



THE UNIVERSITY OF NEBRASKA

BOARD OF REGENTS

January 29, 2016

MEETING AGENDA

**UNIVERSITY OF NEBRASKA BOARD OF REGENTS
BOARD OF REGENTS MEETING
REGENTS' ITINERARY**

THURSDAY, JANUARY 28, 2016

1:30 P.M. Audit, Risk and Compliance Committee Meeting, Varner Hall Board room

6:30 P.M. Dinner hosted by President Hank Bounds and Susie Bounds at their home, 9300
Tuscan Court, Lincoln, Nebraska

FRIDAY, JANUARY 29, 2016

8:30 A.M. Topic: State Auditor Presentation *[10 minutes]*
Presenter: Mark Avery, Audit Manager

8:40 A.M. Topic: Legislative Update *[20 minutes]*
Presenter: Galen Hadley, Speaker of the Legislature

9:00 A.M. BUSINESS AFFAIRS COMMITTEE
Topic: Tripp Umbach: University of Nebraska Economic Impact Study
[30 minutes]
Presenter: Paul Umbach, Founder and President, Tripp Umbach

Topic: Budget Update *[15 minutes]*
Presenter: Chris Kabourek, Assistant Vice President and Director of Budget
and Planning

9:45 A.M. BREAK

10:00 A.M. BOARD OF REGENTS MEETING
 • Kudos Awards Presented

Closed Session

Immediately following adjournment of the Board meeting: University of Nebraska Facilities Corporation

Box lunches will be provided at the conclusion of the meeting in the video conference room

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, January 29, 2016, at 10:00 a.m. in the board room of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

An agenda of subjects to be considered at said meeting, kept on a continually current basis, is available for inspection in the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, or at <http://nebraska.edu/board/agendas-and-minutes.html>

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: January 21, 2016

Carmen K. Maurer
Corporation Secretary
Board of Regents
University of Nebraska

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall
3835 Holdrege Street
Lincoln, Nebraska 68583-0745
Friday, January 29, 2016
10:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON DECEMBER 3, 2015
- IV. ELECTION OF VICE CHAIRPERSON
- V. KUDOS
 - Diane Ciecior, University of Nebraska-Lincoln*
 - Fauneil Meier, University of Nebraska at Kearney*
 - Joanne Watkins, University of Nebraska Medical Center*
 - Erin Owen, University of Nebraska at Omaha*
- VI. RESOLUTIONS
- VII. HEARINGS
- VIII. 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.

- IX. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - 1. President's Personnel Recommendations Addendum IX-A-1
 - B. BUSINESS AFFAIRS
 - University of Nebraska at Kearney
 - 1. Approve the renaming of the Frank House to the "G. W. Frank Museum of History and Culture" Addendum IX-B-1
- X. UNIVERSITY ADMINISTRATIVE AGENDA
 - A. ACADEMIC AFFAIRS
 - 1. Approval is requested to establish the Department of Supply Chain Management and Analytics in the College of Business Administration at the University of Nebraska-Lincoln Addendum X-A-1
 - 2. Approval is requested to establish the Fredrick F. Paustian Center for IBD in the College of Medicine at the University of Nebraska Medical Center Addendum X-A-2

3. Approval is requested to create a Master of Medical Nutrition (MMN) degree in the College of Allied Health Professions at the University of Nebraska Medical Center Addendum X-A-3
4. Approval is requested to separate the existing Department of Sociology, Geography and Earth Science into two departments: the Department of Geography and the Department of Sociology in the College of Natural and Social Sciences at the University of Nebraska at Kearney Addendum X-A-4
5. Approve the award of Honorary Degrees and Awards [Please note: this item may be voted on after the Closed Session] Addendum X-A-5

B. BUSINESS AFFAIRS

University of Nebraska

1. Accept the audited financial statements of the University of Nebraska and related entities Addendum X-B-1
2. Approve the purchase of new equipment for the University of Nebraska Core Network Upgrade Addendum X-B-2

University of Nebraska-Lincoln

3. Approve Phase II tenant improvements to build out Innovation Studio at Nebraska Innovation Campus Addendum X-B-3
4. Approve a five-year contract with Anthony Travel to manage travel services for UNL Athletics Addendum X-B-4
5. Approve the naming of the Love North addition at the University of Nebraska-Lincoln the “Adele Coryell Hall Learning Commons” Addendum X-B-5

University of Nebraska Medical Center

6. Approve the project and budget for the 2016 Utility Infrastructure Upgrade Project on the UNMC campus Addendum X-B-6
7. Approve the Resolution relating to the Utility Infrastructure Upgrade Project at the University of Nebraska Medical Center which (1) approves the issuance of not to exceed \$15,500,000 principal amount of UNMC Utility Infrastructure Upgrade Project Bonds, Series 2016 by The University Nebraska Facilities Corporation pursuant to a Bond Resolution, and (2) authorizes the execution and delivery of a Financing Agreement, a Continuing Disclosure Agreement, a Tax Compliance Agreement, an Inducement Letter and a Preliminary Official Statement in connection with the sale of such Bonds, (3) authorizes the sale of such Bonds at a negotiated sale pursuant to a Bond Purchase Agreement and authorizes the Senior Vice President | CFO to determine interest rates (not to exceed a true interest cost of 3%), principal amounts, principal maturities and redemption provisions of such Bonds, and (4) approves the preparation and use of a final Official Statement. Addendum X-B-7
8. Approve the selection of The Clark Enersen Partners and RDG Planning and Design to provide design consultant services for the new Global Center for Advanced Interprofessional Learning, at the University of Nebraska Medical Center campus Addendum X-B-8
9. Approve the sole source purchase of four mobile simulation labs Addendum X-B-9

University of Nebraska at Omaha

10. Approve the Resolution authorizing the expenditure of \$1,020,000 from the Bond Surplus/Replacement Funds to make student housing, student facilities and parking improvements Addendum X-B-10

Nebraska College of Technical Agriculture

11. Approve the Residence Hall Room and Board Rates for the Academic Year 2016-17 at the Nebraska College of Technical Agriculture Addendum X-B-11

C. FOR INFORMATION ONLY

1. University of Nebraska Strategic Planning Framework Addendum X-C-1
2. University of Nebraska Strategic Framework Accountability Measures Addendum X-C-2
3. Calendar of establishing and reporting accountability measures Addendum X-C-3
4. University of Nebraska Strategic Dashboard Indicators Addendum X-C-4
5. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum X-C-5

D. REPORTS

1. Quarterly Personnel Reports for the period July through September 2015 Addendum X-D-1
2. Tuition variances Addendum X-D-2
3. Fall 2015 Annual Tenure Density Report Addendum X-D-3
4. Strategic Framework report on Faculty Diversity [2-a-iii] Addendum X-D-4
5. Expedited Approval of the Space Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln Addendum X-D-5
6. Expedited Approval of the Cyber and Cyber Security Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln Addendum X-D-6
7. Expedited Approval of the Cyber and Telecommunications Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln Addendum X-D-7
8. Quarterly Report on Gift, Grants, Contracts and Bequests Addendum X-D-8
9. Bids and Contracts Addendum X-D-9
10. Report on Debt Refinancing at the University of Nebraska at Omaha Addendum X-D-10
11. Renaming the Seven Buildings at University Village at the University of Nebraska at Omaha Addendum X-D-11
12. Naming the coffee shop in Mammel Hall “Stedman’s Café” at the University of Nebraska at Omaha Addendum X-D-12

XI. ADDITIONAL BUSINESS

IX. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

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B. BUSINESS AFFAIRS

University of Nebraska at Kearney

1. Approve the renaming of the Frank House to the "G. W. Frank Museum of History and Culture" Addendum IX-B-1

President's Personnel Recommendations

Meeting Date: January 29, 2016

Adjustments

University of Nebraska-Lincoln

Richard Moberly, Interim Dean (Special) College of Law, Professor (Continuous) College of Law; effective 02/01/2016, \$196,021, AY, 1.00 FTE (this includes an administrative stipend of \$20,000 and the Catherine Schmoker college professorship of \$15,000) Add the title Interim Dean, College of Law and remove the title Associate Dean, College of Law.

University of Nebraska Medical Center

Jeffrey P. Gold, Chancellor (Special), University of Nebraska Medical Center; Vice President (Special), University of Nebraska; Professor (Health Professions Appointment), Surgery, College of Medicine; effective 01/29/2016, \$814,234 FY, 1.00 FTE. Extend end dates of appointments from January 31, 2018 to June 30, 2020.

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

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Renaming of UNK's historic Frank House to the "G.W. Frank Museum of History and Culture"

RECOMMENDED ACTION: Approve the renaming of the Frank House to the "G.W. Frank Museum of History and Culture" at the University of Nebraska at Kearney

PREVIOUS ACTION: None

EXPLANATION: President Bounds and Chancellor Kristensen have approved the renaming of the Frank House to the "G.W. Frank Museum of History and Culture"

The Frank House Advisory Board initiated this renaming to more accurately reflect the facility's new mission: The G.W. Frank Museum of History and Culture seeks to engage diverse audiences with the history and culture of Kearney, Nebraska and the larger Great Plains region through collecting, preserving, and sharing stories of the many individuals associated with this historical, National Register site.

SPONSOR: Barbara Johnson
Vice Chancellor for Business & Finance

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

Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

X. UNIVERSITY ADMINISTRATIVE AGENDA

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TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Establishment of the Department of Supply Chain Management and Analytics in the College of Business Administration at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approval is requested to establish the Department of Supply Chain Management and Analytics in the College of Business Administration at UNL

PREVIOUS ACTION: November 14, 2013 – Expedited approval of the UNL Graduate Certificate in Supply Chain Management Systems in the Department of Management in the College of Business Administration was reported to the Board.
March 2, 2012 – The Board approved the creation of an undergraduate major, Supply Chain Management, for the Bachelor of Science in Business Administration at UNL.

EXPLANATION: The College of Business Administration currently has an undergraduate degree and certificate program in Supply Chain Management and a graduate certificate program in Business Analytics. All faculty, degree programs, and courses are housed in the Department of Management, which is the discipline associated with organizational behavior, leadership, entrepreneurship, strategy, and organizational theory. Housing all these programs under one umbrella diffuses the energy of faculty and makes it difficult for either group – the Management group or the Supply Chain Management and Analytics group – to develop coherence and centrality of purpose. The proposed department will better serve its 110 undergraduate majors (Fall 2015) and focus strategic efforts in instruction and research to help meet the growing demand for Supply Chain Management and Business Analytics in Nebraska.
This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: The College of Business Administration currently has sufficient faculty and adequate resources to support this new department. The classes are already offered and taught by faculty with appropriate expertise. No new resources or facilities would be required, so no additional costs would be incurred by the university.

