



# Board of Regents Meeting

Conducted by remote electronic means



## NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, February 12, 2021, at 9:00 a.m. by remote electronic means as provided for in Governor Ricketts' Executive Order No. 20-36, extended by Executive Order No. 21-02. Internet stream is available at <https://nebraska.edu>.

The full agenda for the meeting is available by contacting the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, at [corpsec@nebraska.edu](mailto:corpsec@nebraska.edu) or at <https://nebraska.edu/regents/agendas-minutes>

Any member of the public wishing to speak in the Public Comment portion of the meeting must contact the Office of the Corporation Secretary no less than 24 hours prior to the commencement of the meeting. The public may so contact the Office of the Corporation Secretary by leaving a voice mail message with his/her name and phone number at which he/she can be reached at 402-472-7146 or by e-mailing the same information to [adibbert@nebraska.edu](mailto:adibbert@nebraska.edu). Upon receipt of such notice, the Office of the Corporation Secretary will provide instruction on remote participation in this public meeting.

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska.

Dated: February 5, 2021

Stacia L. Palser  
Interim Corporation Secretary  
Board of Regents  
University of Nebraska

### Board of Regents

Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906 | FAX: 402.472.1237 | [nebraska.edu/regents](https://nebraska.edu/regents)

**AGENDA**  
**THE BOARD OF REGENTS**  
**OF THE UNIVERSITY OF NEBRASKA**  
**Conducted remotely in accordance with Governor's Executive Order No. 21-02**  
**Friday, February 12, 2021**  
**9:00 a.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON DECEMBER 4, 2020
- IV. PRESENTATIONS  
Dr. Gina Ligon, Director of National Counterterrorism Innovation, Technology, and Education Center (NCITE)
- V. KUDOS  
*Megan Fryda, University of Nebraska at Kearney*  
*Campus Operations Safety and Preparedness Team, University of Nebraska-Lincoln*  
*Cindy Norton, University of Nebraska Medical Center*  
*Harnoor Singh, University of Nebraska at Omaha*
- VI. SUCCESSION OF CHAIR; ELECTION OF VICE CHAIR
- VII. HEARINGS AND RESOLUTIONS
- VIII. PRESIDENT'S REMARKS
- IX. 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.
- X. UNIVERSITY CONSENT AGENDA
  - A. ACADEMIC AFFAIRS
  - B. BUSINESS AND FINANCE  
University of Nebraska
    - 1. Accept the audited financial statements of the University of Nebraska and related entities, Addendum X-B-1
    - 2. Approve the reappointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2021 through December 31, 2022, Addendum X-B-2

University of Nebraska-Lincoln

3. Approve execution of a standard form Guaranteed Maximum Price contract amendment for Barkley Memorial Center Expansion and Renovation at UNL, Addendum X-B-3

University of Nebraska Medical Center

4. Approve the naming of the Munroe-Meyer Institute's Level 2 East Wing the Holland Foundation Early Intervention Wing, Addendum X-B-4

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska

1. Approve the award of Honorary Degrees and Awards [Please note: this item may be voted on after the Closed Session], Addendum XI-A-1

University of Nebraska-Lincoln

2. Approval to establish the Center for Agricultural Profitability in the Department of Agricultural Economics in the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL), Addendum XI-A-2

University of Nebraska Medical Center

3. Approval to create a Master of Healthcare Delivery Science in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC), Addendum XI-A-3

B. BUSINESS AND FINANCE

University of Nebraska

1. Approve amendments to the Audit, Risk, and Compliance Committee Charter, Addendum XI-B-1
2. Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Kearney Education Association (UNKEA) for the 2021-2023 biennium, Addendum XI-B-2
3. Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Omaha American Association of University Professors (UNO/AAUP) for the 2021-2023 biennium, Addendum XI-B-3

University of Nebraska at Kearney

4. Approve the Program Statement for the New Fraternity and Sorority Life Housing at the University of Nebraska at Kearney, Addendum XI-B-4

University of Nebraska Medical Center

5. Approve the acquisition of real property located at 4402-4412 Leavenworth Street, Omaha, Nebraska on behalf of the University of Nebraska Medical Center, Addendum XI-B-5

University of Nebraska at Omaha

6. Approve the sale of the vacant lot located at 6465 Center Street, Omaha, Nebraska via Request for Proposal, Addendum XI-B-6
7. Accept a gift from the Nebraska Philanthropic Trust of the Omaha Baseball/Softball Complex. Approve the naming of the two fields within the Omaha Baseball/Softball Complex as the Tal Anderson Baseball Field and Connie Claussen Softball Field, Addendum XI-B-7

C. FOR INFORMATION ONLY

1. Amendments to Section 3.4.4 of the *Bylaws of the Board of Regents*, relating to assignment of duties, Sections 4.4.1 and 4.4.5 of the *Bylaws of the Board of Regents* related to Extension Personnel, and Chapter IV of the *Bylaws of the Board of Regents*, relating to rights and responsibilities of professional staff. The proposed amendments to the *Bylaws of the Board of Regents* are presented for information only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents*. Approval of these amendments will be considered at the Board of Regents' meeting on April 9, 2021, Addendum XI-C-1

CI. REPORTS

1. Quarterly Personnel Reports for the period July through September 2020, Addendum XI-D-1
2. Tenure Density Report, Addendum XI-D-2
3. Programs with Tuition Variances, Addendum XI-D-3
4. Fall 2020 Enrollment Report, Addendum XI-D-4
5. Expedited Approval of the Marketing Analytics Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-5
6. Expedited Approval of the Personal Leadership Graduate Certificate in the Department of Agricultural Leadership, Education and Communication in the College of Agricultural Sciences and Natural Resources at the University of Nebraska-Lincoln (UNL), Addendum XI-D-6
7. Expedited Approval of the Strategic Marketing Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-7
8. Renaming the Supply Chain Management Systems Graduate Certificate to the Supply Chain Management Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-8
9. Expedited Approval of the Data Management Graduate Certificate in the Department of Information Systems and Quantitative Analysis in the College of Information Science and Technology at the University of Nebraska at Omaha (UNO), Addendum XI-D-9
10. Expedited Approval of the Spanish Graduate Certificate in the Department of Foreign Languages and Literature in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO), Addendum XI-D-10
11. Renaming the Doctor of Philosophy (PhD) in Exercise Science to the PhD in Biomechanics and Kinesiology in the Department of Biomechanics in the School of Health and Kinesiology at the University of Nebraska at Omaha (UNO), Addendum XI-D-11
12. Bids and Contracts, Addendum XI-D-12
13. Quarterly Report of Gifts, Grants, Contracts and Bequests, Addendum XI-D-13
14. Naming of the Donna Bamford Locker Room at the University of Nebraska at Kearney, Addendum XI-D-14
15. Naming of Room S-111 in the College of Law's Marvin and Virginia Schmid Clinic Building "The Koley Jessen Interview Room" at the University of Nebraska-Lincoln, Addendum XI-D-15
16. Naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation Facility Replacement at the University of Nebraska Medical Center, Addendum XI-D-16

17. Naming of the Rare Book Gallery the ‘American College of Surgeons Rare Book Gallery’ within the Wigton Heritage Center at the University of Nebraska Medical Center, Addendum XI-D-17
18. Campus Room and Board Rates, Addendum XI-D-18
19. University report on Financial Strength and Borrowing Capacity per RP-6.8.3, Addendum XI-D-19

## XII. ADDITIONAL BUSINESS

UNIVERSITY OF NEBRASKA FACILITIES CORPORATION MEETING – Election of Officers

**X. UNIVERSITY CONSENT AGENDA**

**A. ACADEMIC AFFAIRS**

**B. BUSINESS AND FINANCE**

University of Nebraska

1. Accept the audited financial statements of the University of Nebraska and related entities, Addendum X-B-1
2. Approve the reappointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2021 through December 31, 2022, Addendum X-B-2

University of Nebraska-Lincoln

3. Approve execution of a standard form Guaranteed Maximum Price contract amendment for Barkley Memorial Center Expansion and Renovation at UNL, Addendum X-B-3

University of Nebraska Medical Center

4. Approve the naming of the Munroe-Meyer Institute's Level 2 East Wing the Holland Foundation Early Intervention Wing, Addendum X-B-4

TO: The Board of Regents Addendum X-B-1  
Audit, Risk and Compliance Committee

MEETING DATE: February 12, 2021

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

RECOMMENDED ACTION: Accept the audited financial statements of the University of Nebraska and related entities

PREVIOUS ACTION: February 7, 2020 - The Board of Regents accepted the audited financial statements of the University of Nebraska for the year ended June 30, 2019.

EXPLANATION: This item seeks acceptance of the following audited financial statements of the University of Nebraska and related entities for the year ended June 30, 2020:  
Basic Financial Statements  
Master Trust Indenture  
University Technology Development Corporation  
University of Nebraska Facilities Corporation  
Nebraska Utilities Corporation  
Schedule of Expenditures of Federal Awards

These reports can be accessed at the following link:  
<https://nebraska.edu/administration/business-and-finance/accounting-and-finance.html>

These financial statements come to the Board after review from the Audit, Risk and Compliance Committee.

SPONSORS: Chris J. Kabourek  
Vice President | CFO

Walter E. Carter  
President, University of Nebraska

RECOMMENDED: Elizabeth O'Connor, Chair  
Audit, Risk and Compliance Committee

DATE: January 15, 2021



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

Business Affairs

MEETING DATE: February 12, 2021

SUBJECT: AkSarBen Future Trust Membership

RECOMMENDED ACTION: Approve the reappointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2021 through December 31, 2022

PREVIOUS ACTION: January 25, 2019 – The Board of Regents approved the appointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2019 through December 31, 2020.

November 18, 2016 – The Board of Regents approved the reappointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2017 through December 31, 2018.

November 20, 2014 – The Board of Regents approved the reappointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2015 through December 31, 2016.

June 11, 2010 – The Board of Regents approved the reappointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as a representative of the University of Nebraska for a term of two years.

June 13, 2008 – The Board of Regents approved the reappointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as a representative of the University of Nebraska for a term of two years.

July 28, 2006 – The Board of Regents approved the reappointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as a representative of the University of Nebraska for a term of two years.

August 7, 2004 – The Board of Regents approved the appointment of Howard L. Hawks to serve on the AkSarBen Future Trust Board of Directors as a representative of the University of Nebraska for a term of two years.

July 13, 2002 – The Board of Regents approved the reappointment of Nancy L. O'Brien to serve on the AkSarBen Future Trust Board of Directors as a representative of the University of Nebraska for a term of two years.

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

EXPLANATION:

Under the Articles of Incorporation of the AkSarBen Future Trust, the President of the University of Nebraska, with approval of the Board of Regents, shall appoint one member to the AkSarBen Future Trust Board. Upon consideration by the Business Affairs Committee and Executive Committee of the Board of Regents, it is recommended that the Board approve the appointment of Chris J. Kabourek, Vice President and Chief Financial Officer, as the University member of this board for a term of two years commencing January 1, 2021 through December 31, 2022.

RECOMMENDED:

A handwritten signature in blue ink that reads "Walter E. Carter". The signature is written in a cursive style and is positioned above a horizontal line.

Walter E. Carter, President  
University of Nebraska

DATE:

January 15, 2021

TO: The Board of Regents Addendum X-B-3  
Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Guaranteed Maximum Price Contract Amendment for Barkley Memorial Center Expansion and Renovation at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve execution of a standard form Guaranteed Maximum Price contract amendment for Barkley Memorial Center Expansion and Renovation at UNL

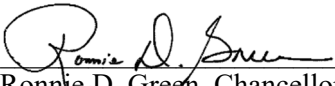
PREVIOUS ACTION: December 5, 2019 – approval of the Program Statement for the Barkley Memorial Center Expansion and Renovation at UNL  
December 4, 2020 – acceptance of the report of the Business and Finance Committee approval of the Intermediate Design Report for the Barkley Memorial Center Expansion and Renovation at UNL

EXPLANATION: The Intermediate Design confirmed the Construction Manager at Risk (CMR) delivery method and a construction budget of \$7,200,000 for external construction services. The GMP will be within this budget as well as the scope and schedule reviewed with the Intermediate Design.  
Beckenbauer Construction Inc. was selected to be the CMR through a competitive qualification based selection in accordance with Board of Regent policy. Authority to approve and execute construction contracts over \$5 million is reserved by the Board of Regents.  
This item has been reviewed by the Business and Finance Committee.

PROJECT COST: Project Budget \$10,000,000

SOURCE OF FUNDS: Trust Funds

SPONSOR: William J. Nunez  
Vice Chancellor for Business and Finance  
University of Nebraska-Lincoln

RECOMMENDED:   
Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

DATE: January 15, 2021

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

Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Naming of the Munroe-Meyer Institute's Level 2 East Wing the Holland Foundation Early Intervention Wing

RECOMMENDED ACTION: Approve the naming of the Munroe-Meyer Institute's Level 2 East Wing the Holland Foundation Early Intervention Wing

PREVIOUS ACTION: None

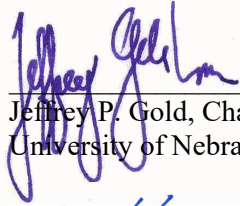
EXPLANATION: Per Board of Regents Policy RP-6.2.7.3.c. the naming of a building or wing of a building, a fountain, a monument, or large campus area such as a plaza or street in honor of an individual, a family, or an organization shall be approved by the Board of Regents upon the recommendation of the Chancellor responsible for the Facility and the President.


President Carter and Chancellor Gold recommend the Munroe-Meyer Institute's Level 2 East Wing be named the Holland Foundation Early Intervention Wing based on a generation donation from the Holland Foundation.

With the naming of this area as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the Holland Foundation's generous support to the University of Nebraska and UNMC.

This item has been reviewed by the Business and Finance Committee.

SPONSOR: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:   
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

## **XI. UNIVERSITY ADMINISTRATIVE AGENDA**

### **A. ACADEMIC AFFAIRS**

#### University of Nebraska

1. Approve the award of Honorary Degrees and Awards [Please note: this item may be voted on after the Closed Session], Addendum XI-A-1

#### University of Nebraska-Lincoln

2. Approval to establish the Center for Agricultural Profitability in the Department of Agricultural Economics in the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL), Addendum XI-A-2

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7. Accept a gift from the Nebraska Philanthropic Trust of the Omaha Baseball/Softball Complex. Approve the naming of the two fields within the Omaha Baseball/Softball Complex as the Tal Anderson Baseball Field and Connie Claussen Softball Field, Addendum XI-B-7

TO: The Board of Regents Addendum XI-A-1  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Honorary Degrees and Awards

RECOMMENDED ACTION: Approve the award of Honorary Degrees and Awards [Please note: this item may be voted on after the Closed Session]

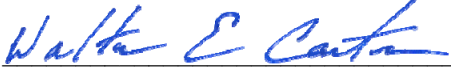
PREVIOUS ACTION: The Board of Regents approved the current policies for awards found in the *University of Nebraska Board of Regents Policies* under RP-1.5.1 through RP-1.5.5.

EXPLANATION: None

PROJECT COST: None

SOURCE OF FUNDS: None

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

RECOMMENDED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-A-2

Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Establishment of the Center for Agricultural Profitability in the Department of Agricultural Economics in the Institute of Agriculture and Natural Resources at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approval to establish the Center for Agricultural Profitability in the Department of Agricultural Economics in the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL)

PREVIOUS ACTION: None

EXPLANATION: Agriculture, and the processing of its products, comprises approximately 25 percent of Nebraska's economy, with one in four jobs related to agriculture. The economic viability of the agricultural sector in Nebraska reaches far beyond increasing the productive capacity of the farms and ranches comprising the industry. The liquidity and solvency of farmers and ranchers are dependent upon financially astute decision-making. The Center for Agricultural Profitability will bridge departments and bring together faculty with expertise in multiple disciplines (e.g., agribusiness, economics, business, animal science, agronomy, bioengineering, veterinary science, and natural resources) to focus research and outreach/Extension programs on the economic well-being of Nebraska farmers and ranchers.

This proposal has been reviewed by the Council of Academic Officers; it also has been reviewed by the Academic Affairs Committee.

PROGRAM COST: \$634,354 for Year 1; \$874,354 over five years

SOURCE OF FUNDS: External grants and fee revenue

SPONSORS: Michael J. Boehm  
Vice President, Agriculture and Natural Resources, University of Nebraska  
Harlan Vice Chancellor, Institute of Agriculture and Natural Resources,  
University of Nebraska-Lincoln

Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

RECOMMENDED: /s/ Susan M. Fritz  
Executive Vice President and Provost

DATE: January 15, 2021





October 26, 2020

Susan Fritz, Executive Vice President and Provost  
University of Nebraska  
3835 Holdrege Street  
Lincoln, NE 68583

Dear Susan,

I am forwarding materials related to a proposal to formally establish the Center for Agricultural Profitability. The program will be primarily administered by IANR and the Department of Agricultural Economics. The Center will bridge departmental silos and bring together faculty with expertise in several areas (agribusiness, economics, business, animal science, agronomy, bioengineering, veterinary science and natural resources) to focus on the economic well-being of Nebraska's farmers and ranchers through systems and a holistic approach.

The Center is aligned with the IANR priority communities of stress biology, science literacy, healthy humans, healthy agricultural production and natural resources systems, computational sciences, and drivers of economic vitality for Nebraska. No other programs or organizational units exist in the state with a comprehensive focus on research and education related to enhancing the profitability of agriculture in Nebraska. The center will bring together the strengths that exist individually in current programs in IANR, the College of Business and other colleges.

The establishment of this new center has the approval of the IANR Vice Chancellor and Deans, and the Academic Planning Committee. I support this proposal and recommend it to you for approval.

Sincerely,

Ronnie D. Green, Ph.D.  
Chancellor

c: Kurt Geisinger, Chair, Academic Planning Committee  
Elizabeth Spiller, Executive Vice Chancellor, Academic Affairs  
Mike Boehm, Vice Chancellor, IANR  
Ron Yoder, Sr Associate Vice Chancellor, IANR  
Tiffany Heng-Moss, Dean, College of Agricultural Sciences and Natural Resources  
Archie Clutter, Dean, Agricultural Research Division  
Larry Van Tassell, Department Head, Agricultural Economics  
Mike Zeleny, Associate to the Chancellor and APC Secretary  
Renee Batman, Assistant Vice Chancellor  
Suzi Tamerius, Project Coordinator  
Alesia Zaruba, Executive Specialist  
Karen Griffin, Coordinator of Faculty Governance

# University of Nebraska-Lincoln

## New Academic Center

Academic Centers include bureaus and institutes

### I. Descriptive Information

<b>Name of Institution Proposing New Center</b>
University of Nebraska-Lincoln (UNL) – Institute of Agriculture and Natural Resources (IANR) – Department of Agricultural Economics
<b>Name of Proposed Center</b>
Center for Agricultural Profitability (CAP)
<b>Name of the Programs (majors) Involved</b>
The Center for Agricultural Profitability (CAP) will build on strengths currently present in the Department of Agricultural Economics, coupled with strengths in the Department of Animal Science, the Department of Agronomy and Horticulture, the Department of Biological Systems Engineering, the School of Veterinary Medicine and Biomedical Science, the School of Natural Resources and the College of Business (COB) to facilitate faculty research, conduct outreach efforts related to agricultural profitability, and to train undergraduate and graduate students. We also welcome expertise throughout the University of Nebraska System to complement these efforts.
<b>Other Programs Offered in this Field by Institution</b>
There are no other programs, or organizational units, at the University of Nebraska or in the state of Nebraska with a comprehensive focus on research and education related to enhancing the profitability of agriculture in Nebraska. CAP will bring together the strengths that exist individually in current programs in IANR, COB and other colleges, and focus those strengths on the profitability of our state’s agricultural producers.
<b>Administrative Unit(s) for the Proposed Center [e.g. college, school, division, etc.]</b>
Department of Agricultural Economics
<b>Physical Location, if applicable</b>
102 Filley Hall on the East Campus.
<b>Date Approved by the Governing Board</b>
<b>Proposed Date the Center will be Initiated</b>
Upon approval.

### II. Review Criteria

#### A. Purpose and Context for the Center

The economic viability of the agricultural sector in Nebraska reaches far beyond increasing the productive capacity of the farms and ranches comprising the industry. Though several innovations have been, and currently are being, developed to enrich agricultural production, not all are economically viable. The liquidity and solvency of farmers and ranchers are dependent upon financially astute decision-making. Though agricultural economists and faculty from other disciplines often present at the same extension meetings, their presentations are often disconnected. CAP will bridge departmental silos and bring together faculty with expertise in several

areas (e.g., agribusiness, economics, business, animal science, agronomy, bioengineering, veterinary science and natural resources) to focus on the economic well-being of Nebraska's farmers and ranchers through systems and a holistic approach. This will include applied research and educational outreach efforts.

## **B. Centrality to UNL Role and Mission**

At the 2017 Growing Nebraska Summit, one of the main topics was feeding a growing world. This has continued to be a theme espoused by the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln. An economically healthy agricultural industry is essential for Nebraska to play a major role in increasing agricultural production by more than 70 percent by 2050 to meet the global demand for food and related necessities. Some of the core aspirations over the next 25 years identified during recent University of Nebraska-Lincoln strategic planning discussions are to encourage individuals, programs, and units to cooperate in interdisciplinary activities that foster inclusion, innovation, and increase global prestige of the University of Nebraska's inclusive approaches for solving state, national, and global problems. Further, that new interdisciplinary efforts be fostered by establishing new centers, along with the desire to make engagement a fundamental part of the University of Nebraska-Lincoln's culture and to create transformative learning experiences that equip each student for their future. CAP will serve as an integrative magnet for interdisciplinary research and outreach, where profitability, risk management, and sustainability of the agricultural sector takes precedence over simply maximizing commodity yields, and where the next generation of students and educators learn through transformational experiences.

## **C. Relationship of the proposal to the NU Strategic Framework**

CAP supports and aligns completely with the NU Strategic Framework including:

- **Access & Affordability**—Lifelong educational opportunities, such as potential certificate programs offered through distance education, will be made available to citizens of Nebraska and beyond. The visibility of CAP among our constituents will attract more students to the University of Nebraska, particularly as the Center promotes the importance of financial analysis and increased management capacity in maintaining profitability in the agricultural industry.
- **Quality Academic Programs**—CAP will evolve into a regional, national, and international leader in the development of programs to increase profitability in the agricultural sector. The resources and programs developed by the integrated disciplines will also directly support the academic mission of the College of Agricultural Sciences and Natural Resources (CASNR) as these resources are integrated into CASNR's coursework and academic programs.
- **Workforce & Economic Development**—Because of the increase in technological advancements in agriculture, the knowledge base required to be successful will continue to grow exponentially. CAP will assist those in the agricultural workforce to remain current with these advancements, particularly from a profitability in adoption vantage point.
- **Research Growth**—CAP will serve a crucial role in bringing together faculty from various disciplines to engage in research centered on increasing the profitability in agriculture. This will provide research opportunities for undergraduate and graduate students to enhance their analytical and strategic thinking skills while developing solutions to issues impacting the economy of Nebraska.
- **Engagement with the State**—The central mission of CAP is to increase the management capacity of those in the agricultural industry to the end that this industry can be profitable in an increasingly competitive global marketplace.
- **Accountability**—CAP will be an open resource for all producers, students, and citizens of Nebraska. CAP will be a safe environment where our constituents can obtain research-based information in confidentiality and where the UNL IRB and Research Compliance Services will approve all human subject research on a project-by-project basis. CAP will create synergism among disciplines that will increase the efficient use of the resources attracted by the Center.

#### **D. Consistency with the Comprehensive Statewide Plan for Post-Secondary Education**

As discussed in the proposal, the CAP mission is very consistent with the following major goals of the Nebraska Comprehensive Statewide Plan for Postsecondary Education:

*Meeting the Needs of the State*—Postsecondary education in Nebraska will be responsive to the workforce development and ongoing training needs of employers and industries to build and sustain a knowledgeable, trained, and skilled workforce in both rural and urban areas of the state.

#### **E. Evidence of Need and Demand**

Agriculture, and the processing of its products, comprises approximately 25 percent of Nebraska's economy, with 1 in 4 jobs in Nebraska related to agriculture. According to the USDA National Agricultural Statistical Service, cash receipts from marketing of farm products contributed over \$21 billion to Nebraska's economy in 2017. The natural resource base in Nebraska, comprised of productive soils, rangeland, ground and surface water, and the infrastructure to procure inputs and market farm products, provides a solid foundation for a strong agricultural industry into the foreseeable future. The agricultural operating environment, though, has changed dramatically over the past 25 years and will continue to evolve in the next 25 years. Farms have increased in scale to capture the economies of size. There also has been restructuring in the agricultural input, marketing, and processing sectors. Price volatility for agricultural commodities has increased dramatically over the past decade, substantially increasing the need for price and production risk management. As these trends continue, the impacts of each economic decision at the farm production level become more pronounced. There is less flexibility for a wrong business decision. It is critical that producers have economic decision-making information that is current, factual, specific, and holistic, and that they have appropriate tools and procedures to analyze that information.

In today's economic environment, farmers and ranchers can no longer aim for maximum yields while ignoring financial considerations. A concerted effort needs to be expended by agricultural economists to expand the group of disciplines (e.g., social science, biological, and engineering disciplines) to provide the research and educational programs required to keep Nebraska's farmers and ranchers financially healthy. This will, in part, be accomplished by (1) engaging faculty from other disciplines who have already expressed an interest and commitment to the Center (see organizational structure and supporting letters in Appendix I and II), (2) attracting faculty of other disciplines already engaged with our applied research and outreach programming efforts, (3) utilizing encouragement of Extension leadership to further integrate disciplines in our outreach programs and in adding profitability assessments to outreach programs, and (4) creation of an interdisciplinary advisory council as outlined in Section F that will assist in identifying and recruiting faculty from other disciplines. The Center will, likewise, serve as a source for multiple disciplines that seek economic input into their applied research and outreach programs.

The mission of the proposed Center for Agricultural Profitability is to *support informed economic decision-making in agriculture through applied research and education*. The vision is to *be the innovative, responsive, and trusted source of agricultural business management research and education*.

#### **F. Organizational Structure and Administration**

CAP will be housed in the Department of Agricultural Economics. The directorship, which we estimate will take approximately 15% of an FTE, will be rotated among the faculty currently working on the Farm and Ranch Management Extension Team, with Allan Vyhnaek being the inaugural director (see Appendix III for CV). No director buyout or stipend is intended. An Operational Leader for Research and one for Extension will be voted upon by all CAP membership. They will serve as Vice-Directors to help coordinate the efforts of research and extension.

Membership will entail a commitment to share in the governance of the Center by participating in advisory board and in-service meetings, along with engaging in outreach programming and associated applied research programs germane to the mission of the Center. Benefits of being a member include sharing in the financial resources raised from industry sources, sharing in the expertise of Center staff, and association with the external advisory board. Members will also benefit from the synergy of cross discipline faculty providing innovative solutions to improve the producer's profitability.

Initial faculty and staff membership in CAP will be the membership of the interdisciplinary Extension Farm and Ranch Management team along with faculty members of the Department of Agricultural Economics working in areas applicable to production agriculture. Founding members from outside the Department of Agriculture Economics include, Randy Saner (Extension Faculty), Joe Luck (Department of Biological Systems Engineering), Mary Drewnoski (Department of Animal Science) and Daren Redfern (Department of Agronomy and Horticulture). Appendix I includes a listing of founding members and Appendix II includes letters of support from the founding Extension Specialists located outside the Department of Agricultural Economics and their department heads. Membership will continue to be extended to faculty and staff from other disciplines. Along with core faculty, we will welcome participation from other faculty through a fellows program.

An external advisory board consisting of 8 to 12 industry professional representatives of the agricultural industry in Nebraska will be established through a nomination and voting process by CAP membership. This advisory board will be given the charge to:

- provide council that will help bring relevancy to the work of the Center and to assure that the mission and vision of the Center are fulfilled;
- provide direction and feedback on the Center's outreach and research programs;
- identify trends in the ag sector that will influence the work of the Center;
- be an advocate for the Center to university administration; and
- promote Center programs in their circle of influence.

An internal advisory board consisting of six representatives of the disciplines we most frequently interface with will also be established via a nomination and voting process by CAP membership. Along with

- providing council that will help bring relevancy to the work of the Center and to assure the mission and vision of the Center are fulfilled, and
- provide direction and feedback on the Center's outreach and research programs,

the internal advisory board will be asked to identify and assist in recruiting faculty outside agricultural economics that would benefit by being associated with the Center and that will strengthen the mission and vision of the Center as a member or CAP Fellow.

A semiannual meeting will be held with the internal and external advisory boards to discuss issues and problems in production agriculture across Nebraska that need to be addressed and to report on successes and concerns from the previous year's efforts. A semiannual meeting of CAP members and Fellows will be held to discuss programming directions and needs, and to conduct an in-service training. A monthly call will also be held to coordinate efforts. Internal and external advisory board members will be welcome to participate in all meetings and events.

Facilities and Administrative (F&A) costs distributed by the college on grants written by CAP members with the intent to accomplish the CAP mission and vision will initially be shared one-third to the Center, one-third to the departments the investigators originate from and one-third to the investigators. This policy will need to be revisited as the university moves to the Incentive-based budget model. Additional rules and regulations governing CAP will be determined by the membership after the center is approved.

## **G. Partnerships with Business**

We have met with representatives of Farm Credit Services of America and the Nebraska Farm Bureau and they have expressed an interest in supporting CAP, both financially and programmatically. They have expressed a desire to have the Center organized before they commit financially to the ongoing operations of the Center. Joint meetings examining how we can cooperate are already scheduled. Other organizations that have expressed an interest, or will be approached, include: Nebraska Soybean Board, Nebraska Corn Board, Nebraska Cattlemen, Nebraska Wheat Board, Nebraska Department of Agriculture, Nebraska Cooperative Council and Nebraska Banking Association. These are all organizations that support research and educational programming of the Department of Agricultural Economics. Appendix II contains letters of support from many of these external constituents.

## **H. Collaborations with Higher Education Institutions External to the University**

The Department of Agricultural Economics has current working relationships with the Nebraska College of Technical Agriculture and the University of Nebraska at Omaha and has had previous discussions with Chadron State College and the University of Nebraska at Kearney. We will continue to foster those relationships and bring faculty members with needed expertise into projects with the Center. The Department of Agricultural Economics has close ties with the Land Grant Universities of the states surrounding Nebraska and beyond. We collaborate on grants and educational programs and see these interactions being strengthened with the formation of CAP.

## **I. Constituencies to be Served**

The agricultural producers located in Nebraska and beyond. Secondly, agribusinesses on both sides of the farmgate—input suppliers, merchandizers, processors, agricultural lending institutions, etc.—will also be served with stronger agricultural producers, as will the general citizenry and economy of Nebraska.

## **J. Anticipated Outcomes, Significance, and Specific Measures of Success**

To address the financial and management educational needs of Nebraska's agricultural producers, the anticipated deliverables of CAP over the first five years include:

- An annual "Needs Assessment" will assure research and education programming targets the most pressing needs of Nebraska's agricultural community and provide the visioning to be proactive in our efforts.
- The Agricultural Budget Calculator (ABC)—a computer application, sponsored by the Nebraska Soybean Board, that allows producers to develop cost of production estimates for each of their enterprises—will be expanded into a decision tool with assistance from agronomists (e.g., optimal fertilization and seed rate recommendations), livestock production specialists (e.g., feed allocation and cost minimization) and biosystems engineers (e.g., machinery and equipment purchasing decisions).
- With the inclusion of marketing plans and cash flow budgets, ABC will be used as a foundational tool in our outreach programs to assist agricultural producers in making financially astute decisions. Programming will be offered face-to-face and online to teach producers how to use ABC to make on-farm decisions that are data driven.
- A curriculum on farm and ranch management decision-making will be developed and offered to assist producers in understanding how to use financial statement analysis in their decision making.
- A multi-phase Farm and Ranch Management Executive training program will be developed and offered to increase the management capacity of producers in Nebraska and throughout the region.
- A USDA grant was recently obtained that allows the Department of Agricultural Economics to offer one-on-one financial assessment of individual agricultural operations. If demand for this service is sufficient,

the program will be expanded under CAP to integrate expertise from other disciplines into this assessment process.

- Graduate and undergraduate student training will be supported by grants and industry funding. These students will engage in applied research projects and accompanying outreach programming.
- Impacts from these programs will be quantified and qualified through primary (surveys of producers participating in our programming) and secondary (strength of the agricultural industry as surveyed by the National Agricultural Statistical Service) data collection. This data will be assessed with the appropriate statistical metrics and trends (e.g., number and demographics of participants, pre and post-knowledge and understanding gained, adoption of practices, estimated of the financial benefits to the operation of their education received), with a more detailed return on investment (ROI) assessment of projects where the data permit this detailed analysis. Number of undergraduate and graduate students engaging in research projects and extension programs will be assessed, along with testimonials from them as to the impact their association with CAP had on their education and professional success. Amount of external funding procured, articles published, and extension programs conducted will additionally be assessed.

#### **K. Potential for the Center to contribute to Society and Economic Development**

Yields of agricultural commodities have increased rapidly over the past several decades, while the economic stability of producers has been in question during this same period. As of 2018, the USDA-ERS estimated that Nebraska was one of three states experiencing the largest decline in Net Cash Farm Income in the United States relative to their 10-year average. In today's economic environment, farmers and ranchers can no longer aim for maximum yields while ignoring financial considerations. CAP has the potential to significantly increase the financial and business management of Nebraska's agricultural producers by providing the applied research, decision tools, and educational programs required to manage the multimillion dollars enterprises of today and tomorrow. More specifically, the expanded outcome and impacts of CAP include:

- More interdisciplinary research projects will be instigated and led by agricultural economists.
- Profitability and sustainability will be core principles of integration among disciplines engaged in serving Nebraska agriculture.
- More on-farm research trials will contain an economic component to assure profitable integration into Nebraska farms.
- Additional software and decision-aid tools will be developed to assist producers in their risk management and business decisions.
- The assimilation of education and research will produce peer-review publications and educational curriculums in greater abundance that address issues relevant to Nebraska producers.
- The capacity of all educators to integrate economic and business concepts in their programming will be critically improved.
- Education and research efforts will be better coordinated and unified.
- CAP will become a vehicle of consistent reliable communication and the *go to place* for information in Nebraska for farm and ranch management.
- A greater number of undergraduate and graduate students from all disciplines will engage in research and educational programming to assure a continual influx of exceptional talent into the Nebraska Extension system and agriculture in general.

#### **L. Adequacy of Resources:**

##### **1. Faculty/Staff**

A staff position has been redirected in the Department of Agricultural Economics to assist the CAP faculty in placing many of our Extension programs online (e.g., farm transitioning, estate planning, and managing your land) and manage recurring contact and interaction with the agricultural industry. This staff position was

obtained by decreasing the number of administrative assistants needed in the department because of faculty doing most of their electronic manuscript preparation themselves. A graduate student to assist with applied research and developing outreach programming to be supported from private funds is budgeted.

No additional faculty or staff members will be required.

2. Physical Facilities and Equipment

No additional physical facilities or equipment (other than a computer and software) will be needed.

3. Budget Projections *[included in Table 1 and Table 2]*

We plan to raise \$50,000 per year for five years from private industry. Farm Credit Services of America has expressed interest in financially supporting CAP and a formal meeting was held to discuss specifics of how we can support their producers. Co-Bank, Farmers National, and other agricultural firms also are being approached for their support. The Department of Agricultural Economics has a strong history with these agricultural firms, having previously raised almost \$750,000 to support our Commodity Marketing Room and program. Many of these firms have expressed an interest in further cooperating with us on projects that support the agricultural industry.

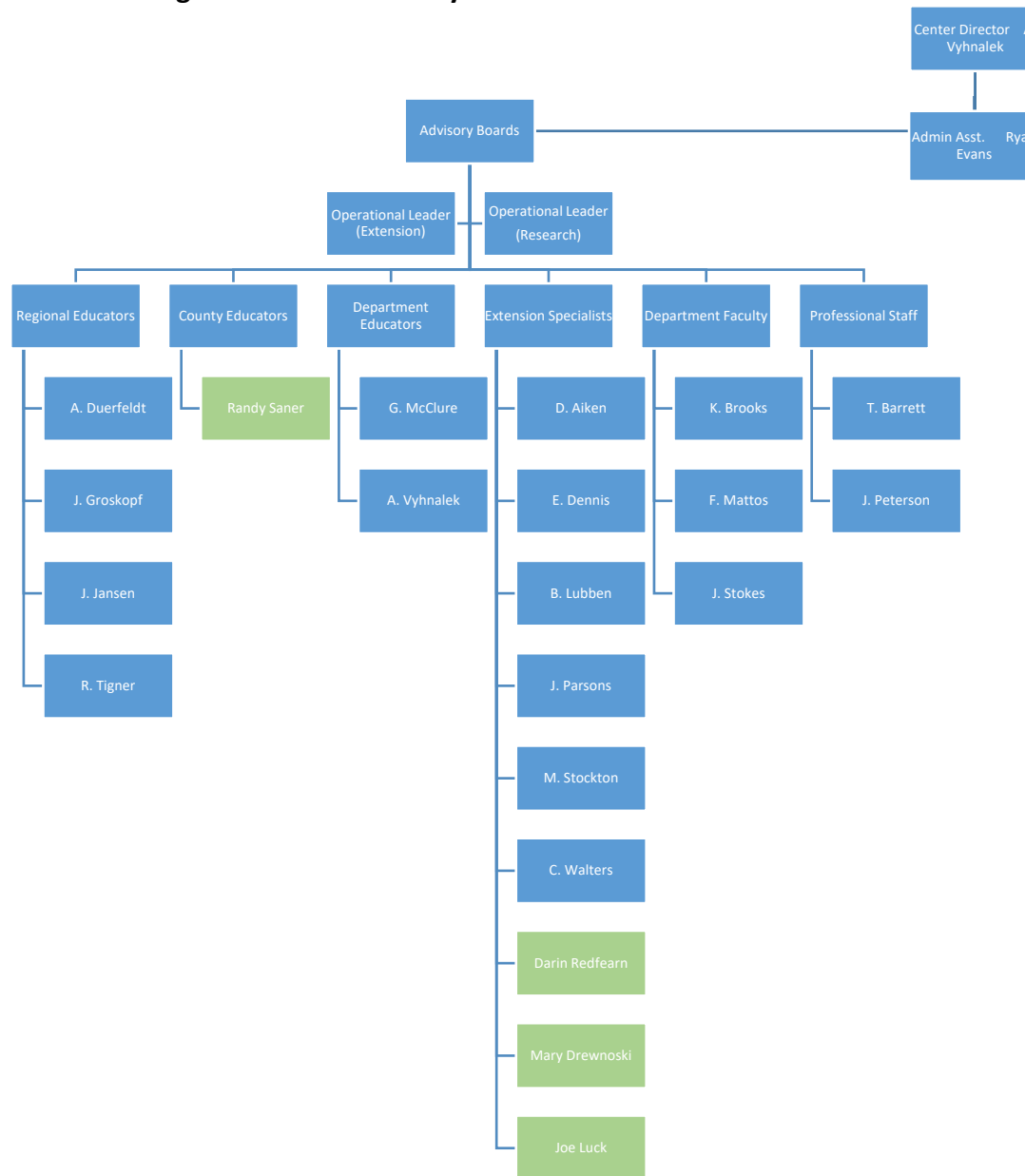
We consider the \$10,000 per year in program fees to be a conservative number. For example, we are developing a Farm and Ranch Management Executive training program that will be fee based. We anticipate many of the fee-based programs will be subsidized by agribusiness and banking firms that ag producers patronize. Also, during the 2018-2019 fiscal year, over \$1 million in competitive grant funding was obtained to support educational and research projects that will be under CAP. Current grant funding that will be used to support research and outreach are shown in Table 2. Continued grant funds, while expected, have not been included in the revenue source table.



## **Appendix I**

### **Proposed Structure for the Center for Agricultural Profitability**

# Proposed Structure for the Center for Agricultural Profitability<sup>1</sup>



<sup>1</sup> Founding members: Blue indicates Agricultural Economists; Green indicates other disciplines.

## **Appendix II**

### **Letters of Support**

- Clint Krehbiel, Head, Department of Animal Science
- Martha Mamo, Head, Department of Agronomy and Horticulture
- David Jones, Head, Department of Biological Systems Engineering
- Rick Rasby, Associate Dean, Nebraska Extension
- Mary Drewnoski, Associate Professor, Department of Animal Science
- Daren D. Redfearn, Associate Professor, Department of Agronomy and Horticulture
- Joe D. Luck, Associate Professor, Department of Biological Systems Engineering
- Randy Saner, Extension Beef Educator
- Jessica Groskopf, Panhandle Regional Extension Economist
- Farm Credit Services of America
- Nebraska Corn Board
- Nebraska Farm Bureau
- Nebraska Bankers Association
- Nebraska Soybean Board

September 15, 2020

Dr. Larry Van Tassell  
Department Head  
Department of Agricultural Economics  
University of Nebraska-Lincoln  
102 Filley Hall  
Lincoln, NE 68583-0922

Dear Dr. Van Tassell:

I am writing this letter to express my support for the development of the Center for Agricultural Profitability. Given the importance of the agricultural industry to Nebraska and the necessity for agricultural producers to be profitable, the Center can serve as a platform to facilitate bringing several disciplines together that are necessary to engage in this vital work.

The Department of Animal Science is committed to supporting the Center for Agricultural Profitability by collaborating in research and outreach endeavors. To assist with this effort, Professor Mary Drewnoski has willingly committed some of her time to be a founding member of the Center to aid in this effort. We look forward to having additional faculty joining in the interdisciplinary efforts this Center will support.

If I can provide any further information or assistance regarding support for the development of the Center for Agricultural Profitability, please contact me by phone (402/472-3571) or by email ([ckrehbiel2@unl.edu](mailto:ckrehbiel2@unl.edu)).

Respectfully,



Clinton R. Krehbiel  
Marvel L. Baker Department Head and Professor  
Department of Animal Science

September 28, 2020

Dear Dr. Van Tassell:

The Department of Agronomy and Horticulture supports the establishment of the Center for Agricultural Profitability. Given the importance of the agricultural industry to Nebraska and the necessity for agricultural producers to be profitable and development resilient systems, the Center can serve as a platform to facilitate bringing several disciplines together that are necessary to engage in this vital work.

The Department of Agronomy and Horticulture is committed to supporting the Center for Agricultural Profitability by collaborating in research and outreach endeavors. It was clear during the listening session held on 9/23/2020 that our faculty see the need and are eager and ready to engage with the Center for Agricultural Profitability. To assist with this effort, Professor Darin Redfearn has willingly committed some of his time to be a founding member of the Center to aid in this effort.

We look forward to having additional faculty joining in the interdisciplinary efforts this Center will support.

Sincerely,



Martha Mamo  
Professor and Head

September 11, 2020

Larry W. Van Tassell  
Department Head  
Agricultural Economics  
102 Filley Hall  
UNL

RE: Letter of support for the development of the Center for Agricultural Profitability.

Dear Dr. Van Tassell:

I am writing this letter to express my support for the development of the Center for Agricultural Profitability. Given the importance of the agricultural industry to Nebraska and the necessity for agricultural producers to be profitable, the Center can serve as a platform to facilitate bringing several disciplines together that are necessary to engage in this vital work.

The Department of Biological Systems Engineering is committed to supporting the Center for Agricultural Profitability by collaborating in research and outreach endeavors. To assist with this effort, Professor Joe Luck has willingly committed a portion of his time to be a founding member of the Center to aid in this effort. We look forward to having additional faculty joining in the interdisciplinary efforts this Center will support.

Sincerely,

A handwritten signature in blue ink that reads "David Jones". The signature is written in a cursive style with a stylized "D" and "J".

David Jones, Ph.D., PE  
Professor and Department Head  
[david.jones@unl.edu](mailto:david.jones@unl.edu)



October 7, 2020

Dear Dr. Van Tassell:

I am writing this letter to express my support for the formation of the Center for Agricultural Profitability. Given the importance of the agricultural industry to Nebraska and the necessity for agricultural producers to be profitable, the Center can serve as a platform to facilitate bringing disciplines together that are necessary to engage in this vital work.

Nebraska Extension is committed to the success of the Center for Agricultural Profitability and will encourage the participation of appropriate Extension faculty in collaborating in research and outreach endeavors. We particularly are supportive of Randy Saner and his time commitment as a founding member of the Center. We look forward to having additional faculty joining in the interdisciplinary efforts this Center will support.

If you have other questions, please contact me.

Best Regards,

A handwritten signature in blue ink that reads "Rick Rasby". The signature is stylized and includes a long horizontal flourish at the end.

Rick Rasby, Ph.D.  
Associate Dean, Nebraska Extension

Date: December 16, 2019

From: Dr. Mary Drewnoski  
Associate Professor, Beef Systems Specialist  
Department of Animal Science  
University of Nebraska-Lincoln  
ANSC C220F Lincoln NE 68583-0908

I would like to express my support for the development of a Center for Agricultural Profitability. The only way to truly help Nebraska's farmers and ranchers is take a holistic approach in which decisions are evaluated on a system level. The Center for Agricultural Profitability can offer the umbrella to foster more collaboration among disciplines by centering on the common mission of assisting agricultural producers in making research based financially sound decisions.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Drewnoski". The signature is fluid and cursive, with the first name "Mary" and last name "Drewnoski" clearly distinguishable.

Mary Drewnoski



December 11, 2019

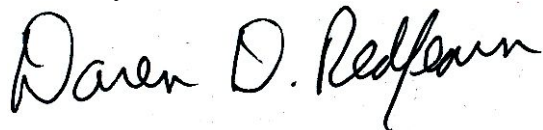
Dear Dr. Van Tassell,

It is my pleasure to write a letter in support of the Center for Agricultural Profitability. I have been aware of the concept for two years. Rapid changes in technology, fluctuating market prices, increasing input costs, and narrow return on investment fully justify the need for the Center for Agricultural Profitability. Information developed and delivered through the Center for Agricultural Profitability would have enormous value. For example, the ability to develop useful decision-aid tools to evaluate changes in management would be of great value to farmers and ranchers.

It is my opinion that the proposed work of the Center will provide numerous opportunities for collaboration among scientists across departments and campuses. One notable example are the many multidisciplinary research and extension programs with which I have been involved that include Dr. Jay Parsons in the Department of Agricultural Economics and Dr. Mary Drewnoski in the Department of Animal Science. Several fundamentals of our team-based programs are described in the summary of the Center proposal. Particularly important is use of farm and ranch management data for decision-making and including an economic component into all of our projects.

Again, thank you for the opportunity to provide a letter in support of the Center for Agricultural Profitability. If you feel that I can provide additional information, please do not hesitate to contact me.

Sincerely,



Daren D. Redfearn, Associate Professor  
Department of Agronomy and Horticulture  
Extension Forage and Crop Residue Specialist  
(402) 472-2662

December 10<sup>th</sup>, 2019

Members of the Review Panel,

I am pleased to provide this letter of intent for collaboration in support of the proposed Center for Agricultural Profitability. Economics are one of the most critical factors today in sustaining farms of all sizes and more effort in this focus area will benefit our stakeholders greatly across the state of Nebraska and beyond.

I have been conducting on-farm research studies for over seven years focusing on applying precision agriculture technologies for facilitating such studies. The ability to tie economic analyses to geospatial datasets for investigating the impact of variable crop input rates at the sub-field level has enhanced the feedback we give to producers. Simply put, if we can't provide them with dollars and cents, we can't tell them if changes in their production practices will be worth it.

I look forward to collaborating further with my colleagues in Agricultural Economics through the Center for Agricultural Profitability. Please let me know if I can provide any additional thoughts on this project moving forward.

Sincerely,



Joe D. Luck, Ph.D., P.E.  
Associate Professor and Precision Agriculture Engineer  
jluck2@unl.edu



Lincoln-Logan-McPherson Counties  
348 West State Farm Rd  
North Platte NE 69101  
308-532-2683, fax 532-2692



October 6, 2020

Dear Academic Planning Committee:

I support the Center for Ag Profitability. I have been a member since its inception and was a member of the issue team before the Center for Ag Profitability was an idea. I am an Extension Beef Educator and serve on the committee as an Extension supporter of the Center for Ag Profitability. I think this center will greatly increase agricultural profitability for Nebraskans through its educational programming for students, farmers, and ranchers. I plan to continue serving as a member of the Center as it is developed.

Sincerely,

A handwritten signature in black ink that reads 'Randall Saner'.

Randall D. Saner  
Extension Educator

Nebraska Extension is a Division of the Institute of Agriculture and Natural Resources at the University of Nebraska–Lincoln cooperating with the Counties and the United States Department of Agriculture.

Nebraska Extension educational programs abide with the nondiscrimination policies of the University of Nebraska–Lincoln and the United States Department of Agriculture.



December 6, 2019

Dr. Larry Van Tassell

As a Regional Extension Economist and the Director of the Nebraska Women in Agriculture program, I am excited to support the Department of Agricultural Economics proposal for a **Center for Agricultural Profitability**. This center fills a unique role, providing support informed decision-making in agriculture through applied research and education.

Nebraska farms and ranches are facing tough economic times. According to the USDA Economic Research Service, working capital has been decreasing for U.S. farms since 2012. The United States Bankruptcy Court of Nebraska has that reported 32 Chapter 12 bankruptcy cases have been filed in 2019. This is the highest number of filings in fifteen years.

Profitability is at the forefront of farms and ranchers decision-making process. However, the economic impact of changing production practices is often an afterthought of biophysical research. The **Center for Agricultural Profitability** will strengthen the interdisciplinary research happening at the University of Nebraska – Lincoln, encouraging agronomists, animal scientists and the like to collaborate with economists from the start of a project. This is especially important for the on-farm research network.

Once multi-disciplinary research is conducted, it can be more easily translated into a plethora of deliverables. As an Extension Educator, I am most excited about online decision-making tools. More importantly, I believe this will result in more Extension Educators integrating economic and business principals into their instruction.

Now more than ever, Nebraska producers are looking for tools and resources to help them survive. I look forward to helping farmers and ranchers make more informed decisions through applied research and education.

Sincerely,

A handwritten signature in black ink that reads "Jessica Groskopf". The signature is written in a cursive, flowing style.

Jessica Groskopf  
Panhandle Regional Extension Economist  
Director, Nebraska Women in Agriculture  
4502 Ave I  
Scottsbluff, NE 69361

**Farm Credit Services of America**  
**SouthWest Lending Division**  
855 Fallbrook Blvd  
P O Box 80298  
Lincoln, Nebraska 68524  
(402) 473-4300  
(888) 396-3276  
FAX (402) 474-0273

December 6, 2019

Dr. Larry Van Tassell  
Department Head  
Agricultural Economics  
102 Filley Hall  
University of Nebraska – Lincoln  
Lincoln, NE 68523-0922

RE: Proposed Center for Agricultural Profitability

Dear Larry,

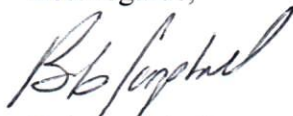
I am writing to express my support for the proposed Center for Agricultural Profitability (CAP). We have met a few times to discuss your vision for the CAP and your desire to bring a collaborative approach from within the University to help agricultural producers better manage their operations.

I fully support the vision and mission for the CAP. At Farm Credit Services of America, we have identified the need to help producers increase their overall business acumen and more specifically, understand the financial position of their operation and their cost of production. Our goal is for our customers to use that information to inform their business, marketing and risk management plans. We have created management tools, technology and customer education programs to help them run their business better. The work that we are doing for our customers aligns closely to the vision for the CAP and I believe we can collaborate for the benefit of producers.

The other reason that I am supportive is that the CAP will demonstrate the University's ability to re-invent it's approach to adult education and the value it can bring to the agricultural industry.

I'm excited to help you bring the vision to reality, please reach out if I can be of any assistance.

Best regards,



Bob Campbell  
Senior Vice President

December 11, 2019

Larry Van Tassell  
Department of Agricultural Economics  
102 Filley Hall  
University of Nebraska-Lincoln  
Lincoln, NE 68583-0922

Dr. Van Tassell,

On behalf of over 21,000 Nebraska corn farmers, I am writing in support of the proposed Center for Agricultural Profitability (CAP) at the University of Nebraska-Lincoln (UNL). Farmers in Nebraska are being challenged by tough economic conditions stemming from low commodity prices, trade disruptions, and extreme weather events. It is critically important that farmers have the resources to mitigate or adapt to these business challenges, both financially and managerially. The proposed CAP will play an important role in developing and implementing these needed resources.

A core tenet of the Nebraska Corn Board's vision is "Ensuring Sustainability" of Nebraska's corn farmers. This is very much in-line with CAP's mission of supporting informed decision-making from a holistic viewpoint – rather than a singular focus, such as maximum yield. CAP's outlined deliverables adequately support this mission and will set a strong foundation for producers to assess and improve their own decision-making philosophies.

As a land-grant institution, UNL is a trusted source of research, education, and extension. I have the utmost confidence in the quality and qualification of the cross-departmental faculty this will bring together, and look forward to the opportunity to collaborate on efforts, where appropriate, to accomplish CAP's objectives in increasing profitability of Nebraska's agricultural producers.

The Nebraska Corn Board strongly supports the proposed Center for Agricultural Profitability and sees great potential for it to benefit the constituency we serve as a board.

Sincerely,



Kelly Brunkhorst  
Executive Director  
Nebraska Corn Board



P.O. Box 80299, Lincoln, NE 68501 | (402) 421-4400

December 12, 2019

Dr. Larry Van Tassell  
Department Head  
Agricultural Economics  
102 Filley Hall  
University of Nebraska-Lincoln  
Lincoln, NE 68583-0922

Dr. Van Tassell,

I am pleased to write this letter in support of the Department of Agricultural Economics' proposal to establish the Center for Agricultural Profitability (CAP). Financial analysis, business management, and strategic planning skills are increasingly vital for today's farm and ranch operations. The CAP, we believe, can help foster producers' skills in these areas and help them navigate these increasingly challenging times.

Producers today face a multitude and variety of challenges not before experienced in agriculture. Consumer demands, sustainability, traceability, environmental regulation, globalization, volatile markets, and many other factors have increased the level of business and financial management skills needed to successfully manage an agricultural operation. It seems a plethora of resources exist to assist producers in the production aspects of agriculture. However, fewer resources exist providing information, guidance, and assistance on managing agricultural operations. The CAP can help address this need.

As a grassroots farm organization, the Nebraska Farm Bureau works for the benefit of our farm and ranch members through a wide variety of educational, service, and advocacy programs. We are currently in the process of exploring potential programs to assist younger producers foster their business management skills. A recent survey of younger members showed they are most interested in improving their skills related to financial analysis, business management, and strategic planning. These are areas identified by the Department of Agricultural Economics in their proposal. No doubt there will likely be several opportunities for collaboration with the CAP to provide this educational programming for our members.

Again, the Nebraska Farm Bureau is very supportive of the establishment of the Center for Agricultural Profitability. In our view, the Center can become an essential resource for Nebraska agricultural producers in the area for financial and business management programming.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jay E. Rempe', written in a cursive style.

Jay E. Rempe,  
Senior Economist

December 9, 2019

Re: Proposed Center for Agricultural Profitability (CAP),

To Whom it May Concern:

I write on behalf of the Nebraska Bankers Association (NBA) to express our support of the proposed Center for Agricultural Profitability (CAP). The NBA is a trade association that represents 173 of the 182 commercial banks and savings institutions in the state of Nebraska.

With the overwhelming majority of NBA member banks heavily vested in the profitability of agribusiness in Nebraska, the noted CAP deliverables are not only attractive, these concepts are essential for the continued economic success of our producers.

The current agricultural landscape coupled with advancements in technology require farmers and ranchers to take more of a business-minded approach to their operations. Establishing additional tools, metrics and respective executive management education as noted in the CAP would assist in supporting sound financial and business decisions.

The NBA would encourage the establishment of the CAP and would gladly offer financial institution expertise in the development of program curriculum.

The NBA appreciates your consideration of our interests and support of this program.

Very truly yours,

A handwritten signature in blue ink that reads "Richard J. Baier". The signature is fluid and cursive, with a long horizontal stroke at the end.

Richard J. Baier  
President & CEO

[richard.baier@nebankers.org](mailto:richard.baier@nebankers.org)

/ssk



December 2019

Dr. Larry W Van Tassell  
Head, Department of Agricultural Economics  
University of Nebraska-Lincoln  
Lincoln, NE 68583-0922

Dear Dr. Van Tassell:

I am writing to extend the support of the Nebraska Soybean Board to the establishment of the Center for Agricultural Profitability. As you are well aware, the financial situation of Nebraska's farmers is becoming critical. Many farmers need to increase their financial management abilities and base their decisions on the foundation of profitability and sustainability. I believe the integration of resources and disciplines as proposed by the Center for Agricultural Profitability can be a great asset in assisting the agricultural industry through these tough times and position them to help feed a hungry world in the decades to come.

The Nebraska Soybean Board has partnered in the past with the Department of Agricultural Economics to address the needs of soybean producers. Over the years, we have supported several of the department's outreach projects. For example, we helped fund the development of the Marketing in a New Era (MINE) simulation game to help producers develop marketing plans and hone their marketing skills. Currently, we are helping to support the development of the Agricultural Budgeting Calculator (ABC) application which will assist producers in understanding their costs and break-evens. We look forward to partnering with the Center for Agricultural Profitability on projects that will strengthen the soybean producers of the state.

Sincerely,

A handwritten signature in black ink that reads "Victor Bohuslavsky". The signature is written in a cursive style with a clear, legible font.

Victor Bohuslavsky  
Executive Director  
Nebraska Soybean Board

**Appendix III**

**CV for Center Director  
Allan Vyhnaek**

# Allan Vyhnalek

## Home

3129 N 92<sup>nd</sup> St  
Lincoln, NE 68507  
Cell: 402-910-5573  
e-mail: [avyhnalek1@neb.rr.com](mailto:avyhnalek1@neb.rr.com)

## Office

303C Filley Hall, UNL  
Lincoln, NE 68583-0922  
Phone: 402-472-1771  
e-mail: [avyhnalek2@unl.edu](mailto:avyhnalek2@unl.edu)

## Education

M.S. in Agricultural Education, University of Nebraska Lincoln, Lincoln, Nebraska, 1980, Minor Animal Science  
B.S. in Agricultural Education, University of Nebraska Lincoln, Lincoln, Nebraska, 1977  
I've attended a variety of workshops and college credit leadership training. Attended UNL Extension training in Seven Habits of Highly Effective People, The Five Choices, and Coaching. I have also completed the Hometown Competiveness Organizer Workshop. I am a certified Farm Transition Advisor. I attended Negotiation training at Harvard University in 2018.

## Professional Work Experiences

July, 2017 to Present – Extension Educator, Farm Succession for the University of Nebraska-Lincoln. Plan and implement state-wide information and educational efforts in the area of farm and ranch succession and transfer. Supervisor, Dr. Larry Van Tassell, Department Chair, Ag Economics, 402-472-3401  
2001 to June, 2017 – Extension Educator and Unit Leader for Platte County Extension, Columbus, Nebraska. Supervisor – Dr. William Kranz, District Director, University of Nebraska Cooperative Extension, 402-584-2261

- Leadership and administrative responsibilities for permanent staff of ten for the Platte County Extension Office.
- Major teaching focus in Ag Economics and Farm Management area. State-wide leadership for Landlord/Tenant Farm Leasing education. Also serving on regional or state teams teaching estate planning, commodity marketing, farm bill education, and coordinate the Farm Management presentations for the Nebraska Crop Production Clinics. Grants for programming exceeds \$135,000 over the last 5 years

1992 – 2001 - County Extension Education Director, Grundy County, Iowa State University Extension, Coordination of Grundy County Community Partners, Grundy Center Youth and Families Task Force and the Dike/New Hartford Healthy Community/Healthy Youth Coalition.

1987 - 1992 - Extension 4-H and Youth Leader, Grundy and Butler Counties, Iowa State University Extension

1980 - 1987 - Assistant Professor, Production Agriculture Department, University of Nebraska School of Technical Agriculture, Curtis, Nebraska,

- Designing, writing and teaching technical animal science skill classes and beginning computer science classes
- Developed and taught Animal Science and Agricultural Education transfer class for University of Nebraska Lincoln

1980 - Graduate Assistant, Agricultural Education Department, University of Nebraska, Lincoln  
1978-1979 - Vocational Agriculture Instructor, Elgin High School, Elgin, Nebraska

## Leadership

2019 Chairman of the Board, International Farm Transition Network  
2018 to present – Board Member, International Farm Transition Network  
2013 to 2017 – Treasurer of Epsilon Sigma Phi Extension Honorary Chapter in Nebraska  
2015 – Member of the UNL Extension Dean's Advisory Committee  
2014 to 2017 - Co-Chair of the UNL Ag Economics Extension Teaching Team  
2013-2015 – President Elect, President and Past President, Nebraska Cooperative Extension Association  
2012 – President of Epsilon Sigma Phi Chapter (Extension Honorary) for Nebraska  
2010 to 2015 – Chair of Agri-business Committee of Columbus Area Chamber of Commerce

2009 to 2013 – Member of the Columbus Area Community Foundation Fund Advisory Committee  
 2008-2011 – Tri-Chair for National Association of Extension 4-H Agents 2011 Annual Conference in Omaha  
 2006 – 2011 – Member of UNL Vice Chancellor’s Liaison Committee, serving as chairman in 2011  
 2004-2007 – Board of Directors, Technology Committee Chair, Columbus Area Chamber of Commerce  
 2005 – Northeast District Representative to Nebraska Cooperative Extension Association (member of NCEA board of directors)  
 2001-2002 – National Vice-President for Marketing and Outreach, National Association of Extension 4-H Agents  
 1999-2000 – Committee member and chair of State-wide County Director In-Service planning committee.  
 1998-1999 - National Extension Leadership Development (NELD), North Central  
 1998 – ISUE Annual Conference Committee, planned and conducted the Extension Annual conference, served as master of ceremonies and was a presenter for a workshop.  
 1996-1997 - Public Leadership Committee - Iowa State University Extension. Helped plan and conduct Publicity and Marketing In-Service workshop for ISU Extension Professionals.  
 1996-1997 - Policy and Resolutions Committee member and regional contact, National Association of Extension 4-H Agents. Active member that wrote several resolutions during the '97 National 4-H Agents conference.  
 1994-1995 - North Central Regional Director - National Association of Extension 4-H Agents. Hosted and planned 4-H section of North Central Regional Leadership Development meeting in Des Moines and in St. Louis. Planned and conducted National board of director workshop at national meeting.  
 1993 - Executive Committee and State Vice President, Iowa State University Extension Association. Attended state board meetings and helped conduct the business of the association.  
 1993 - State President, Iowa 4-H Section, Iowa State University Extension Association. Planned and conducted 4-H section meetings. Represented the Iowa section at the National 4-H Agents association meeting  
 1992 - President Elect, Iowa 4-H Section, Iowa State University Extension Association  
 1992 and 1993 - Team member from Iowa representing the 4-H Section to North Central Regional Extension Leadership Development Meetings in St. Louis and Minneapolis  
 1992 - National Extension Public Information Leadership Development Workshop, Washington, D.C.  
 1991 - State Vice President, Iowa 4-H Section, Iowa State University Extension Association  
 1990 - State Secretary, Iowa 4-H Section, Iowa State University Extension Association

### **Awards**

2018 – 25 years of service award, University of Nebraska  
 2014 – Innovative Extension Educator Award, UNL Extension  
 2014 – Extension Team Teaching Award – Farm Bill Education, IANR Award, UNL  
 2013 – 25 years of service award to National Association of Extension 4-H Agents  
 2010 – Distinguished Service Award – National Association of Extension Agricultural Agents  
 2005 – Meritorious Service Award, National Association of Extension 4-H Agents  
 1995 - Epsilon Sigma Phi - State Early Career Award  
 1995 - Distinguished Service Award, National Association of Extension 4-H Agents  
 1991 - Achievement Award, Iowa State University Extension Association  
 1987 - Outstanding Post Secondary Instructor Award, Nebraska Vocational Agriculture Association  
 1983 - District 9 Outstanding Young Member award, Nebraska Vocational Agriculture Association

### **Grants**

2009 to present – various grants from the Nebraska Soybean Board and Extension North Central Risk Management to conduct Farmland Leasing Workshops focusing on communications, lease arrangements, land values, cash rents, and land transfer. Total of all grants is about \$170,000

**TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT  
UNL Center for Agricultural Profitability**

	(FY2022) Year 1		(FY2023) Year 2		(FY2024) Year 3		(FY2025) Year 4		(FY2026) Year 5		Total
<b>Personnel</b>	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
Faculty <sup>1</sup>											\$0
Non-teaching staff: Professional											\$0
Graduate Assistants <sup>2</sup>	1.00	\$26,000	1.00	\$26,390	1.00	\$26,786	1.00	\$27,188	1.00	\$27,595	\$133,959
Non-teaching staff: Support <sup>3</sup>											\$0
Subtotal		\$26,000		\$26,390		\$26,786		\$27,188		\$27,595	\$133,959
<b>Operating</b>											
General Operating <sup>4</sup>		\$10,000		\$10,000		\$10,000		\$10,000		\$10,000	\$50,000
Equipment <sup>5</sup>		\$2,000						\$2,200			\$4,200
New or Renovated Space											\$0
Library/Information Resources											\$0
Other											
Subtotal		\$12,000		\$10,000		\$10,000		\$12,200		\$10,000	\$54,200
<b>Total Expenses</b>		\$38,000		\$36,390		\$36,786		\$39,388		\$37,595	\$188,159

<sup>1</sup> A current faculty member (Allan Vyhnalek) will allocate 0.15 of their time as Center Director.

<sup>2</sup> Graduate expense includes stipend and tuition, fees, and other benefits.

<sup>3</sup> A current staff position will be repurposed to support the Center.

<sup>4</sup> Projected operating such as operative supplies, communications, and travel.

<sup>5</sup> Computer and replacement.

**TABLE 2: PROJECTED REVENUES - NEW ORGANIZATIONAL UNIT  
UNL Center for Agricultural Profitability**

	(FY2022) Year 1	(FY2023) Year 2	(FY2024) Year 3	(FY2025) Year 4	(FY2026) Year 5	Total
Reallocation of Existing Funds						\$0
Required New Public Funds						
Tuition and Fees						
Other Funding						
1. USDA-NIFA Benchmarking	\$250,000					\$250,000
2. N. Central Ext. Risk Management Education Ctr <sup>1</sup>	\$175,000					\$175,000
3. USDA Risk Mgmt Agency <sup>1</sup>	\$99,359					\$99,359
4. NIFA Beginning Farmer & Rancher Development Prog <sup>1</sup>	\$49,995					\$49,995
5. Agricultural Industry Support	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$250,000
6. Fee revenue from public programs	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$50,000
<b>Total Revenue</b>	\$634,354	\$60,000	\$60,000	\$60,000	\$60,000	\$874,354

<sup>1</sup> Pending grant support. History has shown that we should be able to continue this funding each year.

TO: The Board of Regents Addendum XI-A-3  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Creation of a Master of Healthcare Delivery Science in the College of Allied Health Professions at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approval to create a Master of Healthcare Delivery Science in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTION: October 5, 2017 – The Board approved the creation of the Master of Health Administration in the Department of Health Services Research and Administration in the College of Public Health at UNMC.

EXPLANATION: The Master of Healthcare Delivery Science is a 30-credit hour online, applied non-thesis degree designed to provide practicing healthcare professionals with advanced knowledge pertaining to core administrative and leadership competencies related to five essential areas of healthcare practice (providing patient-centered care, working in interdisciplinary teams, employing evidence-based practice, applying quality improvement, and utilizing informatics). While the degree will be applicable to any healthcare provider, its primary purpose is to provide an advanced degree opportunity for those clinical, diagnostic and therapeutic sciences professionals wishing to strengthen their credentials and explore an expanded role within the healthcare system.

This proposal has been approved by the Council of Academic Officers and the Executive Graduate Council. This proposal also has been reviewed by the Academic Affairs Committee.

PROGRAM COST: \$113,000 for Year 1; \$791,403 over five years

SOURCE OF FUNDS: College of Allied Health Professions auxiliary funds; tuition and fees

SPONSORS: H. Dele Davies  
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

RECOMMENDED: /s/ Susan M. Fritz  
Executive Vice President and Provost

DATE: January 15, 2021



June 25, 2020

Susan Fritz, Executive Vice President and Provost  
University of Nebraska  
3835 Holdrege Street  
Lincoln, NE 68583

Dear Provost Fritz:

We are forwarding you the materials relating to the creation of a Masters in Healthcare Delivery Science through the College of Allied Health Professions. This program is an online, applied degree designed to provide practicing healthcare professionals with advanced knowledge pertaining to core administrative and leadership competencies related to five essential areas of healthcare practice. The purpose of this program is to offer practicing healthcare professionals the opportunity to obtain an advanced degree that provides broad content in a number of key areas pertinent to the ongoing improvement of the healthcare system, and to deliver the degree through an easily accessible distance education format. The Masters in Healthcare Delivery Science will provide an important advanced training opportunity for healthcare providers.

This proposal has been reviewed by us, and it has our approval. We are requesting your review and approval, that of the Chief Academic Officers, and that it be reported to the Board of Regents at an upcoming meeting.

Sincerely,

A handwritten signature in black ink, appearing to read 'H. Dele Davies'.

H. Dele Davies, MD, MS, MHCM  
Senior Vice Chancellor

A handwritten signature in purple ink, appearing to read 'Jeffrey P. Gold'.

Jeffrey P. Gold, MD  
Chancellor, University of Nebraska Medical Center

cc:

**Proposal to Create the Master of Healthcare Delivery Science**  
**College of Allied Health Professions at the University of Nebraska Medical Center**

**I. Descriptive Information**

*Name of the institution proposing the program:* The University of Nebraska Medical Center (UNMC)

*The name of the program (major) proposed:* Healthcare Delivery Science (HDS)

*Degree/credential to be awarded graduates of the program:* Master of Healthcare Delivery Science (MHDS)

*Other approved programs offered in this field by the institution:* Master of Health Administration, College of Public Administration, UNMC

*CIP Code:* 51.0701

*Administrative unit for the program:* College of Allied Health Professions (CAHP)

*Proposed delivery site(s) and type(s) of delivery:* The curriculum will be housed and administered by the CAHP, and it will be delivered entirely online. Courses will be administered using the Canvas Learning Management System already utilized by University of Nebraska Campuses.

*Proposed date (term/year) the program will be initiated:* upon approval

*Description, including credit hours and other requirements (program of study) and purpose of the proposed program:* The Master of Healthcare Delivery Science (MHDS) is an online, applied degree designed to provide practicing healthcare professionals with advanced knowledge pertaining to core administrative and leadership competencies related to five essential areas of healthcare practice. The five areas of core knowledge and competencies were first identified in 2003 by the then Institute for Medicine (now the National Academy of Medicine) in the report, "Health Professions Education: A Bridge to Quality," and cited as key to improving health care quality and patient safety.<sup>1</sup> They include, providing patient-centered care, working in interdisciplinary teams, employing evidence-based practice, applying quality improvement, and utilizing informatics. Courses in management, bioinformatics, clinical education, finance, patient safety and quality improvement will support the focus on the five competencies of the curriculum.

The purpose for creating the non-thesis Master of Healthcare Delivery Science degree is to offer practicing healthcare professionals the opportunity to obtain an advanced professional graduate degree that provides broad content related to a number of key areas pertinent to the ongoing improvement of the healthcare system, and to deliver the degree through an easily accessible distance education format.

<sup>1</sup> Greiner Ann & Knebel E. Health Professions Education: A Bridge to Quality. Washington, D.C: National Academies Press, 2003. Print.



While the degree will be applicable to any healthcare provider, its primary purpose is to provide an advanced degree opportunity for allied health professionals for whom the associate degree, bachelor degree or post-baccalaureate certificate is the entry-level degree. Such professions include cardiovascular interventional technology, clinical perfusion, diagnostic medical sonography, magnetic resonance imaging, medical laboratory science, radiation therapy, radiography, respiratory therapy and many others. The online program is structured around five core student learning outcomes with objectives identified for each:

1. Healthcare Management
  - Demonstrate leadership, communication, and interpersonal skills as they relate to management within a healthcare organization.
  - Develop basic human resources skills including the creation of a corporate culture, the understanding of performance and productivity management and the engagement of employees.
2. Finance
  - Apply finance, accounting, marketing, information technology, and planning skills for successful administration within a healthcare organization.
3. Healthcare Delivery Strategies
  - Relate knowledge of the healthcare delivery system, including trends, innovations and health informatics.
  - Implement strategies and tools related to quality improvement issues in the healthcare setting.
4. Patient Centered Care
  - Illustrate the importance of patient centered care through the development of interprofessional teams, improvement of clinical education and the employment of evidence-based practice to continually improve operations and the quality of care delivered.
5. Leadership
  - Apply knowledge related to the complex aspects of leadership in a healthcare organization, including working in interdisciplinary teams.
  - Employ leadership through innovation, mentorship and reflective practice.

The online curriculum is composed of five core courses (15 credit hours), four to six elective courses (12 credit hours) with a two-part capstone project (3 credit hours). Throughout the curriculum, the student will complete applied projects where the student will transfer foundational constructs learned to real-world practice. These applied projects will culminate in a final, non-thesis capstone. Using applied projects to build a capstone project has been successfully implemented a similar program within CAHP, the Master of Health Professions Teaching and Technology program. Graduates of this program comment on the value-added of a capstone project that showcases their learning outcomes. A learner earning a Master of Healthcare Delivery Science degree will complete a total of 30 semester credit hours. The program curriculum is detailed below. Full course descriptions, learning objectives, and mapping of applied projects for the non-thesis capstone are included in Appendix A.

The proposed curricular model will provide learners with broad content related to the five core competencies through the required survey courses, but will also allow learners the latitude to dive deeper into two to three of the competencies depending on their interests and professional opportunities.

**Core Courses (15 credit hours total):**

HDS 631 Healthcare Management	3 credit hours
CPH 565 Healthcare Finance	3 credit hours
HDS 652 Design of Quality Improvement Initiatives	3 credit hours
HDS 660 Introduction to Health Informatics	3 credit hours
HPTT 623 Leadership in Health Professions Education	3 credit hours

**Capstone I & II (3 credit hours total):**

Students will complete the first capstone course in their first or second semester in the program and complete the second course their final semester.

HDS 671 Introduction to Digital Portfolio	1 credit hour
HDS 672 Digital Portfolio Capstone	2 credit hours

**Electives (12 credit hours total):**

Students will complete twelve credits of elective courses.

HDS 615 Communication & Culture in Healthcare	3 credit hours
HDS 723 Principles of Critical Inquiry	2 credit hours
HDS 626 Health Care Ethics/Critical Thinking	3 credit hours
HDS 630 Scanning the Health Care Environment	3 credit hours
HDS 650 Foundations of Quality Improvement	3 credit hours
HDS 651 System and Social Influences of Quality and Safety	3 credit hours
HDS 653 Implementation & Evaluation of Improvement Initiatives	3 credit hours
HDS 661 Health Data Analytics	3 credit hours
HDS 662 Health Information Systems	3 credit hours
HDS 663 Health Information Management	3 credit hours
HDS 673 Special Topics in Healthcare	3 credit hours
HPTT 630/830 Research Analysis & Design for Health Professions Education	3 credit hours
HPTT 640 Foundations of Clinical Teaching in the Health Professions	3 credit hours

All listed elective courses, except for HDS 673, are cross-listed with College of Allied Health Professions (CAHP), Health Professions Teaching and Technology (HPTT), or with Health Professions Medical Education (HPME) or Biomedical Informatics (BMI) in Graduate Studies. HDS students are not the only cohort of students enrolling in the elective courses. The cross-listing of elective courses will allow students to individualize their learning experience, while optimizing operational efficiencies for the program and college.

The HDS program advisory board will be responsible to conduct and monitor periodic program review, evaluating student, graduate, and employer survey data, as well as feedback from the program faculty. Ongoing curricular adjustments will be made as necessary based on the results of these reviews.

**Justification for required credit hours:** The number of credit hours for attainment of the degree is based on the goal of allowing a full-time student (with summer courses) to complete the degree within two academic years. In addition, a survey of similar programs offered at other institutions was performed during the initial stages of the program's development. The majority of equivalent outside degree programs have nearly identical credit hour requirements (Appendix B).

