price increases in years two through ten are limited by changes in the beverage component of the Consumer Price Index.

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

PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSOR: Barbara L. Johnson
Vice Chancellor for Business and Finance

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

DATE: November 16, 2009

TO: The Board of Regents Addendum IX-B-4

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Renovation of mechanical infrastructure located on Level 1 of Wittson Hall on the campus of the University of Nebraska Medical Center in Omaha (UNMC) and associated project budget.

RECOMMENDED ACTION: Approve the project budget for the renovation of mechanical infrastructure located on Level 1 of Wittson Hall on the UNMC campus in Omaha.

PREVIOUS ACTION: September 8, 2006 – The Board of Regents approved the Program Statement and Budget for the Renovation of Poynter Hall on the UNMC campus.

June 15, 2006 – The Board of Regents approved the program statement and budget for the renovation of Bennett Hall on the UNMC campus.

EXPLANATION: LB 605 has provided funding to partially renovate Wittson Hall located on the UNMC campus. It is proposed to phase the work as two independent construction projects. The proposed initial project budget, stated below, is within the amount allocated by LB 605.

Wittson Hall is an eight level, 208,000 gross square foot, steel-framed building with a precast concrete exterior. The building, completed in 1971, contains class labs, research labs, an AAALAC accredited laboratory animal housing facility, faculty and administrative offices, and the McGoogan Library of Medicine.

The building has served its purpose well in providing a site for medical education and biomedical research; building functional occupancy is expected to remain similar to current usage into the foreseeable future. However, nearly forty years of continuous use have taken their toll on the building's infrastructure. Additionally, the ventilation systems serving Levels 2 through 5 are functionally inadequate for good laboratory design. These systems re-circulate air originating from research laboratories throughout the entire building and provides less than adequate building exhaust and fresh air supply. An HVAC system located on Level 1 of Wittson Hall, dedicated to serving the 16,000 SF laboratory animal housing facility on Level 2, is original to the building, is inefficient and deteriorated beyond reasonable renovation. The building also falls short of compliance with current fire and life-safety codes concerning building egress.

Various projects have been completed in recent years with supportive funding from the LB 309 Task Force to upgrade building systems including HVAC on Levels 6 through 8, electrical entrance and risers, fire detection and alarm system and elevators. Planning is currently in progress to replace all remaining deficient air-handling units, revise air distribution to meet programmatic and code requirements, and to revise building egress provisions to meet current building codes, as prioritized for completion under the LB 605 funding mechanism.

At this time, it is recommended to replace the air-handling unit and associated mechanical infrastructure serving the laboratory animal housing facility on Level 2 of Wittson Hall as a first phase of the Wittson Hall work to be funded by LB 605. The recommended work will also necessitate replacing air distribution ductwork serving the area and restoring ceilings to be removed during ductwork installation.

An early phase of construction is recommended in order to take advantage of a limited window of opportunity to temporarily close the animal facility as required to update the HVAC system. Recently vacated, obsolete laboratory animal facilities in the Eppley Science Hall, replaced by the Durham Research Center II (DRC II), along with currently available space in the DRC II will be used to provide interim housing for lab animals currently housed in Wittson Hall during project construction. Design activities that would be needed to complete all planned work under the LB 605 mechanism in a single phase would delay the construction start long enough to disrupt research cycles. This could cause a six-month delay in the project or more, and risk losing access to turnaround space in the DRC II as research activity increases in that building.

The proposed project will improve building efficiency and facilitate the continued use and accreditation of the Wittson Hall laboratory animal facility for competitive research. It will further the implementation of a goal of the UNMC 2006-2015 Facilities Development Plan to renew and expand education and research space. The balance of renewal work planned in Wittson Hall for LB 605 funding will be recommended to the Board in the near future.

An engineering firm will be selected from the 4-year list to design the project. It is proposed to bid the project and award the construction contract to the low responsible bidder. CCPE review of the project will be required.

Proposed start of construction: February 2010
 Proposed completion of construction: August 2010

PROJECT COST:	Construction	\$1,586,000
	Non-Construction	<u>370,000</u>
	Total	<u>\$1,956,000</u>

ON-GOING FISCAL IMPACT:	Operating and Maintenance	None
	1% Assessment	\$19,560

SOURCE OF FUNDS:	State Funds	\$1,956,000
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SPONSOR:	Donald S. Leuenberger Vice Chancellor for Business & Finance
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RECOMMENDED:	Harold M. Maurer, M.D., Chancellor University of Nebraska Medical Center
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DATE:	November 19, 2009
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TO: The Board of Regents Addendum IX-B-5

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Contract for the Sale of Real Estate between the University of Nebraska Foundation and the University of Nebraska-Lincoln for approximately 60 acres and improvements.

RECOMMENDED ACTION: Approve the Contract for the Sale of Real Estate between the University of Nebraska Foundation and the University of Nebraska-Lincoln (UNL) for approximately 60 acres and improvements.

PREVIOUS ACTION: May 12, 2000 – The Board of Regents approved the acquisition of approximately 79 acres (within Section 1, Township 10 North, Range 5 East) located at approximately 6900 West Superior Street, Lincoln, Lancaster County, Nebraska.

EXPLANATION: With acquisition of the 60 acre parcel and improvements (single family residence and farm utility building) located at 6300 West Superior Street, the Adventure Challenge Program (within the UNL Office of Campus Recreation) will be able to accommodate expansion of the current Adventure Challenge Program, provide a future retreat site for UNL groups and utilize the farm utility building for equipment that is used to maintain the properties.

Given the proximity to Nine-Mile Prairie, the 60 acre parcel, as well as the 79 acres currently occupied by Campus Recreation, will provide co-educational and management resources between Campus Recreation and the School of Natural Resources.

The parcel is described as Lots 10 and 11 of Irregular Tracts in the Southwest Quarter of Section 1, Township 10 North, Range 5 East of the 6th P.M., Lancaster County, Nebraska and is shown on the attached map.

An appraisal has been completed.

A successful environmental audit “All Appropriate Inquiry” has been conducted as required by policy PR-6.2.3(6).

The agreement has been reviewed and approved as to form and content by the Office of the University General Counsel.

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

PROJECT COST: \$600,000

SOURCE OF FUNDS: Revolving Funds - University Program Facilities Fees (UPFF)

SPONSORS: Juan N. Franco
Vice Chancellor for Student Affairs

Christine A. Jackson
Vice Chancellor for Business and Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: November 12, 2009

C. FOR INFORMATION ONLY

1. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum IX-C-1
2. Calendar of establishing and reporting accountability measures Addendum IX-C-2
3. Current version of the University of Nebraska Strategic Framework Addendum IX-C-3
4. Current version of the University of Nebraska Strategic Dashboard Indicators Addendum IX-C-4
5. Amendment of Section 1.2 of the *Bylaws of the Board of Regents of the University of Nebraska* relating to public hearings and adoption of rules and regulations for faculty and student self-government organizations Addendum IX-C-5
6. Amendment of Section 3.2.8 of the *Policies of the Board of Regents* relating to conflict of interest Addendum IX-C-6
7. Amendment of Section 3.8 and adopt a new Section 3.2.2 of the *Bylaws of the Board of Regents* related to conflict of interest and nepotism Addendum IX-C-7

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Board of Regents agenda items related to the University of Nebraska
Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: The current version of the framework appears as an information item at
each Board of Regents meeting.

April 2005 – The Board of Regents began development of the University
of Nebraska “Strategic Framework – Accountability Measures”
document.

EXPLANATION: Attached is an explanation of the agenda items that are aligned with the
strategic goals of the Board of Regents’ Strategic Framework.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: November 16, 2009

Alignment of the University's Strategic Goals with Board of Regents Agenda Items
December 11, 2009

- 1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.**
 - Approve contract granting exclusive pouring rights at UNK to the Pepsi Bottling Group, with provisions for funding for academic scholarships and other incentives
- 2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.**
 - Approve the extension of President Milliken's contract of employment
 - Approve a new policy to establish authority and regulations for naming and renaming academic organizational units
 - Approve a study abroad agreement between UNO and Sir Padampat Singhanian University in Udaipur, India
 - Quarterly personnel report and annual report of leaves of absence
- 3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.**
 - Approve a study abroad agreement between UNO and Sir Padampat Singhanian University in Udaipur, India
- 4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.**
 - Strategic Framework annual report on LB 605 implementation
- 5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.**
 - Outreach and Economic Development Ad Hoc committee presentation of economic strategies in Greater Nebraska
 - Outreach and Economic Development Ad Hoc committee presentation regard American Health Education Centers
 - Approve contract for the sale of real estate that will allow for expansion of the Adventure Challenge Program at UNL
 - Approve and authorize the president to accept, execute and process the transfer of title of the Nebraska State Fairgrounds from the State of Nebraska to the Board of Regents
- 6. The University of Nebraska will be cost effective and accountable to the citizens of the state.**
 - Strategic Framework annual report on Debt
 - Strategic Framework annual report on Endowments
 - Strategic Framework quarterly report on Capital Queue
 - Approve a new policy to establish authority and regulations for naming and renaming academic organizational units
 - Approve the acceptance of certain audited financial statements of the University and related entities
 - Approve contract granting exclusive pouring rights at UNK to the Pepsi Bottling Group, with provisions for funding for academic scholarships and other incentives
 - Various actions related to facilities and capital construction:
 - Approve renovation of mechanical infrastructure at UNMC's Wittson Hall
 - Report on revised capital budgets
 - Quarterly report on bids and contracts
 - Quarterly report on gifts, grants, contracts and bequests
 - Informational items on proposed changes to the Bylaws of the Board of Regents relating to conflict of interest and nepotism

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Calendar of establishing and reporting accountability measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is a calendar of establishing and reporting accountability measures.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: November 16, 2009

Strategic Framework Accountability Measure Reporting and Updating Calendar

Revised December 1, 2009

<u>Board Meeting Date</u>	<u>Academic Affairs Committee</u>	<u>Business Affairs Committee</u>	<u>Outreach and Economic Development Ad Hoc Committee</u>
January 22, 2010	Graduation Rates [1-b-iii]	Administrative/Business Efficiencies [6-a-iii] <i>(Report on Expenditures)</i>	None
March 5, 2010	Research [4-a-i]	Administrative/Business Efficiencies [6-a-iii] <i>(Report on SIS, Capital Queue)</i>	Workforce Development [2-c-iii]
April 16, 2010	Student Learning Assessment [6-f-i]	Faculty Merit Compensation [2-a-i] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Human Resources)</i>	Entrepreneurship [3-d]
June 11, 2010	None	State Funding [1-a-i] Tuition [1-a-ii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Short-term Cash, Investments, Capital Queue)</i>	None
September 10, 2010	Gender/Minority Faculty Equity [2-a-iii]	Need-based Financial Aid [1-a-iii] Merit-based Scholarships [3-b-ii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on SIS, SAP, Capital Queue)</i>	None
October 15, 2010	Enrollment [1-b-i] Nebraska Top 25% [3-b-i] Nonresident Students [3-c-i]	None	None
December 11, 2009	None	LB 605 [4-a-iii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Endowments, Debt, LB 605, Capital Queue)</i>	None

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Current version of the University of Nebraska Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is the current version of the Strategic Framework document.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: November 16, 2009

INVESTING IN NEBRASKA'S FUTURE

Strategic Planning Framework -- Accountability Measures

An Implementation Tool for the Board of Regents and University Leadership

2008-2011

The University of Nebraska is a four-campus, public university which was created and exists today to serve Nebraskans through quality teaching, research, and outreach and engagement. The future of the State of Nebraska is closely tied to that of its only public university, and this framework will guide university-wide and campus planning to help build and sustain a Nebraska that offers its citizens educational and economic opportunity and a high quality of life.

The framework consists of six overarching goals emphasizing access and affordability, quality programs, workforce and economic development, research growth, engagement with the state, and accountability. Each goal has a number of related objectives which will be prioritized, and strategies and accountability measures will be developed for Board and university-wide monitoring over a multi-year period.

The university's efforts will not be limited to these priorities, as we expect to be able to measure progress in other areas given the interrelatedness of the objectives, other priorities of the Board and the President, and the mature and/or ongoing strategic planning efforts of the four campuses. Each campus has established a set of quality indicators with metrics that provide a means to evaluate achievement and momentum related to many of these objectives. Additional indicators will be developed to address each objective consistent with campus missions.

1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.

a. Maintain an affordable cost of education.

i. Secure state funding sufficient to support excellent programs.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2010-11	Attain sufficient state funding that will allow moderate and predictable tuition increases to fund biennial operating budget needs.	June 2010	Business
FY 2011-12	TBD (June 2010)	June 2011	Business
FY 2012-13	TBD (June 2010)	June 2012	Business

ii. Keep tuition increases moderate and predictable.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2010-11	Attain sufficient state funding that will allow moderate and predictable tuition increases to fund biennial operating budget needs.	June 2010	Business
FY 2011-12	TBD (June 2010)	June 2011	Business
FY 2012-13	TBD (June 2010)	June 2012	Business

iii. Increase support for need-based financial aid.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2009-10	1) Report on the implementation, including results, of the plan to expand the Tuition Assistance Program. 2) Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2010	Business
FY 2010-11	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2011	Business
FY 2011-12	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2011	Business

b. Increase the percentage of Nebraska high school graduates who enroll at and graduate from the university.

i. The University of Nebraska shall increase its overall enrollment.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2010	Increase undergraduate enrollment 1.5% annually.	Nov. 2010	Academic
Fall 2011	Increase undergraduate enrollment 1.5% annually.	Nov. 2011	Academic
Fall 2011	Increase undergraduate enrollment 1.5% annually.	Nov. 2012	Academic

- ii. *Each campus shall exceed the average undergraduate freshman-to-sophomore retention rate of its peer institutions.*
- iii. *Each campus shall maintain or reach the average undergraduate six-year graduation rate of its peer institutions.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2007-08 Academic Year	<ul style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee. 	Jan. 2010	Academic
2008-09 Academic Year	<ul style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee. 	Jan. 2011	Academic
2009-10 Academic Year	<ul style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee. 	Jan. 2012	Academic

iv. *Each campus shall endeavor to increase the enrollment of students of color, employing measures permitted by state and federal law.*

v. *The university shall engage in partnerships with other higher education institutions, K-12, and the private sector to increase the overall college going rate in Nebraska.*

- c. Increase the percentage of persons of color and the economically disadvantaged who enroll at and graduate from the university, employing measures permitted by state and federal law.
- d. Expand lifelong educational opportunities, including those for non-traditional and transfer students.
- e. Promote adequate student preparation for and success in higher education.

2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.

a. Recruit and retain exceptional faculty and staff, with special emphasis on building and sustaining diversity.

i. *Faculty salaries and incentives (awarded on the basis of merit) and fringe benefits should exceed the average of peer institutions.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2008-09	1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance.	April 2010	Business
FY 2009-10	1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance.	April 2011	Business
FY 2010-11	1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance.	April 2012	Business

ii. *Each campus shall conduct campus climate surveys and minimize the differences in assessment of climate among various groups of employees, especially women and persons of color.*

iii. *Each campus shall endeavor to meet the university's ongoing commitments to faculty diversity, employing measures permitted by state and federal law.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2009	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	Sept. 2010	Academic
Fall 2010	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	Sept. 2011	Academic
Fall 2011	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	Sept. 2012	Academic

iv. *Secure enactment of the Distinguished Professorship Act.*

b. Pursue excellence in programs where the university can be a regional, national and/or international leader.

c. Pursue excellence in programs aligned with the long-term interests of the state.

i. *Determine key areas of future workforce demand and strengthen or develop curricula and programs in alignment with those areas.*

- ii. *Develop educational programs that prepare students for the flexibility required to respond to the uncertainty of future workforce demands.*
- iii. *Develop distance education and other educational programs that permit Nebraskans to prepare for jobs and opportunities to meet future workforce demands.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2009	1) Align university programs to address workforce needs. 2) Provide distance education programs consonant with the university’s curriculum to prepare Nebraskans for quality jobs and self-employment opportunities.	March 2010	Outreach
Fall 2010	Index and analyze faculty research that may contribute to new workforce opportunities.	March 2011	Outreach
Fall 2011	1) Continue aligning academic programs to address workforce needs. 2) Update research on major categories of workforce development needs for future program alignment.	March 2012	Outreach

- d. Achieve university-wide and campus priorities through the strategic allocation of resources.

3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.

- a. Work to stem and reverse the out-migration of graduates and knowledge workers.
- b. Increase proportion of Nebraska high school students ranking in the top 25 percent of their classes that attend the University of Nebraska.
 - i. *Increase enrollment of Nebraska students ranked in top 25% of their high school class.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2010	Increase enrollment of first time freshmen ranked in the top quartile of their high school graduating class to 50.0%. (Proposed metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2010	Academic
Fall 2011	Maintain enrollment of first time freshmen ranked in the top quartile of their high school graduating class at 50.0% or greater. (Proposed metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2011	Academic
Fall 2012	Maintain enrollment of first time freshmen ranked in the top quartile of their high school graduating class at 50.0% or greater. (Proposed metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2012	Academic

ii. Increase support for merit-based scholarships.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2009-10	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2010	Business
FY 2010-11	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2011	Business
FY 2011-12	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2012	Business

c. Increase the number of nonresident students who enroll at the university.

i. Increase enrollment of nonresident undergraduate students at UNL, UNO and UNK.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2010	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) Increase the retention rate of nonresident undergraduate students by one percent annually. (Retention metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2010	Academic
Fall 2011	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) Increase the retention rate of nonresident undergraduate students by one percent annually. (Retention metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2011	Academic
Fall 2012	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) Increase the retention rate of nonresident undergraduate students by one percent annually. (Retention metric presented to the Board on October 23, 2009, is under discussion.)	Nov. 2012	Academic

d. Improve entrepreneurship education, training and outreach.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Spring 2010	1) Increase training hours invested by program participants by 5% over FY 2007-08 total of 79,538. 2) Increase number of clients assisted by 5% over FY 2007-08 total of 13,677. 3) Increase SBIR/STTR applications by 10% over FY 2007-08 total of 55. 4) Increase SBIR/STTR award amounts by 5% over FY 2007-08 total of \$1,990,023. 5) Increase investment in NU assisted companies by 5% over FY 2007-08 total of \$35,656,000. 6) Increase NU assisted business start-ups and transitions by 5% over FY 2007-08 total of 387.	April 2010	Outreach
Spring 2011	Evaluate and modify annual targets as appropriate.	April 2011	Outreach
Spring 2012	Evaluate and modify annual targets as appropriate.	April 2012	Outreach

- e. Increase the global literacy of our students and citizens.
 - f. Develop and strengthen internship and service learning opportunities with business, education, government, military, and nonprofit organizations.
4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.
- a. Increase external support for research and scholarly activity.
 - i. *Increase federal support for instruction, research and development, and public service.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2008-09	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	March 2010	Academic
FY 2009-10	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	March 2011	Academic
FY 2010-11	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	March 2012	Academic

- ii. *Inventory and forecast infrastructure (physical facilities, information technology, equipment) necessary to support continued growth in research activity and secure private and public support to eliminate deficiencies.*
- iii. *Implement LB 605 to repair, renovate and/or replace specific university facilities.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2009	Renovation projects proceeding on budget and on time.	Oct. 2009 Dec. 2009	Business
Fall 2010	Renovation projects proceeding on budget and on time.	Nov. 2010	Business
Fall 2011	Renovation projects proceeding on budget and on time.	Nov. 2011	Business

- b. Increase undergraduate and graduate student participation in research and its application.
 - c. Encourage interdisciplinary, intercampus and inter-institutional collaboration.
 - d. Encourage and facilitate the commercialization of research and technology to benefit Nebraska.
 - e. Improve the quantity and quality of research space through public and private support.
5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.
- a. Support economic growth, health and quality of life through policy initiatives consistent with university mission.
 - b. Recognize and reward faculty innovation and effectiveness in outreach and engagement.
 - c. Connect Nebraska cities, institutions, regions and communities through university programs.
 - d. Support Nebraska's economic development.
 - i. *Partner and collaborate with government and the private sector to attract, retain, and spur business development and economic opportunity.*
 - ii. *Use survey data of Nebraska business and industry, including agriculture, to foster more effective relationships with the private sector.*
 - e. Build local, regional, national and international partnerships across public and private sectors.
6. The University of Nebraska will be cost effective and accountable to the citizens of the state.
- a. Allocate resources in an efficient and effective manner.

- i. Review and ensure administrative best practices in bidding.
- ii. Find savings and cost reductions through academic, administrative and business process efficiencies and effectiveness.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2008 Calendar Year	Expenditures: Drive strategic investment through Programs of Excellence, reallocations	TBD	Business
2009 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP 	<ol style="list-style-type: none"> 1) 2nd Quarter 2009 2) 4th Quarter 2009 3) 4th Quarter 2009 4) 605, Dec. 2009; Queue, Quarterly 5) TBD 6) 2nd Quarter 2009 7) SIS, 1st and 3rd Quarter 2009; SAP, 3rd Quarter 2009 	Business
2010 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP 	<ol style="list-style-type: none"> 1) 2nd Quarter 2010 2) 4th Quarter 2010 3) 4th Quarter 2010 4) 605, Nov. 2010; Queue, Quarterly 5) TBD 6) 2nd Quarter 2010 7) SIS, 1st and 3rd Quarter 2010; SAP, 3rd Quarter 2010 	Business
2011 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP 	<ol style="list-style-type: none"> 1) 2nd Quarter 2011 2) 4th Quarter 2011 3) 4th Quarter 2011 4) 605, Nov. 2011; Queue, Quarterly 5) TBD 6) 2nd Quarter 2011 7) SIS, 1st and 3rd Quarter 2011; SAP, 3rd Quarter 2011 	Business

- iii. Assess priority programs and make appropriate revisions, if any.