SOURCE OF FUNDS: Not applicable.

SPONSORS:

Ronnie Green
Vice President, Agriculture and Natural Resources, University of Nebraska
Interim Senior Vice Chancellor for Academic Affairs
Harlan Vice Chancellor, Institute of Agriculture and Natural Resources,
University of Nebraska-Lincoln
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

RECOMMENDED:

Susan M. Fritz
Executive Vice President and Provost

DATE:

December 18, 2015

**Proposal for
Department of Supply Chain Management & Analytics
College of Business Administration**

Summary

The College of Business Administration seeks approval to add a sixth department to its structure: Department of Supply Chain Management & Analytics.

- Supply Chain Management is the process of managing the activities and linkages between raw materials and the end-user creating a flow of goods, information, and funds.
- Business Analytics is the iterative practice of methodologically exploring organizational data, with an emphasis on statistical analysis, so that decision makers can make data-driven decisions.

These two disciplines are linked in that they both rely heavily on teaching students analytical skills – whether in better understanding suppliers’ demands or customer patterns of behavior.

The addition of this department reflects the growing importance of both supply chain management and business analytics in the state of Nebraska and the college’s attempt to address this growing demand. Transportation is the second largest industry in the state that has created a demand for supply chain management graduates. The large presence of financial services in Nebraska creates a growing need for graduates with sophisticated analytical skills and at the same time almost all organizations now have a need for employees who can analyze data – both big and small.

In response to these demands the college has added programs of study in both supply chain management and business analytics.

- In 2012 a new undergraduate major in Supply Chain Management was approved by the Board of Regents and became the 10th major in the college. In just 3 short years the program has achieved 115 majors and has already graduated and placed 26 graduates. In 2014 the college began offering a graduate certificate within the MBA program in Supply Chain Management. MBA students may take this certificate program as a concentration in the MBA. Non-degree seeking students can also take the certificate program which consists of four stand-alone graduate courses. The numbers continue to grow in this graduate certificate program.
- In 2014 the college began offering a graduate certificate program in Business Analytics within the MBA program in Business Analytics. MBA students may take this certificate program as a concentration in the MBA. Non-degree seeking students also can take the certificate program which consists of four stand-alone graduate courses; five students already have completed the program and 30 currently are enrolled (Fall 2015). The numbers continue to grow in this graduate certificate program. Effective Fall 2015 all

undergraduates in business will be required to take a course in Business Analytics (SCMS 335). The college is currently planning to offer a minor in Business Analytics beginning in Fall 2016.

Descriptive Information

Supply chain management (SCM) includes all the activities that must take place to get the right products into the right customer's hands in the right quantity at the right time – from raw material extraction to consumer purchase. A supply chain is the link between raw materials and the end-user creating a flow of goods, information, and funds. It not only includes the company, but also its suppliers, buyers, distributors, customers, and others with whom it interacts. SCM coordinates the supply chain by being engaged in every facet of the business process to help a company sustain a competitive advantage by building and delivering products and services better, faster, and cheaper.

It is estimated that supply chain management accounts for more than 9.5% of the U.S. Gross Domestic Product. Over \$1.3 trillion is annually spent on transportation, inventory, and related supply chain activities. Management of these activities has a tremendous impact on the success of organizations, domestically and globally.

The topics that SCM covers are diverse and include: procurement, order fulfillment, inventory management, supplier relationship management, product development and commercialization, returns management, physical distribution and shipping, warehousing, and outsourcing. With the depth and breadth of issues that it encompasses, industries that use SCM tools and approaches include: transportation, hospitals, government organizations, construction, processing, social services, electronics, facility design, manufacturing, and warehousing. Adding a conveyor system to automate material handling in a processing facility.

Business Analytics involves the use of data analysis and computer models to improve the quality of business decisions. Organizations use business analytics to answer strategic questions such as (1) which products and services that we provide are most profitable (2) who are our most profitable customers and (3) where should we locate our retail outlets and our distribution centers. Business analytics are also used for tactical decisions in optimizing an organization's day-to-day operations, marketing, purchasing and pricing decisions.

Banks, credit card companies and insurance companies use business analytics to predict the profitability of potential customers and to offer better opportunities to the more profitable customers. Online vendors use business analytics to make recommendations to customers. Manufacturers use business analytics to optimize the location of their distribution centers and to optimally manage the movement of products through their supply chain. Retailers use business analytics to grow their revenues through customer loyalty programs. Sports teams have used business analytics to gain a competitive advantage in selecting players and in making tactical decisions on the field.

Business analytics is transforming the way traditional businesses make decisions. It is also the critical element in an entire industry of internet companies that provides services, search

capabilities and social networking. These companies use business analytics to glean marketable insights from the massive amounts of data that they collect from their users.

Name of Institution Proposing New Unit: College of Business Administration, University of Nebraska-Lincoln

Name of Proposed Unit: Department of Supply Chain Management & Analytics

Proposed Date the New Unit will be Initiated: Fall 2016

Purpose of the Proposed Unit

The purpose of the new department of Supply Chain Management & Analytics is to: (1) provide undergraduate and graduate instruction in the areas of supply chain management and business analytics, (2) conduct and publish related research that helps raise the stature and visibility of UNL’s College of Business Administration, and (3) to engage with the business community in the state of Nebraska to help solve business problems related to the management of supply chains and the quantitative analysis of business problems.

Description of the Proposed Unit

This unit will be home to 10 faculty (includes one Lecturer), one undergraduate major that as of Fall 2015 enrolls 115 students, a graduate certificate program in Supply Chain Management (14 students enrolled), a graduate certificate program in Business Analytics (30 students enrolled), and has proposed a new minor in Business Analytics. The department is home to two required undergraduate core business courses that all business students take, one in Supply Chain Management and one in Business Analytics. Given the importance of Supply Chain Management and Business Analytics to key industries in the state, such as transportation, agriculture, and financial services industries, we expect enrollments in both Supply Chain Management and Business Analytics to continue to grow.

The proposed new unit will house the following courses that are required of all undergraduate business students:

Required SCMS Courses (21 hours) (Bus. Analytics indicates available for new Business Analytics minor)

Course Number	Title	Credits	
SCMS 335	Supply Chain Decision Making Models	3	Bus. Analytics
MRKT/SCMS 346	Distribution Channels Management	3	
SCMS 431	Enterprise Management Systems	3	
SCMS 432	Supply Chain Planning and Control Systems	3	
MRKT/SCMS 444	Supply Chain Logistics	3	
SCMS 439	Global Sourcing and Distribution	3	
SCMS 474	Strategic Supply Chain Management	3	

Additional undergraduate course offerings include the following:

SCMS Electives (Bus Anal indicates courses also available for new Business Analytics minor)

Course Number	Title	Credits	
SCMS 437	Supply Chain Risk Management	3	Bus. Analytics
SCMS 434	Lean Supply Chain Operations	3	
SCMS 436	Project Management	3	Bus. Analytics
SCMS 447	Supply Chain Technology	3	
SCMS 452	Database management	3	Bus. Analytics
SCMS 454	Information Systems Analysis & Design	3	
SCMS 458	Electronic Business	3	
SCMS 459	Global Information Technology & IS	3	

The unit will also house two graduate courses that are required of all MBA students: GRBA 815, and GRBA 851. The complete list of graduate course offerings are the following:

Graduate Certificate Offerings (Certificate & MBA Specializations)

Course Number	Title	Credits	Certificate
GRBA 851	Business Analytics	3	Bus. Analytics
SCMS 853	Business Data Mining	3	Bus. Analytics
GRBA 815	Operations and Information Systems Strategy	3	Supply Chain
SCMS 831	Advanced Enterprise Systems	3	Supply Chain
SCMS 832	Planning and Controlling Supply Chain Systems	3	Supply Chain
SCMS 833	Advanced Topics in Supply Chain Management	3	Supply Chain
SCMS 834	Topics in Lean Supply Chain Management	3	Supply Chain
SCMS 837	Supply Chain Risk Management	3	Supply Chain
SCMS 844	Managing Logistics in the Supply Chain	3	Supply Chain

REVIEW CRITERIA

Justification

Coherence of Strategy: At present the faculty, degree programs, and courses in Supply Chain Management and Business Analytics are housed in the Department of Management, which is the discipline associated with organizational behavior, leadership, entrepreneurship, strategy, and organizational theory. Housing all these units under one umbrella diffuses the energy of faculty and makes it difficult for either group – the Management group or the SCM and Analytics group – to develop coherence and centrality of purpose. Developing an effective strategy becomes difficult when it involves so many different disciplines and degree programs.

Size of the Administrative Unit: If we continue to house Supply Chain Management and Business Analytics in one large unit, it means the college’s organizational structure is lopsided,

with one very large department and four regular-sized departments. Please see the table below.

With SCM and BA inside the MGMT Department

Department	Faculty Fall 2015	Undergraduate Majors Fall 2014 ¹	# of Undergraduate Core Business Courses	# of Student Credit Hours Fall 2014
Accounting	15	545	2	7,059
Economics	16.5	134	2	8,149
Finance	13	521	1	6,887
Marketing	13	472	1	4,380
Management	24	403	4	8,359

With SCM & BA as a 6th Department

Department	Faculty Fall 2015	Undergraduate Majors Fall 2014	# of Undergraduate Core Business Courses	# of Student Credit Hours Fall 2014
Accounting	15	545	2	7,059
Economics	16.5	134	2	8,149
Finance	13	521	1	6,887
Marketing	13	472	1	4,380
Management	14	294	2	5,716
Supply Chain Management & Analytics	10	109	2	2,643

Visibility and Prestige of the Program: It is not obvious to prospective students who visit the university’s website how to find the degree programs in SCM or Analytics. Seven of the 14 business schools in the Big Ten have separate departments for SCM. Students who may be considering UNL along with other Big Ten schools will find it difficult to assess the quality of UNL’s program when seen as part of another larger, and mostly unrelated, discipline. It is a deterrent in trying to recruit SCM or Analytics faculty when their presence is buried within another unit.

The following chart shows the growth in SCMS majors since Fall 2012:

¹ We used 2014 numbers in this table because as of the time of submission of this proposal we do not have accurate credit hour numbers for Fall 2015.