## **II. Centrality to Role and Mission**

One of the core missions of UNMC is to improve the health of Nebraskans through premier educational programs with the vision of preparing the best-educated health professionals and scientists. The MHDS degree represents the first completely online, health professions centered program of study within the University of Nebraska system that provides practicing healthcare professionals in several allied health professions with the requisite knowledge and skills to keep pace with ever-expanding career responsibilities related to clinical teaching, management and administration, patient education, and quality improvement activities. Since the curriculum will be offered solely online, it will also strongly support the UNMC mission of “providing outreach to underserved areas”.

One of the major goals of the degree is to provide graduates of many allied health programs an effective path toward obtaining a master’s degree. Particularly for graduates of entry-level bachelor and post- baccalaureate certificate programs at the University of Nebraska Medical Center, the degree can serve as a formal, articulated pathway, offering the opportunity for these graduates to obtain a master’s degree.

Other universities have chosen to develop “unique” master’s degree programs for specific groups of professionals. For instance, several universities offer a Master’s in Radiologic Science to graduates of radiography programs, or a Master’s in Medical Laboratory Science to only graduates of medical laboratory science programs. These degrees seldom provide advanced-practice competencies. Rather, they include content on the health system, leadership, administration, etc. The proposed MHDS degree will not only provide a completely online program of study, but it was developed and will be delivered by an interprofessional team of healthcare professionals representing multiple healthcare disciplines, educators, and areas of expertise. The proposed MHDS degree will provide opportunity for advancement to a larger audience, avoid unnecessary duplication, and most importantly, add value to the education of allied health practitioners through its interprofessional focus.

## **III. Evidence of Need and Demand**

*Need for the MHDS degree in the institution, the community, the region, the state, or the nation.*

As their clinical careers progress, individuals with professional degrees in a given allied health profession may become interested in pursuing opportunities in the health system beyond the entry-level knowledge and competencies of their chosen profession. These areas of additional responsibility and growth may include such related functions as management and administration, bioinformatics, finance, clinical education, patient safety, and quality improvement. While their entry-level health professions degree may not provide sufficient knowledge nor meet the qualification for formal entry into these additional roles and responsibilities within the health system, most of these professionals desire to retain some portion of their role in the delivery of clinical care while expanding their involvement in these related areas.

The online MHDS degree provides a unique plan of study that stems from the National Academy of Medicine’s (formerly Institute of Medicine) core competencies. These core competencies, identified through a strategic and collaborative effort by healthcare leaders, enable credentialed healthcare professionals to advance their knowledge and skillset beyond the discipline-specific clinical competency level. The MHDS was designed specifically to provide health care

professionals with the added knowledge and competencies required for advancement opportunities in management and administration. These prospective students would benefit from formal training to prepare them for the demands of these health system roles in the interdisciplinary environment (see market demand report, Appendix B and updated market demand report, Appendix C).

*Demand for the program – the extent of student interest in the proposed program.*

Data from graduate surveys indicate that over 50 percent of the graduates of the existing online CAHP degree completion programs request information about advanced degrees pertaining to clinical education or clinical management. The CAHP routinely receives such requests from current practitioners within the allied health fields. Many practicing healthcare professionals are interested in pursuing advanced leadership roles, but may not be qualified based solely on their professional degree or having been placed in a management/leadership position desire to further their formal education to effectively succeed in these roles.

To participate in formal education to achieve these outcomes, these practicing professionals desire online learning opportunities with flexible offerings. This pool of potential students would include managers in ancillary services including laboratory, imaging and rehabilitation services in healthcare facilities in the State of Nebraska and across the nation. The College of Allied Health Professions graduates approximately 80 undergraduate or post-baccalaureate certificate students per academic year. This group of prospective students serve as a natural pipeline to the MHDS. The MHDS provides the pathway for continuing education in advanced healthcare service competencies beyond clinical service aptitude. Approximately 50 percent of students in CAHP post-baccalaureate certificate programs express interest in pursuing a master's degree at completion of their certificate program (see Appendix D for graduate support of a master's degree). The CAHP graduates not only serve the workforce needs of Nebraska but other states as well. Data from 2019 suggested the projected employment rate for Health Services Managers to be 17% for the region. Data also indicated Omaha, NE as a top city seeking Master's-Level Health Care Delivery Graduates (see Appendix C).

#### **IV. Adequacy of Resources**

*Faculty and Staff Resources*

The MHDS Advisory Board that has guided the development of the curriculum, is composed of faculty within the CAHP, clinical management, clinical preceptors, and other patient care partners. The Master of Healthcare Delivery Science degree will be supported by a Program Director and administrative support to oversee the delivery of the program curriculum. A program committee will be used to provide administrative support and guidance. The CAHP's Office of Enrollment Management and Student Affairs staff will assist in recruitment and admissions processes.

MHDS Program Committee:

Janice Tompkins, MPH, MT(ASCP), Assistant Professor, Assistant Dean for Diversity and Inclusion, CAHP

Lisa Bartenhagen, MS, R.T.(R)(T) ARRT, Associate Professor and Charles R. O'Malley Endowed Chair, Department Chair of Clinical, Diagnostic, & Therapeutic Sciences; Director of the Radiation Therapy Education Program, CAHP

Tanya Custer, MS, R.T.(R)(T) ARRT, Associate Professor, Director of Distance Education, CAHP

Karen Honeycutt, PhD, MEd, MASCP, MLS(ASCP)<sup>CM</sup><sup>SM</sup><sup>CM</sup>, Associate Professor and Gilg Professor for Teaching Excellence and Innovation in Allied Health, Department Chair of Allied Health Professions Education, Research & Practice, Director of the Medical Laboratory Science Program; UNMC Varner Professor Laureate, CAHP

Kimberly Michael, MA, RT(R), RDMS, RVT, FSDMS; Associate Professor and Anderson Distinguished Professor; Director of the Diagnostic Medical Sonography Education Program; Associate Director, Interprofessional Academy of Educators, CAHP

Stephanie Vas, MA, RT(R)(CT)(MR) ARRT, MRSO, Instructor, Director of the Magnetic Resonance Imaging Program, CAHP

Tammy Webster, PhD, MPA, RT(R)(M), FAEIRS; Associate Professor, Assistant Dean for Academic Affairs, Director of the Radiography and CVIT Programs and CT Practicum, CAHP

The program of study will be provided by faculty members who possess a graduate or doctoral degree and hold appointments within the CAHP. The faculty for the program is made up of 15 members from three colleges at UNMC, each with primary or courtesy faculty appointments within the CAHP. These include four individuals from the College of Medicine (1 MD, 3 PhD), 1 from the College of Public Health (Masters), and 10 CAHP (5 PhD, 5 Masters). The courses proposed in the MHDS program of study have been developed and were approved by the CAHP Curriculum Committee. Courses have an instructor on record and scheduling of each course will support student progression through the program of study. Those courses with a HPTT prefix are existing courses within the college's Master of Health Professions Teaching and Technology program and will be cross-listed in the Master of Healthcare Delivery Science program. Similarly, the CPH course is an existing course housed within the College of Public Health. The College of Allied Health Professions has a Director of Distance Education and many faculty members who are well-versed in instructional design best practices for online course delivery. There is instructional technology support housed within the college as well as from the UNMC IT department. In addition, the Director of E-Learning & Instructional Designer at UNMC has holds a courtesy faculty appointment within the CAHP. Teaching load will be supported through stipends provided to campus units who faculty teach in the program.

### *Physical Resources*

The program of study will be supported by the Office of Enrollment Management and Student Affairs in the CAHP, located in the UNMC Student Life Center, utilizing existing office space for the Program Director and administrative staff. Faculty have offices and computers that will be used to administer the online instruction. All program activities will be administered online or virtually with no need for physical space. If the need arises for on-campus student or faculty consultation, various conference rooms and/or individual faculty/committee members' offices will be utilized.,

### *Instructional Equipment and Information/ Technological Resources*

As an Academic Health Science Center, UNMC offers many educational opportunities and advantages for students. Students have access to the McGoogan Library of Medicine, one of the nation's major health science libraries. The McGoogan Library of Medicine serves the information needs of all UNMC students, faculty, and staff, as well as licensed Nebraska health professionals and residents of the state. In addition to resources physically located on campus, the library has over 5,500 full-text, online journals and over 150 on-line textbooks. All UNMC students have complete access to the library and other online resources whether on or off of the UNMC campus.

In addition, the library provides services to students including how to search for literature, locate articles and books, search the internet, note copyright restrictions, cite sources, and avoid plagiarism. The library provides timely access to high quality collections of print and electronic materials, develops applications of information technology, promotes the development of information management skills that support lifelong learning, and promotes networking and the integration of information. The library's Writing Center also provides resources and services to online learners.

### *Budget Projections for the first five years of the program*

Tuition revenue generated by the Master of Healthcare Delivery Science degree will be sufficient to cover projected expenses after the first year. The CAHP has resources generated by auxiliary activities to cover the first-year deficit of \$64,728. After the first year, the program will generate a modest positive cashflow. The CAHP will charge the same tuition as other University of Nebraska online graduate level courses (\$580/credit hour in AY 2019-2020), which is competitive with comparable programs outside of the University of Nebraska system. It is estimated that over a two-year ramp-up period, at least 14 students will enroll in 3 credit hours per semester in the program based on the experience of similar programs and data accrued in the feasibility study. At this minimum level of enrollment, projected revenue for the first five years of the program is presented in Table 1 (attached).

Implementation of the program will require the addition of administrative support in the form of a Program Director (0.35 FTE) and administrative staff (0.25 FTE expanding to 0.35 in year 3). No new hires are anticipated to fulfill the administrative support needs. These needs will be accomplished through reassignment of existing responsibilities and combining responsibilities with other new roles being developed in the college associated with growth in other programs. Campus units whose faculty teach in the program will receive a stipend for teaching courses on an ad hoc basis, distributed only when their course is offered (with at least five students enrolled). Projected expenses are presented in Table 2 (attached).

## **V. Avoidance of Unnecessary Duplication**

The Master of Healthcare Delivery Science degree will be the only online, professional graduate degree of its kind offered in the University of Nebraska system. The MHDS will provide credentialed healthcare professionals in service fields such as the clinical, diagnostic and therapeutic sciences, who primarily practice in the clinical setting, an academic foundation to meet expanded roles in the healthcare system related to core competencies of administration and

management, bioinformatics, clinical education, patient safety, and quality improvement. This program is unique from other online master's level programs, in that it targets clinical health care providers seeking to acquire knowledge related to advanced competencies in areas related to management and administration within the healthcare system.

## **VI. Consistency with the Comprehensive Statewide Plan for Postsecondary Education**

Providing a Master of Healthcare Delivery Science degree is consistent with the vision and major statewide goals outlined in the *Comprehensive Statewide Plan for Postsecondary Education*. In particular, this proposal supports a number of the statewide goals and outcomes outlined in the *Plan*, including:

- ***Deployment of instructional technology to broaden access for learners.*** The MHDS is a completely online program affording students, regardless of location, the opportunity to enroll and successfully complete the program of study requirements.
- ***Helping students graduate within a reasonable and predictable time frame.*** The MHDS program of study was strategically designed to meet the core competencies associated with leadership expectations in healthcare services. The credit hours align with the knowledge base needed for the targeted program outcomes, and at 30 hours total, is consistent with other professional master degree programs.
- ***Opportunity for individuals to move easily into another sector of postsecondary education as their career needs, interests, and educational goals shift.*** The MHDS program of study affords graduates the knowledge base and academic degree for career advancement. Graduates may be eligible to move from clinical care delivery to healthcare systems management.
- ***Ensure that graduates are competent to succeed in the workforce as their primary clinical roles expand into leadership, management and clinical education.*** The MHDS program of study was guided by the National Academy of Medicine's (formerly Institute of Medicine) Core Competencies for healthcare professionals. The competencies embedded within the curriculum aim to address key requisites needed for effective healthcare service management.
- ***Responding to the changing health care needs of Nebraska's citizens, incorporating the use of new educational technology and distance learning to teach both current/future health care providers and patients in underserved rural areas.*** The MHDS program of study integrates competencies in informatics, quality improvement, communication, and management. As an online degree, these competencies are mastered through the utilization of educational technologies and distance learning platforms. The online delivery approach provides students, regardless of location, the opportunity to learn and ultimately serve their communities.

The University of Nebraska Medical Center stands to benefit from this proposal as healthcare professionals that participate in the program will develop and hone skills to allow them to meet the needs of their expanding roles as they become leaders in their professions, contributing to UNMC's reputation of being at the forefront of innovative education. In addition, UNMC students in the clinical environment who interact and learn from these leaders will benefit from evidence-based teaching strategies to improve learning and retention. These strategies in turn prepare them for practice in their respective health professions. In addition, this online, degree program will increase the number of potential faculty candidates who meet the educational requirements of programmatic accreditation standards.

## APPENDIX A

<b>Core Courses (15 Credit Hours Total)</b>		
<b>Course #</b>	<b>Course Title</b>	<b>Course Description</b>
HDS 631	Healthcare Management	<p>This course introduces health professions students and practitioners to the concepts of organizational theory and behavior as they apply to health care. The topics to be covered include self-identification, the principles of motivation, team building, leadership, management and organizational culture and change. The course also includes the principles of financial management, risk management, and the processes of hiring, coaching, evaluating and dismissing employees. The concepts of quality improvement will be applied in a quality improvement project along with literature reviews to support the project.</p> <ul style="list-style-type: none"> <li>• Describe the functions of management and leadership. Identify the contributions of each individual to the functioning of an organization.</li> <li>• Apply strategies for working with different personality types.</li> <li>• Understand what it means to work as a team.</li> <li>• Create recommendations for improving teamwork among members of the healthcare team.</li> <li>• Evaluate organizational culture and plan for change.</li> <li>• Apply the theories of management in the health care setting.</li> <li>• Understand the human resource functions of an organization. Prepare human resource documents.</li> <li>• Assess staffing options in their department.</li> <li>• Create a new staffing proposal for their department.</li> <li>• Explain quality improvement tools.</li> <li>• Apply the quality improvement process.</li> <li>• Propose a Process Improvement project for their department.*</li> <li>• Complete a literature review to support the Process Improvement project.*</li> <li>• Analyze appropriate data collection, implementation, and evaluation tools necessary to complete the Process Improvement project.*</li> <li>• Implement the Process Improvement project.*</li> <li>• Evaluate the outcomes of the Process Improvement project.*</li> <li>• Make an oral presentation of the Process Improvement project.</li> <li>• Identify risk management areas of concern.</li> <li>• Identify laws, regulations, and accreditation standards which affect health care management.</li> </ul>
CPH 565	Healthcare Finance	<p>This course will focus on the application of financial management principles and concepts to health care organizations, consists of (1) instructor lectures, (2) case analyses, (3) presentations, and (4) two examinations. Much of the learning in this course will come from your own individual work and from interacting with other students, so the benefits that you receive will be directly related to your individual efforts. Students are not expected to have prior coursework in financial management, managerial and financial accounting. The course does, however, assume the students have some experience with spreadsheet models.</p> <ul style="list-style-type: none"> <li>• Undertake and interpret analysis of profit and break-even for a healthcare organization.</li> <li>• Utilize the major methods of cost allocation to allocate costs across departments.</li> <li>• Define the major types of pricing strategies used by healthcare organizations.</li> <li>• Conduct analyses to set prices and determine service offerings for a healthcare organization.*</li> <li>• Define opportunity cost and undertake time value analysis of cash flow streams for a project.</li> <li>• Determine the required rate of return for a program or project.*</li> <li>• Use corporate cost of capital to inform capital investment decision-making for a healthcare organization.*</li> <li>• Evaluate the financial performance of a healthcare organization.*</li> </ul>



HDS 652	Design of Quality Improvement Initiatives	<p>Learners will explore and apply strategies and tools from the science of improvement to define, measure, and analyze quality problems in healthcare settings. Topics covered include methods to identify improvement needs and set improvement aims, strategies to evaluate the strength of evidence, selection of data collection and analysis tools and strategies, selection of appropriate measures and metrics for evaluation and comparison, prioritization of improvement activities, assembly of improvement teams, and justification of improvement goals and efforts.</p> <ul style="list-style-type: none"> <li>• Examine the scope of the current evidence related to potential improvement areas.</li> <li>• Examine sources of and judge the strength of current scientific evidence and context-specific evidence in relation to potential improvement areas.</li> <li>• Compare retrospective and prospective methods to identify potential improvement areas.</li> <li>• Create aim/goal statements for improvement areas.</li> <li>• Create a data collection and analysis plan and coordinate data collection and analysis efforts.*</li> <li>• Compare and choose data collection and analysis tools.</li> <li>• Choose appropriate measures/metrics for evaluation and comparison.</li> <li>• Perform analysis/evaluation of improvement issues.*</li> <li>• Summarize and present analysis and evaluation findings.</li> <li>• Compare strategies and tools to support the prioritization of improvement activities and efforts.</li> <li>• Apply appropriate study and improvement design(s).*</li> <li>• Justify the selection of improvement areas.</li> <li>• Assemble an improvement team.*</li> </ul>
HDS 660	Introduction to Health Informatics	<p>This course presents an introduction on informatics in the healthcare setting. Overarching topics include: the fundamental informatics framework, the role of informatics across the healthcare continuum, and a survey of health informatics applications.</p> <ul style="list-style-type: none"> <li>• Describe how health information technology (HIT) is part of healthcare reform in the United States.</li> <li>• Explain the fundamental informatics framework.</li> <li>• Compare and contrast the field of health informatics to health information technology.</li> <li>• Describe how informatics is used across the healthcare continuum.</li> <li>• Apply principles of informatics to assess health care related outcomes.*</li> <li>• Compare health informatics, bioinformatics, and public informatics.</li> <li>• Summarize a current health informatics application of interest.*</li> </ul>
HPTT 623	Leadership in Health Professions Education	<p>This course provides an in-depth exploration of the knowledge, skills, attitudes, and competencies required for leadership in the context of complex health care and health professions education organizations. Leadership theory will be used as a framework for enhancing organizational behavior focusing on both individual and team performance.</p> <ul style="list-style-type: none"> <li>• Evaluate the characteristics that facilitate or pose barriers to effective leadership.</li> <li>• Design leadership strategies relevant to health care delivery and/or health science education settings.*</li> <li>• Apply best practices in leadership in health science education.*</li> <li>• Utilize reflective practice to analyze personal leadership strengths and areas for ongoing improvement or growth.</li> </ul>
<b>Capstone Courses (3 Credit Hours Total)</b>		
HDS 671	Introduction to Digital Portfolio	<p>This course provides participants with an introduction to developing a professional digital portfolio. Graduate candidates in the Master of Healthcare Delivery Science degree will design a non-thesis, digital portfolio capstone that summarizes their educational experiences in the MHDS program using the applied projects completed throughout the curriculum.</p>

HDS 672	Digital Portfolio Capstone	This course provides students with the time and focus to complete their portfolio capstone, which was introduced in HDS 671 Introduction to Digital Portfolio. The portfolio will include applied projects that are exemplary examples of the graduate candidates work.
<b>Elective Courses (12 Credit Hours Total)</b>		
HDS 615 (CAHP 615)	Communication & Culture in Healthcare	Communication and Culture in Healthcare is an upper-level course for allied health professions students and other interested students that facilitates an understanding of the role of culture and diversity in the healthcare arena and explores the ethical and legal implications of these situations. The course enables students to explore the value of diversity in our society through self-examination of their own beliefs, values and biases. Students will evaluate the dynamics involved when cultures interact and apply this to the healthcare setting. The course will include an in-depth assessment of the Culturally and Linguistically Appropriate Services [CLAS] standards and the cultural competency responsibilities of healthcare organizations.
HDS 623 (CAHP 723)	Principles of Critical Inquiry	This course is designed to develop the student's abilities to search, critically evaluate and interpret medical literature and its application to patient care. The primary focus will be on evidence-based practice, research ethics, studies of research design and statistical methods.
HDS 626 (CAHP 626)	Healthcare Ethics/Critical Thinking	This course covers ethical issues that allied health professionals can expect to encounter during their education and career. It covers such areas of concern as professionalism, cultural differences, confidentiality, informed consent, responsible practice, handling mistakes, difficult cases, and key legal aspects of these issues. To assist students in resolving issues, the course identifies and applies key principles of critical thinking. The course trains students in the use of these principles in ethics and professionalism. The course is designed to improve the ability of students to reason soundly in professional ethics, to be familiar with the health professional ethics literature, and to communicate clearly about ethical values, integrity, and judgment. At the same time, the course is intended to provide a broad context to the daily issues of professional life and to present the historical richness of the debates over ethical issues.
HDS 630 (CAHP 630)	Scanning the Healthcare Environment	This upper level course is designed to provide allied health professions students with an overview of health care delivery in the United States. The course will explore many factors that influence the delivery of health care, including the determinants of health, the financing of health care, and various health care settings. The course will examine the evolution of health care in the United States and will project issues that will affect health care in the future. Allied health professionals are affected by such changes in both their personal and professional lives. It will be the challenge of health care professionals of the future to consider the value of Medicare and Medicaid, the handling of insurance issues, the creation of policy governing health care delivery and the reduction of health care disparities. This course is designed to assist students in gaining an understanding of why change is occurring, recognizing trends in their particular professional environment and identifying strategies to affect the changes to assure the patient's access to quality care in an economical environment.
HDS 650 (HPME 850)	Foundations of Quality Improvement	Learners will explore foundational principles of the field and science of quality improvement. Topics covered will lay the groundwork for students to understand the complexity of quality improvement in practice including policies and regulations that affect quality, quality metrics and reporting, frameworks to conceptualize quality issues, quality improvement models, data management and analysis methods, considerations for adopting change to improve and sustain performance, and organizational and social influences on improvement
HDS 651 (HPME 851)	System and Social Influences of Quality and Safety	Learners will explore system and social influences that influence quality improvement and safety initiatives in healthcare settings. Topics covered include strategic alignment of improvement initiatives with organizational strategy, safety culture, high-reliability and learning organizations, leadership for improvement, inter-professional teams and teamwork, individual behavior change and performance management, system design and human factors, and health information technology and informatics in quality improvement.
HDS 653 (HPME 853)	Implementation and Evaluation of Improvement Initiatives	Learners will explore and apply strategies and tools from the science of improvement to implement and evaluate the effectiveness of quality improvement initiatives and to manage and spread improvements in healthcare settings. Topics covered include development of improvement implementation strategies and action plans, strategies and tools to analyze and evaluate implementation efforts and impacts on metrics of interest, approaches to change management with an emphasis on the spread and sustainment of change, financial analysis and return on investment of improvement activities, and the integration of a portfolio of improvement projects under a larger quality improvement program

HDS 661 (BMI 861)	Health Data Analysis	This course presents the basic concepts of data analytics and systems thinking in the healthcare setting.
HDS 662 (BMI 862)	Health Information Systems	This course introduces health information systems as tools to gather, analyze, and document patient and health system information to detect, understand, and prevent or treat diseases. Students will learn how interoperable health information and decision support systems work together to provide safe, effective, patient-centered, timely, efficient, and equitable care.
HDS 663 (BMI 863)	Health Information Management	This course explores topics related to the management and security of health information. Specifically, students will learn the administrative and regulatory uses of health information; the fundamentals of medical coding and reimbursement; and methods used to ensure the confidentiality, privacy and security of patient health information.
HDS 673	Special Topics in Healthcare	This independent study course allows students to explore a specific topic not offered in the existing curriculum.
HDS 640 (HPTT 640)	Foundations of Clinical Teaching	This course provides the opportunity to investigate and apply theory and evidence-based practice strategies in clinical teaching. Topics include optimizing orientation and onboarding, developing learning objectives, promoting clinical reasoning, providing effective feedback and conducting a formal evaluation.

### Courses to Consider in the Future

HSRA 860	Health Economics	This course is designed to help students understand how the theories and models of economics can be applied to the study of health and health care. The examination of the markets (demand and supply) for health, health care and health insurance is stressed. In addition, the economic analytic tools such as microeconomic theories and economic evaluation methods will also be reviewed and introduced. The objective of this course is to equip students with the knowledge/tools to examine and analyze the problems/issues of health care from the perspective of economics.
ECON 8600 (UNO)	Health Economics	This course is designed to help students understand how the theories and models of economics can be applied to the study of health and health care. The examination of the markets (demand and supply) for health, health care and health insurance is stressed. In addition, the economic analytic tools such as microeconomic theories and economic evaluation methods also will be reviewed and introduced. The objective of this course is to equip students with the knowledge tools to examine and analyze the problems issues of health care from the perspective of economics.
HDS 673	Special Topics in Healthcare	National Library of Medicine Self-Study Course on Healthcare Economics available at: <a href="https://www.nlm.nih.gov/nichsr/edu/healthecon/01_he_02.html">https://www.nlm.nih.gov/nichsr/edu/healthecon/01_he_02.html</a>

### Mapping of Additional HDS-Related Topics to Core or Elective Courses

HDS Topic	HDS Core or Elective Course
Evaluation of Scholarly Literature	HDS 631, HDS 723
Reimbursement Models & Policy	CPH 565, HDS 630
Supply Chain	HDS 650, HDS 653
IT, Data Management, & Communication	HDS 662, HDS 663, HDS 660
Marketing	HDS 631, HDS 630
Compliance	HDS 653, HDS 673
U.S. Healthcare System & Healthcare Reform for the Health Professions Student	E-Learning Module available via the E-Learning Gallery



EAB

MARKET RESEARCH BRIEF

# Market Demand for a Master's in Health Care Delivery Science

# COE Forum

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# 1) Research Methodology

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**Project Challenge** Leadership at the University of Nebraska Medical Center approached the Forum as they considered launching a master’s degree in health care delivery science. Through a combination of qualitative interviews with administrators of master’s-level health care delivery and administration programs, and quantitative data analytics, the Forum sought to assess the market viability of a master’s degree program in health care delivery science at the University of Nebraska Medical Center.

EAB’s market research function provides insights which guide strategic programmatic decisions at member institutions. The Forum combines qualitative and quantitative data to help administrators identify opportunities for new program development, assess job market trends, and align curriculum with employer and student demand.

EAB reports rely primarily on labor market data from the Burning Glass Labor/Insight™ tool (description below). Reports occasionally use data from the United States Census Bureau and United States Bureau of Labor Statistics data to explore occupation and job trends. Market research reports may also incorporate Integrated Postsecondary Education Data System (IPEDS) data to assess student enrollment, demographics, and completion rates across competitor programs.

**Methodology** **Methodology:** Unless stated otherwise, this report includes data from online job postings from June 2014 to May 2015. The Forum identified the top titles, skills, employers, and locations nationwide.

Annual growth in job postings is measured in the change between January 2010 and December 2014 by six-month halves (i.e., 2012 H2 is July 2012 to December 2012).

**Burning Glass Labor/Insight™** **EAB’s Partner for Real-Time Labor Market Data**  
This report includes data made available through EAB’s partnership with Burning Glass Technologies, a Boston-based leader in human capital data analytics. Burning Glass Technologies specializes in the use of web spidering technology to mine more than 80 million online job postings and analyze real-time employer demand. Under this partnership, EAB may use Burning Glass’s proprietary Labor/Insight™ tool to answer member questions about employer demand for educational requirements, job titles, and competencies over time, as well as by geography. The tool considers job postings “unspecified” for a skill, industry, employer, geography, certification, or educational requirement when the job posting did not advertise for one of these particular job characteristics. Unspecified postings represent null values and should be excluded from the total number (n value) of job postings analyzed in the query. A more complete description of the tool is available at <http://www.burning-glass.com/products/laborinsight-market-analysis/>.

For more information about the Labor/Insight™ tool, please contact Kelly Bailey, Business Development Manager, at [kbailey@burning-glass.com](mailto:kbailey@burning-glass.com) or 732-800-2484.

## Project Sources

The Forum consulted the following sources for this report:

- EAB’s internal and online research libraries  
[www.eab.com](http://www.eab.com)
- National Center for Education Statistics (NCES)  
<http://nces.ed.gov>
- Program Websites:
  - “Science of Health Care Delivery, MS” Arizona State University. Accessed June 23, 2015.  
<https://chs.asu.edu/shcd/programs/master-science-science-health-care-delivery>
  - “Master of Health Care Delivery Science at Dartmouth” Dartmouth College. Accessed June 23, 2015.  
<http://mhcds.dartmouth.edu/the-program>
  - “MS Program in Health Care Delivery Leadership” Mount Sinai School of Medicine. Accessed June 23, 2015.  
<http://icahn.mssm.edu/education/graduate/masters-programs/health-care-delivery>
  - “Executive Master of Healthcare Administration” University of Minnesota. Accessed June 23, 2015.  
<http://sph.umn.edu/programs/mhaexec/>

## Profiled Institutions

The Forum interviewed administrators of health care delivery science and administration programs at the following institutions:

### A Guide to Institutions Profiled in this Brief<sup>1</sup>

Institution	Location	Approximate Institutional Enrollment (Undergraduate/Total)	Classification
<b>Arizona State University</b>	Southwest (City; Midsize)	38,700 / 48,700	Research Universities (very high research activity)
<b>Dartmouth College</b>	Northeast (Town; Remote)	4,300 / 6,300	Research Universities (very high research activity)
<b>Mount Sinai School of Medicine</b>	Mid-Atlantic (City; Large)	0 / 1,100	Special Focus Institutions (medical schools and medical centers)
<b>University of Minnesota</b>	Midwest (City; Large)	34,400 / 51,500	Research Universities (very high research activity)

1) National Center for Education Statistics.



## 2) Executive Overview

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### Key Observations

**Recruit health care organization leaders to increase enrollments in the health care delivery science program and improve health care delivery.**

Health care delivery science programs exist to improve the efficiency of the health care system. Since individuals in leadership positions have greater influence and can therefore affect greater change, many master's-level health care delivery science programs recruit health care professionals in leadership roles. Administrators at the **University of Nebraska Medical Center** should market the master's-level health care delivery science program to health care industry professionals to increase enrollments.

**Require an implementation project to ensure students can apply strategies learned in the program to students' workplaces.** Most master's-level health care delivery science students work full-time in the health care industry and may implement what they learn in classes at their places of employment. Even so, all profiled programs require health care delivery science students to complete an implementation project in which students design a program (e.g., an employee wellness program) and implement it at a health care organization. Institutions require projects to ensure students learn to put lessons into practice. Implementation projects occur at either a student's place of work or an institution local to the school.

**Include economics, policy, strategy, and leadership courses in the curriculum to prepare students for workplace effectiveness.** Program graduates must understand all facets of the health care system to implement changes in health care delivery. A successful health care delivery science program includes elements of health care economics and finance, health policy, strategy and operations, and organizational and personal leadership to produce well-rounded graduates. Leverage resources from across the **University of Nebraska Medical Center** to ensure students understand all aspects of health care delivery.

**National employer demand for health care delivery science professionals increased 15.4 percent across 2014.** Employers nationwide posted 34,362 jobs for health care delivery science professionals in the second half of 2014, a 15.4 percent increase over the 29,766 jobs posted in the first half of the year. This increase confirms reports of increased interest in master's-level health care delivery science programs from administrators at profiled institutions.

**Deliver the program in a cohort model to foster students' collaboration skills.** Employers nationwide seek health care delivery science professions with collaboration skills more than any other skill except patient care. The multifaceted nature of health care makes collaboration crucial to efficient care delivery. Deliver the program in a cohort model to give students as many opportunities as possible to learn from one another and work together.

### 3) Program Characteristics

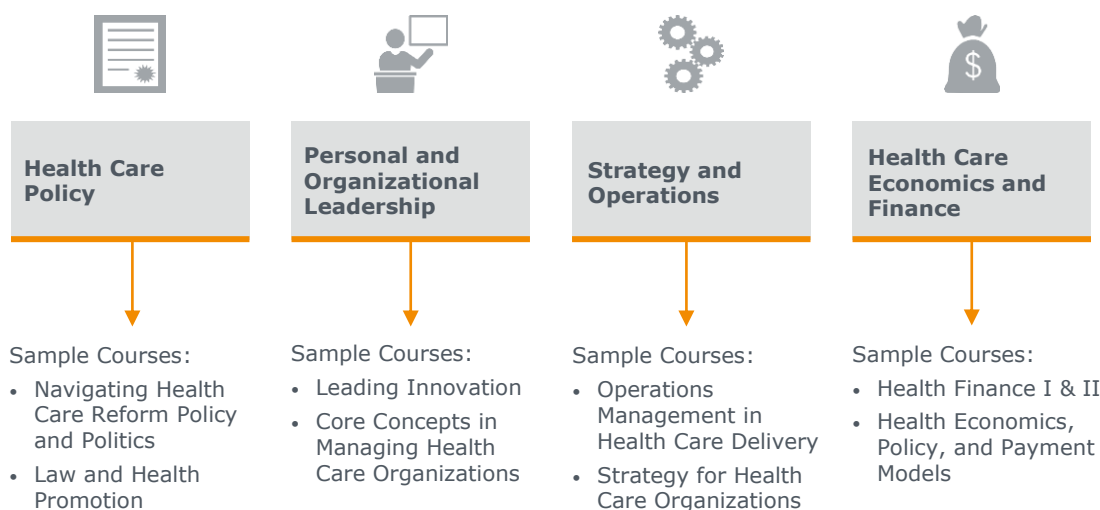
#### Curriculum and Requirements

#### Include Economics, Health Care Strategy, and Leadership Courses in Curriculum to Prepare Graduates for Health Care Delivery Work

Health care delivery science program curricula cover all aspects of health care, from patient care to payment. Program curricula typically include courses on policy, leadership, strategy, and economics. Include courses in all these areas to create well-rounded graduates who understand all facets of health care. A student with a broad understanding of the industry may implement comprehensive solutions to improve the efficiency of health care delivery.

#### Common Curricular Elements in Master’s-Level Health Care Delivery Science Programs

*Profiled Institutions*



#### Required Courses in Master’s-Level Health Care Delivery Programs

Arizona State University	
Master of Science in the Science of Health Care Delivery	<ul style="list-style-type: none"> <li>• Health Behavior and Statistical Tools in Health Environments</li> <li>• Health Care Systems and Design</li> <li>• Interdisciplinary Approaches to Promotion of Healthy Lifestyles</li> <li>• Health Economics, Policy, and Payment Models</li> <li>• Interdisciplinary Perspective on Health Disparities and Access</li> <li>• Law and Health Promotion</li> <li>• Leadership and Professionalism</li> <li>• Leading Change in Health Organizational Systems</li> <li>• Creativity and Innovation Leadership in Health</li> <li>• Health Care Finance and Process Engineering</li> <li>• Seminar in Science of Health Care Delivery</li> <li>• Capstone: Applied Project</li> </ul>

## Dartmouth College

Master of Health Care Delivery Science

- Science of Health Care Delivery
- Health Economics and Policy
- Finance Essentials for Leaders in Health Care Delivery
- Clinical Microsystems: Designing, Leading, and Improving Patient-Focused Care
- Shared Decision Making
- Leveraging Data to Inform Decision-Making
- Health Care Operations Management
- Management and Leadership of Health Care Organizations
- Strategic Marketing for Health Care Organizations
- Population Health and Preventive Care
- Management and Organization Change
- Effective Information Technology for Health Care Organizations
- Leading Innovation
- Strategy for Health Care Organizations
- Personal Leadership

## Mount Sinai School of Medicine

Master of Science in Health Care Delivery Leadership

- Gateway Seminar—Critical Themes for Health Care Delivery in the 21st Century (one week on-site residency session)
- The Affordable Care Act
- Navigating Health Care Reform Policy and Politics
- Health Care Delivery Economics
- Strategy Creation for Health Care Organizations
- Strategic Communications for Health Care Delivery Organizations
- Leading and Managing Health Care Delivery Organizations
- Leveraging Data for Evidence-Based Decision-Making in Health Care
- Seminar 2 - Improved Health Care Delivery Effectiveness and Quality: Systems, Approaches, Tools (one week on-site residency session)
- Health Information Systems and Technology
- Finance Essentials for Health Care Delivery Leadership
- Operations Management in Health Care Delivery
- Improving Population and Public Health Delivery
- Clinical Microsystems Innovations
- Capstone

## University of Minnesota

Executive  
Master of  
Health Care  
Administration

- Marketing for Health Care Professionals
- Managerial Accounting for Health Services
- Health Finance I & II
- Statistics for Health Care Decision-Making
- Health Care Human Resource Management
- Principles of Management in Health Services Organizations
- Healthcare Management Ethics
- Health Care Marketing
- Topics in Health Economics
- Health and Health Systems
- Operations Research and Quality in Health Care
- Information Technology in Health Care
- Private Purchasers of Health Care
- Core Concepts in Managing Health Care Organizations
- Interdisciplinary Teamwork in Health Care
- Health Policy
- Organizational Integration in Health Care Delivery
- Health Care Strategies in Competitive Markets
- Health Care Delivery, Design, and Innovation
- Legal Considerations in Health Services

### **Include a Personalized Leadership Assessment to Provide Students with Personalized Instruction**

Master's-level health care delivery science programs focus on training leaders in the health care industry, so program curricula often include personalized leadership assessments. Programs also incorporate leadership-focused courses. The health care delivery programs at **Dartmouth College** and **Mount Sinai School of Medicine** incorporate an assessment of each student's leadership skills and style in the master's-level health care delivery science program curriculum.

Administrators at Dartmouth College complete the assessment before a student enters the program. Students must submit the names of colleagues, managers, and direct reports before beginning the program. Program administrators give those names to an external consulting firm that completes interviews with the people listed to gain an understanding of the student's leadership abilities. Administrators then deliver the assessment results to students so they learn their leadership strengths and opportunities for improvement, and can work to improve throughout the program.

## National Employers Seek Health Care Delivery Science Professionals with Clinical and Leadership Skills

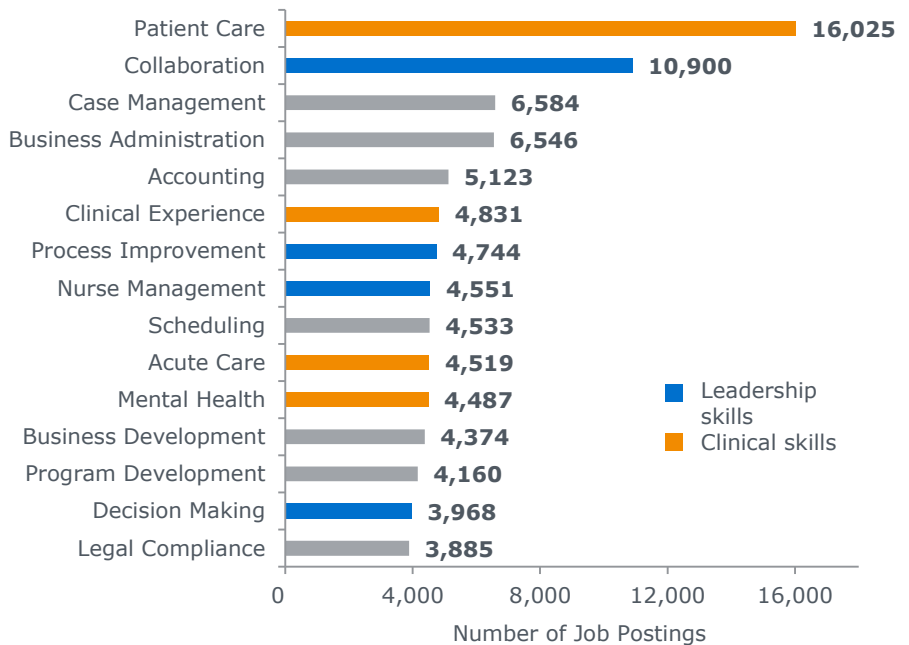
Employers exhibit demand for professionals with both clinical and leadership skills. Over 21 percent of the jobs posted last year for health care delivery science professionals list 'patient care' as a desired skill. Other commonly sought clinical skills include 'acute care' and 'mental health.'

Employers also seek health care delivery science professionals with leadership skills such as 'collaboration,' 'process improvement,' and 'decision making.' Over 14 percent of all relevant jobs posted last year list 'collaboration' as a desired skill.

### Top Skills for Health Care Delivery Science Professionals

June 2014-May 2015, National Data<sup>2</sup>

n=74,882 job postings, 7,335 unspecified postings



## Require Students to Complete an Implementation Project to Ensure Workplace Effectiveness

Require an implementation project to ensure students know how to put knowledge gained during the program into practice. In an implementation project, students design a program to implement at a specific institution, and then implement the program. A student may design an employee wellness program at a health care organization, for example, according to the logic that healthier employees perform better.

All profiled programs require students to complete an implementation project, though most health care delivery science students already work in the health care industry and therefore have chances to implement lessons from master's programs. Some institutions allow students to complete the project in teams. Implementation projects take place in actual health care delivery institutions to hold students responsible for tangible results.

## Certificates

### Offer Certificates in Leadership to Differentiate the Health Care Delivery Science Program at the University of Nebraska Medical Center

Few master's-level health care delivery science programs offer certificates, presenting an opportunity for the **University of Nebraska Medical Center** to differentiate its program by offering students additional leadership-specific credentials.

The health care delivery science program at **Mount Sinai School of Medicine** started recently, but administrators already plan to offer certificates in year three or four of the program. Administrators conducted a gap analysis to determine what topics students have the greatest need for and least exposure to, and decided to offer operations management certificates in management processes including LEAN, Six Sigma, and RAPID. Administrators also plan to offer certificates in public health. Contacts caution that certificate programs require faculty time commitment and state regulatory approval. Contacts at **Arizona State University** also seek to introduce certificates as the program grows.

## Program Resources and Delivery

### Hire Faculty from Multiple Disciplines to Expose Students to Different Facets of the Health Care System

Health care delivery science program administrators at **Arizona State University** employ faculty from multiple disciplines, including law and finance. **Dartmouth College** similarly employs faculty from the Tuck School of Business and the Dartmouth Institute for Health Policy and Clinical Practice. Professors from multiple disciplines contribute different perspectives on health care issues, which encourage students to make connections between the many aspects of health care delivery.

The **University of Minnesota** employs 18 to 20 faculty members to teach in the Executive Master of Health Care Administration program, all of whom work in the Division of Health Policy and Management within the School of Public Health. Arizona State University employs only tenure-track faculty to teach in the health care delivery science program, but the University of Minnesota employs some adjuncts.



#### Practicing Administrators Teach Health Care Delivery Courses

Since the Mount Sinai health system hosts the health care delivery science program, administrators at **Mount Sinai School of Medicine** employ teams of experts (i.e., clinicians, administrators) from the health system to teach courses. For example, the Chief Technology Officer of the Mount Sinai Health system teaches the "Health Information Systems and Technology" course along with technology division directors. The CTO serves as the lead instructor and the directors act as co-instructors.

## Deliver the Master of Health Care Delivery Science Program in a Cohort Model to Foster Collaboration Skills

As noted on page eight of this report, employers nationwide seek health care delivery science professionals with collaboration skills more frequently than any other skill except patient care. The multifaceted nature of health care requires a collaborative approach to health care delivery, and a cohort model fosters collaboration among students.



### Students Learn from One Another

Program administrators at **Dartmouth College** offer an independent study option for students who already know course material (e.g., a hospital's Chief Financial Officer may not benefit from a health care finance course) but report no students have selected this option yet. Contacts explain that students who already know the material in a given class learn from observing others engage with the material. For example, watching clinicians learn about health care finance exposes a hospital CFO to the clinical perspective on hospital finance.

## Create an Online Program with Three to Five Residency Periods to Attract Working Professionals

Administrators at **Dartmouth College** and **Mount Sinai School of Medicine** offer a distance program with required residency periods. Students move through a sequence of required courses simultaneously, and all students must attend all residency sessions. All students in these programs work full-time, so both programs' administrators offer the master's-level health care delivery program in a hybrid format to accommodate students' work schedules.

The online Executive Master of Health Care Administration program at the **University of Minnesota** similarly enrolls only working professionals. Administrators offer online courses asynchronously to allow students to move complete courses at their own pace. Administrators offer the master's program in health care delivery science at **Arizona State University** both face-to-face and online, and online courses also occur asynchronously.

### Program Delivery Characteristics

Institution	Residency Requirement	Online Course Delivery
<b>University of Minnesota</b>	5 periods (totaling 22 days on campus) across the 25-month program	<ul style="list-style-type: none"> <li>Asynchronous (though individual professors may call for synchronous sessions at their discretion)</li> <li>Students work between 12 and 18 hours online each week</li> </ul>
<b>Dartmouth College</b>	4 periods across the 18-month program	<ul style="list-style-type: none"> <li>Students commit to 15 hours of work a week</li> <li>Students meet synchronously online once a week</li> </ul>
<b>Mount Sinai School of Medicine</b>	3 periods (each period lasts from a few days to a week)	Unknown
<b>Arizona State University</b>	None: program occurs face-to-face and online	<ul style="list-style-type: none"> <li>Asynchronous</li> </ul>

## Allow Health Care Organizations to Enroll Multiple Employees in Health Care Delivery Science Program Cohorts

Administrators at **Dartmouth College** and **Mount Sinai School of Medicine** allow health care organizations to enroll sponsored teams of two to six people. These teams complete the program together and, in the case of Dartmouth College, work on the same final project. Leadership at the sponsor organization pre-approves the project topic.

The sponsored team model fosters students' collaboration skills and also increases the likelihood of more efficient health care delivery at the sponsor organization, since graduates learn together and will implement changes together.



### Sponsored Teams Represent a Small Portion of Master's-Level Health Care Delivery Science Program Cohorts

Administrators at **Dartmouth College** report sponsored teams account for one third of each class, while administrators at **Mount Sinai School of Medicine** estimate sponsored teams will make up 15 percent of the program's next cohort.



### 3) Student Enrollment and Recruitment

#### Enrollment Trends over Time

#### Administrators Report Increased Interest in Master’s-Level Health Care Delivery Science Programs

Administrators at **Dartmouth College** cap program enrollment at 50 students to ensure faculty maintain the quality educational experience the College delivers in face-to-face programs. Contacts report that the College receives many more applications than the 50 available spots, and estimate the number of applicants grows by around 10 percent each year. Administrators at **Mount Sinai School of Medicine** also cap enrollment and report the program receives 2.5 times as many applications as available seats. Contacts at the **University of Minnesota** also report increased interest in the Executive Master of Health Administration program.

#### Program Enrollment Relative to Institution Size

Institution	Program Enrollment	Approximate Institutional Enrollment
Arizona State University	Unknown	48,700
Dartmouth College	50 students (capped)	6,300
Mount Sinai School of Medicine	25 students (capped)	1,100
University of Minnesota	30-34	51,500

#### National Employer Demand for Health Care Delivery Science Professionals Increased by 15.4 Percent from January to December 2014

Employer demand for health care delivery science professionals grew nationwide from 29,766 jobs posted in H1 2014 to 34,362 jobs posted in H2 2014, a 15.4 percent increase. This increase represents an upward trend following a 14.6 percent decrease in nationwide employer demand from H2 2013 to H1 2014.

The increase in employer demand echoes contacts’ reports of increased interest in health care delivery science programs. Increased employer demand and student interest support the creation of a master’s-level health care delivery science program at the **University of Nebraska Medical Center** to satisfy student and employer demand.

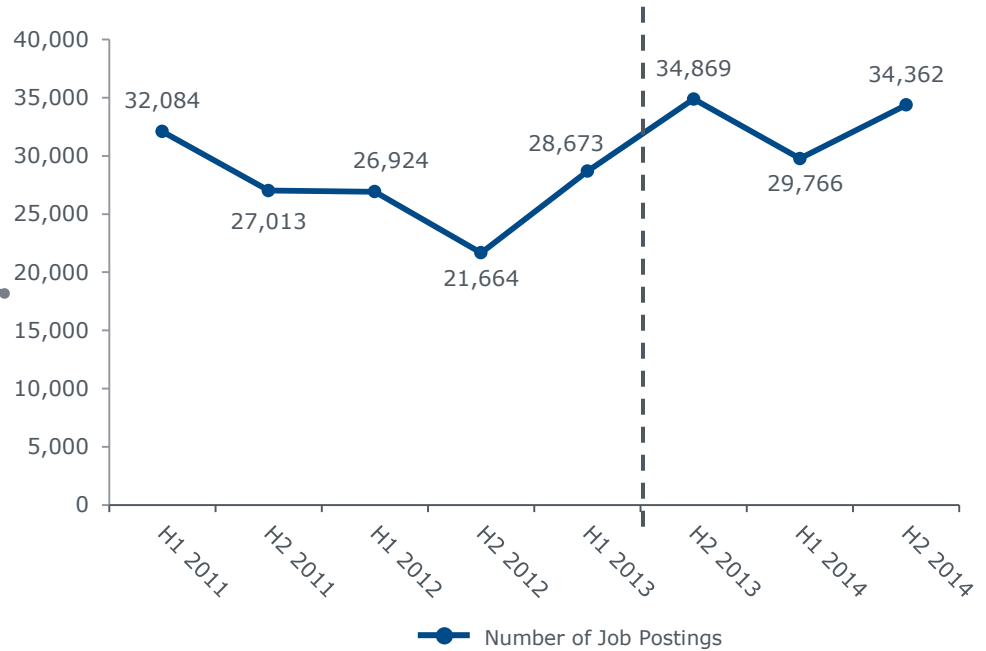
**15.4%**

National employer demand for health care delivery science professionals increased by 14.5 percent between H1 and H2 of 2014.

## Historic Demand for Health Care Delivery Professionals

H1 2011-H2 2014, National Data<sup>3</sup>

Due to improved data-mining software, Burning Glass Labor/Insight™ recognizes more positions starting in 2013 H2. Data on either side of the dotted line is thus not directly comparable.



## Program Marketing

### Market Directly to Health Care Delivery Professionals to Enroll More Students

People interested in health care delivery science programs likely believe in being proactive in improving the health care system. Accordingly, administrators at **Mount Sinai School of Medicine** craft marketing messages that appeal to such professionals (e.g., “harnessing disruption,” “getting ahead of the curve”). Administrators perform individual email outreach to attract these students. Administrators also employ digital marketing strategies, including a recent website redesign.

Program administrators at **Dartmouth College** and **Arizona State University** primarily market the health care delivery science programs via word of mouth. Arizona State University particularly relies on the good reputation of the University’s online programs to recruit new students.

3) Burning Glass Labor/Insight™.

### Seek Professionals in Leadership Positions to Ensure Students Can Implement Lessons Learned in the Master of Health Care Delivery Science Program at Work

Master's-level health care delivery programs train professionals to improve the efficiency of health care delivery while maintaining a high quality of care. Employees in leadership positions hold more influence in their organizations, meaning they may affect greater change in health care delivery. To that end, administrators at both **Dartmouth College** and **Mount Sinai School of Medicine** require all applicants to hold a leadership position in the health care industry. Both programs enroll students who oversee health care delivery (e.g., directors, unit heads).

Contacts at Dartmouth College and Mount Sinai School of Medicine emphasize that students in their programs may learn a substantial amount from one another, given students' high-level positions at their individual organizations. Administrators at the **University of Minnesota** intentionally recruit students from all aspects of the health care industry (e.g., physicians, lawyers, social workers) and report that students cite the cohort's professional diversity as a program strength. Recruit students with significant and varied experience in the health care industry to increase the program's impact on health care systems.

### Characteristics of Health Care Delivery Science Students

#### Profiled Institutions

#### Experience



- Over 90% of students in **Dartmouth College's** program possess advanced degrees (e.g., MD, MBA, JD).
- Students in **Mount Sinai School of Medicine's** program have 10 or more years of industry experience. Health care administration students at the **University of Minnesota** possess between three and 10 years of industry experience.

#### Current Work



- Students in **Mount Sinai School of Medicine's** program currently run departments or units and aspire to vice president roles.
- Students at the **University of Minnesota** represent various health care-related fields including medicine, law, and social work.
- 66% of health care delivery science students at **Dartmouth College** work as front-line health care providers, including physicians and nurses.

#### Geography



- **Dartmouth College** program students come from all over the United States and foreign countries (e.g., Sweden, China, Peru).
- **Mount Sinai School of Medicine** students mostly come from the New York City Metropolitan area.
- Around 50% of **University of Minnesota** students come from the upper Midwest.

## Recruit Health Care Professionals Who Seek Career Advancement to Increase Enrollment

Administrators at **Dartmouth College**, **Mount Sinai School of Medicine**, and the **University of Minnesota** require applicants to their health care delivery science and health care administration programs to work in the health care industry. The University of Minnesota prefers professionals with a minimum of three years of current experience, though contacts note most enrolled students possess closer to 10 years of industry experience.

Administrators of **Arizona State University's** program do not require students to hold a position in the health care industry to participate in the health care delivery science program, though contacts report most online students work in the health care industry. The program enrolls some students directly out of undergraduate programs, and some students at Arizona State University also complete the health care delivery program before completing other professional degrees, such as a medical degree or physician's assistant degree.

Program administrators at both **Dartmouth College** and **Mount Sinai School of Medicine** note that clinicians (e.g., physicians, nurse managers) compose around 60 percent of each cohort. Other students come from hospital administration, health care consulting, and health insurance. Administrators at the University of Minnesota recruit students from disciplines including law and social work along with clinical practitioners.

Recruit professionals already working in the health care industry to increase enrollment in the health care delivery science program. These students understand the need for improvements to health care delivery and can implement lessons learned from the program at their places of employment.



### Graduates Contribute to Strategic Decisions at their Institutions

Contacts at **Dartmouth College** note that even students in the program who do not seek professional advancement upon graduation achieve some degree of advancement because they can contribute more meaningfully to strategic conversations at their institutions.

## Potential Jobs for Graduates

### National Employers Seek Health Care Delivery Science Professionals to Fill Director-Level Roles Most Often

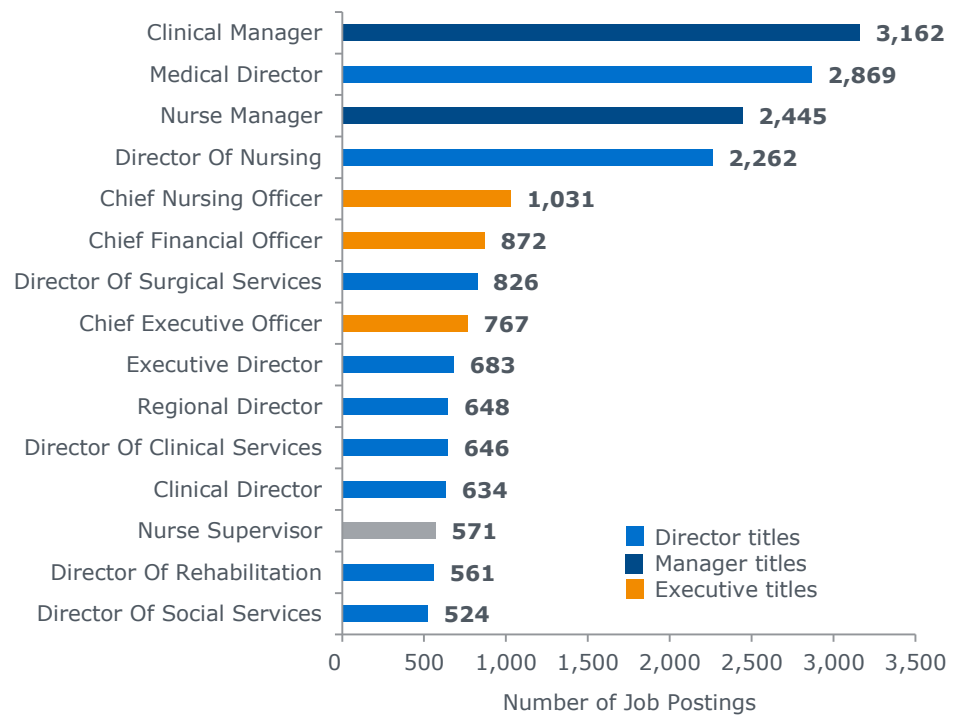
Nine of the top 15 titles for health care delivery science jobs posted last year contain the word 'director.' These include 'Medical Director,' 'Director of Nursing,' and 'Director of Surgical Services.' The presence of so many leadership titles on the list of top titles supports the strategy to market the program to health care industry professionals in leadership positions.

Programs like those at **Dartmouth College** and **Mount Sinai School of Medicine** already serve high-level leaders, but the presence of so many 'manager' and 'director' titles on the list below suggests the existence of a large potential audience among mid-level health care managers for the health care delivery science program at the **University of Nebraska Medical Center**.

#### Top Titles for Health Care Delivery Science Professionals

June 2014-May 2015, National Data<sup>4</sup>

n=74,882 job postings, 7,335 unspecified postings



\*California Environmental Quality Act  
 \*\*Principal or Senior Associate-Level Engineer or Scientist  
 \*\*\*Environmental Scientist/Groundwater Sampling Technician

## Top Employers

### The Hospital Corporation of America Seeks the Most Health Care Delivery Professionals Nationwide

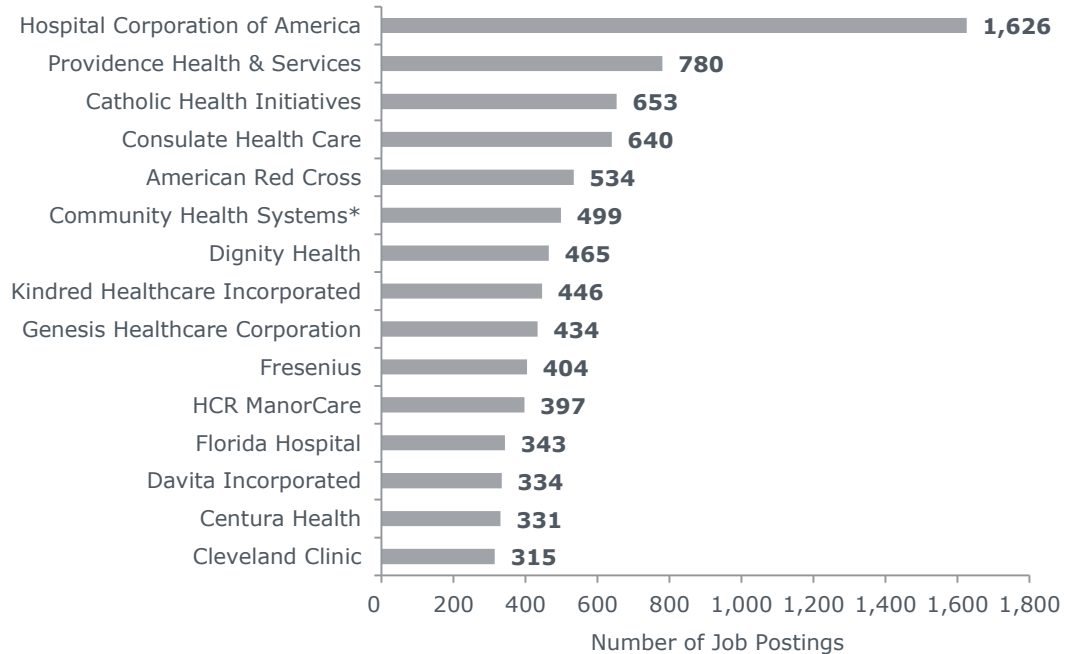
The 'Hospital Corporation of America' posted 1,626 relevant jobs for health care delivery science professionals last year, more than double the number of jobs posted by any other employer. Job postings from the 'Hospital Corporation of America' account for just over two percent of all relevant jobs posted last year. Other employers that sought health care delivery science professionals last year include 'Providence Health & Services,' 'Catholic Health Initiatives,' 'Consulate Health Care,' and the 'American Red Cross.'

The list of top employers includes health care providers (e.g., 'Florida Hospital,' 'Cleveland Clinic'), which suggests administrators of the **University of Nebraska Medical Center's** program should recruit practicing clinicians who seek to assume more responsibility in their organizations.

### Top Employers of Health Care Delivery Science Professionals

June 2014-May 2015, National Data<sup>5</sup>

n=74,882 job postings, 14,972 unspecified postings



\*Community Health Systems Professional Services Corporation

## Top Locations

### Employers in California, Texas, and New York Seek Health Care Delivery Science Professionals Most Often

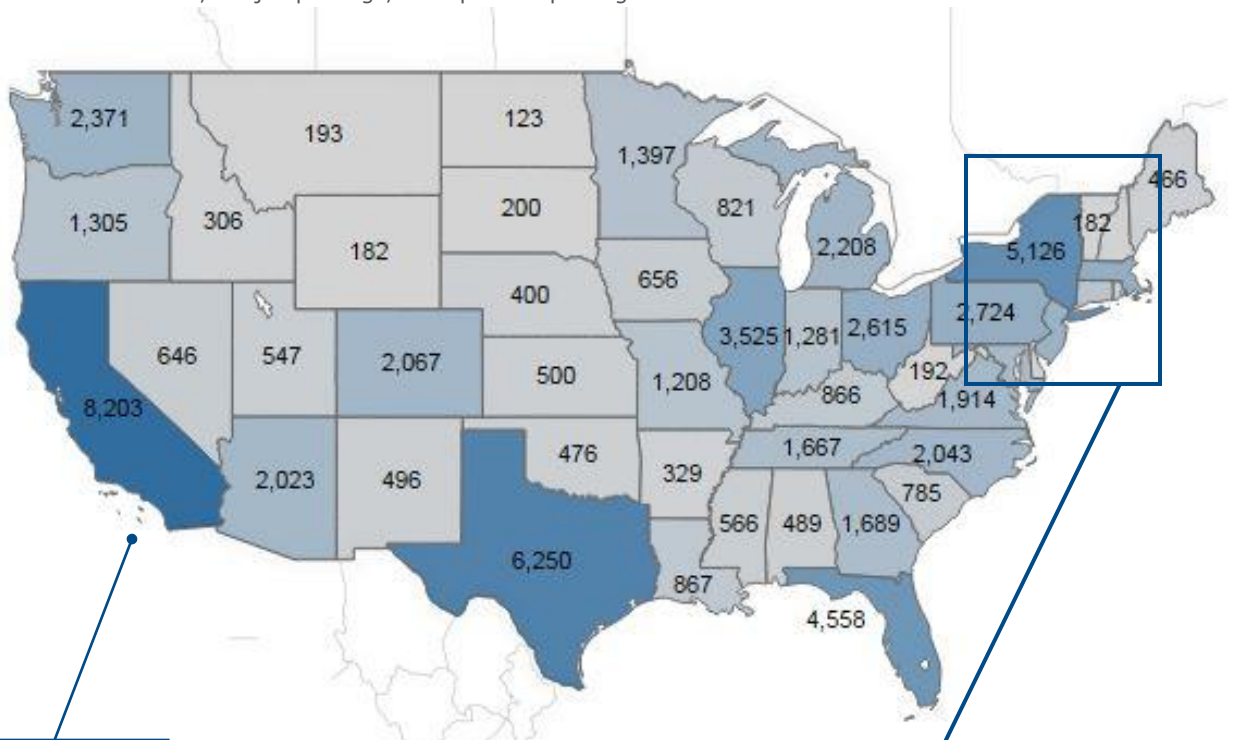
Employers in California posted 8,203 jobs for health care delivery science professionals last year, the most of any state. Other states with high employer demand include Texas (6,250 job openings), New York (5,126 job openings), Florida (4,558 job openings), and Illinois (3,525 job openings). These areas represent good recruitment opportunities for the master of health care delivery science program at the **University of Nebraska Medical Center.**

5) Burning Glass Labor/Insight™

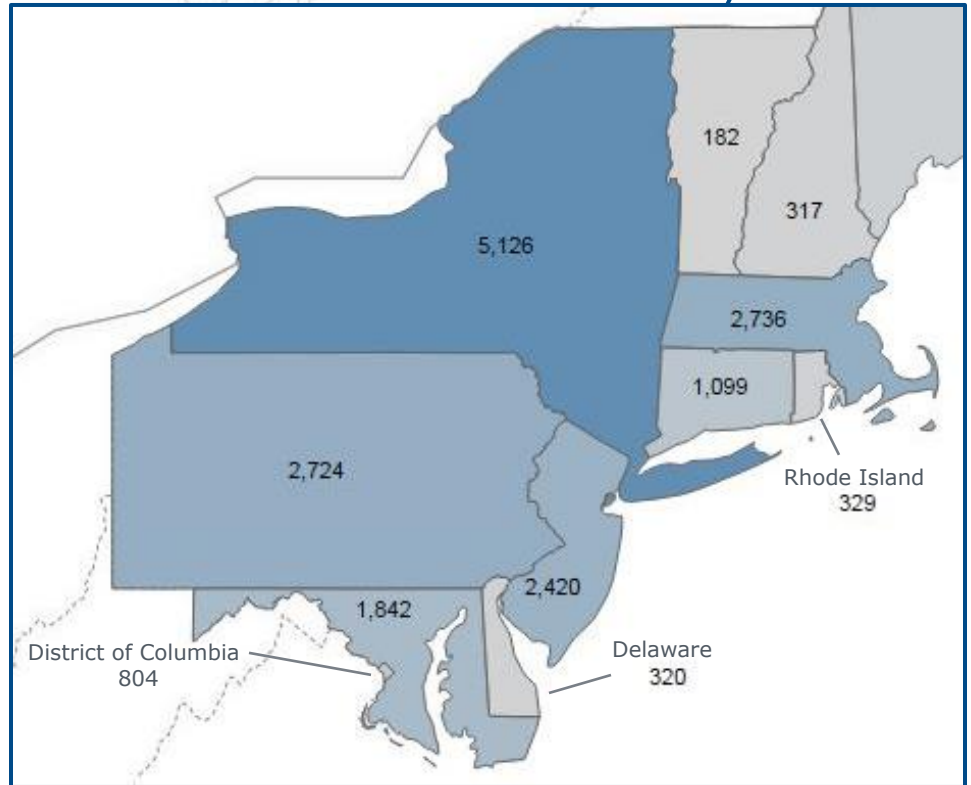
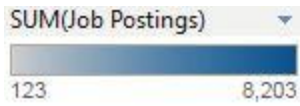
## States with the Highest Employer Demand for Health Care Delivery Science Professionals

June 2014-May 2015, National Data<sup>6</sup>

n=74,882 job postings, 0 unspecified postings



The color filling each state represents the number of jobs posted there, so that the darkest blue fills the state with the highest employer demand. The numerals in each state represent the number of jobs posted there.



6) Burning Glass Labor/Insight™

## Employers in Rochester, Minnesota Seek the Most Health Care Delivery Science Professionals Per Capita

Employers in metropolitan statistical areas (MSAs) with high populations such as New York and Los Angeles seek the most health care delivery science professionals. Employers in those cities posted 5,829 and 3,043 job openings, respectively. Other MSAs in which employers sought high numbers of health care delivery science professionals last year include:

- Chicago-Joliet-Naperville, IL-IN-WI: 2,995 job openings,
- Dallas-Fort Worth-Arlington, TX: 2,560 job openings, and
- Washington-Arlington-Alexandria, DC-VA-MD-WV: 2,153 job openings.

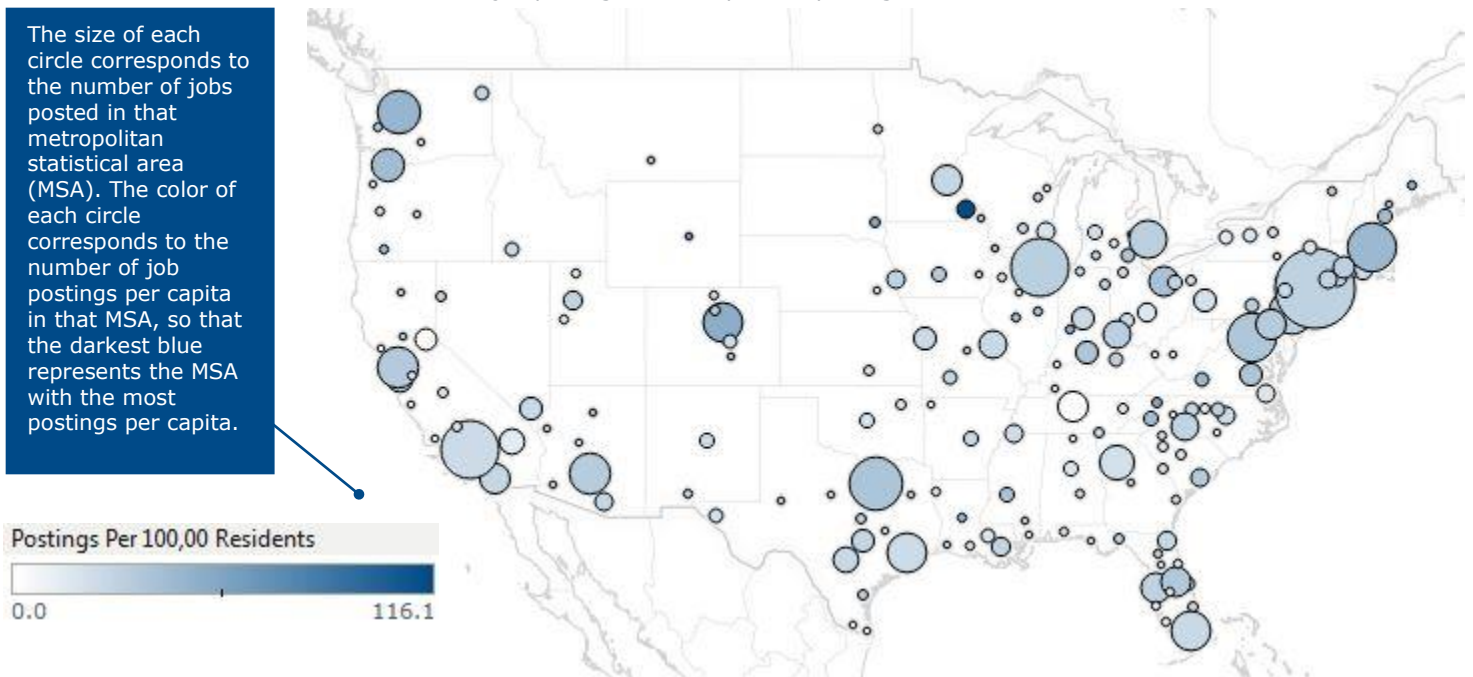
Though employers in large cities exhibit the greatest overall demand for health care delivery science professionals, areas with the highest demand per capita differ from the areas with highest overall demand. Metropolitan statistical areas with high employer demand for health care delivery science professionals per capita include:

- Rochester, MN: 116.1 job postings per 100,000 residents,
- Denver-Aurora-Bloomfield, CO: 52.1 job postings per 100,000 residents,
- Bloomington, IN: 50.3 job postings per 100,000 residents,
- Bangor, ME: 50.2 job postings per 100,000 residents, and
- Boston, MA: 45.3 job postings per 100,000 residents.

### Metropolitan Statistical Areas with the Highest Employer Demand for Health Care Delivery Science Professionals Per Capita

June 2014-May 2015, National Data<sup>7</sup>

n=74,882 job postings, 108 unspecified postings



7) Burning Glass Labor/Insight™



# Appendix A: Networking Contacts

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## **Arizona State University**

Dr. Natalia Wilson

*Associate Director, School for the Science of Health Care Delivery*

602-496-0330

[natalia.wilson@asu.edu](mailto:natalia.wilson@asu.edu)

## **Dartmouth College**

Mr. George Newcomb

*Director of Admissions, Master of Health Care Delivery Science Program*

603-646-1222

[george.l.newcomb@dartmouth.edu](mailto:george.l.newcomb@dartmouth.edu)

## **Mount Sinai School of Medicine**

Dr. Brian Nickerson

*Administrative Director, MS Program in Health Care Delivery Leadership*

212-659-8393

[brian.nickerson@mssm.edu](mailto:brian.nickerson@mssm.edu)

## **University of Minnesota**

Mr. Tom Gilliam

*Administrative Director, Master of Health Administration and Executive Studies Programs, School of Public Health*

612-625-4437

[gilli032@umn.edu](mailto:gilli032@umn.edu)

# Updated Labor Market Data, for University of Nebraska

Analysis of Job Postings and Employment for Master's-Level Health Care Delivery Professionals in the Region

**0.69%**

### Average Monthly Demand Growth

January 2017-December 2019, Region

- Average net monthly growth of two job postings during this time period.
- During the same period, demand across all occupations grew 1.13 percent.

**716**

### Average Monthly Demand

January 2017-December 2019, Region

- Employers posted 3,872 job postings between January 2019 and December 2019.

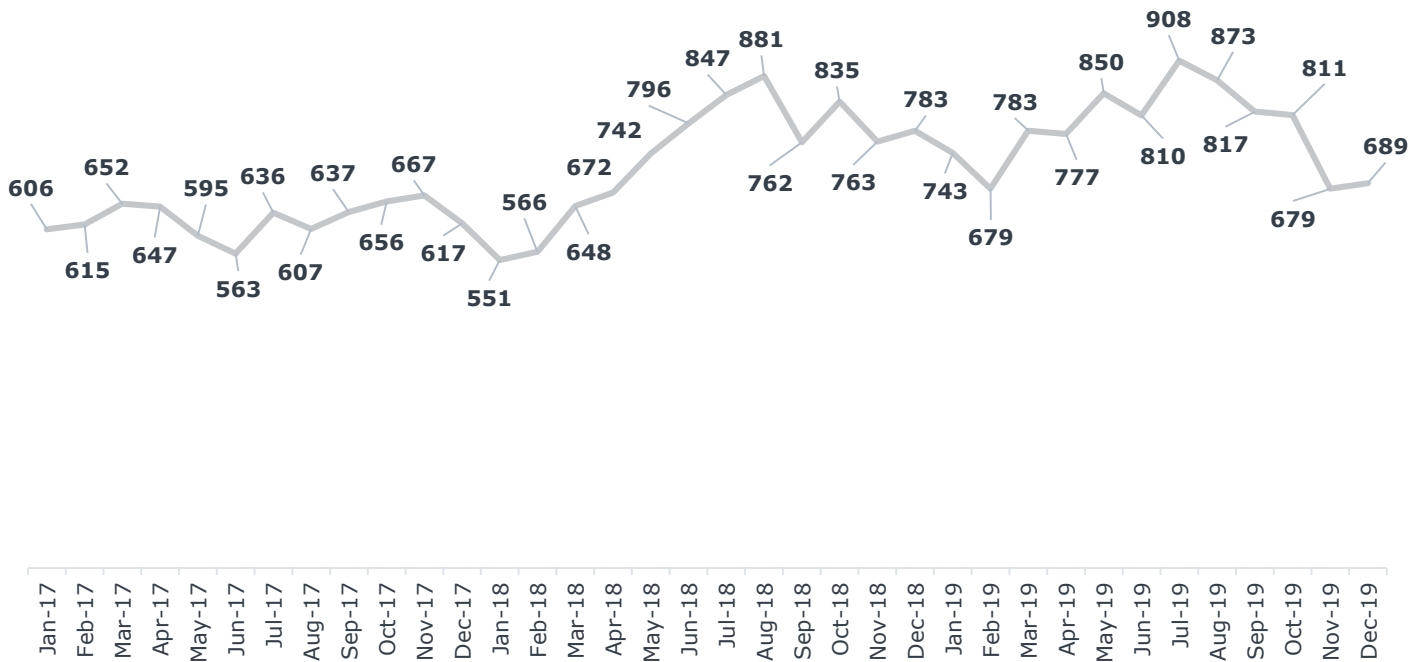
**3,872**

### Relevant Jobs Posted in the Past Year

January 2019-December 2019, Region

### Job Postings over Time

January 2017-December 2019, Region

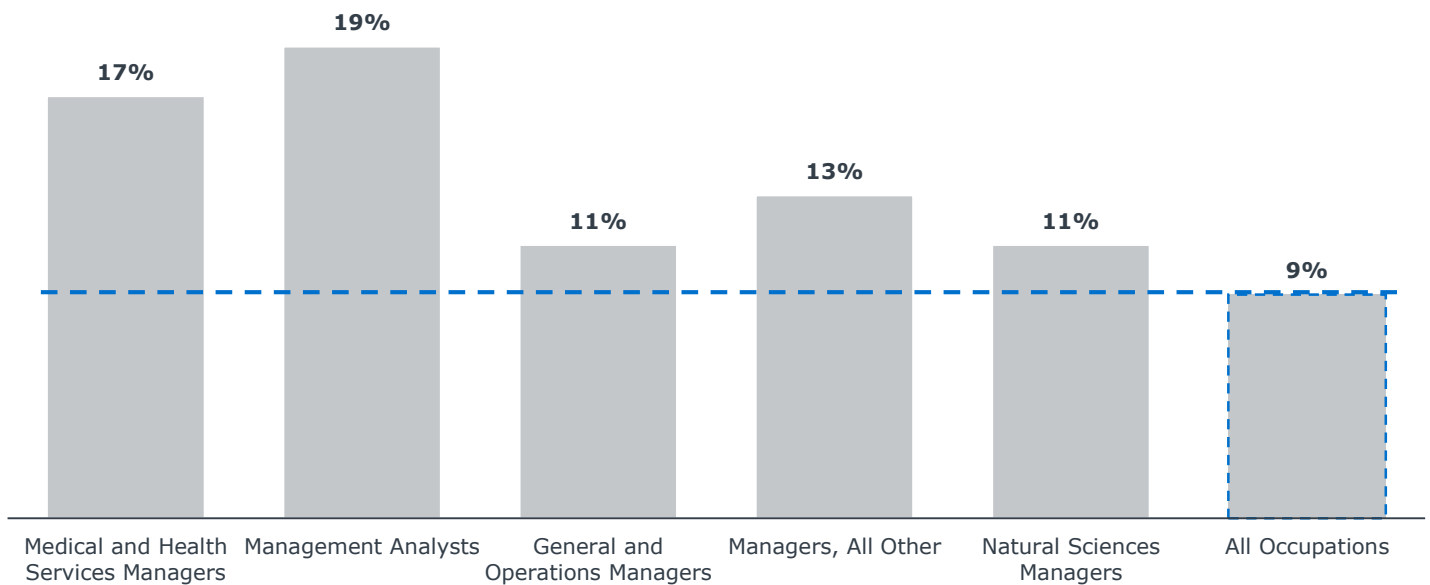


Source: EAB analysis. Emsi Analyst.