- b. Maximize and leverage non-state support.
 - i. Investigate revenue-generating ventures.*
- c. Create and report performance and accountability measures.
- d. Maximize potential of information technology to support the university’s mission.
- e. Implement measures of student learning and success outcomes.
 - i. Compare and improve educational value-added performance.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2009	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2010	Academic
Fall 2010	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2011	Academic
Fall 2011	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2012	Academic

- f. Maintain competitive capital facilities.
 - i. Build a comprehensive long-range capital facilities planning process and provide a six-year capital construction plan, updated quarterly.*

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Current version of the University of Nebraska Strategic Dashboard Indicators

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is the current version of the Strategic Framework Indicators.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: November 16, 2009










University of Nebraska Strategic Dashboard Indicators (December 11, 2009)

State Funding Change (Indicator 1.a.i) FY2009-10	Tuition Change (Indicator 1.a.ii) FY2009-10	Enrollment Change (Indicator 1.b.i) Fall 2009																							
<table style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 33%;"><u>Target</u></th> <th style="width: 33%;"><u>Performance</u></th> </tr> <tr> <td style="text-align: center;"> Sufficient funding=Moderate tuition increase </td> <td style="text-align: center;">1.5%</td> </tr> </table>	<u>Target</u>	<u>Performance</u>	Sufficient funding=Moderate tuition increase	1.5%	<table style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 33%;"><u>Target</u></th> <th style="width: 33%;"><u>Performance</u></th> </tr> <tr> <td style="text-align: center;"> Sufficient funding=Moderate tuition increase </td> <td style="text-align: center;">4.0%</td> </tr> </table>	<u>Target</u>	<u>Performance</u>	Sufficient funding=Moderate tuition increase	4.0%	<table style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 33%;"><u>Target</u></th> <th style="width: 33%;"><u>Performance</u></th> </tr> <tr> <td style="text-align: center;"> 1.5% </td> <td style="text-align: center;">2.0%</td> </tr> </table>	<u>Target</u>	<u>Performance</u>	1.5%	2.0%											
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LEGEND:

Target Met or Exceeded	Progress Toward Target	Target Not Met
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University of Nebraska Strategic Dashboard Indicators (December 11, 2009)

Federal Research Funding Growth (Indicator 4.a.i) UNL and UNMC FY2007-08			Research/Scholarly Activity Growth (Indicator 4.a.i) UNO and UNK FY2007-08				
	<u>Campus</u>	<u>Target</u>	<u>Performance</u>		<u>Campus</u>	<u>Target</u>	<u>Performance</u>
	UNL	1.82%	.66%		UNO	7.00%	20.40%
	UNMC	1.16%	-5.18%		UNK	7.00%	-54.49%
	<u>Indicator</u>	<u>Target</u>	<u>Performance</u>				
	Four-Year Graduation Guarantee (1.b.iii) AY2005-06	All prospective and current undergraduate students are informed about the University's four-year graduation guarantee.	All campuses have posted information about the four-year graduation guarantee on their websites and also have a link to four-year graduation guarantee information on the UNCA website.				
	Faculty Salaries (2.a.i) Fall 2007	Award all salary increases, to the extent possible, on the basis of merit.	Faculty salaries at UNL and UNMC may be based/granted entirely on merit, while faculty salaries at UNO and UNK are negotiated through the collective bargaining process and therefore the amount and method of distribution at UNO and UNK must be determined by agreement.				
	Workforce Demand (2.c.iii) Fall, 2008	Compile, analyze and present data on future workforce demand and comparative economic advantages in Nebraska.	Data on workforce demand have been evaluated. The University of Nebraska continues to develop a variety of new programs that will help to address the workforce needs of the state.				
	Entrepreneurship (3.d) Spring 2009	<ol style="list-style-type: none"> 1) Increase training hours by 5%. 2) Increase number of clients by 5%. 3) Increase SBIR/STTR applications by 10%. 4) Increase SBIR/STTR awards by 5%. 5) Increase investment in NU-assisted companies by 5%. 6) Increase NU-assisted startups and transitions by 5%. 	<ol style="list-style-type: none"> 1) Training hours grew by 44%. 2) Clients increased by 5%. 3) SBIR/STTR applications increased 72%. 4) SBIR/STTR awards increased 38%. 5) Investment in NU-assisted companies increased .8%. 6) NU-assisted start-ups and transitions increased 9%. 				
	Student Learning Assessment (6.f.i) Fall 2008	<ol style="list-style-type: none"> 1. Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2. Report on participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	<p>UNK, UNL and UNO currently participate in the National Survey of Student Engagement (NSSE). Performance on professional licensure examinations is above average for all campuses.</p> <p>UNK and UNL are currently implementing the Collegiate Assessment of Academic Progress (CAAP) as an additional assessment tool, while UNO piloted the Collegiate Learning Assessment (CLA) in 2007-08.</p>				

LEGEND:


Target Met or Exceeded



Progress Toward Target



Target Not Met

University of Nebraska Strategic Dashboard Indicators (December 11, 2009)

	<u>Indicator</u>	<u>Target</u>	<u>Performance</u>
	Administrative Best Practices (6.a.ii) 2008		
↑	September 2009	Information Technology: report on implementation of SIS and SAP	Report presented on SIS implementation.
↑	November 2008	Short-Term Cash/Investments: Exceed average of similar fund types	Exceeds average of similar fund types for 3 and 5-year periods; slightly below average for 1-yr period.
↑	November 2008	Endowments: Exceed average of similar fund types	Exceeds average of similar fund types for 1, 3 and 5-yr periods.
↑	November 2008	Debt: Maintain Aa2 rating; exceed 1.15 coverage	Maintained Aa2 rating, MTI Debt Coverage for 2008 was 1.82.
↑	November 2008	Capital: Report on LB 605 Projects, Capital Queue	Projects are within budget and proceeding as quickly as possible given space and review constraints.
□	TBD	Expenditures: Drive strategic investment through Programs of Excellence, reallocations	
↓	April 2009	Human Resources: Meet midpoint of peers in faculty and staff salaries	Faculty salaries at all campuses are below the midpoint of peers for 2008.

LEGEND:



Target Met or Exceeded



Progress Toward Target



Target Not Met

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Amendment of Section 1.2 of the *Bylaws of the Board of Regents of the University of Nebraska* relating to public hearings and adoption of rules and regulations for faculty and student organizations.

RECOMMENDED ACTION: Amend Section 1.2 paragraph three of the *Bylaws of the Board of Regents of the University of Nebraska* to revise the process for approval of rules and regulations for faculty and student self-government organizations. This item is presented for information only and will be brought back to the Board for approval at its January meeting.

PREVIOUS ACTION: Section 1.2 of the *Bylaws* was originally enacted on August 20, 1973. It has since been amended on March 16, 1991, and June 16, 1984.

EXPLANATION: The Board has delegated to the faculty and recognized student groups the authority to develop reasonable rules and regulations for faculty and student self-government. The amendment provides for the required public hearing to be held with the cognizant faculty or student group rather than at a public meeting before the Board of Regents. The General Counsel will review the proposed rules and regulations, including any related amendments to ensure compliance with applicable policies, laws and regulations. The rules and regulations and amendments thereto will be reported to the Board of Regents. The President and cognizant chancellor will receive the notice of hearing on proposed changes.

The text of the proposed *Bylaws* amendment is as follows:

1.2 The Board of Regents of the University of Nebraska. The Board of Regents of the University of Nebraska, a body corporate created by the people of Nebraska through the Constitution, has constitutional and statutory power for general supervision over all elements of the University, control and direction of all expenditures, and for general operating policies of the University. The Board of Regents consists of eight elected members, who are elected for six-year terms, and four nonvoting Student Regents, as provided in section 1.2.1 of these *Bylaws*. Members hold office until their terms have expired. The Governor fills Board vacancies by appointment as provided in Neb. Rev. Stat. 85-103. The term "Board" when used in these *Bylaws*, shall mean the Board of Regents of the University of Nebraska.

The Board exercises the final authority in government of the University within the limits of the Constitution, the laws of the State of Nebraska, and the laws of the United States. The Board hereby delegates to the President of the University, and through

him or her to the appropriate administrative officers, general authority and responsibility to carry out the policies and directions of the Board. The Board hereby delegates to the faculty and recognized student groups of each of the administrative units the authority to develop reasonable rules and regulations for faculty and student self-government; ~~subject to approval of the Board.~~

In any case where any officer, group or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall ~~be~~; (1) ~~be subject to review by the Board;~~ (2) ~~be~~ considered by the ~~Board officer, group or agency~~ at a public hearing held after giving reasonable advance public notice thereof required by law; and (3) ~~if approved by the Board;~~ (2) reviewed by the General Counsel for consistency with these Bylaws and applicable policies, laws and regulations and State Statute and (3) filed with the Corporation Secretary for report to the Board being effective as rules and regulations of the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.

All delegation of authority under these *Bylaws* is subject to the condition that in all matters involving students, faculty, and the operation of the University, the Board reserves to itself all powers and responsibilities to take any action required in the exercise of its constitutional and statutory responsibilities in any situation.

SPONSOR: Joel D. Pedersen
Vice President and General Counsel

RECOMMENDED: James B. Milliken
President

DATE: November 16, 2009

TO: The Board of Regents Addendum IX-C-6
Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Amendment of Section 3.2.8 of the *Policies of the Board of Regents* relating to conflict of interest.

RECOMMENDED ACTION: None. This item, and a companion item changing related Board bylaws related to Nepotism, are presented for information only and will be brought back to the Board for approval at its January meeting.

PREVIOUS ACTION: March 24, 1995 – The Board approved amendments to the Conflict of Interest Policy to define a significant financial interest and modify the definition of immediate family to conform to federal regulatory changes.
February 13, 1993 – The Board approved the original Conflict of Interest Policy.

EXPLANATION: The updated policy contains significant revisions as follows:
Minimum requirements set at University wide level to manage and disclose conflict of interest and conflicts of commitment, including provisions for institutional conflicts and use of University facilities. Subject to review and approval of the President, Chancellors are to implement campus level processes for disclosure, review and reporting/conflict management. Chancellors are responsible for annual "level of activity" reports on conflicts management to the President. A clean and a redline version showing the changes to existing policy section 3.2.8 are attached.

SPONSOR: Joel D. Pedersen
Vice President and General Counsel

RECOMMENDED: James B. Milliken
President

DATE: December 11, 2009

1 | **RP-3.2.8 Conflict of Interest and Conflict of Commitment**

2 | **1. Introduction**

3
4 University relations with industry, government agencies, individuals, and other enterprises outside the
5 University constitute a complex network of interactions. These interactions have directed attention to
6 potential conflicts of values and interests between these entities and academia. ~~As a result, there has~~
7 ~~been much attention nationwide to such potential conflicts.~~ Conflict of Interest is addressed in Section
8 3.8 of the Bylaws of the Board of Regents as follows:

9 Conflict of Interest is addressed in Section 3.8 of the Bylaws of the Board of Regents as follows:

10 3.8 Conflict of Interest. No employee of the University shall engage in any activity that in any
11 way conflicts with duties and responsibilities at the University of Nebraska ~~nor shall any~~
12 ~~employee hire or supervise a member of his or her immediate family without expressed written~~
13 ~~consent of the Board.~~ The Board of Regents has adopted Regents Policy 3.2.8 and authorized
14 the implementation of related policies and directives to properly avoid, disclose and manage
15 potential conflicts of interest.

16 ~~The objective of this University of~~ In addition to Section 3.8 of the Bylaws, Nebraska policy is to further
17 ~~elucidate this bylaw. If members of the University community are to be important participants in the~~
18 ~~economic development arena, and in providing service to industry, a set of policy statements must be~~
19 ~~provided with as much flexibility as possible. It is neither possible nor advisable to establish rigid rules~~
20 ~~governing these relations. Nevertheless, the University, while striving to promote research internally~~
21 ~~and to transfer technology externally, must safeguard against the use of public funds for private gain,~~
22 ~~conflicts of interest, conflicts of commitment, or interference with University duties in situations~~
23 ~~involving faculty, staff, students, or the institution itself. The University must also prevent violation of~~
24 ~~the tenets of fundamental fairness.~~

25 ~~Nebraska~~ statutes relating to conflict of interest and nepotism apply to all public officials and employees
26 of the University ~~and include, including the following provisions in 5 of §49-14,101.01~~ of the Revised
27 Statutes of Nebraska:¹

28 ~~... No ... public employee shall use that person's office or any confidential information received through~~
29 ~~the holding of a public office to obtain financial gain, other than compensation provided by law, for~~
30 ~~himself or herself, a member of his or her immediate family or a business with which the individual is~~
31 ~~associated ..."~~ and no "public employee shall use personnel, resources, property, or funds under that
32 individual's official care and control, other than in accordance with prescribed constitutional, statutory,

¹ "A public official or public employee shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated." and " A public official or public employee shall not use or authorize the use of personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain. ... "

1 ~~and regulatory procedures, or use such items, other than compensation provided by law, for personal~~
2 ~~financial gain ...~~

3 ~~In addition, many of the funding agencies, especially those operating under the National Science~~
4 ~~Foundation and the Department of Health and Human Services, Furthermore, federal funding agencies~~
5 require that the University establish safeguards to prevent employees or consultants from using their
6 positions for purposes which are motivated by (or even give appearance of) a drive for private financial
7 gain either for themselves or family members. ~~What follows is a set of policy statements—some broad,~~
8 ~~some narrow—for University faculty, staff, students, administrators, industrial sponsors, and other~~
9 ~~organizations. Responsibility for assurance of compliance with this policy rests with the Chancellor of~~
10 ~~each campus and with the President for personnel associated with Central Administration.~~²

11 Responsibility for assurance of compliance with this policy rests with the President and Chancellor of
12 each campus. The Chancellors shall submit an annual report to the President detailing the compliance
13 policies, procedures and management activities at their campus.

14 **2. Annual Report**

15 Annually, each campus shall submit a written conflict of interest report to the President which includes
16 at least the following information:

17 1) The number of conflicts disclosed, by appropriate academic unit.

18 2) A summary of the nature of the conflicts.³

19 3) The number of conflicts being managed through written plans, by college.

20 4) The number of conflicts eliminated, by college.

21 5) Other material or information related to the management of conflicts of interest at the
22 campus.

23 **3. Personnel Affected by Conflict of Interest and Conflict of Commitment Policy**

24 ~~In many instances throughout this policy the term "faculty" is used, primarily because faculty are most~~
25 ~~often involved in educational, research, and service activities. However, it must be emphasized that~~
26 ~~these policies also apply to all other University employees including students, support personnel (staff-~~
27 ~~B and C lines), and administrators, whether these are full-time or parttime employees. The University~~
28 ~~seeks to identify situations which might lead to a conflict of interest by requiring that, in certain~~
29 ~~circumstances that are defined later, employees who propose a relationship with an industrial sponsor~~
30 ~~or other organization complete a Disclosure of Interest Form which has the specific intent of requiring~~

² Including *Public Health Service, National Institute of Health and National Science Foundation regulations and guidelines (42 CFR Part 50, Subpart F and 45 CFR Part 94.1), Department of Education regulations (34 CFR Part 75.524, 34 CFR Part 75.525 and 34 CFR Part 74.42), and FDA regulations (21 CFR Part 54).*

³ Conflicts may be identified according to basic categories, for example, conflicts arising from ownership of stock, family relationships, potential undue influence, and the like.

1 ~~an employee to disclose possible financial interest or other interest in the outcome of the project. The~~
2 ~~intent of this process is to identify situations which may lead to or be perceived as a conflict of interest.~~
3 ~~The policy statements which follow are not intended to resolve real conflicts of interest. This is left for~~
4 ~~resolution by affected personnel and the appropriate administrators.~~

5 ~~3.~~ Covered Person shall mean:

6 1) University administrative officers and employees, specifically including any University
7 employees with delegated signature, purchasing or contracting authority on behalf of the
8 University;

9 2) University employees and faculty engaged in outside employment or other activities
10 specified in this policy (tech transfer/use of University facilities or equipment) that may create a
11 Conflict of Interest; and

12 3) Sponsored Research investigators, including University employees, faculty, staff and support
13 personnel (managerial/professional and office/service positions), volunteers, trainees, students,
14 contractors and other persons under the direct control of the University of Nebraska, whether
15 paid by the University of Nebraska or not, who participate in Sponsored Research as defined in
16 Section 5 of this policy 3.2.8.⁴

17 Conflict of Interest shall mean situations when a Covered Person's direct or indirect personal financial
18 interests may compromise, or have the appearance of compromising, the Covered Person's professional
19 judgment or behavior in carrying out his or her obligations to the University of Nebraska. This includes
20 indirect personal financial interests of a Covered Person that may be obtained through third parties such
21 as a Covered Person's Immediate Family, business relationships, fiduciary relationships, or investments.

22 Immediate family shall mean an individual who is the spouse, child, parent, brother, sister, grandchild,
23 or grandparent, by blood, marriage, or adoption of the Covered Person.

24 **4. Individuals and Organizations Affected by Responsible for Administration of Conflict of**
25 **Interest and Conflict of Commitment Policy**

26 ~~Likewise, this policy is intended to apply to the University's relations with all kinds and forms of~~
27 ~~government agencies, individuals, and private enterprises in general: entities big and small, startup or~~
28 ~~established and ongoing, independent and/or portions of larger entities; whether proprietorships,~~
29 ~~partnerships of any variety, corporations, or other forms of business organization; regardless of where~~
30 ~~they are located geographically; whether entirely separate from the University; companies involving~~
31 ~~University employees, spun off from the University; companies involving University employees, spun off~~
32 ~~from faculty research; or University-affiliated companies.~~

⁴ The term Covered Person includes the definition of an "Investigator" under NIH guidelines, specifically "the Principal Investigator and any other person who is responsible for the design, conduct, or reporting of research funded by the NIH, or proposed for such funding. The definition includes contractors or collaborators, as well as the Investigator's spouse and dependent children." See Responsibility of Applicants for Promoting Objectivity in Research for which PHS Funding is Sought (42 CFR Part 50, Subpart F, grants and 45 CFR Part 94, contracts).

1 ~~4. Appropriateness of~~ At the University of Nebraska, all reporting of potential *Conflicts of Interest*
2 should be undertaken with the goal of full disclosure. The President and Chancellors of each campus
3 shall develop and implement a disclosure process and supporting procedures consistent with the
4 principles set forth in this Policy, covering, at a minimum, sponsored programs administration,
5 institutional review boards, any office of technology transfer, and any other responsible campus
6 administrative officers. The Chancellors shall be responsible for overseeing their campus' reporting
7 process and must designate an administrative officer who will be in charge of developing more specific
8 written procedures for enforcing the policy. Each Chancellor shall submit their campus' processes and
9 procedures to the President for review and approval.

10 The procedures for disclosure at each institution must, at a minimum, include the following:

- 11 1) Annual disclosures by *Covered Persons* who may have potential *Conflicts of Interest*.
- 12 2) A description of the process for developing, implementing, and overseeing conflict
13 management plans, including a detailed process for managing and/or eliminating
14 potential *Conflicts of Interest*.
- 15 3) A description of procedures for ensuring coordination among all University
16 organizations with a role in oversight of conflicts.
- 17 4) A description of the process by which a *Covered Person* may address concerns
18 regarding a *Conflict of Interest* situation or the management thereof.
- 19 5) A description of how:
 - 20 o Disclosures will be reviewed and retained, and the level of activity of each
21 college on the campus will be reported to the President pursuant to
22 paragraph 9 of this policy;
 - 23 o Responsible campus officials are to review and manage potential *Conflicts of*
24 *Interest*;
 - 25 o The campus will provide related training and advice about *Conflict of*
26 *Interest* issues;
 - 27 o The campuses will review and validate their program on a regular basis;
 - 28 o The campus will make its implementation procedures for this policy
29 available publicly; and
 - 30 o The institution will enforce this policy and provide sanctions when
31 necessary.

32 5. **Conflicts of Interest Involving Sponsored Research**

1 Research is basic to the University's teaching and service missions. Good teaching and learning depend
2 upon research. Likewise, through its research, teaching, and service activities, the University's resources
3 can best be brought to bear on public issues requiring objective, systematic study. Research forms an
4 inherent part of departmental and collegiate missions, and brings recognition to the University and its
5 faculty. All forms of research, which are within departmental and collegiate missions, and which
6 maintain the high quality characteristic of the University, are appropriate to the University's open
7 environment. Similarly, University teaching and service activities have potential for commercial use and
8 development. ~~Industry-supported research is a legitimate academic endeavor. On a nationwide basis,~~
9 ~~research universities are actively seeking to strengthen their relations with industry. Government and~~
10 ~~industry alike support basic, applied, and proprietary research. Since research ranges over a broad~~
11 ~~spectrum, distinctions between these categories are often arbitrary; all can educate students in the~~
12 ~~scientific method. Industrial support should complement ongoing faculty research initiatives as well as~~
13 ~~provide additional opportunities for graduate education. Because industry has pioneered many new~~
14 ~~scientific areas, collaboration with industry can challenge faculty, enrich graduate and undergraduate~~
15 ~~education, and open options for students' future employment. Although the University wishes to foster~~
16 ~~University-industry partnerships, the University wishes to avoid any potential problems that may arise as~~
17 ~~a result of industrial sponsors directing research to meet their short-term needs and objectives.~~
18 ~~Prospects of financial gain could influence faculty and the University to choose the more commercial~~
19 ~~imminent, product-oriented research problems, rather than those fulfilling the University's objectives of~~
20 ~~educating students and advancing and applying more basic knowledge. Such problems could affect the~~
21 ~~quality and breadth of University research, teaching, and service missions, bias student education, cause~~
22 ~~favoritism, and undermine professor-student relationships. On federally sponsored projects, academia~~
23 ~~attempts to prevent such problems by the established external peer review system of evaluating~~
24 ~~research proposals. In addition, on each campus the appropriate University department chair(s) or~~
25 ~~director(s), the appropriate dean(s), and vice chancellor(s) all make appropriate review of external~~
26 ~~funding proposals. Although an established peer review system is not typically utilized by industrial~~
27 ~~sponsors, a considerable number of University-industry relations are initiated by faculty proposals which~~
28 ~~oftentimes complement federal projects. Such industry-related research should be encouraged.~~
29 ~~Nevertheless, to make certain that research and service activities conducted for industrial sponsors are~~
30 ~~appropriate to the University's mission, the University's customary internal review of industry-~~
31 ~~sponsored projects must be especially thorough.~~

32 **5. Policy Statement I: Review of Appropriateness of Proposed Research Project**

33 ~~As part of its research, education, and public service missions, the University encourages interactions~~
34 ~~between faculty and industry and other external agencies that enable faculty and other University~~
35 ~~personnel to pursue projects within their fields of interest and in keeping with their departmental and~~
36 ~~collegiate missions, or, if appropriate, the interdisciplinary missions of centers and institutes.~~

37 ~~a. Faculty and other University employees have the freedom to undertake research, educational, or~~
38 ~~public service projects and to seek sponsorship of their liking, but must not be unduly influenced to~~
39 ~~accept external projects or sponsorship not of their own choosing.~~

1 ~~b. Since the integrity and institutional commitment of principal investigators, departmental chairs or~~
2 ~~directors, and deans ultimately safeguard the quality and relevance of all research, educational, and~~
3 ~~service activities, all three, and the appropriate vice chancellor or his or her designee must promptly~~
4 ~~review all proposals to industrial concerns and other equivalent external agencies. In rare~~
5 ~~circumstances, the appropriate administrator may nominate a single individual who shall be individually~~
6 ~~responsible for the review of all aspects of proprietary service and sponsored projects in certain defined~~
7 ~~areas. Proposals under \$5,000 will continue to receive the traditional campus review but are usually~~
8 ~~exempt from considerations under the Conflict of Interest Policy. However, any University employee~~
9 ~~with a personal financial interest of any sort resulting from or associated with the proposed agreement~~
10 ~~must complete the Disclosure of Interest Form. As a result, it may be necessary to require the approval~~
11 ~~of the appropriate administrator.~~

12 ~~c. Internal review of such agreements must ensure that all industrial contracts and grants, or other~~
13 ~~forms of relationships, conform to departmental, center, institute, and collegiate missions; maintain the~~
14 ~~breadth and quality of research, teaching, and service creditable to the University; and are executed by~~
15 ~~the duly authorized administrative officer(s).~~

16 ~~d. Questions regarding the appropriateness of industrial contracts and grants, or other forms of~~
17 ~~relationships, that cannot be resolved at the departmental, center, institute, or collegiate level must be~~
18 ~~reviewed and resolved by the appropriate vice chancellor or chancellor. Each campus has the option of~~
19 ~~establishing a faculty committee to make recommendations to the vice chancellor or chancellor for his~~
20 ~~or her final disposition.~~

21 Sponsored Research means research, training, and instructional projects performed by Covered Persons
22 using any University space, materials, equipment or property that involves funds, materials or other
23 compensation from sources outside the University through a grant or contract that obligates the
24 University to a specified statement of work, sets forth binding financial terms in the form of a budget or
25 up-front payment, or contains terms related to ownership of and rights to use intellectual property
26 developed thereunder. Sponsored Research is a vital endeavor of the University; it allows faculty the
27 means to pursue excellence in their research and scholarly activity, it expands opportunities for
28 graduate and undergraduate student participation in research, it enhances the quality of University
29 research facilities through public and private support, and it helps facilitate the commercialization of
30 research and technology to benefit the University and Nebraska. The University encourages its faculty
31 and staff to engage in both sponsored and non-sponsored research recognizing that compliance with
32 this policy can help assure that appropriate standards of accountability are met and extramural
33 considerations do not hinder the dissemination or commercialization of research.

34 Each campus shall establish its own Sponsored Research application approval process, including
35 applicable internal or external peer review systems and implementing best practices for approving
36 federally, publicly and privately sponsored research projects. The Chancellor shall be responsible for
37 overseeing the research approval process and must designate an administrative officer who will be in
38 charge of developing more specific written procedures for implementing the policy. The procedures for
39 Sponsored Research approval at each campus must at a minimum include procedures for disclosing,

1 identifying, reviewing, managing and reporting conflicts and potential conflicts that arise with regard to
2 Sponsored Research on their campus pursuant to Article 3 of this policy.