SCMS Majors by semester:

	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015
End Semester	7	25	77	102	125	111
Graduates	-	-	3	3	9	12

In addition to the SCMS majors, the SCMS faculty provides instruction for two CBA Core courses: SCMS 331 Operations and Supply Chain Management and SCMS 350. The faculty provides instruction for one required core course at the MBA level. Furthermore, SCMS courses are growing in demand at the MBA level. Registrations since Fall 2012 are displayed in the following chart:

SCMS Student Registration

	SCMS MBA
Fall 2012	37
Spring 2013	91
Summer 2013	0
Fall 2013	35
Spring 2014	108
Summer 2014	0
Fall 2014	77
Spring 2015	102

Centrality to UNL Role and Mission

The proposed new department is home to a popular major – Supply Chain Management – a program which is consistent with expectations of the business community, the strategic plan of the College of Business Administration, and the strategic plan of UNL. The proposed department will offer an academic major that yields a high salary, and significant employment opportunities for students. This major and the courses and certificates offered in Business Analytics will develop needed skills and expertise to support Nebraska industry. It will use a well-planned curriculum providing experience in the tools most needed by supply chain management professionals.

Consistency with NU Strategic Priorities/Framework

The development of this new department is consistent with the six overarching goals presented in the University of Nebraska’s strategic framework: access and affordability, quality academic programs, workforce and economic development, research growth, engagement with the state, and accountability.

The addition of these programs and the efficient management of them through a separate academic unit increases the opportunities for more students to attend the University of Nebraska-Lincoln by adding academic programs that largely do not otherwise exist in the state. (UNK has a small program in Supply Chain Management that has a Marketing focus, and there are no business schools in the state offering Business Analytics. Adding these programs and organizing them through a separate department raises the visibility of them, more comparable to other Big Ten business schools. These academic programs were initiated in direct response

to industry requests for employees trained in these areas. Our research capabilities in these areas have grown with the addition of five new faculty in the last 4 years. The new faculty and growing numbers of students in the programs enhance our ability to engage with the state. The proposed department has an advisory board made up of business leaders in Supply Chain Management and this board is a mechanism for holding the new department and college accountable for helping meet the state's needs in supply chain management and business analytics. (See list of advisory board members below.)

Consistency with the Comprehensive Statewide Plan for Post-Secondary Education:

The proposed new unit is consistent with the Statewide Plan for Post-Secondary Education, in particular its goal to meet needs by building exemplary institutions. A separate unit for Supply Chain Management & Analytics raises the visibility of these programs and provides an academic structure consistent with highly-ranked business schools.

Evidence of Need and Demand

The undergraduate Supply Chain Management Systems major (began Fall 2012) has done very well, with 115 declared majors in Fall 2015 in addition to some minors across other majors (began Fall 2013). The SCMS faculty is responsible for delivering two required CBA core courses (SCMS 350 Introduction to Management Information Systems – business analytics, and SCMS 331 Operations & Supply Chain Management). A proposal for a Business Analytics minor is in process, having passed departmental faculty approval. The group participates in two certificate/MBA specialization programs at the graduate level (began January 2014). The overall impact of these new programs has led to an increase in faculty to 10 full-time faculty, which is taxed at current enrollment growth. To date, all graduates of the SCMS major have obtained attractive job offers in the supply chain field.

Supply chain management is one of the fastest growing career opportunities for undergraduate business students. Supply chain management (SCM) includes all the activities that must take place to get the right products and services into the right customer's hands in the right quantity at the right time – from raw material extraction to consumer purchase. It is estimated that supply chain management accounts for more than 9.5% of U.S. Gross Domestic Product. Over \$1.3 trillion is spent on transportation, inventory, and related supply chain activities. Management of these activities has a tremendous impact on the success of organizations, domestically and globally.

The Supply Chain Management Advisory Board of 15 industry executives (immediately below) has been instrumental in establishing curricula, recruiting majors, placing internships for upper level majors, and hiring graduates.

SCMS Advisory Board

Company	Name	Position
Cintas	Dave Wheeler	Sr. VP - Global Supply Chain
ConAgra Foods	Terry Laluk	Director, Consumer Foods Transportation
Cornhusker Winnelson	Brian Rote	President
Crete Carrier	Ted Drummond	VP Pricing and Productivity
Hewlett-Packard	Robert Winans	Director, Global Business Services
Informatica	Daniel Rezac	Supply Chain Management Subject Matter Expert
Kawasaki	Raymond E. Turek	Purchasing, Logistics & Compliance Manager
LiCor Biosciences	Ronald D. Robinson	Director of Supply Chain Management
Performance FoodService	Steve Sands	VP Protein
Reliant Transportation	Steve Miller	President, CEO
Union Pacific Railroad	Andy Schroder	General Director Business Planning & Integration
Valmont Irrigation	Stephen LeGrand	VP-Operations
Veyance Technologies, Inc.	Shannon Jones	International Logistics Manager
Werner Enterprises	Chip Duden	VP-Strategic Business Analytics
Zoetis	Chuck Shepard	Pharmaceutical Supply Chain Manager

Resources

No new resources are needed for this proposed unit. *All sources of income – including department chair stipend and administrative support - are a reallocation of existing resources in the College of Business Administration.*

Faculty/Staff

The following table shows current faculty dedicated to supply chain and/or analytics and it includes new hires (2015) who began service Fall 2015.

Faculty Member	Position
Ozgur Araz	Assistant Professor (2015)
Demet Batur	Assistant Professor (2012)
Bethany Billman	Lecturer (2014)
David Olson	Professor (2001)
Majid Nabavi	Professor of Practice (2015)
Jennifer Ryan	Associate Professor (2015)
Marc Schniederjans	Professor (1981)
Scott Swenseth	Associate Professor (1987)
Search underway	Assistant Professor
Silvana Trimi	Associate Professor (2001)

Physical Facilities and Equipment

No new physical facility or equipment is needed for this proposed unit. Currently, in the existing facility there is no separate physical facility or equipment allocated to SCM and Analytics, although in the new building they will have their own suite and conference room. SCM and Analytics faculty have the need for meeting rooms and conference rooms for meeting

with students, for hosting speakers, etc. Currently they use the same few rooms for these uses that all the departments in CBA use. There is no need for separate lab space, computer rooms, etc.

Budget

The following two tables show projected expenses and revenue sources for the Department of Supply Chain Management and Analytics. Annual adjustments were not made for salary increases, nor for inflation of expenses and revenue sources. For analysis purposes, this gives a good approximation of sources and uses of resources. Adding this department will create no new costs for the college.

**TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
UNL Department of Supply Chain Management and Analytics**

	(FY2017) Year 1		(FY2018) Year 2		(FY2019) Year 3		(FY2020) Year 4		(FY2021) Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Personnel												
Faculty ¹		\$4,000		\$4,000		\$4,000		\$4,000		\$4,000	0	\$20,000
Non-teaching staff: Professional											0	\$0
Graduate assistants											0	\$0
Non-teaching staff: support											0	\$0
Subtotal	0	\$4,000	0	\$4,000	0	\$4,000	0	\$4,000	0	\$4,000	0	\$20,000
Operating												
General Operating		\$26,000		\$26,000		\$26,000		\$26,000		\$26,000		\$130,000
Equipment												\$0
New or renovated space												\$0
Library/Information Resources												\$0
Other												\$0
Subtotal ²		\$26,000		\$26,000		\$26,000		\$26,000		\$26,000		\$130,000
Total Expenses	0	\$30,000.00	0	\$30,000.00	0	\$30,000.00	0	\$30,000.00	0	\$30,000.00	0	\$150,000.00

¹ Department Chair stipend. No new resources will be required, as the current coordinator receives a stipend in the amount to be paid to the new chair.

² No new resources are needed for this proposed unit; current College of Business resources allocated to the program will be used.

**TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
UNL Department of Supply Chain Management and Analytics**

	FY(2017) Year 1	(FY2018) Year 2	(FY2019) Year 3	(FY2020) Year 4	(FY2021) Year 5	Total
Reallocation of Existing Funds						\$0
Required New Public Funds						\$0
1. State Funds						\$0
2. Local Funds						\$0
Tuition and Fees						\$0
Other Funding ¹	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$150,000
1						\$0
2						\$0
3						\$0
Total Revenue	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$150,000

¹ No new resources are needed for the proposed unit; current College of Business resources allocated to the program will be used.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Establishment of the Fredrick F. Paustian Center for Inflammatory Bowel Disease (IBD) in the College of Medicine at the University of Nebraska Medical Center (UNMC)

RECOMMENDED ACTION: Approval is requested to establish the Fredrick F. Paustian Center for IBD in the College of Medicine at UNMC

PREVIOUS ACTION: December 3, 2015 – The Board approved the acceptance of a gift from Ruth and Bill Scott for UNMC to support the Frederick F. Paustian IBD Center and The Ruth and Bill Scott Endowed Presidential Chair of Internal Medicine.

EXPLANATION: IBD is an increasingly serious relapsing disease of the small bowel and colon with a rapidly increasing incidence in the United States affecting 1.8 million Americans. The establishment of the Center will allow recruitment of nationally recognized physicians with expertise in IBD care plus an investigative team to further support efforts in basic, clinical and translational research as it relates to IBD. This Center will organize physicians, surgeons, radiologists, pathologists, nutritionists, food and other scientists, students, and post-doctoral fellows to further establish UNMC as a nationally recognized center of excellence in care and research as it relates to patients with inflammatory bowel disease.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: Total PCIBD costs of nearly \$1.4 million in year 1 (nearly \$7.5 million total over year 5) will be fully supported by a gift to University of Nebraska Foundation as well as clinical revenues associated with the program.

SOURCE OF FUNDS: College of Medicine (support for existing faculty), Nebraska Medicine (clinical revenues), donations from the University of Nebraska Foundation given specifically for this project to honor Dr. Paustian. No new NU funds are requested.

SPONSORS: H. Dele Davies
Vice Chancellor for Academic Affairs and Dean for Graduate Studies

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED: Susan M. Fritz
Executive Vice President and Provost

DATE: December 18, 2015

DESCRIPTIVE INFORMATION:

Institution(s) proposing the center:

- University of Nebraska College of Medicine

The name of the programs (majors) involved:

- College of Medicine
 - Department of Medicine
 - Department of Surgery
 - Department of Biostatistics
 - Department of Pathology
- University of Nebraska-Lincoln (UNL)
 - Food Science and Technology

Other programs offered in this field by this institution:

There are no other programs focusing on Inflammatory Bowel Disease at the University of Nebraska Medical Center.