## Analysis of Job Postings and Employment for Master's-Level Health Care Delivery Professionals in the Region

### Projected Employment in Top Occupations<sup>1</sup>

2018-2028, Region



1) Top occupations refer to the occupations in which employers most often seek relevant professionals.

## Analysis of Job Postings and Employment for Master’s-Level Health Care Delivery Professionals in the Nation

**0.54%**

### Average Monthly Demand Growth

January 2017-December 2019, Nation

- Average net monthly growth of 23 job postings in this time period.
- During the same period, demand across all occupations grew 0.81 percent.

**8,298**

### Average Monthly Demand

January 2017-December 2019, Nation

- Employers posted 44,097 job postings between January 2019 and December 2019.

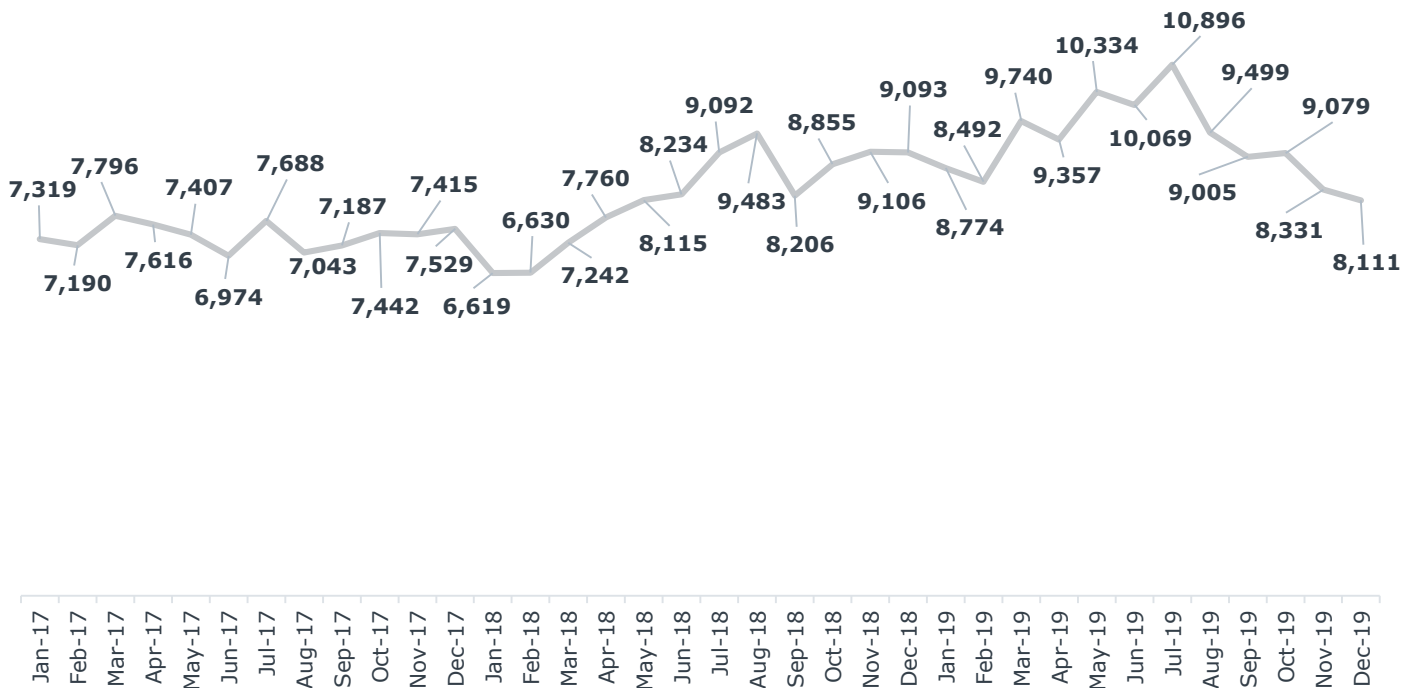
**44,097**

### Relevant Jobs Posted in the Past Year

January 2019-December 2019, Nation

### Job Postings over Time

January 2017-December 2019, Nation

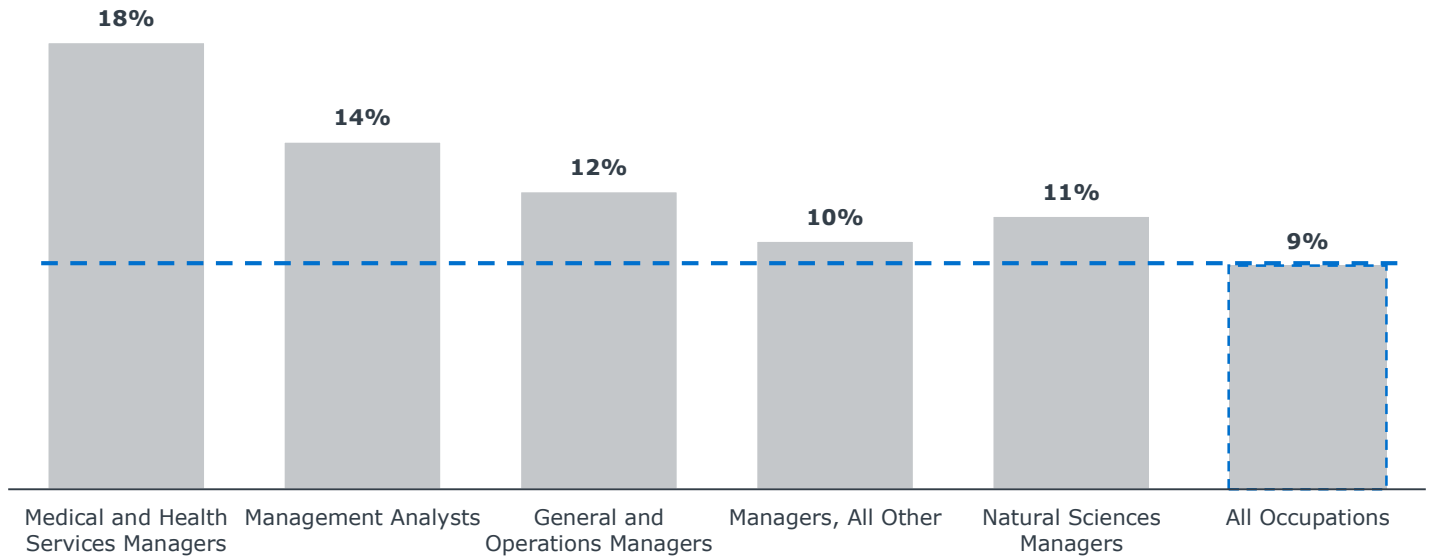


Source: EAB analysis. Emsi Analyst.

## Analysis of Job Postings and Employment for Master's-Level Health Care Delivery Professionals in the Nation

### Projected Employment in Top Occupations<sup>1</sup>

2018-2028, Nation

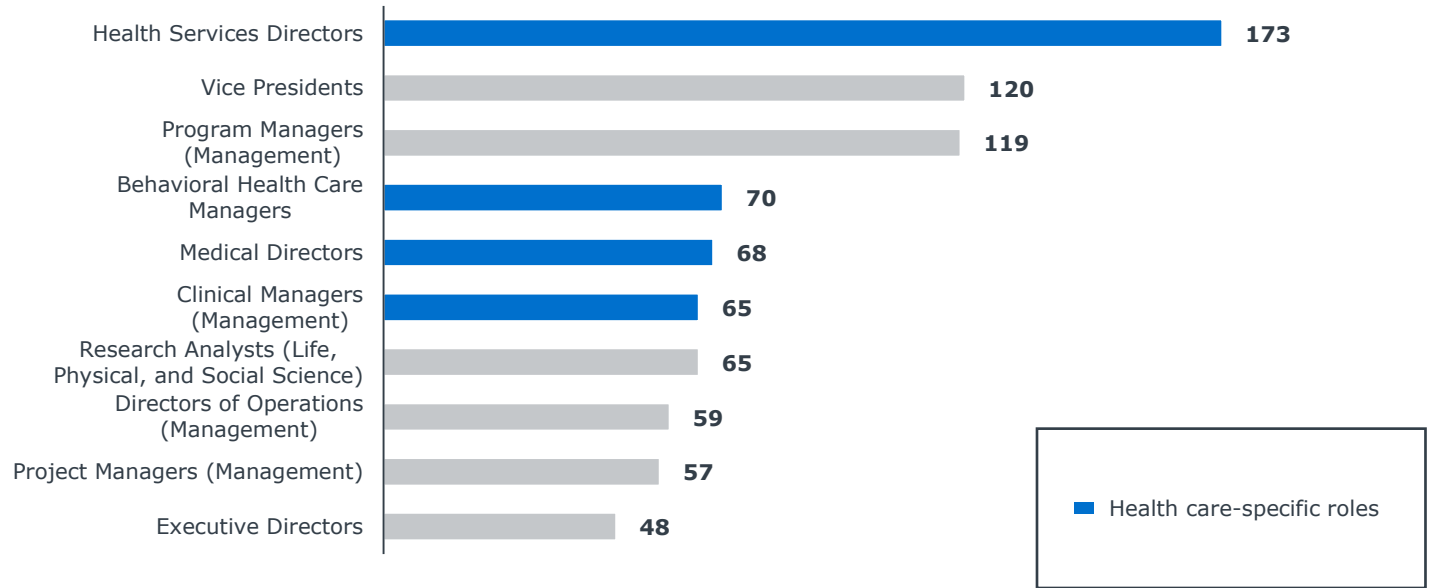


1) Top occupations refer to the occupations in which employers most often seek relevant professionals.

### Top Titles for Postings Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Region

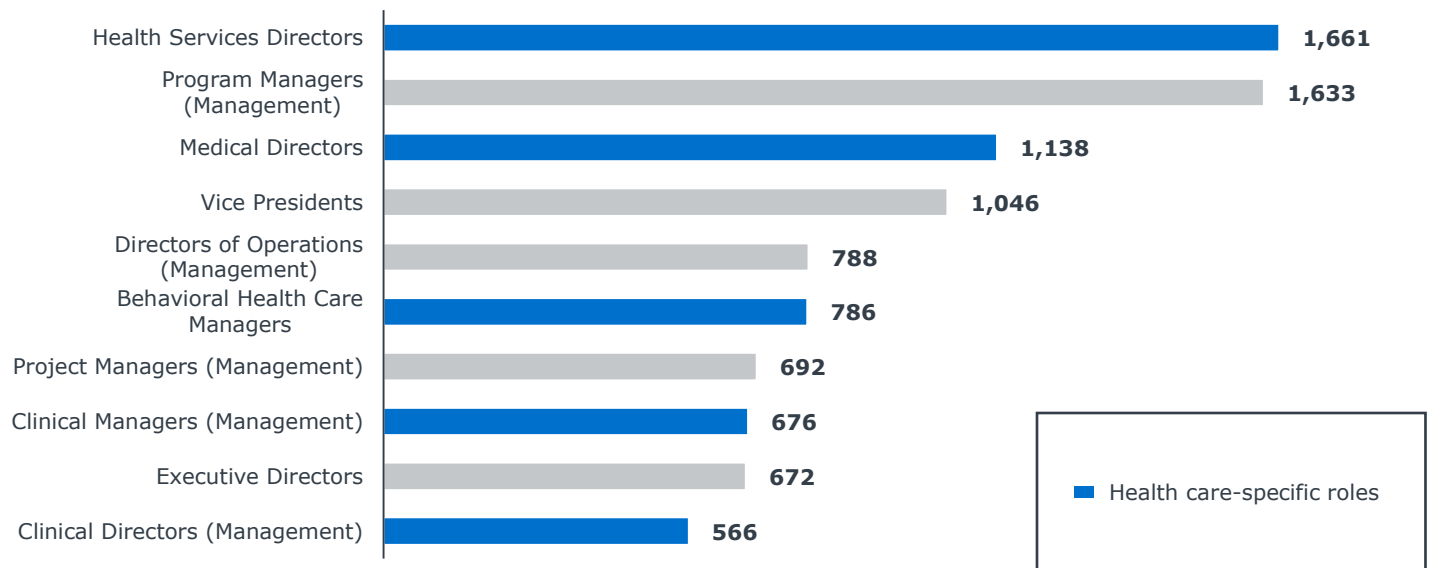
N=3,872



### Top Titles for Postings Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Nation

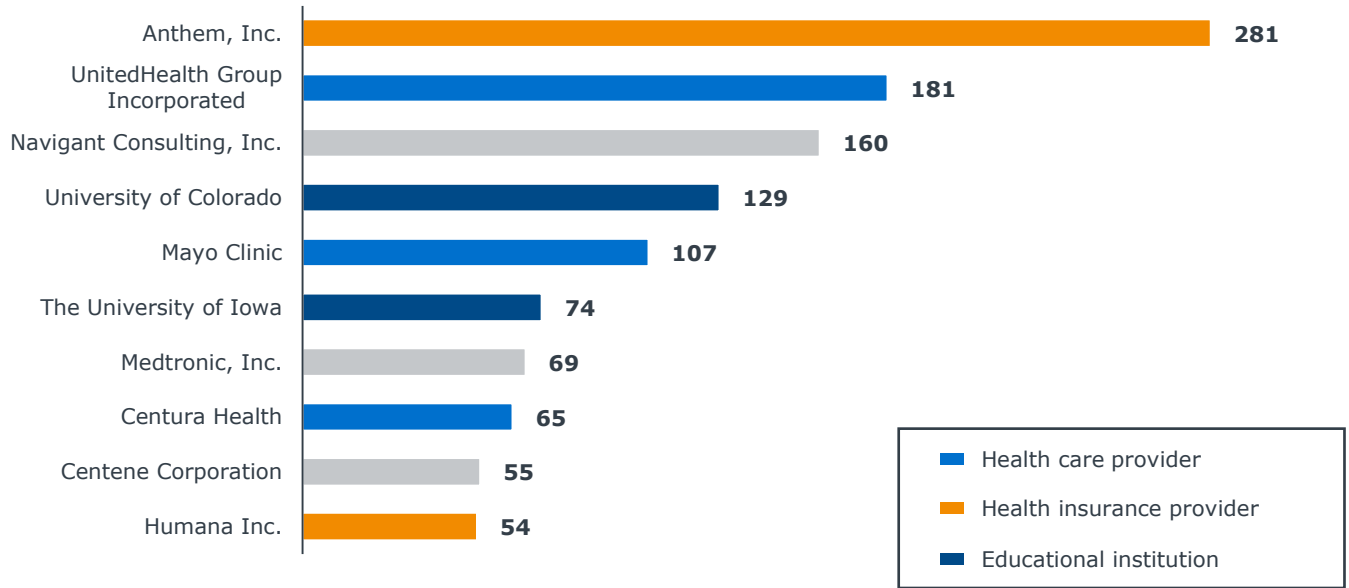
N=44,097



### Top Employers Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Region

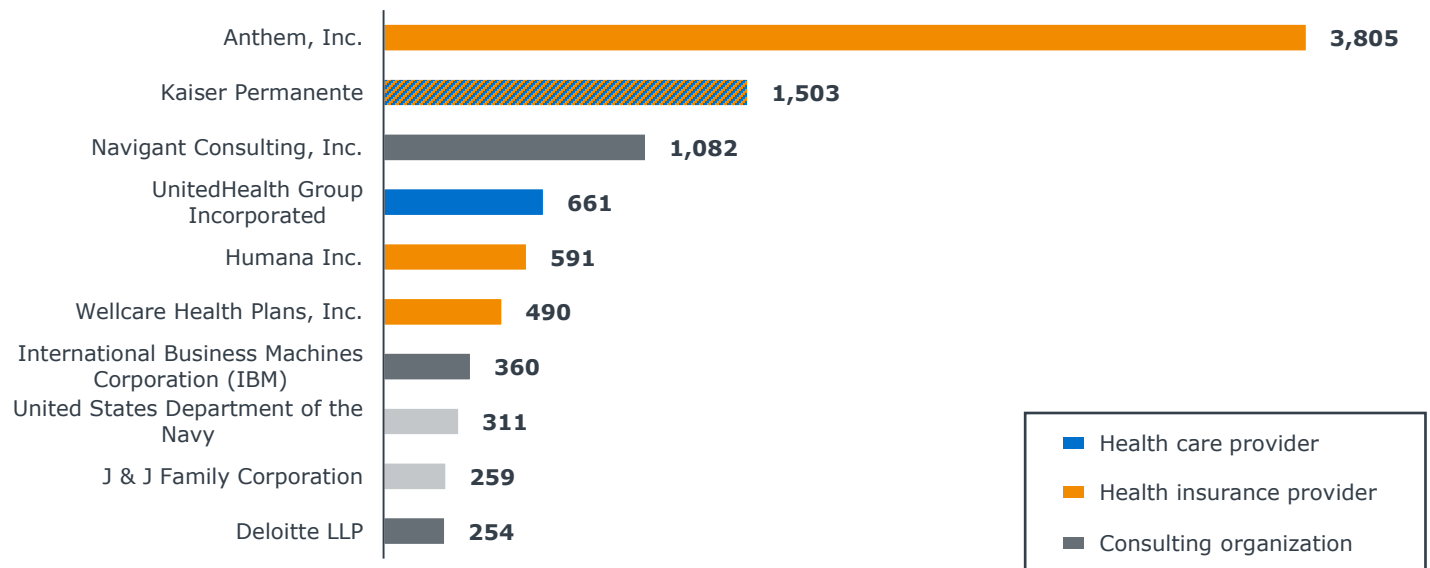
N=3,872



### Top Employers Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Nation

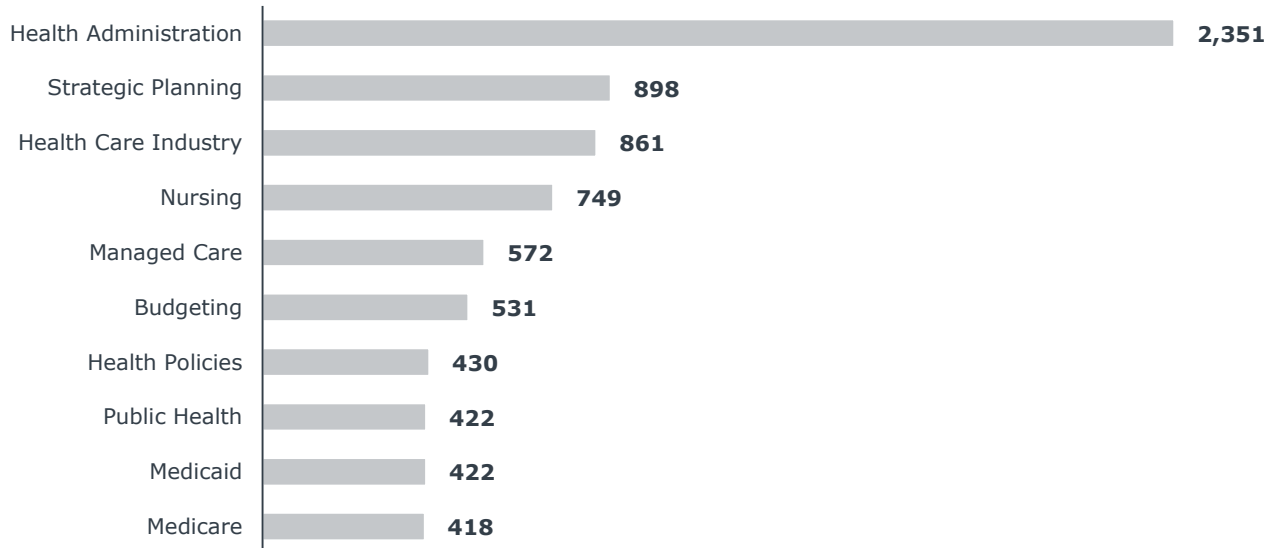
N=44,097



## Top Skills in Advertised Master's-Level Health Care Delivery Job Postings

January 2019-December 2019, Region

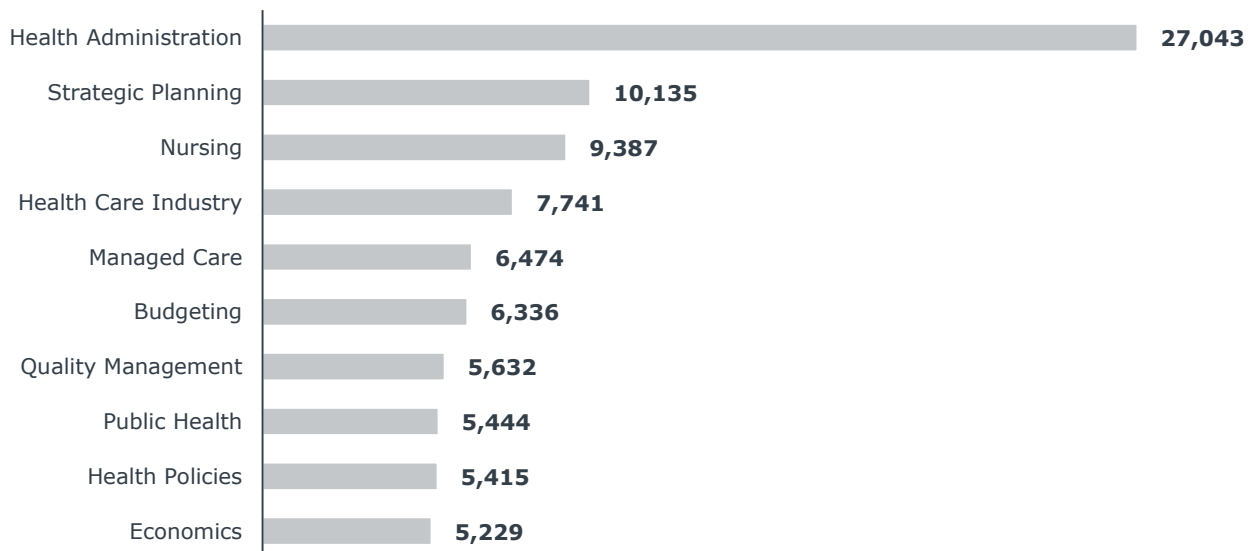
N=3,872



## Top Skills in Advertised Master's-Level Health Care Delivery Job Postings

January 2019-December 2019, Nation

N=44,097

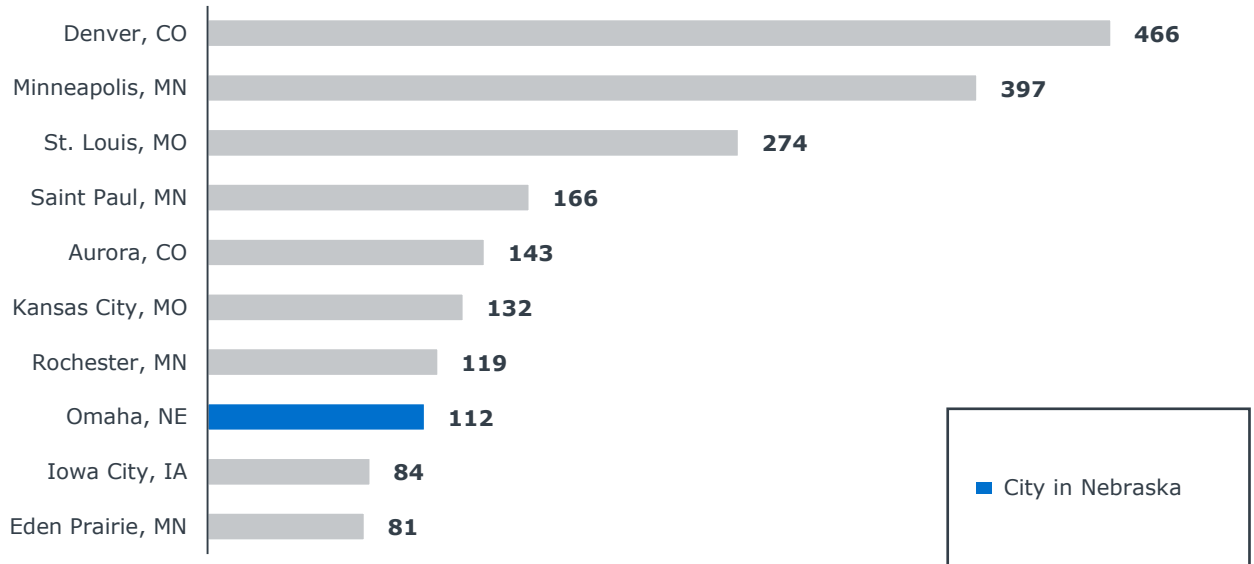




### Top Cities Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Region

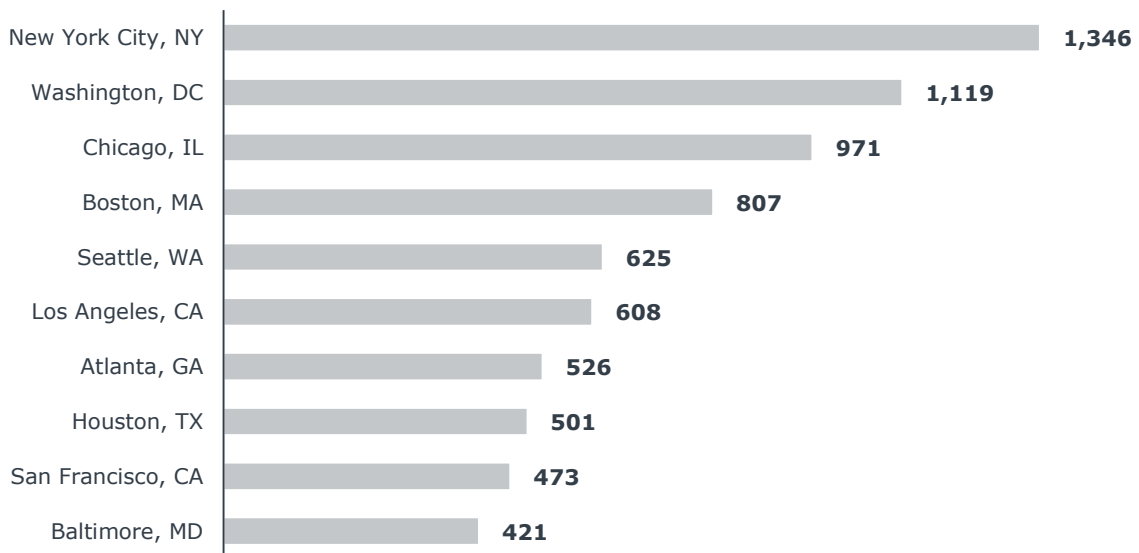
N=3,872



### Top Cities Seeking Master's-Level Health Care Delivery Applicants

January 2019-December 2019, Nation

N=44,097



# Appendix B: Research Parameters and Sources

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## Research Methodology

EAB's market insights research guides strategic programmatic decisions at partner institutions. The Market Insights Service combines qualitative and quantitative data to help administrators identify opportunities for new program development, assess job market trends, and align curriculum with employer and student demand.

Unless stated otherwise, this report includes data from online job postings from January 1, 2019 to December 31, 2019. To best estimate employer demand for master's-level health care delivery professionals, the Forum analyzed job postings for master's-level professionals with relevant skills (i.e., "health administration," "informatics").

### *Definitions*

"Region" and "regional" refer to the following states: Colorado, Iowa, Kansas, Minnesota, Missouri, and Nebraska.

## Research Questions

The requesting partner asked:

- How has demand for graduates of my proposed program evolved over time?
- Which employers demonstrate the greatest demand for potential graduates?
- What skills should the proposed program teach to prepare students to meet employer demand?
- In what positions do employers demonstrate the greatest need for potential graduates?
- In which cities do employers most frequently advertise for potential graduates?

## Project Sources

The Forum consulted the following sources for this report:

- EAB's internal and online research libraries
- Emsi Analyst, described below
- U.S. Bureau of Labor Statistics
- U.S. National Center for Education Statistics (NCES)

## Labor Market Intelligence Partner: Emsi

This report includes data made available through EAB's partnership with Emsi (formerly Economic Modeling Specialists International), a labor market analytics firm serving higher education, economic development, and industry leaders in the U.S., Canada and the United Kingdom.

Emsi curates and maintains the most comprehensive labor market data sets available for academic program planning, providing real-time job posting data, workforce and alumni outcomes data, and traditional government sources of data. Under this partnership, EAB may use Emsi's proprietary Analyst™ and Alumni Insight™ tools to answer partner questions about employer demand, the competitive landscape, in-demand skills, postings versus actual hires, and skills gaps between job postings and professionals in the workforce. The Emsi tools also provide EAB with in-depth access to unsuppressed, zip-code-level government data for occupations, industries, programs, and demographics. For more complete descriptions of the Emsi tools, visit:

- <http://www.economicmodeling.com/analyst/>
- <https://www.economicmodeling.com/alumni-insight/>

To learn more about Emsi and its software and services, please contact Bob Hieronymus, Vice President of Business Development at [bob.hieronymus@economicmodeling.com](mailto:bob.hieronymus@economicmodeling.com) or (208) 883-3500.



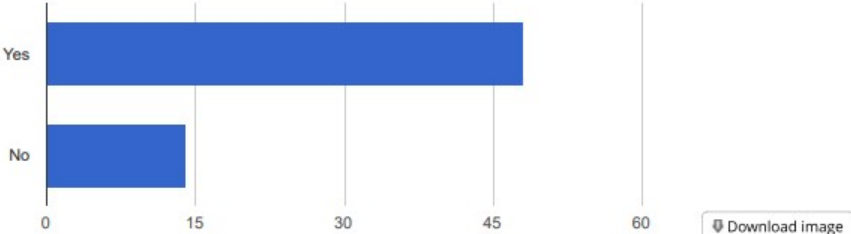
Washington DC | Richmond | Birmingham | Minneapolis

202-747-1000 | [eab.com](http://eab.com)

**4. If the College of Allied Health Professions/MITS offered a discipline-specific professional Master's degree, would you be interested in enrolling?** *(if\_college\_of\_allied\_health)*

Total Count (N)	Missing	Unique
62	0 (0.0%)	2

Counts/frequency: Yes (48, 77.4%), No (14, 22.6%)



**TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM**  
**UNMC Master of Healthcare Delivery Science**

	(FY2021) Year 1		(FY2022) Year 2		(FY2023) Year 3		(FY2024) Year 4		(FY2025) Year 5		Total
<b>Personnel</b>	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	<b>Cost</b>
Faculty <sup>1</sup>	0.35	\$47,003	0.35	\$48,413	0.35	\$49,866	0.35	\$51,362	0.35	\$52,903	\$249,547
Professional											
Graduate Assistants											
Support Staff <sup>2</sup>	0.25	\$17,149	0.25	\$17,663	0.4	\$25,470	0.35	\$26,234	0.35	\$27,021	\$113,537
Benefits											
Subtotal	0.60	\$64,152	0.60	\$66,076	0.70	\$75,336	0.70	\$77,596	0.70	\$79,924	\$363,084
<b>Operating</b>											
General Operating <sup>3</sup>		\$21,038		\$21,519		\$23,834		\$24,549		\$25,286	\$116,226
Equipment											
Library/Information Resources											
Teaching Stipends		\$27,810		\$57,240		\$73,575		\$75,600		\$77,868	\$312,093
Subtotal		\$48,848		\$78,759		\$97,409		\$100,149		\$103,154	\$428,319
<b>Total Expenses</b>		<b>\$113,000</b>		<b>\$144,835</b>		<b>\$172,745</b>		<b>\$177,745</b>		<b>\$183,078</b>	<b>\$791,403</b>

<sup>1</sup> Faculty includes a .35 FTE Program Director.

<sup>2</sup> Staff includes a new .25 FTE support role in the first two years, increasing to .35 thereafter, to assist with admissions, marketing and recruiting, program administration and general student, faculty and office support.

<sup>3</sup> General operating expenses are 25% of salary and includes such costs as software licensing fees, faculty development and travel, guest lecturers, general equipment and supplies.

All costs are inflated at 3% per year.

**TABLE 2: PROJECTED REVENUES - NEW INSTRUCTIONAL PROGRAM**  
**UNMC Master of Healthcare Delivery Science**

	(FY2021) Year 1	(FY2022) Year 2	(FY2023) Year 3	(FY2024) Year 4	(FY2025) Year 5	Total
Existing Funds <sup>1</sup>	\$64,728	\$0	\$0	\$0	\$0	\$64,728
Required New Public Funds						
1. State Funds						
2. Local Tax Funds (community colleges)						
Tuition <sup>2</sup>	\$48,272	\$152,472	\$211,404	\$217,217	\$223,191	\$852,556
<b>Total Revenue</b>	<b>\$113,000</b>	<b>\$152,472</b>	<b>\$211,404</b>	<b>\$217,217</b>	<b>\$223,191</b>	<b>\$917,284</b>

<sup>1</sup> The projected first year deficit will be covered by College auxiliary funds.

<sup>2</sup> Tuition revenue is based on a 50/50 mix of 7 CAHP Bachelors or certificate program graduates transferring 12 credit hours towards completion of the 30-credit hour degree, and 7 non-CAHP students taking the full 30 hours, over an expected two-year, six-semester time frame. Tuition rate is based on the 2019-2020 NU Online rate of \$580 per credit hour, inflated at 2.75% per year.

TO: The Board of Regents Addendum XI-B-1

Business Affairs

MEETING DATE: February 11, 2021

SUBJECT: Amendments to the Audit, Risk, and Compliance Committee Charter

RECOMMENDED ACTION: Approve amendments to the Audit, Risk, and Compliance Committee Charter

PREVIOUS ACTION: February 6, 2020 – The Board of Regents approved an amendment to the Audit, Risk, and Compliance Committee Charter.

EXPLANATION: In 2003, the Board of Regents reinstated its Audit Committee. This action demonstrated the clear commitment of the Board to support constantly improving business practices, policies and reporting structures, bolster accountability, foster intra-University coordination and cooperation, and provide appropriate oversight for an institution with the scope and reach of the University of Nebraska. One of the first acts of the Audit Committee was to develop a charter.

This action, if approved, amends the charter, a copy of which is attached, to allow the Vice President for Business and Finance to sign certain engagement letters, clarify the Committee's responsibility for monitoring management's progress and require management to provide the Committee reports from certain consulting arrangements.

Through incorporating these changes, which are in alignment with *International Professional Practices Framework* by the IIA, the Committee will gain additional assurances in discharging its oversight role and in making the University more efficient and effective through a strengthened, independent internal audit function.

This change in the charter comes to the Board with the recommendation and approval of the Audit, Risk, and Compliance Committee.

PROJECT COST: None

SOURCE OF FUNDS: Not applicable

RECOMMENDED: Elizabeth O'Connor, Chairperson  
Audit, Risk, and Compliance Committee

DATE: February 11, 2021

# ***CHARTER OF THE AUDIT, RISK AND COMPLIANCE COMMITTEE OF THE UNIVERSITY OF NEBRASKA***

## **Purposes of the Audit, Risk and Compliance Committee**

The purposes of the Audit, Risk and Compliance Committee (the "Committee") are to provide advice and guidance to the Board of Regents regarding the oversight of (i) the integrity of the University of Nebraska's (the "University") financial statements, (ii) the University's compliance with laws and regulations (iii) the independent auditors' qualifications and independence, (iv) the performance of the University's internal audit function, (v) the accounting and financial reporting processes of the University (vi) the University's Risk Management process, including fraud risk management (vii) the code of conduct, (viii) the governance structure and, (ix) the internal control processes. The function of the Committee is oversight.

The management of the University is responsible for the preparation, presentation, and integrity of the University's financial statements. Management is responsible for maintaining appropriate accounting and financial reporting principles and policies, a code of conduct and internal controls and procedures that provide compliance with accounting standards and applicable laws and regulations. Management is also responsible for developing a fraud risk management program.

The independent auditors for the University are accountable to the Board of Regents and shall provide the Committee all communications required by generally accepted auditing standards; however, the Committee has the sole authority and responsibility to retain and terminate the University's independent auditors.

## **Duties and Responsibilities of the Committee**

The following are the duties and responsibilities of the Committee:

### **Independent Auditors**

1. The sole authority to appoint, compensate, retain, oversee and terminate all independent auditors.
2. The sole authority to pre-approve all terms of and fees for audit services, audit-related services, tax services, and other services to be performed for the University by any independent auditors.



The Vice President for Business and Finance (VPBF) is authorized to sign engagement letters with a cost of \$25,000 or less. Such engagement letters signed by the VPBF will be provided as a report item at the next Committee meeting.

- 2.3. Ensure that the independent auditors prepare and deliver with each engagement letter a written statement (an "Auditors' Statement") describing: the independent auditors' internal quality-control procedures; any material issues raised by the most recent internal quality-control review or peer review of the independent auditors, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the independent auditors, and any steps taken to deal with any such issues; and (to assess the independent auditors' independence) all relationships between the independent auditors and the University, including each non-audit service provided to the University. The Committee shall discuss with the independent auditors any relationships or services disclosed in the independent Auditors' Statement that may impact the quality of independent audit services or the objectivity and independence of the University's independent auditors.
- 3.4. Review the independent auditors of the University-wide financial statements audit plan prior to the commencement of the audit and discuss audit scope, staffing, locations, reliance upon management, and internal audit and general audit approach.
- 4.5. Review and evaluate the qualifications, performance, and independence of the independent auditors, including an evaluation of the lead partner of the independent auditors and an evaluation of whether the independent auditors' quality controls are adequate and whether the provision of permitted non-audit services is compatible with maintaining the auditors' independence. The Committee's evaluation of the independence of the independent auditors shall be made with respect to applicable standards of independence set forth in any applicable laws, regulations, or financing standards. The Committee shall consider the opinions of management and Internal Audit and Advisory Services in its evaluation.

~~5.6.~~ Ensure the appropriate rotation of the lead (or coordinating) audit partner having primary responsibility for the audit and the audit partner responsible for reviewing the audit. Consider, whether, in order to assure continuing auditor independence, there should be a change of the audit firm itself.

~~6.7.~~ Receive and act upon any report from the independent auditors regarding internal control deficiencies and any response from management thereto.

~~7.8.~~ Approve any non-audit services by any independent auditors.

### Internal Audit and Advisory Services

The Director of Internal Audit and Advisory Services (CAE) shall report administratively to the President and functionally to the Audit, Risk and Compliance Committee of the Board of Regents. All Internal Audit and Advisory Services (IAAS) staff shall report to the CAE. The CAE is responsible for hiring, evaluating, promoting, and determining the salary of all IAAS staff. The CAE shall inform the Chair of the Committee of any position changes. The President of the University shall appoint, evaluate, promote, change the pay or duties, or dismiss the CAE with the approval of the Committee Chairperson.

~~8.9.~~ Review and approve the University internal audit function, including the Internal Audit Charter and the proposed annual Audit Plan. The CAE shall develop an Annual Report, including an Audit Plan, for the University as a whole.

~~9.10.~~ Annually the Audit Committee Chairperson shall review the performance and compensation of the CAE with the President.

~~10.11.~~ Review the budget, any changes in plan, performance relative to the Audit Plan, or organizational structure, and qualifications of the University internal audit function, as needed. The Committee should also consider internal audit's conformance to professional standards.

~~11.12.~~ Ensure that IAAS has an external quality assurance review every five years and review the results thereof.

~~12.13.~~ Understand the review of internal controls and significant reports prepared by Internal Audit together with management's response and follow-up to these reports.

*Financial Reporting Principles and Policies; Internal Audit Controls and Procedures*

~~13.~~14. Advise management, the University internal audit function and the independent auditors that they are expected to provide to the Committee a timely analysis of significant financial reporting issues and practices.

~~14.~~15. Meet separately and on a periodic basis with management, the CAE, and the independent auditors.

~~15.~~16. Meet with management, the independent auditors, and, if appropriate, the CAE to do the following:

- a. Discuss the scope of the annual audit;
- b. Discuss any significant matters arising from any audit, including any audit problems or difficulties, and execution of response to audit findings;
- c. Discuss any audit problems or difficulties the independent auditors encountered in the course of the audit, including any restriction on their activities or access to requested information and any significant disagreements with management, and management's responses thereto;
- d. Review the form of opinion the independent auditors propose to render to the Board of Regents;
- e. Discuss, as appropriate, any major issues regarding accounting principles and financial statement presentations, including any significant changes in the University's selection or application of accounting principles, and major issues as to the adequacy of the University's internal controls and any special audit steps adopted in light of material control deficiencies;
- f. Discuss and consider the integrity of the University's financial reporting guidelines, policies, and controls governing the process by which management and the relevant departments of the University assess and manage the University's financial reporting preparation.

- g. Discuss the University's major risk exposures and the steps management has taken to monitor, control, and report such exposures.
- h. Review significant findings prepared by the independent auditors and the University's internal audit functions together with management's responses thereto, and monitor management's ongoing progress on their action plans.

16-17. Review management's analysis of significant financial reporting issues and practices prior to the issuance of the financial statements.

17-18. Consider the effectiveness of the University's internal control system, including information technology security and control.

### Compliance Oversight

18-19. Assist the Board of Regents with oversight of the University's compliance with laws and regulations. This includes requiring management to inform the Committee regarding the system(s) for monitoring compliance with laws and regulations and the results of any significant investigations.

19-20. Obtain regular updates from management and the General Counsel regarding compliance matters.

20-21. Establish procedures for the receipt, retention, and treatment of complaints received by the University regarding fraud, accounting, internal accounting controls, or auditing matters, and the confidential, anonymous submission by University employees of concerns regarding questionable accounting or auditing matter.

21-22. Review Management's process for communicating the legal and ethical standards of conduct to the University's personnel and for monitoring compliance therewith.

### Reporting and Recommendations

22-23. Review and reassess the adequacy of the Committee's charter, as necessary.

23-24. The CAE will collaborate with the Chairperson to establish a work plan to ensure that the responsibilities of the Committee are scheduled and will be carried out.

24-25. Prepare and report to the Board of Regents (i) with respect to such matters as are relevant to the Committee's discharge of its responsibilities, and (ii) with respect to such recommendations as the Committee may deem appropriate. The report to the Board of Regents may take the form of an oral report by the chairperson of the Committee or any other member of this Committee designated by the Committee to make this report.

### **Meetings**

The Committee shall meet no less frequently than once each fiscal quarter to discuss with management the annual audited financial statements and quarterly financial statements, as applicable. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. The Committee should meet separately periodically with management, the CAE, and the independent auditors to discuss any matters that the Committee or any of these persons or firms believe should be discussed privately. The Committee may request any officer or employee of the University, of the University's General Counsel's Office or independent auditors to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other. The Committee shall maintain minutes of meetings of the Committee.

### **Quorum**

The quorum for the audit committee will be a majority (3) of the members (5).

### **Resources and Authority of the Audit Committee**

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate, and approve the fees and other retention terms of special or independent counsel, accountants or other experts, as it deems appropriate. The Committee may be vested with other specific powers and authority by resolution of the Board of Regents. The University shall provide for appropriate funding, as determined by the Committee, for payment of (i) compensation to the independent auditors for the purpose of rendering or issuing an audit report, (ii) compensation to any advisors employed by the Committee, and (iii)

ordinary administrative expenses that are necessary or appropriate for carrying out the duties of the Committee.

The Committee shall receive a copy of any reports issued for any consulting engagement relating to a business process at the next Committee meeting following the issuance of the report.

### **Performance Self-Evaluation**

25-26. The Committee may perform a review and evaluation, as necessary, of the performance of the Committee. The Committee shall conduct such evaluations and review in such manner as it deems appropriate.

26-27. Annually confirm to the Board that all responsibilities outlined in the Committee Charter have been carried out.

### **Risk Assessment**

27-28. The Committee shall receive, at least annually, at a meeting of the Committee, from the President and Chancellors, the University and campus risk assessments, respectively. The Committee may also request reports from management addressing the risk issues identified (including fraud), as necessary.

### **Financial Expert**

28-29. The method of designating elected Regents to the Audit Committee may not always result in there being a "financial expert", as defined by Sarbanes-Oxley, on the Committee. As a result, the Committee may by a majority vote appoint a financial expert. This person will:

- a. Be in the judgment of the Committee independent of the University;
- b. Be willing to serve on a voluntary basis (with only expenses paid on the same basis as the Board of Regents) for an initial term through December 31, of the year in which such person was appointed, with a maximum of two additional terms of two years, as an ex-officio, non-voting member and participate in Committee affairs;
- c. Receive all information that goes to the Committee and have access to information and personnel similar to other members of the Committee;
- d. Once appointed, serve the full term. They may only be removed by expiration of their term, absence from more than two meetings in a

- calendar year, a majority vote of the Board of Regents or voluntary resignation;
- e. Offer advice and counsel to the Committee to fulfill the financial expert attributes;
  - f. Sign and abide by a confidentiality, non-disclosure agreement, approved by the General Counsel regarding information received in these efforts; and
  - g. Meet the five financial expert attributes designated by Sarbanes-Oxley:
    - 1. An understanding of GAAP, Government Auditing Standards and financial statements;
    - 2. The ability to assess the general application of such principles in connection with the accounting for estimates, accruals, and reserves;
    - 3. Experience preparing, auditing, analyzing, or evaluating financial statements that present a breadth and level of complexity of accounting issues which are comparable to the University's financial statements;
    - 4. An understanding of internal controls and the procedures for financial reporting; and
    - 5. An understanding of committee functions.

### **Disclosure of Charter**

This Charter shall be made available on the University's website.

### **Amendment**

Any amendment or other modifications of this charter shall be made and approved by the Board of Regents.

Adopted April 24, 2009

~~Revised December 2, 2010~~

~~Revised March 2, 2012~~

~~Revised July 18, 2013~~

~~Revised April 10, 2015~~

~~Revised June 1, 2017~~

~~Revised March 29, 2019~~Last

| rRevised February 6, 2020



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

Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: 2021-2023 University of Nebraska at Kearney Collective Bargaining Agreement

RECOMMENDED ACTION: Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Kearney Education Association (UNKEA) for the 2021-2023 biennium.

PREVIOUS ACTION: January 25, 2019 – The Board of Regents approved amendments to the Collective Bargaining Agreement for the 2019-2021 biennium.


EXPLANATION: The amendments to the Bargaining Agreement were made pursuant to Neb. Rev. Stat. §§ 81-1369 through 81-1388. The key economic elements of the amendments involves the distribution of salary increases to eligible faculty under Sections 2 and 3 of Article VII of the Collective Bargaining Agreement in an amount equal to 1.25% of the Aggregate Faculty Base Salary in both the first and second years of the contract for the 2021-2023 biennium.

Minor, non-substantive adjustments or corrections may be made in the final document prior to printing. By statute, once these amendments are approved by the Board, they become effective upon ratification by the UNKEA.

SOURCE OF FUNDS: General Funds/Cash Funds

SPONSORS: Chris Kabourek  
Vice President for Business and Finance | Chief Financial Officer

Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

RECOMMENDED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-B-3

Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: 2021-2023 University of Nebraska at Omaha Collective Bargaining Agreement

RECOMMENDED ACTION: Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Omaha American Association of University Professors (UNO/AAUP) for the 2021-2023 biennium.

PREVIOUS ACTION: January 25, 2019 – The Board of Regents approved amendments to the Collective Bargaining Agreement for the 2019-2021 biennium.

EXPLANATION: The amendments to the Bargaining Agreement were made pursuant to Neb. Rev. Stat. §§ 81-1369 through 81-1388. The key economic element of the amendments involves the distribution of salary increases to eligible Unit Members under Article 4 of the Collective Bargaining Agreement in an amount equal to 1.25% of Aggregate Faculty Base Salary in both the first and second years of the contract for the 2021-2023 biennium.

Minor, non-substantive adjustments or corrections may be made in the final document prior to printing. By statute, once these amendments are approved by the Board, they become effective upon ratification by the UNO/AAUP.

SOURCE OF FUNDS: General Funds/Cash Funds

SPONSORS: Chris Kabourek  
Vice President for Business and Finance | Chief Financial Officer

Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

RECOMMENDED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-B-4  
Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Program Statement for New Fraternity and Sorority Life Housing at the University of Nebraska at Kearney (UNK)

RECOMMENDED ACTION: Approve the Program Statement for the New Fraternity and Sorority Life Housing at the University of Nebraska at Kearney

PREVIOUS ACTION: None

EXPLANATION: University Residence North (URN) and University Residence South (URS), the current home of UNK Fraternity and Sorority Life (UNK FSL), were originally constructed in 1990/1991. The facilities also house an additional Campus Food Court. These facilities continue to increase in maintenance costs on a yearly basis and are in need of replacement.

This project will construct a replacement housing complex to house six UNK FSL organizations. The project will also renovate the currently vacated Martin Residence Hall to house another six FSL organizations and provide the FSL community and UNK housing with necessary support space. The project will include housing units for small UNK chapters whose members currently reside in traditional campus housing or off campus. Up to 245 beds will be provided to replace the typically occupied beds at URN and URS. The new and renovated facilities will provide UNK FSL chapters with flexible housing to encourage higher occupancy and engagement on campus.

The program statement and budget have been reviewed by the Business and Finance Committee.

Proposed start of construction	Summer 2021
Proposed completion of construction	January 2023

PROJECT COST:	Project Budget	\$26,646,000
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ON-GOING FISCAL IMPACT:	Estimated Operating and Maintenance	\$202,000
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SOURCE OF FUNDS: System Facilities Funds and Internal Lending Program

SPONSOR: Jon C. Watts  
Vice Chancellor for Business & Finance

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

DATE: January 15, 2021

## **Program Statement**

Project Name: New Fraternity and Sorority Life (FSL) Housing  
Campus: University of Nebraska at Kearney  
Date: February 12, 2021  
Prepared by: NU Facilities Planning & Construction and BVH Architecture  
Campus Project No: 13365

### **1. Introduction**

#### **A. Background and history**

For over 25 years, UNK has provided on campus housing options for fraternity and sorority members. University Residence North and South (URN, URS) were completed in 1991 and 1992. The intention was to provide about 400 beds for UNK fraternity and sorority students. Expected life for these wood frame structures was 15 to 25 years.

URN and URS continue to be in use but are showing signs they are beyond their useful life. During fall 2017, chilled water piping failed due to significant exterior corrosion. The impact of the flooding required some students to be moved out for the remainder of the semester. This also resulted in negative public relations and possibly impacted recruitment/enrollment beginning in the fall of 2018. The buildings have been reviewed and the needed renewal is significant.

The condition of UNK housing inventory has been considered since 2006 as part of the Facilities Development Plan, including URN and URS. It was stated then that UNK would construct three new halls to replace two aging buildings, then renovate traditional halls, then replace existing University Heights ('married student housing'). Antelope Hall and Nester North and South Halls were completed in 2008. Renewal projects for older halls were presented to BOR in February 2008 and various projects were undertaken from summer 2009 through fall 2013. These projects provide fresh finishes, improved HVAC, and upgraded life-safety systems. Village Flats was completed in fall 2017, avoiding the cost of renovating the aging University Heights facility. These several projects were developed with revenue bond surplus funds, and/or bond sales.

#### **B. Project description**

The proposed project is to replace aging housing for UNK FSL with a combination of new construction and renovation of Martin Hall. The FSL housing will provide up to 245 beds for the current 12 chapters. New construction will provide 165 beds and Martin Hall will provide 80 beds. The new building will be three stories and both facilities will be designed to allow flexibility and variability in chapter sizes.

Each FSL chapter will contain traditional double dorm rooms, one single unit (ADA), group restrooms, large lounge, small lounge, and study room. Chapter rooms will be shared between two Chapters. Laundry facilities will be provided at efficient locations in both buildings.

Housing contracts for students living in the FSL housing will include a meal plan. Dining service will continue to be provided at the Student Union, located directly east of the new housing and Martin Hall.

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## New Fraternity and Sorority Life Housing

### Program Statement

#### C. Purpose and objectives

The purpose of the project is to provide UNK fraternity and sorority students with on-campus housing that is safe and affordable. It must also be attractive to students and provide an environment conducive to learning and community building. There are many advantages to encouraging students to remain in University Housing past the required first year.

The availability of a variety of housing options is attractive to prospective students and their parents and can be an important factor in recruiting the best students to the UNK campus. UNK has a reputation for quality, student-centered experiences and the prominent FSL experience is highly appealing to many prospective students.

The objectives of the project are to:

- 1) Replace the current utilized beds in the URS and URN facilities
- 2) Provide chapter room availability to all FSL students
- 3) Include housing options for all FSL chapters
- 4) Support affordable rates by providing new and renovated housing with amenities to last 30 or more years
- 5) Create flexibility within the housing structures to allow for live-in numbers of chapters to flex while encouraging a higher occupancy rate for UNK FSL housing
- 6) Maintain UNK's unique and competitive position with the campus residential experience as part of student life
- 7) Support the goals in the UNK Strategic Enrollment Plan, specifically by increasing enrollment of first-time, full-time freshmen, and increasing persistence to completion

## 2. Justification of the Project

### A. Data that supports the funding request

The deteriorated condition of the current FSL housing is the primary reason for this project. Due to the current conditions of the infrastructure and a cost-benefit analysis completed by UNK, these halls have been identified for removal.

### B. Alternatives considered

URS and URN were originally built as a quick and temporary solution to a problem within the UNK Fraternity and Sorority Life community. FSL was brought onto campus to offer a safe, education-centered environment to encourage positive development of chapters and members. The facilities were constructed as wood frame structures in 1991/1992 and were not expected to be long-term. As of 2021, the buildings are 29/30 years old.

The replacement of current FSL housing has been a topic of discussion at UNK for many years and several options have been explored, including utilization of existing spaces on campus. None of these options provided an adequate solution that could properly support the needs of the FSL students.

During this study, several options were explored before arriving at the current solution. The focus has been on the most efficient, functional, and economic solution that will attract students.

All new construction: This option became too costly for the current funding that is available and would not allow FSL housing to remain affordable.

All renovation: There is not an existing vacant or underutilized building on campus with the required square footage and functionality that is required for FSL housing.

Reuse existing URS/URN: The significant deficiencies make the cost of renovating the existing facilities cost prohibitive and would also require a temporary location for FSL housing.

## New Fraternity and Sorority Life Housing

### Program Statement

#### 3. Location and site considerations

- A. County: Buffalo County
- B. Town or campus: University of Nebraska at Kearney
- C. Proposed site



#### D. Statewide building inventory:

- 1) Martin Hall  
Asset Number: 28778  
Tag Number: 51ZZ0017000B
- 2) University Residence North  
Asset Number: 29441  
Tag Number: 51ZZ0291400B
- 3) University Residence South  
Asset Number: 29440  
Tag Number: 51ZZ0272200B

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## **New Fraternity and Sorority Life Housing**

### Program Statement

#### **E. Influence of project on existing site conditions**

##### **1) Relationship to neighbors and environment**

The project site, located on the east end of the main campus, is in the center of the residential neighborhood. The proximity of the Student Union to the west will allow utilization of existing dining facilities. Located at the edge of campus, Martin and the new construction, will be positioned across from each other creating a campus green with outdoor space for FSL and extending the union plaza.

Due to its setting, the building will be visible on all sides and will have an attractive and inviting exterior seen by prospective students and campus visitors, current students, and faculty/staff. Service functions will be sensitively placed and screened from view where possible.

##### **2) Utilities**

Both the new building and renovated Martin Hall will be served by existing campus utilities. Electrical power and IT network fiber will be provided from the main campus utility loops. Heating and cooling will be provided by use of the campus chilled water and steam systems.

Water lines for the project will extend from the buildings to connect to existing campus domestic and fire water systems.

Sanitary sewer and storm sewer will be connected to the existing campus systems in the area. Storm water best management practices will also be incorporated.

##### **3) Parking and Circulation**

Residents of the new facility could park in the adjacent lot to the north. The new construction is anticipated to remove a portion of the existing parking lot. UNK parking inventory continues to be evaluated. New stalls being added on the east side of campus as part of other projects will replace stalls being eliminated and a study of the parking impact of this project will continue during the design process.

Parking for visitors to the housing facilities and the Student Union will be accommodated. Service and ADA parking will be available on site. Access to the residence halls to accommodate ease of move-in/move-out as well as deliveries and trash removal must be considered carefully during design.

This project is strategically located east of the Student Union and near existing pathways to ensure that students have direct access to the campus trail system and are within walking distance of campus amenities and academic buildings.

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## New Fraternity and Sorority Life Housing

### Program Statement

#### 4. Comprehensive Plan Compliance

##### A. Compliance with the University of Nebraska Strategic Framework, Campus Roles and Mission, and Campus Strategic Plan

Investing in Nebraska's Future: Strategic Framework 2014-2016 includes the following objectives:

*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.*

*b. Increase the percentage of Nebraska high school graduates (the state "college-going rate") who enroll at and graduate from the university.*

*ii. Increase each campus's undergraduate freshman-to-sophomore retention rate each year, with a goal of exceeding the average of its peer institutions.*

*6. The University of Nebraska will be cost effective and accountable to the citizens of the state.*

*a. Support the development of a sustainable university environment.*

*iii. Campuses shall pursue energy efficiency.*

Attractive housing options is a factor as students decide where to attend college. Residing on campus is associated with higher graduation rates. In order to induce students to complete their education, the University must provide attractive and affordable housing that meets the demands of today's students. This project supports energy efficiency through the use of the campus central utility plant and the replacement of inefficient housing facilities. This project will support effective utilization of university facilities by utilization of an unoccupied building, flexibility in housing to encourage higher occupancy rates, and reduction in square footage by scheduled use of shared resident spaces.

##### B. Consistency with the agency comprehensive capital facilities plan

In the UNK Campus Master Plan 2006-2015, Martin Hall was identified as a potential renovation to continue to serve campus housing. The new building site was identified as a potential development site. The new and renovated housing structures will face each other on an open greenspace that will become an extension of the Union Plaza. This new FSL Housing community will also become better situated in the middle of the "campus life" section of campus, or the "Northeast Village" as it is called in the Landscape Master Plan. This proposed location will place some of UNK's most active students directly adjacent to the student hub of social activity in the Nebraskan Student Union.

The project supports the following Campus Master Plan goals:

- (1) Provide interior and exterior environments that enhance the intellectual and social interactions of students, faculty, staff, and visitors.
- (2) Improve facilities to enhance the out-of-class learning environment.
- (3) Ensure adequate space is provided to meet student demand for gathering spaces, campus housing, recreational activities, health facilities, and student union functions.
- (4) Guide plans for new construction or renovation with design standards that provide the university with optimal long-range life cycle cost benefits.

##### C. Consistency with the current version of the CCPE Project Review Criteria/Statewide Plan

The Statewide Facilities Plan is Chapter Six of the *Comprehensive Statewide Plan for Postsecondary Education in Nebraska*. This plan includes the following goals: "*Nebraskans will advocate a physical environment for each of the state's postsecondary institutions that: supports its role and mission; is well-utilized and effectively accommodates space needs; is safe, accessible, cost effective, and well maintained; and is sufficiently flexible to adapt to future changes in programs and technologies.*"



**New Fraternity and Sorority Life Housing**

Program Statement

**5. Analysis of existing facilities**

**A. Function and purpose of existing programs as they relate to the proposed project**

University Housing provides on-campus housing to students in multiple styles of housing. Of the campus housing opportunities, two of the facilities are fraternity and sorority houses with a total of 402 beds. Housing options on campus include double or single rooms with shared common-area bathrooms, double or single rooms in suite-style housing, or single rooms in apartment-style halls.

The existing program of URN/URS is residence hall services for Fraternity and Sorority Life. These two facilities provide traditional style rooms with community restrooms and showers, community space for 8 separate “pods”, a dining location in URS, and a large FSL community gathering space in URN.

**B. Square footage of existing areas:**

University Residence Hall North (URN): 51,282 gsf  
 University Residence Hall South (URS): 51,282 gsf  
 Martin Hall: 39,700 gsf

**C. Utilization of existing space by facility, room and/or function**

Martin Hall has been removed from the list of active housing units for several years and has been utilized as campus surplus storage.

**URN/URS**

Current Functions	Room Use Code	Current Space	Qty
Double Bedrooms / 2 beds	910	30,240	126
Restrooms / Showers	919	4,764	26
Chapter Rooms	650	5,704	8
Lounge Large	650	6,144	8
Lounge Small	650	2,512	8
Study Room	400	2,640	24
Kitchen	635	186	2
Laundry Rooms	935	2,640	24
Food service	635	4,260	1
Public Lounge	650	26,384	1
RD Apartment	950	834	2
	<b>NASF</b>	86,308	
	<b>Gross SF</b>	102,564	

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## **New Fraternity and Sorority Life Housing**

### Program Statement

#### **D. Physical deficiencies**

##### **URN and URS**

The following is a brief summary of University Residence Hall North and University Residence Hall South conditions as reported from the January 2019 FPC and UNK FMP report.

Building structure is wood bearing walls with wood truss joist systems. The foundations are experiencing settlement and cracks at the first floor. Ground water is seeping in from underneath the slabs and causing mold issues.

At the exterior, windows are in poor condition.

At the interior, many of the bathrooms are in poor condition. Shower pans are leaking causing damage to gypcrete and wood floor structure. Gypsum board walls are also experiencing damage due to moisture. All partitions lack acoustic insulation and interior finishes are worn and in poor to fair condition.

The building's mechanical systems are in fair to poor condition. Temperature controls are poor and room temperatures are hard to regulate. Individual fan coil units are in poor condition and HVAC and plumbing piping systems are failing and leaking.

##### **Martin Residence Hall**

The Martin Residence Hall is a three-story building constructed with reinforced concrete structural columns and floor system clad with brick masonry walls. It has been off-line since 2014 and is vacant.

Some minor cracking was observed in the masonry facade. The cracks do not appear to be caused from settlement. Minor tuckpointing and cleaning is anticipated at the building facade. Large original monumental wood double hung windows at the first floor are in poor condition and should be replaced. The windows at the upper levels residential rooms are aluminum and are also in poor condition and in need of replacement. Entrance doors are composed of modern aluminum storefront systems and are in fair condition. The building roof should be replaced with a fully adhered EPDM system comparable to other facilities on campus.

The interior of the building contains many unique modern features and details. The durable plaster over clay tile walls, ceilings, and terrazzo floors are all in good to fair condition. Some water damage has occurred to plaster and trim at window openings that are in need of repair. Interior doors and frames are composed of hollow metal frames and solid wood-stained doors. Doors are worn and damaged, but the door frames are in good condition. Millwork and built-in cabinetry at student rooms is in fair to poor condition. Interior stairs are constructed of quarry tile over a concrete substructure and are in good condition. Handrails and guardrails do not meet code. The building lacks vertical transportation to make all levels accessible and has some exiting deficiencies. A new elevator and emergency stair tower is required to provide accessible routes to all levels.

The mechanical systems include the original hot water heating system using fin tube radiators. It is currently non-operational and in poor condition. The building contains no cooling system and has no fire suppression system. All plumbing systems need to be replaced as well.

The building electrical system is a 208/120V, 3 phase, 4 wire and dates from the original construction. It has been disconnected and is in poor condition. The main disconnect has been updated and back feeds portions of original building electrical equipment. Lighting is a combination of fluorescent and incandescent fixtures. There is some emergency lighting, primarily individual bug eye type fixtures and is lacking in coverage. The fire alarm system is outdated and requires upgrading.

**New Fraternity and Sorority Life Housing**

Program Statement

**E. Programmatic deficiencies**

The current facilities do not have capacity to allow for all the current chapters to be housed. The existing facility does not allow for flexibility in chapter sizes and require all chapters to use the same amount of space regardless of the number of members. This creates pockets of the building that are not used or severely underutilized.

The additional cost to provide dining services in the current FSL housing is costly and inefficient. The new project allows the current campus dining facilities to serve FSL housing so operations costs will be reduced and there is potential for more flexible meal options to students.

**F. Replacement cost of existing building**

According to the June 20, 2018 cost-benefit analysis completed by UNK, the replacement project cost for URS and URN facilities would be \$36,884,600 (2018 cost).

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

**A. Functions and purpose of the proposed program**

**1) Activity identification and analysis**

Primary spaces in the two proposed facilities will be: student resident rooms, community spaces (lounges, study rooms), support spaces (mail room, laundry, front desk), dedicated FSL space (chapter meeting spaces), office and storage areas.

**2) Projected occupancy/use levels**

**Personnel projections**

**Campus Housing Staff:** It is anticipated the personnel needs for this proposed FSL housing project will maintain or reduce the current staffing requirements of campus housing with the replacement of URN and URS. Location of the new facilities near other campus residence halls will allow for staffing efficiencies. UNK Housing will continue to evaluate the number of student resident assistants that will be needed and may have the opportunity to reduce the number needed to properly staff the new facilities.

**Campus Dining Staff:** In addition to the reduction in operations cost by consolidating into one dining hall, this will offer staffing efficiencies for campus dining, which will help to reduce student meal plan costs.

**Describe/justify projected enrollments/occupancy**

The project is designed to reduce the number of beds for FSL to match the historic demand. In the table, the 2023 estimated occupancy uses a 10% growth with a 40% FSL on campus housing rate.

Facility	2019 Average Occupancy	Availability	2023 Estimated Occupancy
URS	112	200	0
URN	107	200	0
New FSL Housing		245	224
Open Beds	182		21

**New Fraternity and Sorority Life Housing**

## Program Statement

**B. Space requirements****1) Square footage by individual areas and/or functions**Martin Renovation

Space Description	Space Use Code	Qty	Beds	New NSF	Subtotal NSF	Pod Qty	Total NSF
<b>Chapter Living Pods (x 8 )</b>					<b>1,063</b>	<b>8</b>	<b>8,500</b>
Double Bedrooms / 2 beds	910	4	8	180	720		
Restrooms / Showers	919	1		170	170		
Laundry Rooms	935	0.5		175	88		
Study Room	935	0.5		170	85		
<b>Chapter Community Spaces (x 4 )</b>					<b>1,175</b>	<b>4</b>	<b>4,700</b>
Lounge Large	650	1		575	575		
Lounge Small	650	1		300	300		
Single Bedroom/ 1 Bath/ ADA	910	1	1	200	200		
Restrooms	919	1		100	100		
<b>Suite Style Chapter Units</b>					<b>4,600</b>	<b>1</b>	<b>4,600</b>
3 Bedroom Suites	920	4	12	1,000	4,000		
Lounge / Study Space	400	2		300	600		
<b>Chapter Shared Spaces</b>					<b>1,400</b>	<b>1</b>	<b>1,400</b>
Chapter Room	650	2		600	1,200		
Restrooms	919	1		200	200		
<b>FSL Shared Spaces</b>					<b>2,490</b>	<b>1</b>	<b>2,490</b>
Kitchen	630	1		400	400		
Clubhouse/Great Room (Large Chapter Room)	935	1		1,700	1,700		
Office	310	1		120	120		
FSL Office	310	1		120	120		
Restrooms	919	1		150	150		
<b>RD Apartment</b>					<b>850</b>	<b>1</b>	<b>850</b>
RD Apartment - 2 Bed/1 Bath	950	1		850	850		
<b>Non-Assignable Spaces</b>					<b>10,940</b>	<b>1</b>	<b>10,940</b>
Building Storage	XXX	1		100	100		
Chapter room storage	XXX	2		100	200		
Chapter storage	XXX	4		170	680		
Ritual storage	XXX	4		60	240		
Mail / Packages	XXX	1		300	300		
Stairs (Footprint per Floor)	WWW	10		160	1,600		
Elevator (Footprint per Floor)	WWW	4		80	320		
Custodial/Storage/MEP/IT (Floor 2 & 3)	XXX	2		500	1,000		
Custodial Storeroom/General Storage (Basement)	XXX	1		3,500	3,500		
Mechanical/Electrical (Basement)	YYY	1		3,000	3,000		
<b>NSF</b>							<b>33,480</b>
Existing Total Building Area - GSF							<b>39,700</b>
Efficiency Factor							<b>84%</b>
GSF per Bed			80				<b>496</b>

**New Fraternity and Sorority Life Housing**

Program Statement

New Construction

Space Description	Space Use Code	Qty	Beds	New NSF	Subtotal NSF	Pod Qty	Total NSF
<b>Chapter Living Pods (x5)</b>					<b>3,790</b>	<b>5</b>	<b>18,950</b>
Double Bedrooms / 2 beds	910	16	32	180	2,880		
Restrooms / Showers	919	1		600	600		
Laundry Rooms	935	0.5		220	110		
Study Room - Small	935	1		200	200		
<b>Chapter Community Spaces Pods (x5)</b>					<b>1,980</b>	<b>5</b>	<b>9,900</b>
Lounge Large	650	1		900	900		
Lounge Small	650	1		380	380		
Study Room - Medium	935	1		300	300		
Single Bedroom/ 1 Bath/ ADA	910	1	1	200	200		
Restrooms / Showers	919	1		200	200		
<b>Chapter Shared Spaces (x5)</b>					<b>550</b>	<b>5</b>	<b>2,750</b>
Chapter Room	650	0.5		1,000	500		
Restrooms / Showers	919	0.5		100	50		
<b>Non-Assignable Spaces / Service Areas</b>					<b>5,830</b>	<b>1</b>	<b>5,830</b>
Building storage	XXX	1		200	200		
Chapter room storage	XXX	0.5		120	60		
Chapter storage	XXX	1		70	70		
Ritual storage	XXX	1		100	100		
Mail / Packages	XXX	2		100	200		
General Lounge / Entry	WWW	2		100	200		
Stairs	WWW	3		180	540		
Elevator	WWW	2		80	160		
Mechanical/Electrical/IT	YYY	4			4,000		
Custodial / Storage (per floor)	XXX	2		150	300		
<b>NSF</b>							<b>37,430</b>
Estimated Total Building Area - GSF							<b>39,017</b>
Efficiency Factor							<b>96%</b>
GSF per Bed			165				<b>236</b>

2) **Basis for square footage/planning parameters**

The space assignments are based on widely used industry standards for modern residence halls and current UNK FSL housing.

3) **Square footage difference between existing and proposed areas (net and gross)**

	Existing (URN/URS)	Proposed (Martin Hall & New Build)	Difference
<b>Net Square Feet</b>	86,308	70,910	-15,398
<b>Gross Square Feet</b>	102,564	78,717	-23,847

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## **New Fraternity and Sorority Life Housing**

### Program Statement

#### **C. Impact of the project on existing space**

##### **1) Reutilization and function(s)**

The project will restore Martin Hall to a functional housing facility. Martin Hall has a lot of basement space which will not all be able to be used efficiently. The functions of URN and URS will be transferred to the renovated Martin Hall and new building.

##### **2) Demolition**

After the completion of the project, URN and URS will be demolished at the earliest feasible opportunity. The demolition of these facilities is not included in this budget.

##### **3) Renovation**

This project will consist of the renovation of Martin Hall, which is currently unoccupied and being used for surplus storage. The renovation will return the building back to a revenue generating housing facility.

#### **7. EQUIPMENT REQUIREMENTS**

##### **A. List of available equipment for reuse**

There are limited items suitable for reuse. Those that are will be returned to the housing inventory and used on campus.

##### **B. Additional Equipment**

###### **1) Fixed equipment**

The cost of fixed equipment is included in the construction cost.

###### **2) Movable equipment**

The budget includes furniture for all student rooms (bed, desk, dresser, and chair) and all common spaces. A specific list of furniture, furnishings, and equipment to be purchased for the project will be developed during the design phase of the project.

###### **3) Special or technical equipment**

The project will include needed equipment for providing data infrastructure.

#### **8. SPECIAL DESIGN CONSIDERATIONS**

##### **A. Construction Type**

The buildings will be International Building Code-2012 compliant, R2 Occupancy. Martin Hall has a cast in place concrete structural frame, floors, and deck. New interior walls will be metal stud framing. The new construction will be structural steel frame; concrete composite metal deck floors and metal stud framing for walls. Large interior spaces will be framed using steel columns to allow open areas. The building foundation system will be based on the Geotechnical Engineering Report.

Vertical transportation will be monolith elevators. Interior finishes will be similar to recently constructed Village Flats.

Low impact design strategies will be incorporated for outdoor areas to address both water quality and quantity. Areas to be assessed for low impact design strategies include parking lots, patios, outdoor plazas, pedestrian pathways, and other impervious areas.

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## **New Fraternity and Sorority Life Housing**

### Program Statement

#### **B. Heating and Cooling Systems**

All existing HVAC equipment from Martin Hall will be removed.

The primary HVAC (heating, ventilation and air conditioning) system will be water source heat pumps connected to the campus chilled water and steam system. Chilled water will provide heat rejection at a heat exchanger, and steam will be converted to hot water for heat addition. Outside air for ventilation will be provided by an energy recovery unit (ERU) with supplemental heating and cooling. Bathroom exhaust will be ducted to the ERU, outside air will be treated by an energy recovery wheel with a water source heat pump providing additional heating/cooling to condition the air to room neutral condition before supplying to the resident rooms.

#### **C. Plumbing System**

All existing plumbing equipment and piping in Martin Hall will be removed.

Domestic hot water will be provided by steam to hot water domestic water heaters. Steam shall be provided by the campus steam system. Soft cold water will be provided to the heaters from a duplex water softener system.

#### **D. Electrical System**

The existing electrical service in Martin Hall will be removed and replaced. Both building electrical services will be fed from pad-mount transformers. Natural gas generators will provide emergency backup. Lighting type will be LED with controls to meet the current Energy Code.

#### **E. Life Safety/ADA**

The project will conform to the requirements of the Fire/Life Safety Code. The buildings will be fully protected by a fire sprinkler system with standpipes in the stairwells per NFPA 13. The existing fire detection and alarm system in Martin Hall will be removed and replaced. The buildings will have a UNK-Underwriters Laboratory compliant addressable fire alarm system.

The project will conform to the requirements of the Americans with Disabilities Act.

#### **F. Security**

Security/card access will be provided and connected to the University security system. Video surveillance will also be provided. Outdoor lighting will be designed with safety and security in mind.

#### **G. Sustainability**

The project will meet the University of Nebraska's requirements to be LEED Certifiable.

Renovation of the existing and underutilized Martin Hall will help with the efficient use of existing building stock at UNK.

#### **H. Historic or architectural significance**

Martin Hall has historic and architectural significance for its association with the Omaha architectural firm John Latenser & Sons and for its early use as an all-female dorm. The building was designed in a Transitional Modern or Streamlined style and faces 9<sup>th</sup> Avenue on the eastern edge of the UNK campus. Suggestions on the design and furnishings came from many of the 120 female upper-class students for whom the building was built. It was completed in 1954 and named after George E. Martin, who served as the third President of the College from 1919 to 1936. The rehabilitation of the building into FSL housing will further add to the building's prominence and ensure it remains viable for many years to come.

**New Fraternity and Sorority Life Housing**

Program Statement

**I. Artwork**

The State of Nebraska 1% for Art Program requirement is not applicable since this project is not funded with state funds.

**J. Phasing**

The project naturally has two parts – renovation and new build. Once both are occupied, URN and URS will be able to be removed as a separate project.

**K. Future expansion**

There are no plans for future expansion of these facilities.