3 **6. Openness of Research and Publication of Results**

4 The traditions of free exchange of ideas and prompt dissemination of knowledge are fundamental to the
5 University's mission and should govern all research, teaching, and service activities conducted by
6 University ~~personnel, faculty, staff and students.~~ The University is committed to an open teaching and
7 research environment, which ensures free faculty and student exchange of ideas, thereby contributing
8 to the advancement of knowledge in all disciplines. As far as possible, the acceptance of support
9 external to the University should not create situations which curtail open discussion of the research
10 among colleagues and students. ~~Industry or federal agencies, on the other hand, may require a period of~~
11 ~~confidentiality for proprietary information provided to project participants for patent purposes or to~~
12 ~~protect trade secret information and may seek prior review of publications resulting from its~~
13 ~~sponsorship. It is acceptable to protect such proprietary information or trade secrets. The decisions to~~
14 ~~patent and to file the patent application or to keep the information a trade secret must be made as~~
15 ~~expeditiously as possible to avoid undue delays in publication.~~

16 ~~7. Policy Statement II: Openness of Research and Publication of Results~~

17 ~~a. Industry typically treats the products of its research in a very confidential manner. On occasion,~~
18 ~~industry expects project participants to maintain the same degree of confidentiality with sponsored~~
19 ~~research. It is important to note that openness, freedom of discussion, and freedom to publish go to the~~
20 ~~very core of the University. Nonetheless, there are certain legitimate needs for confidentiality on the~~
21 ~~part of industry that must be met by Sponsored Research investigators. Data received from an industry~~
22 ~~sponsor and marked "confidential" may be kept in a confidential status for a stated period of time. Also,~~
23 ~~it is prudent to recognize the need to maintain the confidential status of the results of the project for a~~
24 ~~period of time sufficient to determine patentability and filing of patent applications or as agreed upon in~~
25 ~~an agreement between the sponsor and the University. When appropriate, the University may enter~~
26 ~~into confidential agreements to protect proprietary information, where this is deemed necessary, either~~
27 ~~through direct agreement with an industrial sponsor or through an agreement between the sponsor and~~
28 ~~a University employee.~~

29 ~~The campus official responsible for administration of research or other campus official designated by the~~
30 ~~Chancellor must ensure that all individuals who participate in industry-sponsored research projects are~~
31 ~~fully informed in writing of the ownership and disposition of inventions and requirements of~~
32 ~~confidentiality regarding research results and other confidential information provided by the sponsors of~~
33 ~~such projects.~~

34 Research conducted by faculty under industry or other commercial sponsorship must, as far as possible,
35 maintain the University's open teaching, research, and service environment.

36 ~~b. The campus official responsible for administration of research or Chancellor's designee~~ must review
37 ~~and approve~~ any new, proposed, or ongoing faculty-industry interactions ~~which~~ as these interactions

1 might compromise the University's open teaching and research environment. ~~Those in the line of~~
2 ~~reviewing University industry relationships~~—The appropriate department chair(s) or director(s), dean(s),
3 and ~~the appropriate vice chancellor, or,~~ in rare circumstances, the individual designated to perform the
4 complete administrative review as described in Section 1--shall investigate aid in this process and shall
5 seek to resolve all potential problems. ~~Concerns regarding violation of the Conflict of Interest policy shall~~
6 ~~be brought prior~~ to the ~~attention of the appropriate campus vice chancellor or chancellor, Provost, or~~
7 President for resolution approval of such interaction.

8 ~~e. The campus official responsible for administration of research or Chancellor's designee shall from~~
9 ~~time to time provide current information to the department chairs, deans, directors and faculty~~
10 pertinent information for timely reporting of concerns regarding violation of the Conflict of Interest and
11 Conflict of Commitment policy.

12 Faculty must have the right to disseminate their research results, indeed are obligated to do so. The
13 University discourages individual faculty from agreeing to forego this basic right. Likewise, the University
14 will not unilaterally forego this right on behalf of its faculty, staff and students. However, the University
15 and faculty may accept reasonable delays in submission of new findings for publication or other release
16 of information to enable sponsors or the University to obtain proprietary or patent protection, for
17 example. In special circumstances to be determined by the University, a researcher may waive his or her
18 right to disseminate the results of his or her research and elect to enter an agreement to maintain the
19 confidentiality of proprietary research for specified periods of time. ~~d. Faculty must normally.~~⁵

20 The campus official responsible for administration of research or Chancellor's designee shall work with
21 faculty engaged in industry-sponsored projects to provide written notification to support personnel and
22 students involved in ~~industry-sponsored~~ these projects, describing all contract and grant terms affecting
23 them, including the possibility of delays in publication caused by the need of the sponsor to review
24 manuscripts or any other obligations of confidentiality. Graduate students must not be assigned to
25 thesis research topics which might be affected by confidential agreements. The appropriate
26 ~~administrator~~ campus official or Chancellor's designee may authorize exceptions where appropriate for
27 ~~personnel involved in short-term service-related projects.~~

28 ~~8.~~

29 7. Outside Employment: Avoidance of and Conflicts of Commitment

30 The University not only permits but expressly encourages faculty to pursue outside professional
31 activities including interactions with industry, with or without compensation, which will enrich a faculty
32 member's academic contributions to the University. Consulting can expose faculty to research problems
33 and perspectives which may enrich faculty teaching, research, extension, and service backgrounds.
34 However, faculty and administration must be sensitive that such interactions could cause Conflicts of
35 Interest and must ensure that University employees Covered Persons do not make unnecessary or
36 inappropriate commitments of their time or expertise which can adversely affect the University and its

⁵ An example of such a circumstance would be research performed pursuant to a contract with an agency of the federal government requiring security clearance.

1 mission. A conflict of commitment must be ~~avoided~~disclosed and managed when it ~~could jeopardize the~~
2 ~~faculty's and the University's integrity which is essential to maintaining the public's trust.~~ constitutes a
3 Conflict of Interest for a Covered Person.

4 The assumption that ~~faculty~~Covered Persons will devote their time and effort to the ~~University's~~
5 ~~mission~~University in proportion to their appointments--that full-time appointment connotes full-time
6 commitment of time, effort, and expertise to the University--is inherent in University employment.

7 Outside consulting activities, often acceptable in themselves, can interfere with a ~~faculty~~
8 ~~member's~~University employee's paramount obligations to the University by placing significant,
9 competing demands upon the time and energy of ~~the faculty member~~ a Covered Person with the
10 potential for the neglect of instructional ~~and~~ research and other employment obligations. In some
11 circumstances, ~~the faculty member's~~ a Covered Person's proposed outside activities may directly conflict
12 with the objective of assignments within the University.

13 The University, through an outside employment policy enacted by the Board of Regents, seeks to
14 minimize the potential for ~~faculty~~ conflict of commitment by several mechanisms. The time that may be
15 devoted to outside activity is normally limited to two working days per month; greater time
16 commitments require specific approval of the Board of Regents. (For practical reasons, faculty are given
17 considerable freedom in the scheduling of any outside activities.) In addition, the University must
18 examine the application of an employee's expertise to proposed educational, industrial, or other
19 consulting activities to assure that ~~there is no any~~ Conflict of Interest and/or conflict of commitment ~~or~~
20 ~~other conflict of interest~~ is properly disclosed and managed. Hence, the University requires prior
21 disclosure of proposed consulting, extramural teaching, or other activities to the department chair and
22 the ~~subsequent~~prior approval of the college dean and campus administration. Such disclosure may be
23 made by completing the appropriate campus form for disclosure of Interest Form outside employment
24 and may require the provision of additional documentation to the chair, dean, or other administrator.

25 In certain other circumstances, the specific approval of the Board of Regents may be required. The
26 relevant policy of the Board of Regents is set forth in Section 3.4.5 of the *Bylaws of Board of Regents*.

27 **9. Policy Statement III: Disclosures of Outside Commitment**

28 ~~a. Outside Activity and Employment and Consulting Relationships.~~ As University-industry relationships
29 increase with a growing desire for consultantships and other professional activities outside the
30 University, University ~~staff member~~employees must continue to observe the University policy on
31 outside employment embodied in Section 3.4.5 of the *Bylaws of the Board of Regents*. In addition,
32 University employees must observe the Board of Regents policy on Conflict of Interest stated in Section
33 3.8 of the *Bylaws of the Board of Regents*. Accordingly, each campus shall develop appropriate forms for
34 employees to disclose 1) potential Conflicts of Interest, and 2) outside employment in order for review,
35 documentation, approval and management of Conflicts of Interest and outside employment.

36 ~~b. Outside Professional Activities Requiring Regental Approval. The Application for Permission to Engage~~
37 ~~in Professional Activity Outside the University Form is to be used by members of the professional staff~~

1 ~~for the purpose of requesting requisite approval pursuant to Section 3.4.5 of the Bylaws of the Board of~~
2 ~~Regents to engage in professional activity outside of the University.~~

3 ~~Section 3.4.5 of the Bylaws specifically encourages University staff members to engage in professional~~
4 ~~activities outside the University as a means of broadening their experience and keeping them abreast of~~
5 ~~the latest developments in their specialized field. It is implicit in this Regental policy that the University,~~
6 ~~as an educational and research institution, will benefit and better serve the people of the state as a~~
7 ~~result of outside professional activities by its professional staff.~~

8 ~~The purpose of the Application for Permission to Engage in Professional Activity Outside the University~~
9 ~~Form is to provide documentation of the requisite approval under Section 3.4.5 and to provide an~~
10 ~~established procedure for review and approval of outside professional activity.~~

11 ~~-Department chairpersons, department heads, deans, and directors have primary responsibility to~~
12 ~~review the specific nature of each proposed outside professional activity within their respective areas of~~
13 ~~administrative responsibility and to deny approval to any such activity which would interfere with the~~
14 ~~normal University duties of the staff member/employee involved ~~or which would represent a conflict and~~~~
15 ~~to require proper disclosure and management of interest or any Conflict of commitment. Interest.~~

16 It is impossible to anticipate all questions which may arise in connection with the application of Section
17 3.4.5 of the *Bylaws* to the varied outside professional activities of staff members/employees. However,
18 several general guidelines are set out below to assist in the administration of this policy:

19 1) Section 3.4.5 of the *Bylaws* ~~applies only~~does not apply to ~~members of the professional~~Office
20 and Service staff, that is, A-line and B-line personnel.

21 2) Section 3.4.5(a) of the *Bylaws* requires Regental approval of outside professional activities
22 where the staff member/employees will accept retainer fees or other remuneration on a permanent or
23 yearly basis as a professional consultant. The key consideration in determining whether there will be
24 acceptance of a retainer fee or remuneration on a permanent yearly basis is the nature of the
25 professional business relationship between the staff member/employee and his or her client or patient. If
26 this business relationship is one where the staff member/employee is obligated at the beginning of the
27 professional relationship with a client or patient to provide professional services over a period of one
28 year or longer, then approval by the Board of Regents is required.

29 ~~3) In addition to obtaining prior approval of the department chair and campus administrator,~~
30 Section 3.4.5(b) of the *Bylaws* requires Regental approval of outside professional activity requiring more
31 than an average of two days per month during the period of the staff member's/employee's full-time
32 employment. The Board of Regents has interpreted this language to mean two days per month during
33 the assigned work week. ~~It is often very difficult to identify an assigned work week, particularly for~~
34 ~~faculty. They often perform their regular or routine University duties during evening hours and on~~
35 ~~weekends.~~ For this reason, Regental approval will only be required when a staff member's/an employee's
36 outside professional activities will prevent the performance of his or her assigned duties at the
37 University more than an average of two days per month during the period of full-time employment.

1 ~~Thus, if outside professional activities are to be performed only during a time when the staff member~~
2 ~~would not otherwise be performing such duties, then Regental approval under the two days per month~~
3 ~~provisions of Section 3.4.5(b) of the Bylaws would not be required, regardless of the length of time to be~~
4 ~~devoted to the outside activity.~~

5 4) Section 3.4.5(c) of the *Bylaws* requires Regental approval of outside professional activity
6 involving the charging of fees for work performed in University buildings with University equipment and
7 materials. ~~It is not practical to prescribe guidelines under subparagraph (c) which will cover the many~~
8 ~~and varied outside professional activities of staff members. The President and Chancellors are~~
9 ~~authorized to develop~~ specific policies with regard to the charging of fees for work performed in
10 University buildings with University equipment and materials ~~should be developed by each chancellor.~~

11 ~~5) Section 3.4.5(d) of the Bylaws requires Regental approval of outside professional activities where~~
12 ~~remuneration is received for services provided to departments or agencies of state government. This~~
13 ~~subsection applies only to the departments or agencies of the government of the State of Nebraska. It~~
14 ~~does not apply to services provided to departments or agencies of the governments to other states.~~
15 ~~Also, it does not apply to services provided to political subdivisions within the State of Nebraska, such as~~
16 ~~municipalities, counties, school districts, public power districts, irrigation districts, natural resource~~
17 ~~districts, etc.~~

18 65) Section 3.4.5 of the *Bylaws* does not require individual approval of each separate client or
19 patient relationship for professionals such as accountants, engineers, architects, lawyers, psychologists,
20 therapists, etc. It is sufficient that the nature of the outside professional activity be generally described
21 so that appropriate evaluation may be conducted regarding potential interference with University
22 duties, *Conflict of Interest*, and conflict of commitment. So long as none of the circumstances requiring
23 Regental approval under subparagraphs (a), (b), (c), and (d) of Section 3.4.5 of the *Bylaws* exist, no
24 further information need be provided by the ~~staff member~~employees, and the professional activity may
25 be approved by the chancellor upon the recommendation of the appropriate dean or director.

26 76) Activities for a professional organization with which ~~a staff member~~an employee is
27 associated do not constitute the type of professional activity coming within the scope of Section 3.4.5 of
28 the *Bylaws* unless a professional service is provided to the organization for which the ~~staff~~
29 ~~member~~employees is paid a professional fee which is commensurate with the actual value of the
30 professional service provided.

31 The foregoing should not be construed to relieve any ~~staff member~~employee of complying with
32 applicable policies or regulations of the department, college, division, campus, or University with regard
33 to time one is allowed away from regular University duties.

34 ~~e. Declaration of Interest~~ University employees proposing outside employment or a consulting
35 relationship ~~of any nature pursuant to Section 3.4.5 of the Bylaws~~ are required to complete a
36 ~~confidential Disclosure of Interest Form.~~

1 ~~10. Other Activities Requiring Disclosures~~ the appropriate campus form for disclosure of **Economic**
2 ~~Interest or Commercial Involvement~~ outside employment.

3 ~~With increasing University interactions with outside organizations, the University must ensure that other~~
4 ~~less obvious potential conflicts are identified and, if necessary, addressed in a formal process.~~
5 ~~Accordingly, the University requires that faculty identify and report, to the appropriate administrator,~~
6 ~~the potential for real or perceived conflicts which can result from their relations with industry, or other~~
7 ~~organizations, so that problems may be avoided. For example, the University must avoid situations~~
8 ~~where the possibilities for personal gain for the University employee or his or her immediate family may~~
9 ~~be judged to be so significant that it is unreasonable to expect the employee to exercise the objectivity~~
10 ~~necessary to the University's public trust. In addition, employees are required to report their~~
11 ~~involvement with commercial or educational enterprises where the name of the University may be used~~
12 ~~for commercial gain. To assist in identifying such potential conflicts of interest, each member of the~~
13 ~~faculty or University staff proposing any arrangement with an industrial sponsor or proposing to have~~
14 ~~financial interest in an outside organization must complete a Disclosure of Interest Form which seeks to~~
15 ~~identify situations likely to lead either to a conflict of interest or conflict of commitment or the~~
16 ~~appearance of such conflict. It must be emphasized that while such disclosures are necessary, they will~~
17 ~~not and should not, ipso facto, prevent such arrangements. Personal discretion or administrative~~
18 ~~adjustments can often be used to resolve most potential conflicts. For example, reducing the percentage~~
19 ~~of a faculty appointment, or granting a leave of absence, to reflect the faculty member's respective~~
20 ~~commitments to the University and to the outside entity may be appropriate and help to resolve the~~
21 ~~conflict.~~

22 **11. Policy Statement IV: Disclosures of Interest**

23 a. ~~Situations Requiring Disclosure of Economic or Commercial Interest. When accepting support from~~
24 ~~industrial sponsors, faculty and other University personnel, whether full-time or part-time, must disclose~~
25 ~~all directly or indirectly related commercial connections with and financial interests in such sponsors. In~~
26 ~~addition, in situations where a faculty member's immediate family has such commercial connections and~~
27 ~~financial interests, disclosure must also be made. Further, disclosure of economic interest in any~~
28 ~~company which competes with the industrial sponsor must also be provided. In the following specific~~
29 ~~situations, University employees are required to declare their economic or commercial interest, since~~
30 ~~there is significant possibility of conflict of interest:~~

31 ~~1) If a University employee and/or a member of his or her immediate family (defined as the spouse of~~
32 ~~an individual, a natural or adopted child of an individual, a parent of an individual or his or her spouse,~~
33 ~~or a person claimed by an individual or his or her spouse as a dependent for federal income tax~~
34 ~~purposes) in the aggregate own or have options to purchase the lesser of either 5 percent or more or~~
35 ~~\$2,000 or more of voting stock in a company which sponsors a research project of the employee, then~~
36 ~~the University employee is required to declare the equity interest in full.~~

1 ~~2) If a University employee or a member of his or her immediate family, as defined in Section 11.a.1), in~~
2 ~~the aggregate own the lesser of 5 percent or more or \$2,000 or more of the voting stock, is an officer in~~
3 ~~a company which competes with the sponsor of a research project in which the employee is involved.~~

4 ~~3) If a University employee or a member of his or her immediate family, as defined in Section 11.a.1),~~
5 ~~holds a position as an operational officer in a company with which the employee has a University~~
6 ~~research project.~~

7 ~~4) If a University employee or a member of his or her immediate family, as defined in Section 11.a.1),~~
8 ~~holds a full-time or part-time position or has financial interest in a company which is the recipient of~~
9 ~~funds from a government agency or other sponsor.~~

10 ~~5) If a University employee has involvement with commercial or educational enterprises where the~~
11 ~~name of the University may be used to further the commercial development of a product or service.~~

12 ~~6) If a University employee or his or her immediate family, as defined in Section 11.a.1), receives a loan,~~
13 ~~honorarium, gift, in-kind contribution, or other consideration of value from a sponsor or a sponsor~~
14 ~~employee.~~

15 ~~7) If the sponsor or agency supporting research is the Department of Health and Human Services, the~~
16 ~~National Science Foundation, other Federal units or a not for-profit private agency, it is necessary to~~
17 ~~declare any significant financial interest with any other agency, company, corporation, or other entity~~
18 ~~that might influence or be perceived to influence the conduct of research. Such significant financial~~
19 ~~interest is defined to be anything of monetary value, including but not limited to, salary or other~~
20 ~~payment for services (e.g., consulting fees or honoraria); equity interests (e.g., stocks, stock options, and~~
21 ~~other ownership interests); and intellectual property rights (e.g., patents, copyrights, and royalties from~~
22 ~~such rights). A significant financial interest in business enterprises or entities exists when the value of~~
23 ~~such interests exceeds \$2,000 per annum, or if salary, fees, or other continuing payments represents~~
24 ~~more than a 5 percent ownership interest for any one enterprise or entity when aggregated for the~~
25 ~~investigator and the investigator's spouse and dependent children. Investments in mutual funds in~~
26 ~~which the extent of investment in a particular industry is unknown are excluded from the requirement~~
27 ~~to declare financial interest.~~

28 ~~b. Memberships on Boards of Directors. Faculty or other University personnel memberships on boards~~
29 ~~of directors associated with the sponsor of any project proposal must be declared since the individual~~
30 ~~may be in a position to direct funds and direct the use of other University personnel, including research~~
31 ~~students and assistants, into areas of research that result in conflict of interest.~~

32 ~~c. Part-time Employees and Faculty on Leave of Absence. The Conflict of Interest policy applies to part-~~
33 ~~time employees and faculty or other employees who are on leave of absence. The possibility of conflict~~
34 ~~of interest or conflict of commitment is especially likely if the employee is also a part-time employee of~~
35 ~~the sponsor of the project.~~

1 ~~d. Process for Disclosure of Interest. Disclosure of economic or commercial interest is made by~~
2 ~~completing the Disclosure of Interest Form. All new, renewal, or continuation sponsored project~~
3 ~~proposals in excess of \$5,000 prepared for submission to a sponsor must also have a completed~~
4 ~~Disclosure of Interest Form. Information provided in this form will be considered confidential.~~

5 ~~e. Resolution of Conflicts. Wherever possible, the appropriate departmental chair(s) or director(s),~~
6 ~~dean(s), and the appropriate vice chancellor(s) must review and resolve any faculty conflicts of interest~~
7 ~~or conflicts of commitment. In some circumstances, the involvement of the chancellor, Provost, or~~
8 ~~President may be required to resolve the conflict.~~

9 12. Furthermore, consistent with the foregoing policy statement regarding conflicts of commitment and
10 the effect such conflicts can have on a faculty member's research programs and the duties faculty
11 members owe the University, University employees proposing outside employment or a consulting
12 relationship with a third party shall disclose to the University any: i) confidentiality or non-disclosure
13 agreements, ii) non-compete agreements or any agreement containing a non-compete clause, iii)
14 assignments of intellectual property rights to the contracting party, and iv) involvement with
15 commercial or educational enterprises where the name of the University may be used for commercial
16 gain to the Chancellor or the Chancellor's designee. Although agreements of this type can be
17 problematic, the University shall endeavor to promptly review such agreements and resolve any
18 potential conflict of commitment to allow the University employee to perform the proposed outside
19 employment or consulting while maintaining the integrity of their research projects and commitments
20 to the University.

21 **8. Conflicts of Interest Involving Faculty Commercialization of University Technology Transfer**

22 University projects have resulted in the creation of new Nebraska businesses which have transferred
23 research results into products and services and which have contributed to the State's economy. Certain
24 research discoveries lend themselves to commercialization by starting new ventures through the
25 University or through faculty rather than the traditional licensing to existing companies. Moreover, this
26 means of commercializing discoveries may be the best, or in some instances the only, means to transfer
27 such new technology. The University recognizes this as an acceptable method of commercializing
28 discoveries when it is in the best interests of the University, the State, and the inventor and is the most
29 effective means to transfer such technology.

30 In establishing new companies to commercialize University technology, the University may accept equity
31 positions or combinations of equity and future royalties in return for licensing the technology. This is an
32 acceptable University activity and is an integral part of the technology transfer program. However, in
33 such situations, reasonable limits on the University's involvement with respect to administrative time
34 and the amount of equity taken must be observed. This University technology transfer activities shall be
35 governed by Section 3.10 of the Bylaws and Section 4.4.2 of the Policies. Such oversight will enable the
36 University to be aware of and take steps to prevent or manage potential *Conflicts of Interest* which may
37 arise, involving, among other things, favoritism in future dealings with the same company,
38 discrimination against its competitors, or the use of public funds for private gain. Accordingly, University

1 direction of the company must be limited in time, and the amount of equity taken must be less than
2 controlling. The Board of Regents has separately authorized and delegated authority to the University
3 Technology Development Corporation (UTDC), and nothing in this policy is intended to limit the
4 authority of UTDC as it relates to properly managing or preventing conflicts of interest or otherwise.

5 Conflict situations also apply to any profit- or nonprofit-affiliated private entities established by the
6 University or one of its employees. Therefore, in the University's relations with all such entities, the
7 *Conflict of Interest* policy must be followed.