Administrative unit for the center: UNMC College of Medicine

Physical location, if applicable: UNMC College of Medicine

Proposed date for the PCIBD to be approved by Board of Regents: January 2016

1. Purpose and Goals of the Center:

Vision of the Center: The vision for this Center is to further establish UNMC as a nationally-recognized center of excellence in care and research as it relates to patients with inflammatory bowel disease. This Center will bring together and organize medical specialists, surgeons, radiologists, pathologists, nutritionists, food and other scientists, students, post-doctoral fellows and support personnel in a multidisciplinary manner to support the mission of the center. The vision for the center is to be recognized throughout the region for patient care and nationally for research related to this patient population.

Mission of the Center: To provide compassionate and patient-directed treatment within the framework of a Center committed to the highest quality care for patients with inflammatory bowel disease. This advanced care will be done within the context of professional and patient/family educational programs. Research dedicated to the understanding of the inflammatory bowel disease process and the application of the newest advances in the treatment of patients suffering for inflammatory bowel diseases is central to the overall mission.

Need and Demand for the Center: At present, UNMC physicians care for approximately 800 patients with inflammatory bowel disease (IBD). It is an increasingly serious relapsing disease of the small bowel and colon. The incidence of IBD is rapidly increasing in the United States and Europe.

Approximately 1.8 million individuals in the U.S. are suffering from IBD at the present time. The establishment of the Center will allow the recruitment of nationally-recognized physicians with expertise in IBD care plus an investigative team to further support efforts in basic, clinical and translational research as it relates to IBD.

2. **The Program's Place in the Role and Mission of the Institution:** The role and mission of the institution is to advance health care and research into diseases that affect the lives of Nebraskans. The proposed center will play a pivotal role in supporting the research, education and patient care of those afflicted with inflammatory bowel disease. It also fits into the broader vision of President Bounds "Food for Health Collaboration Initiative" since patients with IBD have numerous dietary constraints as a result of their disease that the formation of this center will allow improved management.
3. **Organizational Structure and Administration:** The director, a leader who will be recruited after a national search, will lead the Center. Dr. Michael Sorrell will lead this search. The Center will be sited within the Department of Internal Medicine under the direction of the Chair of the Department and within the Division of Gastroenterology. Members of the Center will come from the following departments: Medicine, Surgery, Section of Transplantation, Radiology, Pathology, Food Science and Technology (UNL), Pharmacy and Nebraska Medicine. Criteria for membership in the Center will be finalized with the new Director but is anticipated to be based primarily on faculty members' research interests in topics related to IBD. There are several reasons why faculty members would want to join the Center, including access to a database of IBD patients and tissues obtained from IBD patients (all on IRB-approved protocols) that will be valuable resource provided to Center members. In addition, the Center will sponsor a seminar series designed to foster translational research related to IBD and provide opportunities for a critical mass of investigators to be organized around IBD that facilitates multi-disciplinary research. There are already faculty at UNMC who participate routinely in the care of IBD patients as well as faculty whose research interests are aligned with IBD mechanisms who will desire membership in the Center (we anticipate at least 15-20 faculty).
4. **Adequacy of Resources:** Clinical space for the proposed Center is in place within the Durham Outpatient Center and will require renovation by Nebraska Medicine. This will occur within the master facility planning process currently underway at UNMC and Nebraska Medicine. Adequate laboratory space exists at present within the Paustian laboratories in Durham Research I. Startup laboratory funds plus Ph.D and post-doc salaries will be provided by the Foundation gift designated for this program. The Center Director and one additional physician salary plus necessary support personnel will be provided by Nebraska Medicine and the Department of Internal Medicine and College of Medicine.

5. **Constituencies Served:** The ultimate goal is to serve patients with inflammatory bowel disease by improving the diagnosis and care of such patients. In the process of achieving these goals, we will gain a platform of educational opportunities for our faculty, students, trainees and patients and significantly improve and increase our research capabilities. The proposed Center will utilize existing telemedicine capabilities within UNMC and Nebraska Medicine to reach out to greater Nebraska to provide consultative help.
6. **Economic Impact:** Gastroenterologists within the Center will be active in evaluating new drug and new treatment regimens involving established drugs. The increased reputation of the Center will bring more patients into Nebraska Medicine for diagnosis and treatment. This, in turn, will provide more patient opportunities and material to perform translational and basic research.
7. **Outcomes, Significance and Specific Measures of Success:**
 - Increase clinical and research opportunities in IBD including the number of clinical trials available for these patients.
 - Promote the reputation of UNMC as a competitive academic institution in providing leading health care and research.
 - Provide a platform for improving IBD care to rural Nebraska.
 - Increased funding from external sources.
 - Increased scholarly research: publications, presentations, and participation in professional and scientific meetings.
 - Increased community visibility.
8. **Centrality in Role and Mission of the Institution:** UNMC is a growing and ever expanding institution. The mission of UNMC is to become the leader in providing innovative high quality health care to Nebraska and our region through premier educational programs, innovative research and outreach. Pursuit of excellence and regional, national, and international competitiveness in patient care, research, and scholarly activity are among the University's strategic goals. The proposed Center will enhance our capacity to provide increased high quality patient care and research capabilities to reach these goals.
9. **Collaborations with other Organizations:** The proposed Center will further form and enhance present collaborations with other academic IBD centers to further translational research centers. They will continue the educational collaboration with the Crohn's and Colitis Society. The Center has already established a collaborative relationship with the Brain – Gut program and the Department of Food Science and Technology at UNL.

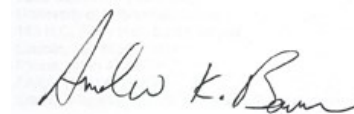
Dr. Michael F. Sorrell
UNMC Distinguished Chair in Internal Medicine
Department of Internal Medicine, Gastroenterology and Hepatology Division
University of Nebraska Medical Center

Dear Dr. Sorrell,

On behalf of the UNL Gut Function Initiative, please accept my sincere congratulations on establishment of the Paustian IBD Center at UNMC. This very exciting news for UNMC and indeed for the entire state of Nebraska. Certainly, the center is testament to your ongoing dedication and vision for furthering research, education, and training at UNMC and as your extended colleagues, we applaud your leadership and vision.

We were delighted that you engaged the UNL Gut Function team in discussions about this center over the summer months and we are very happy to work with you to help make this center the success you envision. I am certain there will be many opportunities for collaboration as this center takes form and members of the UNL GFI team will be committed to helping you recruit the type of high-quality faculty, clinicians, and researchers that will lead to an internationally-recognized center of excellence. Ultimately, we look forward to establishing powerful collaborative research endeavors with future members of this center and helping to further its mission.

Sincerely,



Andrew K. Benson
W.W. Marshall Distinguished Professor of Biotechnology
Group Leader, UNL Gut Function Initiative
Department of Food Science and Technology
University of Nebraska-Lincoln

**TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Paustian Inflammatory Bowel Disease Center**

Personnel	2016 Year 1		2017 Year 2		2018 Year 3		2019 Year 4		2020 Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Clinical Faculty ¹	2.00	\$615,000	2.00	\$633,450	2.00	\$652,454	2.00	\$672,027	2.00	\$692,188	2.00	\$3,265,119
Research Faculty ²	1.00	\$150,000	1.00	\$154,500	1.00	\$159,135	1.00	\$163,909	1.00	\$168,826	1.00	\$796,370
Clinical staff ³	2.00	\$207,580	2.00	\$213,807	2.00	\$220,222	2.00	\$226,828	2.00	\$233,633	2.00	\$1,102,070
Other staff ³	2.00	\$149,500	2.00	\$153,985	2.00	\$158,605	2.00	\$163,363	2.00	\$168,264	2.00	\$793,716
Postdoctoral fellow	1.00	\$39,000	1.00	\$40,170	1.00	\$41,375	1.00	\$42,616	1.00	\$43,895	1.00	\$207,056
Subtotal	8.00	\$1,161,080	8.00	\$1,195,912	8.00	\$1,231,790	8.00	\$1,268,743	8.00	\$1,306,806	8.00	\$6,164,331
Operating												
General Operating		\$250,000		\$257,500		\$265,225		\$273,182		\$281,377		\$1,327,284
Equipment												\$0
New or renovated space												\$0
Library/Information Resources												\$0
Other												\$0
Subtotal		\$250,000		\$257,500		\$265,225		\$273,182		\$281,377		\$1,327,284
Total Expenses	8	\$1,411,080	8.00	\$1,453,412	8.00	\$1,497,015	8.00	\$1,541,925	8.00	\$1,588,183	8	\$7,491,615

¹ Faculty includes 1 Center Director (TBD) who is physician investigator and 1 junior faculty to support clinical work who are new to the organization. Existing Faculty Physician salary is already factored into ongoing Gastroenterology budget. All costs in 2016 will be less than listed since these positions would not be filled until later in the calendar year.

² PhD lead scientist

³ Clinical staff are expected to be PA and nurse manager. Other staff will be shared secretarial staff for Center faculty and data manager.

⁴ Annual increase of 3% is assumed.

**TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Paustian Inflammatory Bowel Disease Center**

	2016 Year 1	2017 Year 2	2018 Year 3	2019 Year 4	2020 Year 5	Total
Reallocation of Existing Funds						
UNMC Intramural	\$0	\$0	\$0	\$0	\$0	\$0
Required New Public Funds						
1. State Funds	\$0	\$0	\$0	\$0	\$0	\$0
2. Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Tuition and Fees	\$0	\$0	\$0	\$0	\$0	\$0
Other Funding	\$0	\$0	\$0	\$0	\$0	\$0
Nebraska Medicine	\$972,580	\$1,014,912	\$1,058,515	\$1,103,425	\$1,149,683	\$5,299,115
Foundation gift for PIBD Center	\$438,500	\$438,500	\$438,500	\$438,500	\$438,500	\$2,192,500
Total	\$1,411,080	\$1,453,412	\$1,497,015	\$1,541,925	\$1,588,183	\$7,491,615

Nebraska Medicine resources are associated with the clinical revenue billed directly by clinical faculty and staff associated with the Center. Downstream revenue to Nebraska Medicine is also included (includes revenue associated with care of IBD patients in terms of testing, procedures, hospitalizations, etc). Salary support for the proportion of faculty salary that is non-clinical will be from existing Department of Internal Medicine and College of Medicine resources. The Foundation gift will cover research faculty and staff support including the general operating expenses for research.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Creation of a Master of Medical Nutrition (MMN) degree in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC)

RECOMMENDED ACTION: Approval is requested to create a Master of Medical Nutrition (MMN) degree in the College of Allied Health Professions at UNMC

PREVIOUS ACTION: Two related programs were established in the College of Medicine at UNMC prior to modern records of Board approvals: 1) Medical Sciences Interdepartmental Area (MSIA) graduate program, which includes a nutrition research option; and 2) post-baccalaureate certificate in the Medical Nutrition Education Division (awarded after completion of a dietetic internship program).