**9. PROJECT BUDGET & FISCAL IMPACT**

**A. Cost Estimate Criteria**

**1) Identify recognized standards, comparisons and sources**

The estimate was prepared by Jon Flores, a cost estimator who also performed cost estimating for the 2020 UNK housing masterplan. Costs were used for similar buildings constructed in the regions. Costs for building systems are comparable to other new residence halls on the University of Nebraska campuses.

**2) Identify year and month on which estimates are made and inflation factor used**

The estimate assumes 4% inflation based to the midpoint of construction (July 2022).

**3) Net and gross square feet**

	<b>Renovated Martin Hall</b>	<b>New Construction</b>	<b>Total Project</b>
<b>Net Square Feet</b>	33,480	37,430	70,910
<b>Gross Square Feet</b>	39,700	39,017	78,717

**4) Project cost per net and gross square foot**

\$376/ NSF

\$339/ GSF

**5) Construction cost per gross square foot: \$286/GSF**



**New Fraternity and Sorority Life Housing**

Program Statement

**B. Total project cost**

<b>CONSTRUCTION</b>	
General Construction	\$21,020,000
Site Work/Utilities	53,000
Fixed Equipment	70,000
In-House Construction	319,000
Construction Contingency	1,075,000
<b>TOTAL CONSTRUCTION COSTS</b>	<b>22,537,000</b>
<b>NON-CONSTRUCTION</b>	
Project Planning	\$61,000
Professional Consultant Fees	2,067,000
Professional In-house	650,000
Equipment - Capital	160,000
Equipment - Non-Capital	882,000
Other	124,000
Non-Construction Contingency	165,000
<b>TOTAL NON-CONSTRUCTION COSTS</b>	<b>4,109,000</b>
<b>TOTAL PROJECT COST</b>	<b>\$26,646,000</b>

**C. Fiscal impact based on first full year of operations**

**1) Estimated additional operational and maintenance costs per year**

\$202,000 for UNK Facilities Operations & Maintenance costs.

**2) Estimated additional programmatic costs per year**

The project presents potential cost savings associated with UNK Housing and UNK Dining operations and staffing. Locating the new facilities on the east side of the main campus presents opportunities for efficiencies, but those are not known at this time and will be evaluated carefully by UNK.

**New Fraternity and Sorority Life Housing**

Program Statement

**10. FUNDING**

**A. Total funds required:** \$26,646,000

**B. Project funding sources**

<b>Funding Source</b>	<b>Amount</b>	<b>% Total</b>
System Facilities Funds (revenue bond surplus)	\$ 10,000,000	38%
Internal Lending Program	\$ 16,646,000	62%
<b>Total</b>	<b>\$ 26,646,000</b>	<b>100%</b>

**C. Fiscal year expenditures**

<b>FISCAL YEAR</b>	<b>EXPENDITURES</b>
FY 2020-2021	956,000
FY 2021-2022	23,314,000
FY 2022-2023	2,376,000
<b>TOTAL</b>	<b>26,646,000</b>

**11. TIMELINE**

- A.** Program Statement February 12, 2021
- B.** External Selections – Design team and Construction Management team March 2021
- C.** Early Packages May 2021
- D.** Intermediate Design Review July 2021
- E.** GMP Execution September 2021
- F.** Completion of Construction – Renovation July 2022
- G.** Occupancy – Renovation August 2022
- H.** Completion of Construction – New December 2022
- I.** Occupancy – New January 2023

**12. HIGHER EDUCATION SUPPLEMENT**

**A. Coordinating Commission for Postsecondary Education (CCPE) Review**

CCPE review is not required.

**B. Method of Contracting**

**1) Identify method**

Construction Manager at Risk (CMR)

**2) Provide rationale for method selection**

A complex project, containing new construction and extensive renovation will benefit from having the services of a CMR. This method allows for construction estimates during the design process with an intimate knowledge of the existing conditions of Martin Hall, input into construction methods for the renovation and new construction, and sequencing of the construction for a new build and renovation occurring simultaneously or otherwise.

TO: The Board of Regents Addendum XI-B-5

Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Acquisition of properties located at 4402-4412 Leavenworth Street, Omaha, NE 68105

RECOMMENDED ACTION: Approve the acquisition of real property located at 4402-4412 Leavenworth Street, Omaha, Nebraska on behalf of the University of Nebraska Medical Center

PREVIOUS ACTION: None

EXPLANATION: In support of the UNMC campus master plan, Facilities Management & Planning continues to work with nearby property owners in acquiring parcels critical to UNMC expansion. The following parcels are adjacent to the UNMC campus and are critical to maximizing future development opportunities and flexibility.

Legal Description of Properties:

4402 Leavenworth St.: MC CORMICKS 2ND ADD LOT 16 BLOCK 7 50 X 127.25

4408 Leavenworth St.: MC CORMICKS 2ND ADD LOT 15 BLOCK 7 50 X 127.25

4412 Leavenworth St.: MC CORMICKS 2ND ADD LOT 14 BLOCK 7 50 X 127.25)

An appraisal and environmental assessment were completed on these parcels.

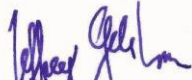
This item has been reviewed by the Business and Finance Committee.


PROJECT COST: \$785,000.00

SOURCE OF FUNDS: Campus Reserves

SPONSOR: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:

  
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-B-6

Business & Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Sale of vacant lot located at 6465 Center Street, Omaha, Nebraska on the University of Nebraska at Omaha Center Campus.

RECOMMENDED ACTION: Approve the sale of the vacant lot located at 6465 Center Street, Omaha, Nebraska via Request for Proposal.

PREVIOUS ACTION: December 4, 2020 – The Board of Regents approved a ground lease of the property.

September 24, 2013 – The Board of Regents entered into a Mixed-Use District Development Agreement to develop UNO Nebraska Village.

EXPLANATION: The lot located at 6465 Center Street on UNO's Center Campus is a historically underdeveloped property. It has been and is currently a vacant lot excessive to the needs of UNO. As part of an assessment, UNO has determined that development of this lot may add value to UNO's Center Campus portfolio, as well as provide value to the nearby community. UNO previously obtained approval from the Board of Regents to enter into a ground lease of the property. To explore potential development, UNO has conducted a request for proposal seeking public bids scored according to the best interests UNO. Based on feedback received through the RFP process, in an effort to provide flexibility and expand the pool of potential developers, UNO is seeking authorization to sell the property to a developer who has a developmental vision that best suits UNO's educational mission and community engagement.

This property is legally described as UNO NEBRASKA VILLAGE, Block 0, Lot 10. It is unimproved and currently zoned for mixed use. A lease or sale of this property will not impact any campus master plan site. Any instruments of disposal, including appraisal, shall be completed according to BOR 6.2.3.

PROJECT COST: The anticipated costs are the fees/commission related to the real estate transaction in the event the property is sold and will be covered by the proceeds from the sale. No costs to the University are anticipated by a ground lease of the property.

SOURCE OF FUNDS: N/A

SPONSORS: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:   
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-B-7  
Business & Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: A gift from Nebraska Philanthropic Trust for Baseball/Softball Complex on the Scott Campus at the University of Nebraska Omaha. Additionally, naming of the baseball field Tal Anderson Field and naming of the softball field Connie Claussen Field.

RECOMMENDED ACTION: Accept a gift from the Nebraska Philanthropic Trust of the Omaha Baseball/Softball Complex. Approve the naming of the two fields within the Omaha Baseball/Softball Complex as the Tal Anderson Baseball Field and Connie Claussen Softball Field.

PREVIOUS ACTION: None

EXPLANATION: Through the generosity of the Nebraska Philanthropic Trust (the "Trust") and private donors, the Trust proposes to gift the Omaha Baseball/Softball Complex to the University of Nebraska at Omaha. The complex consists of a stadium which includes a baseball field, a softball field and associated improvements located on the Scott Campus west of the Baxter Arena, a gift worth an estimated \$25,000,000.

As the value of the proposed gift is in excess of \$1,000,000, Board of Regents' approval is required to accept the gift from the Nebraska Philanthropic Trust for the Omaha Baseball/Softball Complex on the Scott Campus at the University of Nebraska Omaha.

President Carter and Chancellor Gold both recommend for the Board's approval the naming of the two fields within the Omaha Baseball/Softball Complex the Tal Anderson Field Baseball Field and Connie Claussen Softball Field.

Tal Anderson was a former UNO baseball player and later financial donor and supporter of the University and UNO Athletics. Mr. Anderson received a degree in Business Administration from UNO in 1984 and was the owner of Baxter Auto Group.

Connie Claussen taught physical education at UNO in 1963 and later started the women's athletics program at UNO in 1969 after coaching a team to compete in the first Women's College World Series, an event she helped start. Ms. Claussen received numerous awards during her tenure at UNO and retired in 1998.


The Board of Regents, on behalf of the University of Nebraska at Omaha, expresses its deepest gratitude and appreciation to the Nebraska Philanthropic Trust, and other private donors, for their continued support of the University of Nebraska.

PROJECT COST: N/A

SOURCE OF FUNDS: N/A

SPONSORS: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



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Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

DATE: January 29, 2021

**C. FOR INFORMATION ONLY**

1. Amendments to Section 3.4.4 of the *Bylaws of the Board of Regents*, relating to assignment of duties, Sections 4.4.1 and 4.4.5 of the *Bylaws of the Board of Regents* related to Extension Personnel, and Chapter IV of the *Bylaws of the Board of Regents*, relating to rights and responsibilities of professional staff. The proposed amendments to the *Bylaws of the Board of Regents* are presented for information only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents*. Approval of these amendments will be considered at the Board of Regents' meeting on April 9, 2021,  
Addendum XI-C-1

TO: The Board of Regents Addendum XI-C-1

Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Amendments to Section 3.4.4 of the *Bylaws of the Board of Regents*, relating to assignment of duties, Sections 4.4.1 and 4.4.5 of the *Bylaws of the Board of Regents* related to Extension Personnel, and Chapter IV of the *Bylaws of the Board of Regents*, relating to rights and responsibilities of professional staff.

RECOMMENDED ACTION: None. The proposed amendments to the *Bylaws of the Board of Regents* are presented for information only in accordance with the requirements of Section 1.11 of the *Bylaws of the Board of Regents*. Approval of these amendments will be considered at the Board of Regents' meeting on April 9, 2021.

EXPLANATION: Over the past 18 months, administrators and faculty leaders have collaborated on amendments to the *Bylaws of the Board of Regents* to affirm the important role of Extension Educators as members of the faculty of the University of Nebraska-Lincoln, codify the process by which a faculty member may be placed on administrative leave, and add due process procedures for affected individuals.

The attached proposed amendments to the *Bylaws of the Board of Regents* would:

- Ensure consultation between the administrative officer and instructional staff member before the assignment of duties. (Section 3.4.4)
- Explicitly recognize Assistant Extension Educator, Associate Extension Educator, and Extension Educators as members of the University's Professional Staff holding Special Appointments per Section 4.4.1 of the *Bylaws of the Board of Regents*.
- Extend the required notice of termination by rank. The notice of termination for Assistant Extension Educators would continue to be 90 days; the notice of termination for Associate Extension Educators would be extended from 90 days to 180 days; and the notice of termination for Extension Educators would be extended from 90 days to one year.
- Clarify the coordinative relationship between the University of Nebraska and county governments relating to Nebraska Extension as set forth in Section 4.4.5 of the *Bylaws of the Board of Regents*.




- Codify the process for placing an individual holding an academic appointment on administrative leave; add faculty committee consultation in cases of involuntary removal or reassignment; and add due process procedures for individuals whose appointment ends while on administrative leave. (Section 4.7)
  - Codify the process for placing an individual holding an academic appointment on leave based on mental health concerns, in compliance with the Americans with Disabilities Act (ADA). (Section 4.7.1.1)
- Harmonize references to Faculty Practice or Faculty Research Appointments; and reference the Academic Freedom and Tenure Committee's role in due process. (Section 4.7)
- Reference the Professional Conduct Committee's role in due process; codify the standard of proof; direct the Professional Conduct Committee to draft rules or procedures in parallel language to the Grievance Committee and Academic Freedom and Tenure Committee; and direct University officers to give due consideration to the findings, interpretations, advice, or recommendations of the Professional Conduct Committee. (Section 4.16)

If approved by the Board, the above amendments to the *Bylaws of the Board of Regents* shall apply prospectively as of date of approval.

SPONSOR:

Susan M. Fritz, Ph.D.  
Executive Vice President and Provost

RECOMMENDED:

  
Walter E. Carter, President  
University of Nebraska

DATE:

February 10, 2021

## PROPOSED BOARD OF REGENTS' BYLAW AMENDMENTS

- 3.4.4 **Assignment of Duties.** The service and teaching obligations for each full-time member of the instructional staff in any semester shall consist of such amounts of one or more of the types of services necessary for a successful University program, including teaching, research, directing and supervising research, advising or counseling, committee assignments, administrative duties, field work, extension activities, and other miscellaneous assignments as may be deemed reasonable in each instance by the department chair and Dean or director concerns, within standards approved by the Chancellor, the President, and the Board. In determining what duties to assign to an instructional staff member, the administrative officer will confer with and obtain input from the instructional staff member.

Members of the instructional staff other than those appointed primarily for research may be relieved of all or part of their teaching obligations for one or more semesters to pursue a program of research, if recommended by the appropriate research council, where established, and the Chancellor and the President, and approved by the Board. An instructional staff member who is relieved of all teaching obligations for one or more semesters to pursue a program of research shall be expected, as a rule, to resume regular teaching obligations after completion of the assigned program.

Employment by the University of members of the staff who are in the academic-year service class for non-instructional work during the summer vacation period shall be governed by the following:

- (a) Such employment shall be limited to not more than three months.
- (b) The monthly rate of remuneration for such employment shall not exceed one-ninth of the staff member's full-time remuneration during the preceding academic year.
- (c) Vacation for such employment shall be earned at the rate of two days per month, and cannot be carried beyond the summer period in which it is earned.

### 4.4 **Types of Appointments: Professional Staff.** (As defined in Section 3.1.1)

4.4.1 **Special Appointments.** Appointments to (a) all administrative and non-faculty professional staff positions, and (b) all appointments to faculty positions that are not "Appointments for a Specific Term," "Health Professions Faculty Appointments," "Faculty Practice and Faculty Research Appointments," or "Continuous Appointments" shall be "Special Appointments." The following types of faculty appointments shall be filled by Special Appointment only: (1) temporary appointments, (2) appointments to part-time positions, (3) appointments for less than one academic year in any rank, (4) courtesy appointments, (5) appointments to volunteer status, (6) annual appointments beyond retirement age, (7) appointments to the rank of instructor, assistant instructor, lecturer, ~~or~~ senior lecturer, assistant extension educator, associate

extension educator, or extension educator, (8) appointments to ranks preceded by the designation “visiting,” and (9) appointments supported by funds over which the University does not have control or which the University cannot reasonably expect to continue indefinitely, provided, that the total period of full-time service on a faculty Special Appointment in the rank of instructor shall not exceed seven years.

A “Special Appointment” will terminate in accordance with the time stated in the appointment to the position or in the written contract, and, if no time is stated in the appointment to the position or in the written contract, the appointment may be terminated by either party giving the other at least 90 days notice of the date of termination, except for those who hold “Special Appointments” as assistant extension educator, associate extension educator, and extension educator. Assistant extension educator, associate extension educator, and extension educator may terminate their appointment by giving the appropriate administrative officer 90 days’ notice of the date of termination. Notice shall be given by an appropriate administrative officer no fewer than 90 days for assistant extension educators, no fewer than six (6) months for associate extension educators, and no fewer than one year for extension educators in advance of the termination. Such appointments may also be terminated by the University for adequate cause, disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigencies.

A member of the faculty may hold a “Special Appointment” coincident with an “Appointment for a Specific Term,” “Health Professions Faculty Appointment,” or a “Continuous Appointment,” and the terms of the Special Appointment may be independent of the terms of the other appointment status as a faculty member.

- 4.4.5 **Extension Personnel.** In cooperation with Nebraska county governments and to further the shared goals and missions of Nebraska Extension and the people of Nebraska, the University of Nebraska places within the state’s counties those university employees, such as its Extension Educators ~~and Extension Assistants,~~ in order to advance and provide administrative leadership ~~to~~ for the local extension programs adopted by those county extension boards. ~~The~~ Extension Educators and ~~Extension Assistants~~ are at all times employees of the University of Nebraska, subject to the terms and benefits of the employment applicable to University of Nebraska employees. In turn, the counties provide ~~county employees to~~ support and enhance the success of the Extension Educators, local programming, and mutually beneficial goals. the Extension Educators and Assistants in their administrative roles. Such supportive county employees are employed by the counties pursuant to county human resource policies, county benefit policies, and all other terms of employment applicable to the relevant county’s(ies’) employment. The counties and the university shall carefully consider each other’s recommendations and input in relation to their respective personnel, in order to best meet their mutual goals. The scope and detail of Nebraska Extension’s engagement with each county government is detailed in a collaboratively developed Interlocal Agreement subject to periodic review, revision, and reaffirmation.

**[Proposed for insertion before current Bylaw 4.7 (Termination of an Appointment by a Professional Staff Member: Time)]**

**4.7 Administrative Leave of Absence**

**4.7.1 Applicability of Leave.** On occasion, an administrator may need to place an individual holding an academic appointment (defined herein as faculty members holding the academic rank of assistant instructor and above, or other formally approved ranks, as referenced in Section 3.1.1.1 of these *Bylaws*, as well as other academic staff members with the rank of postdoctoral research associate, research associate, research assistant, graduate assistant, graduate teaching assistant, or teaching fellow as referenced in Section 3.1.1.2), on a temporary, paid administrative leave of absence (hereinafter referred to in this section as “leave”) while the University reviews whether (a) the individual’s presence in the workplace presents a significant risk of harm to the individual, to others within the workplace, or to University property or facilities, or (b) such leave is necessary to protect University resources, prevent the destruction of evidence, or avoid continuing violation of a policy while an investigation is being conducted into whether that individual has engaged in misconduct in violation of University policy. Leave will not be imposed in a manner that is inconsistent with the principles of academic freedom or used as a means of disciplining individuals for exercising rights guaranteed under the First Amendment of the United States Constitution. Placement of an individual on leave may include a temporary reassignment or removal of duties and in any case shall not diminish the individual’s salary or benefits. By way of example, alleged conduct that potentially could give rise to a leave includes, without limitation, any conduct occurring on or off campus that reasonably can be construed as (a) acts of violence, threats of harm, or other conduct that places another person in reasonable fear of physical harm or injury, (b) conduct that could lead to the filing of criminal charges and may directly or indirectly hinder the individual’s ability to perform the duties of his or her appointment, such as acts of drug trafficking, human trafficking, or possession of child pornography, (c) inappropriate sexual behavior, including sexual harassment, unwelcomed sexual touching or sexual assault, against a student, colleague, or others, (d) a pattern of unwelcome, malicious, or offensive behavior occurring over a period of time that is meant to intimidate, threaten, humiliate, degrade, or ostracize a student, colleague, or others, commonly referred to as bullying, (e) research misconduct, (f) the misappropriation of institutional or grant funds or monies, or (g) other similarly egregious acts.

**4.7.1.1 Leave Based on Mental Health Concerns.** An administrator may place an individual holding an academic appointment on leave if the administrator has a reasonable belief, based on objective evidence, that the

individual has a psychological or mental health condition that is impairing the individual's ability to perform the essential functions of his or her appointment or is causing the individual to pose a threat to himself or herself or to others within the workplace.

An individual being placed on leave for this reason will be informed in the required notification that he or she needs to be evaluated by a mental healthcare provider of that individual's choice within a specified timeframe. This timeframe will be extended if the individual cannot be evaluated within that timeframe despite the best efforts of the individual to schedule a timely appointment. If the individual is unable or unwilling to schedule an appointment with a mental healthcare provider of that individual's choice within a reasonable time, the administrator may require that the individual be evaluated instead by a mental healthcare provider selected by the University before being allowed to return.

To be reinstated from the leave, the individual only is required to submit a certification from a healthcare provider stating that the individual can perform the essential functions of his or her appointment without posing a risk to himself or herself or to others within the University community. The certification does not need to specify the individual's underlying condition or diagnosis. Any certification received from the healthcare provider will be deemed a confidential medical record and may be disclosed only to appropriate University representatives who have a need to know.

A leave administered due to mental health concerns will be subject to the procedures and other provisions set forth within Section 4.7 and, therefore, will be evaluated by a faculty committee and potentially a threat assessment committee.

In addition, such leave will be administered in accordance with the Americans with Disabilities Act (ADA). Under ADA, an employee may be required to undergo a medical examination if that examination is job-related and consistent with business necessity. The federal courts, as well as the Equal Employment Opportunity Commission (EEOC), which is a federal agency responsible for administering and enforcing the civil rights laws against workplace discrimination, have found that this standard is met whenever an employer, relying on objective evidence, believes (a) that the employee's ability to perform his or her essential duties is being impaired by what may be a mental health condition or (b) the employee engages in conduct or behavior that calls into question whether the employee poses a significant risk of substantial harm to oneself or to others within the workplace.

If an individual with a disability requests an accommodation under the ADA, the appropriate University personnel will engage in the interactive process with that individual and the individual's healthcare provider to identify a reasonable and effective accommodation that will allow the individual to perform the essential functions of his or her position. In the absence of a safety risk or a disruption to the workplace, the individual should not be placed on leave during the interactive process.

**4.7.2 Procedures for Imposing Leave.** In determining whether to place an individual on leave, the appropriate administrator will first discuss the matter with the individual, whenever practicable, to determine whether a mutually acceptable resolution can be achieved. If a resolution cannot be achieved with the individual, the administrator will confer in advance, if practicable, with the appropriate elected faculty committee regarding the factual basis and the need for the individual's involuntary removal or reassignment. When consultation beforehand is not practicable, the administrator may proceed forward in imposing the leave with the understanding that contact with the appropriate faculty committee will occur as soon as practicable thereafter, but in no event less than forty-eight (48) hours after the leave is imposed. If the leave is being imposed due to a concern that the individual's presence in the workplace presents a significant risk of harm, the administrator also shall confer with and seek guidance from a threat assessment committee, if one exists, within that same timeframe. Both the faculty committee and the threat assessment committee should convene as quickly as possible to review the underlying circumstances giving rise to the leave and provide their respective recommendations regarding that leave to the administrator within ten (10) business days after being informed of the leave by the administrator. In the case of the faculty committee, the recommendation should address whether the leave is warranted, whether any of the terms or conditions of the leave should be modified, or whether some other action (such as initiation of formal disciplinary proceedings) should be taken instead. In the case of the threat assessment committee, the recommendation should focus on whether the conduct attributed to the individual presents a significant risk of harm to that individual, to others within the workplace, or to University property or facilities. Although not bound by the recommendations of either committee, the administrator will give due consideration to the recommendations of both committees and generally will defer to the assessment of risk rendered by the threat assessment committee. If the administrator's decision varies from the recommendation of either committee, the administrator will meet with the faculty committee for the purpose of explaining the basis for the variance. After meeting with the administrator, the faculty committee within its discretion may submit a letter to the administrator noting its disagreement with the decision and may share that letter with the affected individual. Whether the leave is imposed before or after the committee review, the administrator shall notify the affected individual in writing of the leave when the leave is imposed. The written notification will include the starting date of the leave, a summary of the alleged conduct or events giving rise to the leave, any restrictions, modifications, or limitations as to access

or duties during the leave, a summary of the process for responding to or addressing the allegations giving rise to the leave, and the circumstances under which the leave is anticipated to end. Expectations and evaluations of the individual's work performance while on leave must be compatible with the terms of the leave.

**4.7.3 Duration.** A leave will be limited in duration to the shortest period necessary to fulfill the purpose of the leave and will be subject to the reinstatement requirements set forth in Section 4.7.4 below. Accordingly, an individual who has been placed on leave due to significant risk of harm must be returned to duty as soon as the risk has been alleviated. Similarly, an individual who has been placed on leave for investigative purposes must be returned to duty upon the conclusion of a timely completed investigation. If the investigation results in the initiation of disciplinary proceedings against the individual, the administrator must file a complaint as specified in Section 4.15 (Academic Freedom and Tenure Committee) or Section 4.16 (Professional Conduct Committee) of these *Bylaws* and the ability and authority for the individual's continued removal from duty will be governed by the policies addressing those disciplinary proceedings.

**4.7.4 Reinstatement.** An individual placed on leave will be reinstated to his or her position upon the expiration of the leave. A leave cannot extend more than ninety (90) calendar days without additional review by a faculty committee and, if necessary, a threat assessment committee. If the administrator believes that the initial leave needs to be extended for a period of up to an additional ninety (90) calendar days, the administrator will follow the procedures specified in Section 4.7.2 for imposing a leave. The leave will be extended automatically if the administrator initiates formal disciplinary proceedings against the individual as specified in Section 4.15 (Academic Freedom and Tenure Committee) or Section 4.16 (Professional Conduct Committee) of these *Bylaws*.

**4.7.4.1 Expiration of Appointment While on Leave.** A leave imposed through the end of the appointment period is a termination for cause and requires the President or the Board of Regents to file a complaint with the Academic Freedom and Tenure Committee under Section 4.15.2(b) of these *Bylaws*. The period of the individual's appointment need not be extended beyond the appointment end date. If the individual would like to waive their right to a termination hearing, then they may do so in writing to the Chancellor and the faculty committee. If the individual does not respond to the complaint within twenty (20) calendar days, as specified under Section 4.15.2(c)(3) of these *Bylaws*, they will be understood to have waived their right to a termination hearing. A twenty (20) calendar day extension to this deadline may be granted by the faculty committee if a request is made in writing to the faculty committee with reasons provided for the need for the extension.

The affected individual automatically will be assigned a faculty representative, who will offer guidance and advice to the individual regarding the individual's due process rights and responsibilities. The individual may elect to refuse any guidance or advice offered by the representative.

If the individual was placed on leave pending an investigation into allegations of sexual misconduct, the procedures established under the University's sexual misconduct policies must be followed instead.

**4.7.5 Sanctions and Other Remedial Actions.** If an investigation conducted while an individual is on leave indicates that the imposition of a sanction or other remedial action may be warranted, the appropriate administrator will inform the individual of the sanction or other remedial action that is being contemplated. Before any sanction or other remedial action is imposed, the individual will be afforded the opportunity to respond in writing to the proposed sanction or other remedial action. After giving due consideration to the individual's response, if any, the administrator may impose a lesser sanction or other remedial action. If the administrator determines that termination of the individual is warranted, the administrator must initiate and pursue the appropriate termination proceedings against the individual as set forth within Section 4.15 (Academic Freedom and Tenure Committee) of these *Bylaws*. If the administrator is seeking to impose a major sanction on the individual that falls short of termination (such as, without limitation, a suspension, a demotion in position, or a reduction in pay), the administrator must initiate and pursue the appropriate complaint proceedings against the individual as set forth within Section 4.16 (Professional Conduct Committee) of these *Bylaws*. For lesser sanctions or remedial actions (such as, without limitation, providing the individual with a letter of expectations or written reprimand), the individual may then seek to challenge the imposition of those lesser sanctions or remedial actions through the grievance procedures provided for within Section 4.14 of these *Bylaws*.

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#### 4.154 Academic Freedom and Tenure Committee

4.154.1 **Academic Freedom and Tenure Committee: Creation.** The faculty governing agency of each major administrator unit shall create an elected faculty Committee on Academic Freedom and Tenure, which shall have the powers specified in these *Bylaws*, and any other powers granted by the faculty governing agency and approved by the Board.

4.154.2 **Academic Freedom and Tenure Committee: Powers; Rules of Procedure.** The Committee established by Section 4.154.1 (Academic Freedom and Tenure Committee: Creation) shall have the following powers and rules of procedure:



- (a) The Committee shall consider any complaint filed by any member of the professional staff alleging any procedural or substantive grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure.
  
- (b) The Committee shall consider a complaint filed against any member of the faculty seeking to terminate his or her Continuous Appointment, his or her Appointment for a Specific Term prior to the termination date stated in the appointment, or his or her Special Appointment as a faculty member prior to its termination date, or his or her Health Professions Faculty Appointment, or his or her Faculty Practice ~~and~~ or Faculty Research Appointment prior to the end of its stated term.
  - (1) The Board, or the President, shall have the authority to direct that proceedings under this subsection be instituted in the manner herein provided.
  
  - (2) Any Chancellor, Dean, director, or department chair, any Grievance Committee, or Professional Conduct Committee believing that there is reasonable cause to terminate a Continuous Appointment, an Appointment for a Specific Term, Health Professions Faculty Appointment, or a Faculty Practice ~~and~~ or Faculty Research Appointment prior to the end of its stated term, shall certify his, her, or its conclusion to that effect to the President, who shall determine if the complaint has sufficient merit to warrant investigation.
    - (i) In cases where the grounds for termination of a Continuous Appointment or an Appointment for a Specific Term are based in whole or in part on questions of professional competence, no such certification shall be made until the tenured members of the faculty member's school, division or department, or college in the absence of smaller units, have been consulted on the issues involving professional competence. Such consultation shall be effected through the appropriate administrator (department chair, school or division director, or Dean) calling on fourteen (14) days' notice a meeting of the tenured faculty of the unit for the specific purpose of discussing the faculty member's professional competence. Votes on substantive matters relating to the faculty member's professional competence shall be by secret ballot. The report of such meeting, in the form of approved minutes containing a summary of the matters discussed and the votes taken, shall be forwarded by the administrator to the Chancellor for transmission to the President.
  
    - (ii) In cases where the grounds for termination of a UNMC Health Professions Faculty Appointment, or a UNL Faculty Practice ~~and~~ or

Faculty Research Appointment are based in whole or in part on questions of professional competence, no such certification shall be made until the faculty holding such a UNMC or UNL appointment who have received at least one promotion in academic rank while holding such an appointment and the tenured members of the faculty member's school, division or department, or college in the absence of small units, have been consulted on the issues involving professional competence. Such consultation shall be effected through the appropriate administrator (department chair, school or division director, or Dean) calling on fourteen (14) days' notice a meeting of the eligible consulting faculty of the unit for the specific purpose of discussing the faculty member's professional competence. Votes on substantive matters relating to the faculty member's professional competence shall be by secret ballot. The report of such meeting, in the form of approved minutes containing a summary of the matters discussed and votes taken, shall be forwarded by the administrator to the Chancellor for transmission to the President.

(3) If the Board or President has determined that an investigation should be made, the President shall employ an attorney to make the investigation and report to the President if he or she believes reasonable cause exists for termination of the appointment. Investigation shall be made in such manner as the attorney so employed determines to be appropriate, but shall not involve a public hearing and shall be conducted on as confidential a basis as possible. The investigator shall prepare a report of the investigation and provide it to the President. The President shall provide a copy of said report to the Chancellor of the administrative unit involved. The report shall be considered a confidential communication. If the report recommends that no basis exists for terminating the appointment, and the Board accepts said report, no further proceedings shall be had with reference to terminating the appointment. If the Board does not accept said report, it may cause such further investigation to be made by such persons and in such manner as it deems appropriate and consistent with these *Bylaws*. If the report recommends that there is reasonable cause to terminate the appointment, the President or the Board may order the attorney making the report to file a complaint with the Academic Freedom and Tenure Committee, and to take the affirmative with respect to producing evidence to support the complaint.

(c) The procedure with reference to complaints filed under paragraphs (a), (b), or (b)(1), Section 4.154.2 ([Academic Freedom and Tenure Committee: Powers; Rules of Procedure](#)) shall be conducted in accordance with the following principles:

(1) The complaint must be filed with the Committee and copy thereof served upon the person or persons charged in the complaint.

- (2) The complaint shall state in concise terms the facts upon which it is based and the relief sought.
- (3) The person(s) so charged shall have a period of twenty (20) days from the date of service of the complaint to file an answer in writing to the complaint. Copy of the answer must be served by such person(s) upon the attorney filing the complaint by regular United States mail with sufficient postage attached, properly addressed to said attorney, and mailed on or before twenty (20) days after filing the complaint.
- (4) The Committee shall set the matter for hearing on as early a date as possible in order to permit the parties to reasonably prepare for the hearing.
- (5) The person(s) charged shall be entitled to be represented by counsel at the expense of such person(s).
- (6) The person(s) charged shall be entitled to be notified at least ten (10) days in advance of the hearing of the witnesses to be called by the attorney filing the complaint and of documents to be offered in evidence at the hearing, and the attorney conducting the hearing shall be obligated to provide such information within that time. The person(s) charged shall notify the attorney filing the complaint in writing at least five (5) days before the hearing of the witnesses to be called and documents to be offered in evidence at the hearing. No witnesses or documents not so listed shall be heard or received at the hearing, except in cases of surprise, or for the purpose of rebutting oral testimony of the other party, or for other justifiable cause found to exist by the Committee.
- (7) Testimony shall be taken under oath or affirmation. Every party shall have the right of cross-examination of witnesses who testify and shall have the right to submit rebuttal evidence.
- (8) The Committee may admit and give probative effect to evidence which processes probative value commonly accepted by reasonably prudent persons in the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence; provided, that any party may file with the Committee at least three (3) days before the hearing a written request that the rules of evidence followed by the District Courts in the State of Nebraska shall be applicable. If such written request is filed, the Committee shall notify the parties that the proceedings shall comply with the principles of law with respect to proceedings in the District Courts in Nebraska, and all counsel and parties shall be bound by such rules and standards of ethics and codes of trial conduct as are applied in the District Courts.

- (9) In the event any party to the proceedings desires the issuance of a subpoena, such subpoena shall be issued at the direction of the Corporation Secretary, and may be served in the manner provided for subpoenas in the Nebraska Court Rules of Discovery.
- (d) The Committee shall draft rules or procedures not inconsistent with these *Bylaws* for the prompt, orderly, and fair hearing of all complaints filed with the Committee. Said rules shall be submitted to the Board, and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
- (e) The Committee shall submit to the Board the complete verbatim account of the hearing and all exhibits filed with the Committee, and report promptly to the Board and the staff members involved in the Committee's findings, conclusions, and recommended action that the Committee deems advisable.
- (f) The Board has power to make the final decision, but except as herein provided, the Board shall decide upon the basis of the evidence submitted to the Committee and the report of the Committee. Unless clearly erroneous, the findings of fact made by the Committee shall be accepted. The Board shall give the Committee's findings and conclusions due consideration, and shall take into account the fact that the Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Committee. ~~In the event that~~ If the Board's decision is at variance with the recommendations of the Committee, the Board shall detail the reasons in a written opinion, and copies shall be provided to the parties concerned and the Committee. Once the Board has rendered its decision, the matter shall not be subject to further review except by appropriate court proceedings.
- (g) The Board on its own motion may receive additional evidence at a public hearing, after notice to interested parties, in any case where the Board in its discretion determines that justice requires such further hearing before the Board. Any person desiring to present additional evidence to the Board may apply to the Board for hearing before the Board. Before any such hearing is granted, showing shall be required that there is additional relevant evidence that has been discovered, or has developed, or which could not be produced at the prior hearing; that the same was not available at the prior hearing and could not have been discovered or produced by reasonable diligence.
- (h) In all proceedings before the Committee in which the termination of a Continuous Appointment, the termination of an Appointment for a Specific Term prior to its stated termination date, the termination of a Special Appointment of a faculty member prior to its termination date, or the termination of a Health Professions Faculty Appointment or a Faculty Practice

~~and~~ or Faculty Research Appointment prior to its stated termination date are in issue, the burden of proof rests with the University ~~shall have the burden of proving adequate cause for the termination a~~ and will be satisfied by the greater weight of the evidence in the record considered as a whole.

- (i) Prior to a decision by the Board, ~~the staff member involved an individual holding an academic appointment~~ shall not be ~~suspended from his or her duties relieved of~~ or assigned other duties unless ~~immediate harm to himself or herself, others, or property is threatened by his or her continuance~~ an appropriate administrator can show that placing the individual on paid administrative leave is warranted based on one or more of the reasons enumerated in Section 4.7.1 and can show that the procedures set forth in Section 4.7.2 of these Bylaws for placing individuals on leave have been followed. Salary will continue during any leave period ~~of suspension~~ and an assignment to other duties shall not diminish a staff member's salary.
- (j) The Committee shall have the power to consider a request filed by any person, board, or committee that alleges that a staff member should be subjected to sanctions less severe than appointment termination, and power to recommend in any case sanctions less severe than appointment termination where less severe sanctions seem appropriate.

#### 4.1~~65~~ Professional Conduct Committee

4.1~~65~~.1 **Professional Conduct Committee: Power to Create.** Pursuant to power granted by these *Bylaws*, the faculty governing agency of each major administrative unit is empowered to create a Professional Conduct Committee, which shall have the functions and powers specified in Sections 4.1~~65~~.2 (Powers and Procedures of Professional Conduct Committee) and 4.1~~65~~.3 (Function of Professional Conduct Committee), in addition to any other power granted by the faculty governing agency to the Committee pursuant to these *Bylaws*.

4.1~~65~~.2 **Powers of Professional Conduct Committee.** A Professional Conduct Committee shall be empowered:

- (a) To receive complaints from any person charging a member of the professional staff, as defined in Section 3.1.1 (Professional Staff) of these *Bylaws*, with professional misconduct. This includes complaints filed by a University officer against an individual holding an academic appointment seeking a suspension or other major sanction less than termination as described in Section 4.7.5 of these Bylaws. Upon receiving a complaint, the Professional Conduct Committee shall ensure the allegations contained within the complaint are shared with the accused individual and the appropriate administrators. The individual shall answer the complaint in writing, and that response shall be provided to the person filing the complaint.

- (b) To investigate the facts relevant to the charge and to make factual determinations. Said investigation shall include advising the affected party of the charge, hearing his or her response, and considering any evidence produced by such party.
- (c) Conclude whether there are reasonable grounds to believe that the person against whom the charge is directed committed acts that amount to professional misconduct. The burden of proof rests with the complainant and will be satisfied by the greater weight of the evidence in the record considered as a whole.
- (d) To advise the person filing the charge, and any other appropriate person or groups, of the Committee's conclusion and factual findings.
- (e) To recommend to the appropriate University officer, or group, whether action should be taken with respect to the charge, and the nature of such action.
- (f) To recommend other or lesser sanctions less severe than appointment termination where whenever deemed appropriate by the Committee judges less severe sanctions appropriate.
- (g) The Committee shall draft rules or procedures not inconsistent with these Bylaws for the prompt, orderly, and fair consideration of all complaints filed with the Committee. Said rules shall be submitted to the Board, and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
- (h) Prior to a decision by the University officer, an individual holding an academic appointment shall not be relieved of, or assigned other, duties unless an appropriate administrator can show that placing the individual on paid administrative leave is warranted based on one of the reasons enumerated in Section 4.7.1 and can show that the procedures set forth in Section 4.7.2 of these Bylaws for placing individuals on leave have been followed. Salary will continue during any leave period and an assignment to other duties shall not diminish the individual's salary.

4.1 ~~65~~.3

**Function of Professional Conduct Committee.** The Professional

Conduct Committee's function shall be to ascertain facts, to interpret standards of professional conduct applicable to persons engaged in teaching, extension work, research, service, and administration at the University, to apply those standards to the facts, to advise other persons or groups whether a violation of professional conduct has occurred, and to recommend an appropriate sanction, if it concludes a violation has occurred. The Professional Conduct Committee does not have power to impose sanctions, and its findings of fact, interpretations of professional standards, advice, and recommendation are not binding. The Professional Conduct

Committee shall not serve as a prosecutor of cases involving alleged violations of professional standards. The Committee acts only in an advisory capacity.

Although not binding, the University officer responsible for rendering the final decision on the complaint, however, will give due consideration to any findings, interpretations, advice, or recommendations issued by the Professional Conduct Committee. If the University officer's decision is at variance with the recommendations of the Professional Conduct Committee, the University officer shall detail the reasons in a written opinion that will be provided to the Professional Conduct Committee as well as to the affected individual. Once the University officer has rendered his or her decision, the matter shall not be subject to further review except through appropriate court proceeding.

## **D. REPORTS**

1. Quarterly Personnel Reports for the period July through September 2020, Addendum XI-D-1
2. Tenure Density Report, Addendum XI-D-2
3. Programs with Tuition Variances, Addendum XI-D-3
4. Fall 2020 Enrollment Report, Addendum XI-D-4
5. Expedited Approval of the Marketing Analytics Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-5
6. Expedited Approval of the Personal Leadership Graduate Certificate in the Department of Agricultural Leadership, Education and Communication in the College of Agricultural Sciences and Natural Resources at the University of Nebraska-Lincoln (UNL), Addendum XI-D-6
7. Expedited Approval of the Strategic Marketing Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-7
8. Renaming the Supply Chain Management Systems Graduate Certificate to the Supply Chain Management Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL), Addendum XI-D-8
9. Expedited Approval of the Data Management Graduate Certificate in the Department of Information Systems and Quantitative Analysis in the College of Information Science and Technology at the University of Nebraska at Omaha (UNO), Addendum XI-D-9
10. Expedited Approval of the Spanish Graduate Certificate in the Department of Foreign Languages and Literature in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO), Addendum XI-D-10
11. Renaming the Doctor of Philosophy (PhD) in Exercise Science to the PhD in Biomechanics and Kinesiology in the Department of Biomechanics in the School of Health and Kinesiology at the University of Nebraska at Omaha (UNO), Addendum XI-D-11
12. Bids and Contracts, Addendum XI-D-12
13. Quarterly Report of Gifts, Grants, Contracts and Bequests, Addendum XI-D-13
14. Naming of the Donna Bamford Locker Room at the University of Nebraska Kearney, Addendum XI-D-14



15. Naming of Room S-111 in the College of Law's Marvin and Virginia Schmid Clinic Building "The Koley Jessen Interview Room" at the University of Nebraska-Lincoln, Addendum XI-D-15
16. Naming of selected spaces within the Munroe-Meyer Institute for Genetics and Genetics and Rehabilitation Facility Replacement at the University of Nebraska Medical Center, Addendum XI-D-16
17. Naming of the Rare Book Gallery the 'American College of Surgeons Rare Book Gallery' within the Wigton Heritage Center at the University of Nebraska Medical Center, Addendum XI-D-17
18. Campus Room and Board Rates, Addendum XI-D-18
19. University report on Financial Strength and Borrowing Capacity per RP-6.8.3, Addendum XI-D-19

TO: The Board of Regents Addendum XI-D-1  
Academic Affairs

MEETING DATE: February 12, 2021

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 3rd quarter of 2020 is attached.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVED: /s/ Susan M. Fritz  
Executive Vice President and Provost

DATE: January 15, 2021

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bartling, Chelsea	Plambeck Early Childhood Education Center	Interim Director	Special	7/20/2020		77,500 FY	1.00
DeLorm, Michael	Music, Theatre and Dance	Assistant Professor	Specific	9/1/2020		50,387 AY	1.00
Eisenmann, Joey	Kinesiology and Sport Sciences	Assistant Professor	Specific	9/1/2020		60,000 AY	1.00
Graham, Janet	English	Assistant Professor	Specific	9/1/2020		50,000 AY	1.00
Green, Bradley	Admissions	Interim Director	Special	9/10/2020		90,000 FY	1.00
Hample, Jessica	Communication	Assistant Professor	Specific	9/1/2020		53,000 AY	1.00
Hu, Po	Counseling and School Psychology	Assistant Professor	Specific	9/1/2020		55,500 AY	1.00
Jacobs, Christopher	Modern Languages	Assistant Professor	Specific	9/1/2020		60,000 AY	1.00
Kemp, Andrew	Teacher Education	Associate Professor	Continuous	9/1/2020		38,400 AY	0.60
		Department Chair (Includes Stipend)	Special	9/1/2020		30,824 AY	0.40
Kosmicki, Christy	Art and Design	Assistant Professor	Specific	9/1/2020		52,500 AY	1.00
Meyer, Emily	Counseling and School Psychology	Assistant Professor	Specific	9/1/2020		54,500 AY	1.00
Mulhearn, Shannon	Kinesiology and Sport Sciences	Assistant Professor	Specific	9/1/2020		56,000 AY	1.00
Peterson, Jessica	Criminal Justice	Assistant Professor	Specific	9/1/2020		56,500 AY	1.00
Stoutamire, William	History	Assistant Professor	Specific	9/1/2020		61,190 AY	1.00
Thompson, Paula	Teacher Education	Assistant Professor	Specific	9/1/2020		56,400 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Abadie, Roberto	School of Global Integrative Studies	Assistant Professor	Specific Term	8/17/2020		85,000 AY	1.00
Abbott, Dena	Educational Psychology	Assistant Professor	Specific Term	8/17/2020		76,125 AY	1.00
Balistreri, Edward	Economics	Associate Professor	Continuous	8/17/2020		190,000 AY	1.00
Brunton, James	English	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	53,000 AY	1.00
Burton, Michael	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	8/17/2020		70,000 AY	1.00
Chen, Qian	Marketing	Assistant Professor	Specific Term	8/17/2020		157,500 AY	1.00
Dyer, Robert	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2020		118,000 AY	1.00
Ekstrom, Pierce	Political Science	Assistant Professor	Specific Term	8/17/2020		75,000 AY	1.00
Evjen, Benjamin	School of Art, Art History and Design	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/13/2022	64,000 AY	1.00
Fan, Peixun	Electrical and Computer Engineering	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	85,000 AY	1.00
Firestone, Justin	Jeffrey S. Raikes School of Computer Science and Management	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	89,000 AY	1.00
Foreman, Keith	Physics and Astronomy	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	62,500 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Garcia, Catherine	Sociology	Assistant Professor	Specific Term	8/17/2020		78,000 AY	1.00
Garcia, Crystal	Educational Administration	Assistant Professor	Specific Term	8/17/2020		71,500 AY	1.00
Graves, Christine	Journalism and Mass Communications	Assistant Professor	Specific Term	8/17/2020		75,000 AY	1.00
Haghshenas Fatmehsari, Hamzeh	Civil and Environmental Engineering	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	85,000 AY	1.00
Hansen, Kimberly	School of Biological Sciences	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	69,500 AY	1.00
Harvey, Michelle	Johnny Carson School of Theatre and Film	Assistant Professor	Specific Term	8/17/2020		61,700 AY	1.00
Henson, Anna	Johnny Carson School of Theatre and Film	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	85,000 AY	1.00
Hortman, Sarah	Nutrition and Health Sciences	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	70,000 AY	1.00
Hruskoci, Heather	Educational Psychology	Assistant Professor of Practice	Faculty Practice	7/1/2020	6/30/2023	80,000 FY	1.00
Husbye, Nicholas	Teaching, Learning and Teacher Education	Associate Professor	Continuous	8/17/2020		94,000 AY	1.00
Jaffe, Anna	Psychology	Assistant Professor	Specific Term	8/17/2020		79,000 AY	1.00
Jeffries, Kenneth	Mathematics	Assistant Professor	Specific Term	8/17/2020		81,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Kemp, Blakelee	Sociology	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	75,000	AY	1.00
Kim, Jinku	Johnny Carson School of Theatre and Film	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	85,000	AY	1.00
Kim, Taeyeon	Educational Administration	Assistant Professor	Specific Term	8/17/2020		70,000	AY	1.00
Kroese, Shawntell	Supply Chain Management and Analytics	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	98,000	AY	1.00
Langvardt, Kyle	College of Law	Assistant Professor	Specific Term	8/17/2020		110,000	AY	1.00
Lewis, Neal	Chemical and Biomolecular Engineering	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	91,500	AY	1.00
Lindquist, Salvador	College of Architecture - Landscape Architecture	Assistant Professor	Specific Term	8/17/2020		66,000	AY	1.00
Macaulay, David	University Libraries	Assistant Professor	Specific Term	8/1/2020		66,000	FY	1.00
Mackalski, Robert	Jeffrey S. Raikes School of Computer Science and Management	Assistant Professor of Practice	Practice Faculty	8/17/2020	5/12/2023	110,000	AY	1.00
Mandal, Subhra	School of Biological Sciences	Research Assistant Professor	Research Faculty	8/1/2020	6/30/2022	50,000	FY	1.00
Martinez, Ricardo	Teaching, Learning and Teacher Education	Assistant Professor	Specific Term	8/17/2020		70,000	AY	1.00
McMullen, Kevin	English	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2022	44,558	FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Meng, Fanben	Mechanical and Materials Engineering	Assistant Professor	Specific Term	8/17/2020		96,000 AY	1.00
Menon, Deepika	Teaching, Learning and Teacher Education	Assistant Professor	Specific Term	8/17/2020		77,000 AY	1.00
Merten, Michael	Child, Youth and Family Studies	Professor	Special	7/1/2020		125,500 FY	1.00
		Chair	Special	7/1/2020	6/30/2025	49,500 FY	1.00
Neely, Brett	Management	Assistant Professor	Specific Term	8/17/2020		150,000 AY	1.00
Parrish, Timothy	English	Professor	Continuous	8/17/2020		157,500 AY	1.00
Reilly, Julia	School of Global Integrative Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	62,000 AY	1.00
Roebuck II, Anthony	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	94,000 AY	1.00
Roohi, Arman	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2020		116,850 AY	1.00
Schauer, Erica	Modern Languages and Literatures	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	53,000 AY	1.00
Schmeichel, Mardi	Teaching, Learning and Teacher Education	Associate Professor	Continuous	8/17/2020		81,000 AY	1.00
Streubel, Robert	Physics and Astronomy	Assistant Professor	Specific Term	8/17/2020		78,000 AY	1.00
Sturgeon, Scott	Educational Administration	Associate Professor of Practice	Faculty Practice	8/17/2020	5/10/2024	71,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Tan, Teck Yong	Economics	Assistant Professor	Specific Term	8/17/2020		137,500 AY	1.00
Tierney, James	College of Law	Assistant Professor	Specific Term	8/17/2020		110,000 AY	1.00
Tran, Dung Hoang	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2020		116,850 AY	1.00
Turkman, Sonya	College of Architecture - Interior Design	Assistant Professor	Specific Term	8/17/2020		66,000 AY	1.00
Twomey, Robert	Johnny Carson School of Theatre and Film	Assistant Professor	Specific Term	8/17/2020		85,000 AY	1.00
Untalan, Rafael	Johnny Carson School of Theatre and Film	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	61,700 AY	1.00
Vechetti Jr., Ivan	Nutrition and Health Sciences	Assistant Professor	Specific Term	8/17/2020		77,000 AY	1.00
Wang, Jun	Electrical and Computer Engineering	Assistant Professor	Specific Term	8/17/2020		105,000 AY	1.00
White, Patrick	Philosophy	Assistant Professor	Specific Term	8/17/2020		68,000 AY	1.00
Williamson, Matthew	Civil and Environmental Engineering	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	93,000 AY	1.00
Yao, Qiuming	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2020		122,000 AY	1.00
Zeide, Elana	College of Law	Assistant Professor	Specific Term	8/17/2020		110,000 AY	1.00
Zincenko, Federico	Economics	Assistant Professor	Specific Term	8/17/2020		137,500 AY	1.00



**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Drozdz, Mary	School Veterinary Medicine and Biomedical Sciences	Assistant Professor	Specific Term	7/15/2020		116,000 FY	1.00
McVey, David	School of Veterinary Medicine and Biomedical Sciences	Director	Special	7/13/2020		208,863 FY	1.00
Nwaizu, Charles Chioma	Food Science and Technology	Assistant Professor of Practice	Special	7/1/2020		90,000 FY	1.00
Price, Jeffrey	Food Science and Technology	Research Assistant Professor	Special	9/14/2020		75,000 FY	1.00
Sunderman, Hannah	Agricultural Leadership Education and Communication	Assistant Professor of Practice	Special	7/1/2020	6/30/2023	35,750 FY	0.50
		Director	Special	7/1/2020	6/30/2023	35,750 FY	0.50
Vrtiska, Mark	School of Natural Resources	Professor of Practice	Special	7/16/2020	5/16/2025	70,000 AY	1.00
Woiwode, Ruth	Animal Sciences	Assistant Professor	Specific Term	8/17/2020		83,000 AY	1.00
Xiong, Yijie	Animal Sciences	Assistant Professor	Specific Term	8/17/2020		84,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Abbas, Anum	Internal Medicine	Assistant Professor	Health Prof	9/8/2020	6/30/2022	45,000 FY	1.00
Acheampong, Benjamin	Pediatrics	Assistant Professor	Health Prof	7/13/2020	6/30/2021	45,000 FY	1.00
Albulushi, Arif	Internal Medicine	Assistant Professor	Health Prof	8/17/2020	6/30/2021	57,000 FY	1.00
Alvares, Carmelita	Pathology and Microbiology	Associate Professor	Health Prof	7/15/2020	6/30/2021	70,000 FY	1.00
Baker, Craig	Genetic Medicine	Assistant Professor	Special	8/24/2020		142,450 FY	1.00
Baumgart, Craig	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Becken III, Bradford	Pediatrics	Assistant Professor	Health Prof	9/1/2020	6/30/2021	45,000 FY	1.00
Beseler, Cheryl	Environmental, Agricultural and Occupational Health	Associate Professor	Special	9/1/2020		72,000 FY	0.60
Bianco, Piero	Pharmaceutical Sciences	Research Associate Professor	Special	9/1/2020	8/31/2021	80,000 FY	1.00
Bies, Joshua	Pediatrics	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Birkland, Ryan	Anesthesiology	Assistant Professor	Special	8/1/2020		50,000 FY	1.00
Blick, Lindsay	Pediatrics	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Brei, Brianna	Pediatrics	Assistant Professor	Health Prof	9/1/2020	6/30/2021	45,000 FY	1.00
Cabrera, Kelsie	Obstetrics and Gynecology	Assistant Professor	Special	8/31/2020		45,000 FY	1.00
Camamo, Andrew	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Cieslak, Theodore	Global Center for Health Security	Executive Director for Health Security	Special	7/13/2020	6/30/2021	165,055 FY	0.75

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Coffey, Amy	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Coffey, Shaila	Emergency Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Cole, Jason	Pediatrics	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Cook, Jason	Surgery	Assistant Professor	Health Prof	9/1/2020	6/30/2022	45,000 FY	1.00
Cormier, Ian	Internal Medicine	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Dai, Ran	Biostatistics	Assistant Professor	Health Prof	9/1/2020	6/30/2023	115,000 FY	1.00
D'Angelo, Christopher	Internal Medicine	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Davis, Krystal	College of Nursing - Lincoln Division	Assistant Professor	Special	8/10/2020	5/14/2021	70,000 AY	1.00
Delizza, Alison	Psychiatry	Assistant Professor	Special	9/1/2020		88,000 FY	1.00
Donaldson, Hannah	Pediatrics	Assistant Professor	Health Prof	9/8/2020	6/30/2021	45,000 FY	1.00
Drayton, Amy	Pediatric Feeding Disorders	Assistant Professor Director (Stipend)	Health Prof Special	9/1/2020 9/1/2020	6/30/2023	145,000 FY 10,000 FY	1.00 0.00
Duncan, Brett	Surgery	Assistant Professor	Health Prof	8/1/2020	6/30/2022	45,000 FY	1.00
Eguiguren Jimenez, Maria de Lourdes	Pediatrics	Assistant Professor	Health Prof	8/28/2020	6/30/2021	57,000 FY	1.00
Genant, Zachary	Family Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	55,000 FY	1.00
Georgesesen, Corey	Dermatology	Assistant Professor	Health Prof	9/1/2020	6/30/2021	45,000 FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Gliske, Stephen	Neurosurgery	Assistant Professor	Special	7/1/2020		60,000 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	60,000 FY	0.00
Haas, Douglass	College of Nursing - Kearney Division	Clinical Assistant Professor	Special	7/1/2020		99,000 FY	1.00
Hankins, Richard	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Haskins, Ivy	Surgery	Assistant Professor	Health Prof	9/1/2020	6/30/2022	45,000 FY	1.00
Hendi, Aditi	Radiology	Assistant Professor	Special	9/8/2020		45,000 FY	1.00
Herbster, Stacey	Psychiatry	Assistant Professor	Special	7/1/2020		45,000 FY	1.00
Hoff, Natalie	Psychology	Assistant Professor	Special	8/1/2020		72,000 FY	1.00
Holt, David	Clinical Perfusion Education	Assistant Professor	Special	8/31/2020		140,000 FY	1.00
Jantzen, David	Pediatrics	Assistant Professor	Health Prof	8/3/2020	6/30/2021	45,000 FY	1.00
Johnson-Rabbett, Brianna	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Kaipa, Santosh	Pediatrics	Assistant Professor	Health Prof	8/1/2020	6/30/2021	57,000 FY	1.00
Kalsi, Neil	Family Medicine	Assistant Professor	Health Prof	9/1/2020	6/30/2021	55,000 FY	1.00
Katzir, Miki	Neurosurgery	Assistant Professor	Health Prof	7/1/2020	6/30/2021	57,000 FY	1.00
Kennedy, Abigail	Psychology	Assistant Professor	Special	7/1/2020		72,000 FY	1.00
Kevadiya, Bhavesh	Pharmacology and Experimental Neuroscience	Assistant Professor	Health Prof	7/30/2020	6/30/2021	60,000 FY	1.00
		Research Scientist (Stipend)	Special	7/30/2020	6/30/2021	55,000 FY	0.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Khattak, Furqan	Internal Medicine	Assistant Professor	Health Prof	9/1/2020	6/30/2022	45,000 FY	1.00
Kildow, Beau	Orthopaedic Surgery	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Knight, Rachel	Pediatric Feeding Disorders	Assistant Professor	Health Prof	9/1/2020	6/30/2023	98,000 FY	1.00
Koehler, Ryan	Orthopaedic Surgery	Assistant Professor	Health Prof	8/17/2020	6/30/2021	45,000 FY	1.00
Ladd, Marshall	Anesthesiology	Assistant Professor	Special	7/31/2020		110,000 FY	1.00
Le, Huy	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Li, Ling	Pediatrics	Assistant Professor	Health Prof	9/15/2020	6/30/2021	72,500 FY	1.00
Liebsack, Brittany	Psychology	Assistant Professor	Special	8/1/2020		72,000 FY	1.00
Lowman, Sarah	Growth and Development	Assistant Professor	Health Prof	9/14/2020	6/30/2023	120,000 FY	1.00
Malik, Shahbaz	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Miller, Brandon	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Miller, Jeffrey	Business and Finance	Assistant Vice Chancellor for Business and Finance	Special	8/17/2020		185,000 FY	1.00
Miller, Jane	College of Nursing - Omaha Division	Clinical Assistant Professor	Special	8/17/2020	5/14/2021	72,000 AY	1.00
Nahm, Nickolas	Orthopaedic Surgery	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Naksuk, Niyada	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	57,000 FY	1.00
Naranjo, Felipe	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	57,000 FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Nelsen, Dalton	Emergency Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Peeraphatdit, Thoetchai	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Penner, Elizabeth	Psychiatry	Assistant Professor	Special	9/21/2020		45,000 FY	1.00
Philibert, Ingrid	Neurological Sciences	Associate Professor	Special	7/1/2020		30,000 FY	0.20
Polavarapu, Preethi	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	57,000 FY	1.00
Qdaisat, Tareq	Pathology and Microbiology	Assistant Professor	Health Prof	7/1/2020	6/30/2021	60,000 FY	1.00
Rey, Catalina	Center for Autism Spectrum Disorders	Assistant Professor	Health Prof	8/1/2020	6/30/2021	80,000 FY	1.00
Schott, Diane	Radiation Oncology	Assistant Professor	Special	7/1/2020		148,000 FY	1.00
Schroeder, Ethan	Health Services Administration	Assistant Professor	Health Prof	7/1/2020	6/30/2021	81,750 FY	1.00
Sheppard, Olabisi	Surgery	Assistant Professor	Health Prof	9/1/2020	6/30/2022	45,000 FY	1.00
Situ Kcomt, Miguel	Neurological Sciences	Assistant Professor	Health Prof	7/27/2020	6/30/2021	57,000 FY	1.00
Snyder, Christopher	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Soffer, Omri	Pediatrics	Assistant Professor	Health Prof	7/5/2020	6/30/2021	45,000 FY	1.00
Still, Gordon	Pediatrics	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00
Sullivan, Randall	Psychiatry	Assistant Professor	Special	8/1/2020		45,000 FY	1.00
Taylor, Keenan	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,000 FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Thompson, Kathy	College of Nursing - Lincoln Division	Clinical Assistant Professor	Special	8/10/2020	5/14/2021	69,000 AY	1.00
Timmons, Jaci	Pediatrics	Assistant Professor	Special	8/1/2020		27,000 FY	0.60
Timmons, Zebulon	Pediatrics	Assistant Professor	Health Prof	8/1/2020	6/30/2021	45,000 FY	1.00
Tucker, Karen	Surgery	Assistant Professor	Health Prof	7/1/2020	6/30/2022	45,000 FY	1.00
Wardian, Jana	Internal Medicine	Assistant Professor	Special	7/15/2020		115,000 FY	1.00
Wehrmann, Melissa	Pediatrics	Assistant Professor	Health Prof	9/1/2020	6/30/2021	45,000 FY	1.00
West, Katharine	Physician Assistant Education	Assistant Professor	Special	8/1/2020		104,000 FY	1.00
Wilke, Trevor	Anesthesiology	Assistant Professor	Special	7/1/2020		110,000 FY	1.00
Williams, Shelly	Pathology and Microbiology	Assistant Professor	Health Prof	8/1/2020	6/30/2021	60,000 FY	1.00
Wright, Alisha	Medical Imaging and Therapeutic Sciences	Assistant Professor	Special	9/1/2020		69,000 FY	1.00
Zemantic, Patricia	Center for Autism Spectrum Disorders	Assistant Professor	Special	9/14/2020		78,000 FY	1.00
Zheng, Cheng	Biostatistics	Associate Professor	Continuous	7/1/2020		140,400 FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bick, Patty	Finance, Banking and Real Estate	Assistant Professor	Specific	8/17/2020		153,000 AY	1.00
Blount, Ashley	Counseling	Assistant Professor	Specific	8/17/2020		67,000 AY	1.00
Brooks, Matthew	School of Music	Assistant Professor	Specific	8/17/2020		55,000 AY	1.00
Butler, Leah	School of Criminology and Criminal Justice	Assistant Professor	Specific	8/17/2020		73,000 AY	1.00
Cantisano, Pedro	History	Assistant Professor	Specific	8/17/2020		65,000 AY	1.00
Churchill, Sara	Teacher Education	Assistant Professor	Specific	8/17/2020		61,000 AY	1.00
Clarke, Martina	School of Interdisciplinary Informatics	Assistant Professor	Specific	8/17/2020		105,000 AY	1.00
Fandinno Garcia, Jorge	Computer Science	Assistant Professor	Specific	9/24/2020		105,000 AY	1.00
Gilbert, Mark	School of Music	Associate Professor	Continuous	8/17/2020		75,000 AY	1.00
Gomez Aguinaga, Barbara	School of Public Administration	Assistant Professor	Specific	8/17/2020		65,000 AY	1.00
Guo, Lei	School of Communication	Assistant Professor	Specific	8/17/2020		55,000 AY	1.00
Hamilton, Zachary	School of Criminology and Criminal Justice	Associate Professor	Continuous	8/17/2020		89,000 AY	1.00
Harth-Bedoya, Miguel	School of Music	Assistant Professor	Specific	8/17/2020		75,000 AY	1.00
He, Yimin	Psychology	Assistant Professor	Specific	8/17/2020		70,000 AY	1.00



**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
House, Deanna	Information Systems and Quantitative Analysis	Assistant Professor	Specific	8/17/2020		105,000 AY	1.00
Hribljan, John	Biology	Assistant Professor	Specific	8/17/2020		68,500 AY	1.00
Jamerson, Jason	School of the Arts (Theatre)	Assistant Professor	Specific	8/17/2020		55,000 AY	1.00
Jasa, Nicholas	School of Accounting	Assistant Professor	Specific	8/17/2020		145,000 AY	1.00
Kingston, David	Biomechanics	Assistant Professor	Specific	9/1/2020		85,000 AY	1.00
Lee, Danbee	School of Public Administration	Assistant Professor	Specific	8/17/2020		65,000 AY	1.00
Lemke, Jennifer	Teacher Education	Assistant Professor	Specific	8/17/2020		61,000 AY	1.00
Lyden, John	Philosophy and Religion	Professor Blizek Professorship in Religion	Continuous Special	8/17/2020 8/17/2020	8/31/2025	75,000 AY 7,500 AY	1.00 1.00
Mustoe, Aaryn	Biology	Visiting Assistant Professor	Specific	8/17/2020	5/12/2023	62,500 AY	1.00
Oh, Namkyung	School of Public Administration	Associate Professor Program Chair (Includes Stipend)	Continuous Specific	8/17/2020 9/1/2020	8/31/2023	82,000 AY 5,000 AY	1.00 0.00
Reay, Susan	School of Social Work	Assistant Professor	Specific	8/17/2020		62,000 AY	1.00
Schlosser, Allison	Sociology	Assistant Professor	Specific	8/17/2020		63,000 AY	1.00
Seibert Desjarlais, Stevie	Goodrich Scholarship Program	Assistant Professor	Specific	8/17/2020		57,000 AY	1.00
Steel, Robert	Philosophy and Religion	Assistant Professor	Specific	8/17/2020		62,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Tomcak, Rachel	College of Arts and Sciences	Assistant Dean	Special	9/3/2020		70,177 FY	1.00
Wang, Cong	Mathematics	Assistant Professor	Specific	8/17/2020		67,000 AY	1.00
Weaver, Hannah	School of Music	Assistant Professor	Specific	8/17/2020		55,000 AY	1.00
Wilkinson, Lindsay	Gerontology	Assistant Professor	Specific	8/17/2020		65,000 AY	1.00
Zhang, Yiwei	School of Social Work	Assistant Professor	Specific	8/17/2020		60,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA ADMINISTRATION**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Hastings, Matthew	Nebraska Statewide Workforce and Educational Reporting System (NSWERS)	Executive Director	Special	9/1/2020		160,000 FY	1.00

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
<sup>1</sup> Borchers, Sarah	Accounting, Finance and Economics	Assistant Professor	Specific	9/1/2020		128,125 AY	1.00
		Assistant Professor	Specific		8/31/2020	125,000 AY	1.00
<sup>1</sup> Brachle, Benjamin	Industrial Technology	Assistant Professor	Specific	9/1/2020		89,125 AY	1.00
		Assistant Professor	Specific		8/31/2020	86,500 AY	1.00
Bridges, Deborah	Accounting, Finance and Economics	Professor	Continuous	9/1/2020		84,498 AY	1.00
		Professor	Continuous		8/31/2020	41,707 AY	0.50
	General Studies	N/A	N/A	9/1/2020		0 AY	0.00
		Director (Includes Stipend)	Special		8/31/2020	46,059 AY	0.50
Brown, Gregory	Kinesiology and Sport Sciences	Professor	Continuous	9/1/2020		41,162 AY	0.60
		Professor	Continuous		8/31/2020	81,269 AY	1.00
	General Studies	Director	Special	9/1/2020		45,516 AY	0.40
		N/A	N/A		8/31/2020	0 AY	0.00
Kracl, Carrie	Teacher Education	Professor	Continuous	9/1/2020		80,943 AY	1.00
		Professor	Continuous		8/31/2020	79,904 AY	1.00
	Interim Department Co-Chair	N/A	N/A	9/1/2020		0 AY	0.00
		Interim Department Co-Chair	Special		8/31/2020	2,612 AY	0.00

<sup>1</sup> Increase consistent with UNK collective bargaining agreement and receipt of PhD per letter of offer.

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Loughrin, Sandra	Sociology	Associate Professor	Continuous	9/1/2020		47,160 AY	0.75
		Associate Professor	Continuous		8/31/2020	62,073 AY	1.00
	Women, Gender and Ethnic Studies	Interim Director (Includes Stipend)	Special	9/1/2020		20,073 AY	0.25
		N/A	N/A		8/31/2020	0 AY	0.00
Steele, Janet	Biology	Professor	Continuous	9/1/2020		84,762 AY	1.00
		Professor	Continuous		8/31/2020	50,222 AY	0.60
	N/A	N/A	N/A	9/1/2020		0 AY	0.00
		Interim Department Chair (Includes Stipend)	Special		8/31/2020	38,706 AY	0.40
Strawhecker, Jane	Teacher Education	Professor	Continuous	9/1/2020		49,396 AY	0.60
		Professor	Continuous		8/31/2020	48,762 AY	0.60
	Assistant Chair (Includes Stipend)	Special	9/1/2020		38,154 AY	0.40	
		Special		8/31/2020	37,731 AY	0.40	
	N/A	N/A	N/A	9/1/2020		0 AY	0.00
		Interim Department Co-Chair	Special		8/31/2020	2,612 AY	0.00
Trantham, Kenneth	Physics and Astronomy	Professor	Continuous	9/1/2020		48,844 AY	0.60
		Professor	Continuous		8/31/2020	80,362 AY	1.00
	Department Chair (Includes Stipend)	Special	9/1/2020		37,787 AY	0.40	
	N/A	N/A		8/31/2020	AY	0.00	

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Van Ingen, Linda	History	Professor	Continuous	9/1/2020		82,002 AY	1.00
		Professor	Continuous		8/31/2020	60,713 AY	0.75
	Women, Gender and Ethnic Studies	N/A	N/A	9/1/2020		0 AY	0.00
		Director (Includes Stipend)	N/A		8/31/2020	24,590 AY	0.25

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Abel, Marco	English	Chairperson	Special			70,288 AY	0.60
		Chairperson	Special			70,288 AY	0.60
		Professor	Continuous			42,598 AY	0.40
		Professor	Continuous			42,598 AY	0.40
		Willa Cather Professorship	Special	8/17/2020	8/31/2025	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Agee, Jonis	English	Professor	Continuous			124,524 AY	1.00
		Professor	Continuous			124,524 AY	1.00
		College Professor - Adele Hall Professor of English	Special	8/17/2020	8/31/2025	10,000 AY	0.00
		College Professor - Adele Hall Professor of English	Special		8/16/2020	10,000 AY	0.00
Archer, John	School of Global Integrative Studies	Professor	Continuous	8/17/2020	5/16/2022	45,636 AY	0.50
		Professor	Continuous		8/16/2020	91,272 AY	1.00
Asgarpoor, Jena	College of Engineering	Associate Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	58,110 AY	0.60
		Durham School of Architectural Engineering and Construction	Associate Professor of Practice	Faculty Practice		8/16/2020	58,110 AY
	College of Engineering	Director, Master of Engineering Management	Special	8/17/2020	5/12/2023	38,740 AY	0.40
		Director, Master of Engineering Management	Special		8/16/2020	38,740 AY	0.40

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Avalos, George	Mathematics	Professor	Continuous			107,500 AY	1.00
		Professor	Continuous			107,500 AY	1.00
		Milton Mohr Professorship	Special	8/17/2020	5/16/2025	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Balasubramanian, Balamurugan	Nebraska Center for Materials and Nanoscience	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	61,200 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	61,200 FY	1.00
Barber, Carolyn	Glenn Korff School of Music	Professor	Continuous			101,446 AY	1.00
		Professor	Continuous			101,446 AY	1.00
		Ron and Carol Cope Professorship	Special	9/1/2020	8/31/2025	10,000 AY	0.00
		Ron and Carol Cope Professorship	Special		8/31/2020	10,000 AY	0.00
Barney, Brett	University Libraries	Research Associate Professor	Faculty Research	7/1/2020	6/30/2021	63,759 FY	1.00
		Research Associate Professor	Faculty Research		6/30/2020	63,759 FY	1.00
Barrows, Matthew	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	95,681 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	95,681 AY	1.00
Bellows, Laurie	Student Affairs	Vice Chancellor	Special	9/1/2020		277,000 FY	1.00
		Interim Vice Chancellor	Special		8/31/2020	265,253 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bender, John	Journalism and Mass Communications	Professor	Continuous	8/17/2020	5/14/2021	40,145 AY	0.40
		Professor	Continuous			100,362 AY	1.00
		Interim Associate Dean	Special	8/17/2020	5/14/2021	65,217 AY	0.60
		N/A	N/A			0 AY	0.00
	Advertising and Public Relations	William H. Kearns Chair in Journalism Professorship	Special			10,000 AY	0.00
		William H. Kearns Chair in Journalism Professorship	Special			10,000 AY	0.00
	Bevins, Rick	Psychology	Professor	Continuous	7/15/2020		83,722 AY
Professor			Continuous		7/14/2020	65,665 AY	0.40
Chancellor's Professorship			Special			10,000 AY	0.00
Chancellor's Professorship			Special			10,000 AY	0.00
Office of Research Psychology		Interim Associate Vice Chancellor	Special	7/15/2020		90,288 AY	0.49
		Chairperson	Special		7/14/2020	108,345 AY	0.60
Bicak, Nathan	Interior Design	Assistant Professor	Specific Term			68,091 AY	1.00
		Assistant Professor	Specific Term			68,091 AY	1.00
	College of Architecture	Douglass Architecture Professorship	Special	7/1/2020	6/30/2022	2,500 AY	0.00
		N/A	N/A			0 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Blum, Paul	School of Biological Sciences	Professor	Continuous			105,330 AY	1.00
		Professor	Continuous			105,330 AY	1.00
		Bessey Professor	Special	8/17/2020	8/31/2025	5,000 AY	0.00
		Bessey Professor	Special		8/16/2020	5,000 AY	0.00
Bosch, Brandon	Sociology	Assistant Professor of Practice	Facutly Practice	8/17/2020	5/12/2023	45,627 AY	0.75
		Assistant Professor of Practice	Faculty Practice		8/16/2020	45,627 AY	0.75
	Political Science	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	15,209 AY	0.25
		Assistant Professor of Practice	Faculty Practice		8/16/2020	15,209 AY	0.25
Braithwaite, Charles	Center for Great Plains Studies	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2023	34,578 FY	0.50
		Research Assistant Professor	Faculty Research		6/30/2020	34,578 FY	0.50
Braithwaite, Dawn	Communication Studies	Professor	Continuous	8/17/2020		132,789 AY	1.00
		Professor	Continuous		8/16/2020	53,115 AY	0.40
		N/A	N/A	8/17/2020		0 AY	0.00
		Chairperson	Special		8/16/2020	87,642 AY	0.60
		Cather/Bessey Professorship	Special			5,000 AY	0.00
		Cather/Bessey Professorship	Special			5,000 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Britten, Kelli	Advertising and Public Relations	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/6/2023	70,769	AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/17/2020	70,769	AY	1.00
Brooke, Robert	English	Professor	Continuous			98,814	AY	1.00
		Professor	Continuous			98,814	AY	1.00
		Weaver Professorship	Special	8/17/2020	8/31/2025	5,000	AY	0.00
		Weaver Professorship	Special		8/16/2020	5,000	AY	0.00
Buhler, Stephen	English	Professor	Continuous			89,460	AY	1.00
		Professor	Continuous			89,460	AY	1.00
		Douglas Professorship	Special	8/17/2020	8/31/2025	5,000	AY	0.00
		Douglas Professorship	Special		8/16/2020	5,000	AY	0.00
Burnett, Stephen	Classics and Religious Studies	Professor	Continuous			95,505	AY	1.00
		Professor	Continuous			95,505	AY	1.00
		Vice Chair	Special	8/17/2020	8/15/2021	2,865	AY	0.00
		N/A	N/A			0	AY	0.00
		Hymen Rosenberg Professorship	Special	8/17/2020	5/16/2025	5,000	AY	0.00
		N/A	N/A			0	AY	0.00

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Cahan, Jean	Philosophy	Senior Lecturer	Special			59,307 AY	1.00
		Senior Lecturer	Special			59,307 AY	1.00
	Harris Center for Judaic Studies	N/A	N/A	9/1/2020		0 AY	0.00
		Director/Chair	Special		8/31/2020	2,400 AY	0.00
Carlson, Matthew	Center on Children, Families and the Law	Research Assistant Professor	Faculty Research	7/1/2020		19,871 FY	0.30
		Research Assistant Professor	Faculty Research		6/30/2020	39,683 FY	0.60
Castro, Joy	English	Professor	Continuous	8/17/2020	5/13/2022	48,217 AY	0.40
		Professor	Continuous		8/16/2020	72,331 AY	0.60
	Willa Cather Professorship	Special				5,000 AY	0.00
		Special				5,000 AY	0.00
	Ethnic Studies	Interim Director/Chair	Special	8/17/2020	5/13/2022	79,559 AY	0.60
		Professor	Continuous		8/16/2020	48,212 AY	0.40
Clemens, Heather	Finance	Assistant Professor of Practice	Faculty Practice			66,295 AY	0.60
		Assistant Professor of Practice	Faculty Practice			66,295 AY	0.60
	Assistant Director	Special				49,721 AY	0.40
		Special				49,721 AY	0.40
	Ameritas Actuarial Faculty Fellowship	Special	8/17/2020	5/12/2023	5,000 AY	0.00	
		Special		8/16/2020	5,000 AY	0.00	

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Clinton, Mark	Glenn Korff School of Music	Professor	Continuous			91,169 AY	1.00
		Professor	Continuous			91,169 AY	1.00
	Hixson-Lied College of Fine and Performing	N/A	N/A	8/17/2020		0 AY	0.00
	Hixson-Lied Professorship	Special		8/16/2020		3,000 AY	0.00
Corr Kiewra, Christine	Child, Youth and Family Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	58,026 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	58,026 AY	1.00
Cosgrove, Debra	School of Accountancy	Associate Professor of Practice	Faculty Practice	8/17/2020	5/10/2024	133,774 AY	1.00
		Associate Professor of Practice	Faculty Practice		8/16/2020	133,774 AY	1.00
Dai, Jun	Chemistry	Research Assistant Professor	Faculty Research	7/1/2020	12/31/2020	41,820 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	41,820 FY	1.00
Davidson, Jennifer	Economic Education	Director	Special	8/17/2020	5/12/2023	48,473 AY	0.43
		Director	Special		8/16/2020	48,473 AY	0.43
	Economics	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	40,044 AY	0.57
		Assistant Professor of Practice	Faculty Practice		8/16/2020	40,044 AY	0.57
	Nebraska Bankers Associate Faculty Fellow	Special	8/17/2020	5/12/2023	5,000 AY	0.00	
	Nebraska Bankers Associate Faculty Fellow	Special		8/16/2020	5,000 AY	0.00	

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Der Matossian,	History	Associate Professor	Continuous			77,402 AY	1.00
		Associate Professor	Continuous			77,402 AY	1.00
	History	Hymen Rosenberg Professorship	Special	8/17/2020	5/16/2025	5,000 AY	0.00
		N/A	N/A			0 FY	0.00
	Harris Center for Judaic Studies	Associate Director, Norman and Bernice Harris Center for Judaic Studies	Special	8/17/2020		0 AY	0
		Associate Director, Norman and Bernice Harris Center for Judaic Studies	Special	8/19/2019	8/16/2020	1,600 AY	0.00
Detloff, Herbert	Electrical and Computer Engineering	Associate Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	73,121 AY	1.00
		Associate Professor of Practice	Faculty Practice		8/16/2020	73,121 AY	1.00
Detweiler, Carrick	Computer Science and Engineering	Associate Professor	Continuous	8/17/2020	5/14/2023	84,100 AY	0.58
		Associate Professor	Continuous		8/16/2020	145,000 AY	1.00
		Susan J. Rosowski Professorship	Special			3,000 AY	0.00
		Susan J. Rosowski Professorship	Special			3,000 AY	0.00
DiLillo, David	Psychology	Chairperson	Special	8/17/2020		84,269 AY	0.60
		N/A	N/A			0 AY	0.00
		Professor	Continuous	8/17/2020		51,072 AY	0.40
		Professor	Continuous			127,680 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00

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Dodds, Eric	Chemistry	Associate Professor	Continuous			86,839 AY	1.00
		Associate Professor	Continuous			86,839 AY	1.00
		Rosowski Professorship	Special			3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Duppong Hurley, Kristin	Special Education and Communication Disorders	Research Professor	Faculty Research	8/17/2020	5/14/2021	98,201 AY	1.00
		Research Professor	Faculty Research		8/16/2020	98,201 AY	1.00
Dussault, Patrick	College of Arts and Sciences	Associate Dean for Faculty	Special			175,343 FY	0.80
		N/A	N/A			0 AY	0.00
	Chemistry	Professor	Continuous			39,851 FY	0.20
		Professor	Continuous			163,026 AY	1.00
		Bessey Professorship	Special			5,000 FY	0.00
		Bessey Professorship	Special			5,000 AY	0.00
Eble, Michelle	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	46,865 AY	0.50
		Assistant Professor of Practice	Faculty Practice		8/16/2020	46,865 AY	0.50
Eklund, Peter	Glenn Korff School of Music	Professor	Continuous			90,475 AY	1.00
		Professor	Continuous			90,475 AY	1.00
		Hixson-Lied College Professorship for Piano	Special			3,000 AY	0.00
		N/A	N/A			0 AY	0.00

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Friesen, Geoffrey	Finance	Associate Professor	Continuous	8/17/2020	5/12/2023	127,657 AY	0.60
		Associate Professor	Continuous		8/16/2020	193,420 AY	1.00
		Executive Director of Graduate Programs	Special	8/17/2020	5/12/2023	85,105 AY	0.40
		N/A	N/A			0 AY	0.00
Fritz, Sherilyn	Earth and Atmospheric Sciences	Professor	Continuous			127,163 AY	0.85
		Professor	Continuous			127,163 AY	0.85
		George Holmes University Professorship	Special	8/17/2020	8/31/2025	15,000 AY	0.00
		George Holmes University Professorship	Special		8/16/2020	15,000 AY	0.00
	School of Biological Sciences	Professor	Continuous			22,423 AY	0.15
		Professor	Continuous			22,423 AY	0.15
Garbin, Calvin	Psychology	Professor	Continuous			89,268 AY	1.00
		Professor	Continuous			89,268 AY	1.00
		John E. Weaver Professorship	Special	8/17/2020	8/31/2025	5,000 AY	0.00
		John E. Weaver Professorship	Special		8/16/2020	5,000 AY	0.00
Garza, James	History	Associate Professor	Continuous	8/17/2020		46,619 AY	0.60
		Associate Professor	Continuous		8/16/2020	31,079 AY	0.40
	Ethnic Studies	Associate Professor	Continuous	8/17/2020		31,079 AY	0.40
		Director/Chair	Special		8/16/2020	51,281 AY	0.60

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Geib, Philip	School of Global Integrative Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	62,200	AY	1.00
	Anthropology	Assistant Professor of Practice	Faculty Practice		8/16/2020	62,200	AY	1.00
Gilmore, Alisa	Electrical and Computer Engineering	Associate Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	90,736	AY	1.00
		Associate Professor of Practice	Faculty Practice		8/16/2020	90,736	AY	1.00
<sup>2</sup> Gonzales, Amanda	School of Accountancy	Associate Professor of Practice	Faculty Practice			135,000	AY	1.00
		Assistant Professor	Specific Term			198,953	AY	1.00
Gorman, Robert	Classics and Religious Studies	Associate Professor	Continuous			70,919	AY	1.00
		Associate Professor	Continuous			70,919	AY	1.00
		N/A	N/A	8/17/2020		0	AY	0.00
		Vice Chair	Special		8/16/2020	2,128	AY	0.00
Griffin, Jemalyn	Advertising and Public Relations	Assistant Professor of Practice	Faculty			67,984	AY	1.00
		Assistant Professor of Practice	Faculty			67,984	AY	1.00
	Graduate Journalism	N/A	N/A	8/17/2020		0	AY	0.00
		Graduate Chair	Special		8/16/2020	10,000	AY	0.00

<sup>2</sup> Change in position requested by faculty member and was mutually agreed upon.