8 ~~Ownership of equity in a company may entitle the University to membership on the company's board of~~
9 ~~directors. Such memberships are positive from the University's perspective since board members can~~
10 ~~look after the University's interest in company management. However, increased possibilities for~~
11 ~~conflicts of interest are inherent in such membership. In addition, ownership of equity in a company~~
12 ~~established by a University employee may also create situations which may lead to conflicts of interest.~~
13 ~~Thus, University employees, who hold ownership or equity or receive company royalties, or board~~
14 ~~members or company officers, who are University administrators involved in internal decisions~~
15 ~~regarding personnel, budgeting, contract negotiations, and the like, may be in a position to direct~~
16 ~~University projects to benefit the company causing problems of favoritism, discrimination, and improper~~
17 ~~use of public funds for private gain. In addition, board members or company officers are exposed to~~
18 ~~internal confidential matters of their companies, and their company obligation may, therefore, conflict~~
19 ~~with their obligations to the University. Although accepting membership on a company's board of~~
20 ~~directors may be appropriate, the University must be provided with sufficient information to determine~~
21 ~~whether conflicts may arise as a result of the membership on the board.~~

22 Where University technology is transferred in return for an equity position, or royalties, or projects are
23 to be performed in exchange for an equity position, the affected University employees must ~~be~~ fully
24 ~~apprised of~~ disclose such proposals, and a suitable arrangement that reflects the Regents Patent Policy
25 must be concluded, ~~both with~~ prior to approval of the faculty and with the industry sponsor. The
26 arrangement should provide for the faculty inventor to share in any consideration received by the
27 University in accordance with established practices proposal.

28 ~~In recent years, because of federal tax law changes,~~ For-profit entities have been formed specifically to
29 fund research and development, such as research and development limited partnerships. Such entities
30 solicit investors from members of the public. There is the possibility that prospective investors may be
31 induced to invest by what appears to be University involvement in the funding entity or by unrealistic
32 expectations of the outcome of the projects. In either event, the name of the University could be
33 unfairly traded upon. Therefore, care must be taken that the investor solicitation is consistent with the
34 potential outcome of the research and the policy on the use of the University's name.

35 **13. Policy Statement V: Conflicts of Interest Involving the University**

36 ~~a-~~ Where appropriate, the University may accept equity in a company as complete or partial payment
37 for transferring University technology to the company for commercialization. Only the Board of Regents

1 | may approve acceptance of equity in a company upon the recommendation of the ~~cognizant chancellor,~~
2 | ~~the Provost, and the~~ President.

3 | ~~b-~~The University may designate individual(s) to hold membership on the board of directors of a
4 | company in which the University holds equity.

5 | ~~c-~~University faculty, administrators, or other members of the University community holding any such
6 | board of directors membership shall oppose or absent themselves, as appropriate, from any funding
7 | decisions or other decisions relating to the University which:

8 | 1) violates or is contrary to any law or University policy or procedure in regard to grants
9 | or contracts;

10 | 2) would constitute a *Conflict of Interest* with such person's University office of
11 | employment; or

12 | 3) involves improper use of University (public) funds.

13 | ~~d-~~When external entities raise funds for University projects through any form of investment offerings,
14 | University personnel must scrupulously avoid the endorsement of any such offering or any statement of
15 | potential research results. The University's prior written consent must be obtained to use its name in
16 | connection with advertising or promotion of any investment offering.

17 | ~~e-~~The past history of funding of University research or other projects by any company or firm shall not
18 | have any bearing on purchasing decisions made by the University of Nebraska.

19 | **14. Commitments⁹. Institutional Conflicts of Interest**

20 | An Institutional Conflict of Interest may occur when the University ~~Equipment and Facilities~~ or a Covered
21 | Person in a senior administrative position has a financial interest in a commercial entity that itself has an
22 | interest in a University research project, including potential conflicts with equity/ownership interests or
23 | royalty arrangements. Each campus shall develop and establish processes and procedures for review of
24 | institutional conflicts involving technology transfer or other commercial activities. This process must at a
25 | minimum include:

26 | ~~Company access to specialized University equipment, facilities, and personnel, acquired to further the~~
27 | ~~teaching, research, and public service missions, may form the basis of University/industry relationships~~
28 | ~~much as faculty seek access to complementary industrial facilities. Industry's use of University facilities~~
29 | ~~and personnel, whether for research or for routine testing on a fee-for-service basis, is mutually~~
30 | ~~advantageous. Access to sophisticated or unique University facilities for research or product~~
31 | ~~development benefits companies of every size. The University benefits from full utilization of its~~
32 | ~~facilities, resulting revenues, and increased opportunities to educate students. Since facilities are limited~~
33 | ~~and are dedicated to all University missions, however, uses furthering these missions shall have priority.~~
34 | ~~Depending upon availability, use by external sponsors is appropriate.~~

1 **~~15. Policy Statement VI: Commitments of University Equipment and Facilities~~**

2 ~~When allowing industry to utilize University facilities directly for commercial purposes, the University~~
3 ~~shall make certain that industry indemnifies the University for all liabilities arising from such use; that~~
4 ~~industry pays an appropriate fee determined by the institution; and that such use does not interfere~~
5 ~~with University research, education, or public service programs.~~

6 **~~16. Transfer of Rights in Discoveries~~**

7 ~~The Regents' patent policy extends to all patentable inventions and discoveries made at the University.~~
8 ~~Transfer of rights in and commercialization of such inventions and discoveries, whether by license,~~
9 ~~assignment, or sale, can further the mission of the University by making the discoveries available to the~~
10 ~~general public, by bringing recognition to the University and faculty, and by providing funds to the~~
11 ~~University which strengthen its research, teaching, and service roles. Such transfer of technology is~~
12 ~~encouraged. Industry typically treats the products of its research in a very confidential manner. On~~
13 ~~occasion, industry expects project participants to maintain the same degree of confidentiality with~~
14 ~~sponsored projects. It is important to note that openness, freedom of discussion, and freedom to~~
15 ~~publish go to the very core of the University. Nonetheless, there are certain legitimate needs for~~
16 ~~confidentiality on the part of industry that must be met by project participants. Data received from an~~
17 ~~industry sponsor and marked "confidential" may be kept in a confidential status for a stated period of~~
18 ~~time. Also, it is prudent to recognize the need to maintain the confidential status of the results of the~~
19 ~~project for a period of time sufficient to determine patentability and filing of patent applications or as~~
20 ~~agreed upon in an agreement between the sponsor and the University. When appropriate, the~~
21 ~~University may enter into confidential agreements to protect proprietary information, where this is~~
22 ~~deemed necessary, either through direct agreement with an industrial sponsor or through an agreement~~
23 ~~between the sponsor and an individual employee.~~

24 **~~17. Policy Statement VII: Transfer of Rights in Discoveries~~**

25 ~~a. Each campus of the University has a process for the evaluation and disposition of inventions and~~
26 ~~discoveries created by University employees. Following appropriate evaluation but prior to making a~~
27 ~~patent application, the invention or discovery is brought to the attention of the Board of Regents in~~
28 ~~writing. The Board may accept the invention or discovery and pursue a patent application or return the~~
29 ~~invention to the inventor, in accordance with Section 3.10 of the Bylaws of the Board of Regents. It~~
30 ~~should also be noted that Regental Policy RP 3.2.7, "Patent and Technology Transfer Policy", mandates~~
31 ~~that one-third of royalties be paid to the faculty inventor(s) of a patent.~~

32 ~~b. Faculty, or other principal investigators on industry-sponsored research, must ensure that all~~
33 ~~individuals who assist in their research projects are fully informed in writing of the ownership and~~
34 ~~disposition of inventions and requirements of confidentiality regarding research results and other~~
35 ~~confidential information provided by the sponsors of associated projects.~~

36 1) ~~18.~~ Procedures for identifying and overseeing institutional *Conflicts of Interest*;

1 2) Principles and strategies for managing institutional *Conflicts of Interest*; and

2 3) Principles and strategies for institutional management of equity.

3 Each Chancellor shall submit their campus' processes and procedures for review of institutional *Conflicts*
4 *of Interest* to the President for review and approval.

5 **10. Appeal of Administrative Decisions**

6 Each campus shall assure that an appeal mechanism is in place to allow ~~faculty and others~~Covered
7 Persons to appeal ~~any administrative~~an adverse decision relating to ~~the Conflict of Interest~~this policy.

8 **19. Disclosure of Interest Form**

9 ~~A facsimile of the Disclosure of Interest Form appears on the next page.~~

1 **RP-3.2.8 Conflict of Interest and Conflict of Commitment**

2 **1. Introduction**

3 University relations with industry, government agencies, individuals, and other enterprises outside the
4 University constitute a complex network of interactions. These interactions have directed attention to
5 potential conflicts of values and interests between these entities and academia. Conflict of Interest is
6 addressed in Section 3.8 of the *Bylaws of the Board of Regents* as follows:

7 **3.8 Conflict of Interest.** No employee of the University shall engage in any activity that in any
8 way conflicts with duties and responsibilities at the University of Nebraska. The Board of
9 Regents has adopted Regents Policy 3.2.8 and authorized the implementation of related policies
10 and directives to properly avoid, disclose and manage potential conflicts of interest.

11 In addition to Section 3.8 of the Bylaws, Nebraska statutes relating to conflict of interest and nepotism
12 apply to all public officials and employees of the University, including the provisions of §49-14,101.01 of
13 the Revised Statutes of Nebraska.¹

14 Furthermore, federal funding agencies require that the University establish safeguards to prevent
15 employees or consultants from using their positions for purposes which are motivated by (or even give
16 appearance of) a drive for private financial gain either for themselves or family members.²

17 Responsibility for assurance of compliance with this policy rests with the President and Chancellor of
18 each campus. The Chancellors shall submit an annual report to the President detailing the compliance
19 policies, procedures and management activities at their campus.

20 **2. Annual Report**

21 Annually, each campus shall submit a written conflict of interest report to the President which includes
22 at least the following information:

- 23 1) The number of conflicts disclosed, by appropriate academic unit.
- 24 2) A summary of the nature of the conflicts.³
- 25 3) The number of conflicts being managed through written plans, by college.

¹ "A public official or public employee shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated." and "A public official or public employee shall not use or authorize the use of personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain. ... "

² Including *Public Health Service, National Institute of Health and National Science Foundation* regulations and guidelines (42 CFR Part 50, Subpart F and 45 CFR Part 94.1), *Department of Education* regulations (34 CFR Part 75.524, 34 CFR Part 75.525 and 34 CFR Part 74.42), and *FDA* regulations (21 CFR Part 54).

³ Conflicts may be identified according to basic categories, for example, conflicts arising from ownership of stock, family relationships, potential undue influence, and the like.

- 1 4) The number of conflicts eliminated, by college.
2 5) Other material or information related to the management of conflicts of interest at the
3 campus.

4 **3. Personnel Affected by Conflict of Interest and Conflict of Commitment Policy**

5 *Covered Person* shall mean:

- 6 1) University administrative officers and employees, specifically including any University
7 employees with delegated signature, purchasing or contracting authority on behalf of the
8 University;
9 2) University employees and faculty engaged in outside employment or other activities
10 specified in this policy (tech transfer/use of University facilities or equipment) that may create a
11 *Conflict of Interest*; and
12 3) Sponsored Research investigators, including University employees, faculty, staff and support
13 personnel (managerial/professional and office/service positions), volunteers, trainees, students,
14 contractors and other persons under the direct control of the University of Nebraska, whether
15 paid by the University of Nebraska or not, who participate in *Sponsored Research* as defined in
16 Section 5 of this policy 3.2.8.⁴

17 *Conflict of Interest* shall mean situations when a *Covered Person's* direct or indirect personal financial
18 interests may compromise, or have the appearance of compromising, the *Covered Person's* professional
19 judgment or behavior in carrying out his or her obligations to the University of Nebraska. This includes
20 indirect personal financial interests of a *Covered Person* that may be obtained through third parties such
21 as a *Covered Person's Immediate Family*, business relationships, fiduciary relationships, or investments.

22 *Immediate family* shall mean an individual who is the spouse, child, parent, brother, sister, grandchild,
23 or grandparent, by blood, marriage, or adoption of the *Covered Person*.

24 **4. Individuals and Organizations Responsible for Administration of Conflict of Interest and**
25 **Conflict of Commitment Policy**

26 At the University of Nebraska, all reporting of potential *Conflicts of Interest* should be undertaken with
27 the goal of full disclosure. The President and Chancellors of each campus shall develop and implement a
28 disclosure process and supporting procedures consistent with the principles set forth in this Policy,
29 covering, at a minimum, sponsored programs administration, institutional review boards, any office of
30 technology transfer, and any other responsible campus administrative officers. The Chancellors shall be
31 responsible for overseeing their campus' reporting process and must designate an administrative officer

⁴ The term *Covered Person* includes the definition of an "Investigator" under NIH guidelines, specifically "the Principal Investigator and any other person who is responsible for the design, conduct, or reporting of research funded by the NIH, or proposed for such funding. The definition includes contractors or collaborators, as well as the Investigator's spouse and dependent children." See *Responsibility of Applicants for Promoting Objectivity in Research for which PHS Funding is Sought* (42 CFR Part 50, Subpart F, grants and 45 CFR Part 94, contracts).

1 who will be in charge of developing more specific written procedures for enforcing the policy. Each
2 Chancellor shall submit their campus' processes and procedures to the President for review and
3 approval.

4 The procedures for disclosure at each institution must, at a minimum, include the following:

- 5 1) Annual disclosures by *Covered Persons* who may have potential *Conflicts of Interest*.
- 6 2) A description of the process for developing, implementing, and overseeing conflict
7 management plans, including a detailed process for managing and/or eliminating
8 potential *Conflicts of Interest*.
- 9 3) A description of procedures for ensuring coordination among all University
10 organizations with a role in oversight of conflicts.
- 11 4) A description of the process by which a *Covered Person* may address concerns
12 regarding a *Conflict of Interest* situation or the management thereof.
- 13 5) A description of how:
 - 14 o Disclosures will be reviewed and retained, and the level of activity of each
15 college on the campus will be reported to the President pursuant to
16 paragraph 9 of this policy;
 - 17 o Responsible campus officials are to review and manage potential *Conflicts of*
18 *Interest*;
 - 19 o The campus will provide related training and advice about *Conflict of*
20 *Interest* issues;
 - 21 o The campuses will review and validate their program on a regular basis;
 - 22 o The campus will make its implementation procedures for this policy
23 available publicly; and
 - 24 o The institution will enforce this policy and provide sanctions when
25 necessary.

26 5. Conflicts of Interest Involving Sponsored Research

27 Research is basic to the University's teaching and service missions. Good teaching and learning depend
28 upon research. Likewise, through its research, teaching, and service activities, the University's resources
29 can best be brought to bear on public issues requiring objective, systematic study. Research forms an
30 inherent part of departmental and collegiate missions, and brings recognition to the University and its
31 faculty. All forms of research, which are within departmental and collegiate missions, and which
32 maintain the high quality characteristic of the University, are appropriate to the University's open

1 environment. Similarly, University teaching and service activities have potential for commercial use and
2 development.

3 *Sponsored Research* means research, training, and instructional projects performed by Covered Persons
4 using any University space, materials, equipment or property that involves funds, materials or other
5 compensation from sources outside the University through a grant or contract that obligates the
6 University to a specified statement of work, sets forth binding financial terms in the form of a budget or
7 up-front payment, or contains terms related to ownership of and rights to use intellectual property
8 developed thereunder. Sponsored Research is a vital endeavor of the University; it allows faculty the
9 means to pursue excellence in their research and scholarly activity, it expands opportunities for
10 graduate and undergraduate student participation in research, it enhances the quality of University
11 research facilities through public and private support, and it helps facilitate the commercialization of
12 research and technology to benefit the University and Nebraska. The University encourages its faculty
13 and staff to engage in both sponsored and non-sponsored research recognizing that compliance with
14 this policy can help assure that appropriate standards of accountability are met and extramural
15 considerations do not hinder the dissemination or commercialization of research.

16 Each campus shall establish its own Sponsored Research application approval process, including
17 applicable internal or external peer review systems and implementing best practices for approving
18 federally, publicly and privately sponsored research projects. The Chancellor shall be responsible for
19 overseeing the research approval process and must designate an administrative officer who will be in
20 charge of developing more specific written procedures for implementing the policy. The procedures for
21 Sponsored Research approval at each campus must at a minimum include procedures for disclosing,
22 identifying, reviewing, managing and reporting conflicts and potential conflicts that arise with regard to
23 Sponsored Research on their campus pursuant to Article 3 of this policy.

24 **6. Openness of Research and Publication of Results**

25 The traditions of free exchange of ideas and prompt dissemination of knowledge are fundamental to the
26 University's mission and should govern all research, teaching, and service activities conducted by
27 University faculty, staff and students. The University is committed to an open teaching and research
28 environment, which ensures free faculty and student exchange of ideas, thereby contributing to the
29 advancement of knowledge in all disciplines. As far as possible, the acceptance of support external to
30 the University should not create situations which curtail open discussion of the research among
31 colleagues and students.

32 Industry typically treats the products of its research in a very confidential manner. On occasion, industry
33 expects project participants to maintain the same degree of confidentiality with sponsored research. It is
34 important to note that openness, freedom of discussion, and freedom to publish go to the very core of
35 the University. Nonetheless, there are certain legitimate needs for confidentiality on the part of industry
36 that must be met by Sponsored Research investigators. Data received from an industry sponsor and
37 marked "confidential" may be kept in a confidential status for a stated period of time. Also, it is prudent
38 to recognize the need to maintain the confidential status of the results of the project for a period of

1 time sufficient to determine patentability and filing of patent applications or as agreed upon in an
2 agreement between the sponsor and the University. When appropriate, the University may enter into
3 confidential agreements to protect proprietary information, where this is deemed necessary, either
4 through direct agreement with an industrial sponsor or through an agreement between the sponsor and
5 a University employee.

6 The campus official responsible for administration of research or other campus official designated by the
7 Chancellor must ensure that all individuals who participate in industry-sponsored research projects are
8 fully informed in writing of the ownership and disposition of inventions and requirements of
9 confidentiality regarding research results and other confidential information provided by the sponsors of
10 such projects.

11 Research conducted by faculty under industry or other commercial sponsorship must, as far as possible,
12 maintain the University's open teaching, research, and service environment.

13 The campus official responsible for administration of research or Chancellor's designee must review and
14 approve any new, proposed, or ongoing faculty-industry interactions as these interactions might
15 compromise the University's open teaching and research environment. The appropriate department
16 chair(s) or director(s), dean(s), and in rare circumstances, the individual designated to perform the
17 complete administrative review as described in Section 1--shall aid in this process and shall seek to
18 resolve all potential problems prior to the approval of such interaction.

19 The campus official responsible for administration of research or Chancellor's designee shall from time
20 to time provide current information to the department chairs, deans, directors and faculty pertinent
21 information for timely reporting of concerns regarding violation of the *Conflict of Interest* and Conflict of
22 Commitment policy.

23 Faculty must have the right to disseminate their research results, indeed are obligated to do so. The
24 University discourages individual faculty from agreeing to forego this basic right. Likewise, the University
25 will not unilaterally forego this right on behalf of its faculty, staff and students. However, the University
26 and faculty may accept reasonable delays in submission of new findings for publication or other release
27 of information to enable sponsors or the University to obtain proprietary or patent protection, for
28 example. In special circumstances to be determined by the University, a researcher may waive his or her
29 right to disseminate the results of his or her research and elect to enter an agreement to maintain the
30 confidentiality of proprietary research for specified periods of time.⁵

31 The campus official responsible for administration of research or Chancellor's designee shall work with
32 faculty engaged in industry-sponsored projects to provide written notification to support personnel and
33 students involved in these projects, describing all contract and grant terms affecting them, including the
34 possibility of delays in publication caused by the need of the sponsor to review manuscripts or any other
35 obligations of confidentiality. Graduate students must not be assigned to thesis research topics which

⁵ An example of such a circumstance would be research performed pursuant to a contract with an agency of the federal government requiring security clearance.

1 might be affected by confidentiality agreements. The appropriate campus official or Chancellor's
2 designee may authorize exceptions where appropriate.

3 **7. Outside Employment and Conflicts of Commitment**

4 The University not only permits but expressly encourages faculty to pursue outside professional
5 activities including interactions with industry, with or without compensation, which will enrich a faculty
6 member's academic contributions to the University. Consulting can expose faculty to research problems
7 and perspectives which may enrich faculty teaching, research, extension, and service backgrounds.
8 However, faculty and administration must be sensitive that such interactions could cause *Conflicts of*
9 *Interest* and must ensure that *Covered Persons* do not make unnecessary or inappropriate commitments
10 of their time or expertise which can adversely affect the University and its mission. A conflict of
11 commitment must be disclosed and managed when it constitutes a *Conflict of Interest* for a *Covered*
12 *Person*.

13 The assumption that *Covered Persons* will devote their time and effort to the University in proportion to
14 their appointments--that full-time appointment connotes full-time commitment of time, effort, and
15 expertise to the University--is inherent in University employment. Outside consulting activities, often
16 acceptable in themselves, can interfere with a University employee's paramount obligations to the
17 University by placing significant, competing demands upon the time and energy of a *Covered Person*
18 with the potential for the neglect of instructional, research and other employment obligations. In some
19 circumstances, a *Covered Person's* proposed outside activities may directly conflict with the objective of
20 assignments within the University.

21 The University, through an outside employment policy enacted by the Board of Regents, seeks to
22 minimize the potential for conflict of commitment by several mechanisms. The time that may be
23 devoted to outside activity is normally limited to two working days per month; greater time
24 commitments require specific approval of the Board of Regents. (For practical reasons, faculty are given
25 considerable freedom in the scheduling of any outside activities.) In addition, the University must
26 examine the application of an employee's expertise to proposed educational, industrial, or other
27 consulting activities to assure that any *Conflict of Interest* and/or conflict of commitment is properly
28 disclosed and managed. Hence, the University requires prior disclosure of proposed consulting,
29 extramural teaching, or other activities to the department chair and the prior approval of the college
30 dean and campus administration. Such disclosure may be made by completing the appropriate campus
31 form for disclosure of outside employment and may require the provision of additional documentation
32 to the chair, dean, or other administrator.

33 In certain other circumstances, the specific approval of the Board of Regents may be required. The
34 relevant policy of the Board of Regents is set forth in Section 3.4.5 of the *Bylaws of Board of Regents*.

35 Outside Activity and Employment. As University-industry relationships increase with a growing desire for
36 consultantships and other professional activities outside the University, University employees must

1 continue to observe the University policy on outside employment embodied in Section 3.4.5 of the
2 *Bylaws of the Board of Regents*. In addition, University employees must observe the Board of Regents
3 policy on Conflict of Interest stated in Section 3.8 of the *Bylaws of the Board of Regents*. Accordingly,
4 each campus shall develop appropriate forms for employees to disclose 1) potential *Conflicts of Interest*,
5 and 2) outside employment in order for review, documentation, approval and management of *Conflicts*
6 *of Interest* and outside employment.

7 Department chairpersons, department heads, deans, and directors have primary responsibility to review
8 the specific nature of each proposed outside professional activity within their respective areas of
9 administrative responsibility and to deny approval to any such activity which would interfere with the
10 normal University duties of the employee involved and to require proper disclosure and management of
11 any *Conflict of Interest*.

12 It is impossible to anticipate all questions which may arise in connection with the application of Section
13 3.4.5 of the *Bylaws* to the varied outside professional activities of employees. However, several general
14 guidelines are set out below to assist in the administration of this policy:

15 1) Section 3.4.5 of the *Bylaws* does not apply to *Office and Service staff*.

16 2) Section 3.4.5(a) of the *Bylaws* requires Regental approval of outside professional activities
17 where the employees will accept retainer fees or other remuneration on a permanent or yearly basis as
18 a professional consultant. The key consideration in determining whether there will be acceptance of a
19 retainer fee or remuneration on a permanent yearly basis is the nature of the professional business
20 relationship between the employee and his or her client or patient. If this business relationship is one
21 where the employee is obligated at the beginning of the professional relationship with a client or patient
22 to provide professional services over a period of one year or longer, then approval by the Board of
23 Regents is required.

24 3) In addition to obtaining prior approval of the department chair and campus administrator,
25 Section 3.4.5(b) of the *Bylaws* requires Regental approval of outside professional activity requiring more
26 than an average of two days per month during the period of the employee's full-time employment. The
27 Board of Regents has interpreted this language to mean two days per month during the assigned work
28 week. For this reason, Regental approval will only be required when an employee's outside professional
29 activities will prevent the performance of his or her assigned duties at the University more than an
30 average of two days per month during the period of full-time employment.

31 4) Section 3.4.5 of the *Bylaws* requires Regental approval of outside professional activity
32 involving the charging of fees for work performed in University buildings with University equipment and
33 materials. The President and Chancellors are authorized to develop specific policies with regard to the
34 charging of fees for work performed in University buildings with University equipment and materials.