EXPLANATION: The Master of Medical Nutrition professional degree program will meet the graduate degree, entry-level practice requirement for a Registered Dietitian (RD), effective 2024, as mandated by the Commission on Dietetic Registration (CDR). The proposed program will be consistent with the model of education proposed by the Accreditation Council for Education in Nutrition and Dietetics, and will provide a cost-effective pathway to establish a professional master's degree tailored to clinical practice in medical nutrition. It builds on current attributes of the post-baccalaureate dietetic internship program and addresses the requirements for increased depth and breadth in curricular content supporting high quality, evidence-based practice in medical nutrition.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: The new program will require the addition of 0.6 FTE faculty and .20 FTE staff. Current appropriations and tuition revenue will cover all program costs.

SOURCE OF FUNDS: Not applicable.

SPONSORS: H. Dele Davies
Vice Chancellor for Academic Affairs and Dean for Graduate Studies

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED: Susan M. Fritz
Executive Vice President and Provost

DATE: December 18, 2015

**Proposal to Create a Master of Medical Nutrition
Administered by the Medical Nutrition Education Division of the
University of Nebraska Medical Center College of Allied Health Professions**

I. Descriptive Information

Name of the institution proposing the program: The University of Nebraska Medical Center

The name of the program (major) proposed: Master of Medical Nutrition

Degree/credential to be awarded graduates of the program: Master of Medical Nutrition

Other approved programs offered in this field by the institution: The Medical Nutrition Education Division currently partners with the Medical Sciences Interdepartmental Area (MSIA) to offer a nutrition research focus for the academic Master of Science and Doctorate of Philosophy degrees through the MSIA program in the University of Nebraska Graduate College.

Administrative unit for the program: College of Allied Health Professions, Medical Nutrition Education Division.

Proposed delivery site(s) and type(s) of delivery: The curriculum for this professional master's program will be delivered on the University of Nebraska Medical Center (UNMC) campus. Clinical education components of the curriculum will take place at UNMC's clinical partner, Nebraska Medicine, and at other clinical affiliate sites. With approval from the program accreditation agency, the program will be offered through the College of Allied Health Profession (CAHP) on the University of Nebraska at Kearney (UNK) campus through the use of distance technology for didactic course delivery and affiliations in multiple Nebraska/ regional settings to provide associated clinical learning experiences.

Date approved by governing board: TBD

Proposed date (term/year) the program will be initiated: Fall 2016.

Description, including credit hours and other requirements (program of study) and purpose of the proposed program:

Medical Nutrition Therapy involves the assessment of patient nutritional status followed by treatment, ranging from diet modification to specialized nutrition support, such as determining nutrient needs for enteral and parenteral nutrition, and monitoring to evaluate patient response to such treatment. Training that emphasizes nutrition therapy is sought by students who are studying to become Registered Dietitians (RDs) with skills that prepare them for clinical practice in a healthcare setting.

For the past thirty-five years, the Medical Nutrition Education Division at UNMC has offered a 12-month Accreditation Council for Education in Nutrition and Dietetics (ACEND) accredited dietetic internship program with a nutrition therapy emphasis. The dietetic internship program consists of a competency (practice)-based curriculum in conjunction with a minimum of 1200 hours of supervised practice. Currently, upon completion of the internship, graduates are awarded a post-baccalaureate certificate. UNL also offers a 12-month dietetic internship program, however the emphasis of the UNL program is community health and nutrition education. Class size for dietetic internship programs is limited due to the individualized nature of supervised practice instruction. The UNMC dietetic internship program has traditionally accepted 6 students annually while the UNL program has accepted 8-10 students. The two programs have purposefully identified areas of emphasis that best suit their institutions and that offer alternatives to students who complete the UNL baccalaureate degree program. Both of these dietetic internship programs attract students from UNL and the Midwest region.

The Commission on Dietetic Registration (CDR) has elevated the educational preparation for the future entry-level RD to a minimum of a graduate-level degree from an ACEND-accredited program, effective 2024. ACEND has proposed a model for education in nutrition and dietetics that includes integrated knowledge and experiential learning requirements, to ensure graduates develop the skills necessary to function as an entry-level dietitian, and meet dietitian registration examination eligibility requirements. The proposed degree requirement and competency-based curricular model are consistent with requirements

seen in other CAHP professional masters/clinical doctorate graduate degree programs (e.g., clinical perfusion, physician assistant and physical therapy).

The proposed MMN program is designed to phase out the existing post-baccalaureate degree dietetic internship program at UNMC by expanding upon the dietetics internship curriculum to meet new graduate degree requirements established by CDR. Although the mandatory requirements are not scheduled for implementation until 2024, current dietetic internship program students are already expressing interest in opportunities to voluntarily meet this standard (see Table 2). This interest may be driven by the fact that currently over one-half of registered dietitians possess a master's degree or above. The proposed four semester MMN curriculum will consist of 50 semester credit hours focused on experiential, practice-based learning for the acquisition of advanced practice competencies in the area of nutrition therapy, and will comply with all CDR and ACEND requirements.

It should be noted that master's degree options do currently exist within the University of Nebraska for graduates of dietetic internship programs. These are offered on both the UNL and UNMC campuses through the University of Nebraska Graduate College. However, the academic master's degree program at UNL emphasizes molecular nutrition, community nutrition, dietetics, exercise physiology, food literacy, or hospitality management, and *not* nutrition therapy. The academic graduate degree offered at UNMC is through a partnership with the Medical Sciences Interdepartmental Area (MSIA), and focuses on research of nutrition related topics, *not* the acquisition of advanced clinical competencies. As such, existing master's degree options focus on basic and social science, theory and research and are not designed to integrate knowledge and experiential learning (clinical practice) as specified in the ACEND proposed model and standards. As noted above, the proposed MMN program is consistent with the ACEND model and would offer a practice-based or professional master's degree with a focus on nutrition therapy.

The MMN program will provide the breadth and depth of knowledge and critical thinking required for a clinical career in an increasingly complex health care environment. The course requirements for the proposed program of study are detailed in Appendix A.

II. Centrality to Role and Mission

The mission of the UNMC Medical Nutrition Education Division is to prepare highly skilled RDs in the area of nutrition therapy within a premier educational environment, and to instill the values of excellence in patient care and lifelong learning. This mission statement reflects the distinct nature of the dietetic internship program within the organization, while demonstrating its compatibility with the UNMC – Nebraska Medicine mission statement. The addition of the MMN degree enhances medical or nutrition therapy by strengthening the dietetic internship curriculum, further emphasizing evidence based practice, and offering the opportunity to conduct capstone projects relevant to clinical practice. These are key elements in strengthening the program's commitment to its mission and for producing graduates who are prepared to serve as competent clinicians and members of interprofessional teams.

A professional MMN degree program supports the shared mission of UNMC and Nebraska Medicine to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care. The MMN degree will prepare practitioners to participate in the delivery of high quality, team-based patient care, and contribute to the discovery and dissemination of knowledge unique to the medical nutrition profession.

III. Evidence of Need and Demand

Need for the program in the institution, the community, the region, the state, or the nation.

According to the Bureau of Labor Statistics, the projected growth in Registered Dietitian (RD) jobs for the decade from 2012-2022 was 21% (faster than average growth), with the projected addition of 14,200 jobs nationally (<http://www.bls.gov/ooh/healthcare/dietitians-and-nutritionists.htm>) (accessed 05/28/2015).

These new jobs will result from both expansion in demand and attrition. As with many health care professions, the median age of RDs is increasing as is the number of nutrition therapy positions to be filled. A 2013 Compensation & Benefits Survey of the Dietetics Profession, conducted by the Academy of Nutrition and Dietetics, reported that the median age of practitioners was 46 and that 29% were 55 or older as compared to a 2005 survey, when the median age was 44 and only 15% were 55 or older.

The primary goal for the proposed MMN program is to most effectively prepare graduates for RD credentialing through the highest quality preparation for entry-level medical nutrition therapy practitioners.

A secondary benefit, however, relates to the potential for increased student enrollment in the MMN program, thus expanding workforce preparation. This could be accomplished with both short-term and long-term strategies.

In the short term, UNMC dietetic internship program graduates who completed the dietetic internship program at UNMC beginning in 2011, and did not at the time of completion choose to pursue a graduate degree through the MSIA partnership, will be offered the option to return to the CAHP to complete the MMN degree. They will receive credit for the coursework and supervised clinical practice completed in the dietetic internship program.

With an emphasis on the integration of experiential learning it is anticipated that a variety of simulation experiences will be incorporated in the MMN curriculum. These experiences will be developed and implemented in conjunction with UNMC’s iEXCEL initiative. In the long-term, enhanced preparation through simulation and virtual reality experiences will better prepare students for supervised practice and will thus reduce the total number of hours required in clinical rotations to achieve competencies. This improved efficiency should, in turn, accommodate additional students without compromising the quality of learning.

Increasing the number of graduates would assist in meeting the projected growth in workforce demand. Employment opportunities have been high for UNMC dietetic internship program graduates. Data from the last 5 years show that 100% of program graduates found employment in the dietetics field within 12 months of graduation. However, as noted above, demand is projected to continue to increase and open positions are currently difficult to fill outside of the Lincoln-Omaha metropolitan area. A primary goal of expanding the MMN program to the UNK campus is to address workforce needs for medical nutrition therapy practitioners throughout the state.

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

The UNMC dietetic internship program receives approximately 40-50 resident and non-resident applications annually for the 6 positions it offers. Students enrolled in this program have recognized the expanding knowledge and competency requirements for practice, and many have expressed an interest in seeking a graduate-level degree after completing the dietetic internship program. To accommodate this interest, the Medical Nutrition Education Division partnered with the MSIA graduate program at UNMC in 2011 to create a medical nutrition research focus for the MSIA Master of Science degree, awarded through the Graduate College. As the only available option, approximately two-thirds of the UNMC dietetic internship program graduates enrolled in the MSIA academic degree graduate program from 2011-2014. This number exceeded 80% in 2014 (Table 2).

Table 2: UNMC Dietetic Interns Enrolled in the MSIA Medical Nutrition Option

	2011-2012	2012-2013	2013-2014	2014-2015
Number of Interns	6	5	6	6
Number enrolled in MSIA graduate degree program	4	3	4	5
Percent (%) enrolled in MSIA graduate degree program	67%	60%	67%	83%

Students in the dietetic internship program continue to express high interest in pursuing a master’s degree following the completion of the dietetics internship, but virtually all of the graduates seek employment in clinical practice. They are keenly aware of the near future CDR graduate degree requirement for entry-level practice and have expressed strong interest in pursuing a graduate degree that is an extension of the dietetic internship program, with a focus on advanced medical nutrition practice.