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Griffiths, Jason	Architecture	Associate Professor	Continuous			82,930 AY	1.00
		Associate Professor	Continuous			82,930 AY	1.00
	College of Architecture	W. Cecil Steward Professorship	Special	9/1/2020	6/30/2023	10,000 FY	0.00
		W. Cecil Steward Professorship	Special		8/31/2020	2,500 FY	0.00
Hanson-Bradley, Carrie	Child, Youth and Family Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	62,000 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	62,000 AY	1.00
Harbourne, Brian	Mathematics	Professor	Special			121,350 AY	1.00
		Professor	Special			121,350 AY	1.00
	Willa Cather Professorship	Special	8/17/2020	8/31/2025	5,000 AY	0.00	
	N/A	N/A			0 AY	0.00	
Harvey, Judith	Special Education and Communication Disorders	Assistant Professor of Practice	Faculty Practice	7/1/2020	6/30/2022	82,356 FY	1.00
		Assistant Professor of Practice	Faculty Practice		6/30/2020	82,356 FY	1.00
Hasan, Mohammad	Computer Science and Engineering	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	91,200 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	91,200 AY	1.00

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Hassler, Michelle	Journalism and Mass Communications	Associate Professor of Practice	Faculty Practice	8/17/2020	5/4/2024	87,517 AY	1.00
		Associate Professor of Practice	Faculty Practice		8/16/2020	87,517 AY	1.00
Hebets, Eileen	School of Biological Sciences	Professor	Continuous			124,000 AY	1.00
		Professor	Continuous			124,000 AY	1.00
		Bessey Professor	Special	8/17/2020	8/31/2025	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Heitman, Carolyn	School of Global Integrative Studies	Associate Professor	Continuous			80,000 AY	1.00
		Associate Professor	Continuous			80,000 AY	1.00
	University Libraries	Acting Director-Digital Research in Humanities	Special	8/17/2020	5/14/2021	4,000 AY	0.00
		Associate Director of Center for Digital Research in the Humanities	Special		8/16/2020	3,000 AY	0.00
Holman, Shavonna	Educational Administration	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	75,628 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	75,628 AY	1.00
Hong, Soo-Young	Child, Youth and Family Studies	Associate Professor	Continuous	8/17/2020		39,129 AY	0.50
		Associate Professor	Continuous			78,258 AY	1.00
	College of Education and Human Sciences	Associate Dean	Special	8/17/2020	5/9/2025	54,129 AY	0.50
		N/A	N/A			0 AY	0.00

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Hoyt, Danny	Sociology	Professor	Continuous	8/17/2020		74,018 AY	0.49
		Professor	Continuous			151,057 AY	1.00
	Classics and Religious Studies	Interim Chairperson	Special	8/17/2020	8/15/2021	77,039 AY	0.51
		N/A	N/A			0 AY	0.00
Huscroft-D'Angelo, Jacqueline	Special Education and Communication Disorders	Research Associate Professor	Faculty Research	8/17/2020	5/13/2022	75,949 AY	1.00
		Research Associate Professor	Faculty Research		8/16/2020	75,949 AY	1.00
Ibrahimpasic, Emira	School of Global Integrative Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	63,000 AY	1.00
	Global Studies	Assistant Professor of Practice	Faculty Practice		8/16/2020	63,000 AY	1.00
Jacobs, Margaret	Center for Great Plains Studies	Director	Special	8/17/2020		159,406 AY	0.80
		N/A	N/A			0 AY	0.00
	History	Professor	Continuous	8/17/2020		38,601 AY	0.20
		Professor	Continuous			193,007 AY	1.00
		Chancellor's Professorship	Special			10,000 AY	0.00
		Chancellor's Professorship	Special			10,000 AY	0.00
Johnson, Jacob	Institutional Equity and Compliance	Associate to the Chancellor	Special	7/6/2020		175,000 FY	1.00
	Student Affairs	Assistant Vice Chancellor	Special		7/5/2020	135,000 FY	1.00

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Jonson, Jessica	Buros Center for Testing	Research Associate Professor	Faculty Research	7/1/2020	6/30/2024	104,387 FY	1.00	
		Research Associate Professor	Faculty Research		6/30/2020	104,387 FY	1.00	
Karle, David	Architecture	Associate Professor	Continuous			80,948 AY	1.00	
		Associate Professor	Continuous			80,948 AY	1.00	
		Program Director	Special	8/17/2020	5/16/2025	10,000 AY	0.00	
		Interim Program Director	Special		8/16/2020	4,250 AY	0.00	
Kasabian, Alian	Social and Behavioral Science Research Consortium	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	69,360 FY	1.00	
		Research Assistant Professor	Faculty Research		6/30/2020	69,360 FY	1.00	
<sup>3</sup> Kazyak, Emily	Sociology	Associate Professor	Continuous	8/17/2020		49,337 AY	0.60	
		Associate Professor	Continuous		8/16/2020	48,389 AY	0.60	
	Women's and Gender Studies	Associate Professor	Continuous	8/17/2020		32,892 AY	0.40	
		Associate Professor	Continuous		8/16/2020	31,840 AY	0.40	
	Kellas, Jody	Communication Studies	Chairperson	Special	8/17/2020		69,671 AY	0.60
			N/A	N/A			0 AY	0.00
Professor			Continuous	8/17/2020		42,224 AY	0.40	
		Professor	Continuous		8/16/2020	105,561 AY	1.00	

<sup>3</sup> Retention Offer.

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Kohen, Ariel	Political Science	Professor	Continuous	8/17/2020		86,085 AY	1.00
		Professor	Continuous		8/16/2020	86,085 AY	1.00
		Schlesinger College Professorship	Special			7,500 AY	0.00
		Schlesinger College Professorship	Special			7,500 AY	0.00
	Harris Center for Judaic Studies	Director/Chair	Special	8/17/2020		3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Komesu, Takashi	Physics and Astronomy	Research Associate Professor	Faculty Research	7/1/2020	6/30/2021	67,000 FY	1.00
		Research Associate Professor	Faculty Research		6/30/2020	67,000 FY	1.00
Kopacz, Dawn	Earth and Atmospheric Sciences	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	59,814 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	59,814 AY	1.00
Kreiling, Brandon	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	96,831 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	96,831 AY	1.00

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Lahey, Stephen	Classics and Religious Studies	Professor	Continuous	8/17/2020		83,101 AY	1.00
		Professor	Continuous		8/16/2020	33,241 AY	0.40
		N/A	N/A	8/17/2020		0 AY	0.00
		Chairperson	Special		8/16/2020	54,845 AY	0.60
		Carl A. Happold Professor of Religious Studies	Special	8/17/2020	5/12/2023	5,000 AY	0.00
		Carl A. Happold Professor of Religious Studies	Special		8/16/2020	2,500 AY	0.00
Lai, Yuan-Juang	Mathematics	Associate Professor	Continuous			93,434 AY	1.00
		Associate Professor	Continuous			93,434 AY	1.00
		Milton Mohr Professorship	Special	8/17/2020	5/16/2025	3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Lee, Kejin	Nebraska Center for Research on Youth, Families and School	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	65,000 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	65,000 FY	1.00

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Lee, Kevin	Physics and Astronomy	Research Associate Professor	Faculty Research	8/17/2020	5/10/2024	42,522 AY	0.55
		Research Associate Professor	Faculty Research		8/16/2020	42,522 AY	0.55
	Center for Science, Math and Computer Education	Research Associate Professor	Faculty Research	8/17/2020	5/10/2024	34,789 AY	0.45
		Research Associate Professor	Faculty Research		8/16/2020	34,789 AY	0.45
Li, Ming	Psychology	Professor	Continuous			97,536 AY	1.00
		Professor	Continuous			97,536 AY	1.00
		N/A	N/A	8/17/2020		0 AY	0.00
		Susan Rosowski Professorship	Special		8/16/2020	3,000 AY	0.00
<sup>4</sup> Li, Qingsheng	School of Biological Sciences	Professor	Continuous			140,000 AY	1.00
		Professor	Continuous			122,000 AY	1.00
Lin, Yijia	Finance	Professor	Continuous			190,092 AY	1.00
		Professor	Continuous			190,092 AY	1.00
		V. J. Skutt Professorship	Special	8/17/2020	5/16/2025	10,000 AY	0.00
		N.Z. Snell Life Insurance College Professorship	Special		8/16/2020	10,000 AY	0.00

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Lipatov, Alexey	Chemistry	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	51,688 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	51,688 FY	1.00
Lorenzo, Maria	Modern Languages and Literatures	Associate Professor of Practice	Faculty Practice	8/17/2020	5/10/2024	54,848 AY	1.00
		Associate Professor of Practice	Faculty Practice		8/16/2020	54,848 AY	1.00
Lu, Yongfeng	Electrical and Computer Engineering	Professor	Continuous			238,487 AY	1.00
		Professor	Continuous			238,487 AY	1.00
		Lott Professor of Electrical and Computer Engineering	Special	8/17/2020	8/16/2025	15,000 AY	0.00
		Lott Professor of Electrical and Computer Engineering	Special		8/16/2020	15,000 AY	0.00
Mardesen, Chad	Marketing	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	90,085 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	90,085 AY	1.00
Mattingly, Alan	Glenn Korff School of Music	Professor	Continuous			84,746 AY	1.00
		Professor	Continuous			84,746 AY	1.00
		Assistant Director	Special	8/17/2020	5/14/2021	3,000 AY	0.00
		Assistant Director	Special		8/16/2020	3,000 AY	0.00

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Mattingly, Jacqueline	Glenn Korff School of Music	Assistant Professor of Practice	Faculty Practice			38,443 AY	0.60
		Assistant Professor of Practice	Faculty Practice			38,443 AY	0.60
	Hixson-Lied College of Fine and Performing Arts	Interim Associate Dean, Hixson-Lied Student Affairs	Special	8/17/2020	5/14/2021	40,628 AY	0.40
		Interim Associate Dean, Hixson-Lied Student Affairs	Special		8/16/2020	40,628 AY	0.40
Maxey-Harris, Charlene	University Libraries	Associate Professor	Continuous			80,698 FY	1.00
		Associate Professor	Continuous			80,698 FY	1.00
		Interim Chairperson	Special	7/1/2020	6/30/2021	10,000 FY	0.00
		Interim Chairperson	Special		6/30/2020	10,000 FY	0.00
		Interim Associate Dean	Special			15,000 FY	0.00
		Interim Associate Dean	Special			15,000 FY	0.00
McCreight, David	Electrical and Computer Engineering	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	77,267 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	77,267 AY	1.00

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McElravy, Larry	Graduate Studies	Associate Dean	Special	7/1/2020		52,950 FY	0.50
		Interim Associate Dean	Special		6/30/2020	52,950 FY	0.50
	Agricultural Leadership, Education and Communication	Associate Professor	Continuous			48,137 FY	0.50
		Associate Professor	Continuous			48,137 FY	0.50
McQuillan, Julia	Sociology	Professor	Continuous	8/17/2020		127,571 AY	1.00
		Professor	Continuous		8/16/2020	51,028 AY	0.40
		N/A	N/A	8/17/2020		0 AY	0.00
		Chairperson	Special		8/16/2020	84,197 AY	0.60
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
Means, Tawnya	College of Business	Assistant Dean	Special	8/17/2020	5/12/2023	100,367 AY	0.60
		Assistant Dean	Special		8/16/2020	100,367 AY	0.60
	Management	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	50,183 AY	0.40
		Assistant Professor of Practice	Faculty Practice		8/16/2020	50,183 AY	0.40
Messersmith, Jake	Management	Associate Professor	Continuous	8/17/2020		176,732 AY	1.00
		Associate Professor	Continuous			106,039 AY	0.60
		N/A	N/A	8/17/2020		0 AY	0.00
		Executive Director of Graduate Programs	Special		8/16/2020	88,366 AY	0.40

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5 Moberly, Richard	College of Law	Dean	Special			326,400 FY	1.00
		Dean	Special			326,400 FY	0.85
		Schmoker College Professorship	Special			15,000 FY	0.00
		Schmoker College Professorship	Special			15,000 FY	0.00
	Office of the Executive Vice Chancellor	N/A	N/A	7/1/2020		0 FY	0.00
		Interim Executive Vice Chancellor, Academic Affairs	Special		6/30/2020	48,600 FY	0.15
Morris, Jina	School of Accountancy	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	105,758 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	105,758 AY	1.00
Morton, Martha	Chemistry	Research Associate Professor	Faculty Research	7/1/2020	6/30/2023	96,414 FY	1.00
		Research Associate Professor	Faculty Research		6/30/2020	96,414 FY	1.00
Moser, Shane	Finance	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	130,769 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	130,769 AY	1.00
		Nebraska Bankers Association Faculty Fellow	Special	8/17/2020	5/12/2023	5,000 AY	0.00
		Nebraska Bankers Association Faculty Fellow	Special		8/16/2020	5,000 AY	0.00

<sup>5</sup> Total compensation agreement for Interim Executive Vice Chancellor role.

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Moser, Sheree	Child, Youth and Family Studies	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	67,786 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	67,786 AY	1.00
Nam, Yunwoo	Community and Regional Planning	Associate Professor	Continuous			81,389 FY	1.00
		Associate Professor	Continuous			81,389 FY	1.00
	College of Architecture	Hyde Architectural Professorship	Special	7/1/2020	6/30/2022	7,500 AY	0.00
		N/A	N/A			0 AY	0.00
Natarajan, Chandrasekhar	School of Biological Sciences	Research Assistant Professor	Faculty Research	9/1/2020	8/31/2022	54,508 FY	1.00
		Research Assistant Professor	Faculty Research		8/31/2020	54,508 FY	1.00
Nelson, James	Special Education and Communication Disorders	Professor	Continuous			104,026 AY	1.00
		Professor	Continuous			104,026 AY	1.00
		Roos Family Professorship	Special			5,000 AY	0.00
		Roos Family Professorship	Special			5,000 AY	0.00
		Interim Chair	Special	8/17/2020	5/14/2021	10,000 AY	0.00
		Interim Chair	Special		8/16/2020	10,000 AY	0.00

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Nelson, Jennifer	Office of Research and Economic Development	Director of Research Strategy	Special			126,279 FY	0.95	
		Director of Research Strategy	Special			126,279 FY	0.95	
	Psychology	Research Associate Professor	Faculty Research			6,646 FY	0.05	
		Research Associate Professor	Faculty Research			6,646 FY	0.05	
	Nebraska Center for Virology	Interim Director	Special	7/1/2020	6/30/2021	26,585 FY	0.00	
		N/A	N/A			0 AY	0.00	
Nelson, Samuel	Center for Entrepreneurship	Director	Special	8/17/2020	5/10/2024	80,281 AY	0.60	
		Director	Special		8/16/2020	80,281 AY	0.60	
	Management	Associate Professor of Practice	Faculty Practice	8/17/2020	5/10/2024	42,816 AY	0.40	
		Associate Professor of Practice	Faculty Practice		8/16/2020	42,816 AY	0.40	
	Ngoko Djiokap, Jean	Physics and Astronomy	Research Assistant Professor	Faculty Research	8/1/2020	7/31/2022	58,510 FY	1.00
			Research Assistant Professor	Faculty Research		7/31/2020	58,510 FY	1.00

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Nierman, Glenn	Glenn Korff School of Music	Professor	Continuous			121,062 AY	1.00
		Professor	Continuous			121,062 AY	1.00
		Associate Director	Special			12,000 AY	0.00
		Associate Director	Special			12,000 AY	0.00
		Glenn Korff Chair of Music Professorship	Special	8/17/2020	8/31/2025	12,000 AY	0.00
		Glenn Korff Chair of Music Professorship	Special		8/16/2025	12,000 AY	0.00
Noureddini, Hossein	Chemical and Biomolecular Engineering	Chairperson	Special	8/17/2020	5/10/2024	110,323 AY	0.70
		Chairperson	Special		8/16/2020	110,323 AY	0.70
		Professor	Continuous			47,286 AY	0.30
		Professor	Continuous			47,286 AY	0.30
Nugent, Gwen	Nebraska Center for Research on Youth, Families and Schools	Research Professor	Faculty Research	7/1/2020	6/30/2023	95,173 FY	1.00
		Research Professor	Faculty		6/30/2020	95,173 FY	1.00
Obioma, Chigozie	English	Associate Professor	Continuous			79,575 AY	1.00
		Associate Professor	Continuous			79,575 AY	1.00
		Ryan College Professorship	Special	8/17/2020	5/16/2025	7,500 AY	0.00
		N/A	N/A			0 AY	0.00

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Ordia, Kendra	Interior Design	Assistant Professor	Specific Term			72,000 AY	1.00
		Assistant Professor	Specific Term			72,000 AY	1.00
	College of Architecture	Bachman Professorship	Special	7/1/2020	6/30/2022	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Peon-Casanova, Luis	Broadcasting	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	68,121 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	68,121 AY	1.00
Perdikaris, Sophia	School of Global Integrative Studies	Director	Special			93,053 AY	0.60
		Director	Special			93,053 AY	0.60
		Professor	Continuous			56,396 AY	0.40
		Professor	Continuous			56,396 AY	0.40
		Happold Professorship	Special	8/17/2020	5/16/2025	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Phelps, Kim	Office of the Chancellor University Services	Special Assistant to the Chancellor	Special	7/1/2020	1/4/2021	187,294 FY	1.00
		Associate Vice Chancellor for Business and Finance	Special		6/30/2020	187,294 FY	1.00

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Piatkowski, Daniel	Community and Regional Planning	Assistant Professor	Specific Term			67,534 AY	1.00
		Assistant Professor	Specific Term			67,534 AY	1.00
	College of Architecture	Hyde Architectural Professorship	Special	7/1/2020	6/30/2022	7,500 FY	0.00
		Hyde Architectural Professorship	Special		6/30/2020	7,500 FY	0.00
Psota, Eric	Electrical and Computer Engineering	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	80,800 AY	1.00
		Research Assistant Professor	Faculty Research		8/16/2020	80,800 AY	1.00
Puckett, Jay	Durham School of Architectural Engineering and Construction	Director	Special			129,188 AY	0.60
		Director	Special			129,188 AY	0.60
		Professor	Continuous			73,819 AY	0.40
		Professor	Continuous			73,819 AY	0.40
		Charles and Margre Durham Professorship	Special	10/1/2020	12/31/2020	15,000 FY	0.00
		Charles and Margre Durham Professorship	Special		9/30/2020	15,000 FY	0.00
Pytlik Zillig, Lisa	Public Policy Center	Research Associate Professor	Faculty Research			80,860 FY	1.00
		Research Associate Professor	Faculty Research			80,860 FY	1.00
	Social and Behavioral Sciences Research Consortium	Interim Director	Special	8/1/2020	7/31/2021	3,600 FY	0.00
		N/A	N/A			0 FY	0.00

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Qian, Wen	Mechanical and Materials Engineering	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2022	78,028	FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	78,028	FY	1.00
Rajca, Andrzej	Chemistry	Professor	Continuous			140,303	AY	1.00
		Professor	Continuous			140,303	AY	1.00
		Bessey Professor	Special	8/17/2020	8/31/2025	5,000	AY	0.00
		Bessey Professor	Special		8/16/2020	5,000	AY	0.00
Rajca, Suchada	Chemistry	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	35,568	FY	0.50
		Research Assistant Professor	Faculty Research		6/30/2020	35,568	FY	0.50
Ramsay, Colin	Finance	Professor	Continuous			149,171	AY	1.00
		Professor	Continuous			149,171	AY	1.00
		Faulkner College Professorship	Special	8/17/2020	8/16/2025	10,000	AY	0.00
		Faulkner College Professorship	Special		8/16/2020	10,000	AY	0.00
Ramzah, Hassan	University Police	Assistant Vice Chancellor, Chief of Police	Special	7/14/2020		150,000	FY	1.00
		Interim Assistant Vice Chancellor, Chief of Police	Speical	7/1/2019	7/13/2020	121,000	FY	1.00

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Rebarber, Richard	Mathematics	Professor	Continuous			113,420 AY	1.00
		Professor	Continuous			113,420 AY	1.00
		Milton Mohr College Professorship	Special	8/17/2020	8/16/2025	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Reddi, Vishnu	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Faculty Practice	8/17/2020	8/16/2025	92,492 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	92,492 AY	1.00
Reichenberg, Raymond	Nebraska Center for Research on Youth, Families and School	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	65,000 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	65,000 FY	1.00
Reid, John	Mechanical and Materials Engineering	Professor	Continuous	8/17/2020	8/16/2021	76,912 AY	0.50
		Professor	Continuous		8/16/2020	153,823 AY	1.00
<sup>6</sup> Riley, Mark	College of Engineering	Associate Dean	Special			240,461 FY	1.00
		Associate Dean	Special			260,461 FY	1.00
	Bio Process Development Facility	Interim Director	Special	7/1/2020	6/30/2021	20,000 FY	0.00
		N/A	N/A			0 FY	0.00

<sup>6</sup> Correction to salary where stipend was part of base salary - now shown as a stipend.

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Rosenbaum, David	Economics	Chairperson	Special	8/17/2020	5/12/2023	97,139 AY	0.60	
		Bureau of Business Research	Associate Director	Special		8/16/2020	151,270 AY	1.00
		Professor	Continuous	8/17/2020		55,508 AY	0.40	
		Professor	Continuous		8/16/2020	0 AY	0.00	
		John Hay Professorship	Special	8/17/2020	5/16/2025	15,000 AY	0.00	
		N/A	N/A			0 AY	0.00	
Rowen, Shannon	Nutrition and Health Sciences	Associate Professor of Practice	Faculty Practice			86,193 FY	1.00	
		Associate Professor of Practice	Faculty Practice			86,193 FY	1.00	
	Hospitality, Restaurant and Tourism Management	Director	Special	7/1/2020	6/30/2021	7,000 FY	0.00	
		N/A	N/A			0 AY	0.00	
	Rumann, Corey	Educational Administration	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	35,105 AY	0.50
			Assistant Professor of Practice	Faculty Practice		8/16/2020	35,105 AY	0.50
Savaiano, Mackenzie	Special Education and Communication Disorders	Assistant Professor of Practice	Faculty Practice	7/1/2020	6/30/2022	102,645 FY	1.00	
		Assistant Professor of Practice	Faculty Practice		6/30/2020	102,645 FY	1.00	

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Schmidt, James	Economics	Professor	Continuous			126,032 AY	1.00
		Professor	Continuous			126,032 AY	1.00
		Dr. James and Helen Hanson College Professorship	Special	8/17/2020	5/16/2025	10,000 AY	0.00
		Dr. James and Helen Hanson College Professorship	Special		8/16/2020	10,000 AY	0.00
Schutz, Anthony	College of Law	Associate Professor	Continuous			143,607 AY	1.00
		Associate Professor	Continuous			143,607 AY	1.00
		Associate Dean	Special	8/17/2020	5/13/2022	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Searls, Mindi	Center for Science, Math and Computer Education	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	49,556 AY	0.75
		Research Assistant Professor	Faculty Research		8/16/2020	49,556 AY	0.75
	Earth and Atmospheric Sciences	Research Assistant Professor	Faculty Research	8/17/2020	5/12/2023	16,518 AY	0.25
		Research Assistant Professor	Faculty Research		8/16/2020	16,518 AY	0.25
Sellmyer, David	Physics and Astronomy	Professor	Continuous	8/17/2020	5/13/2022	132,753 AY	0.65
		Professor	Continuous		8/16/2020	204,236 AY	1.00
		George Holmes University Professorship	Special	8/17/2020	5/13/2022	9,750 AY	0.00
		George Holmes University Professorship	Special		8/16/2020	15,000 AY	0.00

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Sharif-Kashani, Hamid	Electrical and Computer Engineering	Professor	Continuous			164,551 AY	1.00
		Professor	Continuous			164,551 AY	1.00
		Charles J. Vranek College Professorship	Special	7/1/2020	6/30/2025	10,000 AY	0.00
		Charles J. Vranek College Professorship	Special		6/30/2020	10,000 AY	0.00
Shear, Donna	University Press	Director	Special	7/1/2020		164,452 FY	0.80
		Director	Special		6/30/2020	205,565 FY	1.00
Shenefelt, Lloyd	Department of Architecture	Assistant Professor	Specific Term			67,320 AY	1.00
		Assistant Professor	Specific Term			67,320 AY	1.00
	Department of Architecture	Bachman Professorship	Special	7/1/2020	6/30/2022	10,000 FY	0.00
		Bachman Professorship	Special		6/30/2020	9,291 FY	0.00

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7 Sheridan, Susan	Educational Psychology	Professor	Continuous			113,675 AY	0.50	
		Professor	Continuous			227,349 AY	1.00	
		George Holmes University Professorship	Special	8/17/2020	8/16/2025	25,000 AY	0.00	
		George Holmes University Professorship	Special		8/16/2020	25,000 AY	0.00	
	Nebraska Center for Research on Youth, Families and School	Director	Special			24,235 AY	0.00	
		Director	Special			22,735 AY	0.00	
	College of Education and Human Sciences	Associate Dean	Special	8/17/2020	5/9/2025	128,675 AY	0.50	
		N/A	N/A			0 AY	0.00	
	Shoemaker, Laurel	Johnny Carson School of Theatre and Film	Associate Professor	Continuous	8/17/2020	5/14/2021	39,655 AY	0.50
			Associate Professor	Continuous		8/16/2020	79,310 AY	1.00
Shomos, William	Glenn Korff School of Music	Professor	Continuous			100,072 AY	1.00	
		Professor	Continuous			100,072 AY	1.00	
		Larson College Professorship	Special	8/17/2020	8/16/2025	10,000 AY	0.00	
		Larson College Professorship	Special		8/16/2020	10,000 AY	0.00	

<sup>7</sup> Stipend increased because it is calculated on a percentage of her base salary.

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**PERSONNEL REPORT**  
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**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Simon, Robert	Marketing	Associate Professor of Practice	Faculty Practice			97,776 AY	1.00
		Associate Professor of Practice	Faculty Practice			97,776 AY	1.00
		N/A	N/A	8/17/2020		0 AY	0.00
		Coordinator	Special		8/16/2020	10,000 AY	0.00
Skomski, Ralph	Nebraska Center for Materials and Nanoscience	Research Professor	Faculty Research	7/1/2020	6/30/2021	93,477 FY	1.00
		Research Professor	Faculty Research		6/30/2020	93,477 FY	1.00
Smyth, Jolene	Sociology	Chairperson	Special	8/17/2020		61,856 AY	0.60
		N/A	N/A				
		Professor	Continuous	8/17/2020		37,488 AY	0.40
		Professor	Continuous		8/16/2020	93,721 AY	1.00
Sohi, Ravipreet	Center for Professional Sales	Director	Special	8/17/2020	5/12/2023	87,589 AY	0.35
		Director	Special		8/16/2020	87,589 AY	0.35
	Marketing	Chairperson	Special	8/17/2020	5/12/2023	87,589 AY	0.35
		Chairperson	Special		8/16/2020	87,589 AY	0.35
		Professor	Continuous			58,391 AY	0.30
		Professor	Continuous			58,391 AY	0.30

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Song, Changsoo	Social and Behavioral Sciences Research Consortium	Research Assistant Professor	Faculty Research	7/1/2020	12/31/2020	61,369 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	61,369 FY	1.00
Spiegel, Amy	Social and Behavioral Sciences Research Consortium	Research Associate Professor	Faculty Research	7/1/2020	6/30/2021	53,600 FY	0.65
		Research Associate Professor	Faculty Research		6/30/2020	51,539 FY	0.63
Springer, Paul	Child, Youth and Family Studies	Professor	Continuous	8/17/2020		48,254 AY	0.50
		Professor	Continuous		8/16/2020	17,700 AY	0.20
	College of Education and Human Sciences	Associate Dean	Special	8/17/2020	5/9/2025	63,254 AY	0.50
		Interim Chairperson	Special		8/16/2020	94,573 AY	0.80
Srisa-An, Witawas	Computer Science and Engineering	Associate Professor	Continuous			140,000 AY	1.00
		Associate Professor	Continuous			140,000 AY	1.00
		Vice Chairperson	Special	8/17/2020	5/14/2021	2,400 AY	0.00
		Vice Chairperson	Special		8/16/2020	7,000 AY	0.00
Starita, Joseph	Journalism	Professor	Continuous			105,079 FY	1.00
		Professor	Continuous			105,079 FY	1.00
		Pike College Professorship	Special	7/1/2020	6/30/2025	10,000 FY	0.00
		Pike College Professorship	Special		6/30/2020	10,000 FY	0.00

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Stenberg, Sharisse	English	Professor	Continuous			63,058 AY	0.60
		Professor	Continuous			63,058 AY	0.60
	Women's and Gender Studies	Professor	Continuous	8/17/2020		10,510 AY	0.10
		Professor	Continuous		8/16/2020	42,039 AY	0.40
		Director/Chair	Special	8/17/2020		34,682 AY	0.30
		Acting Director/Chair	Special		8/16/2020	3,153 AY	0.00
Stevens, Jeffrey	Psychology	Associate Professor	Continuous			87,726 AY	1.00
		Associate Professor	Continuous			87,726 AY	1.00
	Susan Rosowski Professorship	Special	8/17/2020	8/16/2025	3,000 AY	0.00	
	N/A	N/A			0 AY	0.00	
Strother, Timothy	Finance	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/14/2021	127,784 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	127,784 AY	1.00
Struthers, Amy	Advertising and Public Relations	Professor	Continuous	7/1/2020		110,000 AY	1.00
	Journalism and Mass Communications	Interim Dean	Special		6/30/2020	140,070 AY	1.00
Sturgis, Barbara	Center on Children, Families and the Law	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2021	78,142 FY	0.68
		Research Assistant Professor	Faculty Research		6/30/2020	78,142 FY	0.68

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8 Takacs, James	Chemistry	Professor	Special	9/1/2020	9/30/2021	160,967 FY	1.00
		Professor	Continuous		8/16/2020	160,967 AY	1.00
		NA	NA	8/17/2020		0 AY	0.00
		Charles J. Mach University Professorship	Special		8/16/2020	15,000 AY	0.00
Takahashi, Shinya	Nutrition and Health Sciences	Associate Professor of Practice	Faculty Practice			73,396 AY	1.00
		Associate Professor of Practice	Faculty Practice			73,396 AY	1.00
		Assistant Department Chair	Special	8/17/2020	5/14/2021	7,000 AY	0.00
		Assistant Department Chair	Special		8/16/2020	7,000 AY	0.00
Tang, Zhenghong	Community and Regional Planning	Professor	Continuous			94,796 AY	1.00
		Professor	Continuous			94,796 AY	1.00
		Program Director	Special	8/17/2020	5/16/2025	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
	College of Architecture	Hyde Architectural Professorship	Special	9/1/2020	6/30/2022	20,000 AY	0.00
		Hyde Architectural Professorship	Special		8/31/2020	35,800 AY	0.00

<sup>8</sup> Change in position requested by faculty member and was mutually agreed upon.

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Theiss-Morse, Elizabeth	Political Science	Professor	Continuous			157,757 AY	1.00
		Professor	Continuous			157,757 AY	1.00
		Cather Professor	Special	8/17/2020	8/16/2025	5,000 AY	0.00
		Cather Professor	Special		8/16/2020	5,000 AY	0.00
Thomas, William	History	Professor	Continuous			152,264 AY	1.00
		Professor	Continuous			152,264 AY	1.00
		Angle Chair in Humanities College Professorship	Special	8/17/2020	8/16/2025	10,000 AY	0.00
		Angle Chair in Humanities College Professorship	Special		8/16/2020	10,000 AY	0.00
Torkelson-Trout, Alexandra	Special Education and Communication Disorders	Research Professor	Faculty Research	8/17/2020	5/14/2021	97,629 AY	1.00
		Research Professor	Faculty Research		8/16/2020	97,629 AY	1.00
Tsymbal, Evgeny	Physics and Astronomy	Professor	Continuous			186,580 AY	1.00
		Professor	Continuous			186,580 AY	1.00
		George Holmes University Professorship	Special			15,000 AY	0.00
		George Holmes University Professorship	Special			15,000 AY	0.00
	Material Research Science and Engineering Center	Director	Special	8/17/2020	5/12/2023	15,000 AY	0.00
		Director	Special		8/16/2020	15,000 AY	0.00

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Tytarenko, Olha	Modern Languages and Literatures	Assistant Professor of Practice	Faculty Practice			58,090 AY	1.00
		Assistant Professor of Practice	Faculty Practice			53,123 AY	1.00
		N/A	N/A	8/17/2020		0 AY	0.00
		Vice Chairperson	Special		8/16/2020	2,500 FY	0.00
Unlu, Emre	Finance	Associate Professor	Continuous			212,549 AY	0.90
		Associate Professor	Continuous			212,549 AY	0.90
	College of Business	Director of Executive Education	Special			47,234 AY	0.10
		Director of Executive Education	Special			47,234 AY	0.10
	Economics	Burnmeister College Professorship	Special	8/17/2020	5/16/2025	10,000 AY	0.00
		Burnmeister College Professorship	Special		8/16/2020	10,000 AY	0.00
<sup>9</sup> Valentine, Stephanie	Jeffrey S. Raikes School of Computer Science and Management	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	92,950 AY	1.00
		Assistant Professor of Practice	Faculty Practice			102,950 AY	1.00
		Assistant Director of Academics	Special	8/17/2020	5/12/2021	10,000 AY	0.00
		N/A	N/A			0 AY	0.00

<sup>9</sup> Stipend increased because it is calculated on a percentage of her base salary.

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Vegso, Roland	English	Associate Professor	Continuous			85,783 AY	1.00
		Associate Professor	Continuous			85,783 AY	1.00
		N/A	N/A	8/17/2020		0 AY	0.00
		Susan Rosowski Professorship	Special		8/16/2020	3,000 AY	0.00
<sup>10</sup> Volkmer, James	Office of the Executive Vice Chancellor	Assistant Vice Chancellor	Special	8/17/2020		188,190 FY	1.00
		Assistant Vice Chancellor	Special		8/16/2020	188,190 FY	1.00
		Assistant Vice Chancellor	Special	7/1/2020		0 FY	0.00
		Assistant Vice Chancellor	Special		6/30/2020	36,000 FY	0.00
Wagler, Adam	Advertising and Public Relations	Associate Professor	Continuous			80,401 AY	1.00
		Associate Professor	Continuous			80,401 AY	1.00
	College of Journalism	Coordinator of Undergraduate Academic Programs	Special	8/17/2020	8/16/2021	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
<sup>10</sup> Waisserova, Hana	Modern Languages and Literatures	Assistant Professor of Practice	Faculty Practice	8/17/2020	5/12/2023	54,000 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	51,500 AY	1.00

<sup>10</sup> Removed stipend for additional job duties as Interim Vice Chancellor of Academic Services and Enrollment Management.  
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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Waite, Stacey	English	Associate Professor	Continuous			80,624 AY	1.00
		Associate Professor	Continuous			80,624 AY	1.00
		Susan J. Rosowski Professorship	Special	8/17/2020	8/16/2025	3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Wandsnider, LuAnn	School of Global Integrative Studies	Professor	Continuous			92,000 AY	1.00
		Professor	Continuous			92,000 AY	1.00
		Associate Director	Special	8/17/2020	5/14/2021	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Warburton, Marc	Political Science	Director, National Security Education Program	Special	8/17/2020	1/3/2021	103,586 AY	1.00
		Director, National Security Education Program	Special		8/16/2020	103,586 AY	1.00
<sup>11</sup> Wonch Hill, Patricia	Social and Behavioral Science and Research Consortium	Research Assistant Professor	Faculty Research			64,863 FY	1.00
		Research Assistant Professor	Faculty Research			68,463 FY	1.00
Woody, Robert	Glenn Korff School of Music	Professor	Continuous			84,334 AY	1.00
		Professor	Continuous			84,334 AY	1.00
		Steinhart College Professorship	Special	8/17/2020	8/16/2025	10,000 AY	0.00
		Steinhart College Professorship	Special		8/16/2020	10,000 AY	0.00

<sup>11</sup> Additional job duties for the Research Coordinator in the Methodology and Research Core Facility are no longer being performed; therefore, the \$3,600 stipend was removed from the base salary.

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Yang, Jiashi	Mechanical and Materials Engineering	Professor	Continuous	8/17/2020		67,798 AY	0.75
		Professor	Continuous		8/16/2020	90,398 AY	1.00
<sup>12</sup> Yao, Sijia	Modern Languages and Literatures	Assistant Professor of Practice	Faculty Practice	8/17/2020		55,000 AY	1.00
		Assistant Professor of Practice	Faculty Practice		8/16/2020	53,123 AY	1.00
Yoon, HyeonJin	Nebraska Center for Research on Youth, Families and School	Research Assistant Professor	Faculty Research	7/1/2020	6/30/2023	65,000 FY	1.00
		Research Assistant Professor	Faculty Research		6/30/2020	65,000 FY	1.00
<sup>13</sup> Zimmer, Keith	Athletics	Senior Associate Athletic Director - Life Skills and N Club	Special	7/1/2020		215,415 FY	1.00
		Senior Associate Athletic Director - Life Skills and N Club	Special		6/30/2020	203,415 FY	1.00

<sup>12</sup> Retention Offer.

<sup>13</sup> Addition of permanent responsibility for Softball Sport Supervisor.

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**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Abts, Angela	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		76,027 FY	1.00
		Associate Extension Educator	Special		6/30/2020	69,627 FY	1.00
Anderson, Douglas	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		70,952 FY	1.00
		Extension Educator	Special		6/30/2020	70,952 FY	1.00
Bearnese, Kim	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		71,791 FY	1.00
		Extension Educator	Special		6/30/2020	71,791 FY	1.00
Becker, Donald	Biochemistry	Department Head (Includes Stipend)	Special	7/1/2020		148,124 FY	0.70
		Director (Includes Stipend)	Special		6/30/2020	32,917 FY	0.10
		Professor	Continuous	7/1/2020		55,547 FY	0.30
		Professor	Continuous		6/30/2020	148,124 FY	0.90
		Charles Bessey Professorship	Special			5,000 FY	0.00
		Charles Bessey Professorship	Special			5,000 FY	0.00
Beckman, Ben	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		57,082 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	57,082 FY	1.00

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
<sup>14</sup> Belamkar, Vikas	Agronomy and Horticulture	Research Assistant Professor	Special	9/1/2020		69,137 FY	1.00
		Research Assistant Professor	Special		8/31/2020	62,852 FY	1.00
Benes, Ashley	4-H Youth and Development West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		69,088 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	64,568 FY	1.00
<sup>15</sup> Bilder, Christopher	Statistics	Professor	Continuous	9/1/2020		113,708 FY	1.00
		Professor	Continuous		8/31/2020	110,708 FY	1.00
Bradshaw, Jeffrey	Panhandle Research and Extension Center	Interim Director/Chair (Includes Stipend)	Special	7/1/2020	6/30/2021	90,831 FY	0.50
		Interim Associate Director (Includes Stipend)	Special		6/30/2020	72,664 FY	0.50
	Entomology Panhandle Research and Extension Center	Associate Professor	Continuous	7/1/2020		60,553 FY	0.50
		Associate Professor	Continuous		6/30/2020	60,553 FY	0.50
<sup>14</sup> Bruns, Kelly	West Central Research and Extension Center	Director (Includes Stipend)	Special	7/1/2020		181,740 FY	1.00
		Director (Includes Stipend)	Special		6/30/2020	88,223 FY	0.50
	Nebraska College of Technical Agriculture	N/A	N/A	7/1/2020		0 FY	0.00
		Dean (Includes Stipend)	Special		6/30/2020	112,285 FY	0.50

<sup>14</sup> Equity adjustment.

<sup>15</sup> Market adjustment.

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Burkhart-Kriesel Cheryl	Agricultural Economics	Extension Professor	Special	7/1/2020		94,255 FY	1.00
	Panhandle Research and Extension Center	Extension Professor	Special		6/30/2020	94,255 FY	1.00
<sup>16</sup> Calegare, Liana	Agricultural Research Division	Coordinator	Special	8/1/2020		77,447 FY	1.00
	Global Engagement	Coordinator	Special		7/31/2020	72,447 FY	1.00
Creech, Cody	Agronomy and Horticulture	Assistant Professor	Specific Term	7/1/2020		92,032 FY	1.00
	Panhandle Research and Extension Center	Assistant Professor	Specific Term		6/30/2020	92,032 FY	1.00
<sup>16</sup> Danao, Mary-Grace	Food Processing Center	Research Associate Professor	Special	7/1/2020	6/30/2022	99,500 FY	1.00
		Research Associate Professor	Special		6/30/2020	92,150 FY	1.00
Easterly, Amanda	Agronomy and Horticulture	Research Assistant Professor	Special	9/1/2020	8/31/2022	65,000 FY	1.00
		Research Assistant Professor	Special		8/31/2020	65,000 FY	1.00
Epp, Jennifer	Panhandle Research and Extension Center	Associate Extension Educator	Special	7/1/2020		61,895 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	61,895 FY	1.00

<sup>16</sup> Equity adjustment.

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Erickson, Galen	School of Veterinary Medicine and Biomedical Sciences	N/A	N/A	7/1/2020		0 FY	0.00
		Interim Director (Includes Stipend)	Special		6/30/2020	36,477 FY	0.25
	Animal Sciences	Professor	Continuous	7/1/2020		145,906 FY	1.00
		Professor	Continuous		6/30/2020	109,430 FY	0.75
		Nebraska Beef College Professorship	Special			10,000 FY	0.00
		Nebraska Beef College Professorship	Special			10,000 FY	0.00
Forsberg, Michael	School of Natural Resources Agricultural Leadership Education and Communication	Research Assistant Professor	Special	7/1/2020	6/30/2022	88,015 FY	0.75
		Assistant Professor of Practice	Special		6/30/2020	88,015 FY	0.75
<sup>17</sup> Fuchs, Brian	School of Natural Resources	Associate Geoscientist	Special	9/1/2020		74,618 FY	1.00
		Associate Geoscientist	Special		8/31/2020	70,394 FY	1.00
Funston, Richard	Animal Science West Central Research and Extension Center	Professor	Continuous	7/1/2020		146,683 FY	1.00
		Professor	Continuous		6/30/2020	146,683 FY	1.00
	Nebraska Beef Cow Calf Professorship	N/A	N/A	7/1/2020		0 FY	0.00
		Nebraska Beef Cow Calf Professorship	Special		6/30/2020	10,000 FY	0.00
Giles, Chandra	Panhandle Research and Extension Center Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	7/1/2020		71,037 FY	1.00
		Associate Extension Educator	Special		6/30/2020	71,037 FY	1.00

<sup>17</sup> Equity adjustment.

*Shaded reflects new or ongoing appointment*

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Goedeken, Jill	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	7/1/2020		62,077 FY	1.00
		Associate Extension Educator	Special		6/30/2020	37,246 FY	0.60
		N/A	N/A	7/1/2020		0 FY	0.00
		Assistant Coordinator 4-H (Includes Stipend)	Special		6/30/2020	27,314 FY	0.40
Gonzalez, Leonardo	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		70,465 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	62,720 FY	1.00
Greenwell, Hannah	Panhandle Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		57,285 FY	1.00
	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special		6/30/2020	57,285 FY	1.00
Groskopf, Jessica	Cooperative Extension Division	Extension Educator	Special	7/1/2020		76,080 FY	1.00
	Panhandle Research and Extension Center	Associate Extension Educator	Special		6/30/2020	69,680 FY	1.00
Grummert Rasmussen, Jordan	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		58,745 FY	1.00
	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special		6/30/2020	58,745 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Hanefeldt, Megan	West Central Research and Extension Center Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		60,100 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	60,100 FY	1.00
Harveson, Robert	Plant Pathology Panhandle Research and Extension Center	Professor	Continuous	7/1/2020		119,284 FY	1.00
		Professor	Continuous		6/30/2020	119,284 FY	1.00
Hastings, Lindsay	Agricultural Leadership Education and Communication	Associate Professor	Continuous	7/1/2020		100,740 FY	1.00
		Associate Professor	Continuous		6/30/2020	50,370 FY	0.50
		N/A	N/A	7/1/2020		0 FY	0.00
		Director	Special		6/30/2020	50,370 FY	0.50
Hinrichs, Kayla	West Central Research and Extension Center Eastern Nebraska Research and Extension Center	Extension Educator	Special	7/1/2020		72,927 FY	1.00
		Extension Educator	Special		6/30/2020	72,927 FY	1.00
Hutkins, Robert	Food Science and Technology	Professor	Continuous			164,476 FY	1.00
		Professor	Continuous			164,476 FY	1.00
		Khem Shahani Professor in Food Science and Technology Professorship	Special	9/1/2020	8/31/2025	10,000 FY	0.00
		Khem Shahani Professor in Food Science and Technology Professorship	Special		8/31/2020	10,000 FY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Ingram, Troy	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		70,792 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	70,792 FY	1.00
Irmak, Sibel	Biological Systems Engineering	Research Associate Professor	Special	7/1/2020	6/30/2022	80,847 FY	1.00
		Research Associate Professor	Special		6/30/2020	80,847 FY	1.00
Jansen, Jim	Cooperative Extension Division Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	7/1/2020		71,270 FY	1.00
		Associate Extension Educator	Special		6/30/2020	71,270 FY	1.00
<sup>18</sup> Joeckel, Robert	School of Natural Resources - Conservation and Survey Division	Professor	Continuous	7/1/2020		67,870 FY	0.50
		Professor	Continuous		6/30/2020	25,766 FY	0.19
		Associate Director (Includes Stipend)	Special	7/1/2020		74,658 FY	0.50
		Associate Director (Includes Stipend)	Special		6/30/2020	76,078 FY	0.51
	Earth and Atmospheric Sciences	N/A	N/A	7/1/2020		0 FY	0.00
		Professor	Special		6/30/2020	40,684 FY	0.30
Jones, Patricia	Panhandle Research and Extension Center Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	7/1/2020		53,958 FY	1.00
		Associate Extension Educator	Special		6/30/2020	53,958 FY	1.00

<sup>18</sup> Market adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Kelling, Clayton	School of Veterinary Medicine and Biomedical Sciences	Professor	Continuous	7/13/2020		201,135 FY	1.00
		Director (Includes Stipend)	Special		7/12/2020	120,681 FY	0.60
	College of Agricultural Sciences and Natural Resources	N/A	N/A	7/13/2020		0 FY	0.00
		Associate Dean (Includes Stipend)				7/12/2020	80,454 FY
Kerrigan, Jon	College of Agricultural Sciences and Natural Resources	Coordinator	Special	7/1/2020		70,890 FY	1.00
	Global Engagement	Coordinator	Special		6/30/2020	70,890 FY	1.00
Kinley, Kylie	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		58,700 FY	1.00
	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special		6/30/2020	58,700 FY	1.00
Kreifels, Matthew	Agricultural Leadership Education and Communication	Associate Professor of Practice	Special	7/1/2020	6/30/2023	88,563 FY	1.00
		Associate Professor of Practice	Special		6/30/2020	88,563 FY	1.00
Kruger, Greg	Agronomy and Horticulture West Central Research and Extension Center	Associate Professor	Continuous	7/1/2020		115,862 FY	1.00
		Associate Professor	Continuous		6/30/2020	115,862 FY	1.00
Larvick, Carol	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		73,248 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	73,248 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Lawrence, Nevin	Agronomy and Horticulture Panhandle Research and Extension Center	Assistant Professor	Specific Term	7/1/2020		93,994 FY	1.00
		Assistant Professor	Specific Term		6/30/2020	93,994 FY	1.00
Lodl, Kathleen	Cooperative Extension Division	Associate Dean (Includes Stipend)	Special	7/1/2020		83,165 FY	0.40
		Associate Dean (Includes Stipend)	Special		6/30/2020	207,913 FY	1.00
		Program Leader (Includes Stipend)	Special	7/1/2020		124,748 FY	0.60
		N/A	N/A		6/30/2020	0 FY	0.00
<sup>19</sup> Louis, Joe	Entomology	Associate Professor	Continuous	9/1/2020		120,000 AY	1.00
		Associate Professor	Continuous		8/31/2020	101,651 AY	1.00
Maharjan, Bijesh	Agronomy and Horticulture Panhandle Research and Extension Center	Assistant Professor	Specific Term	7/1/2020		94,064 FY	1.00
		Assistant Professor	Specific Term		6/30/2020	94,064 FY	1.00
Mamo, Mitiku	West Central Research and Extension Center Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		65,000 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	65,000 FY	1.00
Melvin, Steven	West Central Research and Extension Center Eastern Nebraska Research and Extension Center	Extension Educator	Special	7/1/2020		94,674 FY	1.00
		Extension Educator	Special		6/30/2020	94,674 FY	1.00

<sup>19</sup> Market adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Miller, Phillip	Animal Science	Professor	Continuous			128,073 FY	1.00
		Professor	Continuous			128,073 FY	1.00
		Kermit Wagner Distinguished Professorship	Special	7/1/2020	6/30/2025	10,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Mueller, Nathan	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		85,773 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	85,773 FY	1.00
Mulliniks, John	Animal Science	Assistant Professor	Specific Term	7/1/2020		99,692 FY	1.00
	West Central Research and Extension Center	Assistant Professor	Specific Term		6/30/2020	99,692 FY	1.00
<sup>20</sup> Napoli, Amy	Child, Youth and Family Studies	Assistant Professor	Specific Term	7/1/2020		89,443 FY	1.00
		Assistant Professor	Specific Term		6/30/2020	85,443 FY	1.00
Newmyer, Mariah	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		56,044 FY	1.00
	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special		6/30/2020	56,044 FY	1.00
Niemeyer, Steven	Panhandle Research and Extension Center	Extension Educator	Special	7/1/2020		66,046 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	66,046 FY	1.00

<sup>20</sup> Equity adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Ohnesorg, Wayne	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		72,393 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	72,393 FY	1.00
Park, Dongjin	Food Science and Technology	Assistant Professor of Practice	Special	9/1/2020	8/31/2022	95,223 FY	1.00
		Assistant Professor of Practice	Special		8/31/2020	95,223 FY	1.00
Pennisi, Lisa	School of Natural Resources	Associate Professor of Practice	Special	7/1/2020	6/30/2025	93,494 FY	1.00
		Associate Professor of Practice	Special		6/30/2020	93,494 FY	1.00
Pesek, Darci	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		64,530 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	64,530 FY	1.00
Peterson, Julie	Entomology	Associate Professor	Continuous	7/1/2020		109,214 FY	1.00
	West Central Research and Extension Center	Associate Professor	Continuous		6/30/2020	109,214 FY	1.00
Pritchard, Steven	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		103,880 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	103,880 FY	1.00
Qiao, Xin	Biological Systems Engineering	Assistant Professor	Specific Term	7/1/2020		89,892 FY	1.00
	Panhandle Research and Extension Center	Assistant Professor	Specific Term		6/30/2020	89,892 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Roberts, Sarah	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		62,461 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	58,261 FY	1.00
Santra, Dipak	Agronomy and Horticulture Panhandle Research and Extension Center	Associate Professor	Continuous	7/1/2020		97,436 FY	1.00
		Associate Professor	Continuous		6/30/2020	97,436 FY	1.00
<sup>21</sup> Sayer, Erin	Biochemistry	Associate Professor of Practice	Special	7/1/2020		68,025 FY	1.00
		Associate Professor of Practice	Special		6/30/2020	61,897 FY	1.00
Schick, Bradley	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		57,082 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	57,082 FY	1.00
Schachtman, Daniel	Center for Biotechnology	Director	Special			61,005 FY	0.25
		Director	Special			61,005 FY	0.25
	Agronomy and Horticulture	Professor	Continuous			135,655 FY	0.75
		Professor	Continuous			135,655 FY	0.75
	George Holmes University Professorship	Special	9/1/2020	8/31/2025	15,000 FY	0.00	
	N/A	N/A		8/31/2020	0 FY	0.00	

<sup>21</sup> Equity adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Sherry, Hallie	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		87,215 FY	1.00
		Extension Educator	Special		6/30/2020	87,215 FY	1.00
Sindelar, Michael	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		56,100 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	56,100 FY	1.00
Spieker, Brittany	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2020		56,610 FY	1.00
		Assistant Extension Educator	Special		6/30/2020	56,610 FY	1.00
Steffen, Jackie	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		74,875 FY	1.00
		Associate Extension Educator	Special		6/30/2020	68,475 FY	1.00
Stephenson, Mitchell	Agronomy and Horticulture	Assistant Professor	Specific Term	7/1/2020		95,266 FY	1.00
		Assistant Professor	Specific Term		6/30/2020	95,266 FY	1.00
Stockton, Matthew	Agricultural Economics	Associate Professor	Continuous	7/1/2020		104,903 FY	1.00
		Associate Professor	Continuous		6/30/2020	104,903 FY	1.00
<sup>22</sup> Streich, Anne	Agronomy and Horticulture	Associate Professor of Practice	Special	9/1/2020		63,529 FY	1.00
		Associate Professor of Practice	Special		8/31/2020	57,806 FY	1.00

<sup>22</sup> Equity adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Stuhr, Tammy	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		63,897 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	63,897 FY	1.00
Timmerman, Amy	Panhandle Research and Extension Center	Associate Extension Educator	Special	7/1/2020		63,299 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	63,299 FY	1.00
<sup>23</sup> Topliff, Christina	School of Veterinary Medicine and Biomedical Sciences	Associate Professor of Practice	Special	7/1/2020		107,842 FY	1.00
		Associate Professor of Practice	Special		6/30/2020	98,127 FY	1.00
Topp, Amy	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		73,839 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	73,839 FY	1.00
Tuller, Jason	West Central Research and Extension Center	Associate Extension Educator	Special	7/1/2020		66,500 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	66,500 FY	1.00
<sup>23</sup> Umphlett, Natalie	School of Natural Resources	Assistant Geoscientist	Special	9/1/2020		76,031 FY	1.00
		Assistant Geoscientist	Special		8/31/2020	71,863 FY	1.00
Urrea Flores, Carlos	Agronomy and Horticulture	Associate Professor	Continuous	7/1/2020		115,608 FY	1.00
	Panhandle Research and Extension Center	Associate Professor	Continuous		6/30/2020	115,608 FY	1.00

<sup>23</sup> Equity adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
VanDeWalle, Brandy	West Central Research and Extension Center	Extension Educator	Special	7/1/2020		69,085 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		6/30/2020	69,085 FY	1.00
<sup>24</sup> Villa Rojas, Rossana	Food Science and Technology	Assistant Professor of Practice	Special	8/17/2020	5/14/2022	76,000 AY	1.00
		Assistant Professor of Practice			8/16/2020	91,576 FY	1.00
Volesky, Jerry	Agronomy and Horticulture	Professor	Continuous	7/1/2020		124,291 FY	1.00
	West Central Research and Extension Center	Professor	Continuous		6/30/2020	124,291 FY	1.00
Walker, Maria	4-H Youth and Development	Associate Extension Educator	Special	7/1/2020		78,439 FY	1.00
	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special		6/30/2020	78,439 FY	1.00
Wardlow, Brian	School of Natural Resources	Professor	Continuous	7/1/2020		77,042 FY	0.70
		Professor	Continuous		6/30/2020	93,551 FY	0.85
	Center for Advanced Land Management Information Technologies	Director (Includes Stipend)	Special	7/1/2020		36,320 FY	0.30
		Director (Includes Stipend)	Special		6/30/2020	18,161 FY	0.15
Werth, LaDonna	Eastern Nebraska Research and Extension Center	Extension Educator	Special	7/1/2020		80,640 FY	1.00
	Panhandle Research and Extension Center	Extension Educator	Special		6/30/2020	80,640 FY	1.00

<sup>24</sup> Market adjustment.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Wilke, Karla	Animal Science	Associate Professor	Continuous	7/1/2020		94,871 FY	1.00
	Panhandle Research and Extension Center	Associate Professor	Continuous		6/30/2020	94,871 FY	1.00
Woollen, Richard	Nebraska Forest Service	Forester	Special	7/1/2020		65,274 FY	0.80
		Forester	Special		6/30/2020	81,592 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**ADJUSTMENTS**

Annual salary increases are reflected in this report

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
25 Aliyev, Nurlan	Internal Medicine	Assistant Professor	Special	8/1/2020		57,000 FY	1.00
		Assistant Professor	Special		7/31/2020	54,000 FY	1.00
26 Ameku, Yoshiharu	Adult Restorative Dentistry	Clinical Assistant Professor	Special	7/1/2020		120,000 FY	1.00
		Clinical Assistant Professor	Special		6/30/2020	99,329 FY	0.70
Baker, John	Pathology and Microbiology	Associate Professor	Special	7/1/2020		63,710 FY	0.60
		Associate Professor	Health Prof		6/30/2020	106,183 FY	1.00
Barnason, Susan	College of Nursing-Lincoln Division	Professor	Continuous			167,391 FY	1.00
		Professor	Continuous			167,391 FY	1.00
		N/A	N/A	8/1/2020		0 FY	0.00
		Director (Stipend)	Special		7/31/2020	3,000 FY	0.00
Baus, Kristen	Psychiatry	Assistant Professor	Special	9/1/2020		26,500 FY	0.50
		Assistant Professor	Special		8/31/2020	10,600 FY	0.20

<sup>25</sup> Correction to hire salary (7-1-19); additional payments were made for 7-1-19 to 7-31-20.

<sup>26</sup> College of Dentistry has a salary cap for this position; faculty member receives additional compensation through clinic.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>	
Becker, Betsy	Physical Therapy Education	Associate Professor	Health Prof			106,600 FY	1.00	
		Associate Professor	Health Prof			106,600 FY	1.00	
		Director Physical Therapy (Stipend)	Special			25,625 FY	0.00	
		Director Physical Therapy (Stipend)	Special			25,625 FY	0.00	
	Allied Health Administration	Chair, Health Science and Rehabilitation (Stipend)	Special	7/1/2020		10,000 FY	0.00	
		N/A	N/A		6/30/2020	0 FY	0.00	
	Berger, Ann Malone	College of Nursing-Omaha Division	Professor	Special	07/01/220		87,213 FY	0.50
			Professor	Continuous		6/30/2020	174,426 FY	1.00
N/A			N/A	7/1/2020		0 FY	0.00	
Associate Dean (Stipend)			Special		6/30/2020	5,000 FY	0.00	
N/A			N/A	7/1/2020		0 FY	0.00	
Dorothy Hodges Olson Chair in Nursing (Stipend)			Special		6/30/2020	5,000 FY	0.00	
<sup>27</sup> Bertoni, John	Neurological Sciences	Professor	Special	7/1/2020		68,505 FY	0.60	
		Professor	Health Prof		6/30/2020	71,359 FY	0.63	

<sup>27</sup> Salary discrepancy due to rounding; remainder of salary previously defrayed by VA Nebraska-Western Iowa Healthcare System.

*Shaded reflects new or ongoing appointment*

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Black, Joyce	College of Nursing-Omaha Division	Professor	Special			57,128 AY	0.60
		Professor	Special			57,128 AY	0.60
		Florence Neidfelt Professorship in Nursing	Special	7/1/2020	6/30/2023	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
<sup>28</sup> Blasé, Terri	Genetic Medicine	Assistant Professor	Special	7/1/2020		93,192 FY	1.00
		Assistant Professor	Special		6/30/2020	90,314 FY	1.00
		Program Director (Stipend)	Special	7/1/2020		5,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
<sup>29</sup> Brett-Major, David	Epidemiology	Professor	Health Prof	7/1/2020		180,000 FY	1.00
		Professor	Health Prof		6/30/2020	240,000 FY	1.00
Byers, Mandy	Internal Medicine	Assistant Professor	Special	7/1/2020		31,570 FY	0.70
		Assistant Professor	Health Prof		6/30/2020	45,100 FY	1.00
Carritt, Nicole	Vice Chancellor for External Affairs Academic Affairs	Director of Rural Health Initiative	Special	7/1/2020		110,000 FY	1.00
		Director of Rural Health Initiative	Special		6/30/2020	110,000 FY	1.00

<sup>28</sup> Equity adjustment.

<sup>29</sup> Correction to hire salary (12-11-19).

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Chaperon, Claudia	College of Nursing-Omaha Division	Associate Professor	Health Prof			102,173 FY	1.00
		Associate Professor	Health Prof			102,173 FY	1.00
	College of Nursing-Academic Programs	Coordinator (Stipend)	Special	7/1/2020		1,500 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Chaudhari, Sujata	Pathology and Microbiology	Assistant Professor	Special			63,516 FY	1.00
		Assistant Professor	Special			63,516 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	16,484 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Christiansen, Hannah	Family Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	45,125 FY	1.00
		Assistant Professor	Special		6/30/2020	36,100 FY	0.80
		Associate Director, Residency Program (Stipend)	Special	7/1/2020		2,750 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Clarke, Brandy	Psychology	Associate Professor	Health Prof			82,801 FY	0.90
		Associate Professor	Health Prof			82,801 FY	0.90
		Coordinator (Stipend)	Special	7/1/2020	6/30/2021	18,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
	Academic Affairs	UNMC Equity Officer (Includes Stipend)	Special			14,200 FY	0.10
		UNMC Equity Officer (Includes Stipend)	Special			14,200 FY	0.00

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Cochran, Teresa	Physical Therapy Education	Associate Professor	Health Prof			103,013 FY	1.00
		Associate Professor	Health Prof			103,013 FY	1.00
	Allied Health Administration	Assistant Dean (Stipend)	Special			7,688 FY	0.00
		Assistant Dean (Stipend)	Special			7,688 FY	0.00
	College of Allied Health Professions	Cquence Distinguished Professorship for Innovation in Health Care	Special	7/1/2020	6/30/2023	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Covington, Philip	Student Affairs	Associate Vice Chancellor Student Affairs	Special	9/1/2020		160,000 FY	1.00
	Academic Affairs	Assistant Vice Chancellor Student Affairs	Special		8/31/2020	94,806 FY	1.00
	Academic Affairs	N/A	N/A	9/1/2020		0 FY	0.00
		Assistant Vice Chancellor Academic Affairs (Stipend)	Special		8/31/2020	35,000 FY	0.00
Cramer, Mary	College of Nursing-Omaha Division	Professor	Special	9/1/2020		30,457 FY	0.20
		Professor	Special		8/31/2020	22,843 FY	0.15
Custer, Tanya	Medical Imaging and Therapeutic Sciences	Associate Professor	Continuous			86,808 FY	1.00
		Associate Professor	Continuous			86,808 FY	1.00
	College of Allied Health Professions Medical Imaging and Therapeutic Sciences	Director of Distance Education (Stipend)	Special	7/1/2020		7,500 FY	0.00
		Distance Education Coordinator (Stipend)	Special		6/30/2020	3,528 FY	0.00

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Cutright, Amy	Emergency Medicine	Assistant Professor	Health Prof			80,600 FY	1.00
		Assistant Professor	Health Prof			80,600 FY	1.00
		Director Undergraduate Medical Education (Stipend)	Special	7/1/2020		10,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Dai, Hongying	Biostatistics	Professor	Continuous			154,300 FY	1.00
		Professor	Continuous			154,300 FY	1.00
	College of Public Health Office of the Dean	Associate Dean for Research (Stipend)	Special	9/1/2020		18,000 FY	0.00
		N/A	N/A		8/31/2020	0 FY	0.00
<sup>30</sup> Dash, Prasanta	Pharmacology and Experimental Neuroscience	Assistant Professor	Health Prof	7/1/2020	6/30/2021	60,000 FY	1.00
		Instructor	Special		6/30/2020	67,035 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	16,810 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	17,965 FY	0.00
<sup>31</sup> Dhawan, Punita	Biochemistry and Molecular Biology	Professor	Continuous	7/1/2020		61,515 FY	0.57
		Professor	Continuous		6/30/2020	54,447 FY	0.50
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	13,318 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	7,549 FY	0.00

<sup>30</sup> Salary renegotiation with promotion.

<sup>31</sup> Salary discrepancy due to rounding; remainder of salary defrayed by VA Nebraska-Western Iowa Healthcare System.

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Donnelly, Amber	Cytotechnology	Professor	Continuous			83,365 FY	0.74
		Professor	Continuous			83,365 FY	0.74
		Program Director	Special			28,488 FY	0.26
		Program Director	Special			28,488 FY	0.26
	Allied Health Administration	Assistant Dean Student Affairs (Stipend)	Special	7/1/2020		15,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
	College of Allied Health Professions	M. Patricia and James W. Leuschen Professorship for Advancing Research in Allied Health	Special	7/1/2020	6/30/2023	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Donohue, Terrence	Internal Medicine	Professor	Special	7/1/2020		30,701 FY	0.22
		Professor	Special		6/30/2020	37,679 FY	0.27
Duan, Bin	Internal Medicine	Associate Professor	Continuous			99,041 FY	1.00
		Associate Professor	Continuous			99,041 FY	1.00
	Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	6,981 FY	0.00	
	N/A	N/A		6/30/2020	0 FY	0.00	

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32 Edagwa, Benson	Pharmacology and Experimental Neuroscience	Associate Professor	Health Prof	7/1/2020		70,000 FY	1.00
		Assistant Professor	Health Prof		6/30/2020	60,000 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	63,212 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	60,000 FY	0.00
Ellis, Cynthia	Munroe-Meyer Institute Developmental Medicine	Professor	Special			196,848 FY	1.00
		Professor	Special			196,848 FY	1.00
		Director (Stipend)	Special			5,000 FY	0.00
		Director (Stipend)	Special			5,000 FY	0.00
	Munroe-Meyer Institute Leadership Education in Neurodevelopmental and Related Disorders	Director (Stipend)	Special	7/1/2020		18,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Farazi, Paraskevi	Epidemiology	Associate Professor	Health Prof			123,000 FY	1.00
		Associate Professor	Health Prof			123,000 FY	1.00
		Tim Hawks Chair in Cancer Prevention and Population Science	Special	8/1/2020	7/31/2025	0 FY	0.00
		N/A	N/A		7/31/2020	0 FY	0.00

32 Equity adjustment.

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Ford, Amy	College of Nursing-Omaha Division	Assistant Professor	Special			80,100 AY	1.00
		Assistant Professor	Special			80,100 AY	1.00
	College of Nursing-Academic Programs	Director Master of Science in Nursing Program (Stipend)	Special			3,000 FY	0.00
		Director Master of Science in Nursing Program (Stipend)	Special			3,000 FY	0.00
		Interim Director Doctor of Nursing Program (Stipend)	Special	8/1/2020		3,000 FY	0.00
		N/A	N/A		7/31/2020	0 FY	0.00
Franzen, Marcellene	Anesthesiology	Assistant Professor	Special	7/1/2020		36,632 FY	0.90
		Assistant Professor	Special		6/30/2020	32,562 FY	0.80
Freifeld, Alison	Internal Medicine	Professor	Special	7/1/2020		59,038 FY	0.60
		Professor	Special		6/30/2020	49,198 FY	0.50
Gangahar, Kiran	Internal Medicine	Assistant Professor	Special	7/1/2020		45,767 FY	0.50
		Assistant Professor	Special		6/30/2020	68,650 FY	0.75

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33 Gendelman, Howard	Pharmacology and Experimental Neuroscience	Chairperson (Includes Stipend)	Special			235,387	FY 0.49	
		Chairperson (Includes Stipend)	Special			235,387	FY 0.49	
		Professor	Continuous			145,739	FY 0.51	
		Professor	Continuous			145,739	FY 0.51	
		Research Scientist (Stipend)	Special			7,211	FY 0.00	
		Research Scientist (Stipend)	Special			7,211	FY 0.00	
		Pharmacology and Experimental Neuroscience	Larson Professor of Internal Medicine and Infectious Disease	Special	9/1/2020	8/31/2025	0	FY 0.00
		Internal Medicine	Larson Professor of Internal Medicine and Infectious Disease	Special		8/31/2020	0	FY 0.00
	Gould, Karen	Genetics, Cell Biology and Anatomy	Professor	Continuous			116,203	FY 1.00
			Professor	Continuous			116,203	FY 1.00
Vice Chair of Graduate Education (Stipend)			Special			5,000	FY 0.00	
Vice Chair of Graduate Education (Stipend)			Special			5,000	FY 0.00	
		Academic Affairs	Co-Director Interdisciplinary Graduate Program (Stipend)	Special			15,000	FY 0.00
			Co-Director Interdisciplinary Graduate Program (Stipend)	Special			15,000	FY 0.00
			Research Scientist (Stipend)	Special	7/1/2020		11,901	FY 0.00
			Research Scientist (Stipend)	Special		6/30/2020	5,801	FY 0.00

33 Named professorship moved from Internal Medicine to Pharmacology and Experimental Neuroscience.

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Grammer, Shaun	Physician Assistant Education	Associate Professor	Special			123,000 FY	1.00	
		Associate Professor	Special			123,000 FY	1.00	
		Director (Stipend)	Special			25,000 FY	0.00	
		Director (Stipend)	Special			25,000 FY	0.00	
	Allied Health Administration	Chair of Medical Sciences (Stipend)	Special	7/1/2020		10,000 FY	0.00	
		N/A	N/A		6/30/2020	0 FY	0.00	
	<sup>34</sup> Gurumurthy, Channabasavaiah	Pharmacology and Experimental Neuroscience	Professor	Continuous	7/1/2020		80,000 FY	1.00
			Associate Professor	Continuous		6/30/2020	70,000 FY	1.00
Research Scientist (Stipend)			Special	7/1/2020	6/30/2021	73,034 FY	0.00	
Research Scientist (Stipend)			Special		6/30/2020	30,248 FY	0.00	
Vice Chancellor for Research Cores		Mouse Genome Engineering Core Facility Director (Stipend)	Special	7/1/2020		75,000 FY	0.00	
		Mouse Genome Engineering Core Facility Director (Stipend)	Special		6/30/2020	75,000 FY	0.00	

<sup>34</sup> Promotion adjustment.