35 5) Section 3.4.5 of the *Bylaws* does not require individual approval of each separate client or
36 patient relationship for professionals such as accountants, engineers, architects, lawyers, psychologists,
37 therapists, etc. It is sufficient that the nature of the outside professional activity be generally described

1 so that appropriate evaluation may be conducted regarding potential interference with University
2 duties, *Conflict of Interest*, and conflict of commitment. So long as none of the circumstances requiring
3 Regental approval under subparagraphs (a), (b), (c), and (d) of Section 3.4.5 of the *Bylaws* exist, no
4 further information need be provided by the employees, and the professional activity may be approved
5 by the chancellor upon the recommendation of the appropriate dean or director.

6 6) Activities for a professional organization with which an employee is associated do not
7 constitute the type of professional activity coming within the scope of Section 3.4.5 of the *Bylaws* unless
8 a professional service is provided to the organization for which the employees is paid a professional fee
9 which is commensurate with the actual value of the professional service provided.

10 The foregoing should not be construed to relieve any employee of complying with applicable policies or
11 regulations of the department, college, division, campus, or University with regard to time one is
12 allowed away from regular University duties.

13 University employees proposing outside employment or a consulting relationship of any nature
14 pursuant to Section 3.4.5 of the *Bylaws* are required to complete the appropriate campus form for
15 disclosure of outside employment.

16 Furthermore, consistent with the foregoing policy statement regarding conflicts of commitment and the
17 effect such conflicts can have on a faculty member's research programs and the duties faculty members
18 owe the University, University employees proposing outside employment or a consulting relationship
19 with a third party shall disclose to the University any: i) confidentiality or non-disclosure agreements, ii)
20 non-compete agreements or any agreement containing a non-compete clause, iii) assignments of
21 intellectual property rights to the contracting party, and iv) involvement with commercial or educational
22 enterprises where the name of the University may be used for commercial gain to the Chancellor or the
23 Chancellor's designee. Although agreements of this type can be problematic, the University shall
24 endeavor to promptly review such agreements and resolve any potential conflict of commitment to
25 allow the University employee to perform the proposed outside employment or consulting while
26 maintaining the integrity of their research projects and commitments to the University.

27 **8. Conflicts of Interest Involving Technology Transfer**

28 University projects have resulted in the creation of new Nebraska businesses which have transferred
29 research results into products and services and which have contributed to the State's economy. Certain
30 research discoveries lend themselves to commercialization by starting new ventures through the
31 University or through faculty rather than the traditional licensing to existing companies. Moreover, this
32 means of commercializing discoveries may be the best, or in some instances the only, means to transfer
33 such new technology. The University recognizes this as an acceptable method of commercializing
34 discoveries when it is in the best interests of the University, the State, and the inventor and is the most
35 effective means to transfer such technology.

36 In establishing new companies to commercialize University technology, the University may accept equity
37 positions or combinations of equity and future royalties in return for licensing the technology. This is an

1 acceptable University activity and is an integral part of the technology transfer program. However, in
2 such situations, reasonable limits on the University's involvement with respect to administrative time
3 and the amount of equity taken must be observed. University technology transfer activities shall be
4 governed by Section 3.10 of the *Bylaws* and Section 4.4.2 of the *Policies*. Such oversight will enable the
5 University to be aware of and take steps to prevent or manage potential *Conflicts of Interest* which may
6 arise, involving, among other things, favoritism in future dealings with the same company,
7 discrimination against its competitors, or the use of public funds for private gain. Accordingly, University
8 direction of the company must be limited in time, and the amount of equity taken must be less than
9 controlling. The Board of Regents has separately authorized and delegated authority to the University
10 Technology Development Corporation (UTDC), and nothing in this policy is intended to limit the
11 authority of UTDC as it relates to properly managing or preventing conflicts of interest or otherwise.

12 Conflict situations also apply to any profit- or nonprofit-affiliated private entities established by the
13 University or one of its employees. Therefore, in the University's relations with all such entities, the
14 *Conflict of Interest* policy must be followed.

15 Where University technology is transferred in return for an equity position, or royalties, or projects are
16 to be performed in exchange for an equity position, the affected University employees must fully
17 disclose such proposals, and a suitable arrangement that reflects the Regents Policy must be concluded
18 prior to approval of the proposal.

19 For-profit entities have been formed specifically to fund research and development, such as research
20 and development limited partnerships. Such entities solicit investors from members of the public. There
21 is the possibility that prospective investors may be induced to invest by what appears to be University
22 involvement in the funding entity or by unrealistic expectations of the outcome of the projects. In either
23 event, the name of the University could be unfairly traded upon. Therefore, care must be taken that the
24 investor solicitation is consistent with the potential outcome of the research and the policy on the use of
25 the University's name.

26 Where appropriate, the University may accept equity in a company as complete or partial payment for
27 transferring University technology to the company for commercialization. Only the Board of Regents
28 may approve acceptance of equity in a company upon the recommendation of the President.

29 The University may designate individual(s) to hold membership on the board of directors of a company
30 in which the University holds equity.

31 University faculty, administrators, or other members of the University community holding any such
32 board of directors membership shall oppose or absent themselves, as appropriate, from any funding
33 decisions or other decisions relating to the University which:

34 1) violates or is contrary to any law or University policy or procedure in regard to grants
35 or contracts;

1 2) would constitute a *Conflict of Interest* with such person's University office of
2 employment; or

3 3) involves improper use of University (public) funds.

4 When external entities raise funds for University projects through any form of investment offerings,
5 University personnel must scrupulously avoid the endorsement of any such offering or any statement of
6 potential research results. The University's prior written consent must be obtained to use its name in
7 connection with advertising or promotion of any investment offering.

8 The past history of funding of University research or other projects by any company or firm shall not
9 have any bearing on purchasing decisions made by the University of Nebraska.

10 **9. Institutional Conflicts of Interest**

11 An *Institutional Conflict of Interest* may occur when the University or a *Covered Person* in a senior
12 administrative position has a financial interest in a commercial entity that itself has an interest in a
13 University research project, including potential conflicts with equity/ownership interests or royalty
14 arrangements. Each campus shall develop and establish processes and procedures for review of
15 institutional conflicts involving technology transfer or other commercial activities. This process must at a
16 minimum include:

- 17 1) Procedures for identifying and overseeing institutional *Conflicts of Interest*;
- 18 2) Principles and strategies for managing institutional *Conflicts of Interest*; and
- 19 3) Principles and strategies for institutional management of equity.

20 Each Chancellor shall submit their campus' processes and procedures for review of institutional *Conflicts*
21 *of Interest* to the President for review and approval.

22 **10. Appeal of Administrative Decisions**

23 Each campus shall assure that an appeal mechanism is in place to allow *Covered Persons* to appeal an
24 adverse decision relating to this policy.

TO: The Board of Regents Addendum IX-C-7

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Amendment of Section 3.8 and adopt a new Section 3.2.2 of the *Bylaws of the Board of Regents* related to conflict of interest and nepotism.

RECOMMENDED ACTION: None. This item, and a companion item changing Board policy related to Conflict of Interest, are presented for information only and will be brought back to the Board for approval at its January meeting.

PREVIOUS ACTION: Section 3.8 was last amended in April of 1982.

EXPLANATION: The existing Board bylaw 3.8 relating to Conflict of Interest is amended to provide a separate stand alone provision for Nepotism consistent with state law and to provide a reference to the Board's Conflict of Interest and Conflict of Commitment policy. The new section 3.2.2 contains the recommended bylaw provisions for the University's prohibition of nepotism.

The amendment to bylaw 3.8 is as follows:

3.8 Conflict of Interest. No employee of the University shall engage in any activity that in any 30 way conflicts with duties and responsibilities at the University of Nebraska. ~~*The Board of Regents has adopted Regents Policy 3.2.8 and authorized the implementation of related policies and directives to properly avoid, disclose and manage potential conflicts of interest. nor shall any employee hire or supervise a member of his or her immediate family without expressed written consent of the Board.*~~

The text of the proposed new section 3.2.2 is as follows:

3.2.2 Nepotism. Subject to the powers vested in the Board, and consistent with the provisions of Neb. Rev. Stat. 49-14-1401, the following shall constitute the Policy of the University prohibiting nepotism.

3.2.2.1 Except as authorized in section 3.2.2.4 of these By-Laws, an official or employee in the University shall not engage in nepotism.

3.2.2.2 For purposes of section 3.2.2 of these By-Laws: (a) Family member means an individual who is the spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption, of a University official or employee; (b) Nepotism means the act of hiring, promoting, or advancing a family member in the University or recommending the hiring, promotion, or advancement of a family member in the

University, including initial appointment and transfer to other positions in the University; and (c) Supervisor means an individual having authority, in the interest of the University, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action, if the exercise of such authority is not merely of a routine or clerical nature but requires the use of independent judgment.

3.2.2.3 In addition to the other penalties provided by law, any University employee violating the provisions above may be subject to disciplinary action.

3.2.2.4 (a) The President or the cognizant Chancellor may, upon a written showing of good cause, grant an exception to section 3.2.2.1 of these By-Laws. The written showing of good cause shall be filed with the appropriate University records officer and shall be considered a public record. (b) An official or employee who becomes a supervisor to his or her family member other than by means of nepotism shall notify the President or cognizant Chancellor within seven days of becoming aware of such situation and may continue to act as a supervisor until the President or cognizant Chancellor remedies the situation. The President or cognizant Chancellor shall act as soon as practicable.

3.2.2.5 The President and Chancellors may develop and implement internal policies and directives prohibiting nepotism and the supervision of a family member.

SPONSOR: Joel D. Pedersen
Vice President and General Counsel

RECOMMENDED: James B. Milliken
President

DATE: November 16, 2009

D. REPORTS

1. Quarterly Personnel report for the period July 1 through September 30, 2009
Addendum IX-D-1
2. Leaves of Absence for the period July 1, 2008 through June 30, 2009
Addendum IX-D-2
3. Status of Six-Year Capital Plan and Capital Construction Report
Addendum IX-D-3
4. Gifts, Grants, Contracts and Bequests Addendum IX-D-4
5. Report of Bids and Contracts Addendum IX-D-5
6. Revised Capital Budgets Addendum IX-D-6
7. Endowment Funds Strategic Framework Report Addendum IX-D-7

TO: The Board of Regents Addendum IX-D-1

Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Personnel Reports

RECOMMENDED ACTION: Report

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

EXPLANATION: A series of reports of campus personnel actions approved by each Chancellor during the 1st quarter of 2009 are attached.

PROJECT COST: None

SOURCE OF FUNDS: None

RECOMMENDED: Linda Ray Pratt
Executive Vice President and Provost

DATE: November 11, 2009

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT KEARNEY

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Barta, Cheri	Chemistry	Assistant Professor	Specific Term	8/17/2009		\$45,000 AY	1.00
Bartee, Roderick	Health, Physical Education, Recreation and Leisure Studies	Associate Professor	Specific Term	8/17/2009		\$60,000 AY	1.00
Bostic-Frederick, Karen	Teacher Education	Assistant Professor	Specific Term	8/17/2009		\$47,500 AY	1.00
Brouwer, Kyle	Communication Disorders	Assistant Professor	Specific Term	8/17/2009		\$52,500 AY	1.00
DeLong-Hamilton, Tobi	Criminal Justice and Social Work	Assistant Professor	Specific Term	8/17/2009		\$58,000 AY	1.00
Ficociello, Robert	English	Assistant Professor	Specific Term	8/17/2009		\$48,000 AY	1.00
Harner, Mary	Biology	Assistant Professor	Special	8/17/2009		\$43,000 AY	1.00
Harris, Benjamin	Industrial Technology	Assistant Professor	Specific Term	8/17/2009		\$60,000 AY	1.00
Heath, Michelle Beissel	English	Assistant Professor	Specific Term	8/17/2009		\$48,000 AY	1.00
Kaskie, Shawn	Center for Rural Research and Development	Director	Special	9/8/2009		\$58,000 FY	1.00
Kenny, Keith "Dallas"	International Education	Director	Special	7/1/2009		\$99,000 FY	1.00
Kracl, Carrie	Teacher Education	Assistant Professor	Specific Term	8/17/2009		\$50,000 AY	1.00
Lear, Janet	Economics	Assistant Professor	Specific Term	8/17/2009		\$49,000 AY	1.00
Li, Qiuping	Marketing and Management Information Systems	Assistant Professor	Specific Term	8/17/2009		\$83,500 AY	1.00
Machida, Satoshi	Political Science	Assistant Professor	Specific Term	8/17/2009		\$45,366 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT KEARNEY

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Marn, Michael	Communication	Assistant Professor	Special	8/17/2009		\$47,000 AY	1.00
Mueller, Susan	Calvin T. Ryan Library	Associate Professor/Collection Services Librarian	Specific Term	7/1/2009		\$61,700 FY	1.00
Palencia, Hector	Chemistry	Assistant Professor	Specific Term	8/17/2009		\$42,000 AY	1.00
Reichart, Letitia	Biology	Assistant Professor	Specific Term	8/17/2009		\$43,000 AY	1.00
Rogoff, Noah	Music and Performing Arts	Assistant Professor	Specific Term	8/17/2009		\$47,500 AY	1.00
Santos, Lori	Art and Art History	Assistant Professor	Specific Term	8/17/2009		\$46,500 AY	1.00
Trantham, Kenneth	Physics and Physical Science	Associate Professor/Chair (includes Chair stipend)	Continuous	8/17/2009		\$68,206 AY	1.00
Weiss, Jacob	Mathematics and Statistics	Assistant Professor	Specific Term	8/17/2009		\$44,000 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Askren, Mark	Information Services	Chief Information Officer	Special	8/10/2009		\$215,000 FY	1.00
Brisson, Jennifer	Biological Sciences	Assistant Professor	Specific Term	8/17/2009		\$64,000 AY	1.00
Bronfman, Aaron	Philosophy	Assistant Professor	Specific Term	8/17/2009		\$56,000 AY	1.00
Brown, Ruth	Journalism & Mass Communications	Associate Professor	Specific Term	8/17/2009		\$66,995 AY	1.00
Centurion, Martin	Physics & Astronomy	Assistant Professor	Specific Term	8/17/2009		\$70,000 AY	1.00
Cheon, Janghwan	Architecture	Assistant Professor	Specific Term	8/17/2009		\$80,000 AY	1.00
Curto, Carina	Mathematics	Assistant Professor	Specific Term	8/17/2009		\$69,000 AY	1.00
Deb, Basuli	English Women's and Gender Studies Program	Assistant Professor Assistant Professor	Specific Term Special	8/17/2009 8/17/2009		\$36,600 AY \$24,400 AY	0.60 0.40
Dority Baker, Marcia	Law	Assistant Professor	Specific Term	7/1/2009		\$42,700 FY	1.00
Gailey, Amanda	English	Assistant Professor	Specific Term	8/17/2009		\$63,000 AY	1.00
Gates, John	Geosciences	Assistant Professor	Specific Term	8/17/2009		\$57,500 AY	1.00
Griffin, Dana	Political Science	Assistant Professor	Specific Term	8/17/2009		\$60,000 AY	1.00
Grosskopf, Kevin	Construction Management	Associate Professor	Continuous	8/17/2009		\$100,000 AY	1.00
Hariharan, Ananthnarayan	Mathematics	Research Assistant Professor	Special	8/17/2009	5/11/2012	\$46,000 AY	1.00
Harms, Peter	Management	Assistant Professor	Specific Term	8/17/2009		\$105,000 AY	1.00
Honaker, Julie	Special Education & Communication Disorder	Assistant Professor	Specific Term	8/17/2009		\$63,000 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Hong, Soo-Young	Child, Youth, & Family Studies	Assistant Professor	Specific Term	8/17/2009		\$56,390 AY	1.00
Huang, Jinsong	Mechanical Engineering	Assistant Professor	Specific Term	8/17/2009		\$79,000 AY	1.00
Itskov, Vladimir	Mathematics	Assistant Professor	Specific Term	8/17/2009		\$69,000 AY	1.00
Kantamneni, Neeta	Educational Psychology	Assistant Professor	Specific Term	8/17/2009		\$58,000 AY	1.00
Kolbe, Steven S	Johnny Carson School of Theatre and Film	Assistant Professor	Specific Term	8/17/2009		\$64,000 AY	1.00
Komarovski, Yaroslav	Classics and Religious Studies	Assistant Professor	Specific Term	8/17/2009		\$56,000 AY	1.00
Lau, Josephine	Architectural Engineering	Assistant Professor	Specific Term	8/17/2009		\$80,000 AY	1.00
Lau, Siu-Kit	Architectural Engineering	Assistant Professor	Specific Term	8/17/2009		\$83,830 AY	1.00
Lewis, Elizabeth	Teaching, Learning & Teacher Education	Assistant Professor	Specific Term	8/17/2009		\$62,500 AY	1.00
Lockhart, George	Finance	Assistant Professor	Specific Term	8/17/2009		\$140,000 AY	1.00
Lorenzo, Maria	Modern Languages and Literatures	Assistant Professor of Practice	Special	8/17/2009		\$42,000 AY	1.00
Naylor, Ted	Libraries	Assistant Professor of Practice	Special	7/1/2009		\$50,000 FY	1.00
Nelson, Timothy	Psychology	Assistant Professor	Specific Term	8/17/2009		\$59,000 AY	1.00
Pfister, Damien	Communication Studies	Assistant Professor	Specific Term	8/17/2009		\$60,000 AY	1.00
Qian, Yi	Computer & Electronics	Assistant Professor	Specific Term	8/17/2009		\$84,000 AY	1.00
Sarma, Anita	Computer Science & Engineering	Assistant Professor	Specific Term	8/17/2009		\$88,000 AY	1.00
Stoltenberg, Scott	Psychology	Assistant Professor	Specific Term	8/17/2009		\$66,000 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Thompson, Jeffrey	Art & Art History	Assistant Professor	Specific Term	8/17/2009		\$66,000 AY	1.00
Vegso, Roland	English	Assistant Professor	Specific Term	8/17/2009		\$60,000 AY	1.00
Wals Aparicio, Sergio	Political Science	Assistant Professor	Specific Term	8/17/2009		\$36,000 AY	0.60
	Ethnic Studies	Assistant Professor	Special	8/17/2009		\$24,000 AY	0.40
Wan, Huishan	School of Accountancy	Assistant Professor	Specific Term	8/17/2009		\$150,000 AY	1.00
Weber, Joseph	College of Journalism/News Ed	Associate Professor	Specific Term	8/17/2009		\$80,000 AY	1.00
		College Professor - Huse	Special	8/17/2009	5/14/2014	\$20,000 AY	0.00
Willet, Philip L.	College of Journalism	Assistant Professor	Specific Term	8/17/2009	12/31/9999	\$65,000 AY	1.00
Wilson, Kim	Architecture	Professor	Continuous	8/17/2009		\$48,889 FY	0.40
	Landscape Architecture	Program Director	Special	8/17/2009		\$22,000 FY	0.18
	Community & Regional Planning	Program Director	Special	8/17/2009		\$20,778 FY	0.17
	Cooperative Extension Division	Professor	Special	8/17/2009		\$30,555 FY	0.25
Zhang, Chi	Biological Sciences	Assistant Professor	Specific Term	8/17/2009		\$75,000 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA-NCTA

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Anderson, Drew	NCTA	Asst Professor	Special	8/17/2009		\$35,000 AY	1.00
Clark, Paul	NCTA	Professor	Special	8/17/2009		\$40,000 AY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN IANR

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Berger, Larry	Animal Science	Department Head (includes stipend)	Special	8/17/2009		\$115,200 FY	60.00
	Animal Science	Professor	Special	8/17/2009		\$64,800 FY	40.00
Franco Cruz, Rodrigo	Vet & Biomedical Sciences	Asst Professor	Specific Term	9/9/2009		\$85,556 FY	1.00
Franzen, Lisa	Panhandle Rsch & Exten	Asst Professor	Specific Term	9/14/2009		\$74,000 FY	1.00
Guretzky, John	Agronomy & Horticulture	Asst Professor	Specific Term	9/1/2009		\$80,000 FY	1.00
Harris, Seth	Vet & Biomedical Sciences	Asst Professor	Specific Term	8/17/2009		\$92,500 FY	1.00
Jenkins, Karla	Panhandle Rsch & Exten	Asst Professor	Specific Term	7/1/2009		\$75,000 FY	1.00
Keshwani, Deepak	Biological Systems Engr	Asst Professor	Specific Term	7/1/2009		\$78,500 FY	1.00
Low, Russanne	School Natural Resources	Asst Prof Practice	Special	7/1/2009		\$55,000 FY	1.00
Oyler, George	Biochemistry	Rsch Assoc Professor	Special	9/1/2009		\$96,000 FY	80.00
Shaver, Timothy	West Central Rsch & Exten	Asst Professor	Special	9/1/2009		\$80,000 FY	1.00
Shulski, Martha	School Natural Resources	Asst Professor	Specific Term	8/1/2009		\$75,370 FY	0.85
	School Natural Resources	Director (includes stipend)	Special	8/1/2009		\$14,630 FY	0.15

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Cabrera, Monina S	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Chaplin, Robert	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Deegan, Thomas	Pediatrics	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
DeMare, Jeffrey S	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Dolter, Stephen M	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Drvol, Denise Marie	Anesthesiology	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Dulac, Michael J	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Ferris, Cynthia A	Anesthesiology	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Fischer, Ryan	Pediatrics	Assistant Professor	Special	7/14/2009		\$90,000 FY	1.00
Fuss, Alan G	Pediatrics	Assistant Professor	Special	9/1/2009		\$34,000 FY	0.85
George, Kerri	Anesthesiology	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Goede, Matthew R	Surgery	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$65,000 FY	1.00
Grandjean, Ann C	SAHP - Medical Nutrition Education	Associate Professor	Special	9/1/2009		\$43,549 FY	0.50
Gulati, Vikas	Ophthalmology and Visual Sciences	Assistant Professor	Health Prof	8/1/2009	6/30/2010	\$56,100 FY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Hanson, Kimberly A	Anesthesiology	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Hartman, Curtis W	Orthopaedic Surgery	Assistant Professor	Health Prof	8/1/2009	6/30/2010	\$75,000 FY	1.00
⁽¹⁾ Hassan, Aly S-E A	Psychiatry	Assistant Professor	Health Prof	7/6/2009	6/30/2010	\$7,948 FY	0.10
Helgason, Chanel M	Psychiatry	Assistant Professor	Special	8/1/2009	6/30/2010	\$40,000 FY	0.80
Hershkowitz, Leslie L	Internal Medicine	Assistant Professor	Special	8/17/2009		\$36,000 FY	0.40
Hissong, Kimberly K	Anesthesiology	Associate Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Hoy, David S	Anesthesiology	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Johansson, Patrik L	COPH - Hlth Prm, Soc, & Behav Health COPH - Rural Health Education	Associate Professor Director Stipend	Health Prof Special	9/1/2009 9/1/2009	6/30/2011	\$165,000 FY \$5,000 FY	1.00 0.00
Kadlec, Kelly D	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Killefer, Heidi N	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Kugler, Jane Ann	Anesthesiology	Associate Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Lerner, Gary S	Pediatrics	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Lieske, Jody L	Munroe-Meyer Institute MMI Psychology	Assistant Professor Psychologist	Special Special	7/15/2009 7/15/2009		\$58,000 FY \$0 FY	1.00 0.00