The proposed MMN degree would provide this learner-centered option with an orientation toward application of advanced clinical knowledge and skills, while fulfilling the ACEND accreditation requirements. Administered through CAHP the proposed degree is commensurate with other professional graduate degrees currently offered (Master of Physician Assistant Studies, Master of Perfusion Science, and Doctor of Physical Therapy). The MMN program would meet the learning needs of nearly all Medical Nutrition Education Division students. For the limited number of dietetic internship graduates interested in pursuing an academic career with a focus on research and teaching, the Medical Nutrition Education Division partnership with MSIA would remain a viable option, although most likely at the PhD level.

IV. Adequacy of Resources

Faculty and Staff Resources

Primary faculty currently include the Medical Nutrition Education Division Director and one Associate Professor. The CAHP Office of Academic and Student Affairs assists in recruitment and admissions processes. An additional part time faculty member and additional CAHP staff support will be required to address implementation of the MMN program and program expansion to UNK.

The Director administers the Medical Nutrition Education Division, directs the UNMC dietetic internship program, and will be responsible for the administration of the MMN degree program and overall program accreditation. She is the primary instructor for multiple clinical courses and coordinator for supervisory practice experiences associated with the dietetic internship program. She also manages medical nutrition therapy services for Nebraska Medicine, for which 0.50 FTE salary support is provided. In this capacity, she supervises thirty Registered Dietitian-Licensed Medical Nutrition Therapists who serve as adjunct instructors in the CAHP Medical Nutrition Education Division. They are dedicated to a variety of specialized areas of clinical practice and are highly qualified to provide specified lectures and to assist the primary faculty as preceptors for clinical coursework related to their areas of expertise. They are actively engaged in classroom and clinical instruction and make significant contributions to program development, implementation and evaluation.

The Associate Professor Faculty member is the instructor for the didactic courses and primary mentor for research/independent study. Her faculty appointment is designated for classroom instruction (0.50 FTE) and independent research (0.50 FTE). She collaborates with other researchers on campus, nationally and internationally. The focus of her research relates to medical nutrition practice and will allow her to guide capstone projects that are clinically relevant. Other UNMC faculty who provide guidance for student research within the MSIA program will receive courtesy faculty appointments within the Medical Nutrition Education Division as the MMN program is implemented.

An additional part time faculty position will be added to assist with classroom instruction, coordinate supervised practice site selection, conduct preceptor training, and provide oversight for learning experiences outside of the Nebraska Medicine enterprise. Expansion of the program to UNK will utilize clinical affiliations in multiple Nebraska/regional settings to provide associated clinical learning experiences. Clinicians and administrators in the region surrounding UNK have indicated interest in affiliating with the CAHP Medical Nutrition Education Division to provide clinical coursework, noting the advantage in preparing clinicians for difficult to recruit positions in their organizations. Didactic coursework will be delivered via highly interactive distance education technology.

Physical Resources

The Medical Nutrition Education Division is located in Bennett Hall on the UNMC campus in Omaha, and comprises the Program Director's office, faculty office space, and student work area/small group meeting space. In this area, faculty and students have computers, printers and internet access. Conference room space and equipment for distance learning, conference calls and video conferencing are also available in Bennett Hall. These offices and conference rooms are conducive to work associated with planning, scholarly activities, and student counseling. The CAHP also has research laboratories, classrooms, and graduate student offices in the Center for Healthy Living, as well as laboratory space in Wittson Hall.

Didactic classes are primarily held in the state-of-the-art classrooms in Bennett Hall or the Michael Sorrell Center for Health Science Education, which also provides ample student interaction space, computer clusters and food services. Classrooms are equipped with all necessary technology for providing synchronous and asynchronous distance education. The Health Science Education Complex on the UNK campus also has space to accommodate the expansion of the Medical Nutrition Education Division to central Nebraska. The building includes faculty and staff offices, a gross anatomy lab, clinical skills labs, simulation suites, classrooms of various sizes, informal interaction spaces for students and faculty, and state-of-the-art technology.

Instructional Equipment and Information/ Technological Resources

The Medical Nutrition Education Division provides a wide range of clinical learning experiences through the affiliation with Nebraska Medicine, UNMC's clinical partner. Nebraska Medicine is a 689 bed tertiary

care facility with extensive clinical facilities in each of the medical nutrition specialties. This setting provides students with adequate opportunities to learn the procedures of their discipline and to complete the competencies required for compliance with program specific accreditation criteria. In addition, affiliation agreements are in place to support other clinical and community practice opportunities within and beyond the Omaha metropolitan area.

The CAHP has made significant investments in technology to support the growing demand for distance education, to facilitate curriculum revision, including “flipped classroom” and hybrid delivery models, and to provide students opportunities for hands-on learning through simulation training. Audio visual (AV) and information technology (IT) components in excess of \$100,000 have been purchased and installed in Bennett Hall to allow CAHP faculty to devise, deliver and evaluate curricula and best teaching practices for delivery of distance education, and to support the delivery of education to and from the UNK.

Budget Projections for the first five years of the program

Table 3 models projected expenses for the new masters program for the first five years. Table 4 models projected revenues.

TABLE 3: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT												
Master of Medical Nutrition at UNMC												
	(FY2017)		(FY2018)		(FY2019)		(FY2020)		(FY2021)		Total	
	Year 1		Year 2		Year 3		Year 4		Year 5			
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Faculty ¹	2.1	\$236,110	2.1	\$243,193	2.1	\$250,489	2.1	\$258,004	2.1	\$265,744	2.1	\$1,253,541
Non-teaching staff: Professional											0	\$0
Graduate assistants											0	\$0
Non-teaching staff: Support	0.35	\$20,365	0.35	\$20,976	0.35	\$21,605	0.35	\$22,253	0.35	\$22,921	0.35	\$108,119
Subtotal	2.45	\$256,475	2.45	\$264,169	2.45	\$272,094	2.45	\$280,257	2.45	\$288,665	2.45	\$1,361,660
Operating												
General Operating ²		\$71,090		\$73,222		\$75,419		\$77,682		\$80,012		\$377,425
Equipment												\$0
New or renovated space												\$0
Library/Information Resources												\$0
Other												\$0
Subtotal		\$71,090		\$73,222		\$75,419		\$77,682		\$80,012		\$377,425
Total Expenses	2.45	\$327,565	2.45	\$337,391	2.45	\$347,513	2.45	\$357,939	2.45	\$368,677	2.45	\$1,739,085

¹ Models 2.1 faculty and .35 FTE staff, net of Nebraska Medicine salary support for Program Director, and Dept of Pediatrics support of Asst. Professor.

² Operating estimated at 25% of salary and benefits.

TABLE 4: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT							
Master of Medical Nutrition at UNMC							
	(FY2017)	(FY2018)	(FY2019)	(FY2020)	(FY2021)	Total	
	Year 1	Year 2	Year 3	Year 4	Year 5		
Current Funding ¹	\$197,558	\$203,485	\$209,589	\$215,877	\$222,353	\$1,048,862	
Required New Public Funds						\$0	
1. State Funds						\$0	
2. Local Funds						\$0	
Tuition and Fees ²	\$156,352	\$158,909	\$161,512	\$164,159	\$166,854	\$807,786	
Other Funding						\$1,856,648	
Remissions ³	-\$7,922	-\$8,060	-\$8,201	-\$8,345	-\$8,491	-\$41,019	
2						\$0	
3						\$0	
Total Revenue	\$345,988	\$354,334	\$362,900	\$371,691	\$380,716	\$1,815,629	

¹ Current State Aided Budget for the UNMC Dietetic Internship Program.

² Tuition is based on a flat rate of \$15,555 resident and \$26,405 non-resident for the full program; it assumes half of the fee paid in each year of the 2-year program, inflated at 1.75% per year. Enrollment is projected at 6 resident and 2 non-resident students in each year of the 2-year program. Student fees are estimated at \$638 per student per year.

³ Non-resident remissions estimated at 15% of non-resident tuition.

V. Avoidance of Unnecessary Duplication

The College of Allied Health Professions will offer the only professional degree program leading to a Master of Medical Nutrition degree within the University of Nebraska system, and in the State of Nebraska. This program complements the two accredited nutrition and dietetics programs at UNL, as described in the letter of support from Dr. Timothy Carr, Department Chair, UNL Nutrition and Health Sciences (Appendix B).

VI. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Providing this MMN degree is consistent with the vision and major statewide goals outlined in the *Comprehensive Statewide Plan for Postsecondary Education*. This proposed program supports a number of the statewide goals and outcomes outlined in the *Plan*, including:

- deployment of instructional technology to broaden access for learners
- helping students graduate within a reasonable and predictable time frame
- incorporating “real world” experience in curricula through internships
- responding to the changing health care needs of Nebraska’s citizens, including those in underserved rural areas

The University of Nebraska Medical Center will benefit from this program in terms of meeting the UNMC-Nebraska Medicine mission, as the program will meet workforce needs for the State of Nebraska and region for highly qualified medical nutritionists. Students, their parents, employers, and Nebraska taxpayers will benefit as this program will promote timely progression through the postsecondary education required for any student who seeks to become a credentialed RD.

Benefits to students enrolled in the MMN program include:

- This program will meet the 2024 CDR requirement for a graduate-level degree in addition to the current supervised practice requirements in order to take the national Registration Examination for Dietitians in a timely and cost-effective manner.
- Students graduating from the MMN program will receive the academic credential commensurate with the knowledge and competencies required for the advanced practice of medical nutrition.
- Over half of RDs hold a graduate-level degree (47% master’s; 4 % doctoral), as reported in the Academy of Nutrition and Dietetics Compensation & Benefits Survey of the Dietetics Profession 2013. The proposed MMN degree will provide graduates with the requisite credential to be competitive in the job market.

The proposed degree program will provide a cost-effective pathway to achieve a professional master’s degree tailored to clinical practice in medical nutrition. It effectively and efficiently builds on current attributes of the post-baccalaureate dietetic internship program and addresses the requirements for increased depth and breadth in curricular content supporting high quality evidence-based practice in medical nutrition.