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Hanna, Kathleen	College of Nursing-Omaha Division	Professor	Continuous			170,522 FY	1.00
		Professor	Continuous			170,522 FY	1.00
		Carol M. Wilson Endowed Chair (Stipend)	Special	7/1/2020	6/30/2025	5,000 FY	0.00
		Carol M. Wilson Endowed Chair (Stipend)	Special		6/30/2020	5,000 FY	0.00
		Director (Stipend)	Special			3,000 FY	0.00
		Director (Stipend)	Special			3,000 FY	0.00
<sup>35</sup> Hansen, Bethany	Munroe-Meyer Institute Pediatric Feeding Disorders	Assistant Professor	Special	7/1/2020		87,575 FY	1.00
		Assistant Professor	Special		6/30/2020	82,575 FY	1.00
		Associate Director (Stipend)	Special	9/1/2020		5,000 FY	0.00
		Interim Director (Stipend)	Special		8/31/2020	10,000 FY	0.00

<sup>35</sup> Equity adjustment.

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Honeycutt, Karen	Medical Laboratory Sciences	Associate Professor	Health Prof			26,703	FY 0.26
		Associate Professor	Health Prof			26,703	FY 0.26
		Program Director (Includes Stipend)	Special			83,279	FY 0.74
		Program Director (Includes Stipend)	Special			83,279	FY 0.74
	Allied Health Administration	Chair Health Professions Education, Research and Practice (Stipend)	Special	7/1/2020		10,000	FY 0.00
		N/A	N/A		6/30/2020	0	FY 0.00
	College of Allied Health Professions	Clarence and Nellie Gilg Professor for Teaching Excellence and Innovation in Allied Health	Special			0	FY 0.00
		Clarence and Nellie Gilg Professor for Teaching Excellence and Innovation in Allied Health	Special			0	FY 0.00
<sup>36</sup> Horak, Shaun	Physician Assistant Education	Assistant Professor	Special			114,598	FY 1.00
		Assistant Professor	Special			114,598	FY 1.00
	N/A	Associate Director	Special	5/1/2020		5,000	FY 0.00
		N/A	N/A		4/30/2020	0	FY 0.00
Howell Smith, Michelle	Academic Affairs	Education Researcher	Special	7/1/2020		73,950	FY 0.85
		Education Researcher	Special		6/30/2020	87,000	FY 1.00
	Health Promotion	Assistant Professor	Special	7/1/2020		13,050	FY 0.15
		N/A	N/A		6/30/2020	0	FY 0.00

<sup>36</sup> Delayed entry in SAP.

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Huebert, Candace	Internal Medicine	Associate Professor	Special	7/1/2020		41,000 FY	1.00
		Associate Professor	Special		6/30/2020	24,600 FY	0.60
Hyde, Ricia	Biochemistry and Molecular Biology	Associate Professor	Health Prof			96,134 FY	1.00
		Associate Professor	Health Prof			96,134 FY	1.00
		Research Scientist (Stipend)	Special			9,517 FY	0.00
		Research Scientist (Stipend)	Special			9,517 FY	0.00
		Graduate Committee Chair (Stipend)	Special	7/1/2020	6/30/2021	10,000 FY	0.00
		Post-Doctoral Committee Co-Chair (Stipend)	Special		6/30/2020	5,000 FY	0.00
Jaber, Randa	Internal Medicine	Assistant Professor	Special	7/1/2020		33,825 FY	0.75
		Assistant Professor	Special		6/30/2020	45,100 FY	1.00
Jain, Maneesh	Biochemistry and Molecular Biology	Professor	Continuous			118,196 FY	1.00
		Professor	Continuous			118,196 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	18,196 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	11,701 FY	0.00

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37 Kharbanda, Kusum	Internal Medicine	Professor	Health Prof	7/1/2020	6/30/2021	40,000 FY	0.50
		Professor	Special		6/30/2020	63,500 FY	0.50
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	23,500 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Kim, Jungyoon	Health Services Research and Administration	Assistant Professor	Special			80,606 FY	0.85
		Assistant Professor	Special			80,606 FY	0.85
		Vice Chair (Stipend)	Special	9/1/2020		2,500 FY	0.00
		N/A	N/A		8/31/2020	0 FY	0.00
38 Klepper, Christian	Munroe Meyer Institute Psychology	Assistant Professor	Special	7/1/2020		72,000 FY	1.00
		Assistant Professor	Special		6/30/2020	70,000 FY	1.00
Lally, Robin	College of Nursing-Omaha Division	Professor	Continuous			151,379 FY	1.00
		Professor	Continuous			151,379 FY	1.00
		Interim Associate Dean (Stipend)	Special	7/1/2020		5,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
		Bertha L. Pankratz Professorship in Nursing (Stipend)	Special	7/1/2020	6/30/2025	5,000 FY	0.00
N/A	N/A		6/30/2020	0 FY	0.00		

37 Remainder of salary defrayed by VA Nebraska-Western Iowa Healthcare.

38 Performance adjustment.

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LeRiger, Michelle	Anesthesiology	Associate Professor	Special	7/1/2020		41,373 FY	1.00
		Assistant Professor	Special		6/30/2020	37,236 FY	0.90
<sup>39</sup> Lerner, Gary	Pediatrics	Associate Professor	Special	9/1/2020		5,368 FY	0.13
		Associate Professor	Special		8/31/2020	21,473 FY	0.50
		Associate Professor	Special	7/1/2020		21,473 FY	0.50
		Associate Professor	Special		6/30/2020	25,768 FY	0.60
Levy, Deborah	Epidemiology	Professor	Special	8/1/2020		114,750 FY	0.50
		Chairperson	Special		7/31/2020	117,044 FY	0.51
		N/A	N/A	8/1/2020		0 FY	0.00
		Director Center for Cancer Prevention and Population Science (Includes Stipend)	Special		7/31/2020	152,455 FY	0.49
		N/A	N/A	8/1/2020		0 FY	0.00
		Tim Hawks Chair in Cancer Prevention and Population Science	Special		7/31/2020	0 FY	0.00
Lutz, Richard	Munroe-Meyer Institute Genetic Medicine	Associate Professor	Special	7/1/2020		73,115 FY	0.50
		Associate Professor	Special		6/30/2020	102,361 FY	0.70
Mahajan, Tina	Internal Medicine	Assistant Professor	Special	7/1/2020		22,891 FY	0.50
		Assistant Professor	Special		6/30/2020	25,180 FY	0.55

<sup>39</sup> Salary discrepancy due to rounding.

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Mailliard, Mark	Internal Medicine	Professor	Special	7/1/2020		68,883 FY	0.60
		Professor	Continuous		6/30/2020	114,805 FY	1.00
		Frederick F. Paustian Chair of Gastroenterology Internal Medicine	Special			0 FY	0.00
		Frederick F. Paustian Chair of Gastroenterology Internal Medicine	Special			0 FY	0.00
Manley, Natalie	Internal Medicine	Assistant Professor	Special	7/1/2020		24,360 FY	0.60
		Assistant Professor	Special		6/30/2020	20,300 FY	0.50
Menning, Melanie	Family Medicine	Assistant Professor	Special			45,100 FY	1.00
		Assistant Professor	Special			45,100 FY	1.00
		Associate Director, Residency Program (Stipend)	Special	7/1/2020		2,750 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00

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Meza, Jane	Biostatistics	Professor	Continuous	7/1/2020		49,341 FY	0.20
		Professor	Continuous		6/30/2020	74,011 FY	0.30
	UNO Office of the Chancellor	Interim Executive Director of Health Security	Special	7/1/2020	6/30/2021	217,362 FY	0.80
		N/A	N/A		6/30/2020	0 FY	0.00
	International Programs	Associate Vice Chancellor for Global Engagement	Special	7/1/2020		0 FY	0.00
		Associate Vice Chancellor for Global Engagement (Includes Stipend)	Special		6/30/2020	96,345 FY	0.35
	International Health	Associate Vice Chancellor for Global and Student Support	Special	7/1/2020		0 FY	0.00
		Associate Vice Chancellor for Global and Student Support (Includes Stipend)	Special		6/30/2020	96,345 FY	0.35

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>	
Michael, Kimberly K.	Medical Imaging and Therapeutic Sciences	Associate Professor	Continuous			15,593 FY	0.20	
		Associate Professor	Continuous			15,593 FY	0.20	
		Joseph C. Anderson MD and Darlene Anderson Distinguished Professor of Imaging Sciences	Special	7/1/2020	6/30/2023	0 FY	0.00	
		Joseph C. Anderson MD and Darlene Anderson Distinguished Professor of Imaging Sciences	Special		6/30/2020	0 FY	0.00	
		Diagnostic Medical Sonography	Program Director	Special			59,106 FY	0.50
		Program Director	Special			59,106 FY	0.50	
	Interprofessional Academy of Educators	Associate Director (Includes Stipend)	Special			35,451 FY	0.30	
		Associate Director (Includes Stipend)	Special			35,451 FY	0.30	
	Mohs, Aaron	Pharmaceutical Sciences	Associate Professor	Continuous			131,772 FY	1.00
			Associate Professor	Continuous			131,772 FY	1.00
N/A			N/A	7/1/2020		0 FY	0.00	
Director of Graduate Studies (Stipend)			Special		6/30/2020	5,000 FY	0.00	
Morien, Marsha	Computer Assisted Surgery	Chief Administrative Officer	Special	7/1/2020	12/31/2020	34,690 FY	0.20	
		Chief Administrative Officer	Special		6/30/2020	69,380 FY	0.40	

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Narayanasamy, Prabakaran	Pathology and Microbiology	Assistant Professor	Special	7/1/2020		60,000 FY	1.00
		Assistant Professor	Health Prof		6/30/2020	73,000 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	13,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Nelson, Satera	Allied Health Administration	Assistant Professor	Special			67,589 FY	1.00
		Assistant Professor	Special			67,589 FY	1.00
		Director of Anatomy Lab (Stipend)	Special	7/1/2020		5,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Olney, Ann Haskins	Munroe-Meyer Institute Genetic Medicine	Professor	Special	7/1/2020		88,638 FY	0.50
		Professor	Special		6/30/2020	97,502 FY	0.55
Palm, David	Health Services Research and Administration	Associate Professor	Special			68,039 FY	0.60
		Associate Professor	Special			68,039 FY	0.60
		Interim Chair (Stipend)	Special	9/1/2020		5,000 FY	0.00
		N/A	N/A		8/31/2020	0 FY	0.00
	Center for Health Policy	Director (Stipend)	Special			5,000 FY	0.00
		Director (Stipend)	Special			5,000 FY	0.00

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Periyasamy, Palsamy	Pharmacology and Experimental Neuroscience	Assistant Professor	Special			58,000 FY	1.00
		Assistant Professor	Special			58,000 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	32,000 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	22,000 FY	0.00
<sup>40</sup> Pipinos, Iraklis	Surgery	Professor	Health Prof			68,416 FY	0.75
		Professor	Health Prof			68,416 FY	0.75
		Joseph and Richard Still Professorship in Surgery	Special	7/1/2020	6/30/2025	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Rachagani, Satyanarayana	Biochemistry and Molecular Biology	Assistant Professor	Health Prof	8/1/2020	6/30/2021	60,000 FY	1.00
		Assistant Professor	Special		7/31/2020	80,997 FY	1.00
		Research Scientist (Stipend)	Special	8/1/2020	6/30/2021	29,015 FY	0.00
		N/A	N/A		7/31/2020	0 FY	0.00
Raikes, Hilary	Health Promotion	Associate Professor	Health Prof	7/1/2020	6/30/2022	133,582 FY	1.00
		Associate Professor	Special		6/30/2020	133,582 FY	1.00

<sup>40</sup> Remainder of salary defrayed by VA Nebraska-Western Iowa Healthcare.

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Ramos, Athena	Health Promotion	Assistant Professor	Health Prof	7/1/2020	6/30/2022	90,457 FY	1.00
		Assistant Professor	Special		6/30/2020	90,457 FY	1.00
Rasineni, Karuna	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	60,000 FY	1.00
		Assistant Professor	Special		6/30/2020	71,400 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	16,400 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Ringenberg, Kyle	Anesthesiology	Associate Professor	Health Prof	7/1/2020	6/30/2021	110,000 FY	1.00
		Assistant Professor	Special		6/30/2020	110,000 FY	1.00
Rizzo, William	Pediatrics	Professor	Health Prof			178,334 FY	1.00
		Professor	Health Prof			178,334 FY	1.00
		Helen Freytag Chair in Pediatrics	Special			0 FY	0.00
		Helen Freytag Chair in Pediatrics	Special			0 FY	0.00
		N/A	N/A	7/1/2020		0 FY	0.00
		Vice Chair for Research (Stipend)	Special		6/30/2020	10,000 FY	0.00

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Rodriguez, Nicole	Munroe-Meyer Institute Autism Spectrum Disorders	Associate Professor	Health Prof			89,090 FY	1.00
		Associate Professor	Health Prof			89,090 FY	1.00
		Coordinator (Stipend)	Special			4,000 FY	0.00
		Coordinator (Stipend)	Special			4,000 FY	0.00
		Program Director (Stipend)	Special	7/1/2020		5,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
<sup>41</sup> Sanmann, Jennifer	Munroe-Meyer Institute Genetic Medicine	Associate Professor	Health Prof	7/1/2020	6/30/2023	193,947 FY	1.00
		Associate Professor	Health Prof		6/30/2020	175,947 FY	1.00
		N/A	N/A			0 FY	0.00
		Director of Human Genetics (Stipend)	Special		6/30/2020	18,000 FY	0.00
Sharma, Smriti	Internal Medicine	Assistant Professor	Special	7/1/2020		33,750 FY	0.75
		Assistant Professor	Special		6/30/2020	27,000 FY	0.60
Shcherbakova, Polina	Eppley Institute	Professor	Continuous			107,557 FY	1.00
		Professor	Continuous			107,557 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020		22,443 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	12,443 FY	0.00

<sup>41</sup> Equity adjustment.

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42 Shriver, Mark	Munroe-Meyer Institute Psychology	Professor	Continuous			141,466 FY	1.00
		Professor	Continuous			106,734 FY	0.83
		Associate Director of Education (Stipend)	Special			5,000 FY	0.00
		Associate Director of Education (Stipend)	Special			5,000 FY	0.00
	Munroe-Meyer Institute University Center for Excellence in Developmental Disabilities Education	Director (Stipend)	Special	7/1/2020		18,000 FY	0.00
	Psychology UNO	Director of Applied Behavior	Special		6/30/2020	21,873 FY	0.17
43 Singh, Amar	Biochemistry and Molecular Biology	Professor	Continuous	7/1/2020		46,941 FY	0.45
		Professor	Continuous		6/30/2020	56,684 FY	0.54
		Research Scientist (Stipend)	Special	7/1/2020		5,509 FY	0.00
		Research Scientist (Stipend)	Special		6/30/2020	5,246 FY	0.00
44 Stenzel, Lucas	Neurological Sciences	Assistant Professor	Health Prof	8/16/2020		22,950 FY	0.50
		Assistant Professor	Special		8/15/2020	45,900 FY	1.00
Strunk, Elena	Emergency Medicine	Assistant Professor	Special	7/1/2020		31,570 FY	0.70
		Assistant Professor	Health Prof		6/30/2020	45,100 FY	1.00

42 Equity adjustment

43 Salary discrepancy due to rounding; remainder of salary defrayed by VA Nebraska-Western Iowa Healthcare System.

44 Remainder of salary defrayed by VA Nebraska-Western Iowa Healthcare.

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Suh, Donny	Ophthalmology and Visual Sciences	Professor	Continuous			41,700 FY	1.00
		Professor	Continuous			41,700 FY	1.00
		Dr. John and Irene Graether Endowed Chair in Pediatrics	Special	7/1/2020	6/30/2025	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Sun, Keer	Pathology and Microbiology	Associate Professor	Continuous			117,154 FY	1.00
		Associate Professor	Continuous			117,154 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	25,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Swindells, Susan	Internal Medicine	Professor	Special	7/1/2020		76,521 FY	0.80
		Professor	Continuous		6/30/2020	95,651 FY	1.00
	Academic Affairs	UNMC Ombudsperson	Special			10,000 FY	0.00
		UNMC Ombudsperson	Special			10,000 FY	0.00
Thomes, Paul	Internal Medicine	Assistant Professor	Health Prof	7/1/2020	6/30/2021	60,000 FY	1.00
		Assistant Professor	Special		6/30/2020	80,000 FY	1.00
		Research Scientist (Stipend)	Special	7/1/2020	6/30/2021	20,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00

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Tomek, Debra	Pediatrics	Associate Professor	Special	7/1/2020		12,894 FY	0.30
		Associate Professor	Special		6/30/2020	4,298 FY	0.10
Trippier, Paul	Pharmaceutical Sciences	Associate Professor	Health Prof			120,000 FY	1.00
		Associate Professor	Health Prof			120,000 FY	1.00
		Director of Graduate Studies (Stipend)	Special	7/1/2020		5,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Wadman, Michael	Emergency Medicine	Professor	Continuous			49,474 FY	0.40
		Professor	Continuous			49,474 FY	0.40
		Chairperson (Includes Stipend)	Special			100,100 FY	0.60
		Chairperson (Includes Stipend)	Special			100,100 FY	0.60
		Robert L. Muelleman, MD Distinguished Chair of Emergency Medicine	Special	7/1/2020	6/30/2025	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Wahl, James	Oral Biology	Professor	Continuous	8/1/2020		115,370 FY	0.90
		Professor	Continuous		7/31/2020	128,189 FY	1.00
		Interim Chair (Includes Stipend)	Special	8/1/2020		22,819 FY	0.10
		N/A	N/A		7/31/2020	0 FY	0.00
	Dental Administration	Interim Associate Dean (Stipend)	Special	8/1/2020		10,000 FY	0.00
		N/A	N/A		7/31/2020	0 FY	0.00

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Waltman, Nancy	College of Nursing-Lincoln Division	Professor	Special	8/1/2020		7,777 FY	0.05
		Professor	Special		7/31/2020	93,320 FY	0.60
	College of Nursing-Academic Program	N/A	N/A	7/1/2020		0 FY	0.00
		Coordinator (Stipend)	Special		6/30/2020	1,500 FY	0.00
Webster, Tammy	Radiography Education	Associate Professor	Health Prof			91,257 FY	1.00
		Associate Professor	Health Prof			91,257 FY	1.00
		Program Director for Radiation Science Technology Education (Stipend)	Special			10,993 FY	0.00
		Program Director for Radiation Science Technoloyg Education (Stipend)	Special			10,993 FY	0.00
	Allied Health Administration	Assistant Dean Academic Affairs (Stipend)	Special	7/1/2020		15,000 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Wiley, Michael	Environmental, Agricultural, and Occupational Health	Assistant Professor	Special	9/1/2020		90,196 FY	0.80
		Assistant Professor	Special		8/31/2020	112,746 FY	1.00
Winningham, Grace	Munroe-Meyer Institute Developmental Medicine	Assistant Professor	Special	7/1/2020		131,830 FY	0.80
		Assistant Professor	Special		6/30/2020	164,788 FY	1.00
Yuil-Valdes, Ana	Pathology and Microbiology	Assistant Professor	Health Prof	7/1/2020	6/30/2021	60,000 FY	1.00
		Assistant Professor	Special		6/30/2020	60,000 FY	1.00

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Zangrillo, Amanda	Munroe-Meyer Institute Severe Behavior	Associate Professor	Special			102,746 FY	1.00
		Associate Professor	Special			102,746 FY	1.00
		Director of Severe Behavior Program (Stipend)	Special	8/1/2020		18,000 FY	0.00
		Interim Director of Severe Behavior Program (Stipend)	Special		7/31/2020	18,000 FY	0.00
Zeger, Wesley	Emergency Medicine	Associate Professor	Health Prof			113,082 FY	1.00
		Associate Professor	Health Prof			113,082 FY	1.00
		Executive Vice Chair (Stipend)	Special			10,000 FY	0.00
		Executive Vice Chair (Stipend)	Special			10,000 FY	0.00
		Richard A. Walker, MD Distinguished Professor of Emergency Medicine	Special	7/1/2020	6/30/2025	0 FY	0.00
		N/A	N/A		6/30/2020	0 FY	0.00
Zhang, Ying	Biostatistics	Professor	Health Prof			220,000 FY	1.00
		Professor	Health Prof			220,000 FY	1.00
		Chairperson (Stipend)	Special			40,000 FY	0.00
		Chairperson (Stipend)	Special			40,000 FY	0.00
	Epidemiology	Interim Chair (Stipend)	Special	8/1/2020		21,818 FY	0.00
		N/A	N/A		7/31/2020	0 FY	0.00

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**ADJUSTMENTS**

Annual salary increases are reflected in this report

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Adidam, Phani	College of Business Marketing and Entrepreneurship	Director, International Initiatives (Stipend)	Special	9/1/2020		10,000 AY	0.00
		Executive Management Education Professorship	Special		8/31/2020	5,000 AY	0.00
		Professor	Continuous	9/1/2020		53,221 AY	0.40
		Professor	Continuous		8/31/2020	52,338 AY	0.40
		Chairperson (Includes Stipend)	Special	9/1/2020		83,432 AY	0.60
		Chairperson (Includes Stipend)	Special		8/31/2020	82,107 AY	0.60
<sup>45</sup> Adkins, Randall	College of Arts and Sciences	Associate Dean (Includes Stipend)	Special	9/1/2020	6/30/2021	137,619 FY	1.00
		Associate Dean (Includes Stipend)	Special		8/31/2020	127,619 FY	1.00
Baccouch, Mahboub	Mathematics	Professor	Continuous	9/1/2020		77,048 AY	1.00
		Professor	Continuous		8/31/2020	75,837 AY	1.00
		James M. Earl Diamond Professorship	Special	9/1/2020	8/31/2023	5,000 AY	0.00
		James M. Earl Diamond Professorship	Special		8/31/2020	5,000 AY	0.00
Bass, Andrea	Marketing and Entrepreneurship	Associate Professor	Continuous	9/1/2020		134,231 AY	1.00
		Associate Professor	Continuous		8/31/2020	132,066 AY	1.00
		Schumacher Chair of Ethics	Special	9/1/2020	8/31/2023	10,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00

<sup>45</sup> Change of duties; stipend increase from \$15,000 to \$25,000.

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Beldin, Kerry	School of Social Work	Associate Professor	Continuous	9/1/2020		69,033 AY	1.00
		Associate Professor	Continuous		8/31/2020	36,818 FY	0.40
		Associate Professor	Continuous	7/1/2020	8/31/2020	36,818 FY	0.40
		Associate Professor	Continuous		6/30/2020	67,945 AY	1.00
	School of Social Work	Director (Includes Stipend)	Special	7/1/2020	8/31/2020	67,226 FY	0.60
		N/A	N/A		6/30/2020	0	0.00
Bi, Chang	School of Communication	Assistant Professor	Specific	7/29/2020	11/9/2022	58,936 AY	1.00
		Assistant Professor	Specific		7/28/2020	58,000 AY	1.00
<sup>46</sup> Bloom, Melanie	College of Arts and Sciences	Associate Dean, Humanities (Includes Stipend)	Special	8/17/2020	8/14/2023	134,893 FY	1.00
	Foreign Languages	Professor	Continuous		8/16/2020	76,765 AY	1.00
Bridgeford, Tracy	English	Professor	Continuous	9/1/2020		30,756 AY	0.40
		Professor	Continuous		8/31/2020	29,793 AY	0.40
		Chairperson (Includes Stipend)	Special	9/1/2020		49,735 AY	0.60
		Chairperson (Includes Stipend)	Special		8/31/2020	49,013 AY	0.60
		N/A	N/A	9/1/2020		0 AY	0.00
		Albert W. and Helen J. Jefferis Chair of English Literature	Special		8/31/2020	3,000 AY	0.00

<sup>46</sup> Equity salary increase.

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Buchelt, Lisabeth	English	Professor	Continuous	9/1/2020		77,197 AY	1.00
		Associate Professor	Continuous		8/31/2020	70,520 AY	1.00
		Albert W. and Helen J. Jefferis Chair of English Literature	Special	9/1/2020	8/31/2023	3,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Burton, Taricka	Multicultural Affairs	Director	Special	7/1/2020		85,000 FY	1.00
		Interim Director	Special		6/30/2020	80,000 FY	1.00
Carter, David	Counseling	Professor	Continuous	7/1/2020		44,052 FY	0.40
		Professor	Continuous		6/30/2020	81,301 AY	1.00
		Chairperson (Includes Stipend)	Special	7/1/2020	6/30/2021	71,077 FY	0.60
		N/A	N/A		6/30/2020	0 FY	0.00
Celinscak, Mark	History	Assistant Professor	Specific	9/1/2020		58,702 AY	1.00
		Assistant Professor	Specific		8/31/2020	57,703 AY	1.00
		Director, Fried Academy for Holocaust and Genocide Studies (Stipend)	Special	9/1/2020	8/31/2023	20,000 AY	0.00
		Director, Fried Academy for Holocaust and Genocide Studies (Stipend)	Special		8/31/2020	10,000 AY	0.00
		Louis and Frances Blumkin Professor of Holocaust and Genocide Studies	Special			8,000 AY	0.00
		Louis and Frances Blumkin Professor of Holocaust and Genocide Studies	Special			8,000 AY	0.00

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Cheng, Xiaoyan	School of Accounting	Professor	Continuous	9/1/2020		153,779 AY	1.00
		Associate Professor	Continuous		8/31/2020	145,908 AY	1.00
		Distinguished Alumni Professorship of Accounting	Continuous	9/1/2020	8/31/2023	10,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Conces, Rory	Philosophy and Religion	Associate Professor	Continuous	9/1/2020		69,876 AY	1.00
		Associate Professor	Continuous		8/31/2020	68,739 AY	1.00
		Director, Human Rights Minor (Stipend)	Special	9/1/2020	8/31/2021	1,200 AY	0.00
		Director, Human Rights Minor (Stipend)	Special		8/31/2020	1,200 AY	0.00
Cutucache, Christine	Biology	Associate Professor	Continuous	9/1/2020		74,801 AY	1.00
		Associate Professor	Continuous		8/31/2020	73,623 AY	1.00
	Science, Technology, Engineering and Mathematics Teaching, Research, and Inquiry-based Learning (STEM TRAIL) Center	Haddix Community Chair in Science	Special	9/1/2020	8/31/2023	22,500 AY	0.00
		Haddix Community Chair in Science	Special		8/31/2020	22,500 AY	0.00
		Director, STEM TRAIL Center (Stipend)	Special			21,000 AY	0.00
		Director, STEM TRAIL Center (Stipend)	Special			21,000 AY	0.00

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D'Souza, Henry	School of Social Work	Professor	Continuous	9/1/2020		37,978 AY	0.40
		Professor	Continuous		8/31/2020	93,482 AY	1.00
		Director, School of Social Work (Includes Stipend)	Special	9/1/2020		66,966 AY	0.60
		N/A	N/A		8/31/2020	0 AY	0.00
Danielson, Kathleen	Teacher Education	Professor	Continuous	9/1/2020		51,266 FY	0.40
		Professor	Continuous		8/31/2020	50,436 FY	0.40
		Chairperson (Includes Stipend)	Special	9/1/2020		86,898 FY	0.60
		Chairperson (Includes Stipend)	Special		8/31/2020	85,655 FY	0.60
		Dr. Hollie Bethel Professor of Education	Special	9/1/2020	8/31/2023	10,000 FY	0.00
		Isaacson Professorship	Special		8/31/2020	10,000 FY	0.00
Davis, Paul	Biology	Associate Professor	Continuous	9/1/2020		70,005 AY	1.00
		Associate Professor	Continuous		8/31/2020	68,896 AY	1.00
	Health Careers Resource Center	Director (Stipend)	Special	9/1/2020	8/31/2021	38,668 AY	0.00
		Director (Stipend)	Special		8/31/2020	22,000 AY	0.00
DeSanti, Brady	Philosophy and Religion	Associate Professor	Continuous	9/1/2020		65,719 AY	1.00
		Associate Professor	Continuous		8/31/2020	64,678 AY	1.00
		Director, Native American Studies Program (Stipend)	Special	9/1/2020	8/31/2021	3,600 AY	0.00
		Director, Native American Studies Program (Stipend)	Special		8/31/2020	3,600 AY	0.00

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Decker, Christopher	Economics	Professor	Continuous	9/1/2020		123,915 AY	1.00
		Professor	Continuous		8/31/2020	48,735 AY	0.40
		N/A	N/A	9/1/2020		0 AY	0.00
		Chairperson (Includes Stipend)	Special		8/31/2020	76,704 AY	0.60
		John Lucas Diamond Professorship	Special			5,000 AY	0.00
		John Lucas Diamond Professorship	Special			5,000 AY	0.00
Dere, Ashlee	Geography and Geology	Associate Professor	Continuous	9/1/2020		68,769 AY	1.00
		Associate Professor	Continuous		8/31/2020	67,656 AY	1.00
		Program Coordinator, UNO Soils Laboratory and UNO Collegiate Soils Team (Stipend)	Special	9/1/2020	8/31/2021	5,000 AY	0.00
		Program Coordinator, UNO Soils Laboratory and UNO Collegiate Soils Team (Stipend)	Special		8/31/2020	5,000 AY	0.00
Derrick, Douglas	School of Interdisciplinary Informatics	Associate Professor	Continuous	9/1/2020		122,070 AY	1.00
		Associate Professor	Continuous		8/31/2020	120,142 AY	1.00
		Mutual of Omaha Distinguished Chair of Information Science and Technology	Special	9/1/2020	8/31/2023	7,500 AY	0.00
		Mutual of Omaha Distinguished Chair of Information Science and Technology	Special		8/31/2020	7,500 AY	0.00

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Dohrman-Swain, Kristine	Special Education Communication Disorders	Assistant Dean (Includes Stipend)	Special	7/1/2020	6/30/2023	121,791	FY	1.00
		Professor	Continuous		6/30/2020	40,716	FY	0.40
		Isaacson Professorship	Special	9/1/2020	8/31/2023	10,000	FY	0.00
		Chairperson (Includes Stipend)			6/30/2020	64,675	FY	0.60
Eesley, Dale	Marketing and Entrepreneurship	Professor	Continuous	9/1/2020		141,620	AY	1.00
		Associate Professor	Continuous		8/31/2020	133,860	AY	1.00
		John Morgan Community Chair in Innovation, Entrepreneurship and Franchising	Special	9/1/2020	8/31/2023	22,500	AY	0.00
		John Morgan Community Chair in Innovation, Entrepreneurship and Franchising	Special		8/31/2020	20,000	AY	0.00
Eikenberry, Angela	School of Public Administration	Professor	Continuous	9/1/2020		92,160	AY	1.00
		Professor	Continuous		8/31/2020	90,727	AY	1.00
		D.B. and Paula Varner Professorship	Special	9/1/2020	8/31/2023	10,000	AY	0.00
		N/A	N/A		8/31/2020	0	AY	0.00

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French, Jeffrey	Psychology	Professor	Continuous	9/1/2020		51,530 AY	0.50
		Professor	Continuous		8/31/2020	50,706 AY	0.50
		N/A	N/A	9/1/2020		0 AY	0.00
		D.B. and Paula Varner Professorship	Special		8/31/2020	10,000 AY	0.00
Fruhling, Ann	School of Interdisciplinary Informatics	Professor	Continuous	9/1/2020		138,086 AY	1.00
		Professor	Continuous		8/31/2020	54,370 AY	0.40
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special			10,000 AY	0.00
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special			10,000 AY	0.00
		NA	NA	9/1/2020		0 AY	0.00
		Director, School of Interdisciplinary Informatics (Includes Stipend)	Special		8/31/2020	85,156 AY	0.60

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Gandhi, Robin	School of Interdisciplinary Informatics	Professor	Continuous	9/1/2020	9/25/2023	49,550 AY	0.40
		Associate Professor	Continuous		8/31/2020	116,425 AY	1.00
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special	9/1/2020	8/31/2025	10,000 AY	0.00
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special		8/31/2020	10,000 AY	0.00
		Director, School of Interdisciplinary Informatics (Includes Stipend)	Special	9/1/2020		77,926 AY	0.60
		N/A	N/A		8/31/2020	0 AY	0.00
Hawkins, Daniel	Sociology and Anthropology	Associate Professor	Continuous	9/1/2020		28,028 AY	0.40
		Associate Professor	Continuous		8/31/2020	27,589 AY	0.40
		Chairperson (Stipend)	Special	9/1/2020		45,643 AY	0.60
		Chairperson (Stipend)	Special		8/31/2020	44,985 AY	0.60
		Chairs and Directors Professional Development Coordinator	Special	8/10/2020	6/30/2021	3,000 AY	0.00
		N/A	N/A			0 AY	0.00

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Hutt, Curtis	Philosophy and Religion	Associate Professor	Continuous	9/1/2020		67,741 AY	1.00		
		Associate Professor	Continuous		8/31/2020	66,671 AY	1.00		
		Director of Programming, Schwalb Center (Stipend)	Special	9/1/2020	8/31/2021	7,500 AY	0.00		
		Director of Programming, Schwalb Center (Stipend)	Special		8/31/2020	7,500 AY	0.00		
		Director, Leonard and Shirley Goldstein Center for Human Rights (Stipend)	Special	9/1/2020	8/31/2021	5,500 AY	0.00		
		Director, Leonard and Shirley Goldstein Center for Human Rights (Stipend)	Special		8/31/2020	5,500 AY	0.00		
		Irwin, Jay	Sociology and Anthropology	Associate Professor	Continuous	9/1/2020		67,654 AY	1.00
				Associate Professor	Continuous		8/31/2020	66,573 AY	1.00
Director, LGBTQ/Sexual Studies Minor (Stipend)	Special			9/1/2020	8/31/2021	1,200 AY	0.00		
Director, LGBTQ/Sexual Studies Minor (Stipend)	Special				8/31/2020	1,200 AY	0.00		
Johnson, Jeremy	School of the Arts (Art and Art History)	Associate Professor	Continuous	9/1/2020		25,081 AY	0.40		
		Associate Professor	Continuous		8/31/2020	57,519 AY	1.00		
		Division Coordinator (Includes Stipend)	Special	9/1/2020		41,221 AY	0.40		
		N/A	N/A		8/31/2020	0 AY	0.00		

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Jones, Margaret	School of the Arts (Theatre)	Associate Professor	Continuous	9/1/2020		70,471 AY	1.00
	Black Studies	Associate Professor	Continuous		8/31/2020	69,358 AY	1.00
Kamenskiy, Alexey	Biomechanics	Professor	Continuous	7/1/2020		60,830 FY	0.40
		Professor	Continuous		6/30/2020	150,000 FY	1.00
		Chairperson (Includes Stipend)	Special	7/1/2020		96,246 FY	0.60
		N/A	N/A		6/30/2020	0 FY	0.00
Kelly, Christopher	Gerontology	Professor	Continuous	7/1/2020		44,776 FY	0.40
		Associate Professor	Continuous		6/30/2020	77,186 AY	1.00
		Chairperson (Includes Stipend)	Special	7/1/2020		73,165 FY	0.60
		N/A	N/A		6/30/2020	0 FY	0.00
Kennedy, Tammie	English	Associate Professor	Continuous	9/1/2020		68,254 AY	1.00
		Associate Professor	Continuous		8/31/2020	67,176 AY	1.00
		Director, Interdisciplinary Studies (Stipend)	Special	9/1/2020	8/31/2021	20,000 AY	0.00
		Director, Interdisciplinary Studies (Stipend)	Special		8/31/2020	15,000 AY	0.00
Kilinc, Ramazan	Political Science	Associate Professor	Continuous	9/1/2020		72,234 AY	1.00
		Associate Professor	Continuous		8/31/2020	71,071 AY	1.00
		Director, Islamic Studies (Stipend)	Special	9/1/2020	8/31/2021	2,000 AY	0.00
		Director, Islamic Studies (Stipend)	Special		8/31/2020	2,000 AY	0.00

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Knopp, Lisa	English	Professor	Continuous	9/1/2020		76,571 AY	1.00
		Professor	Continuous		8/31/2020	75,373 AY	1.00
		N/A	N/A	9/1/2020		0 AY	0.00
		Interim Director, Creative Nonfiction Program (Stipend)	Special		8/31/2020	1,500 AY	0.00
Leader Janssen, Elizabeth	Special Education Communication Disorders	Professor	Continuous	8/1/2020		35,759 FY	0.40
		Professor	Continuous		7/31/2020	65,998 AY	1.00
		Chairperson (Includes Stipend)	Special	8/1/2020		58,638 FY	0.60
		N/A	N/A		7/31/2020	0 FY	0.00
Lierler, Yuliya	Computer Science	Associate Professor	Continuous			115,324 AY	1.00
		Associate Professor	Continuous			115,324 AY	1.00
		Cheryl Prewett Diamond Professorship	Special	9/1/2020		5,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00

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Ligon, Ginamarie	Center for Collaboration Science	Director, National Counterterrorism Innovation, Technology, and Education (Includes Stipend)	Special	7/1/2020		219,306 FY	1.00
	Management	Professor	Continuous		6/30/2020	141,660 AY	1.00
	Management	Jack and Stephanie Koraleski Professor of Collaboration Science	Special			10,000 FY	1.00
	Management	Jack and Stephanie Koraleski Professor of Collaboration Science	Special			10,000 FY	1.00
Lin, Shuanglin	Economics	Professor	Continuous			115,992 AY	1.00
		Professor	Continuous			115,992 AY	1.00
		Harlan and Nancy Noddle Professorship of Business Administration	Special	9/1/2020	8/31/2025	10,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Lu, Guoqing	Biology	Professor	Continuous			115,007 AY	1.00
		Professor	Continuous			115,007 AY	1.00
		Isaacson Professorship	Special	9/1/2020	8/31/2023	5,000 AY	0.00
		Isaacson Professorship	Special		8/31/2020	5,000 AY	0.00

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Mahoney, William	School of Interdisciplinary Informatics	Professor	Continuous			142,121 AY	1.00
		Professor	Continuous			142,121 AY	1.00
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special	9/1/2020	8/31/2025	10,000 AY	0.00
		Cheryl Prewett Diamond Professorship	Special		8/31/2020	5,000 AY	0.00
Masters, Julie	Gerontology	Professor	Continuous	7/1/2020		93,514 AY	1.00
		Professor	Continuous		6/30/2020	49,086 FY	0.40
		N/A	N/A	7/1/2020		0 FY	0.00
		Chairperson (Includes Stipend)	Special		6/30/2020	79,626 FY	0.60
		Terry Haney Chair of Gerontology	Special			15,000 AY	0.00
		Terry Haney Chair of Gerontology	Special			15,000 AY	0.00
Messerole, Michael	School of Health and Kinesiology	Associate Professor	Continuous	9/1/2020		72,301 AY	1.00
		Associate Professor	Continuous		8/31/2020	71,158 AY	1.00
		Assistant Director (Stipend)	Special			4,800 AY	0.00
		Assistant Director (Stipend)	Special			4,800 AY	0.00
		N/A	N/A	9/1/2020		0 AY	0.00
		Professor Robert Ackerman Faculty Fellow of Community Engagement	Special		8/31/2020	5,000 AY	0.00

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Monardo, Anna	Writer's Workshop	Professor	Continuous	9/1/2020		32,432 AY	0.40
		Professor	Continuous		8/31/2020	79,822 AY	1.00
		Division Coordinator (Includes Stipend)	Special	9/1/2020	1/3/2021	48,648 AY	0.60
		N/A	N/A		8/31/2020	0 AY	0.00
		Regents/Foundation Professorship	Special			5,000 AY	0.00
		Regents/Foundation Professorship	Special			5,000 AY	0.00
Moore, James	Physics	Professor	Continuous			81,419 AY	1.00
		Professor	Continuous			81,419 AY	1.00
		Dr. George F. Haddix Community Chair in Physical Science	Special	9/1/2020	8/31/2023	22,500 AY	0.00
		Dr. George F. Haddix Community Chair in Physical Science	Special		8/31/2020	22,500 AY	0.00

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Myers, Sara	Office of Research and Creative Activity	Assistant Vice Chancellor	Special			138,222 FY	1.00
		Assistant Vice Chancellor	Special			138,222 FY	1.00
		Coordinator, Teacher-Researcher Partnership Program	Special			5,500 FY	0.00
		Coordinator, Teacher-Researcher Partnership Program	Special			5,500 FY	0.00
		D.B. and Paula Varner Professorship	Special	9/1/2020	8/31/2023	10,000 FY	0.00
		NA	NA			0 FY	0.00
Nix, Justin	School of Criminology and Criminal Justice	Associate Professor	Continuous	9/1/2020		83,477 AY	1.00
		Assistant Professor	Specific		8/31/2020	77,891 AY	1.00
		MA Program Coordinator (Stipend)	Special	9/1/2020	8/31/2023	5,000 AY	0.00
		MA Program Coordinator (Stipend)	Special		8/31/2020	5,000 AY	0.00
Nordman, Russell	School of the Arts (Art and Art History)	Professor	Continuous	9/1/2020		75,896 AY	1.00
		Professor	Continuous		8/31/2020	29,886 AY	0.40
		N/A	N/A	9/1/2020		0 AY	0.00
		Division Coordinator (Includes Stipend)	Special		8/31/2020	48,427 AY	0.60

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Obradovic, Lana	Political Science	Associate Professor	Continuous	9/1/2020		69,194 AY	1.00
		Associate Professor	Continuous		8/31/2020	68,081 AY	1.00
		Director, Holocaust and Genocide Studies Minor (Stipend)	Special	9/1/2020	8/31/2021	1,200 AY	0.00
		Director, Holocaust and Genocide Studies Minor (Stipend)	Special		8/31/2020	1,200 AY	0.00
Pelton, Julie	Sociology and Anthropology	Associate Professor	Continuous	9/1/2020		68,030 AY	1.00
		Associate Professor	Continuous		8/31/2020	66,943 AY	1.00
		Director, Sustainability Minor (Stipend)	Special	9/1/2020	8/31/2021	1,200 AY	0.00
		Director, Sustainability Minor (Stipend)	Special		8/31/2020	1,200 AY	0.00
Pickering, Barbara	School of Communication	Professor	Continuous	9/1/2020		82,036 AY	1.00
		Professor	Continuous		8/31/2020	80,768 AY	1.00
		Assistant Director (Stipend)	Special	9/1/2020		4,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Pol, Louis	Marketing and Entrepreneurship	Professor	Continuous	9/1/2020		93,354 AY	0.50
		Professor	Continuous		8/31/2020	184,015 AY	1.00
Proulx, Patrice	Foreign Languages	Professor	Continuous	9/1/2020		84,002 AY	1.00
		Professor	Continuous		8/31/2020	33,079 AY	0.40
		N/A	N/A	9/1/2020		0 AY	0.00
		Chairperson (Includes Stipend)	Special		8/31/2020	53,220 AY	0.60

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>		
Price, John	English	Professor	Continuous	9/1/2020		82,667 AY	1.00		
		Professor	Continuous		8/31/2020	81,381 AY	1.00		
		Director, Creative Nonfiction Program (Stipend)	Special	8/17/2020	5/14/2021	3,000 AY	0.00		
		N/A	N/A		8/16/2020	0 AY	0.00		
		Regents/Foundation Professorship	Special			5,000 AY	0.00		
		Regents/Foundation Professorship	Special			5,000 AY	0.00		
		Qureshi, Sajda	Information Systems and Quantitative Analysis	Professor	Continuous			165,034 AY	1.00
				Professor	Continuous			165,034 AY	1.00
Frederick W. Kayser Chair	Special			9/1/2020	8/31/2023	5,000 AY	0.00		
Frederick W. Kayser Chair	Special				8/31/2020	5,000 AY	0.00		
Reilly, Hugh	School of Communication			Professor	Continuous	7/1/2020		42,907 FY	0.40
		Professor	Continuous		6/30/2020	42,249 FY	0.40		
		Director (Includes Stipend)	Special	7/1/2020		69,162 FY	0.60		
		Director (Includes Stipend)	Special		6/30/2020	68,176 FY	0.60		
		Robert T. Reilly Professorship	Special	9/1/2020	8/31/2021	10,000 FY	0.00		
		Robert T. Reilly Professorship	Special		8/31/2020	10,000 FY	0.00		

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Reiter-Palmon, Roni	Psychology	Professor	Continuous	9/1/2020		90,807 AY	1.00
		Professor	Continuous		8/31/2020	89,335 AY	1.00
		Director, Center for Applied Psychological Services (Stipend)	Special	9/1/2020	8/31/2021	10,000 AY	0.00
		Director, Center for Applied Psychological Services (Stipend)	Special		8/31/2020	10,000 AY	0.00
		N/A	N/A	9/1/2020		0 AY	0.00
		D.B. and Paula Varner Professorship	Special		8/31/2020	10,000 AY	0.00
Richardson, Todd	Goodrich Scholarship Program	Associate Professor	Continuous	9/1/2020		67,274 AY	1.00
		Associate Professor	Continuous		8/31/2020	66,194 AY	1.00
		James R. Schumacher Chair of Ethics	Special	9/1/2020	8/31/2023	10,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Riley, Jennifer	School of Accounting	Professor	Continuous	9/1/2020		148,174 AY	1.00
		Professor	Continuous		8/31/2020	147,174 AY	1.00
		William C. Hockett Diamond Professorship	Special	9/1/2020	8/31/2023	10,000 AY	0.00
		William C. Hockett Diamond Professorship	Special		8/31/2020	10,000 AY	0.00
Riley, Kevin	Educational Leadership	Assistant Professor	Specific	9/1/2020	8/31/2023	45,000 AY	0.50
		Assistant Professor	Specific		8/31/2020	45,000 AY	0.50

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Rodie, Amy	College of Business Administration Marketing and Entrepreneurship	Special Assistant to the Dean	Special	9/1/2020		33,910 AY	0.24
		Associate Professor	Continuous		8/31/2020	54,066 AY	1.00
		N/A	N/A	9/1/2020		0 AY	0.00
		James R. Schumacher Chair of Ethics	Special		8/31/2020	10,000 AY	0.00
Rodriguez-Arroyo, Sandra	Teacher Education	Associate Professor	Continuous			67,306 AY	1.00
		Associate Professor	Continuous			67,306 AY	1.00
		Professor Robert Ackerman Faculty Fellow of Community Engagement	Special	9/1/2020	8/31/2023	5,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00
Roland, Thomas	School of Music	Professor	Continuous	9/1/2020		73,901 AY	1.00
		Professor	Continuous		8/31/2020	72,746 AY	1.00
		Coordinator, Distance Education (Stipend)	Special	9/1/2020	8/31/2021	15,000 AY	0.00
		Coordinator, Distance Education (Stipend)	Special		8/31/2020	15,000 AY	0.00
		Assistant Director	Special	9/1/2020	8/31/2021	3,000 AY	0.00
		Assistant Director	Special		8/31/2020	3,000 AY	0.00
Russell, Jill	Office of Academic Affairs	Accreditation Liaison Officer	Special	7/1/2020		23,552 FY	0.24
		Assistant to the Senior Vice Chancellor for Accreditation	Special		6/30/2020	98,135 FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Sabirianov, Renat	Physics	Professor	Continuous	9/1/2020	8/31/2021	34,848 AY	0.40
		Professor	Continuous		8/31/2020	34,308 AY	0.40
		Chairperson (Stipend)	Special	9/1/2020		55,871 AY	0.60
		Chairperson (Stipend)	Special		8/31/2020	55,063 AY	0.60
Schafer, Josephine	Center for Public Affairs Research	Senior Research Associate	Special	8/1/2020	7/31/2022	45,432 FY	0.40
		Senior Research Associate	Special		7/31/2020	45,432 FY	0.40
		Director (Includes Stipend)	Special	8/1/2020	7/31/2022	80,150 FY	0.60
		Director (Includes Stipend)	Special		7/31/2020	80,150 FY	0.60
Smith, Benny	Economics	Associate Professor	Continuous	9/1/2020		40,053 AY	0.40
		Associate Professor	Continuous		8/31/2020	98,525 AY	1.00
		Chairperson (Includes Stipend)	Special	9/1/2020		63,679 AY	0.60
		N/A	N/A		8/31/2020	0 AY	0.00
Smith, Lisa	School of Social Work	Assistant Professor	Specific	9/1/2020		62,000 AY	1.00
		Visiting Assistant Professor	Specific		8/31/2020	60,000 AY	1.00
Sollars, Suzanne	Psychology	Professor	Continuous	9/1/2020		91,590 AY	1.00
		Associate Professor	Continuous		8/31/2020	84,718 AY	1.00
		Director, Neuroscience (Stipend)	Special	9/1/2020		3,600 AY	0.00
		Director, Neuroscience (Stipend)	Special		8/31/2020	3,600 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Stergiou, Nikolaos	Biomechanics	Professor	Continuous			10,973 FY	0.10
		Professor	Continuous			10,973 FY	0.10
		Assistant Dean	Special			177,569 FY	0.90
		Assistant Dean	Special			177,569 FY	0.90
		UNO Distinguished Community Research Chair in Biomechanics	Special	9/1/2020	8/31/2023	20,000 FY	0.00
		UNO Distinguished Community Research Chair in Biomechanics	Special		8/31/2020	20,000 FY	0.00
Subramaniam, Mahadevan	Computer Science	Professor	Continuous			53,885 AY	0.40
		Professor	Continuous			53,885 AY	0.40
		Chairperson (Includes Stipend)	Special			80,828 AY	0.60
		Chairperson (Includes Stipend)	Special			80,828 AY	0.60
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special	9/1/2020	8/31/2025	10,000 AY	0.00
		N/A	N/A		8/31/2020	0 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Tapprich, William	Biology	Professor	Continuous			90,072 AY	1.00
		Professor	Continuous			90,072 AY	1.00
		Sophie and Feodora Kahn Professorship in Biology	Special	9/1/2020	8/31/2023	5,000 AY	0.00
		Sophie and Feodora Kahn Professorship in Biology	Special		8/31/2020	5,000 AY	0.00
	Chemistry	Interim Chairperson	Special	8/17/2020	5/14/2021	20,000 AY	0.00
		N/A	N/A			0 AY	0.00
Torres, Steven	Foreign Languages	Professor	Continuous	9/1/2020		30,357 AY	0.40
		Associate Professor	Continuous		8/31/2020	69,236 AY	1.00
		Chairperson (Includes Stipend)	Special	9/1/2020		49,135 AY	0.60
		N/A	N/A			0 AY	0.00
Waggener, Miles	Writer's Workshop	Professor	Continuous	9/1/2020		72,680 AY	1.00
		Professor	Continuous		8/31/2020	28,617 AY	0.40
		N/A	N/A	9/1/2020		0 AY	0.00
		Division Coordinator (Includes Stipend)	Special		8/31/2020	46,526 AY	0.60

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Wakefield, William	School of Criminology and Criminal Justice	Professor	Continuous	9/1/2020		113,764 AY	1.00
		Professor	Continuous		8/31/2020	112,046 AY	1.00
		N/A	N/A	9/1/2020		0 AY	0.00
		Director, London Study Abroad Program	Special		8/31/2020	5,000 AY	0.00
		Coordinator, Outreach	Special			5,000 AY	0.00
		Coordinator, Outreach	Special			5,000 AY	0.00
Weaver, Adam	Psychology	Associate Professor	Continuous	9/1/2020		71,026 AY	1.00
		Associate Professor	Continuous		8/31/2020	69,839 AY	1.00
		Distinguished Associate Professor (Stipend)	Special	9/1/2020	8/31/2026	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Williams, Paul	Philosophy and Religion	Associate Professor	Continuous	9/1/2020		28,956 AY	0.40
		Associate Professor	Continuous		8/31/2020	28,502 AY	0.40
		Chairperson (Includes Stipend)	Special	9/1/2020	8/31/2023	47,034 AY	0.60
		Chairperson (Includes Stipend)	Special		8/31/2020	46,352 AY	0.60
		Assistant Director, Leonard and Shirley Goldstein Center for Human Rights	Special	9/1/2020	8/31/2021	5,500 AY	0.00
		Assistant Director, Leonard and Shirley Goldstein Center for Human Rights	Special		8/31/2020	5,500 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Wolfenbarger, Lillian	College of Arts and Sciences	Associate Dean, Science and Research (Includes Stipend)	Special	8/17/2020	8/14/2023	135,107	FY	1.00
		Biology	Professor		8/16/2020	35,472	AY	0.40
		Chairperson (Stipend)	Special	8/17/2020		3,600	AY	0.00
		Chairperson (Includes Stipend)	Special		8/16/2020	56,809	AY	0.60
Zhong, Haizhen	Chemistry	Professor	Continuous	9/1/2020		75,084	AY	1.00
		Professor	Continuous		8/31/2020	29,541	AY	0.40
		N/A	N/A	9/1/2020		0	AY	0.00
		Chairperson (Includes Stipend)	Special		8/31/2020	47,912	AY	0.60

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA-LINCOLN NCTA**

**ADJUSTMENTS**

Annual salary increases are reflected in this report

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Hergenreder, Joanna	Nebraska College of Technical Agriculture	Associate Professor	Special	8/17/2020		76,405	AY	1.00
		Associate Professor (Includes Stipend)	Special		8/16/2020	99,921	FY	1.00

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**PERSONNEL REPORT**  
**7/1/2020 - 9/30/2020**  
**UNIVERSITY OF NEBRASKA ADMINISTRATION**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Duke, Steven	P-16 Initiative	Associate Vice President for P-16 Initiatives	Special	7/1/2020		139,801	FY	1.00
	International Affairs	Associate Vice President for Global Strategy and International Initiatives	Special		6/30/2020	139,801	FY	1.00
Jenkins, Stancia	Office of the President	Chief Diversity and Inclusion Officer	Special	8/1/2020		132,002	FY	1.00
	Office of the Executive Vice President and Provost	Associate to President/Assistant Vice President for Diversity, Access and Inclusion	Special		7/31/2020	132,002	FY	1.00
Lee, Melissa	Office of the Vice President for External Relations	Chief Communication Officer	Special	8/1/2020		98,596	FY	1.00
		Director of Communications	Special		7/31/2020	98,596	FY	1.00
Maurer, Carmen	Office of the President	Senior Advisor to President	Special	7/13/2020		211,202	FY	1.00
		Strategic Advisor to the President	Special		7/12/2020	52,800	FY	0.25
	Corporation Secretary	N/A	N/A	7/13/2020		0	AY	0
		Corporation Secretary	Special		7/12/2020	158,402	FY	0.75

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TO: The Board of Regents Addendum XI-D-2  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Tenure Density Report

RECOMMENDED ACTION: Report


PREVIOUS ACTION: February 7, 2020 – The Board of Regents accepted the Fall 2019 University of Nebraska Tenure Density Report.

EXPLANATION: The report includes headcounts and net changes across years for faculty and administrators with tenure status or in tenure-track positions on all campuses. The purpose of the report is to show the number and percentage of individuals that are tenured at each campus.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Walter E. Carter  
President

DATE: January 15, 2021



**TENURE DENSITY**  
**Fall 2020 Compared to Selected Previous Years**

	2010	2015	2019	2020	Net Change Numbers and Percentage Points		
					1-yr	5-yr	10-yr
<b>University Wide</b>							
Tenured	1,713	1,628	1,625	1,628	3	0	(85)
Tenure-Track	435	470	525	490	(35)	20	55
Health Professions	474	519	677	796	119	277	322
Total	2,622	2,617	2,827	2,914	87	297	292
% Tenured	65.3%	62.2%	57.5%	55.9%	-1.6%	-6.3%	-9.5%
<b>UNL</b>							
Tenured	921	870	869	852	(17)	(18)	(69)
Tenure-Track	270	267	311	284	(27)	17	14
Total	1,191	1,137	1,180	1,136	(44)	(1)	(55)
% Tenured	77.3%	76.5%	73.6%	75.0%	1.4%	-1.5%	-2.3%
<b>UNL (city only)</b>							
Tenured	692	643	620	617	(3)	(26)	(75)
Tenure-Track	201	174	231	207	(24)	33	6
Total	893	817	851	824	(27)	7	(69)
% Tenured	77.5%	78.7%	72.9%	74.9%	2.0%	-3.8%	-2.6%
<b>IANR</b>							
Tenured	229	227	249	235	(14)	8	6
Tenure-Track	69	93	80	77	(3)	(16)	8
Total	298	320	329	312	(17)	(8)	14
% Tenured	76.8%	70.9%	75.7%	75.3%	-0.4%	4.4%	-1.5%
<b>UNMC</b>							
Tenured	273	268	245	271	26	3	(2)
Tenure-Track*	-	-	-	-	-	-	-
Health Professions*	474	519	677	796	119	277	322
Total	747	787	922	1,067	145	280	320
% Tenured	36.5%	34.1%	26.6%	25.4%	-1.2%	-8.7%	-11.1%
<b>UNO</b>							
Tenured	338	323	334	327	(7)	4	(11)
Tenure-Track	99	114	128	137	9	23	38
Total	437	437	462	464	2	27	27
% Tenured	77.3%	73.9%	72.3%	70.5%	-1.8%	-3.4%	-6.9%
<b>UNK</b>							
Tenured	181	167	177	178	1	11	(3)
Tenure-Track	66	89	86	69	(17)	(20)	3
Total	247	256	263	247	(16)	(9)	0
% Tenured	73.3%	65.2%	67.3%	72.1%	4.8%	6.8%	-1.2%

\*Health professions faculty at UNMC are the functional equivalent of tenure-track faculty at other campuses.

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

Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Programs with Tuition Variances

RECOMMENDED ACTION: Report


PREVIOUS ACTION: February 7, 2020 – The Board approved the report on programs with differential tuition rates for AY2018-19.

EXPLANATION: Following the approval of Regents Policy RP-5.7.4.10, Differential Tuition Rates, the President was granted authority to approve recommendations by which the campuses may vary the rate of tuition from that established by the Board. The purpose of such variable rates was to achieve University goals and objectives. Regents Policy RP-5.7.4.10 was amended in September, 2011 to provide for annual reporting of tuition variances.

The attached report provides information about the variances granted on the Board-approved tuition rates for AY2019-20 and the impact of those actions, including any impact on access. In addition, this report also now provides specific information on programs with differential tuition rates and the use of funds generated by application of these differential rates.

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:

  
Walter E. Carter  
President

DATE: January 15, 2021

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: Nebraska College of Technical Agriculture

Program: Dual Credit

Approved: May 2015

Differential: FY 2019-20 Tuition Rates were \$135.00 and Dual Credit rates were \$67.50  
 FY 2018-19 Tuition Rates were \$131.50 and Dual Credit rates were \$65.75  
 FY 2017-18 Tuition Rates were \$127.50 and Dual Credit rates were \$63.75

Description: Dual Credit classes at NCTA offer high school juniors and seniors an opportunity to take selected NCTA courses to enhance their high school curriculum. With dual credit classes:

- Students have an opportunity to experience the rigors of college coursework prior to attending the University;
- Program keeps students academically challenged throughout the senior year; and
- Students are provided with a head start on college studies, which offer greater flexibility with their academic programs.

Dual credit classes provide an important recruiting tool. Since 2006, NCTA has had students participate in the program from 135 high schools across Nebraska.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net)*
2019-20	137	423	\$28,553
2018-19	74	260	\$17,095
2017-18	93	268	\$17,085

\*Difference between the published tuition rate and the tuition discount.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska at Kearney

Program: Dual Enrollment

Approved: Not Applicable

Differential: Beginning with Fall 2018, the Dual Enrollment Program at UNK is a fee-based program, not a tuition variance approved by the President. Data on the program is provided here for completeness. Prior to Fall 2018, the Dual Enrollment Program was tuition based. The cost per credit hour did not change.

Variance: Undergraduate tuition at UNK for 2019-20 is \$203.00 per student credit hour or \$609.00 for a 3-credit hour course. Students in the dual enrollment program are charged \$75.00 per credit hour. The variance per credit hour is \$128.00.

Description: The Dual Enrollment Program allows high school juniors and seniors to earn college credit while still in high school. College-bound students can get a jump on their degree and maximize their time in advanced high school classes. Dual enrollment can provide enhanced curriculum opportunities that help students remain engaged in their junior and senior years of high school and help prepare for college level work.

**UNK Dual Enrollment Program**

	Number of Enrollments	Credit Hours Earned
Fall 2019-Spring 2020	233	1,087
Fall 2018-Spring 2019	282	1,594
Fall 2017-Spring 2018	312	1,728

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska-Lincoln

Program: Nebraska Now

Approved: June 28, 2019

Differential: Students in Nebraska Now courses pay a flat \$330 fee per course. The AY2019-20 resident tuition rate was \$252 per credit hour. Nebraska Now courses diverge from the published resident tuition rates by 56%.

Description: Since 2005 the University of Nebraska-Lincoln has offered the Nebraska Now program (formerly Advanced Scholars), which allows high school students to take select UNL online and in-person courses at a reduced rate. The initial tuition rate was \$100 per credit hour for Nebraska residents and \$213 per credit hour for non-residents.

During 2015-2016, UNL reviewed the Nebraska Now program and enhanced the format. The tuition rate changed to a flat \$250 program fee per course. The University of Nebraska Board of Regents approved a program increase for AY2019-20. The current rate is \$330 per course and not scheduled to change for FY2020-2021.

Some changes to curricular offerings impacted enrollment in 2019-20, but new offerings are planned for 2020-21, for example in the high-demand area of computer science.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net)*
2016-17	405	1,296	(\$190,674)
2017-18	323	1,019	(\$168,905)
2018-19	282	915	(\$153,675)
2019-20	222	675	(\$73,260)

*\*Difference between the published tuition rate and the tuition discount.*

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska-Lincoln

Program: Dual Credit offering of Math 208 in Lincoln Public Schools

Approved: Originally approved April 1, 2016 for a flat fee of \$250. On July 1, 2019, President Bounds approved an increase to \$330.

Differential: Students in Math 208 pay a flat fee of \$250 for each course enrollment. The AY 2019-20 tuition rate for resident students is \$252 per credit hour. Because Math 208 is a 4-credit hour class, the differential rate diverges from the published tuition rate by 67.3%.

Description: For the last three fall semesters, UNL's Mathematics Department has offered a dual credit section of Math 208 in conjunction with Lincoln Public Schools (LPS) to accommodate students who had completed the calculus courses offered at LPS, but who were not able to take the course on campus. The primary goals for this course are to continue the education of these exceptional students and to sustain our on-going collaboration with LPS - a collaboration that aids the transition of LPS students to UNL and is helpful in recruiting LPS students to UNL.

Explanation:

Year	Headcount	Student Credit Hours	Regular Tuition Rate	Tuition Variance (Net)*
2018-19	13	52	\$12,470	\$9,490
2019-20	11	44	\$11,088	\$7,458

\*Difference between the published tuition rate and the tuition discount.

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

Campus: University of Nebraska at Omaha

Program: Dual Enrollment

Approved: November 2006

Differential: The Dual Enrollment Program at UNO is a fee-based program, not a tuition variance approved by the President; data on the program is provided here for completeness.

Variance: Undergraduate tuition at UNO for 2019-20 is \$229.00 per student credit hour or \$687.00 for a 3-credit hour course. Students in the dual enrollment program are charged \$250.00 for a 3, 4 or 5 credit hour course, and for a 1-credit hour course, the cost is \$160.00. For a 1-credit hour course, the variance is \$69.00; for a 3-credit hour course, the variance is \$437.00; for a 4-credit hour course, the variance is \$666.00; for a 5 credit-hour course, the variance is \$895.00.

Description: The Dual Enrollment Program allows academically talented students to earn college credit while still in high school. College-bound students can get a jump on their degree and maximize their time in advanced high school classes. Dual enrollment can provide enhanced curriculum opportunities that help students remain engaged in their junior and senior years of high school and help prepare for college level work.

The Dual Enrollment program is a fee-based program that is completely self-supporting. Fees are broken down as follows:

1. \$94 AP exam (UNO pays cost of student's exam)
2. \$80 UNO academic department supports collaboration with high school counterpart
3. \$44 Program support
4. \$25 AP support to participating districts
5. \$6 UNO Library supports collaboration with high school Librarians
6. \$1 UNO Records and Registration collaboration with high schools

**UNO Dual Enrollment Program**

	Number of Enrollments	Credit Hours Earned
Fall 2019-Spring 2020	5,629	19,366
Fall 2018-Spring 2019	5,355	18,564

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska at Omaha

Program: National Collegiate Network - Japan

Approved: October 2013

Differential: The approved tuition variance for this program is 150% of the published tuition rate for resident undergraduate students. 2019-20 differential is \$374.50

Variance: 2019-20 Nonresident undergraduate \$718.00/SCH  
 2019-20 International price \$343.50 (150% of \$229 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Japanese high schools to pursue four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

Semester	Headcount	Undergraduate	
		SCH	Tuition Variance (Net)
Summer 2020	6	15	\$ 5,561
Spring 2020	48	579	\$ 216,882
Fall 2019	46	542	\$203,174
Total	100	1,136	\$425,616

Footnotes:

1. All three international programs have the same differential.
2. SCH is computed by dividing the remissions (Tuition Variance, net) by the tuition differential. This yields an SCH count that is net of refunds.



**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska at Omaha

Program: David USA Education - China

Approved: February 2015

Differential: The approved tuition variance for this program is 150% of the published tuition rate for resident undergraduate students. 2019-20 differential is \$374.50

Variance: 2019-20 Nonresident undergraduate \$718.00/SCH  
 2019-20 International price \$343.50 (150% of \$229 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Chinese high schools to pursue four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

Semester	Headcount	Undergraduate	
		SCH	Tuition Variance (Net)
Spring 2020	16	178	\$66,541
Fall 2019	15	168	\$ 62,826
Total	31	346	\$129,367

Footnotes:

1. All three international programs have the same differential.
2. SCH is computed by dividing the remissions (Tuition Variance, net) by the tuition differential. This yields an SCH count that is net of refunds.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Campus: University of Nebraska at Omaha

Program: Midwest China Council

Approved: September 2013

Differential: The approved tuition variance for this program is 150% of the published tuition rate for resident undergraduate students. 2019-20 differential is \$374.50

Variance: 2019-20 Nonresident undergraduate \$718.00/SCH  
 2019-20 International price \$343.50 (150% of \$229 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate and graduate students from selected Chinese high schools and colleges to pursue baccalaureate and graduate education at the University of Nebraska at Omaha.

Explanation:

Semester	Headcount	Undergraduate	
		SCH	Tuition Variance (Net)
Spring 2020	33	357	\$ 133,647
Fall 2019	39	408	\$152,966
Total	72	765	\$286,613

Footnotes:

1. All three international programs have the same differential.
2. SCH is computed by dividing the remissions (Tuition Variance, net) by the tuition differential. This yields an SCH count that is net of refunds.

# Differential Tuition Reports

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska-Lincoln

College or Program: College of Architecture

Approved: June 8, 2012

Cost Center: Multiple

Differential: Differential tuition was initially implemented as a 25% premium over then-existing applicable tuition rates. This resulted in additional per credit hour charges of:

- \$52 for undergraduate residents;
- \$154 for undergraduate nonresidents;
- \$69 for graduate residents; and
- \$185 for graduate nonresidents.

The College also had a fee of \$24 per credit hour that was incorporated into its tuition rate structure. The premiums over base tuition rates grow with approved tuition rate increases, as like increase percentages are applied to the differentiated rates.

Description: Differential tuition was approved in recognition of the increased costs associated with architectural education and the need to invest additional resources in the College in order to provide students with a competitive, quality education. With the only accredited professional programs in Architecture and Planning in the State, the College is a primary source of new professionals for the great many architectural firms in Nebraska.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	793	11,976	\$1,433,907
2018-19	852	12,115	\$1,444,553
2017-18	886	12,275	\$1,463,691
2016-17	924	12,475	\$1,460,674
2015-16	971	12,126	\$1,265,170
2014-15	928	10,858	\$1,162,394
2013-14	900	10,410	\$1,094,909

\*Difference between the differential tuition and the published tuition rate.

Note: This figure does not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, namely remissions, scholarships/fellowships, academic services fee, and uncollectible accounts.

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

The major categories of investment originally proposed for differential tuition funding were teaching and technology capacity and advising and student services. The College’s investments are aligned with those priorities:

- The College funded or partially funded several positions, including: Tenured/Tenure-Track faculty summer research, Lecturer/Ts, Graduate Admissions Coordinator, Communications Coordinator, Advisor, Assistant to the Dean, Accounting Associate, Shop and Media Manager, and Shop Student Workers.
- Differential tuition funding continued to be used for student recruitment and retention efforts including development of recruitment/marketing materials, recruitment events, and advising/recruiting related travel.
- In support of student learning, the college brought in guest critics so students would experience input from professional in the field; the college also offered support for studio trips and student conference presentations.
- Differential tuition was also used to support academic programs through faculty recruiting, faculty travel, and the purchase of hardware, software, and supplies for faculty.

Intentions for Reinvestment of Differential Tuition in the *current* year:

Differential tuition will fund targeted, strategic investments that support the operation of the College to fulfill its mission. All expenditures are intended for the purposes of directly and indirectly improving the education and services provided to the students of the College of Architecture.

Expenses:	Total Differential Tuition Budget 2019-20	\$968,458
	Prior Year Carry Forward	(\$884)
	Differential Tuition Expenditures 2018-19	
	Operating	
	Student Recruitment/Retention	(\$12,608)
	Support for Student Learning	(\$23,705)
	Academic Program Support	(\$163,110)
	Salary & Benefits:	
	Staff <sup>1</sup>	(\$300,177)
	Students <sup>2</sup>	(\$1,326)
	Faculty <sup>3</sup>	(\$504,914)
	Carryforward	(\$38,266)

<sup>1</sup> Graduate Admissions Coordinator, Communications Coordinator, Shop Manager, Advisor, Assistant to the Dean

<sup>2</sup> Shop Workers, Dean’s Office, Architecture Project 2019 (9 students)

<sup>3</sup> 116 full-time T/TT summer research, 88 Lecturer/Ts

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska-Lincoln

College or Program: College of Business

Approved: June 17, 2011

Cost Center: Multiple

Differential: Differential tuition was initially implemented as a 25% premium over then-existing applicable tuition rates. This resulted in additional per credit hour charges of:

- \$50 for undergraduate residents;
- \$147 for undergraduate nonresidents;
- \$65 for graduate residents; and
- \$175 for graduate nonresidents.

The premiums over base tuition rates grow with approved tuition rate increases, as like increase percentages are applied to the differentiated rates.

Description: Differential tuition was approved in recognition of the increased costs associated with business education and the need to invest additional resources in the College in order to provide students with a competitive, quality education. Specifically noted was the College's growing enrollments and shrinking T/TT faculty.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	8,137	99,702	\$9,942,054
2018-19	8,316	101,088	\$10,469,944
2017-18	8,418	102,601	\$10,287,053
2016-17	8,421	99,603	\$10,002,714
2015-16	8,041	89,033	\$ 8,367,108
2014-15	7,594	84,471	\$ 7,723,974

\*Difference between the differential tuition and the published tuition rate.

Note: This figure does not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, namely tuition remissions, refunds, and uncollectible accounts.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

The major categories of investment originally proposed for differential tuition funding were teaching capacity and advising and student services. Consonant with that intent, all investments of differential tuition funds continue to be focused on enhancing the quality of students' education and experiences:

- With a 5-year trend of +9.7% enrollment growth in first time freshman, the College continues to invest in T/TT faculty, Professors of Practice, Lecturers, and graduate assistants in order to meet expanding academic needs created by continued growth.
- Differential tuition funds were used to provide continued improvement of student services programs and support through the expansion of undergraduate, graduate and Business Career Center programs and the Honors Academy. The College was able to continue to put a greater emphasis on recruitment and retention efforts through increased publicity, community outreach, special events, and the organization of a college Enrollment Management and Recruiting team. Differential funding continues to support the growth of the Business Minor, an 18-hour program designed for non-business students and which currently enrolls over 1,300 students. The College continued to improve the student services offices throughout the college to better serve students including the expansion of programs offered by the Teaching and Learning Center (TLC) in Howard L. Hawks Hall. This Center provides support to both faculty and students consistent with our teaching mission. One program managed by the TLC is the peer mentoring program in which undergraduate students assist faculty with large lecture classes. A significant success rate (over 75%) has been shown for students who use the mentoring and tutoring programs of the TLC. A small portion of differential tuition was used for equipment/software upgrades for faculty and professional staff across programs.

Intentions for Reinvestment of Differential Tuition in the *current* year:

Differential tuition funding will continue to be used as originally intended, as it is designated primarily for further new faculty hires in all departments (including related start-up costs) and continued growth in student services and programs, including the Honors Academy, Business Career Center, Enrollment Management/Recruiting, Business Advising and Student Engagement, and the Teaching and Learning Center.

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

Revenue:	Total Differential Tuition Generated 2019-20	\$6,850,504
	Prior Year Carry Forward	\$ 623,963
	Differential Tuition Expenditures 2019-20	
	Operating:	
	Student Services and Programs	(\$ 309,689)
	Faculty Support <sup>1</sup>	(\$ 101,873)
	DT Tuition Revenue to Law	(\$ 40,959)
	Year-end transfers	\$ 67,452
	Salary & Benefits:	
	Faculty <sup>2</sup>	(\$4,610,783)
	Staff <sup>3</sup>	(\$2,033,971)
	Students <sup>4</sup>	(\$ 118,287)
	Carry Forward	\$ 326,356

<sup>1</sup>Start-up, Faculty and Staff professional development

<sup>2</sup> 35 full-time T/TT, PoPs, and Lecturers; 19 part-time lecturers

<sup>3</sup>33 full- and part-time staff in Career Services, Graduate Programs, Honors Academy, Business Advising and Student Engagement, and IT Services

<sup>4</sup>1 Graduate assistant and 52 undergraduate student hourly workers



**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska-Lincoln

College or Program: College of Engineering

Approved: June 17, 2011

Cost Center: Multiple

Differential: Differential tuition was initially implemented as a 25% premium over then-existing applicable tuition rates. This resulted in additional per credit hour charges of:

- \$50 for undergraduate residents;
- \$147 for undergraduate nonresidents;
- \$65 for graduate residents; and
- \$175 for graduate nonresidents.

The College also had a fee of \$40 per credit hour that was incorporated into its tuition rate structure. The premiums over base tuition rates grow with approved tuition rate increases, as like increase percentages are applied to the differentiated rates.

Description: Differential tuition was approved in recognition of the increased costs associated with engineering education and the need to invest additional resources in the College to provide students with a competitive, quality education. Differential tuition also was identified as an essential component of enacting the College’s strategic plans for growing its relevance and impact on workforce and economic development.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	5,709	66,218	\$10,333,197
2018-19	5,810	68,481	\$10,440,450
2017-18	5,886	67,596	\$ 9,923,357
2016-17	5,923	64,821	\$ 9,529,604
2015-16	5,719	62,788	\$ 8,638,331
2014-15	5,611	60,357	\$ 8,176,906
2013-14	5,205	57,693	\$ 7,255,795

\*Difference between the differential tuition and the published tuition rate.

Note: These figures do not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds,

## Regents Policy 5.7.4 Programs with Tuition Variances

### Academic Year 2019-20

namely tuition remissions, refunds, and uncollectible accounts.