⁽¹⁾ Remaining salary defrayed by Veterans Administration Hospital

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Liu, Howard Y	Psychiatry	Assistant Professor	Special	8/1/2009		\$75,000 FY	1.00
Liu, Xinming	COP - Pharmaceutical Sciences	Research Assistant Professor	Special	7/1/2009	6/30/2010	\$44,000 FY	1.00
Lydiatt, Carol Ann	Anesthesiology	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Macfadyen, Andrew J	Pediatrics	Associate Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Mactaggart, Jason N	Surgery	Assistant Professor	Health Prof	7/20/2009	6/30/2011	\$65,000 FY	1.00
Matson, Linda K	Pediatrics	Assistant Professor	Special	9/1/2009		\$26,000 FY	0.65
McBride, Joseph J	Radiology	Assistant Professor	Special	7/13/2009		\$120,000 FY	1.00
Mercer, David W	Surgery	Chairperson	Special	8/1/2009		\$120,000 FY	0.60
	Surgery	Chairperson Stipend	Special	8/1/2009		\$10,000 FY	0.00
	Surgery	Professor	Continuous	8/1/2009		\$80,000 FY	0.40
McBride, Joseph J.	Radiology	Assistant Professor	Special	7/13/2009		\$120,000 FY	1.00
Mysore, Mohan R	Pediatrics	Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Noronha, Luke	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Norton, Bridget M	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Pavkovic, Ivan M	Pediatrics	Associate Professor	Health Prof	8/1/2009	6/30/2010	\$40,000 FY	1.00
Rajaram, Shireen	COPH - Hlth Prm, Soc, & Behav Health	Associate Professor	Continuous	8/1/2009		\$135,000 FY	1.00
	COPH - Health Disparities	Director Stipend	Special	8/1/2009		\$5,000 FY	0.00
Rautiainen, Risto	COPH - Environ, Agri & Occ Health	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$108,000 FY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Schumaker, Alice Marie	COPH - Health Services Res & Admin	Associate Professor	Continuous	9/1/2009		\$95,000 FY	1.00
	COPH - Office of the Dean	Director Stipend	Special	9/1/2009		\$5,000 FY	0.00
Sieczkowski, Lisa	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Siu, Ka-Chun	COPH - Environ, Agri & Occ Health	Assistant Professor	Health Prof	8/6/2009	6/30/2011	\$85,000 FY	1.00
Snow, Joseph T	Pediatrics	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Spitznagel, Rachel A	Anesthesiology	Assistant Professor	Special	8/17/2009		\$28,000 FY	0.70
Stone, Anna Marika	Anesthesiology	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Susman, Casandra A	Pediatrics	Assistant Professor	Special	9/1/2009		\$32,000 FY	0.80
Thakker, Jayesh C	Pediatrics	Associate Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
Tibbits, Melissa K	COPH - Hlth Prm, Soc, & Beh Health	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$80,000 FY	1.00
Tingley, David A	Anesthesiology	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Tolo, David M	Pediatrics	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Williams, Guy P	Anesthesiology	Assistant Professor	Health Prof	9/1/2009	6/30/2011	\$40,000 FY	1.00
Wright, Rhonda R	Pediatrics	Assistant Professor	Special	9/1/2009		\$24,000 FY	0.60
Yagil, Oren	COPH - Health Services Res & Admin	Assistant Professor	Special	9/1/2009		\$69,000 FY	1.00
	COPH - Office of the Dean	Assistant Dean Stipend	Special	9/1/2009		\$5,000 FY	0.00
Yuskevich, Jeffrey S	Anesthesiology	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT OMAHA

NEW APPOINTMENTS

Bae, Nancy	Arts & Sciences	Visiting Assistant Professor	Special	8/24/2009	12/18/2009	\$22,500 AY	1.00
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PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Burger, Paul	Sociology, Geography and Earth Science	Associate Professor	Continuous	08/17/09		\$35,644 AY	0.60
		Associate Professor	Continuous		08/16/09	\$35,644 AY	0.60
		Co-Chair (includes stipend)	Special	08/17/09		\$27,968 AY	0.40
		Chair (includes stipend)	Special		08/16/09	\$27,968 AY	0.40
Butler, Jeanne	Assessment	Director	Special	08/01/09		\$71,766 FY	0.83
		Director, Assessment	Special		07/31/09	\$35,883 FY	0.42
		N/A	N/A	08/01/09		\$0 FY	0.00
		Director, Center for Teaching Excellence	Special		07/31/09	\$35,883 FY	0.41
Campbell, Julie	Criminal Justice and Social Work	Assistant Professor	Specific	08/17/09		\$54,489 AY	1.00
		Assistant Professor	Specific		08/16/09	\$40,867 AY	0.75
		N/A	N/A	08/17/09		\$0 AY	0.00
		Director (includes stipend)	Special		08/16/09	\$16,426 AY	0.25
Falconer, John	Sponsored Programs	Director	Special	08/01/09		\$65,888 FY	0.81
		Director	Special		07/31/09	\$65,888 FY	1.00
		Director, Undergraduate Research	Special	08/01/09		\$15,000 FY	0.19
		N/A	N/A		07/31/09	\$0 FY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Jensen, Susan	Management	Associate Professor	Continuous	08/17/09		\$39,901 AY	0.50
		Associate Professor	Continuous		08/16/09	\$79,801 AY	1.00
		Associate Dean (includes stipend)	Special	08/17/09		\$44,106 AY	0.50
		N/A	N/A		08/16/09	\$0 AY	0.00
Longo, Peter	Political Science	Professor	Continuous	08/17/09		\$48,415 AY	0.60
		Professor	Continuous		08/16/09	\$60,519 AY	0.75
		Co-Chair (includes stipend)	Special	08/17/09		\$36,483 AY	0.40
		Director, Undergraduate Research	Special		08/16/09	\$20,173 AY	0.25
Louishomme, Claude	Political Science	Associate Professor	Continuous	08/17/09		\$29,589 AY	0.50
		Associate Professor	Continuous		08/16/09	\$44,383 AY	0.75
		N/A	N/A	08/17/09		\$0 AY	0.00
		Director, Ethnic Studies (includes stipend)	Special		08/16/09	\$18,299 AY	0.25
Luscher, Robert	English	Professor	Continuous	08/17/09		\$68,143 AY	0.81
		Professor	Continuous		08/16/09	\$83,707 AY	1.00
		Director, Thompson Scholars	Special	08/17/09		\$15,564 AY	0.19
		N/A	N/A		08/16/09	\$0 AY	0.00

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PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Maughan, Suzanne	Sociology, Geography and Earth Science	Associate Professor	Continuous	08/17/09		\$35,447 AY	0.60
		Associate Professor	Continuous		08/16/09	\$44,309 AY	0.75
		Co-Chair (includes stipend)	Special	08/17/09		\$27,837 AY	0.40
		Director (includes stipend)	Special		08/16/09	\$17,573 AY	0.25
Moore, Tami	Family Studies and Interior Design	Associate Professor	Continuous	08/17/09		\$44,675 AY	0.75
		Associate Professor	Continuous		08/16/09	\$59,566 AY	1.00
		Interim Director, Ethnic Studies	Special	08/17/09		\$18,396 AY	0.25
		N/A	N/A		08/16/09	\$0 AY	0.00
Nuss, Mark	Communication	Assistant Professor	Specific	08/17/09	12/17/09	\$34,502 AY	0.75
		Assistant Professor	Specific		08/16/09	\$46,002 AY	1.00
		Interim Director, Center for Teaching	Special	08/17/09	12/17/09	\$13,253 AY	0.25
		N/A	N/A		08/16/09	\$0 AY	0.00
Younes, Maha	Criminal Justice and Social Work	Professor	Continuous	08/17/09		\$42,406 AY	0.60
		Professor	Continuous		08/16/09	\$42,406 AY	0.60
		Co-Chair (includes stipend)	Special	08/17/09		\$32,476 AY	0.40
		Chair (includes stipend)	Special		08/16/09	\$32,476 AY	0.40

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Un-shaded reflects old appointment

PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Borden, Ian	Johnny Carson School of Theatre and Film	Assistant Professor	Specific Term	08/17/09		\$52,000 AY	1.00
		Assistant Professor	Specific Term			\$0 AY	0.00
		Assistant Professor of Practice	Special			\$0 AY	0.00
		Assistant Professor of Practice	Special			\$40,000 AY	1.00
Campbell, Stan	Campus Recreation	Director	Special	07/01/2009		\$130,491 FY	1.00
		Director	Special			\$120,031 FY	1.00
	Student Affairs	Associate Vice Chancellor	Special			\$0 FY	0.00
		Associate Vice Chancellor	Special			\$10,460 FY	1.00
Chang-Barnes, Ann	School of Music	Senior Lecturer	Special	08/17/09		\$22,321 AY	0.50
		Senior Lecturer	Special			\$0 AY	0.00
	Lied Center for Performing Arts	Artistic Director	Special	07/01/2009		\$50,000 AY	0.50
		Executive & Artistic Director	Special			\$90,000 AY	1.00
Coope, Jessica	History	Associate Professor	Continuous	08/17/09		\$70,700 AY	1.00
		Associate Professor	Continuous			\$17,675 AY	0.25
	College of Arts & Sciences	Associate Dean (includes stipend)	Special			\$0 AY	0.00
		Associate Dean (includes stipend)	Special			\$58,025 AY	0.75

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Dahab, Mohamed	Civil Engineering - Lincoln	Professor	Continuous	08/17/09		\$132,182 AY	1.00
		Professor	Continuous			\$66,091 AY	0.50
		Chairperson (includes stipend)	Special			\$0 AY	0.00
		Chairperson (includes stipend)	Special			\$71,091 AY	0.50
Denicola, Robert	College of Law	Professor	Continuous	08/17/09		\$211,650 AY	1.00
		Professor	Continuous			\$211,650 AY	1.00
		College Prfsp/Margaret R Lar	Special			\$15,000 AY	0.00
		College Prfsp/Margaret R Lar	Special			\$15,000 AY	0.00
		Associate Dean Stipend	Special			\$10,000 AY	0.00
		Associate Dean Stipend	Special			\$0 AY	0.00
Dudney, Donna	Finance	Associate Professor	Continuous	08/17/09		\$112,255 AY	1.00
		Associate Professor	Continuous			\$0 AY	0.00
		Assistant Professor	Specific Term			\$0 AY	0.00
		Assistant Professor	Specific Term			\$103,646 AY	1.00
	College of Business	Assistant Dean Stipend	Special			\$0 AY	0.00
		Assistant Dean Stipend	Special			\$3,000 AY	0.00

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>		
Dvorak, Bruce	Civil Engineering - Lincoln	Professor	Continuous	08/17/09		\$61,251 AY	0.50		
		Professor	Continuous			\$0 AY	0.00		
		Associate Professor	Continuous			\$0 AY	0.00		
		Associate Professor	Continuous			\$95,002 AY	1.00		
		Associate Chair Stipend	Special			\$0 AY	0.00		
		Associate Chair Stipend	Special			\$10,555 AY	0.00		
		Water Center Dir (includes stipend)	Special			\$63,601 AY	0.50		
		Water Center Dir (includes stipend)	Special			\$0 AY	0.00		
		Ganim, Russell	Libraries	Director-Digital Research Stipend	Special	08/17/09		\$2,000 AY	0.00
				Director-Digital Research Stipend	Special			\$0 AY	0.00
Modern Language	Chairperson		Special			\$58,118 AY	0.60		
	Chairperson		Special			\$58,118 AY	0.60		
Modern Language	Professor		Continuous			\$35,412 AY	0.40		
	Professor		Continuous			\$35,412 AY	0.40		
Gradwohl, John	College of Law		Professor	Continuous	08/17/09		\$127,145 AY	0.67	
			Professor	Continuous			\$127,145 AY	0.67	
		Coll. Professorship	Special			AY	0.00		
		Coll. Professorship	Special			\$15,000 AY	0.00		

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Holstad, Mark A	College of Architecture	Associate Dean	Special	08/17/2009		\$20,274 FY	0.15
		Associate Dean	Special			\$13,516 FY	0.10
	Architecture	Program Director (includes stipend)	Special			\$82,488 FY	0.55
		Program Director (includes stipend)	Special			\$75,685 FY	0.50
	Architecture	Professor	Continuous			\$27,032 FY	0.20
		Professor	Continuous			\$27,032 FY	0.20
	Landscape Architecture	Professor	Special			\$13,516 FY	0.10
		Professor	Special			\$27,032 FY	0.20
Li, Weixing	Management	Assistant Professor of Practice	Special	08/17/09		\$80,800 AY	1.00
		Assistant Professor of Practice	Special			\$40,400 AY	0.50
Mamiya, Christin	Hixson-Lied Fine & Performing Arts	Associate Dean (includes stipend)	Special	08/17/09		\$92,316 AY	1.00
		Associate Dean (includes stipend)	Special			\$0 AY	0.00
	Art & Art History	Professor	Continuous			\$0 AY	0.00
		Professor	Continuous			\$82,316 AY	1.00
		Academy of Distinguished Teachers	Special			\$2,500 AY	0.00
		Academy of Distinguished Teachers	Special			\$2,500 AY	0.00
	Art & Art History	College Professor-Hixson-Lied Prof	Continuous			\$3,000 AY	0.00
		College Professor-Hixson-Lied Prof	Continuous			\$3,000 AY	0.00

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Marley, Thomas	Mathematics	Professor	Continuous	08/17/09		\$81,825 AY	1.00
		Professor	Continuous			\$81,825 AY	1.00
		Acting Chairperson Stipend	Special			\$2,500 AY	0.00
		Acting Chairperson Stipend	Special			\$0 AY	0.00
McLeod, Harriet	Textiles, Clothing & Design	Assistant Professor	Special	08/17/09		\$55,499 AY	1.00
		Assistant Professor	Continuous			\$55,499 AY	1.00
Medill, Colleen	College of Law	Professor	Continuous	08/17/09		\$139,855 AY	1.00
		Professor	Continuous			\$139,855 AY	1.00
		College Professorship-Warren Wise	Special			\$5,000 AY	0.00
		College Professorship-Warren Wise	Special			\$5,000 AY	0.00
		College Professorship-MS	Special			\$0 AY	0.00
		College Professorship-MS	Special			\$5,000 AY	0.00
Nowak, Andrzej	Civil Engineering - Lincoln	Professor	Continuous	08/17/09		\$97,254 AY	0.60
		Professor	Continuous			\$162,090 AY	1.00
		Chairperson (includes stipend)	Special			\$70,836 AY	0.40
		Chairperson (includes stipend)	Special			\$0 AY	0.00
		College Professor/Bright	Special			\$15,000 AY	0.00
		College Professor/Bright	Special			\$15,000 AY	0.00

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>		
Ruser, Kevin	College of Law	Clinical Professor	Continuous	07/01/2009		\$122,077 FY	1.00		
		Clinical Professor	Continuous			\$122,077 FY	1.00		
		Director of Clinical Program	Special			\$12,208 FY	0.00		
		Director of Clinical Program	Special			\$12,208 FY	0.00		
		College Professorship	Special			\$5,000 FY	0.00		
		College Professorship	Special			\$0 FY	0.00		
		Law Alumni Professorship	Special			\$0 FY	0.00		
		Law Alumni Professorship	Special			\$5,000 FY	0.00		
		Scholz, Gordon P	Community & Regional Planning	Professor	Continuous	09/01/2009		\$89,472 AY	1.00
				Professor	Continuous			\$53,263 AY	0.60
Program Director (includes stipend)	Special					\$0 AY	0.00		
Program Director (includes stipend)	Special					\$43,348 AY	0.40		
Stansbury, John	Civil Engineering - Omaha			Associate Professor	Continuous	08/17/09		\$88,249 AY	1.00
		Associate Professor	Continuous			\$88,249 AY	1.00		
		Associate Chairperson Stipend	Special			\$0 AY	0.00		
		Associate Chairperson Stipend	Special			\$9,757 AY	0.00		

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Walter, Katherine	Libraries	Chairperson	Special	07/01/2009		\$55,680 FY	0.60
		Chairperson	Special			\$55,680 FY	0.60
		Professor	Continuous			\$36,320 FY	0.40
		Professor	Continuous			\$36,320 FY	0.40
		Director-Digital Research Stipend	Special			\$4,000 FY	0.00
		Director-Digital Research Stipend	Special			\$0 FY	0.00

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PERSONNEL REPORT
07/1/2009 through 9/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Willborn, Steven L	College of Law	Professor	Continuous	08/17/09		\$211,650 AY	1.00
		Professor	Continuous			\$0 AY	0.00
		Dean (includes stipend)	Special			\$0 FY	0.00
		Dean (includes stipend)	Special			\$248,015 FY	1.00
		College Professorship-Schmoker	Special			\$15,000 AY	0.00
		College Professorship-Schmoker	Special			\$15,000 AY	1.00
Zellmer, Sandra	College of Law	Professor	Continuous	08/17/09		\$137,544 AY	1.00
		Professor	Continuous			\$137,544 AY	1.00
		College Professor-Law Alumni Prof	Special			\$5,000 AY	0.00
		College Professor-Law Alumni Prof	Special			\$5,000 AY	0.00
		College Professorship-Cline Williams	Special			\$0 AY	0.00
		College Professorship-Cline Williams	Special			\$5,000 AY	0.00

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Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN IANR

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
⁽¹⁾ Baquet, Alan	Grassland Studies Center Ctr Applied Rural Innovation	Director (includes stipend)	Special	07/16/09		\$95,983 FY	0.50
		Director (includes stipend)	Special		07/15/09	\$59,333 FY	0.30
	Agronomy	Professor	Special	07/16/09		\$78,531 FY	0.50
		N/A	Special		07/15/09	\$0 FY	0.00
	Ag Economics	N/A (includes stipend)	N/A	07/16/09		\$0 FY	0.00
		Department Head (includes stipend)	Special		07/15/09	\$115,181 FY	0.70
Conley, Dennis	Ag Economics	Interim Dept Head (includes stipend)	Special	07/16/09		\$85,918 FY	0.70
		N/A	N/A		07/15/09	\$0 FY	0.00
	Ctr Applied Rural Innovation Ctr Applied Rural Innovation	Interim Director (includes stipend)	Special	07/16/09		\$36,822 FY	0.30
		N/A	N/A		07/15/09	\$0 FY	0.00
	Ag Economics	N/A	N/A	07/16/09		\$0 FY	0.00
		Professor	Continuous		07/15/09	\$110,070 FY	1.00
Hansen, Jennifer	Northeast Rsch & Exten	Asst Exten Educator	Special	09/15/09		\$37,400 FY	1.00
	Northeast Rsch & Exten	Mgr/Professional	Other		09/14/09	\$26,252 FY	1.00
Hardin, Laura	ISU/UNL Vet Education ISU/UNL Vet Education	Coordinator (includes stipend)	Special	07/01/09		\$71,191 FY	0.75
		N/A	N/A		06/30/09	\$0 FY	0.00
	Vet & Biomedical Sciences Vet & Biomedical Sciences	Asst Prof Practice	Special	07/01/09		\$18,810 FY	0.25
		Asst Prof Practice	Special		06/30/09	\$74,493 FY	1.00

⁽¹⁾ Continuous appointment held in Ag Economics

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Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA-LINCOLN IANR

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Herrick, Rhonda	West Central Rsch & Exten	Asst Exten Educator	Special	09/01/09		\$46,000 FY	1.00
	West Central Rsch & Exten	Managerial/Professional	Other		08/31/09	\$42,815 FY	1.00
⁽²⁾ Holding, David	Agronomy & Horticulture	Asst Professor	Specific Term	09/01/09		\$75,687 AY	1.00
	Agronomy & Horticulture	Asst Professor	Specific Term		08/31/09	\$91,667 FY	1.00
⁽³⁾ Hubbard, Kenneth	School Natural Resources	Professor	Continuous	08/01/09		\$119,783 FY	1.00
	School Natural Resources	Professor	Continuous		07/31/09	\$123,393 FY	1.00
Johnson, Bruce	Ag Economics	Professor	Continuous	09/01/09		\$87,424 AY	1.00
	Ag Economics	Professor	Continuous		08/31/09	\$106,852 FY	1.00
⁽²⁾ Wilson, Richard	Plant Pathology	Asst Professor	Specific Term	09/01/09		\$80,400 AY	1.00
	Plant Pathology	Asst Professor	Specific Term		08/31/09	\$97,778 FY	1.00

⁽²⁾ FY to AY salary adjusted for early start includes July 1 increase

⁽³⁾ Salary change to remove portion that is now on new hire Martha Shulski

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Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Band, Vimla	Genetics Cell Biology & Anatomy	Professor	Continuous	9/1/2009		\$194,401 FY	1.00
		Professor	Continuous			\$194,401 FY	1.00
	Genetics Cell Biology & Anatomy	Interim Chairperson - Stipend	Special	9/1/2009		\$12,000 FY	0.00
		N/A	N/A		8/31/2009	\$0	0.00
	Genetics Cell Biology & Anatomy	Vice Chair for Research - Stipend	Special	9/1/2009		\$20,000 FY	0.00
		Vice Chair for Research - Stipend	Special			\$20,000 FY	0.00
	Genetics Cell Biology & Anatomy	Assoc Dir Breast Cancer Rsch Ctr	Special	9/1/2009		\$20,000 FY	0.00
		Assoc Dir Breast Cancer Rsch Ctr	Special			\$20,000 FY	0.00
	Genetics Cell Biology & Anatomy	Interim A&A Von Housen Chair	Special	9/1/2009		\$0 FY	0.00
		N/A	N/A		8/31/2009	\$0	0.00
Batra, Surinder K.	Biochemistry and Molecular	Professor	Continuous	9/1/2009		\$200,000 FY	0.80
		Professor	Continuous		8/31/2009	\$225,000 FY	1.00
	Biochemistry and Molecular	Chairperson (includes stipend)	Special	9/1/2009		\$55,000 FY	0.20
		N/A	N/A		8/31/2009	\$0	0.00
	Biochemistry and Molecular	Helen Freytag Dist Prof - Stipend	Special	9/1/2009	08/31/14	\$12,000 FY	0.00
		N/A	N/A		08/31/09	\$0	0.00
	College of Medicine Dean's Office	Senior Associate Dean - Stipend	Special	9/1/2009		\$7,500 FY	0.00
		Senior Associate Dean - Stipend	Special			\$7,500 FY	0.00
	Eppley Institute - Education and Training	Associate Director - Stipend	Special	9/1/2009		\$5,000 FY	0.00
		Associate Director - Stipend	Special			\$5,000 FY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
(4) Bennett, Robert G.	Internal Medicine	Associate Professor	Health Prof	9/1/2009	6/30/2012	\$30,051 FY	0.40
		Associate Professor	Health Prof		8/31/2009	\$37,564 FY	0.50
Black, Joyce	College of Nursing - Omaha	Associate Professor	Special	8/17/2009	5/14/2010	\$39,078 AY	0.60
		Associate Professor	Health Prof		8/16/2009	\$64,830 AY	1.00
Christman, Judith K.	Biochemistry & Molecular Biology	Professor	Continuous	9/1/2009		\$231,806 FY	1.00
		Professor	Continuous		8/31/2009	\$89,032 FY	0.36
		Stokes-Shackleford Professorship	Special	9/1/2009	12/31/2009	\$8,120 FY	0.00
		Stokes-Shackleford Professorship	Special		8/31/2009	\$8,120 FY	0.04
		N/A	N/A	9/1/2009		\$0	0.00
		Chairperson (includes stipend)	Special		8/31/2009	\$147,774 FY	0.60
Cornwall, Suzanne J.	Family Medicine	Clinical Assistant Professor	Special	8/1/2009		\$94,527 FY	0.70
		Clinical Assistant Professor	Special		7/31/2009	\$121,535 FY	0.90

(4) Remaining salary defrayed by Veterans Administration Hospital

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Crouse, David A.	Academic Affairs	Associate Vice Chancellor	Special	9/1/2009	10/31/2010	\$68,941 FY	0.37
		Associate Vice Chancellor	Special		8/31/2009	\$114,901 FY	0.61
	Graduate Studies	Executive Associate Dean	Special	9/1/2009	10/31/2010	\$26,132 FY	0.18
		Executive Associate Dean	Special		8/31/2009	\$43,553 FY	0.30
	Genetics, Cell Biology, Anatomy	Professor	Continuous	9/1/2009	10/31/2010	\$9,757 FY	0.05
		Professor	Continuous		8/31/2009	\$16,261 FY	0.09
⁽⁵⁾ Donohue, Terrence	Internal Medicine	Professor	Special	7/1/2009		\$45,309 FY	0.40
		Professor	Health Prof		6/30/2009	\$45,309 FY	0.40
Follett, Kenneth A.	Surgery	Professor	Health Prof	8/1/2009	6/30/2012	\$131,494 FY	1.00
		Professor	Health Prof			\$131,494 FY	1.00
	Surgery	N/A	N/A	8/1/2009		\$0	0.00
		Interim Chairperson - Stipend	Special		7/31/2009	\$10,000 FY	0.00
Gross, Gloria Jean	College of Nursing - Omaha	Associate Professor	Special	8/17/2009	5/14/2010	\$79,953 AY	1.00
		Associate Professor	Special		8/16/2009	\$106,602 FY	1.00
⁽⁵⁾ Hamel, Frederick G.	Internal Medicine	Professor	Health Prof	9/1/2009	6/30/2012	\$1,087 FY	0.01
		Professor	Health Prof		8/31/2009	\$27,196 FY	0.25