Appendix A

Master of Medical Nutrition (MMN) Degree Program Curriculum

	Courses	Credit Hours
YEAR 1	MNED 775/875: Research Methods in Medical Nutrition	3
	MNED 777/877: Nutrition Therapy & Medical Diagnoses	3
	MNED 710: Nutrition Services Scope	2
	MNED 730: Pediatric Nutrition Care	2
	MNED 732: Nutrition Therapy-Adult & Geriatric Patient Care	3
	MNED 734: Nutrition Therapy - Education/Counseling	2
	Semester 1 Total:	15
	MNED 785/975: Applied Research Methods in Medical Nutrition	3
	MNED 787/977: Nutrition Therapy & Nutrition Care Process	3
	MNED 720: Professional Development & Leadership I	1
	MNED 736: Nutrition Therapy - Complex Issues/Continuum of Care	2
	MNED 738: Nutrition Therapy - Critical Care & Nutrition Support	2
	MNED 773: Clinical Nutrition Management	1
	MNED 779: Nutrition Therapy Practicum	3
Semester 2 Total:	15	
YEAR 2	MNED 722: Interprofessional Learning & Leadership II	1
	MNED 750: Advanced Practice/Primary Care Selective	2
	MNED 798/998: Special Topics in Medical Nutrition	2
	MNED 700: Seminar I	1
	Elective	3
	Semester 3 Total:	9
	MNED 724: Interprofessional Learning & Leadership III	1
	MNED 790: Capstone	6
	MNED 701: Seminar II	1
	MNED 760: Advanced Practice Selective w/ Practicum	3
Semester 4 Total:	11	
MMN DEGREE PROGRAM TOTAL:		50

Appendix B
Letter of Support



COLLEGE OF EDUCATION AND HUMAN SCIENCES
Department of Nutrition and Health Sciences

October 30, 2015

Kyle P Meyer, PhD
Dean, College of Allied Health Professions
University of Nebraska Medical Center
984000 Nebraska Medical Center
Omaha, NE 69198-4000

Dear Dr. Meyer,

This letter is to convey that the Department of Nutrition and Health Sciences supports the development of the Master of Medical Nutrition Program proposed by the College of Allied Health Professions at the University of Nebraska Medical Center.

This program complements the two accredited nutrition and dietetics programs at UNL. The Master of Medical Nutrition Program provides opportunities for graduates of the UNL Didactic Program in Nutrition and Dietetics to complete an internship and graduate program with a medical nutrition therapy concentration. The University of Nebraska-Lincoln Dietetic Internship program provides an opportunity for the graduates of the UNL Didactic Program in Nutrition and Dietetics to complete an internship and graduate program with a community health/nutrition education concentration. UNMC and UNL provide the only nutrition and dietetics programs in the state of Nebraska and have historically worked together to meet the needs in the state of Nebraska for registered dietitians.

The proposed Master of Medical Nutrition Program does not present a conflict or duplication of programs in the Department of Nutrition and Health Sciences and supports the mutual efforts of UNMC and UNL in providing nutrition and medical nutrition therapy services to the citizens of Nebraska and beyond its borders.

Sincerely,

A handwritten signature in blue ink, appearing to read "Timothy P. Carr".

Timothy P. Carr
Department Chair
Jean Sundell Tinstman Professor
Nutrition and Health Sciences

**TABLE 3: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Master of Medical Nutrition at UNMC**

	(FY2017) Year 1		(FY2018) Year 2		(FY2019) Year 3		(FY2020) Year 4		(FY2021) Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Personnel												
Faculty ¹	2.1	\$236,110	2.1	\$243,193	2.1	\$250,489	2.1	\$258,004	2.1	\$265,744	2.1	\$1,253,541
Non-teaching staff: Professional											0	\$0
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Operating												
General Operating ²		\$71,090		\$73,222		\$75,419		\$77,682		\$80,012		\$377,425
Equipment												\$0
New or renovated space												\$0
Library/Information Resources												\$0
Other												\$0
Subtotal		\$71,090		\$73,222		\$75,419		\$77,682		\$80,012		\$377,425
Total Expenses	2.45	\$327,565	2.45	\$337,391	2.45	\$347,513	2.45	\$357,939	2.45	\$368,677	2.45	\$1,739,085

¹ Models 2.1 faculty and .35 FTE staff, net of Nebraska Medicine salary support for Program Director, and Dept of Pediatrics support of Asst. Professor.

² Operating estimated at 25% of salary and benefits.

**TABLE 4: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Master of Medical Nutrition at UNMC**

	(FY2017) Year 1	(FY2018) Year 2	(FY2019) Year 3	(FY2020) Year 4	(FY2021) Year 5	Total
	Current Funding ¹	\$197,558	\$203,485	\$209,589	\$215,877	\$222,353
Required New Public Funds						\$0
1. State Funds						\$0
2. Local Funds						\$0
Tuition and Fees ²	\$156,352	\$158,909	\$161,512	\$164,159	\$166,854	\$807,786
Other Funding						\$1,856,648
Remissions ³	-\$7,922	-\$8,060	-\$8,201	-\$8,345	-\$8,491	-\$41,019
2						\$0
3						\$0
Total Revenue	\$345,988	\$354,334	\$362,900	\$371,691	\$380,716	\$1,815,629

¹ Current State Aided Budget for the UNMC Dietetic Internship Program.

² Tuition is based on a flat rate of \$15,555 resident and \$26,405 non-resident for the full program; it assumes half of the fee paid in each year of the 2-year program, inflated at 1.75% per year. Enrollment is projected at 6 resident and 2 non-resident students in each year of the 2-year program. Student fees are estimated at \$638 per student per year.

³ Non-resident remissions estimated at 15% of non-resident tuition.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Separation of the existing Department of Sociology, Geography and Earth Science into two departments: the Department of Geography and the Department of Sociology in the College of Natural and Social Sciences at the University of Nebraska at Kearney (UNK)

RECOMMENDED ACTION: Approval is requested to separate the existing Department of Sociology, Geography and Earth Science into two departments: the Department of Geography and the Department of Sociology in the College of Natural and Social Sciences at UNK

PREVIOUS ACTION: January 24, 2014 – The Board approved the dissolution of the merger agreement between the Department of Criminal Justice and the Social Work programs and the creation of the Department of Criminal Justice and the Department of Social Work.

August 9, 2003 – The Board approved the merging of the current three Departments of Criminal Justice, Geography, and Earth Science and Sociology and Social Work at UNK into two new Departments: Criminal Justice and Social Work, and Sociology, Geography, and Earth Science.

EXPLANATION: The Department of Sociology, Geography and Earth Science is requesting that it be reorganized into the Department of Geography and the Department of Sociology. The two programs have separate faculty, curriculum, disciplinary identities, goals, and academic aims. The units also are housed in physically separate facilities and function independently with regard to instruction, budgeting and administration. The requested reorganization is fully supported by an external review panel, and will ultimately prove less confusing for current and potential students in both programs.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: None. The units already operate with co-chairs; chair stipends will remain the same.

SOURCE OF FUNDS: Not applicable

SPONSORS: Charles Bicak
Senior Vice Chancellor for Academic and Student Affairs

Douglas Kristensen, Chancellor
University of Nebraska at Kearney

RECOMMENDED: Susan M. Fritz
Executive Vice President and Provost

DATE: December 18, 2015

**Request for Dissolution of Merger Agreement
Department of Sociology, Geography and Earth Science—UNK**

The *Sociology and Geography and Earth Science* Programs at the University of Nebraska at Kearney (UNK) formally request the dissolution of their current merger agreement and the restoration of two separate department identities—the Department of Geography and the Department of Sociology. The following points, while not in any specific order, provide compelling support for granting departmental autonomy to each of the programs:

1. Fiscal Independence

Financially, the two programs have operated separately since before the merger of the two programs and, still continue to do so. There are no plans, nor any justifications for combining the two.

2. No Cost Savings

Cost savings was one of the original arguments for combining the two programs; however, there have been no long-term cost savings, as both programs share an office associate (half time in Sociology and, half time in Geography and Earth Science). Furthermore, two Co-Chairs continue to direct the programs—one for Sociology and one for Geography and Earth Science.

3. Faculty Lines

The Sociology Program has five full-time tenure track faculty lines and the Geography and Earth Science Program also has five full-time tenure track faculty lines. In the next year, Sociology anticipates increasing its faculty to six lines. Additionally, both programs employ adjuncts on a regular basis according to student demand.

4. Separate Identity

Both programs have separate identities, goals, and visions for the future. They are also housed in physically separate facilities—in no way are the two programs connected.

5. Program Stability

The department, as it is now designated, “Sociology and Geography and Earth Science,” is less attractive to potential majors because the title refers to two different disciplines: Sociology and Geography and Earth Science. By separating the entities, the programs will present a more stable image to students.

6. Separate Operations

Each program has separate visions for the future, separate goals, separate resources, separate physical facilities, separate policies and separate criteria for promotion and tenure, as well as separate Academic Program Reviews. Additionally, Sociology and Geography and Earth Science do not co-teach courses.

7. Leadership

Each program has separate leadership with neither co-chair having responsibilities for the other program.

8. APR Recommendations

Both programs have undergone Academic Program Reviews (APR) since the merger and all APRs for Sociology and Geography and Earth Science have recommended that the two programs be separated. The following excerpt is taken from the Sociology 2012 APR:

Since that time (i.e. 2007), a number of changes have been made, and the two programs now function independently of one another, each with its own compensated chair and budget. Other than the name, the only vestige of the merger that remains is the office associate shared by the two programs.

The observations above lead to the . . . recommendations: . . .

5b). Since the rationale for merging Sociology with Geography and Earth Science is no longer credible, the administration should separate the two programs in name as well as in practice.

9. Divergent Discipline Areas of Specialty

Although the Sociology and Geography and Earth Science disciplines have some overlapping areas of focus, these areas are limited. The majority of specialty areas in each of the disciplines, particularly in the UNK Programs, are increasingly divergent as Geography and Earth Science focuses more on GIScience and spatial issues while Sociology concentrates on the relationship between interpersonal and intergroup relationships.

10. Department Names

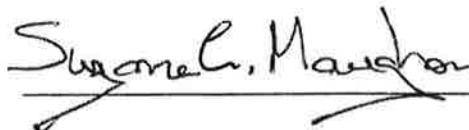
If the resolution to restore two separate departments is approved, one shall be named the **Department of Geography** and the other the **Department of Sociology**. The phrase "Earth Science" is being dropped from the geography department name—the geography program does not offer any degree programs in that sub-field of geography.

The Sociology and Geography and Earth Science faculty request administrative support as they seek to attain departmental autonomy and to further strengthen both programs. We appreciate your consideration of our request and look forward to a positive outcome.