#### Description of Reinvestment of Differential Tuition for the *past* reporting year:

The major investments made with differential tuition were designed to increase undergraduate enrollment; enhance educational and research quality; increase support for laboratory research that addresses both fundamental engineering problems and applied solutions, particularly in manufacturing, nanoscale, biological, and energy related disciplines; and prepare the College to become a partner with Nebraska Innovation Campus (NIC) and other economic development initiatives in the state. The following are ongoing priorities:

- **Laboratory Equipment:** Differential tuition continues to be used to upgrade and maintain instructional software, instrumentation and laboratory equipment across the College, including Biological Systems Engineering (BSE), the Durham School of Architectural Engineering and Construction (DSAEC), Electrical and Computer Engineering (ECE), Civil and Environmental Engineering (CEE), Computer Science and Engineering (CSCE), Chemical and Biomolecular Engineering (CHBE), and Mechanical and Materials Engineering (MME). For example, the CEE Department used differential tuition funds to construct an augmented reality "sandbox" - a novel teaching aid for visualization of geographic topography. One sandbox has been constructed for students on City campus and one sandbox for students on the Scott campus. The laboratory uses a box with moldable fill, allowing students to construct simulated ground surface contours quickly, easily, and using only their hands. In the Durham School, differential tuition was used to purchase updates to equipment in the lighting lab, a hydrometer jar, and a liquid limit machine for the materials lab. In MME, funds were utilized to purchase a microindentation tester, fulcrum module upgrade, and a custom projector. In CHBE, funds were used for lab supplies and equipment for Junior and Senior level laboratory classes. In ECE, new equipment (computers and digital signal analyzers) was purchased for use in two laboratory courses on City campus. ECE continues to provide each student in its first semester Fundamentals class an educational robotic platform that helps them gain hands-on engineering experience early in their undergraduate curriculum. They also provide supplies for undergraduate labs and projects including meters, power supplies, oscilloscopes, electronic components, and electric motors.
- **Engineering Student Services:** Differential tuition is used to fund all of the staff in the College's Engineering Student Services (ESS) office. ESS staff play a critical role in the recruitment, advising, and retention of undergraduate and graduate engineering students. It is a team of dedicated professional staff and graduate assistants who provide a variety of services and programming to recruit and retain engineering students on City, East, and Scott campuses. They provide professional advising to students in all of the College's academic units on all three campuses. ESS delivers a variety of programs and services to our students including a summer bridge program for high school students matriculating to the College, new student orientations, seminar courses, career coaching, academic recovery coaching, academic advising, tutoring in Math/Chemistry/Physics, math preparation for incoming students, and professional development workshops for learning community and student organization leaders. To support students from traditionally underrepresented groups in STEM, ESS runs a Multicultural Engineering

## Regents Policy 5.7.4 Programs with Tuition Variances

### Academic Year 2019-20

Program and a Women in Engineering Program.

- Student Activities and Recognized Student Organizations (RSOs): All academic units in the College used differential to support student design teams and undergraduate and graduate student travel before Covid-19 to present at national and international conferences. The Durham School of Architectural Engineering and Construction uses differential tuition to fund student industry visits and national competitions. Differential tuition also is used to support the more than 40 RSOs active in the College. Major student groups supported in MME included the Husker Racing team, Husker Motorsports team, Aerospace Club (with numerous competition teams), and Theme Park Design Group. Although the Husker Motorsports and Husker Racing teams were unable to compete this year, they still were able to build and test their race cars.
- Professors of Practice (PoP): These faculty members generally come to the college following successful careers in engineering industry where they have demonstrated excellence in engineering practice. These faculty infuse this experience into the undergraduate curriculum through their teaching. The College also has hired several faculty with expertise in Disciplinary Based Education Research, whose scholarly work encompasses the study of teaching and learning in engineering.
- Teaching Capacity: Differential tuition is used to provide both long- and short-term teaching and tutoring capacity. Biological Systems Engineering funds some faculty salary and benefits, and student workers who work as tutors and graders. Computer Science and Engineering, Chemical and Biomolecular Engineering, Mechanical and Materials Engineering, and Electrical and Computer Engineering use differential tuition to provide salary support for lecturers. Computer Science and Engineering also funds undergraduate teaching assistants to provide tutoring and grading. Computer Science and Engineering and Chemical and Biomolecular Engineering hire student workers to staff and operate their Student Resource Centers, a shared workspace in which students can do homework, work on projects with other students, and seek help from Center staff.
- Formal and Informal Learning Space and technology: Differential tuition is used to renovate, improve, and create both formal and informal learning space. Funds also were used to make more distance and zoom ready classrooms for fall teaching due to Covid-19 that included cameras, microphones, tables, chairs, monitors, room dividers and technology classrooms and student space. The college also purchased Microsoft Surface Pro laptops for instructors for teaching. Funds were used for renovations to a CHBE laboratory and to remodel the CHBE Library and Undergraduate study lounge. The College continues to upgrade video conferencing and distance learning systems for meetings and classes taught between City and Scott Campuses.

Intentions for Reinvestment of Differential Tuition in the *current* reporting year:

- The College will continue to invest differential tuition in line with its strategic plan. This includes the continued support of the salaries and benefits of faculty who advance the teaching mission of the College and in the Engineering Student Services staff. The College

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

will continue supporting The Complete Engineer Initiative, an extra and co-curricular program that develops non-technical skills, such as leadership and communication, in the College’s undergraduate students. This is a distinctive feature of the College’s undergraduate experience for which the College is garnering national attention. Differential tuition will continue to be used to create new, and renovate existing, formal, and informal learning spaces and to update technology in classrooms, particularly distance classrooms. The College will continue upgrading instructional labs including computer equipment and software, advanced laboratory equipment, and paying for staff who support the senior capstone design courses. The College will continue to use differential tuition to provide support for student tutoring, extra- and co- curricular activities, and industry visits. The College also will continue to operate a shuttle service that runs between UNL, UNO, and UNMC.

Revenue:	Total Differential Tuition Generated 2019-20	\$7,984,116
	Prior Year Carry Forward	\$ 433,501
Expenses:	Differential Tuition Expenditures 2019-20	
	Operating:	
	Student Services and Programs	(\$ 1,382,617)
	Infrastructure	(\$ 464,238)
	College	(\$ 164,413)
	Capital Equipment, Renovation,	
	Computer Hardware and Software	(\$ 162,841)
	Salary & Benefits:	
	Faculty <sup>1</sup>	(\$ 1,156,086)
	Student Services Staff <sup>2</sup>	(\$ 2,119,006)
	Students <sup>3</sup>	(\$ 513,406)
	Other Staff <sup>4</sup>	(\$ 741,785)
	Commitments	(\$ 188,178)
	Carry Forward	\$1,525,047

<sup>1</sup> 8 full-time and 6 part-time PoPs and Lecturers

<sup>2</sup>28 full-time and 2 temporary staff in Student Services

<sup>3</sup>4 GAs and 287 undergraduate hourly TAs

<sup>4</sup>10 full-time staff in IT Services and Communications

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska at Omaha

College or Program: College of Business Administration

Approved: November 2014

Cost Center: 4106020600—CBA Differential, Personnel  
 4106020700—CBA Differential, Support

Differential: Differential tuition resulted in additional per credit hour charges of:

- \$50 for resident undergraduate business courses;
- \$75 for resident graduate business courses;
- \$75 for Metropolitan Advantage Program (MAP) and nonresident undergraduate business courses; and
- \$112.50 for Metropolitan Advantage Program (MAP) and nonresident graduate business courses.

Description: Approval to charge differential tuition was granted in recognition of the higher and increasing costs associated with business education. The additional financial resources generated by differential tuition enabled the College to improve the quality of the educational experience realized by enhancing student services and employing additional full-time faculty.

Revenue:

Year	Headcount*	Student Credit Hours	Differential Tuition Generated (Net)**
2019-20	2,570	31,680	\$2,287,310
2018-19	2,625	31,994	\$2,323,614
2017-18	2,741	35,333	\$2,177,749
2016-17	2,842	36,432	\$2,131,148
2015-16	2,690	35,132	\$2,008,276

\* Non-duplicate enrollment headcount

\*\*Difference between the differential tuition and the published tuition rate.

Note: This figure does not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, namely remissions, scholarships/fellowships, academic services fee, and uncollectible accounts.

Description of Reinvestment of Differential Tuition for the past/reporting year:

Enrollment growth, along with a more than 30% increase in the annual number of degrees conferred between 2010 and 2014, a shift in student composition (e.g., the rapid increase of in- resident students),

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

and the rising salaries of business school faculty were responsible for the need for additional financial resources. The dollars generated by differential tuition were invested in hiring additional full-time faculty, providing enhanced student support, and otherwise improving student learning experiences. These uses are consistent with the original intentions. Specifically, differential tuition revenue was used to:

- Hire adjunct faculty;
- Continue support for the position commitments made during the initial year and the second year;
- Continue support for the student financial literacy program;
- Provide support for CBA student international projects;
- Provide start-up support for new faculty and staff;
- Provide support for faculty teaching; and
- Provide support for student research and learning.

The increase in faculty and staff numbers have allowed this college to both strengthen and grow programs as well as increase the support needed for a changing and growing population. The quality of faculty and staff hired has been excellent and their impact on the college’s culture is significant. CBA has continued its partnership with Wells Fargo Bank to deliver a financial literacy program that is open to all of the campus community. The CAB lab manager is supported by these dollars and the CAB lab played a critical role in UNO receiving a \$36.5 million federal grant for the National Counterterrorism, Innovation, Technology and Education Center. The college continues to work at leveraging differential tuition resources to obtain additional new resources (e.g., grants and scholarship donations) to further strengthen student support and programs.

Overall, CBA students are realizing excellent value for their increased tuition level.

Intentions for Reinvestment of Differential Tuition in the *current* year:

- Continue support for the commitments made during the past three years;
- Continue support for the student financial literacy program; and
- Continue support for CBA student international projects

Expenses	<b>Total Differential Tuition 2019-20</b>	<b>\$1,793,229.</b>
:	<b>Prior Year Carry Forward</b>	\$ 508,754
	<b>Operating:</b>	
	<sup>1</sup> Student, Staff, & Faculty support	(\$ 21,238)
	<b>Salary &amp; Benefits:</b>	(\$1,755,348)
	<sup>2</sup> Student, Staff, & Faculty salary and benefits	
	<b>Carry Forward:</b>	<b>\$525,397</b>

<sup>1</sup>Support for international student projects, faculty & staff start up, student programs & activities, and faculty teaching

<sup>2</sup> 12 full-time T/TT and Lecturers, and faculty stipend for financial literacy program.

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

7 full-time staff in Career Services, Advising, Undergraduate Programs and IT services. 1 graduate assistant, 3 peer advisors, and 4 student workers.

The carry forward will be used to:

- Invest in the growth of student programs and activities;
- Fund faculty and staff recruitment & start-up costs as needed;
- Hire adjunct faculty; and
- Support student learning and faculty teaching.

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska at Omaha  
 College or Program: College of Information Science and Technology (CIST)  
 Approved: March 2018  
 Cost Center: 4108021500  
 Differential: Differential tuition resulted in additional per credit hour charges of:

	<b>Res UG</b>	<b>Res GR</b>	<b>NRes UG</b>	<b>NRes GR</b>	<b>MAP UG</b>	<b>MAP GR</b>
On/Off Campus Rate	\$223.25	\$299.00	\$699.00	\$777.00	\$334.87	\$448.50
CIST Rate	\$267.25	\$336.75	\$836.50	\$941.25	\$400.87	\$505.12
<b>CIST Differential</b>	<b>\$44.00</b>	<b>\$37.75</b>	<b>\$137.50</b>	<b>\$164.25</b>	<b>\$66.00</b>	<b>\$56.62</b>

Description: The differential tuition model is not new nationally and has allowed universities constrained by public funding to continue their strategic growth and academic quality, while remaining an affordable option for every student who wishes to attend. Researchers at the Cornell Higher Education Research Institute report that a total of 143 public colleges or universities have differential tuition policies.<sup>1</sup> That figure includes 29% of bachelor's institutions, 11% of master's institutions, and 41% of doctoral institutions. In a 2009 study of differential tuition rates around the USA conducted by the University Leadership Council, the following conclusions have relevance to this proposal:

- Differential tuition rates at contact institutions range between 2% and 40% above base tuition levels. Programs with the highest average differential tuition rates across contact institutions are business (20-25%) and engineering (25-30%).
- Across contact institutions, differential tuition is most common in the schools of business and engineering.
- No contact institutions report that differentiating tuition caused a drop in underrepresented minority student enrollment.

The differential rates for UNO IS&T programs match UNL engineering differential rates while the total tuition is still substantively lower than UNL engineering programs.

Revenue: The portion of differential revenue allocated to the college is shown in the following table (\*).

<sup>1</sup> <https://www.insidehighered.com/news/2012/02/21/study-finds-increasing-numbers-public-colleges-differential-tuition>.



**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

CIST Revenue:

Year	Headcount <sup>1</sup>	Student Credit Hours	Differential Tuition Generated (Net)*
AY 2019-2020	Fall 2020: 1,380 Spring 2020: 1,311 Summer 2019: 700	12,133 11,827 3,540	\$472,008*

\*50% of the Difference between the differential tuition and the published tuition rate that was permanently allocated to IS&T in 2019-20.

Encumbered Permanent Allocations are distributed as follows:

CIST Faculty/Staff/Student Support lines (\$450,300.00) and towards budget cuts since AY 2018-19 (\$105,160).

Intentions for Reinvestment of Differential Tuition in the *current* year:

The differential tuition funds were allocated to specific faculty/staff/student support lines in AY 2019-20; a majority of the funds were utilized for new faculty hires.

Intentions for Reinvestment of Differential Tuition in the *current* year:

The differential tuition funds were allocated to specific new faculty lines in AY 2019-20. Recruitment for those faculty is currently in process.

Expenses:

Total Differential Tuition Generated 2018-19	\$472,008
Prior Year Carryforward	\$337,643
Differential Tuition Expenditures 2018-19	
Salary & Benefits (PERM)	(\$366,848)
Budget Cut (PERM)	(\$105,160)
Subtotal	(\$472,008)

Carryforward \$337,643

The carry forward money of \$337,643 from 2018-19 will be used for student support services, support for graduate students, start-up package for new faculty, and part-time instructions in 2019-20.

<sup>1</sup> All numbers are from the OIE Analytics Dashboard.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: University of Nebraska at Omaha

College or Program: Graduate Studies/Academic Affairs

Approved: March 2018

Cost Center: 4122011400—Multi-Model Education

Differential: For 2019-20, the increase was \$33.00 per resident credit hour.

Description: A two-year process to equalize graduate resident tuition rates for UNO with UNL base graduate rate.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	2,839**	15,287	\$504,471
2018-19	4,753	14,203	\$418,991

\*Difference between the differential tuition and the published tuition rate.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

Reinvested as part of UNO's 2019-20 permanent budget reduction and base budget to support faculty and academic programs.

Intentions for Reinvestment of Differential Tuition in the *current* year:

For 2020-21, the funds will be used in Academic Affairs to support faculty and academic programs.

Expenses:

For 2019-20 Tuition funds were included in the base budget to support faculty and academic programs.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Medicine (COM)

Approved: September 2016 (COM, COP, CON)

Cost Center(s): 3199090003, 3199090006, 3199190003, 3199190006, 3199090020, 3199090025, 3199190020, 3199190025

Differential: The tuition rates for the incoming medical student classes that started in the Fall of 2017 or later were increased 5% more than the rates for students enrolled prior to the Fall of 2017.

Description: Differential tuition was approved in recognition of the need to invest additional resources in the College in order to provide students with a quality education and to allow UNMC to remain competitive with its peer institutions. Increasing the tuition rate was needed to help manage the increasing costs associated with education as well as managing ongoing budget reductions.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	385	Flat increase by 1,788	\$688,380
2018-19	255	Flat increase by 1,740	\$440,420
2017-18	130	Flat increase by 1,688	\$219,440

\*Difference between the differential tuition and the non-differential tuition rate.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

The funds were invested in the salaries of faculty who were involved in the teaching of student studying for their MD and MD/PhD degrees. Some of the funds were invested in the establishment of two new departments, Dermatology and Neurosurgery. The creation of these two departments provides the medical student greater access to specialized areas of Medicine. Some of the funds also were used for corresponding need based resident tuition scholarships.

Intentions for Reinvestment of Differential Tuition in the *current* year:

The funds will be invested in the salaries of faculty who were involved in the teaching of student studying for their MD and MD/PhD degrees.

Expenses:

Total Differential Tuition Generated 2017-18 and 2020-21	\$748,800
Total Faculty Salary & Benefits 2017-18 and 2018-19	(\$748,800)

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Pharmacy (COP)

Approved: September 2016

Cost Center: 3120015001

Differential: The approved tuition for this program is \$3,500 (or 17%) over the non-differential tuition rate at the time of the request.

Description: Resident Tuition: UNMC’s College of Pharmacy resident tuition rate was \$19,114/year. Combined with the mandatory fee, UNMC COP placed at the bottom, or 10/10, in its peer group. With the resident tuition increase of \$3,500, COP would rise less than the maximum of a single rank increase in its peer group.

Note: the \$14,000 tuition increase over the four years of the program is more than offset by the reduction of COP’s prerequisite requirements from 90 semester hours to 64 semester hours implemented in the Fall of 2016. This reduction saves the students one full year of tuition and fees, housing, and books worth approximately \$20,000 at UNL at that time and even more at other undergraduate programs.

The additional revenue generated by this resident tuition rate increase will be used by the COP for the following:

- Approximately five additional faculty hires required due to new accreditation requirements becoming effective July 2016;
- Faculty salary adjustments; and
- Need based resident student scholarship increases for the professional programs.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	162	2,160	\$500,850
2018-19	106	1,440	\$333,900
2017-18	53	720	\$166,950

\*Difference between the differential tuition and the non-differential tuition rate.

Differential Tuition for last year was put toward hiring of four new faculty members. Paul Trippier, Don Ronning, Carrie McAdam Marx, and Shelby Bennett were hired to meet the educational needs of the College.

A portion of the funds also were used for corresponding need based resident tuition

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

scholarships.

Intentions for Reinvestment of Differential Tuition in the *current* year:

The College hired four new faculty members throughout FY 19/20 and 20/21. The differential tuition revenue will continue supporting the salary and benefits of those faculty members.

Expenses:

Total Differential Tuition Generated 2017-18 thru 2020-21	\$ 677,800
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Differential Tuition Expenditures 2017-18 thru 2020-21

Salary & Benefits:

Four (4) faculty hired including benefits & stipends	(\$708,682)
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Total	(\$ 30,882)
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There is no carryforward to be used towards the original objectives of the differential tuition.

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Nursing (CON)

Approved: September 2016 (COM, COP, CON) & spring 2018 (CON, COPH, COD)

Cost Center(s): 3199100110, 3199100111, 3199100112, 3199100113, 3199100114, 3199100115, 3199100116, 3199100118, 3199100120, 3199100400, 3199100402, 3199100404, 3199100406, 3199100408, 3199220110, 3199220111, 3199220112, 3199220113, 3199220114, 3199220115, 3199220116, 3199220118, 3199220120, 3199220400, 3199220402, 3199220404, 3199220406, 3199220408, 3199300111, 3199300112, 3199300113, 3199300114, 3199300115, 3199300116, 3199300118, 3199300120, 3199300400, 3199300402, 3199300404, 3199300406, 3199300408

Differential: September 2016: The approved tuition for the undergraduate nursing program was 110% of the non-differential tuition rate of \$300.75.

September 2016: The approved tuition rate for the graduate nursing program was 110% of the non-differential tuition rate of \$483.25.

Spring 2018: The approved tuition for the undergraduate nursing program was 105% of the non-differential tuition rate of \$330.75.

Spring 2018: The approved tuition rate for the graduate nursing program was 105% of the non-differential tuition rate of \$531.50.

Description: Clinical agencies are requiring a reduction in the number of students in clinical rotations due to increased patient activity. The Nebraska Board of Nursing allows 10 students per faculty member, but an increasing number of clinical facilities are permitting no more than six students per faculty member. The differential tuition allows for the hiring of faculty to cover the greater number of clinical supervisors needed due to fewer students per cohort and to ensure that there are adequate faculty to meet accreditation and Board of Nursing standards.

The differential tuition was requested to cover faculty market salary adjustments to keep pace with national standards due to the on-going nursing shortage, the gap between salaries offered to nurses practicing in clinical practice and those who work in academic faculty roles has widened.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Revenue:

	Year	# of Students	Student Credit Hours	Differential Tuition Generated
Undergraduate	2017-18	302	10,129	\$303,870
	2018-19	610	19,937	\$437,510
	2019-20	309	9,151	\$165,476
Graduate	2017-18	108	1,471	\$70,976
	2018-19	189	3,352	\$124,128
	2019-20	188	3,057	\$108,242

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

Differential tuition covered the salary and benefits of new faculty hired to cover the increased need for clinical supervision.

A portion of the funds also were used for corresponding need based resident tuition scholarships.

Intentions for Reinvestment of Differential Tuition in the *current* year:

As this is the final year for differential tuition generation, adequate funding will not be generated to cover faculty market salary adjustments; thus, the funds will be used to continue covering the salaries and benefits for those faculty hired to cover clinical supervision.

Expenses:

Total Differential Tuition Generated 2019-20		\$273,717
Differential Tuition Expenditures 2019-20		
Salary & Benefits:		
New Faculty hired	(\$273,717)	
Carry Forward	<u>0</u>	
Total		(\$273,717)

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Dentistry (COD)

Approved: November 2016

Cost Centers: 3109200001, 3109100001, 3109050024

Differential: The differential rate approved in November 2016 for the Dental DDS program is 7% and applied to just the in-state resident rate. The differential rate is being phased in with each new admitted class starting with the DDS class of 2021.

The differential tuition rate approved in Spring 2018 is 10% higher than the established in-state resident tuition rate for the Dental DDS students and 13% higher for the Dental Hygiene (DH) students. The differential tuition rate is being phased in with each new admitted class, starting with the DDS Class of 2022 and the DH class of 2021.

Description: The differential tuition is necessary to make investments in information technology (IT) infrastructure and key faculty and staff hires that directly support our dental education programs.

Revenue:

Year	Headcount	Differential Tuition Generated
2017-18	51 Dental; 24 Hygiene	\$139,883
2018-19	50 Dental; 24 Hygiene	\$135,546
2019-20	52 Dental; 24 Hygiene	\$138,820

Description of Reinvestment of Differential Tuition for the past reporting year:

The differential tuition was used to help purchase new equipment and upgrades for the COD Information Technology Services and fund a full-time pediatric dentistry faculty hire.

A portion of the funds also were used for corresponding need based resident tuition scholarships.

Intentions of Reinvestment of Differential Tuition in the current year:

Continue to make IT equipment purchases and fund faculty salaries and benefits that directly support teaching.



**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Expenses:

Total Differential Tuition Generated 2019-20		\$138,820
Differential Tuition Expenditures 2019-20		
Operating		
Computer and automation upgrades	(\$3,685)	
Salary & Benefits:		
Full-time faculty hire, 1.0 FTE	(\$135,135)	
Subtotal	(138,820)	
Total		\$0

**Regents Policy 5.7.4 Programs with Tuition Variances  
Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Allied Health Professions (CAHP)

Approved: November 2016 (COD & CAHP)

Cost Center: 3104010051

Differential: The approved differential tuition rates for the CAHP programs are 110% of the previously approved, non-differential tuition rates.

Description: CAHP compared the tuition for the UNMC programs to the tuition of our competitors and calculated an increase that would not change our relative cost. In the case of all but the Medical Nutrition program, that increase was 10%. Rather than seeking a different rate for Medical Nutrition, we requested 10%, which did change the relative ranking from 7<sup>th</sup> out of 10 (with 10 being least expensive) to 6<sup>th</sup> out of 10.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2019-20	89	2,556	\$88,104
2018-19	571	9,326	\$298,750

\*Difference between the differential tuition and the non-differential tuition rate.

**Description of Reinvestment of Differential Tuition for the *past/reporting* year:**

CAHP requested funding to support strategic hires to advance the research mission; establish student wellness programming; fund a curriculum specialist and assessment coordinator; fund initial start-up costs for an Occupational Therapy (OT) program; and for the acquisition and maintenance of teaching and distance delivery technology.

In 17-18, funding was used to support a salary line for a post-doctoral research associate with the balance reserved for funding start-up costs for the Occupational Therapy program. Plans for student wellness programming have been put on hold as a campus-wide initiative takes shape.

In 18-19, the post-doc researcher took on a full-time faculty role. This funding source has been redeployed to support a research graduate assistant. A curriculum assessment specialist was hired and is partially funded from this revenue source.

The OT Program Director was hired November 1, 2018 and currently is working on curriculum development, the accreditation application, and other start-up activities. The CAHP currently is recruiting an OT Academic Field Work Coordinator, a faculty role needed to develop clinical sites for student training.

The CAHP is collaborating with campus leadership related to student wellness efforts, but no direct expenses have yet been incurred.

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

In 19-20, The CAHP used differential tuition funding to continue to support the implementation of the Occupational Therapy Education program. An Academic Field Work Coordinator and a .5 FTE administrative support role were hired.

The funds continue to support a post-doc researcher and a portion of the Curriculum Assessment Coordinator for the College.

In addition, the CAHP converted faculty offices in Bennett Hall to classrooms for Genetic Counseling and Clinical Perfusion. These costs were originally expected to be funded by FMP, but budget constraints forced a change of plans.

A portion of the funds also were used for corresponding need based resident tuition scholarships.

**Intentions for Reinvestment of Differential Tuition in the *current* year:**

Renovations to Wittson 4004, which will be one of the primary learning spaces for the Occupational Therapy program, are underway and currently estimated to cost \$120,000. Estimates for needed modifications to a laboratory in the Health Science Education Complex at UNK are in progress. The Program is currently interviewing candidates to fill three full time faculty roles, which are expected to add costs of \$320,000 per year.

**Expenses:**

2017-18		
Revenue		\$154,040
Expenditures		
Salary & Benefits:		
1-Post-doc	(\$46,777)	
Subtotal	(\$46,777)	
	\$107,263	
2018-19		
Revenue		\$298,750
Prior Year Carryforward		\$107,263
Subtotal		\$406,013
Expenditures		
Salary & Benefits:		
OT Program Director*	(\$101,910)	
Curriculum Coordinator	(\$13,948)	
Operating:		
OT Program Start up*	(\$7,676)	
Subtotal	(\$123,534)	
Carryforward		\$282,479

**Regents Policy 5.7.4 Programs with Tuition Variances**

**Academic Year 2019-20**

2019-20		
Revenue		\$362,586
Expenditures		
Prior Year Carryforward		\$282,479
Subtotal		\$645,065
Salary & Benefits:		
*OT Program Director, Academic Field Work Coordinator, Program Administrative Support	(\$231,784)	
Curriculum Coordinator	(\$14,300)	
Post-Doc Researcher	(\$1,000)	
Operating:		
*OT Operating expenses	(\$12,814)	
Conversion of offices to classrooms in Bennett Hall	(\$250,000)	
Carryforward		\$135,167

\*OT program expenses are reflected in the OT program cost center (3104120001) for tracking purposes, the funding source to that cost center is the tuition differential funds.

Carryforward will continue to support the OT program startup expenses including program salary and benefits and classroom renovations.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC

College: College of Public Health (COPH)

Approved: Spring 2018 (COPH, COD, CON)

Cost Center(s): Distribution to all five departments: (3154100001 BIO Tuition, 3154200001 EAOH Tuition, 3154300001 EPI, 3154400001 HSRA Tuition, and 3154500001 HP Tuition)

Differential: The approved differential tuition increase was 3% for the Public Health Professional Program students admitted in the Fall 2018 semester and going forward. The resident rate per credit hour was raised from \$435 to \$449.

Description: In March 2018, Senior Vice Chancellor Davies requested differential tuition increases be proposed for incoming students beginning with FY2018/19 as a solution to the potential budget reductions.

Revenue:

Year	Differential Tuition Generated (Net)*
2018-19	\$37,337
2019-20	\$37,337

\*Difference between the differential tuition and the non-differential tuition rate.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

The additional funds derived from the differential tuition have been utilized towards faculty salary support. A portion of the funds also were used for corresponding need based resident tuition scholarships.

Intentions for Reinvestment of Differential Tuition in the *current* year:

The additional funds derived from the differential tuition are being utilized towards faculty salary support.

Expenses:

Total Differential Tuition Generated 2018-19 and 2019-20	\$37,337	per year
Prior Year Carryforward	\$0	
Subtotal	\$37,337	per year
Differential Tuition Expenditures 2018-19 and 2019-20		
Salary & Benefits:		
3 faculty hired (\$37,337 per year)	(\$37,337)	
Subtotal	(\$37,337)	
Carryforward		\$0

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNMC  
 College: College of Dentistry (COD)  
 Approved: Spring 2018  
 Cost Centers: 31-0910-0001, 31-0905-0024

Differential: The differential tuition rate is 10% higher than the non-differential tuition rate for the Dental (DDS) students and 13% higher for the Dental Hygiene (DH) students. The differential tuition rate is being phased in with each new admitted class, starting with the DDS Class of 2022 and the DH class of 2021.

Description: The differential tuition is necessary to make investments in Information Technology (IT) infrastructure and key faculty and staff hires that directly support our dental education programs.

Revenue:

Year	Headcount	Differential Tuition Generated
2019-20	51 DDS; 24 DH	\$139,883
2018-19	50 DDS; 24 DH	\$135,546

Description of Reinvestment of Differential Tuition for the past reporting year:

The differential tuition was used to help purchase new equipment and assist with part-time faculty coverage for the Dental Hygiene program. A portion of the funds also were used for corresponding need based resident tuition scholarships.

Intentions of Reinvestment of Differential Tuition in the current year:

Continue to purchase IT equipment and fund faculty salaries and benefits that directly support teaching.

Expenses:

Total Differential Tuition Generated 2018-19	\$135,546
Prior Year Carryforward	\$0
Subtotal	\$135,546
Expenditures	
Operating:	
Dental Hygiene cavitron units	(\$19,758)
Salary & Benefits:	
Part-time faculty hire (0.20 FTE)	(\$18,905)
Subtotal	(\$38,663)
Carryforward	\$96,883

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

**Differential Tuition Report for FY2019-20**

Campus: UNCA

College or Program: University of Nebraska Online (NU Online)

Approved: Date - Varies

Cost Center: Multiple

Differential: At the June 12, 2009 meeting, the Board of Regents approved the elimination of Regents Policy RP-5.7.6, Tuition Policy for Distance Education For-Credit Hours and approved the current policy that allows the University to set both in-state and out-of-state tuition for distance education courses through its regularly established procedures of either Board approval or Presidential approval for variances. Distance education tuition rates were set based on operating expenses, market comparisons, and market competition beginning in FY 2010.

Description: NU Online is the university-wide online learning initiative that pulls together under one brand the online programs offered by the NU campuses to serve the educational needs of Nebraskans and provide access to students who may otherwise not be able to enroll in NU degree programs. Through its branding and marketing of NU Online, the University of Nebraska has enhanced its presence throughout the world. The financial model assumes that campuses will recover campus expenses and that the distance education tuition would be used to support the development, delivery, and sustainability of online education. It also is expected that efficiencies due to consolidating some functions will reduce campus cost, thus enhancing net revenue at the campus level and providing new resources for investment in expansion of existing programs or development of new programs. NU Online will provide university-wide marketing, program development investments, a support structure to attract new enrollments, promotion of collaboration among the campuses, opportunities for faculty development, shared services, and dissemination of effective practices in online education. NU Online will assure that the NU campuses are authorized and in compliance with all laws and policies related to serving students in and outside the state of Nebraska.

**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

Revenue: Gross distance education tuition revenue increased approximately 14.2% in 2019-20.

Student Level	Student Credit Hours										Percent Change
	UNK		UNL		UNO		UNMC		TOTAL		
	AY18/19	AY19/20	AY18/19	AY19/20	AY18/19	AY19/20	AY18/19	AY19/20	AY18/19	AY19/20	
Undergraduate	30,085	35,338	72,575	80,101	74,573	93,439	1,499	1,833	178,732	210,711	17.9%
Graduate	22,915	24,836	21,143	21,735	15,899	13,072	733	940	60,690	60,583	-0.2%
Professional	-	-	84	48	-	-	2,169	2,261	2,253	2,309	2.5%
<b>Total All Campuses</b>	<b>53,000</b>	<b>60,174</b>	<b>93,802</b>	<b>101,884</b>	<b>90,472</b>	<b>106,511</b>	<b>4,401</b>	<b>5,034</b>	<b>241,675</b>	<b>273,603</b>	<b>13.2%</b>

Student Level	Distance Education Tuition										Percent Change
	UNK		UNL		UNO		UNMC <sup>3</sup>		TOTAL		
	FY19	FY20 <sup>1</sup>	FY19	FY20 <sup>2</sup>	FY19	FY20	FY19	FY20	FY19	FY20	
Undergraduate	\$ 8,133,729	\$ 9,890,845	\$ 28,444,446	\$ 32,286,697	\$ 23,574,873	\$ 29,234,353	\$ 568,702	\$ 638,893	\$ 60,721,750	\$ 72,050,788	18.7%
Graduate	\$ 8,170,649	\$ 9,091,108	\$ 11,421,671	\$ 10,158,610	\$ 4,115,910	\$ 5,324,248	\$ -	\$ -	\$ 23,708,230	\$ 24,573,966	3.7%
Professional	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,762,056	\$ 1,837,910	\$ 1,762,056	\$ 1,837,910	4.3%
<b>Total All Campuses</b>	<b>\$ 16,304,378</b>	<b>\$ 18,981,953</b>	<b>\$ 39,866,116</b>	<b>\$ 42,445,307</b>	<b>\$ 27,690,783</b>	<b>\$ 34,558,601</b>	<b>\$ 2,330,758</b>	<b>\$ 2,476,803</b>	<b>\$ 86,192,035</b>	<b>\$ 98,462,664</b>	<b>14.2%</b>

**Notes:**

1. DE Tuition Revenue as reported by UNK.
2. DE Tuition Revenue as reported by UNL.
3. UNMC includes all professional and graduate students as part of professional tuition revenue reporting.

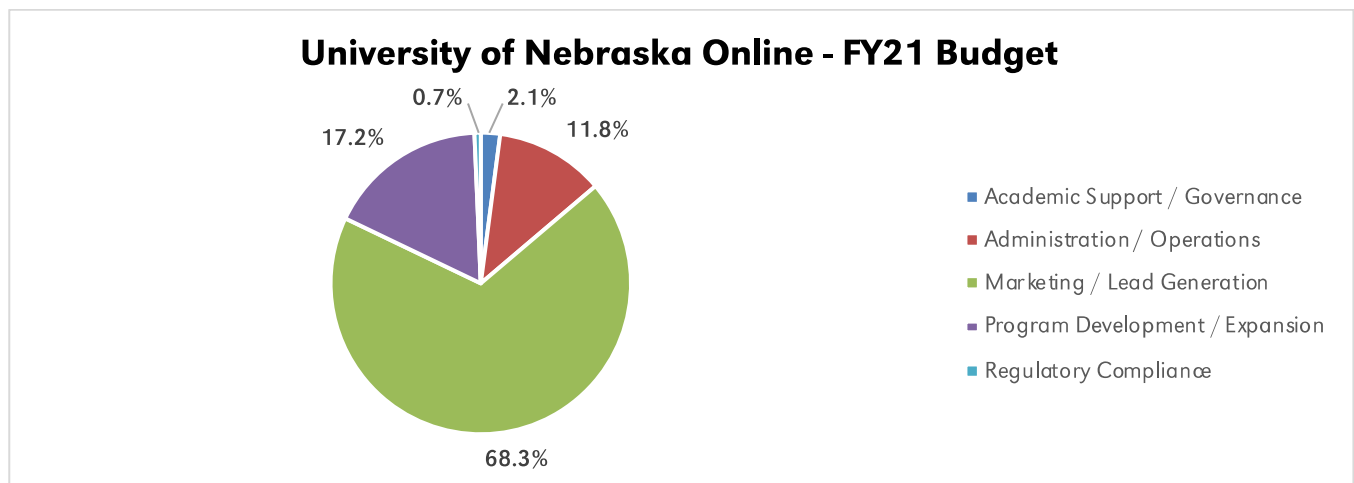
**Intentions for Reinvestment of Differential Tuition in the current year:**

In FY21, approximately 1.6% of gross distance education tuition or \$1,627,712 (approximately 5% of the distance education tuition generated from students studying exclusively online) was held centrally to support the NU Online initiative. The remaining gross revenue (prior to remissions) was returned to the campuses to support development, instruction, and support systems for distance education programs, online courses, and students.

**Expenses:**

The following chart reflects the resource allocation plan for the 1.6% held to support University of Nebraska Online.

**NU Online:** \$1,627,712





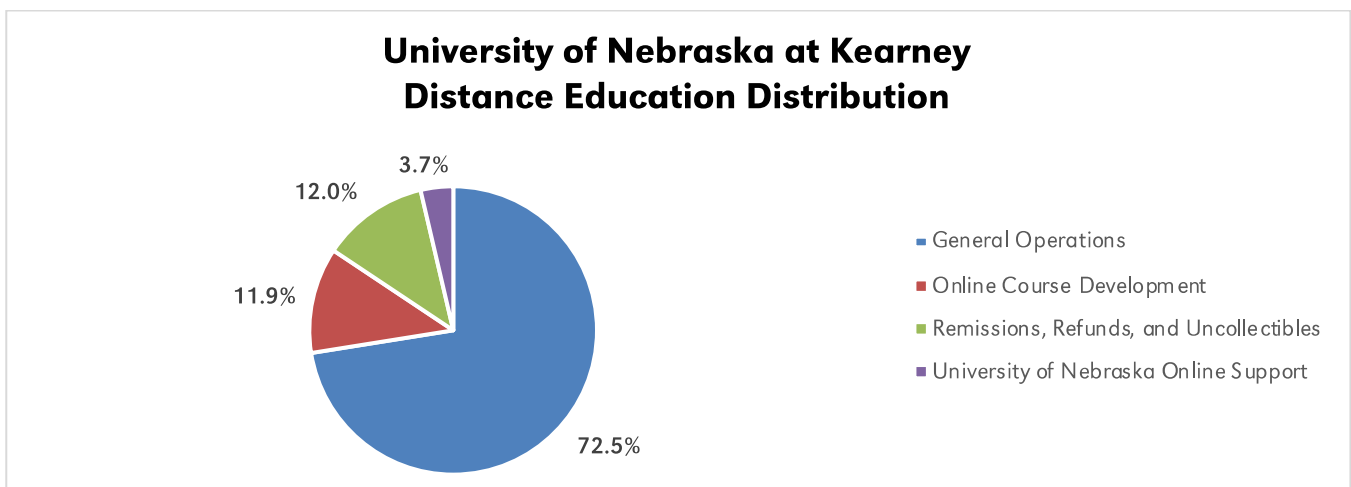
**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

The following charts detail the distribution of distance education revenue by campus.

UNK: \$18,981,953 – FY20 DE Tuition

About 11.9% is allocated to online development of courses; 3.7% to NU Online support; 12.0% to remissions/refunds/un-collectibles; and 72.5% to general operations, including instruction, distance education/e-campus support, etc. UNK’s FY20 contribution of distance education tuition to NU Online is \$695,391.

**Note:** FY2020 Distance Education Gross Revenue and allocation percentages reported by UNK.

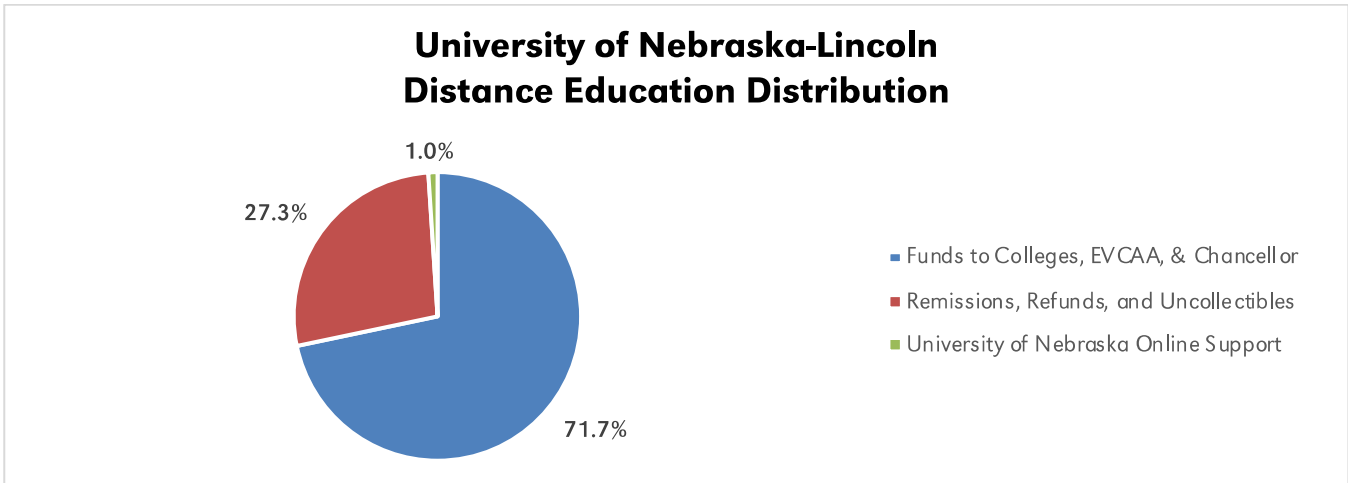


UNL: \$42,445,307 – FY20 DE Tuition

On the UNL campus, of the \$42.4 million in DE Tuition revenue for FY20, \$433,568 is contributed to NU Online while \$11.5 million in funds remissions, refunds, and un-collectibles. The remaining \$30.4 million is distributed between the academic colleges, the Office of the Executive Vice Chancellor, and the Chancellor’s office to support the mission of the University. UNL’s FY20 contribution of distance education tuition to NU Online is \$433,568.

**Note:** FY2020 Distance Education Gross Revenue and allocation percentages reported by UNL.

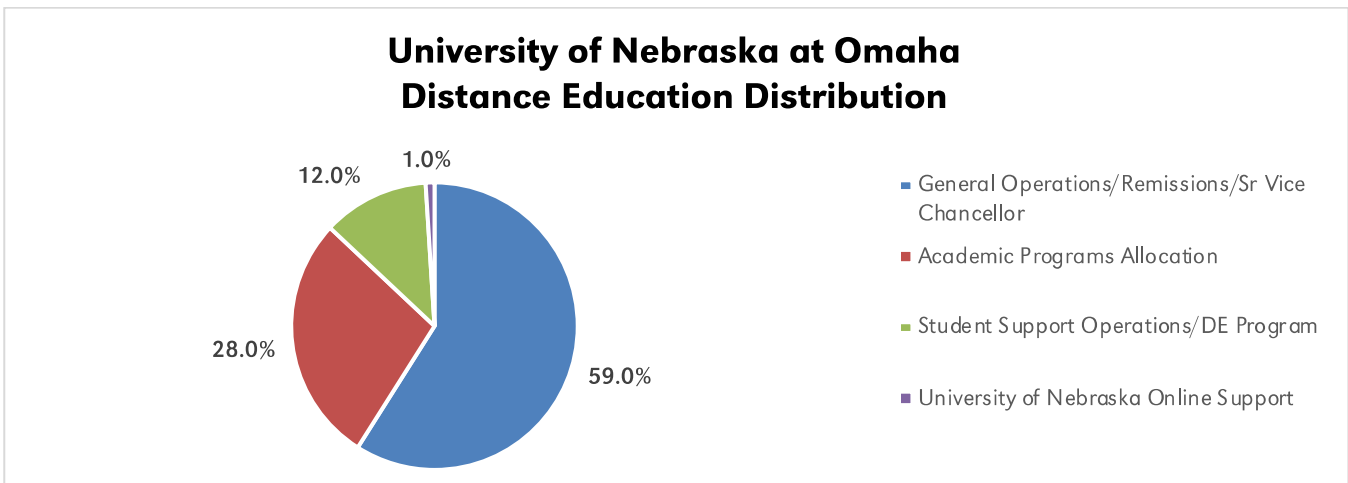
**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**



UNO: \$34,558,601 – FY20 DE Tuition

The University of Nebraska at Omaha offers online courses and degree programs across the six colleges. The revenue generated from online courses (\$34,558,601) is used to purposefully reinvest in distance education programs and support services, cover campus costs related to delivery of distance education, and support a plethora of critical programs, services, and initiatives across the institution. The chart below represents the breakdown of distance education tuition revenue in 2019-2020, with a significant portion of these funds (28%) being strategically reinvested back to the colleges and academic units. UNO’s FY20 contribution of distance education tuition to NU Online is \$391,884.

**Note:** FY2020 Distance Education Gross Revenue calculated by NU Online and approved by UNO. Allocation percentages provided by UNO.

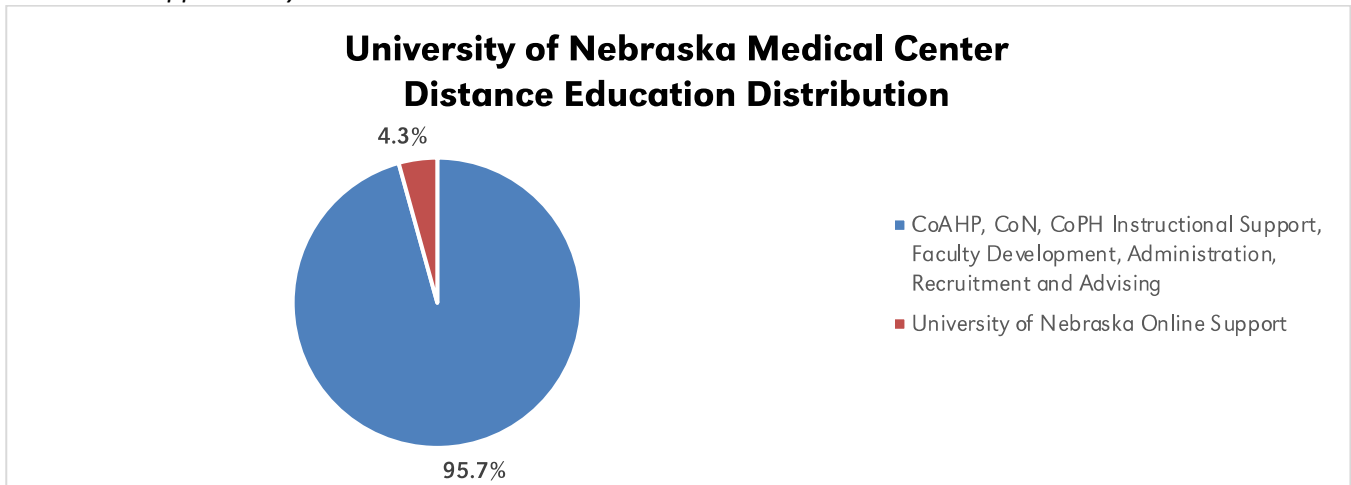


**Regents Policy 5.7.4 Programs with Tuition Variances**  
**Academic Year 2019-20**

UNMC: \$2,476,803 – FY 20 DE Tuition

The revenue from Distance Education tuition that is returned to the University of Nebraska Medical Center is disbursed to the three colleges that offer distance education programs on our campus. Within each college, the revenue is used to support faculty who deliver the distance education courses and to staff who provide administrative support to these programs. In addition, these staff provide pre-admission, application, and enrollment advising to our distance education students. UNMC's FY20 contribution of distance education tuition to NU Online is \$106,870.

**Note:** FY2020 Distance Education Gross Revenue and Allocation percentages calculated by NU Online and approved by UNMC.



TO: The Board of Regents Addendum XI-D-4

Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Fall 2020 Enrollment Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: December 5, 2019 – The Board accepted the Fall 2019 Enrollment report.

EXPLANATION: Attached is the Fall 2020 enrollment report including comparisons to Fall 2019. NU-wide highlights are reported below and individual campus data can be obtained in the full report. Please note that dual enrolled high school students are no longer included in enrollment counts for 2020.


Total headcount enrollment of 51,754 (including NCTA) represented an increase of 1.2% over Fall 2019. Excluding NCTA, undergraduate headcount enrollment (38,408) increased by 0.9% compared to the previous year. Graduate enrollment (9,713) increased by 1.5%. Professional enrollment (3,351) increased by 5.5%.

Total nonresident enrollment decreased by -1.4% from Fall 2019 to Fall 2020, while total resident enrollment increased by 2.2%. Fall 2020 total nonresident enrollment was 12,501 while resident enrollment was 38,971. First-time freshmen enrollment decreased for non-residents (-5.6%) and increased for resident students (3.5%). Total undergraduate enrollment decreased for nonresident students (-2.7%) while the total number of resident undergraduates increased 1.8%. Resident graduate enrollment increased by 3.6%, while nonresident graduate enrollment decreased -1.5%.

Full-time equivalent (FTE) enrollment for the Fall 2019 to Fall 2020 reporting period increased by 1.0% overall, rising from 43,735 in 2019 to 44,181 in 2020. Undergraduate FTE increased by 0.8% and graduate FTE decreased by -0.3%. Professional student FTE increased by 6.1%. Undergraduate FTE for Fall 2020 was 35,395; graduate FTE, 5,647; and professional FTE 3,139. Total Semester Credit Hours (SCH) increased 0.8% from Fall 2019 to Fall 2020 (an increase from 614,685 to 619,588 SCH).

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:

  
Walter E. Carter  
President

DATE: January 15, 2021

**UNIVERSITY OF NEBRASKA**  
**SUMMARY - HEADCOUNT ENROLLMENT REPORT**  
**FALL SEMESTER 2020**

	Administrative Site			
	Fall 2020	Fall 2019	Difference	% Change
<b>UNIVERSITY OF NEBRASKA - LINCOLN</b>				
<b>Undergraduate</b>				
Agricultural Sciences & Natural Resources	2,340	2,471	(131)	-5.3%
Architecture	469	393	76	19.3%
Arts & Sciences	4,222	4,210	12	0.3%
Business	3,801	3,848	(47)	-1.2%
Education and Human Sciences	2,617	2,687	(70)	-2.6%
Engineering	2,894	2,929	(35)	-1.2%
Fine & Performing Arts	757	723	34	4.7%
Journalism & Mass Communications	1,055	1,073	(18)	-1.7%
Explore Center Undergraduate	1,974	1,919	55	2.9%
Visiting	157	225	(68)	-30.2%
<b>First-Time Freshmen</b>	<b>4,771</b>	<b>4,775</b>	<b>(4)</b>	<b>-0.1%</b>
<b>Undergraduate Subtotal</b>	<b>20,286</b>	<b>20,478</b>	<b>(192)</b>	<b>-0.9%</b>
<b>Graduate</b>	<b>4,255</b>	<b>4,285</b>	<b>(30)</b>	<b>-0.7%</b>
<b>Professional</b>				
Architecture	66	75	(9)	-12.0%
Audiology and Hearing Science	39	43	(4)	-9.3%
Law	413	401	12	3.0%
Veterinary Medicine	49	50	(1)	-2.0%
<b>Professional Subtotal</b>	<b>567</b>	<b>569</b>	<b>(2)</b>	<b>-0.4%</b>
<b>UNL TOTAL</b>	<b>25,108</b>	<b>25,332</b>	<b>(224)</b>	<b>-0.9%</b>
<b>UNIVERSITY OF NEBRASKA MEDICAL CENTER</b>				
<b>Undergraduate</b>				
Dentistry (Dental Hygiene)	48	48	0	0.0%
Allied Health (BS)	124	123	1	0.8%
Nursing	773	726	47	6.5%
Visiting	24	21	3	14.3%
<b>Undergraduate Subtotal</b>	<b>969</b>	<b>918</b>	<b>51</b>	<b>5.6%</b>
<b>Graduate</b>	<b>494</b>	<b>531</b>	<b>(37)</b>	<b>-7.0%</b>
<b>Professional</b>				
Allied Health (post-BS)	538	502	36	7.2%
Nursing Practitioner Cert	25	20	5	25.0%
MSN	170	185	(15)	-8.1%
Nursing DNP	161	160	1	0.6%
Radiology Oncology Physics	0	0	0	0.0%
Medical Family Therapy	0	0	0	0.0%
Pharmacy	237	234	3	1.3%
Public Health	272	178	94	52.8%
Dentistry	251	229	22	9.6%
Medicine (M.D.)	514	516	(2)	-0.4%
Medicine (Post M.D.)	616	582	34	5.8%
<b>Professional Subtotal</b>	<b>2,784</b>	<b>2,606</b>	<b>178</b>	<b>6.8%</b>
<b>UNMC TOTAL</b>	<b>4,247</b>	<b>4,055</b>	<b>192</b>	<b>4.7%</b>
<b>UNIVERSITY OF NEBRASKA AT OMAHA</b>				
<b>Undergraduate</b>				
Arts & Sciences	4,506	3,279	1,227	37.4%
Business Administration	1,767	1,750	17	1.0%
Communication, Fine Arts and Media	1,002	954	48	5.0%
Education	1,475	1,447	28	1.9%
Information Science & Technology	987	1,003	(16)	-1.6%
CPACS	1,588	1,374	214	15.6%
Continuing Studies	1,169	1,087	82	7.5%
Non-Degree	274	253	21	8.3%
University Division	0	1,098	(1,098)	-100.0%
<b>First-Time Freshmen</b>	<b>2,226</b>	<b>2,069</b>	<b>157</b>	<b>7.6%</b>
<b>Undergraduate Subtotal</b>	<b>12,768</b>	<b>12,245</b>	<b>523</b>	<b>4.3%</b>
<b>Graduate</b>	<b>3,124</b>	<b>2,908</b>	<b>216</b>	<b>7.4%</b>
<b>UNO TOTAL</b>	<b>15,892</b>	<b>15,153</b>	<b>739</b>	<b>4.9%</b>
<b>UNIVERSITY OF NEBRASKA AT KEARNEY</b>				
<b>Undergraduate</b>				
Business & Technology	1,103	1,117	(14)	-1.3%
Education	1,029	1,038	(9)	-0.9%
Arts & Sciences	1,986	1,932	54	2.8%
University College	184	200	(16)	-8.0%
Non-Degree	83	142	(59)	-41.5%
<b>First-Time Freshmen</b>	<b>833</b>	<b>944</b>	<b>(111)</b>	<b>-11.8%</b>
<b>Undergraduate Subtotal</b>	<b>4,385</b>	<b>4,429</b>	<b>(44)</b>	<b>-1.0%</b>
<b>Graduate</b>	<b>1,840</b>	<b>1,850</b>	<b>(10)</b>	<b>-0.5%</b>
<b>UNK TOTAL</b>	<b>6,225</b>	<b>6,279</b>	<b>(54)</b>	<b>-0.9%</b>
<b>UNIVERSITY OF NEBRASKA UNDERGRADUATE</b>				
	<b>38,408</b>	<b>38,070</b>	<b>338</b>	<b>0.9%</b>
<b>FIRST-TIME FRESHMEN TOTAL</b>				
	<b>7,830</b>	<b>7,788</b>	<b>42</b>	<b>0.5%</b>
<b>UNIVERSITY OF NEBRASKA GRADUATE</b>				
	<b>9,713</b>	<b>9,574</b>	<b>139</b>	<b>1.5%</b>
<b>UNIVERSITY OF NEBRASKA PROFESSIONAL</b>				
	<b>3,351</b>	<b>3,175</b>	<b>176</b>	<b>5.5%</b>
<b>UNIVERSITY OF NEBRASKA TOTAL</b>				
	<b>51,472</b>	<b>50,819</b>	<b>653</b>	<b>1.3%</b>
<b>Nebraska College of Technical Agriculture (NCTA)</b>				
	<b>282</b>	<b>331</b>	<b>(49)</b>	<b>-14.8%</b>
<b>UNIVERSITY OF NEBRASKA TOTAL (with NCTA)</b>				
	<b>51,754</b>	<b>51,150</b>	<b>604</b>	<b>1.2%</b>

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

Note: Effective Fall 2020, UNK dual enrolled high school students are no longer included in headcount and credit hour production.

**UNIVERSITY OF NEBRASKA  
HEADCOUNT ENROLLMENT BY RESIDENCY STATUS BY LEVEL  
FALL SEMESTER 2020**

	Resident Enrollment (a)			Nonresident Enrollment (a)		
	2020	2019	% Change	2020	2019	% Change
<b>UNIVERSITY OF NEBRASKA - LINCOLN</b>						
Undergraduate	14,919	14,847	0.5%	5,367	5,631	-4.7%
First-Time Freshmen	3,521	3,461	1.7%	1,250	1,314	-4.9%
Graduate	1,624	1,677	-3.2%	2,631	2,608	0.9%
Professional	371	382	-2.9%	196	187	4.8%
<b>UNL TOTAL</b>	<b>16,914</b>	<b>16,906</b>	<b>0.0%</b>	<b>8,194</b>	<b>8,426</b>	<b>-2.8%</b>
<b>UNIVERSITY OF NEBRASKA MEDICAL CENTER</b>						
Undergraduate	851	810	5.1%	118	108	9.3%
Graduate	217	188	15.4%	277	343	-19.2%
Professional	2,163	2,070	4.5%	621	536	15.9%
<b>UNMC TOTAL</b>	<b>3,231</b>	<b>3,068</b>	<b>5.3%</b>	<b>1,016</b>	<b>987</b>	<b>2.9%</b>
<b>UNIVERSITY OF NEBRASKA AT OMAHA</b>						
Undergraduate	11,126	10,691	4.1%	1,642	1,554	5.7%
First-Time Freshmen	2,029	1,862	9.0%	197	207	-4.8%
Graduate	2,527	2,322	8.8%	597	586	1.9%
<b>UNO TOTAL</b>	<b>13,653</b>	<b>13,013</b>	<b>4.9%</b>	<b>2,239</b>	<b>2,140</b>	<b>4.6%</b>
<b>UNIVERSITY OF NEBRASKA AT KEARNEY</b>						
Undergraduate	3,848	3,843	0.1%	537	586	-8.4%
First-Time Freshmen	751	764	-1.7%	82	99	-17.2%
Graduate	1,325	1,306	1.5%	515	544	-5.3%
<b>UNK TOTAL</b>	<b>5,173</b>	<b>5,149</b>	<b>0.5%</b>	<b>1,052</b>	<b>1,130</b>	<b>-6.9%</b>
<b>UNIVERSITY OF NEBRASKA UNDERGRADUATE</b>	<b>30,744</b>	<b>30,191</b>	<b>1.8%</b>	<b>7,664</b>	<b>7,879</b>	<b>-2.7%</b>
<b>FIRST-TIME FRESHMEN TOTAL</b>	<b>6,301</b>	<b>6,087</b>	<b>3.5%</b>	<b>1,529</b>	<b>1,620</b>	<b>-5.6%</b>
<b>UNIVERSITY OF NEBRASKA GRADUATE</b>	<b>5,693</b>	<b>5,493</b>	<b>3.6%</b>	<b>4,020</b>	<b>4,081</b>	<b>-1.5%</b>
<b>UNIVERSITY OF NEBRASKA PROFESSIONAL</b>	<b>2,534</b>	<b>2,452</b>	<b>3.3%</b>	<b>817</b>	<b>723</b>	<b>13.0%</b>
<b>UNIVERSITY OF NEBRASKA TOTAL</b>	<b>38,971</b>	<b>38,136</b>	<b>2.2%</b>	<b>12,501</b>	<b>12,683</b>	<b>-1.4%</b>

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

(a) Residency status is determined by whether a student pays resident or nonresident tuition. An individual qualifies as a resident of the State of Nebraska for tuition purposes at the University of Nebraska if, prior to the beginning of the terms for which residency is sought, he/she meets the standards defined in any one of several categories. See The University of Nebraska Policy Manual, section RP-5.7.1, Residency Determination for Tuition Purposes.

**UNIVERSITY OF NEBRASKA  
FULL-TIME & PART-TIME ENROLLMENT BY LEVEL  
FALL SEMESTER 2020**

	Fall 2020		Fall 2019		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>UNL</b>						
Undergraduate	18,949	1,337	19,132	1,346	-1.0%	-0.7%
First-Time Freshmen	4,732	39	4,748	27	-0.3%	44.4%
Graduate	2,042	2,213	2,078	2,207	-1.7%	0.3%
Professional	543	24	520	49	4.4%	-51.0%
<b>Total</b>	<b>21,534</b>	<b>3,574</b>	<b>21,730</b>	<b>3,602</b>	<b>-0.9%</b>	<b>-0.8%</b>
	Fall 2020		Fall 2019		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>UNMC</b>						
Undergraduate	782	187	756	162	3.4%	15.4%
First-Time Freshmen						
Graduate	263	231	418	113	-37.1%	104.4%
Professional	2,490	294	2,330	276	6.9%	6.5%
<b>Total</b>	<b>3,535</b>	<b>712</b>	<b>3,504</b>	<b>551</b>	<b>0.9%</b>	<b>29.2%</b>
	Fall 2020		Fall 2019		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>UNO</b>						
Undergraduate	10,362	2,406	9,921	2,324	4.4%	3.5%
First-Time Freshmen	2,159	67	2,023	46	6.7%	45.7%
Graduate	1,010	2,114	942	1,966	7.2%	7.5%
Professional						
<b>Total</b>	<b>11,372</b>	<b>4,520</b>	<b>10,863</b>	<b>4,290</b>	<b>4.7%</b>	<b>5.4%</b>
	Fall 2020		Fall 2019		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>UNK</b>						
Undergraduate	3,795	590	3,827	602	-0.8%	-2.0%
First-Time Freshmen	815	18	844	19	-3.4%	-5.3%
Graduate	298	1,542	267	1,583	11.6%	-2.6%
Professional						
<b>Total</b>	<b>4,093</b>	<b>2,132</b>	<b>4,094</b>	<b>2,185</b>	<b>0.0%</b>	<b>-2.4%</b>
	Fall 2020		Fall 2019		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>University of Nebraska Total</b>						
Undergraduate	33,888	4,520	33,636	4,434	0.7%	1.9%
First-Time Freshmen	7,706	124	7,615	92	1.2%	34.8%
Graduate	3,613	6,100	3,705	5,869	-2.5%	3.9%
Professional	3,033	318	2,850	325	6.4%	-2.2%
<b>Total</b>	<b>40,534</b>	<b>10,938</b>	<b>40,191</b>	<b>10,628</b>	<b>0.9%</b>	<b>2.9%</b>

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

**UNIVERSITY OF NEBRASKA  
SUMMARY - FULL-TIME EQUIVALENT ENROLLMENT REPORT  
FALL SEMESTER 2020**

<b>UNL</b>				
	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
Undergraduate	19,395	19,581	-186	-0.9%
Graduate	2,780	2,814	-34	-1.2%
Professional	551	536	15	2.8%
<b>Total</b>	<b>22,726</b>	<b>22,931</b>	<b>-205</b>	<b>-0.9%</b>
<b>UNMC</b>				
	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
Undergraduate	844	810	34	4.2%
Graduate	340	456	-116	-25.4%
Professional	2,588	2,422	166	6.9%
<b>Total</b>	<b>3,772</b>	<b>3,688</b>	<b>84</b>	<b>2.3%</b>
<b>UNO</b>				
	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
Undergraduate	11,164	10,696	468	4.4%
Graduate	1,715	1,597	118	7.4%
Professional				
<b>Total</b>	<b>12,879</b>	<b>12,293</b>	<b>586</b>	<b>4.8%</b>
<b>UNK</b>				
	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
Undergraduate	3,992	4,028	-36	-0.9%
Graduate	812	795	17	2.1%
Professional				
<b>Total</b>	<b>4,804</b>	<b>4,823</b>	<b>-19</b>	<b>-0.4%</b>
<b>University Wide</b>				
	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
Undergraduate	35,395	35,115	280	0.8%
Graduate	5,647	5,662	-15	-0.3%
Professional	3,139	2,958	181	6.1%
<b>Total</b>	<b>44,181</b>	<b>43,735</b>	<b>446</b>	<b>1.0%</b>

Source: UNL, UNO, UNK, UNMC Office of Institutional Research



**UNIVERSITY OF NEBRASKA**  
**SUMMARY OF STUDENT CREDIT HOURS**

Student credit hours are assigned to the campus which grants the credit to the student.

Fall Semester, 2020

	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Difference</b>	<b>% Change</b>
UNL	313,690	317,214	(3,524)	-1.1%
UNMC	57,889	56,606	1,283	2.3%
UNO	181,333	173,066	8,267	4.8%
UNK	66,676	67,799	(1,123)	-1.7%
<b>University of Nebraska Total</b>	<b>619,588</b>	<b>614,685</b>	<b>4,903</b>	<b>0.8%</b>

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

Number of credit hours for each campus, with details by College of Faculty and College of Student follows.

**UNIVERSITY OF NEBRASKA-LINCOLN  
STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.  
Fall Semester, 2020

COLLEGE OF FACULTY														
COLLEGE OF STUDENT	CASNR	Arch.	Arts & Sciences	Business	Educ. & Human Sciences	Engr.	Fine & Perf. Arts	Journalism & Mass Comm.	Law	ROTC	Other Units	Fall 2020 Total	Fall 2019 Total	Change From Fall 2019
Ag. Sci. & Nat. Res.	21,838	69	7,418	1,698	616	14	903	338		29	102	33,025	35,393	(2,368)
Architecture	123	5,830	1,152	111	135	19	42	37		1	15	7,465	6,522	943
Arts & Sciences	4,214	51	45,401	1,761	1,762	54	2,271	800		126	1,045	57,485	58,078	(593)
Business	1,267	110	12,507	34,722	1,146	29	2,356	629		60	459	53,285	53,973	(688)
Education and Human Sciences	2,570	14	12,440	845	18,396	3	1,182	381		15	66	35,912	36,612	(700)
Engineering	2,513	269	12,390	619	146	17,284	961	644		83	418	35,327	36,046	(719)
Fine & Performing Arts	134	35	1,902	146	271	4	7,788	228		2	42	10,552	9,969	583
Journalism & Mass Communications	652	9	4,794	597	826	3	863	6,928		9	32	14,713	15,056	(343)
Explore Center Undergraduate	2,051	59	18,629	805	1,932	253	2,190	623		17	109	26,668	25,822	846
Visiting	69		360	3	55		23	3		17		530	792	(262)
Law			61	24	3				6,280	5		6,373	6,236	137
Graduate College	5,494	125	7,804	3,090	7,084	3,445	1,214	588	92			28,936	29,140	(204)
CPACS - UNO	186		2,324	112	244		213	73		45	2	3,199	2,820	379
Dental Graduates			3		12	6						21	15	6
Undergraduate - UNO						186						186	262	(76)
Graduate - UNO						13						13	478	(465)
<b>TOTAL FALL 2020</b>	<b>41,111</b>	<b>6,571</b>	<b>127,185</b>	<b>44,533</b>	<b>32,628</b>	<b>21,313</b>	<b>20,006</b>	<b>11,272</b>	<b>6,372</b>	<b>409</b>	<b>2,290</b>	<b>313,690</b>		
<b>TOTAL FALL 2019</b>	<b>41,834</b>	<b>5,973</b>	<b>129,875</b>	<b>44,682</b>	<b>33,180</b>	<b>21,940</b>	<b>19,649</b>	<b>10,983</b>	<b>6,182</b>	<b>398</b>	<b>2,518</b>		<b>317,214</b>	
<b>CHANGE FROM FALL 2019</b>	<b>(723)</b>	<b>598</b>	<b>(2,690)</b>	<b>(149)</b>	<b>(552)</b>	<b>(627)</b>	<b>357</b>	<b>289</b>	<b>190</b>	<b>11</b>	<b>(228)</b>			<b>(3,524)</b>
<b>% CHANGE</b>	<b>-1.7%</b>	<b>10.0%</b>	<b>-2.1%</b>	<b>-0.3%</b>	<b>-1.7%</b>	<b>-2.9%</b>	<b>1.8%</b>	<b>2.6%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>-9.1%</b>			<b>-1.1%</b>

Source: UNL Institutional Research, Analytics and Decision Support

**UNIVERSITY OF NEBRASKA AT OMAHA**

**STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.

Fall Semester, 2020

COLLEGE OF FACULTY												
COLLEGE OF STUDENT	Arts & Sciences	Business Admin	Comm., Fine Arts and Media	CPACS	Education	ISTE	University Division	ROTC	Other Units (a)	Fall 2020 Total	Fall 2019 Total	Change From Fall 2019
Arts and Sciences	45,038	1,527	5,004	2,424	2,209	1,097	189	54	147	57,689	41,307	16,382
Business Administration	5,577	13,803	2,133	451	133	134	17	8	24	22,280	21,593	687
Communication, Fine Arts and Media	3,210	180	8,543	180	410	123	18	1	24	12,689	11,847	842
Education	6,511	129	1,356	409	10,603	64	2	6	39	19,119	18,506	613
Information Science & Technology	2,879	396	585	147	78	7,745	0	11	45	11,886	12,178	(292)
Non-Degree	766	243	166	54	43	87	0	4	0	1,363	1,572	(209)
CPACS	4,958	450	1,005	10,072	258	93	27	63	15	16,941	14,856	2,085
Division of Continuing Studies	5,890	738	1,473	1,659	1,103	931	1	10	0	11,805	10,547	1,258
University Division	0	0	0	0	0	0	0	0	0	0	14,526	(14,526)
Graduate College	2,766	3,486	904	4,574	5,409	1,850	0	0	0	18,989	17,449	1,540
Agriculture - UNL	22	3	6	0	3	0	0	0	0	34	42	(8)
Architecture - UNL	0	0	0	0	0	0	0	0	0	0	0	0
Engineering & Technology - UNL	3,890	297	595	48	36	469	3	17	12	5,367	5,190	177
Education and Human Sciences - UNL	0	0	0	0	0	0	0	0	0	0	0	0
Undergraduate - CPACS at UNL	0	0	0	3,171	0	0	0	0	0	3,171	3,453	(282)
<b>TOTAL FALL 2020</b>	<b>81,507</b>	<b>21,252</b>	<b>21,770</b>	<b>23,189</b>	<b>20,285</b>	<b>12,593</b>	<b>257</b>	<b>174</b>	<b>306</b>	<b>181,333</b>		
<b>TOTAL FALL 2019</b>	<b>78,720</b>	<b>19,095</b>	<b>20,140</b>	<b>22,000</b>	<b>20,439</b>	<b>11,860</b>	<b>376</b>	<b>167</b>	<b>269</b>		<b>173,066</b>	
<b>CHANGE FROM FALL 2019</b>	<b>2,787</b>	<b>2,157</b>	<b>1,630</b>	<b>1,189</b>	<b>(154)</b>	<b>733</b>	<b>(119)</b>	<b>7</b>	<b>37</b>			<b>8,267</b>
<b>% CHANGE</b>	<b>3.5%</b>	<b>11.3%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>-0.8%</b>	<b>6.2%</b>	<b>-31.6%</b>	<b>4.2%</b>	<b>13.8%</b>			<b>4.8%</b>

Source: UNO Institutional Effectiveness

a) Other Units include: Honors Colloquium, Library courses.

**UNIVERSITY OF NEBRASKA AT KEARNEY  
STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.  
Fall Semester, 2020

<b>COLLEGE OF FACULTY</b>						
<b>COLLEGE OF STUDENT (a)</b>	<b>Business &amp; Tech</b>	<b>Education</b>	<b>Arts &amp; Sciences</b>	<b>Fall 2020 Total</b>	<b>Fall 2019 Total</b>	<b>Change From Fall 2019</b>
Business & Technology	9,923	464	4,052	<b>14,439</b>	<b>14,870</b>	<b>(431)</b>
Education	823	7,880	5,126	<b>13,829</b>	<b>14,200</b>	<b>(371)</b>
Arts & Sciences (b)	1,754	1,776	18,925	<b>22,455</b>	<b>22,062</b>	<b>393</b>
University College	639	634	4674	<b>5,947</b>	<b>6,090</b>	<b>(143)</b>
Non-degree (a)	14	35	251	<b>300</b>	<b>857</b>	<b>(557)</b>
Graduate	423	6,018	3,265	<b>9,706</b>	<b>9,720</b>	<b>(14)</b>
<b>TOTAL FALL 2020</b>	<b>13,576</b>	<b>16,807</b>	<b>36,293</b>	<b>66,676</b>		
<b>TOTAL FALL 2019</b>	<b>13,276</b>	<b>17,422</b>	<b>37,101</b>		<b>67,799</b>	
<b>CHANGE FROM FALL 2019</b>	<b>300</b>	<b>(615)</b>	<b>(808)</b>			<b>(1,123)</b>
<b>% CHANGE</b>	<b>2.3%</b>	<b>-3.5%</b>	<b>-2.2%</b>			<b>-1.7%</b>

Source: UNK Institutional Research

(a) Effective Fall 2005, non-degree category reported separately.

**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.

Fall Semester 2020

<b>COLLEGE OF FACULTY</b>									
<b>COLLEGE OF STUDENT</b>	<b>Allied Hlth</b>	<b>Medicine</b>	<b>Nursing</b>	<b>Pharmacy</b>	<b>Dentistry</b>	<b>Public Health</b>	<b>Fall 2020 Total</b>	<b>Fall 2019 Total</b>	<b>Change From Fall 2019</b>
Allied Health	7,575	2,339	168			24	10,106	10,176	(70)
Nursing - Omaha			3,888				3,888	3,610	278
Nursing - Lincoln			3,104				3,104	2,913	191
Nursing - Kearney			1,819				1,819	1,802	17
Nursing - Scottsbluff			984				984	1,038	(54)
Nursing - Norfolk			1,137				1,137	1,203	(66)
Nursing - Certification			118			4	122	97	25
Nursing - DNP (Doctor of Nurse Practitioner)			1,345			90	1,435	1,251	184
Nursing - MSN			1,039			63	1,102	1,081	21
Dentistry					2,750		2,750	2,645	105
Dental Hygiene					662		662	648	14
Dental Certification Program					737		737	640	97
Medicine (M.D.)		9,634					9,634	9,910	(276)
Post M.D.		9,856					9,856	9,392	464
Medical Family Therapy		0					0	0	-
Radiology Oncology Physics		0					0	0	-
Pharmacy		526		4,751			5,277	5,085	192
Visiting- NonDegree	27						27	93	(66)
Public Health - MPH						1,681	1,681	1,134	547
PH Certificate						195	195	147	48
Graduate	9	2,283	150	433	45	453	3,373	3,741	(368)
<b>TOTAL Fall 2020</b>	<b>7,611</b>	<b>24,638</b>	<b>13,752</b>	<b>5,184</b>	<b>4,194</b>	<b>2,510</b>	<b>57,889</b>		
<b>TOTAL Fall 2019</b>	<b>7,856</b>	<b>24,561</b>	<b>13,121</b>	<b>4,957</b>	<b>3,978</b>	<b>2,133</b>		<b>56,606</b>	
<b>CHANGE FROM Fall 2019</b>	<b>(245)</b>	<b>77</b>	<b>631</b>	<b>227</b>	<b>216</b>	<b>377</b>			<b>1,283</b>
<b>% CHANGE</b>	<b>-3.1%</b>	<b>0.3%</b>	<b>4.8%</b>	<b>4.6%</b>	<b>5.4%</b>	<b>17.7%</b>			<b>2.3%</b>

Source: UNMC Institutional Research

TO: The Board of Regents Addendum XI-D-5  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Expedited Approval of the Marketing Analytics Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: October 5, 2017 – The Board approved the Master of Science in Business Analytics in the College of Business at UNL.  
November 14, 2013 – Expedited approval of the Business Analytics Graduate Certificate administered through Graduate Interdepartmental Business, Marketing, Management, and Economics in the College of Business Administration at UNL was reported to the Board.  
July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

EXPLANATION: The proposed 12-credit hour, online graduate certificate in Marketing Analytics is designed for sales and marketing professionals who would like to use marketing-specific data-analytic tools in their decision-making. The curriculum is designed to help students understand the cutting-edge techniques useful for sales forecasting, key-account management, predictive modeling, consumer segmentation, micro-targeting, consumer choice modeling, and data mining. This certificate program will provide students with the necessary skills and tools to manage effective sales and marketing programs in numerous industries, including business-to-business, consumer-packaged goods, entertainment, pharmaceutical, retail, services, and sports. All the courses included in the Marketing Analytics certificate program are either required or elective courses for the Master of Business Administration program offered by the UNL College of Business.  
This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:



Walter E. Carter, President  
University of Nebraska

DATE:

January 15, 2021

TO: The Board of Regents Addendum XI-D-6  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Expedited Approval of the Personal Leadership Graduate Certificate in the Department of Agricultural Leadership, Education and Communication in the College of Agricultural Sciences and Natural Resources at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

January 18, 1997 – The renaming of the Master of Science (MS) in Agricultural Education to the Master of Science in Leadership Education in the Department of Agricultural Leadership, Education and Communication in the College of Agricultural Sciences and Natural Resources was reported to the Board.

The Doctor of Philosophy (PhD) in Human Sciences at UNL was established prior to modern records of Board approvals.

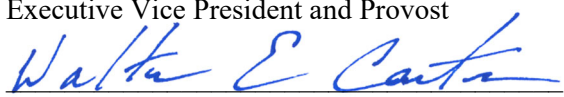
EXPLANATION: The proposed 12-credit hour online and in-person Personal Leadership Graduate Certificate program is designed to assist students in developing their personal leadership capacity based on leadership theories and models. Besides being offered as an online credential, it is anticipated that some UNL Master of Business Administration students and students in other graduate majors will be interested in strengthening their leadership education by enrolling in this certificate program. Students who obtain this certificate subsequently will be eligible to transfer these credits toward an MS in Leadership Education or a PhD in Human Sciences with a specialization in Leadership Studies.