⁽⁵⁾ Remaining salary defrayed by Veterans Administration Hospital

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Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Landmark, James D.	Pathology & Microbiology	Associate Professor	Health Prof	8/1/2009	6/30/2010	\$98,460 FY	1.00
		Associate Professor	Special		7/31/2009	\$49,230 FY	0.50
Linder, James	UNeMed Corporation	Executive Director	Special	7/1/2009		\$113,235 FY	0.61
		Executive Director	Special		6/30/2009	\$94,904 FY	0.50
	Pathology & Microbiology	Professor	Special	7/1/2009		\$1,856 FY	0.01
		Professor	Special		6/30/2009	\$7,187 FY	0.05
Miller, Connie L.	College of Nursing - Omaha	Assistant Professor	Health Prof	9/1/2009	6/30/2012	\$77,563 FY	1.00
		Assistant Professor	Health Prof			\$77,563 FY	1.00
	College of Nursing - Omaha	Director - Learning Resource Center	Special	9/1/2009		\$1,500 FY	0.00
		N/A	N/A		8/31/2009	\$0	0.00
Mueller, Keith J.	Health Services Research & Adm	Professor	Continuous	9/1/2009		\$142,586 FY	1.00
		Professor	Continuous			\$142,586 FY	1.00
		Chairperson - Stipend	Special	9/1/2009		\$5,000 FY	0.00
		Chairperson - Stipend	Special		8/31/2009	\$2,089 FY	0.00
	COPH - Office of the Dean	N/A	N/A	9/1/2009		\$0	0.00
		Interim Dean - Stipend	Special		8/31/2009	\$7,500 FY	0.00
Olsen, Brian S.	Pediatrics	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
		Assistant Professor	Special		7/31/2009	\$4,000 FY	0.10

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
⁽⁶⁾ Shaw, Jr., Byers W.	Surgery	Professor	Continuous	7/1/2009		\$212,758 FY	1.00
		Professor	Continuous			\$212,758 FY	1.00
	Surgery	Merle M. Musselman Cent Prof	Special	7/1/2009		\$16,519 FY	0.00
		Merle M. Musselman Cent Prof	Special		6/30/2009	\$10,150 FY	0.00
⁽⁷⁾ Shivaswamy, Vijay	Internal Medicine	Assistant Professor	Health Prof	7/5/2009	6/30/2011	\$63,580 FY	0.75
		Assistant Professor	Health Prof		7/4/2009	\$84,773 FY	1.00
⁽⁶⁾ Stoolman, Sharon	Pediatrics	Assistant Professor	Special	7/1/2009		\$94,873 FY	1.00
		Assistant Professor	Special			\$94,873 FY	1.00
	Pediatrics	Dir Undergrad Education Stipend	Special	7/1/2009		\$10,000 FY	0.00
		N/A	N/A		6/30/2009	\$0	0.00
Thompson, Cheryl B.	College of Nursing - Omaha	Associate Professor	Continuous	9/1/2009		\$104,763 FY	1.00
		Associate Professor	Continuous			\$104,763 FY	1.00
	College of Nursing - Omaha	N/A	N/A	9/1/2009		\$0	0.00
		Assistant Dean	Special		8/31/2009	\$5,000 FY	0.00
Truemper, Edward J.	Pediatrics	Associate Professor	Health Prof	8/1/2009	6/30/2011	\$40,000 FY	1.00
		Associate Professor	Special		7/31/2009	\$4,000 FY	0.10

⁽⁶⁾ Correction to Annual Increase

⁽⁷⁾ Remaining salary defrayed by Veterans Administration Hospital

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 09/30/2009
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Visovsky, Constance G.	College of Nursing - Omaha	Associate Professor	Health Prof	9/1/2009	6/30/2011	\$100,454 FY	1.00
		Associate Professor	Health Prof			\$100,454 FY	1.00
	College of Nursing - Omaha	Researcher	Special	9/1/2009		\$5,053 FY	0.00
		Researcher	Special			\$5,053 FY	0.00
	College of Nursing - Omaha	N/A	N/A	9/1/2009		\$0	0.00
		Director, Masters Program Stipend	Special		8/31/2009	\$3,000 FY	0.00
Watanabe-Galloway, Shinobu	COPH - Epidemiology	Assistant Professor	Health Prof	9/1/2009	6/30/2010	\$94,409 FY	1.00
		Assistant Professor	Health Prof			\$94,409 FY	1.00
	COPH - Epidemiology	N/A	N/A	9/1/2009		\$0	0.00
		Acting Chairperson	Special		8/31/2009	\$5,000 FY	0.00
	Internal Medicine	Assistant Professor	Health Prof	8/1/2009	6/30/2011	\$76,105 FY	1.00
		Research Assistant Professor	Special		7/31/2009	\$76,105 FY	1.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009-09/30/2009
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Briggs, Robert	Marketing/Management	Associate Professor	Specific	08/17/09		\$121,458 AY	1.00
		Director for Center for Collaboration Sciences	Special		05/15/09	\$119,663 AY	1.00
Landow, Paul	Political Science	Assistant Professor	Special	08/17/09	05/14/10	\$55,000 AY	1.00
		Assistant Professor	Special	01/12/09	05/15/09	\$27,500 AY	1.00
⁽⁸⁾ Santo, Jonathan	Psychology	Associate Professor	Specific	08/17/09		\$53,500 AY	1.00
		Associate Professor	Specific	08/17/09		\$55,000 AY	1.00

⁽⁸⁾ \$55,000 was incorrectly reported on Listing of Asst Professors & Above. The \$1,500 salary increase was contingent upon completing his doctoral degree prior to August 17, 2009.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2009 - 9/30/2009
UNIVERSITY OF NEBRASKA CENTRAL ADMINISTRATION

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Justus, Michael	Audit and Advisory Services	Assistant VP/Director of Audit & Advisory Svcs	Special	7/1/2009		\$121,619 FY	1.00
	Business and Finance	Assistant VPBF/Director of Internal Audits	Special	9/1/2000	6/30/2009	\$119,822 FY	1.00
Stephan, Sharon	University Affairs	Associate VP for Communication	Special	7/1/2009		\$119,026 FY	1.00
	University Affairs	Assistant VP for Communication	Special	10/15/2001	6/30/2009	\$111,239 FY	1.00
Wimes, Edward	Business and Finance	Associate to the President/Assist VPHR/Dir Equity & Diversity	Special	7/1/2009		\$133,400 FY	1.00
	Business and Finance	Assistant VP/Dir of Human Resources	Special	7/1/2000	6/30/2009	\$118,900 FY	0.90
	Provost	Interim Associate to the President/Assistant VP Affirmative Action for Diversity	Special	8/1/2007	6/30/2009	\$12,528 FY	0.10

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

TO: The Board of Regents
Academic Affairs

MEETING DATE: December 11, 2009

SUBJECT: Leaves of Absence for the reporting period July 1, 2008 through
June 30, 2009

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of the academic leaves of absences that
have been approved by President Milliken in accordance with Section
3.4.3.1 of the *Bylaws of the Board of Regents of the University of
Nebraska* as amended June 15, 2006.

The President may approve leaves of absence, not to exceed one year, to
members of the permanent professional staff holding full-time
appointments that fall within the guidelines set forth in the *Bylaws*.

SPONSOR: Linda Ray Pratt
Executive Vice President and Provost

APPROVED: James B. Milliken, President
University of Nebraska

DATE: November 17, 2009

Addendum IX-D-2

Members of the public and news media may obtain a copy of the item with the Leaves of Absences 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.

TO: The Board of Regents Addendum IX-D-3

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Quarterly Status Report of Six-Year Capital Plan and Capital Construction Report

RECOMMENDED ACTION: Report

EXPLANATION: An update of the Six-Year Capital Plan will be provided on a quarterly basis. Attached is an update as of September 30, 2009. In addition, a report of current capital construction projects is included for review.

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

RECOMMENDED: David E. Lechner
Vice President for Business and Finance

DATE: November 16, 2009

2009 Six-Year Capital Plan - Unprioritized (Alphabetized by Campus)

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
UN	Fire & Life Safety/Code Compliance	TBD (1)	TBD	\$ -	\$ -	\$ -
State Funded Projects						
UNK	Otto Olsen II	\$ 31,320,000	\$ 31,320,000	\$ -	TBD	\$ 313,200
UNL	Animal Research Facility	\$ 15,000,000 (2)	\$ 15,000,000	\$ -	TBD	\$ 150,000
UNL	Life Science Teaching Labs	\$ 20,000,000	\$ -	\$ 20,000,000	TBD	\$ 200,000
UNL	Morrison Virology Center - Phase II	\$ 8,000,000	\$ -	\$ 8,000,000	\$ 327,588	\$ 80,000
UNMC	College of Nursing - Lincoln Division	\$ 17,500,000	\$ 17,500,000	\$ -	\$ -	\$ 175,000
UNO	Strauss Performing Arts Addition/Renovation	\$ 14,600,000	\$ 14,600,000	\$ -	TBD	\$ 146,000
		\$ 106,420,000	\$ 78,420,000	\$ 28,000,000	\$ 327,588	\$ 1,064,200
Non-State Funded Projects						
UNK	Nebraska Safety Center Office and Classroom Building	\$ 1,200,000 (3)	\$ -	\$ 1,200,000	\$ 61,000	\$ 12,000
UNL	Demolish Reunion	\$ 550,000	\$ -	\$ 550,000	\$ -	\$ -
UNL	Burr Fedde Renovation	\$ 1,450,000	\$ -	\$ 1,450,000	\$ -	\$ -
UNL	Cather & Pound Renovations	\$ 9,100,000	\$ -	\$ 9,100,000	\$ -	\$ -
UNL	Cather Pound Dining Renovations	\$ 1,500,000	\$ -	\$ 1,500,000	\$ -	\$ -
UNL	Devaney Center Improvements	\$ 18,700,000 (2)	\$ -	\$ 18,700,000	\$ -	\$ 187,000
UNL	East Campus Family Housing Replacement	\$ 20,000,000	\$ -	\$ 20,000,000	\$ -	\$ -
UNL	Neihardt renovations	\$ 14,750,000	\$ -	\$ 14,750,000	\$ -	\$ -
UNL	Sheldon Haymarket	\$ 12,618,000	\$ -	\$ 12,618,000	\$ 310,000	\$ 126,180
UNL	Systems Biology (ARS)	\$ 56,000,000	\$ -	\$ 56,000,000	TBD	\$ 560,000
UNMC	College of Dentistry Addition	\$ 15,200,000	\$ -	\$ 15,200,000	TBD	\$ 152,000
UNMC	Comprehensive Cancer Research Center & Parking Structure	\$ 135,000,000	\$ -	\$ 135,000,000	TBD	\$ 1,350,000
UNMC	West Utility Plant	\$ 16,200,000	\$ -	\$ 16,200,000	TBD	\$ 162,000
UNO	Roskens Hall Renovation	\$ 12,400,000 (3)	\$ -	\$ 12,400,000	TBD	\$ 124,000
UNO	University Life Complex	\$ 35,000,000	\$ -	\$ 35,000,000	TBD	\$ 350,000
		\$ 349,668,000	\$ -	\$ 349,668,000	\$ 371,000	\$ 3,023,180
Mixed Funded Projects						
UNK	Fine Arts Renovation/Addition	\$ 17,620,500	\$ 17,237,000	\$ 383,500	TBD	\$ 176,205
UNL	Nebraska Innovation Center: Phase I	\$ 50,500,000	TBD	TBD	TBD	\$ 505,000
UNO	PKI Expansion	\$ 19,000,000	TBD	TBD	TBD	\$ 190,000
		\$ 87,120,500	\$ 17,237,000	\$ 383,500	\$ -	\$ 871,205
Total		\$ 543,208,500	\$ 95,657,000	\$ 378,051,500	\$ 698,588	\$ 4,958,585

Notes:

- (1) Number may change dramatically to represent 40% of 309 Task Force funding over the next 6 years
- (2) Moved from On-Deck List
- (3) Program Statement approved by the BOR
- (4) New Project

2009 On-Deck Projects

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
State Funded Projects						
UNK	Calvin T. Ryan Library Renovation/Addition	\$ 14,580,000	\$ 14,580,000	\$ -	\$ 442,000	\$ 145,800
UNK	Cushing Coliseum Renovation & Additions	\$ 2,495,000	\$ 2,495,000	\$ -	\$ 25,000	\$ 24,950
UNK	Founders	\$ 1,135,000	\$ 1,135,000	\$ -	TBD	\$ 11,350
UNK	Frank House	\$ 3,405,000	\$ 3,405,000	\$ -	\$ 69,000	\$ 34,050
UNK	General Services Building Renovation (Ed Center)	\$ 6,480,000	\$ 6,480,000	\$ -	\$ 120,000	\$ 64,800
UNK	Memorial Student Affairs Building	\$ 6,265,000	\$ 6,265,000	\$ -	\$1,543,000	\$ 62,650
UNK	Sidewalk	\$ 1,000,000	\$ 1,000,000	\$ -	\$ -	\$ 10,000
UNK	Thomas Hall Renovation	\$ 3,402,000	\$ 3,402,000	\$ -	\$ 69,000	\$ 34,020
UNK	West Center East Wing	\$ 6,805,000	\$ 6,805,000	\$ -	\$ 100,000	\$ 68,050
UNL	Campus-wide Classroom Improvements	\$ 5,000,000	\$ 5,000,000	\$ -	TBD	TBD
UNL	Greater Nebraska Projects	\$ 45,000,000	\$ 45,000,000	\$ -	TBD	\$ 450,000
UNL	Manter Hall	TBD	TBD	\$ -	TBD	TBD
UNL	Poultry Research and Teaching Facility	\$ 4,500,000	\$ 4,500,000	\$ -	TBD	\$ 45,000
UNL	Undergraduate Academic Classroom Facility	\$ 40,500,000	\$ 40,500,000	\$ -	TBD	\$ 405,000
UNL	Vet Basic Sciences Building Structural Repairs	TBD	TBD	\$ -	TBD	TBD
UNL	Vet Diagnostic Building	TBD	TBD	\$ -	TBD	TBD
UNL	Westbrook Music Building Renovation and Expansion	\$ 25,000,000	\$ 25,000,000	\$ -	TBD	\$ 250,000
		\$ 165,567,000	\$ 165,567,000	\$ -	\$2,368,000	\$ 1,605,670
Non-State Funded Projects						
UNK	Centennial Towers East and West Renovations	\$ 8,600,000	\$ -	\$ 8,600,000	\$ -	\$ -
UNL	10th & Y Building Demolition	TBD	\$ -	TBD	TBD	TBD
UNL	Ashfall Pavilions and Bunkhouse	\$ 1,500,000	TBD	TBD	TBD	\$ 15,000
UNL	Behlen Laser Lab Renovations	\$ 1,500,000 (4)	\$ -	\$ 1,500,000	TBD	\$ 15,000
UNL	Chemistry Labs (Hamilton Hall Renovations)	\$ 15,000,000 (4)	\$ -	\$ 15,000,000	TBD	\$ 150,000
UNL	City Campus Recreation Center Expansion	TBD	\$ -	TBD	\$ -	TBD
UNL	Devaney Center Improvements	\$ 18,500,000	\$ -	\$ 18,500,000	\$ -	\$ 185,000
UNL	Durham School of Construction	TBD	\$ -	TBD	TBD	TBD
UNL	East Campus Recreation Center	TBD	\$ -	TBD	\$ -	TBD
UNL	Husker Hall Renovations	\$ 700,000	\$ -	\$ 700,000	TBD	TBD
UNL	Love Memorial Coop Residence	\$ 1,600,000	\$ -	\$ 1,600,000	TBD	TBD
UNL	Morrill Hall Renovation	TBD (4)	\$ -	TBD	TBD	TBD
UNL	Othmer Hall	\$ 2,000,000 (4)	\$ -	\$ 2,000,000	TBD	\$ 20,000
UNL	Nanoscience Facility	\$ 15,000,000	\$ -	\$ 15,000,000	TBD	\$ 150,000
UNL	Plant Pathology and Horticulture Greenhouses-structural repair	TBD	\$ -	TBD	TBD	TBD
UNL	Ruth Leverton Renovation	\$ 4,400,000 (4)	\$ -	\$ 4,400,000	TBD	\$ 44,000
UNL	Science Research Facilities	TBD	\$ -	TBD	TBD	TBD
UNL	Selleck Renovations	\$ 15,900,000	\$ -	\$ 15,900,000	TBD	TBD
UNL	Student Health Renovation	TBD	\$ -	TBD	TBD	TBD
UNMC	Biomedical Technology Center	\$ 24,840,000	\$ -	\$ 24,840,000	\$ 1,294,000	\$ 248,400
UNMC	Medical Office Building & Parking Structure	\$ 63,400,000	\$ -	\$ 63,400,000	\$ -	TBD
UNMC	Research Center of Excellence III	\$ 119,000,000	\$ -	\$ 119,000,000	TBD	\$ 1,190,000
UNO	Allwine Prairie Environmental Education Field Station	\$ 1,500,000	\$ -	\$ 1,500,000	TBD	\$ 15,000
UNO	Campus Development at Center	TBD	\$ -	TBD	TBD	TBD
UNO	Community Outreach/Childcare Facility	TBD	\$ -	TBD	TBD	TBD
UNO	Fieldhouse Expansion/Renovation II	\$ 3,000,000	\$ -	\$ 3,000,000	TBD	\$ 30,000
UNO	Parking Structure(s) (Dodge)	TBD	\$ -	TBD	TBD	TBD
UNO	Proscenium Theater	TBD	\$ -	TBD	TBD	TBD
UNO	Student Housing (Pacific)	TBD	\$ -	TBD	TBD	TBD
		\$ 296,440,000	\$ -	\$ 294,940,000	\$1,294,000	\$ 2,062,400

2009 On-Deck Projects

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
TBD or Mixed Funded Projects						
UN	Technology Development Center (NCITE)	\$ 17,000,000		TBD	TBD	\$ 170,000
UNK	Wellness Center	\$ 6,180,000	(4) \$ 1,500,000	\$ 4,680,000	TBD	\$ 61,800
UNMC	Cardiovascular Research Center and Imaging Center	\$ 5,000,000		TBD	TBD	TBD
UNMC	College of Nursing Modernization	\$ 8,820,000		TBD	TBD	\$ 88,200
UNMC	College of Pharmacy Modernization	\$ 9,720,000		TBD	TBD	\$ 97,200
UNMC	Psychiatric Center	TBD		TBD	TBD	TBD
UNMC	Renovation and Expansion of Swanson Hall	\$ 15,120,000		TBD	TBD	\$ 151,200
UNMC	Saddle Creek Road Relocation	TBD		TBD	TBD	TBD
UNMC	College of Pharmacy Laboratory Addition	\$ 15,000,000		TBD	TBD	\$ 150,000
UNMC	Truhlsen Eye Institute - Ambulatory Surgery Addition	\$ 10,000,000		TBD	TBD	\$ 100,000
UNMC	Wittson Hall Modernization	\$ 9,470,000		TBD	TBD	\$ 94,700
UNMC	Student Life Center Addition	\$ 10,000,000		TBD	TBD	\$ 100,000
UNMC	Outpatient Cancer Treatment Center	\$ 75,000,000	\$ -	\$ 75,000,000	\$ -	\$ 750,000
UNMC	Parking Structure	\$ 8,000,000	\$ -	\$ 8,000,000	\$ -	\$ 80,000
UNO	Academic Building	TBD		TBD	TBD	TBD
UNO	Durham Science Center Renovation	TBD		TBD	TBD	TBD
UNO	General Services Building	TBD		TBD	TBD	TBD
UNO	Kayser Hall Renovation	TBD		TBD	TBD	TBD
UNO	Weber Fine Arts Building Addition	TBD		TBD	TBD	TBD
		\$ 189,310,000	\$ 1,500,000	\$ 87,680,000	\$ -	\$ 1,843,100
Total On Deck Projects		\$ 651,317,000	\$ 167,067,000	\$ 382,620,000	\$ 3,662,000	\$ 5,511,170

NCTA - 2009 Six-Year Capital Plan - Unprioritized

State Funded Projects						
NCTA	Instruction Facilities Improvements	\$ 1,400,000	\$ 1,400,000	\$ -	TBD	\$ 14,000
Total NCTA		\$ 1,400,000	\$ 1,400,000	\$ -	\$ -	\$ 14,000

NCTA - 2009 On Deck List

State Funded Projects						
NCTA	Master Plan - Campus Renovation	\$ 3,025,000	\$ 3,025,000	\$ -	TBD	\$ 30,250
NCTA	Student Union	\$ 8,640,000	\$ 8,640,000	\$ -	TBD	\$ 86,400
Total NCTA On-Deck Projects		\$ 11,665,000	\$ 11,665,000			\$ 116,650

Recap of Projects in Progress by Phase

Project	Total Project Cost	Method of Contract	Architect	Contractor	Approve Program	Approve A/E	Substantial Completion	Current Phase
State Funded Projects		\$0						
Note: State funding included in Mixed, 309 and LB 605 projects								
Non-State Funded Projects								
UNL Ken Morrison Life Sciences Research Ctr. Addn.	\$8,000,000	Low Bid	TBD	TBD	Sep-09	TBD	Aug-11	Planning
UNMC Truhlsen Eye Institute	\$20,000,000	Low Bid	TBD	TBD	Oct-09	TBD	Dec-12	Planning
UNL Nebraska Athletic Student Life Complex	\$8,700,000	Low Bid	Bahr Vermeer & Haecker	TBD	Nov-08	Mar-09	Aug-10	Design
UNK Men's + Randall Renovations	\$4,960,000	Low Bid	Wilkins Hinrichs Stober	TBD	Sep-08	4year	Jul-11	Design
UNL Devaney Sports Center Addition	\$18,700,000	Low Bid	The Clark Enersen Partners	TBD	Sep-09	Sep-09	Aug-11	Design
UNL Animal Research Facility Renovation	\$5,000,000	Low Bid	The Clark Enersen Partners	TBD	Jan-08	TBD	TBD	Project on Hold
UNL NanoScience Facility	\$13,500,000	Low Bid	Perkins & Will	TBD	Sep-07	Mar-08	TBD	Project on Hold
UNL Barkley Memorial Center Building Addition - I	\$4,689,000	Low Bid	Sinclair Hille Architects	Hampton Enterprises	Sep-06	4 year	Jul-09	Construction
UNL College of Law Aud. Renov. & Clssrm Addn. Phase I & II	\$3,888,000	Low Bid	The Clark Enersen Partners	Kingery Construction	Apr-07	4year	Dec-09	Construction
UNL Whittier Renovation	\$23,750,000	Low Bid	Sinclair Hille Architects	Sampson Construction Company	Jun-07	Sep-07	Mar-10	Construction
UNMC Home Instead Center for Successful Aging (Geriatric Center)	\$10,196,000	Low Bid	HDR	Hawkins Construction	Nov-07	Jan-08	Apr-10	Construction
UNL Abel Sandoz Dining Center Renovations	\$12,900,000	Low Bid	Einess Swenson Graham Arch.	Sampson Construction Company	Jun-08	Sep-08	May-10	Construction
UNL The Robert E. Knoll Residential Ctr.(17th & R Residence Hall	\$40,500,000	Design Build		Sampson Construction Company	Apr-08	D/B	Jun-10	Construction
UNMC College of Nursing Addition - Omaha	\$14,000,000	Low Bid	RDG	Meyers Carlisle Leapley	Mar-08	Mar-08	Jul-10	Construction
UNMC Maurer Center for Public Health (College of Public Health)	\$16,500,000	Low Bid	Alley Poyner Macchietto & BNIM	Darland	Mar-08	Mar-08	Aug-10	Construction
UNL 19th & Vine Parking Structure	\$13,900,000	Design Build		Sampson Construction Company	Jan-09	NA	Aug-10	Construction
UNO Health Physical Education & Recreation Facility	\$38,590,000	CM/GMP	RDG	Hawkins Construction	Jun-07	Jan-08	Aug-10	Construction
UNO Mammel Hall (College of Business Administration)	\$34,000,000	CM/GMP	Holland Basham	Kiewit Building Group	Mar-08	Mar-08	Aug-10	Construction
UNL Abel Sandoz Complex Renovation	\$40,736,000	Design Build		Ryan & Associates	Jun-07	D/B	Aug-10	Construction
UNL Abel Sandoz Complex Window Replacement	\$2,241,300	Design Build		Ryan & Associates	Nov-06	D/B	Aug-10	Construction
UNMC Michael F. Sorrell Center for Health Science Education	\$57,700,000	Low Bid	HDR & RDG	Kiewit Building Group	Dec-03	Jun-04	Oct-08	Warranty
- Ice Rink	Included above	BOR Apprvd CO	HDR	Kiewit Building Group	Jan-08	Jan-08	Dec-09	Construction
- Campus Identification Monument	Included above	Artist Selection	James Carpenter Design Assoc.	James Carpenter Design Assoc.	Jan-08	Jan-08	Oct-10	Design
- Academic Greenway and Monument Base	Included above	Low Bid	HDR	Multi-Phase TBD	Jan-08	4 year	Oct-10	Planning
- Wittson Hall Education Space Renovation	Included above	Low Bid	TBD	TBD	Dec-03	4 year	Dec-10	Planning
UNK Student Housing Project	\$21,780,000	CM/GMP	Sinclair Hille Architects	Sampson Construction Company	Jun-05	4year	Aug-08	Warranty
UNMC Emer. Repl. of Fire Damaged Elec. Generator & Utility Bldg.	\$2,480,000	Design Build		Ayars & Ayars with Farris and Strategic Electric	Mar-08	NA	Aug-08	Warranty
UNO Student Housing (Maverick Village) and Parking Structure	\$28,324,982	Design Build		Kiewit Building Group	Jan-07	NA	Aug-08	Warranty
				Graham Penn-Co (Phase 1)	Jan-04	4 year	Dec-08	Warranty
UNMC cGMP Transplant Production Facility	\$16,502,000	Low Bid	Sinclair Hille Architects	Sampson (Phase 2)			May-09	Warranty
UNK Mantor Renovations	\$4,000,000	Low Bid	Wilkins Hinrichs Stober	Sampson Construction Company	Mar-08	4 year	Jul-09	Warranty
UNL Husker Vision Control Room Equipment	\$6,700,000	Low Bid	NA	Mitsubishi Electric	Nov-08	NA	Aug-09	Warranty
		<hr/>						
		\$472,237,282						
Mixed Funded Projects								
NCTA Education Center	\$9,762,000	Low Bid	The Clark Enersen Partners	TBD	Mar-08	Sep-09	Mar-10	Design
UNL Leverton Hall HVAC Replacement	\$2,600,000	Low Bid	TBD	TBD	Apr-09	4 year	Dec-10	Design
UNL Entomology Hall HVAC Replacement	\$2,000,000	Low Bid	The Clark Enersen Partners	Sandstone Construction	Jun-08	4 year	Aug-09	Construction
UNL Jackie Gaughan Multicultural Center	\$8,700,000	Low Bid	Dana Larson Roubal & Assoc.	Hausmann Construction	Nov-06	Mar-07	Nov-09	Construction
UNO Facility for CPACS	\$18,627,000	CM/GMP	HDR	W. Boyd Jones	Apr-05	Nov-05	Aug-08	Warranty
UNMC Durham Research Center II	\$76,487,000	Low Bid	HDR	Hawkins Construction	Oct-04	NA	Dec-08	Warranty
		<hr/>						
		\$118,176,000						

Recap of Projects in Progress by Phase

Project	Total Project Cost	Method of Contract	Architect	Contractor	Approve Program	Approve A/E	Substantial Completion	Current Phase
LB 309 & Campus Match Projects								
UNMC Central Utilities Plant-Electrical Upgrades (Normal Distribution)	\$2,259,000	Low Bid	Specialized Engineering Solutions	Vrana	Mar-07	4 Year	Mar-09	Warranty
	<u>\$2,259,000</u>							
University Building Renewal Assessment Fund (1% Assessment)								
UNMC Central Utilities Plant - Chiller Installation	\$2,150,000	Low Bid	Farris	All Purpose Utilities	Sep-07	NA	Feb-09	Warranty
	<u>\$2,150,000</u>							
LB 605 Projects								
UNMC Eppley Cancer Center Renovation	\$5,500,000	Low Bid	TBD	TBD	TBD	TBD	TBD	On hold pending NIH Grant
UNMC Wittson Hall Renovation	\$7,319,000	Low Bid	TBD	TBD	TBD	TBD	TBD	Planning
UNL Demolition of Ferguson Hall	\$887,800	Low Bid	TBD	TBD	Mar-07	May-09	Jan-10	Planning
UNL Brace Renovation	\$749,800	Low Bid	TBD	TBD	Mar-07	Jun-08	Dec-10	Planning
UNL Behlen Renovation	\$869,646	Low Bid	TBD	TBD	Mar-07	Jun-08	Sep-11	Planning
UNMC Poynter Hall Renovation	\$7,241,000	Low Bid	RDG	TBD	Sep-06	Mar-07	TBD	Design
UNO Utility Infrastructure	\$9,000,000	Low Bid	Farris Engineering	TBD	Nov-06	4 year	Jul-11	Design/Construction
UNK Bruner Hall of Science Phase II	\$14,552,000	CM/GMP	The Clark Enerson Partners	Beckenhauer Const. Inc.	Jan-07	Jun-07	Dec-09	Construction
UNL Keim Hall Renovation	\$14,000,000	Low Bid	Alley Poyner Macchietto Architects	Sampson Construction	Apr-07	Apr-07	Mar-10	Construction
UNMC College of Dentistry Renovation	\$8,972,000	Low Bid	Davis Design	Sampson Construction	Jun-07	Sep-07	Mar-10	Construction
UNL Physical Sciences Replacement Building	\$38,032,754	Low Bid	Perkins & Will / BVH	Sampson Construction	Jun-06	Sep-06	Apr-10	Construction
UNL Animal Science Renovation	\$21,340,000	Low Bid	Farris Engineering	Omaha Construction Services	Apr-07	Apr-07	Jan-11	Construction
UNMC Bennett Hall Renovation	\$8,933,000	Low Bid	Alley Poyner Macchietto Architects	Boyd Jones	Jun-06	Sep-06	Aug-08	Warranty
UNL Sheldon Memorial Gallery Exterior Rehabilitation	\$3,960,000	Low-Bid	Batheja	Mid-Continental Construction	Jun-06	NA	Nov-08	Warranty
UNO Criss Library Renovation	\$11,424,850	CM/GMP	HDR	Hawkins Construction	Apr-04	Sep-07	Jun-09	Warranty
UNK Central Utilities / Plant	\$18,460,000	CM/GMP	Leo Daly	JE Dunn	Nov-06	Mar-07	Sep-09	Warranty
	<u>\$171,241,850</u>							
Total Capital Construction Projects	\$766,064,132							

A/E Approval Notes: NA - below BOR approval threshold D/B - Design Build process 4 year - Four Year A/E Selection Process

TO: The Board of Regents

Addendum IX-D-4

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2009 through September 30, 2009

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$417,253	\$95,250	\$0	\$117,272	\$629,775
Research	0	207,036	0	54,073	261,109
Public Service	0	37,198	0	0	37,198
Administration	0	32,050	0	0	32,050
Student Services	0	309,505	0	0	309,505
Stu Financial Aid	74,000	4,200,536	0	0	4,274,536
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	\$491,253	\$4,881,575	\$0	\$171,345	\$5,544,173

Gifts and Bequests of \$1,000,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$0	\$0	\$0	\$0	\$0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	0	0	0	0	0
	_____	_____	_____	_____	_____
TOTAL	<u>\$491,253</u>	<u>\$4,881,575</u>	<u>\$0</u>	<u>\$171,345</u>	<u>\$5,544,173</u>

A - Gifts of \$100,000 and more are itemized on the attached pages
B - Grants of \$1,000,000 and more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSORS: Barbara L. Johnson
Vice Chancellor for Business & Finance

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

DATE: November 3, 2009

**UNIVERSITY OF NEBRASKA AT KEARNEY
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER July 1, 2009 – September 30, 2009**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Instruction	\$128,725
Susan T. Buffett Foundation	Instruction	238,528
	Subtotal	\$367,253
	Total amount of gifts under \$100,000	<u>124,000</u>
	Total Gifts for the Quarter	<u>\$491,253</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	
U.S. Dept. of Education	Financial Aid	Student Financial Aid	\$3,433,099
	Subtotal		\$3,433,099
	Total amount of all Grants under \$1,000,000		<u>1,448,476</u>
	Total Grants for the Quarter		<u>\$4,881,575</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		<u>171,345</u>
	Total Contracts for the Quarter		<u>\$171,345</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2009 through September 30, 2009

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$0	\$1,496,294	\$0	\$0	\$1,496,294
Research	0	56,238,204	0	2,493,289	58,731,493
Public Service	0	8,435,672	0	655,272	9,090,944
Administration	0	367,191	0	0	367,191
Student Services	0	1,413,530	0	0	1,413,530
Stu Financial Aid	0	423,038	0	0	423,038
Donations	0	0	0	0	0
Subtotals	<u>\$0</u>	<u>\$68,373,929</u>	<u>\$0</u>	<u>\$3,148,561</u>	<u>\$71,522,490</u>

Gifts and Bequests of \$1,000,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$0	\$0	\$0	\$0	\$0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
Subtotals	0	0	0	0	0
TOTAL	<u>\$0</u>	<u>\$68,373,929</u>	<u>\$0</u>	<u>\$3,148,561</u>	<u>\$71,522,490</u>

A - Gifts of \$100,000 and more are itemized on the attached pages
B - Grants of \$1,000,000 and more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSORS: Prem S. Paul
Vice Chancellor for Research & Economic Development

Christine A. Jackson
Vice Chancellor for Business & Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: November 12, 2009

**UNIVERSITY OF NEBRASKA-LINCOLN
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER 7/1/09 – 9/30/09**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Description</u>	<u>Amount</u>
	Gifts/Bequests under \$100,000	<u>\$0</u>
	Total Gifts for the Quarter	<u>\$0</u>

Grants \$1,000,000 and over

See attached sheet

Subtotal	\$29,548,072
Total amount of all Grants under \$1,000,000	<u>38,825,857</u>
Total Grants for the Quarter	<u>\$68,373,929</u>

Contracts \$400,000 and over

See attached sheet

Subtotal	\$400,000
Total amount of all Contracts under \$400,000	<u>2,748,561</u>
Total Contracts for the Quarter	<u>\$3,148,561</u>

University of Nebraska-Lincoln
Quarterly Summary of Grants Awarded of \$1,000,000 and Over
Subtotals by College and Department
For the Quarter 7/1/09 - 9/30/09

Dept/PI	Title	Budget Period	Funding Agency	Amount
Arts and Sciences				
Antarctic Drilling Program				
Rack	Frank	ARRA: ANDRILL Coulman High Project	9/1/09 8/31/12 NSF	\$2,684,370
Center for Science, Mathematics & Computer Education				
Lewis	William	NEBRASKA MATH	9/23/09 12/31/11 NSF	577,651
Chemistry				
Dussault	Patrick	Research and Develop High-Sensitivity Nanosensors	9/25/09 9/24/12 DOD-Army Research Office	106,500
Lai	Rebecca	Research and Develop High-Sensitivity Nanosensors	9/25/09 9/24/12 DOD-Army Research Office	319,500
Redepenning	Jody	Bioceramic Bones for Battlefield Traumas	9/30/09 10/29/11 DOD-Army Medical Research	1,358,000
Mathematics				
Lewis	William	NEBRASKA MATH	9/23/09 12/31/11 NSF	268,675
Papick	Ira	NEBRASKA MATH	9/23/09 12/31/11 NSF	268,675
Nebraska Center for Materials and Nanoscience				
Sellmyer	David	Research and Develop High-Sensitivity Nanosensors	9/25/09 9/24/12 DOD-Army Research Office	1,533,600
Physics and Astronomy				
Liou	Sy-Hwang	Research and Develop High-Sensitivity Nanosensors	9/25/09 9/24/12 DOD-Army Research Office	1,533,600
Skomski	Ralph	Research and Develop High-Sensitivity Nanosensors	9/25/09 9/24/12 DOD-Army Research Office	766,800
Psychology				
Edwards	Carolyn	NEBRASKA MATH	9/23/09 12/31/11 NSF	228,373
Subtotal				<u>9,645,744</u>
Education and Human Sciences				
Center for Science, Mathematics & Computer Education				
Heaton	Ruth	NEBRASKA MATH	9/23/09 12/31/11 NSF	308,976
Educational Psychology				
Bovaird	James	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	499,893
Sheridan	Susan	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	999,785
Nebraska Center for Research on Children, Youth, Families and Schools				
Bovaird	James	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	999,785
Glover	Todd	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	1,999,570
Kunz	Gina	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	1,999,570
Nugent	Gwen	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	1,999,570
Sheridan	Susan	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09 6/30/14 Dept of Education-IES	999,785

Teaching, Learning and Teacher Education

Heaton	Ruth	NEBRASKA MATH	9/23/09	12/31/11	NSF	403,012
McGowan	Thomas	NEBRASKA MATH	9/23/09	12/31/11	NSF	134,337
Steckelberg	Allen	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09	6/30/14	Dept of Education-IES	299,936
Trainin	Guy	Nebraska Center for Research on Rural Education (R2Ed)	7/1/09	6/30/14	Dept of Education-IES	199,957
Subtotal						<u>10,844,176</u>

Engineering**Chemical & Biomolecular Engineering**

Van Cott	Kevin	cGMP Recombinant FIX & Oral Hemophilia B Therapy	9/1/09	8/31/10	DHHS-NHLBI	627,372
Velander	William	cGMP Recombinant FIX & Oral Hemophilia B Therapy	9/1/09	8/31/10	DHHS-NHLBI	1,273,756

Civil Engineering

Rilett	Laurence	ARRA: Natl Clean Diesel Funding Assist Prog Region 7 (1)	8/1/09	9/30/10	Environmental Protection Agency	1,000,000
Subtotal						<u>2,901,128</u>

IANR-CASNR**Statistics**

Stroup	Walter	NEBRASKA MATH	9/23/09	12/31/11	NSF	268,675
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IANR-Cooperative Extension**Agronomy and Horticulture**

Wortmann	Charles	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	141,971
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eXtension

Cotton	Dan	eXtension: The Transformation of Cooperative Extension	8/15/07	8/14/11	Dept of Agriculture-CSREES	1,440,000
Subtotal						<u>1,581,971</u>

IANR-Research**Dean's Office for Agricultural Research Division**

Cunningham	Gary	U. S. Meat Animal Research Center	9/1/08	8/31/13	Dept of Agriculture-ARS	1,051,875
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Agronomy and Horticulture

Bernards	Mark	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	42,591
Ferguson	Richard	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	42,591
Francis	Charles	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	28,394

Child, Youth and Family Studies

Edwards	Carolyn	NEBRASKA MATH	9/23/09	12/31/11	NSF	228,373
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Entomology

Wright	Robert	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	56,788
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Food Science and Technology

Schlegel	Vicki	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	113,577
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Northeast Research and Extension Center

Knezevic	Stevan	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	170,365
Shapiro	Charles	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	425,913

Panhandle Research and Extension Center

Hergert	Gary	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	42,591
Lyon	Drew	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	141,971

School of Natural Resources

Brandle	James	Improv Organic Farming Syst & Assess Environ Impacts	9/1/09	8/31/12	Dept of Agriculture-CSREES	212,957
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Subtotal 2,557,986**IANR Vice Chancellor****NE State Forest Service**

Josiah	Scott	Cooperative Forestry Program	10/1/08	9/30/13	Dept of Agriculture-FS	1,748,392
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Grand Total \$29,548,072

University of Nebraska-Lincoln
Quarterly Summary of Contracts Awarded of \$400,000 and Over
Subtotals by College and Department
For the Quarter 7/1/09 - 9/30/09

Dept/PI	Title	Budget Period	Funding Agency	Amount
IANR Cooperative Extension				
4-H State Office				
Barker	Bradley	4-H Robotics: Engineering for Today and Tomorrow	9/1/09 11/1/10 Dept of Agriculture-CSREES-Natl 4-H Hdqrs	\$400,000
Grand Total				<u>\$400,000</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2009 through September 30, 2009

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$73,741	\$2,131,155	\$0	\$332,150	\$2,537,045
Research	11,274	33,361,103	0	2,626,125	35,998,502
Public Service	43,263	932,915	0	1,275,732	2,251,910
Student Aid	107,712	798,463	0	0	906,175
Other	3,030	174,208	0	105,548	282,786
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Subtotals	\$239,020	\$37,397,844	\$0	\$4,339,555	\$41,976,418

Gifts and Bequests of \$1,000,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$0	\$0	\$0	\$0	\$0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Subtotals	0	0	0	0	0
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	<u>\$239,020</u>	<u>\$37,397,844</u>	<u>\$0</u>	<u>\$4,339,555</u>	<u>\$41,976,418</u>

A - Gifts of \$100,000 and more are itemized on the attached pages

B - Grants of \$1,000,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages

D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSORS: Thomas H. Rosenquist, Ph.D.
Vice Chancellor of Research

RECOMMENDED: Harold M. Maurer, Chancellor
University of Nebraska Medical Center

DATE: November 16, 2009

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
GRANTS \$1,000,000 OR MORE
July 1, 2009 - September 30, 2009**

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
U.S. Army	Ben Boedeker, MD Anesthesiology	Battlefield Airway Management for Wounded Warriors	\$2,851,126
DHHS/NIH/NCI	Kenneth Cowan, MD PhD Eppley Institute	UNMC Eppley Cancer Center Support Grant	1,553,887
DHHS/NIH/NCI	Michael Hollingsworth, PhD Eppley Institute	SPORE in Gastrointestinal Cancer	1,066,666
DHHS/NIH/NCRR	Keith Johnson, PhD COD-Oral Biology	Nebraska Center for Cellular Signaling	1,964,546
U.S. Army	Dmitry Oleynikov, MD Surgery-General Surgery	Robotic Telesurgery Research	2,969,999
DHHS/NIH/NCRR	Shelley Smith, PhD MMI HBM Molecular Genetics	The Molecular Biology of Neurosensory Systems [Main]	<u>1,843,340</u>
Grand Total			<u>\$12,249,564</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: University of Nebraska at Omaha
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2009 through September 30, 2009

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$343,200	\$996,691	\$0	\$0	\$1,339,891
Research	267,110	3,473,249	0	482,040	4,222,399
Public Service	95,105	1,606,601	0	0	1,701,706
Administration	0	0	0	0	0
Support Services – Administrative	19,121	0	0	0	19,121
Stu Financial Aid	136,093	393,501	0	0	529,594
Other	0	334,529	0	0	334,529
Donations	0	0	0	0	0
Subtotals	<u>\$860,629</u>	<u>\$6,804,571</u>	<u>\$0</u>	<u>\$482,040</u>	<u>\$8,147,240</u>

Gifts and Bequests of \$1,000,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$0	\$0	\$0	\$0	\$0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
Subtotals	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	<u>\$860,629</u>	<u>\$6,804,571</u>	<u>\$0</u>	<u>\$482,040</u>	<u>\$8,147,240</u>

A - Gifts of \$100,000 and more are itemized on the attached pages
B - Grants of \$1,000,000 and more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSOR: William E. Conley
Vice Chancellor for Business and Finance

RECOMMENDED: John E. Christensen, Chancellor
University of Nebraska at Omaha

DATE: November 16, 2009

**UNIVERSITY OF NEBRASKA AT OMAHA
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER 7/1/2009-9/30/2009**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
UNF	Endocrine Bioservices & Aquatic Toxicology	\$121,000
UNF	Malcolm X Project	141,424
UNF	Scholarships Summer, 2009	110,524

Subtotal	\$372,948
Total amount of gifts under \$100,000	<u>487,681</u>
Total Gifts for the Quarter	<u>\$860,629</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>
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Subtotal	\$0
Total amount of all Grants under \$1,000,000	<u>6,804,571</u>
Total Grants for the Quarter	<u>\$6,804,571</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>
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Subtotal	\$0
Total amount of all Contracts under \$400,000	<u>482,040</u>
Total Contracts for the Quarter	<u>\$482,040</u>

TO: The Board of Regents Addendum IX-D-5

Business Affairs

MEETING DATE: December 11, 2009

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 November 30, 2009.

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.

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

DATE: November 16, 2009

Professional Services Contract	UNO	EAB Fire/Life Safety Upgrade	LB 309	\$396,000	\$360,000	Lueder Construction Company	Low Responsible Bid
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*Approved budget amount for construction contracts represents the entirety of the project budget, whereas the contract amount is the amount pertaining to the particular activity within the construction contract.

TO: The Board of Regents Addendum IX-D-6

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Revised Capital Budgets

RECOMMENDED ACTION: Report

EXPLANATION: Given the recent successful bidding of several projects below board approved construction budgets, a procedure to track reduced project budgets has been established. In keeping with R.P. 6.3.6, projects with construction budgets reduced by the least of 5% or \$250,000 will be reported to the board in the Revised Capital Budget Report.

The following projects have reduced budgets:

UNL Abel Sandoz Dining

UNMC Maurer College of Public Health

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

RECOMMENDED: David E. Lechner
Vice President for Business and Finance

DATE: November 16, 2009

University of Nebraska
Report of Revised Capital Budgets
Date: November 16, 2009

Campus / Project	Approved Budget		Revised Budget	
UNL - Abel Sandoz Dining Center Renovation	Construction Budget	\$11,050,000	Construction Budget	\$8,550,000
	Non Construction Budget	1,850,000	Non Construction Budget	1,850,000
	<u>Total Budget</u>	<u>\$12,900,000</u>	<u>Total Budget</u>	<u>\$10,400,000</u>
UNMC - Harold M & Beverly Maurer Center for Public Health	Construction Budget	\$13,583,000	Construction Budget	\$12,270,000
	Non Construction Budget	2,917,000	Non Construction Budget	2,730,000
	<u>Total Budget</u>	<u>\$16,500,000</u>	<u>Total Budget</u>	<u>\$15,000,000</u>

TO: The Board of Regents Addendum IX-D-7

Business Affairs

MEETING DATE: December 11, 2009

SUBJECT: Strategic Framework Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: November 15, 2008 – The Board of Regents received an update from the University of Nebraska Foundation and Cambridge Investment Advisors regarding the performance of the Foundation’s “Fund N.”

EXPLANATION: Endowment funds gifted to the University (not to the Foundation) are managed under an agency agreement between the Board of Regents and the University of Nebraska Foundation. These funds are accounted and invested for separately from the Foundation’s Fund A. The Fund is named Fund N.

The Strategic Framework in Item 6.a.ii targets a report to be given to the Board of Regents in the fourth quarter of each year on the performance of Fund N.

The Strategic Framework benchmark for the Fund N endowments is that the returns exceed the average of similar fund types.

For the year ended June 30, 2009, Fund N suffered a loss of 21.7%. This compares to a loss for similarly allocated funds (a Custom Benchmark created by Cambridge) of 17.5% for the year ended June 30, 2009. Accordingly, the fund did not meet its goal. Underperformance in both the equity and fixed income portfolios contributed to the results.

The Strategic Framework goal for 2010, 2011 and 2012 remains unchanged with the goal of exceeding the benchmark for similar funds.

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

RECOMMENDED: James B. Milliken
President

DATE: November 16, 2009