This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021



TO: The Board of Regents Addendum XI-D-7  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Expedited Approval of the Strategic Marketing Graduate Certificate in the Department of Marketing in the College of Business at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report


PREVIOUS ACTIONS: October 5, 2017 – The Board approved the Master of Science in Business Analytics in the College of Business at UNL.  
November 14, 2013 – Expedited approval of the Business Analytics Graduate Certificate administered through Graduate Interdepartmental Business, Marketing, Management, and Economics in the College of Business Administration at UNL was reported to the Board.  
July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

EXPLANATION: The proposed 12-credit hour, online graduate certificate in Strategic Marketing is designed for professionals in any business or functional area that require an understanding of marketing to make informed strategic business decisions for their organizations. Successful completion of this certificate program will provide a student with the necessary skills and tools to design and implement an effective integrated marketing strategy that drives revenue growth for their company, department, or product line. All the courses included in the Strategic Marketing certificate program are either required or elective courses for the Master of Business Administration program offered by the UNL College of Business.  
This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-8

Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Renaming the Supply Chain Management Systems Graduate Certificate to the Supply Chain Management Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: October 8, 2020 – The Board approved the creation of a Master of Science (MS) in Supply Chain Management in the College of Business at UNL.

November 14, 2013 – Expedited approval of the Supply Chain Management Systems Graduate Certificate at UNL was reported to the Board.

EXPLANATION: With the recent approval of the MS in Supply Chain Management, renaming the graduate certificate to Supply Chain Management will align the programs, reduce confusion among prospective students, and assist with developing marketing materials. In addition, the name “supply chain management systems” is not commonly used for university programs in supply chain management, including graduate certificate programs. Finally, the revised name corresponds with the name of the department that offers the program (i.e., the Department of Supply Chain Management and Analytics).

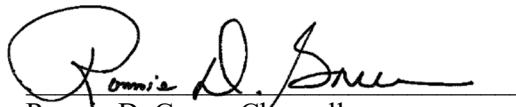
This proposal has been reviewed by the Council of Academic Officers; it also has been reviewed by the Academic Affairs Committee.


PROGRAM COST: \$0 (No new faculty, staff, or additional expenses will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Elizabeth Spiller  
Executive Vice Chancellor and Chief Academic Officer

APPROVED:

  
Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-9  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Expedited Approval of the Data Management Graduate Certificate in the Department of Information Systems and Quantitative Analysis in the College of Information Science and Technology at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report


PREVIOUS ACTIONS: July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.  
February 18, 1995 – The Board approved the Master of Science (MS) in Management Information Systems at UNO.

EXPLANATION: The state, regional, and national need for data professionals continues to increase across all industries. To help meet this need, the proposed in-person 15-credit hour graduate certificate will give Information Systems professionals advanced theoretical and practical training in database design and development, database administration, data integration, data engineering, and data governance. The coursework taken to obtain this graduate certificate may be applied towards a UNO MS in Management Information Systems.  
This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-10  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Expedited Approval of the Spanish Graduate Certificate in the Department of Foreign Languages and Literature in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report


PREVIOUS ACTIONS: September 16, 2005 – The Board approved the Master of Arts in Language Teaching at UNO.  
July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

EXPLANATION: The proposed 18-credit hour, in-person, hybrid and online Spanish Graduate Certificate is designed for students seeking intensive Spanish language training. Completing the certificate will better position students for employment requiring dual-language proficiency and provide the necessary qualifications for high school teachers to teach dual-credit college courses. The curriculum is designed so that all credits completed would count towards the UNO Master of Arts in Language Teaching degree.  
This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-11  
Academic Affairs

MEETING DATE: February 12, 2021

SUBJECT: Renaming the Doctor of Philosophy (PhD) in Exercise Science to the PhD in Biomechanics and Kinesiology in the Department of Biomechanics in the School of Health and Kinesiology at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: September 16, 2016 – The renaming of the School of Health, Physical Education and Recreation to the School of Health and Kinesiology at UNO was reported to the Board.

December 3, 2015 – The Board approved the establishment of the Department of Biomechanics in the College of Education at UNO.

December 8, 2011 – The Board approved the creation of the PhD in Exercise Science at UNO.

EXPLANATION: The proposed renaming of the UNO PhD program in “Exercise Science” to “Biomechanics and Kinesiology” better reflects the current academic and research focus of faculty in the UNO Department of Biomechanics and the UNO School of School of Health and Kinesiology. In addition, this change is expected to help with program enrollment as faculty are having trouble recruiting students. Prospective students can’t easily identify UNO’s programs in this discipline and/or are concerned about their future employability in the fields of Biomechanics and Kinesiology with the current and increasingly less common "Exercise Science" title.

This proposal has been reviewed by the Council of Academic Officers; it also has been reported to the Academic Affairs Committee.


PROGRAM COST: \$0 (No new faculty, staff, or additional expenses will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Sacha E. Kopp  
Senior Vice Chancellor for Academic Affairs

APPROVED:

  
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-12

Business and Finance Committee

MEETING DATE: February 12, 2021

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 December 14, 2020.

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.

APPROVED:



Chris J. Kabourek  
Vice President for Business and Finance | CFO

DATE: January 15, 2021

University of Nebraska  
Business and Finance Report – Bids and Contracts

Period Ending: 14 Dec 2020  
Meeting Date: 12 Feb 2021

<b>Type of Action</b>	<b>Campus</b>	<b>Description</b>	<b>Funding Source</b>	<b>Approved Budget Amount*</b>	<b>Contract Amount</b>	<b>Contractor / Vendor</b>	<b>Bid Review or Explanation</b>
Construction Services	UNMC	GCHS (global center for health security) offices and clinical space	Cash		\$1,067,998.00	Core Construction	Sole Source

TO: The Board of Regents  
Business and Finance Committee

Addendum XI-D-13

MEETING DATE: February 12, 2021

SUBJECT: University of Nebraska at Kearney  
Report of Gifts, Grants, Contracts and Bequests accepted during the Quarter July 1, 2020 through September 30, 2020

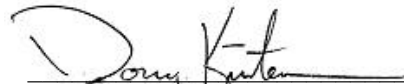
RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/20-9/30/20	\$ 850,105	\$ 4,147,398	\$0	\$ 40,600	\$ 5,038,103
10/1/20-12/31/20	\$ 0	\$ 0	\$0	\$ 0	\$ 0
1/1/21-3/31/21	\$ 0	\$ 0	\$0	\$ 0	\$ 0
4/1/21-6/30/21	\$ 0	\$ 0	\$0	\$ 0	\$ 0
Fiscal YTD Totals	<u>\$ 850,105</u>	<u>\$ 4 147 398</u>	<u>\$0</u>	<u>\$ 40,600</u>	<u>\$ 5,038,103</u>
2019-20 Totals	<u>\$5,089,947</u>	<u>\$14,356,015</u>	<u>\$0</u>	<u>\$ 343,423</u>	<u>\$19,789,385</u>
2018-19 Totals	<u>\$4,385,676</u>	<u>\$ 9,727,239</u>	<u>\$0</u>	<u>\$ 430,257</u>	<u>\$14,543,172</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: Jon Watts  
Vice Chancellor for Business and Finance

RECOMMENDED:

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

DATE: January 15, 2021



**University of Nebraska at Kearney**  
**REPORT OF AWARDS**  
**WHICH REQUIRE SEPARATE ITEMIZATION**  
**ACCEPTED DURING THE QUARTER July 1, 2020 through September 30, 2020**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Susan T. Buffett Foundation	Thompson Scholars 20-21	\$ 718,896

	Subtotal	\$ 718,896
	Total amount of gifts under \$100,000	<u>\$ 131,209</u>
Total Gifts for the Quarter		<u>\$ 850,105</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
US Dept. of Education	Financial Aid	Student Aid	\$3,494,877

	Subtotal	\$ 3,494,877
	Total amount of all Grants under \$1,000,000	<u>\$ 652,521</u>
Total Grants for the Quarter		<u>\$ 4,147,398</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
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	Subtotal	\$ 0
	Total amount of all Contracts under \$400,000	<u>\$ 40,600</u>
Total Contracts for the Quarter		<u>\$ 40,600</u>

TO: The Board of Regents  
 Business and Finance Committee

MEETING DATE: February 12, 2021

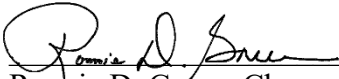
SUBJECT: University of Nebraska-Lincoln  
 Report of Gifts, Grants, Contracts and Bequests accepted during the  
 Quarter July 1, 2020 through September 30, 2020

RECOMMENDED ACTION: Report

Description	Gifts	Grants	Bequests	Contracts	Totals
	A	B	C	D	
7/1/20-9/30/2020	\$178,784	\$61,667,500	\$0	\$13,382,565	\$75,288,849
10/1/19-12/31/2019	0	0	0	0	0
1/1/20-3/31/2020	0	0	0	0	0
4/1/20-6/30/2020	0	0	0	0	0
Fiscal YTD Totals	<u>\$178,784</u>	<u>\$61,667,500</u>	<u>\$0</u>	<u>\$13,382,565</u>	<u>\$75,288,849</u>
2019-20 Totals	<u>\$1,757,540</u>	<u>\$242,874,748</u>	<u>\$0</u>	<u>\$35,497,234</u>	<u>\$280,129,522</u>
2018-19 Totals	<u>\$1,877,849</u>	<u>\$230,156,965</u>	<u>\$1,000,000</u>	<u>\$38,186,669</u>	<u>\$271,221,483</u>

A - Gifts of \$100,000 or 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: Bob Wilhelm  
 Vice Chancellor for Research & Economic Development

APPROVED:   
 Ronnie D. Green, Chancellor  
 University of Nebraska-Lincoln

DATE: January 15, 2021

University of Nebraska-Lincoln  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER 07/01/2020 – 09/30/2020

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	\$0
	Total amount of gifts under \$100,000	<u>\$178,784</u>
	Total Gifts for the Quarter	<u>\$178,784</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS-ACF	Michelle Graef Center on Children, Families and the Law	Quality Improvement Center for Workforce Development	\$3,500,000
Norwegian Ministry of Foreign Affairs	Patricio Grassini Department of Agronomy and Horticulture	Developing Solutions for Closing the Yield Gap in Smallholder Oil Palm Plantations in Indonesia	\$3,229,761
Dept of Agriculture- NIFA	Yufeng Ge Department of Biological Systems Engineering	High Intensity Phenotyping Sites: Transitioning To A Nationwide Plant Phenotyping Network	\$3,000,000
Dept of Agriculture- FS	John Erixson NE State Forest Service	Cooperative Forestry Program	\$2,597,512
DHHS- NIGMS	James Takacs Department of Chemistry	Nebraska Center for Integrated Biomolecular Communication (CIBC)	\$2,281,338
NSF- EPSCoR	Edgar Cahoon Department of Biochemistry	RII Track-1: Center for Root and Rhizobiome Innovation (CRRI)	\$2,125,081
Dept of Energy- ARPA- E	Christopher Neale Robert B. Daugherty Water for Food Institute	Novel Commercial Farm-Field Network to Quantify Emissions from Agricultural Bioenergy Feedstock Production	\$1,719,850

Subtotal	\$18,453,542
Total amount of all Grants under \$1,000,000	<u>\$43,213,958</u>
Total Grants for the Quarter	<u>\$61,667,500</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Agriculture-OCE	Mark Svoboda School of Natural Resources	USDA Support of the U.S. Drought Monitor and Hub Activities with the National Drought Mitigation Center for the period of 2020 to 2023	\$2,375,000
Dept of Agriculture-OCE	Brian Fuchs School of Natural Resources	Drought Information Services and Research for Agriculture across the United States, 2020-21	\$800,000
Dept of Energy-NEUP	Jongwan Eun Department of Civil and Environmental Engineering	Multiscale and Multiphysical Testing-Modeling of Inorganic Microfiber-Reinforced Engineered Barrier Materials (IMEBM) for Enhancing Repository Performance	\$640,000
Dept of Energy	Kevin Grosskopf Durham School of Architectural Engineering and Construction	Modular Construction: A Field Study of Energy Efficiency and Code Compliance Through Offsite Prefabrication	\$400,000
		Subtotal	\$4,215,000
		Total amount of all Contracts under \$400,000	<u>\$9,167,565</u>
		Total Contracts for the Quarter	<u>\$13,382,565</u>

TO: The Board of Regents  
Business and Finance

MEETING DATE: February 12, 2021


SUBJECT: University of Nebraska Medical Center  
Report of Gifts, Grants, Contracts and Bequests Accepted During the  
Quarter July 1, 2020 through September 30, 2020

RECOMMENDED ACTION: Report

EXPLANATION: This item has been reviewed by the Business and Finance Committee.

Description	Gifts	Grants	Bequests	Contracts	Totals
	A	B	C	D	
07/01/2020 - 09/30/2020	\$163,726	\$41,633,746	\$0	\$16,952,136	\$58,749,608
10/01/2020 - 12/31/2020					
01/01/2021 - 03/31/2021					
04/01/2021 - 06/30/2021					
Fiscal YTD Totals	<u>\$163,726</u>	<u>\$41,633,746</u>	<u>\$0</u>	<u>\$16,952,136</u>	<u>\$58,749,608</u>
2019-2020 Totals	<u>\$796,745</u>	<u>\$145,657,041</u>	<u>\$0</u>	<u>\$77,742,309</u>	<u>\$224,196,095</u>
2018-2019 Totals	<u>\$936,186</u>	<u>\$116,803,694</u>	<u>\$0</u>	<u>\$43,446,093</u>	<u>\$161,185,973</u>

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

SPONSOR: Jennifer L. Larsen, M.D.   
Vice Chancellor of Research

APPROVAL:   
\_\_\_\_\_  
Jeffrey P. Gold, M.D., Chancellor  
University of Nebraska Medical Center

DATE: December 16, 2020

UNIVERSITY OF NEBRASKA MEDICAL CENTER  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER JULY 1, 2020 - SEPTEMBER 30, 2020

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Foundation	THE HAWKS FDN	\$140,000
	Subtotal	\$140,000
	Total amount of Gifts under \$100,000	<u>\$23,726</u>
	Total Gifts for the Quarter	<u>\$163,726</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NIGMS	---New--- Neurological Sciences	Great Plains IDEa-CTR	\$3,986,996
NE DHHS - LB595	---New--- Eppley Inst Faculty	LB595 Tobacco Tax Center Research Grant	\$1,300,000
DHHS/NIH/NCI	---New--- Eppley Inst Faculty	Fred and Pamela Buffett Cancer Center Support Grant	\$2,107,000
DHHS/NIH	---New--- Neurological Sciences	New MEG System for Improved Quantification of Human Brain Dynamics	\$1,924,688
DHHS/NIH/NIMH	---New--- Neurological Sciences	Developmental Multimodal Imaging of Neurocognitive Dynamics (Dev-MIND)	\$1,086,998
DHHS/CDC	---New--- Vice Chancellor for Research	National Infection Control Strengthening for Small and Rural Hospitals	\$9,500,000

UNIVERSITY OF NEBRASKA MEDICAL CENTER  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER JULY 1, 2020 - SEPTEMBER 30, 2020

Grants \$1,000,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NINDS	---New--- Neurosurgery	Adaptive Neurostimulation to Restore Sleep in Parkinson's Disease: An Investigation of STN LFP Biomarkers In Sleep Dysregulation and Repair	\$1,129,485
	Subtotal		\$21,035,167
		Total amount of Grants under \$1,000,000	<u>\$20,598,579</u>
		Total Grants for the Quarter	<u>\$41,633,746</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NE DHHS	---New--- Pathology/Microbiology	Bioterrorism Laboratory Services Agreement	\$699,000
Battelle Memorial Institute	---New--- Pathology/Microbiology	Environmental Sampling for COVID-19	\$1,501,925
NE DHHS	---New--- Int Med Infectious Diseases	AIDS Drug Assistance Program [ADAP] Ryan White Title II Program (Part B) A Phase III, Randomized, Double-Blind, Placebo-Controlled, Multi-Center Study of Durvalumab Monotherapy or in	\$5,009,226
AstraZeneca Pharmaceuticals LP	---New--- Int Med Oncology/Hematology	Combination with Bevacizumab as Adjuvant Therapy in Patients with	\$513,447
	Subtotal		\$7,723,598
		Total amount of Contracts under \$400,000	<u>\$9,228,538</u>
		Total Contracts for the Quarter	<u>\$16,952,136</u>

TO: The Board of Regents  
 Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: University of Nebraska at Omaha  
 Report of Gifts, Grants, Contracts and Bequests accepted during the  
 Quarter July 1, 2020 through September 30, 2020.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/20 - 9/30/2020	\$768,629	\$18,932,974	\$500,000	\$738,576	\$20,940,179
10/1/20 - 12/31/2020					
1/1/21 - 3/31/2021					
4/1/21 - 6/30/2021					
Fiscal YTD Totals	<u>\$768,629</u>	<u>\$18,932,974</u>	<u>\$500,000</u>	<u>\$738,576</u>	<u>\$20,940,179</u>
2019-2020 Totals	\$13,665,276	\$57,310,531	\$20,000	\$1,488,934	\$72,484,741
2018-2019 Totals	\$10,327,027	\$35,974,794	\$0	\$1,517,318	\$47,819,139

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: Douglas A. Ewald  
 Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:   
 Jeffrey F. Gold, Chancellor  
 University of Nebraska at Omaha

DATE: December 16, 2020



**UNIVERSITY OF NEBRASKA AT OMAHA  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER *July 1 – September 30, 2020***

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Summer 2020 Scholarships	\$305,356
	Subtotal	\$305,356
	Total amount of gifts under \$100,000	\$463,273
	Total Gifts for the Quarter	<u>\$768,629</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
National Institutes of Health	Biomechanics	Applied Research	\$2,119,859
U.S. Department of Education	Financial Aid	Student Aid	\$7,230,600
	Subtotal		\$9,350,459
	Total amount of all Grants under \$1,000,000		<u>\$9,582,515</u>
	Total Grants for the Quarter		<u>\$18,932,974</u>

\*\*\*\*\*

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Donald L. Fjellin	Scholarships in Music, Voice or Piano	\$500,000
	Subtotal	<u>\$500,000</u>
	Total Bequests for the Quarter	<u>\$500,000</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		<u>\$738,576</u>
	Total Contracts for the Quarter		<u>\$738,576</u>

TO: The Board of Regents Addendum XI-D-14  
Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Naming of the Donna Bamford Locker Room at the University of  
Nebraska at Kearney

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Kristensen have approved the naming of  
Room 013 in the University of Nebraska at Kearney's Health & Sports  
Center to the "The Donna Bamford Locker Room".

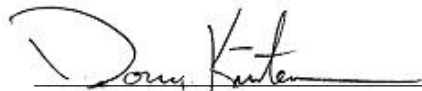
The proposed naming is in recognition of a generous donation to the  
University of Nebraska at Kearney from Donna Bamford.


NU General Counsel has confirmed that pursuant to RP-6.2.7, subsection  
4(c)(4) these namings comply with applicable policies, laws and  
regulations and pursuant to RP-6.2.7, subsection 4(c)(5) that these  
namings will not adversely affect existing or future tax-exempt bonds.

This item has been reviewed by the Business and Finance Committee.

SPONSOR: Jon C. Watts  
Vice Chancellor for Business & Finance

RECOMMENDED:

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

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-15

Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Naming of Room S-111 in the College of Law's Marvin and Virginia Schmid Clinic Building "The Koley Jessen Interview Room" pursuant to *Board of Regents Policy* RP-6.2.7.3.b at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Green have approved the naming of Room S-111 in the College of Law's Marvin and Virginia Schmid Clinic Building "The Koley Jessen Interview Room" in recognition of a generous contribution toward the construction of the facility.

The law firm of Koley Jessen P.C., L.L.O., based in Omaha, has generously donated \$50,000 to the College of Law to support the College and its programming related to the addition to McCollum Hall that houses the clinic and experiential programs. The proposed naming recognizes their extraordinary service to the University and their significant financial contribution toward the construction of the facility. This is the last unnamed interview room in the Schmid Clinic Building, thus completing an effort dating back to 2016.

This item has been reviewed by the Business and Finance Committee.

SPONSORS: Richard Moberly  
Dean, College of Law

William J. Nunez  
Vice Chancellor for Business and Finance

APPROVED:



Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln



Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-16  
Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation Facility Replacement at the University of Nebraska Medical Center

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Gold have approved the naming of the following suites within the Munroe-Meyer Institute for Genetics and Rehabilitation.

Donor: Hattie B. Munroe Foundation  
Description: South Building Entrance  
Naming: Hattie B. Munroe Center for Recreational Therapy

Donor: Hattie B. Munroe Foundation  
Description: Level 4 Board Room  
Naming: Hattie B. Munroe Foundation Board Room

Donor: Anonymous  
Description: Aquatic Center  
Naming: Nancy's Place

Donor: Scottish Rite Foundation of Nebraska  
Description: Level 3 Speech Language Pathology Spaces  
Naming: RiteCare in Nebraska – Sponsored by the Nebraska Scottish Rite Masons

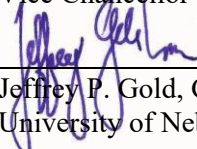
Donor: Meyer Foundation for Disabilities  
Descriptions: Level 1 Teaching Kitchen  
Naming: Meyer Foundation for Disabilities Kitchen

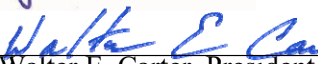
With the naming of these areas as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the Donors' generous support to the University of Nebraska and UNMC.

This item has been reviewed by the Business and Finance Committee.

SPONSOR: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:

  
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-17

Business & Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Naming of the Rare Book Gallery the 'American College of Surgeons Rare Book Gallery' within the Wigton Heritage Center at the University of Nebraska Medical Center

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: Under the Board of Regents Policy RP-6.2.7.3.b. The naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such a Facility and the President. Such naming shall be reported to the Board of Regents.


President Carter and Chancellor Gold have approved the naming of the Rare Book Gallery within the Wigton Heritage Center the American College of Surgeons Rare Book Gallery due to a generous gift from the American College of Surgeons.

With the naming of the gallery, the Board of Regents expresses its deepest gratitude and appreciation for the American College of Surgeons' generous support of the University of Nebraska and the University of Nebraska Medical Center.

This item has been reviewed by the Business and Finance Committee.

SPONSOR: Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:   
\_\_\_\_\_  
Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

  
\_\_\_\_\_  
Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-18  
Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Residence Hall Room and Board Rates for the Academic Years' 2021-22 and 2022-23 at the University of Nebraska at Kearney (UNK)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: Approve the Residence Hall Room and Board Rates for the Academic Year 2021-23 at the University of Nebraska at Kearney (UNK)

Double Room+	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
<u>Meals/Week</u>			
Loper	\$ 10,192	\$ 10,498	\$ 10,813
Gold	10,094	10,397	10,709
Blue	9,850	10,146	10,450

EXPLANATION: After an analysis of the current and projected revenues and expenditures for the operation of the residence halls, the proposed annual rate increase up to 3% will generate adequate revenues to cover operations and projected debt service planned through the 2022-23 fiscal year. Even with the proposed increases, UNK remains competitive among both peer institutions.

The rate increases will help cover cost increases for employee compensation, utilities, food, supplies and other operating expenses. These rates also support the debt service required for University Housing, achieving a debt service ratio of at least 1.40.

The above-noted rates are the basic room and board charges for traditional residence halls, to which all other housing rates are then related – break housing, suites, Antelope/Nester Hall suite living, etc. The percentage increase in rates for these other special contracts may be higher than those stated above for the standard plans, depending upon the unique features that call for a special rate and contract.

The proposed rates were reviewed by the Business and Finance Committee.

PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSOR:

Jon C. Watts  
Vice Chancellor for Business & Finance

Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

APPROVED:



Walter E. Carter, President  
University of Nebraska

DATE:

January 15, 2021

TO: The Board of Regents

Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Residence Hall Room and Board Rates for Academic Years 2021-22 through 2022-23 at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: December 5, 2019 – The Board of Regents approved Residence Hall Room and Board Rates increases up to 3.0% annually for Academic Years 2020-21 through 2022-23 at UNL:

<u>Meals/Week</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
All-Access	\$ 12,185	\$ 12,551	\$ 12,928

EXPLANATION: Given the current global pandemic and its far-reaching impact, UNL is lowering it’s 2021-22 room and board rates by 2.2%. Room and board rates are now planned to be:

<u>Meals/Week</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
All-Access	\$ 12,185	\$ 11,918	\$ 12,276 (est.)

Academic year 2021-22 rates were lowered to (1) be responsive to our students and their families during the pandemic, (2) be competitive with the student housing market, (3) be attractive to encourage existing and new students to either stay in or consider University Housing.

Rates for academic year 2022-23 are preliminary and reflect the 3.0% increase previous approved by the Board. Those rates will be reevaluated next Fall and reported to the Board.

The above rates are the basic room and board charges for renovated traditional-style residence halls, to which all other housing rates are then related – suite-style, apartment-style and special halls. The percentage increase in rates for these other facilities may be higher or lower than those stated above for the standard plans, depending upon unique features that call for a special rate and contract.

The proposed rates were reviewed by the Business and Finance Committee.

PROJECT COST: None

SPONSORS: Laurie Bellows  
Interim Vice Chancellor for Student Affairs

William J. Nunez  
Vice Chancellor for Business & Finance

Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln



APPROVED:



Walter E. Carter, President  
University of Nebraska

DATE:

January 15, 2021

TO: The Board of Regents  
 Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Residence Hall Room Rates for Academic Years 2021-22 and 2022-23 at the University of Nebraska at Omaha

RECOMMENDED ACTION: Report

PREVIOUS ACTION: December 5, 2019 - The Board of Regents approved Residence Hall Room and Board Rates increases up to 3.0% annually for Academic Years 2020-21 through 2022-23 at UNO:

EXPLANATION: Given the current global pandemic and its far-reaching impact, UNO will not be increasing its 2021-22 room and board rates. The table below reflects a 0% increase in planned rates for academic year 2021-22.

Rates for academic year 2022-23 are preliminary and reflect the 3.0% increase previous approved by the Board. Those rates will be reevaluated next Fall and reported to the Board.

**2020-21 Planned Rates**

Payment Plan	Housing Complex			
	Scott Court	Scott Village	Maverick Village	University Village
Monthly	\$ N/A	\$7,620	\$ N/A	\$ N/A
Semi-Annual	7,740	7,440	N/A	N/A
Annual	7,620	7,320	7,550	N/A
9 Month	6,900	N/A	6,700	6,164

**2021-22 Planned Rates:**

Payment Plan	Housing Complex			
	Scott Court	Scott Village	Maverick Village	University Village
Monthly	\$ N/A	\$7,620	\$ N/A	\$ N/A
Semi-Annual	7,740	7,440	N/A	N/A
Annual	7,620	7,320	7,550	N/A
9 Month	6,900	N/A	6,700	6,164

**2022-23 Planned Rates:**

Payment Plan	Housing Complex			
	Scott Court	Scott Village	Maverick Village	University Village
Monthly	\$ N/A	\$7,849	\$ N/A	\$ N/A
Semi-Annual	7,972	7,663	N/A	N/A
Annual	7,849	7,540	7,777	N/A
9 Month	7,107	N/A	6,901	6,349

The above-noted rates are the basic room and board charges for traditional residence halls, to which all other housing rates are then related – break housing, suites, etc. The percentage increase in rates for these other special contracts may be higher than those stated above for the standard plans, depending upon the unique features that call for a special rate and contract.

The proposed rates were reviewed by the Business and Finance Committee.


SPONSORS:

Dan Shipp  
Vice Chancellor for Student Success

Douglas A. Ewald  
Vice Chancellor for Business, Finance and Business Development

Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

APPROVED:

  
Walter E. Carter, President  
University of Nebraska

DATE:

January 15, 2021

TO: The Board of Regents

Business and Finance

MEETING DATE: February 12, 2021

SUBJECT: Residence Hall Room and Board Rates for the Academic Years' 2021-22 and 2022-23 at the Nebraska College of Technical Agriculture (NCTA)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: Approve the Residence Hall Room and Board Rates for the Academic Year 2021-23 at the Nebraska College of Technical Agriculture (NCTA)

<u>East or West Hall</u>			
<u>Traditional Rooms</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
Single Occupancy	\$ 3,543	\$ 3,649	\$ 3,758
Double Occupancy	2,365	2,436	2,509
 <u>Aggie West Hall</u>			
Single Occupancy	\$ 4,336	\$ 4,466	\$ 4,600
Double Occupancy	2,930	3,018	3,108
 <u>Aggie Central Hall</u>			
Four Person Suite	\$ 3,386	\$ 3,488	\$ 3,592
Two Person Suite	5,254	5,412	5,574
 <u>Meal Plans</u>			
5 per week	\$ 1,158	\$ 1,192	\$ 1,228
14 per week	3,244	3,342	3,442
18 per week	4,170	4,296	4,424
21 per week	4,864	5,010	5,160

EXPLANATION: The proposed rates will generate the income required to cover obligations while managing the cost to students. The rates reflect a 3% annual increase each academic year.

The above-noted rates are the basic room and board charges for traditional residence halls, to which all other housing rates are then related – break housing, suites, etc. The percentage increase in rates for these other special contracts may be higher than those stated above for the standard plans, depending upon the unique features that call for a special rate and contract.

The rate increases will help cover cost increases for employee compensation, utilities, food, supplies and other operating expenses. These rates will also support the debt service related to the NCTA housing facility renovation and construction projects, as well as continued investment to address deferred maintenance needs.

The proposed rates were reviewed by the Business and Finance Committee.

PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSOR: Michael J. Boehm  
Vice President for Agriculture and Natural Resources, NU  
Harlan Vice Chancellor for IARN, UNL

APPROVED:



Walter E. Carter, President  
University of Nebraska

DATE: January 15, 2021

TO: The Board of Regents Addendum XI-D-19

Business and Finance Committee

MEETING DATE: February 12, 2021

SUBJECT: Report on Financial Strength and Borrowing Capacity per RP-6.8.3

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of Financial Strength and Borrowing Capacity pursuant to Section 6.8.3 Addendum XI-D-19 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended June 30, 2020.

The report outlines the following: spendable cash and investment to debt; debt to operating revenue, debt service to operations; and debt service coverage.

APPROVED:



Chris J. Kabourek  
Vice President for Business and Finance | CFO

DATE: January 15, 2021

# Overview of Credit Profile

- University of Nebraska is rated Aa1 (Stable) by Moody's and AA (Stable) by Standard & Poor's\*.
- The University's rating is driven by its market position as the flagship public institution in the State of Nebraska, conservative debt portfolio, diversified revenue base and strong enrollment growth.
- Offsetting credit factors include state funding pressures, competitive student and research market, and modest liquidity.

UNIVERSITY OF NEBRASKA RATING HISTORY													
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>MOODY'S</b>	Aa2 (Stable)	Aa1 (Stable)											
<b>S&amp;P Global</b>	AA- (Positive)	AA (Stable)			AA (Positive)		AA (Stable)						

- Context: 262 public universities are rated
- 8 (3%) are rated AAA
  - 14 (5%) are rated Aa1 (including NU)

Source: Moody's Investors Service and S&P Global  
 \* The University was last rated by Moody's in October 2019 and S&P in September 2019.

# Annual Review of Financial Strength

- The University monitors four primary financial ratios to assist the Board in evaluating financial strength.
- These metrics will also help inform the University's ability to incur additional debt.

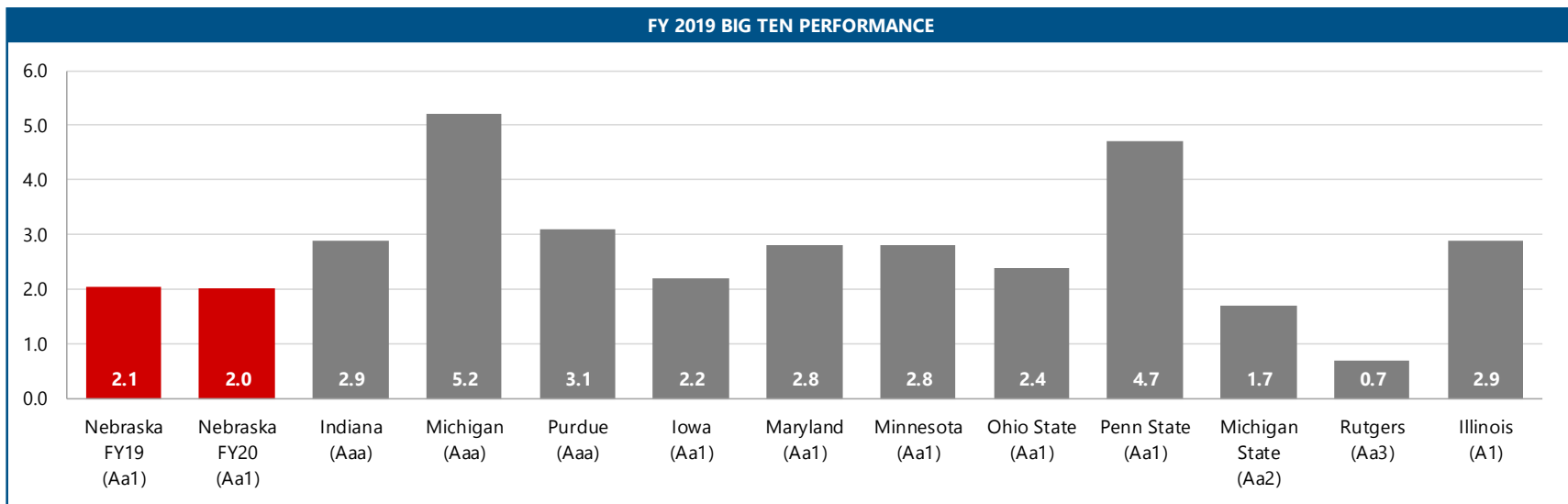
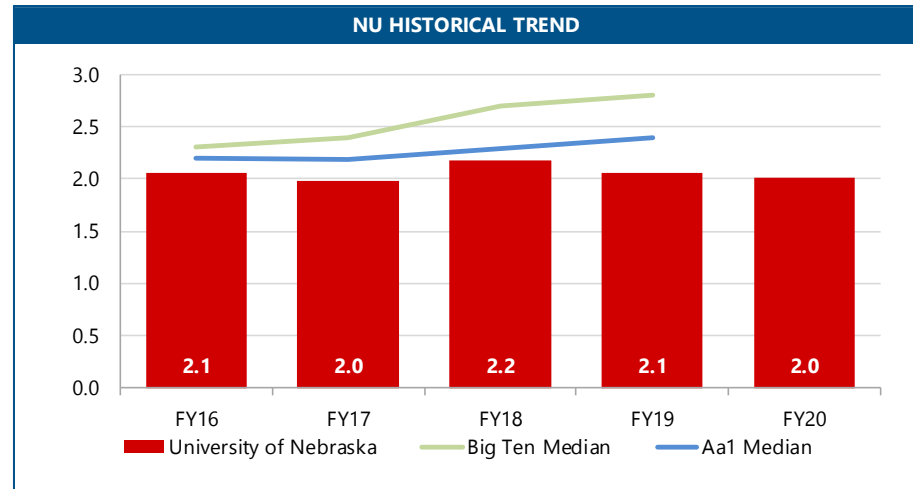
Metric	Measures	Definition
Spendable Cash and Investments to Debt  (Higher is Better)	Balance Sheet Capacity	University & Foundation Cash and Investments + Investment in Joint Venture – University Restricted Non-Expendable Net Assets – <u>Foundation Permanently Restricted Net Assets</u> Long-Term Debt
Debt to Operating Revenue  (Lower is Better)	Income Statement Capacity	<u>Long-Term Debt</u> Operating Revenue
Debt Service to Operating Expense  (Lower is Better)	Debt Affordability	<u>Annual Debt Service</u> Operating Expense
Debt Service Coverage  (Higher is Better)	Cash Flow Coverage	<u>Operating Revenue – Operating Expense + Interest + Depreciation</u> Annual Debt Service

Note: The metrics shown above are calculated based on Moody's methodology.



# Metric Performance: Spend. Cash & Invest. to Debt

SPENDABLE CASH AND INVESTMENTS TO DEBT (HIGHER IS BETTER)	
<b>Equation</b>	$\frac{\text{Cash and Investments} + \text{Permanently Restricted Pledges Receivable} - \text{Permanently Restricted Net Assets}}{\text{Total Debt Outstanding}}$
<b>Measures</b>	Financial Leverage
<b>Commentary</b>	The University's spendable cash and investments to debt has consistently been between 2.0x and 2.2x over the past five years. It is weaker than Big Ten and rating median.



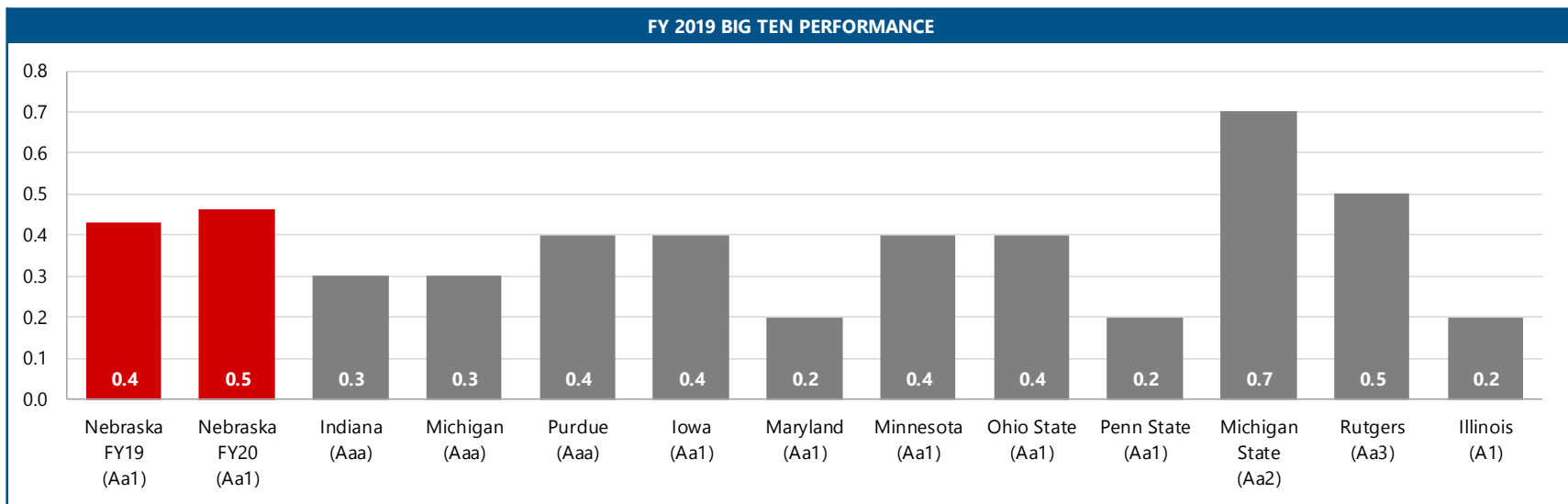
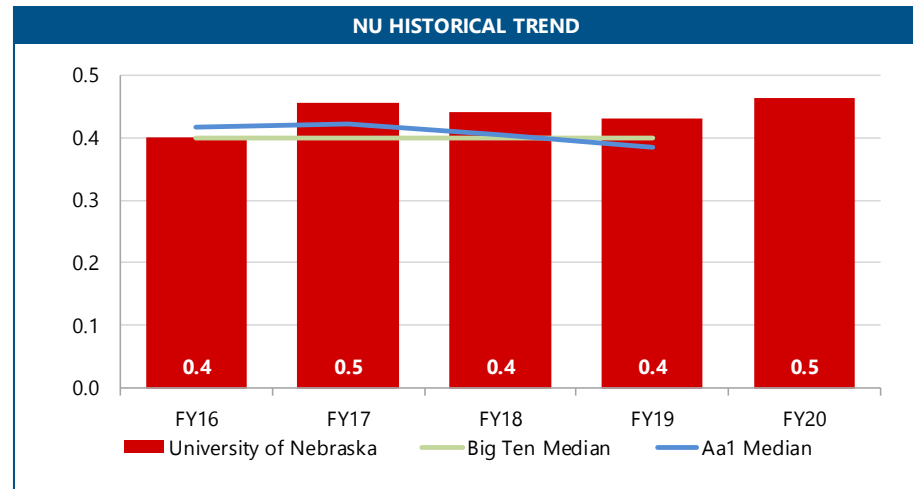
Source: Moody's Investors Service

FY20 is preliminary and estimated by Janney. Subject to change based on adjustments made by Moody's.

Note: University of Wisconsin not included as they are not rated. Northwestern University not included since they are a private institution. For purposes of this analysis we assume FY20 bond trustee held debt service reserve fund, and unspent bond proceeds equals FY19.

# Metric Performance: Debt to Operating Revenue

DEBT TO REVENUE (LOWER IS BETTER)	
<b>Equation</b>	$\frac{\text{Total Debt Outstanding}}{\text{Operating Revenue}}$
<b>Measures</b>	Income Statement Leverage
<b>Commentary</b>	NU's debt to revenue has been 0.4x or 0.5x each of the past five years. This is in line with rating and Big Ten peers.



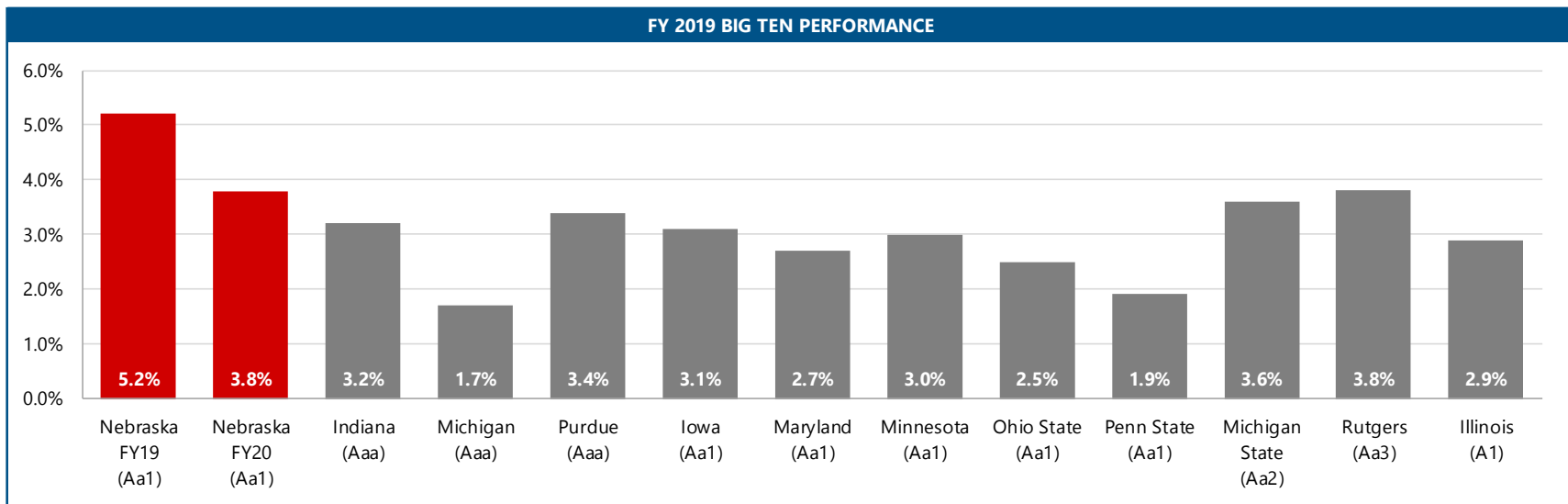
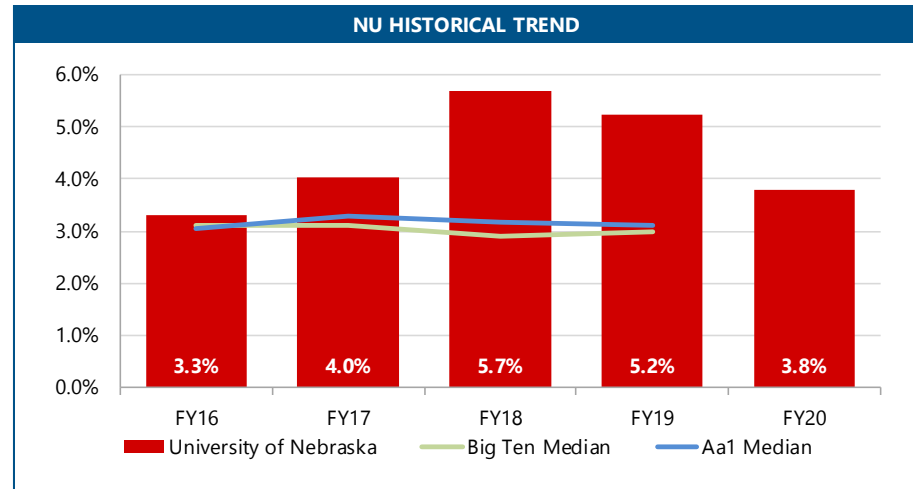
Source: Moody's Investors Service

FY20 is preliminary and estimated by Janney. Subject to change based on adjustments made by Moody's.

Note: University of Wisconsin not included as they are not rated. Northwestern University not included since they are a private institution.

# Metric Performance: Debt Service to Operating Expense

DEBT SERVICE TO OPERATING EXPENSE (LOWER IS BETTER)	
<b>Equation</b>	$\frac{\text{Principal + Interest}}{\text{Operating Expense}}$
<b>Measures</b>	Debt Affordability
<b>Commentary</b>	NU's debt service to operating expense got stronger over the past two years as principal payments were lower in FY19 and FY20 than in FY18. It remains weaker than rating and Big Ten medians due to debt service structure which historically is amortizing.



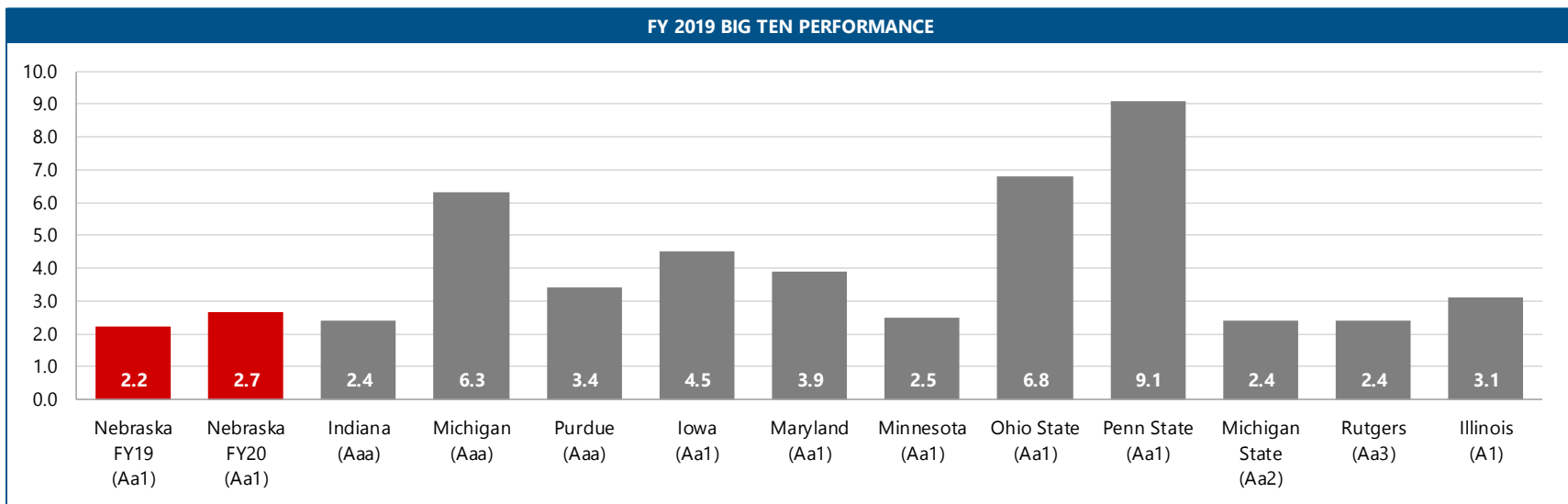
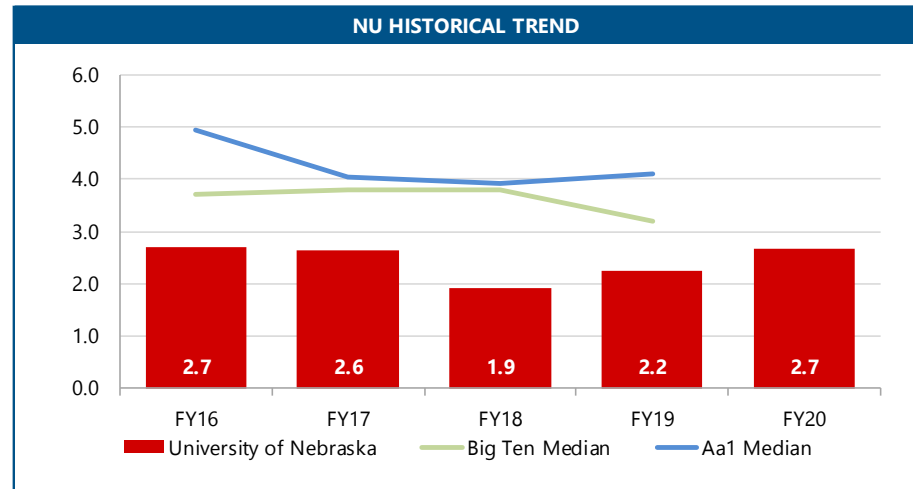
Source: Moody's Investors Service

FY20 is preliminary and estimated by Janney. Subject to change based on adjustments made by Moody's.

Note: University of Wisconsin not included as they are not rated. Northwestern University not included since they are a private institution.

# Metric Performance: Debt Service Coverage

DEBT SERVICE COVERAGE (HIGHER IS BETTER)	
<b>Equation</b>	$\frac{\text{Revenue} - \text{Expense} + \text{Interest} + \text{Depreciation}}{\text{Principal} + \text{Interest}}$
<b>Measures</b>	Cash Flow Coverage
<b>Commentary</b>	NU's debt service coverage improved over the past two years due to lower principal payments in FY19 and FY20 than FY18. It is consistently weaker than rating and Big Ten medians due to debt service structure which historically is amortizing.



Source: Moody's Investors Service

FY20 is preliminary and estimated by Janney. Subject to change based on adjustments made by Moody's.

Note: University of Wisconsin not included as they are not rated. Northwestern University not included since they are a private institution.

# Moody's Scorecard

- Moody's Global Higher Education Scorecard is used as a guide to understand how an institution's profile drives its credit rating. An institution's score does not necessarily tie to its actual rating.
- While the University's score was slightly weaker in FY20 than FY19, NU's outcome remained in the Aa2 range, one notch below its actual rating of Aa1.

Factor	Subfactor / Metric	Weight	FY16	FY17	FY18	FY19	FY20 (Prelim.)	FY18 - FY20 TREND
1. Market Profile	Scope of Operations Operating Revenue (\$000)	15%	2,190,068 <i>Aa1</i>	2,049,083 <i>Aa1</i>	2,098,551 <i>Aa1</i>	2,159,929 <i>Aa1</i>	2,202,011 <i>Aa1</i>	NEUTRAL
	Reputation and Pricing Power Annual Change in Op. Revenue (%)	5%	4.2% <i>A3</i>	-6.4% <i>Caa1</i>	2.4% <i>Baa3</i>	2.9% <i>Baa2</i>	1.9% <i>Ba1</i>	NEGATIVE
	Strategic Positioning Qualitative Assessment	10%	Excellent <i>Aa</i>	Excellent <i>Aa</i>	Excellent <i>Aa</i>	Excellent <i>Aa</i>	Excellent <i>Aa</i>	NEUTRAL
2. Operating Performance	Operating Results Operating Cash Flow Margin (%)	10%	8.8% <i>A1</i>	10.3% <i>A1</i>	10.6% <i>A1</i>	11.3% <i>Aa3</i>	9.9% <i>A1</i>	NEUTRAL
	Revenue Diversity Maximum Single Contribution (%)	15%	29.8% <i>Aaa</i>	32.8% <i>Aaa</i>	34.1% <i>Aaa</i>	35.0% <i>Aaa</i>	33.9% <i>Aaa</i>	NEUTRAL
3. Wealth & Liquidity	Total Wealth Total Cash & Investments (\$000)	10%	3,319,375 <i>Aaa</i>	3,455,852 <i>Aaa</i>	3,695,208 <i>Aaa</i>	3,845,829 <i>Aaa</i>	3,955,222 <i>Aaa</i>	NEUTRAL
	Operating Reserve Spending Cash & Inv. to Op. Exp. (x)	10%	0.8 <i>Aa1</i>	0.9 <i>Aa1</i>	1.0 <i>Aa1</i>	0.9 <i>Aa1</i>	1.0 <i>Aa1</i>	NEUTRAL
	Liquidity Monthly Days Cash on Hand	5%	161 <i>Aa3</i>	173 <i>Aa2</i>	186 <i>Aa2</i>	194 <i>Aa2</i>	194 <i>Aa2</i>	NEUTRAL
4. Leverage	Financial Leverage Spending Cash & Inv. to Total Debt (x)	10%	2.1 <i>Aa1</i>	2.0 <i>Aa2</i>	2.2 <i>Aa1</i>	2.1 <i>Aa1</i>	2.0 <i>Aa1</i>	NEUTRAL
	Debt Affordability Total Debt to Cash Flow (x)	10%	4.5 <i>Aa1</i>	4.4 <i>Aa1</i>	4.2 <i>Aa1</i>	3.8 <i>Aaa</i>	4.7 <i>Aa1</i>	NEUTRAL
<b>Scorecard Outcome</b>			<b>2.60</b> <b><i>Aa2</i></b>	<b>3.05</b> <b><i>Aa2</i></b>	<b>2.62</b> <b><i>Aa2</i></b>	<b>2.56</b> <b><i>Aa2</i></b>	<b>2.70</b> <b><i>Aa2</i></b>	NEUTRAL

Source: Moody's Investors Service. Under the Moody's Scorecard a lower score is better. FY20 is preliminary and estimated by Janney. Subject to change based on adjustments made by Moody's. For purposes of this analysis we assume FY20 monthly days cash on hand, bond trustee held debt service reserve fund, and unspent bond proceeds equals FY19.

Scorecard Ranges				
Aaa	Aa1	Aa2	Aa3	A1
≤ 1.5	> 1.5, ≤ 2.5	> 2.5, ≤ 3.5	> 3.5, ≤ 4.5	> 4.5, ≤ 5.5

# S&P Rating Overview: AA/Stable (As of Sept. 2019)

- There is a direct link between the University's S&P Scorecard outcome and its actual rating as the initial indicative rating within the scorecard must be within 1 notch of its actual rating.
- The University's initial indicative rating is "aa", which aligns with its actual rating of "AA".

Measure	Weight	FY18	FY19	FY20 (Prelim.)	Weighted Average	Score
<b>FINANCIAL PROFILE</b>		<b>20%</b>	<b>35%</b>	<b>45%</b>		
Financial Policies (x)	10.0%	1.0	1.0	1.0	1.0	1
Operating Margin (%)	20.0%	2.8%	4.0%	2.5%	3.1%	1
Available Resources to Operations (%)	35.0%	48.9%	52.9%	59.7%	55.2%	1
MADS Burden (%)	17.5%	5.0%	5.1%	4.9%	5.0%	3
Available Resources to Debt (%)	17.5%	139.4%	151.4%	146.4%	146.8%	2
<b>Financial Profile Score</b>					<b>1.53</b>	
<b>Rounded Financial Profile Score</b>					<b>2</b>	<b>Very Strong</b>
<b>ENTERPRISE PROFILE</b>		<b>20%</b>	<b>35%</b>	<b>45%</b>		
Industry Risk	10.0%	2	2	2	2	2
NE GDP Per Capita (\$)	10.0%	\$63,127	\$64,761	\$67,210	\$65,536	1
Selectivity (%)	17.5%	71.8%	81.7%	80.9%	79.4%	3
FTE Enrollment	17.5%	44,670	44,318	43,735	44,126	2
First Year Retention (%)	17.5%	80.9%	80.8%	80.6%	80.7%	1
Other Student Demand Factors	17.5%	8	8	8	8	1
Management and Governance	10.0%	Strong	Strong	Strong	Strong	1
<b>Enterprise Profile Score</b>					<b>1.63</b>	
<b>Rounded Enterprise Profile Score</b>					<b>2</b>	<b>Very Strong</b>
<b>Initial Indicative Rating</b>					<b>aa</b>	
<b>Actual Rating</b>					<b>AA</b>	

Source: S&P Global

Note: Under the S&P Scorecard a lower score is better.

FY 2020 is preliminary and estimated by Janney. Subject to change based on adjustments made by Standard & Poor's.

Lincoln, Nebraska  
December 4, 2020

The Board of Regents of the University of Nebraska met on December 4, 2020, at 9:05 a.m. by remote electronic means as provided for in Governor Ricketts' Executive Order No. 20-36, in a publicly convened session, the same being open to the public and having been preceded by advance publicized notice, a copy of which are attached to the minutes of this meeting as Attachment 1 and 2 (pages 52-53).

In compliance with the provisions of *Neb. Rev. Stat.* § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted on the front of the first floor entrance of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on November 24, 2020 and revised on November 30, 2020.

Regents present:

Timothy Clare  
Howard Hawks  
Paul Kenney, Vice Chairman  
Elizabeth O'Connor  
Bob Phares  
Jim Pillen, Chairman  
Robert Schafer  
Barbara Weitz  
Max Beal, University of Nebraska at Kearney  
Veronica Miller, University of Nebraska-Lincoln  
Thomas Schroeder, University of Nebraska Medical Center  
Jabin Moore, University of Nebraska at Omaha

University officials present:

Walter E. Carter, President  
Susan M. Fritz, Executive Vice President and Provost  
Stacia L. Palser, Interim Corporation Secretary  
Jeffrey P. Gold, Chancellor, University of Nebraska Medical Center and  
University of Nebraska at Omaha  
Ronnie D. Green, Chancellor, University of Nebraska-Lincoln  
Douglas A. Kristensen, Chancellor, University of Nebraska at Kearney  
Michael J. Boehm, Vice President for Agriculture and Natural Resources  
Christopher J. Kabourek, Vice President for Business and Finance | CFO  
Heath M. Mello, Vice President for External Relations  
James P. Pottorff, Vice President and General Counsel

**I. CALL TO ORDER**

**II. ROLL CALL**

The Board convened at 9:05 a.m. by remote electronic means as provided by in Governor Ricketts' Executive Order No. 20-36. Attendance is indicated above.

**III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS**

Motion Moved by Schafer and seconded by Phares to approve the minutes and ratify the actions of the regularly scheduled meeting on October 8, 2020.

Action Student Opinion: Voting Aye: Miller, Moore, Schroeder, and Beal. Voting Aye: Hawks, Kenney, O'Connor, Phares, Pillen, Schafer, Weitz, and Clare. Motion carried.

Chairman Pillen announced the location of the Notice of Meeting and Open Meetings Act posted on the front entry of Varner Hall.

**IV. KUDOS**

**Regent Beal presented a KUDOS award to Jenny Jansky**, Director of Educator Certification at the University of Nebraska at Kearney.

**Regent Miller presented a KUDOS award to Karen Kassebaum**, Assistant Vice Chancellor for Inclusive Leadership and Learning at the University of Nebraska-Lincoln.

**Regent Phares presented a KUDOS award to Kimberly McLaughlin**, Administrator for the Educational Program in the Department of Surgery at the University of Nebraska Medical Center.

**Regent O'Connor presented a KUDOS award to Mike Nicola**, Assistant Athletic Director for Athletic Performance at the University of Nebraska at Omaha.

**V. PRESENTATIONS**

Mary Niemiec, Associate Vice President for Digital Education and Director presented on the Annual Report on Distance Education

Lieutenant General (Ret) Robert Hinson presented on the NSRI in Review-2020

**VI. HEARINGS**

None

**VII. RESOLUTIONS**

Regent Schafer presented the following resolution

**WHEREAS**, Lieutenant General (USAF, Retired) Robert C. Hinson, has served as the founding executive director of the National Strategic Research Institute at the University of Nebraska since its inception in September 2012. He retires after more than a half century of supporting the missions of the Department of Defense; and

**WHEREAS**, General Hinson served for 33 years in the United States Air Force, leading as Vice Commander of Air Force Space Command at Peterson Air Force Base and Deputy Commander of U.S. Strategic Command at Offutt Air Force Base. General Hinson is a command pilot with more than 3,000 flying hours, primarily in B-52, FB-111, and B-1 bomber aircraft. He received many prestigious awards and decorations during a long and



distinguished military career that included 25 moves for his family while they served our country; and

**WHEREAS**, General Hinson continued to support the national security of the United States upon his retirement from the Air Force, serving for nine years as vice president of government programs and corporate lead executive at Northrop Grumman; and

**WHEREAS**, Under General Hinson's leadership, as the University Affiliated Research Center of the University of Nebraska, NSRI has received three contract awards from its sponsor, U.S. Strategic Command — \$84 million in 2012, \$92 million in 2018 and another \$92 million in 2020. The institute has also received \$30 million in additional contracts and grants for a total of \$298 million; and

**WHEREAS**, General Hinson has instilled a tenacious pursuit of mission in the institute's expanding team of leaders, scientists and partners. In total, the institute has more than 75 professionals working from offices and laboratories across the University of Nebraska's campuses and near customers in the national capital and space coast regions. NSRI has collaborated with more than 350 NU researchers and students to serve 44 customers across the DOD and federal government. All numbers that will continue to grow thanks to the course he has set for the institute and the university going forward; and

**WHEREAS**, in addition to his prolific career, General Hinson continues to contribute to his community, serving on the board of directors for several organizations, including the STRATCOM Consultation Committee; the STRATCOM Strategic Advisory Group's Bomber Task Force Panel; and the SAC Air and Space Museum. He has also served on the Offutt Advisory Council and the Peter Kiewit Institute Board of Policy Advisers; and

**WHEREAS**, General Hinson has demonstrated through his work — and genuine relationship building across our university community and beyond — a humbleness, authenticity and passion that comes from true commitment to purpose. He has been known to pound the table zealously to advocate for the best possible opportunities and deliverables for the warfighters and first responders NSRI keeps at the center of its work. He recently said: "We must always be thinking ahead to the next threat and the next solution." Bob, please know, we will.

**NOW, THEREFORE, BE IT RESOLVED**, that the University of Nebraska Board of Regents expresses its sincere appreciation for the exemplary contributions of General Robert Hinson during his term of NSRI Founding Executive Director and in the more than 42 years of dedicated service and support to our country's national defense prior to this role. Bob, we wish you, Karen and your family well in the promising future that awaits you all.

Regent Weitz presented the following resolution

**WHEREAS**, Howard Hawks has represented District 2 on the University of Nebraska Board of Regents since 2002; and

**WHEREAS**, Regent Hawks has served twice as Board chairman and has also led numerous Board committees, including the 2014 Presidential Search Screening and Selection Committee; and

**WHEREAS**, drawing on his exceptional experience in the fields of finance, business operations, and strategic planning, Regent Hawks has made the University a more efficient and effective organization by prioritizing public-private partnerships, investing in deferred maintenance, and advocating for more state investment in higher education and research; and

**WHEREAS**, Regent Hawks is a Nebraska native, and two-time University of Nebraska alumnus, who has not only served the citizens of District 2, but the entire state of Nebraska admirably as an elected official, civic and community leader, and philanthropist; and

**WHEREAS**, Regent Hawks has earned the respect of those who served with him on the Board as well as current and past Presidents, Chancellors, and other members of the University community; and

**WHEREAS**, Regent Hawks decided to retire from his service as a Regent and not seek a fourth-term of office in 2020; and

**WHEREAS**, Regent Hawks leaves a legacy as a champion of the University of Nebraska and its four campuses through well-crafted public policy, strategic public investment, and generous philanthropic support that will forever be remembered by the entire University community.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents extends its deepest thanks and appreciation to Howard Hawks for nearly two decades of dedicated service on the Board and wishes he and Rhonda the very best in their next chapter of service.

Resolution Adopted      There being no objection, the above resolutions were approved and adopted by the general consent of the Board.

**VIII.                    PRESIDENT’S REMARKS**

President Carter provided the Board with an update on the University’s ongoing response to COVID-19 and plans for the spring semester. He also updated the Board on sustainability efforts at the University.

**IX.                        PUBLIC COMMENT**

Motion                    Regent Pillen moved that the portion of the Standing Rules providing for the public’s physical presence at a meeting be waived and that the processes for public comment at this meeting conform to the meeting notice provided to the public one week ago. Seconded by Phares.

Action                     Student Opinion: Voting Aye: Moore, Schroeder, Beal, and Miller. Voting Aye: Kenney, Phares, Pillen, Schafer, Weitz, and Hawks. Absent due to technical issues: O’Connor and Clare. Motion carried.

Donald Costello spoke on the topic of cybersecurity.

Christopher Dethlefs spoke on the topic of UNMC's Student Senate resolution to support divestment from fossil fuels by the University system.

Conor O'Neill spoke on the topic of divestment from the fossil fuel industry.

Zee Elmer spoke on the topic of divestment from the fossil fuel industry.

**X. UNIVERSITY CONSENT AGENDA**

Motion Moved by Pillen and seconded by Clare to approve items X-A-1, X-B-1, X-B-2, X-B-3, X-B-4, and X-B-5

**A. ACADEMIC AFFAIRS**

University of Nebraska

X-A-1 President's Personnel Recommendation

**B. BUSINESS AND FINANCE**

University of Nebraska at Kearney

X-B-1 Approve an amendment to the agreement with Enrollment Advisory Group, LLC for International Student Recruitment

University of Nebraska Medical Center

X-B-2 Approve the naming of the Dr. Leland and Dorothy Olson Atrium within the Wigton Heritage Center at the University of Nebraska Medical Center pursuant to Board of Regents Policy RP-6.2.7.3.c

X-B-3 Approve the naming of the William H. Northwall, M.D. Plaza within the Wigton Heritage Center at the University of Nebraska Medical Center pursuant to Board of Regents Policy RP-6.2.7.3.c

X-B-4 Approve a waiver of the requirements of Board of Regents Policy RP-6.2.7 with respect to facilities named for current employees, naming the dental gallery exhibit space within the Wigton Heritage Center at the University of Nebraska Medical Center, the "Stanton D. Harn, Ph.D., Dental Gallery"

Action Student Opinion: Voting Aye: Schroeder, Beal, Miller, and Moore. Voting Aye: O'Connor, Phares, Pillen, Schafer, Weitz, Clare, Hawks, and Kenney. Motion carried.

**XI. UNIVERSITY ADMINISTRATIVE AGENDA**

**A. ACADEMIC AFFAIRS**

University of Nebraska

Motion Moved by O'Connor and seconded by Kenney to approve item XI-A-1

- XI-A-1 Approve the award of the title “Regent Emeritus” to Howard Hawks
- Action Student Opinion: Voting Aye: Beal, Miller, Moore, and Schroeder. Voting Aye: Phares, Pillen, Schafer, Weitz, Clare, Kenney, and O’Connor. Abstain: Hawks. Motion carried.
- Motion Moved by Miller and seconded by Kenney to approve items XI-A-2, XI-A-3, and XI-A-4
- XI-A-2 Approve amendments to RP-5.8.3 of the *Policies of the Board of Regents* related to tuition scholarships (remissions) for non-residents
- XI-A-3 Approve amendments to RP-5.8.4 of the *Policies of the Board of Regents* related to rules for granting of nonresident tuition scholarships (remissions) to children of alumni of the University
- XI-A-4 Approve amendments to RP-5.8.5 of the *Policies of the Board of Regents* related to undergraduate Regents Scholarships
- Action Student Opinion: Voting Aye: Miller, Moore, Schroeder, and Beal. Voting Aye: Pillen, Schafer, Weitz, Clare, Hawks, Kenney, O’Connor, and Phares. Motion carried.
- Motion Moved by Beal and seconded by Weitz to approve item XI-A-5
- XI-A-5 Approve the addition of RP-5.8.8 of the *Policies of the Board of Regents* related to tuition remissions
- There was discussion
- Motion to Table Moved by Hawks and seconded by Kenney to table item XI-A-5
- Action on Student Opinion: Voting Aye: Schroeder, Beal, and Moore. Voting No: Miller.  
Motion to Table Voting Aye: Weitz, Hawks, Kenney, O’Connor, and Phares. Voting No: Clare, Pillen, and Schafer. Motion carried.

**B. BUSINESS AND FINANCE**

University of Nebraska of Kearney

- Motion Moved by Phares and seconded by Beal to approve item XI-B-1
- XI-B-1 Approve the Owner’s Representative Agreement, Property Transfer Agreement, and Condominium Declaration for the development and construction of a Regional Engagement and Alumni Center at the University of Nebraska at Kearney
- Action Student Opinion: Voting Aye: Beal, Miller, Moore, and Schroeder. Voting Aye: Clare, Hawks, Kenney, O’Connor, Phares, Pillen, Schafer, and Weitz. Motion carried.

University of Nebraska-Lincoln

- Motion Moved by O’Connor and seconded by Moore to approve item XI-B-2
- XI-B-2 Approve the License Agreement with Collegiate Licensing Company, L.L.C.

- Action Student Opinion: Voting Aye: Miller, Moore, Schroeder, and Beal. Voting Aye: Hawks, Kenney, O'Connor, Phares, Pillen, Schafer, Weitz, and Clare. Motion carried.
- Motion Moved by Clare and seconded by Schroeder to approve item XI-B-3
- XI-B-3 Approve the Program Statement for College of Law Schmid Law Library Renovation at UNL
- Action Student Opinion: Voting Aye: Moore, Schroeder, Beal, and Miller. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Weitz, Clare and Hawks. Motion carried.
- Motion Moved by Hawks and seconded by Miller to approve item XI-B-4
- XI-B-4 Approve a budget increase for Scott Engineering Center Renovation and Link Replacement at UNL
- Action Student Opinion: Voting Aye: Schroeder, Beal, Miller, and Moore. Voting Aye: O'Connor, Phares, Pillen, Schafer, Weitz, Clare, Hawks, and Kenney. Motion carried.
- Motion Moved by Kenney and seconded by Schafer to approve item XI-B-5
- XI-B-5 Approve revisions to the North Stadium Expansion project and receive report from Business and Finance Committee regarding Intermediate Design Review
- Action Student Opinion: Voting Aye: Beal, Miller, Moore, and Schroeder. Voting Aye: Phares, Pillen, Schafer, Weitz, Clare, Hawks, Kenney, and O'Connor. Motion carried.
- University of Nebraska Medical Center
- Motion Moved by Schroeder and seconded by O'Connor to approve items XI-B-6 and XI-B-7
- XI-B-6 Approve the acquisition of real property located at 4417 Douglas Street, 4418 Farnam Street, and 4430 Farnam Street, Omaha, Nebraska
- XI-B-7 Approve the acquisition of real property at 4724 Leavenworth Street, Omaha, Nebraska
- Action Student Opinion: Voting Aye: Miller, Moore, Schroeder, and Beal. Voting Aye: Pillen, Schafer, Weitz, Clare, Hawks, Kenney, O'Connor, and Phares. Motion carried.
- University of Nebraska at Omaha
- Motion Moved by Hawks and seconded by Weitz to approve item XI-B-8
- XI-B-8 Approve the lease of the vacant lot located at 6465 Center Street, Omaha, Nebraska via Request for Proposal
- Action Student Opinion: Voting Aye: Moore, Schroeder, Beal, and Miller. Voting Aye: Schafer, Weitz, Clare Hawks, Kenney, O'Connor, Phares, and Pillen. Motion carried.
- Motion Moved by Moore and seconded by Schroeder to approve item XI-B-9

XI-B-9 Approve the acquisition of real property located at 6705 Dodge Street in Omaha, Nebraska commonly known as the William H. and Dorothy Thompson Alumni Center

Action Student Opinion: Voting Aye: Schroeder, Beal, Miller, and Moore. Voting Aye: Weitz, Clare, Hawks, Kenney, O'Connor, Phares, Pillen, and Schafer. Motion carried.

### **C. EXECUTIVE COMMITTEE**

Motion Moved by Clare and seconded by Miller to approve item XI-C-1

XI-C-1 Approve the appointment of the President of the University of Nebraska as the University's "Designated Representative" in accordance with the Bylaws of the Board of Directors of the Nebraska Medicine Corporation

Action Student Opinion: Voting Aye: Beal, Miller, Moore, and Schroeder. Voting Aye: Clare, Hawks, Kenney, O'Connor, Phares, Pillen, Schafer, and Weitz. Motion carried.

### **D. REPORTS**

XI-D-1 Quarterly Status report of Capital Construction Projects

XI-D-2 Bids and Contracts

XI-D-3 Naming of the Jack and Norma Mills Conference Room at the University of Nebraska at Kearney

XI-D-4 Orthmer-Topp Endowment Fund, second priority uses, for the fiscal year ended June 30, 2020

XI-D-5 Approval of Intermediate Design Report for the Barkely Memorial Center Expansion and Renovation of the University of Nebraska-Lincoln (UNL)

XI-D-6 Approve for the reallocation of funds exceeding \$250,000

XI-D-7 Naming of selected spaces within the Wigton Heritage Center at the University of Nebraska Medical Center

Chairman Pillen accepted the reports on behalf of the Board.

## **XII. ADDITIONAL BUSINESS**

Motion Moved by Kenney and seconded by Miller that the Board go into closed session as authorized by Neb. Rev. Stat. § 84-1410 of the Revised Statutes of Nebraska for the protection of the public interest, and to prevent needless injury to the reputation of persons who have not requested a public hearing, for the purpose of holding a discussion limited to the following subject:

- Personnel matters involving members of the University staff.

Chair Pillen declared that the closed session would be strictly limited to a discussion of:

- Personnel matters involving members of the University staff.

Action Student Opinion: Voting Aye: Beal, Miller, Moore, and Schroeder. Voting Aye: Clare, Hawks, Kenney, O'Connor, Phares, Pillen, Schafer, and Weitz. Motion carried.

The Board went into closed session at 12:30 p.m. The Board reconvened the open meeting at 2:23 p.m.

**XIII. ADJOURNMENT**

There being no further business, the meeting was adjourned by Chairman Pillen at 2:25 p.m.

Respectfully submitted,

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Stacia L. Palser  
Interim Corporation Secretary

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James D. Pillen, Chair

## ATTACHMENT 1



## NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, December 4, 2020, at 9:00 a.m. via videoconference at the Nebraska Innovation Campus Conference Center, 2021 Transformation Drive, Lincoln, Nebraska. An additional meeting site will be provided by videoconference, also open to the public, at the Thompson Alumni Center, 6705 Dodge Street, Omaha, Nebraska.

When so posted, the full agenda for the meeting will be available for inspection in the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, or at <https://nebraska.edu/regents/agendas-minutes>

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska.

Dated: November 24, 2020

Stacia L. Palser  
Interim Corporation Secretary  
Board of Regents  
University of Nebraska

### Board of Regents

Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906 | FAX: 402.472.1237 | [nebraska.edu/regents](https://nebraska.edu/regents)



## ATTACHMENT 2



## NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, December 4, 2020, at 9:00 a.m. by remote electronic means as provided for in Governor Ricketts' Executive Order No. 20-36. Internet stream is available at <https://nebraska.edu>.

The full agenda for the meeting is available by contacting the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, at [corpsec@nebraska.edu](mailto:corpsec@nebraska.edu) or at <https://nebraska.edu/regents/agendas-minutes>

Any member of the public wishing to speak in the Public Comment portion of the meeting must contact the Office of the Corporation Secretary no less than 24 hours prior to the commencement of the meeting. The public may so contact the Office of the Corporation Secretary by leaving a voice mail message with his/her name and phone number at which he/she can be reached at 402-472-7146 or by e-mailing the same information to [adibbert@nebraska.edu](mailto:adibbert@nebraska.edu). Upon receipt of such notice, the Office of the Corporation Secretary will provide instruction on remote participation in this public meeting.

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska.

Dated: November 30, 2020

Stacia L. Palser  
Interim Corporation Secretary  
Board of Regents  
University of Nebraska

**Board of Regents**

Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906 | FAX: 402.472.1237 | [nebraska.edu/regents](https://nebraska.edu/regents)