Respectfully,



Dr. H. Jason Combs, Professor & Chair
Geography and Earth Science



Dr. Suzanne L. Maughan, Associate Professor
Sociology

**Request for Dissolution of Merger Agreement
Department of Sociology, Geography and Earth Science—UNK**

The *Sociology* and *Geography and Earth Science* Programs at the University of Nebraska at Kearney (UNK) formally request the dissolution of their current merger agreement and the restoration of two separate department identities.


Faculty in the geography program unanimously support the separation of the two programs.

We the undersigned, as members of the Sociology Program, endorse and support the request to officially dissolve the merger of the Department of Sociology, Geography and Earth Science.




Dr. Daryl G. Kelley, Professor

2-26-15
Date



Dr. Stephen D. Glazier, Professor

2/26/15
Date



Dr. Kurt Borchard, Professor

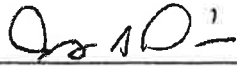
2/26/15
Date



Dr. Sandra M. Loughrin, Assistant Professor

02/26/15
Date

We the undersigned, as members of the Geography and Earth Science Program, endorse and support the request to officially dissolve the merger of the Department of Sociology, Geography and Earth Science.



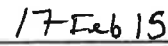
Dr. Jeremy S. Dillon, Associate Professor



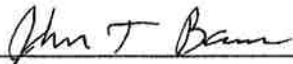
Date



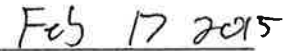
Dr. Paul R. Burger, Professor



Date



Dr. John T. Bauer, Associate Professor



Date



Dr. Vijendra Boken, Professor



Date

TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Separation of the UNK Department of Sociology, Geography and Earth Science into
the Department of Sociology and the Department of Geography

	(FY2017) Year 1		(FY2018) Year 2		(FY2019) Year 3		(FY2020) Year 4		(FY2021) Year 5		Total	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Personnel												
Faculty ¹		\$0		\$0		\$0		\$0		\$0	0	\$0
Non-teaching staff: Professional											0	\$0
Graduate assistants											0	\$0
Non-teaching staff: Support											0	\$0
Subtotal	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Operating												
General Operating												\$0
Equipment												\$0
New or renovated space												\$0
Library/Information Resources												\$0
Other												\$0
Subtotal		\$0		\$0		\$0		\$0		\$0		\$0
Total Expenses	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0

¹The Combined unit currently is administered by co-chairs (one in Sociology and one in Geography and Earth Science); these co-chairs will become chairs in their respective disciplinary areas. No additional expense will be incurred.

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
Separation of the UNK Department of Sociology, Geography and Earth Science into
the Department of Sociology and the Department of Geography

	(FY2017) Year 1	(FY2018) Year 2	(FY2019) Year 3	(FY2020) Year 4	(FY2021) Year 5	Total
	Current Funding					
Required New Public Funds						\$0
1. State Funds						\$0
2. Local Funds						\$0
Tuition and Fees						\$0
Other Funding						\$0
Remissions ³						\$0
2						\$0
3						\$0
Total Revenue¹	\$0	\$0	\$0	\$0	\$0	\$0

¹No new revenue needed.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

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: Hank M. Bounds, President
University of Nebraska

DATE: December 22, 2015

TO: The Board of Regents Addendum X-B-1
Business Affairs

MEETING DATE: January 29, 2016

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: January 30, 2015 – The Board of Regents accepted the audited financial statements of the University of Nebraska for the year ended June 30, 2014.

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, 2015:

- Basic Financial Statements
- Master Trust Indenture
- University Technology Development Corporation
- University of Nebraska Facilities Corporation
- Nebraska Utilities Corporation
- A-133 Report on Expenditures of Federal Awards

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

Additionally the following related reports are on file with the University:

- UNMC Physicians
- The Nebraska Medical Center
- University Dental Associates

Members of the public and news media may obtain a copy of any of the audits in the Office of the Senior Vice President | CFO, 3835 Holdrege Street, Lincoln, Nebraska 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.

SPONSORS: David E. Lechner
Senior Vice President | CFO

Hank M. Bounds
President, University of Nebraska

RECOMMENDED: Hal Daub, Chair
Audit, Risk and Compliance Committee

DATE: December 18, 2015

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

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Core Network Upgrade

RECOMMENDED ACTION: Approve the purchase of new equipment for University of Nebraska Core Network Upgrade

PREVIOUS ACTION: None

EXPLANATION: This proposed upgrade project will replace aging and end of life equipment supporting the optical transport network between Lincoln and Omaha including; CSN, UNO, UNMC, UNL, Nebraska Colocation Centers (1623 Farnam St, Omaha, NE), Creighton University and State of Nebraska. Increased demand for services at higher speeds and densities cannot currently be supported with existing equipment. This is creating a network congestion issue for all participants, as well as limiting potential service expansion (Examples: UNCA disaster recovery planning between Nebraska and UNMC disaster recovery site, the needs for UNO to reach UNL, and Creighton to use the University of Nebraska for disaster recovery purposes). The new equipment will be phased in over a period of time leveraging the inherent redundancy of the fiber ring to minimize impact.

A second node will also be installed in Lincoln so that both Lincoln and Omaha have two entry points into this critical university network to facilitate disaster mitigation and recovery.

The new optical transport network will be capable of supporting existing services as well as current and future demands for additional services in a cost effective manner, while addressing service impacting problems with the current network and its design.

This equipment was chosen based on responses requested and received from interested vendors using the University RFP process.

The project was reviewed and recommended for approval by the Business Affairs Committee.

PROJECT COST: \$823,922

SOURCE OF FUNDS: State-Aided Funds

SPONSOR: Walter Weir, Chief Information Officer

RECOMMENDED: Hank M. Bounds
President, University of Nebraska

DATE: December 18, 2015

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

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Phase II tenant improvements to build out Innovation Studio at Nebraska Innovation Campus

RECOMMENDED ACTION: Approve Phase II tenant improvements to build out Innovation Studio at Nebraska Innovation Campus.

PREVIOUS ACTION: August 6, 2015 - Approve leasing additional space for the Robert B. Daugherty Water for Food Institute at Nebraska Innovation Campus.

September 19, 2014 – The Board of Regents approved \$1,500,000 in additional funding for tenant improvements in the Food Innovation Center for classrooms, additional classrooms, and student gathering areas and \$1,500,000 to build out of additional greenhouse bays at Nebraska Innovation Campus.

February 21, 2014 – The Board approved revisions to the University lease program at Nebraska Innovation Campus to lease space for the University of Nebraska Innovation Campus.

September 14, 2012 – The Board approved the University lease program at Nebraska Innovation Campus, including the Letters of Intent to Lease between the Board of Regents and Nebraska Nova, or its assigned LLC to lease space for the University of Nebraska Innovation Campus.

September 10, 2010 – The Board approved the Master Lease between the Board of Regents of the University of Nebraska and the Nebraska Innovation Campus Development Corporation for the land to be formally designated the Nebraska Innovation Campus.

EXPLANATION: The Innovation Commons South Building (formerly the 4-H Building) includes 15,375 square feet of space currently leased to UNL and 4,000 square feet contributed by the Developer. This space is being developed into an Innovation Studio (also referred to as a Makerspace) for use by UNL's faculty and students.

The facility will be built out in multiple phases. Phase I tenant improvements, which are in process, involved approximately 6,000 sq. ft. in the south end of the facility. The scope of work consisted of the build-out of the Art/Fabric Studio, the Rapid Prototyping Suite and the Electronics Lab. A temporary, full-height partition will be constructed to separate the phases.

The cost of Phase I was less than the Board of Regents approval threshold and its renovation is currently underway. The balance of the space will be built out in Phase II. When this new phase is added to Phase I's expenditures, the full build out of the Studio will surpass the Board of Regents' approval threshold.

When fully operational, the Studio will enable students, faculty, staff and community members to design, prototype, create and learn. The Studio will provide membership access to high-end equipment, an innovative community, and classes on a variety of ways to make things. The Studio will offer a wide-range of equipment available in the following areas: 3D printing and rapid prototyping, woodworking, metalworking, welding, sewing and textiles, screen printing, electronics and robotics.

UNL's lease of 15,375 square feet includes a \$20/SF tenant build-out allowance. For Phase I, UNL used this tenant allowance to partially fund the project.

The project will be financed by private donations. Construction will commence after commitments for all funding are in place and authorization to proceed is received from the President.

This item has been reviewed by the Business Affairs Committee and is recommended for approval.

	Phase I (In Process)	Phase II (Proposed)	Total
Trust Funds	\$ -	\$ 1,700,727	\$ 1,700,727
Auxillaries and Services Funds	879,606	-	879,606
Lease Tenant Allowance (\$20/SF)	305,860	-	305,860
	<u>\$ 1,185,466</u>	<u>\$ 1,700,727</u>	<u>\$ 2,886,193</u>

PROJECT COST: \$2,886,193

ON-GOING FISCAL IMPACT: \$24,000

SOURCE OF FUNDS: Trust Funds (private donations)

SPONSOR: Prem S. Paul
Vice Chancellor, Research and Economic Development

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: December 18, 2015

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

MEETING DATE: January 29, 2016

SUBJECT: Five-Year Athletic Travel Agreement for the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve a five-year agreement with Anthony Travel to manage all travel services for UNL Athletics.

PREVIOUS ACTION: None

EXPLANATION: UNL Athletics issued a request for proposals to identify a full service, on-site travel provider to provide full travel services including commercial airfare, individual business hotel rooms, car rentals, group lodging and meals, ground transportation.

After evaluating the proposals received, Anthony Travel, of South Bend, Indiana, was selected based upon its lower management fee, its dedicated experience with a large network of peer institutions within the athletics travel industry, including 34 on-site collegiate athletic travel clients (including Indiana, Northwestern, Michigan State, Purdue, and Wisconsin), and a demonstrated and detailed plan for implementing an on-site athletics operation.

As part of the proposed agreement, Anthony Travel will provide two on-site agents, an established relationship with many branded hotel chains, motor coach services in cities frequented by Nebraska Athletics, and procurement of charter flights by tapping into Anthony's network for the charter flights, all expected to produce cost savings due to its overall buying power.

The proposed contract provides for a five-year initial term with options to annually renew up to an additional five years.

This item was reviewed by the Business Affairs Committee and is recommended for approval.

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

PROJECT COST: \$796,370 (five year cost)

SOURCE OF FUNDS: Auxiliaries and Services Funds

SPONSORS:

Shawn M. Eichorst
Director, Intercollegiate Athletics

Christine A. Jackson
Vice Chancellor for Business & Finance

RECOMMENDED:

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE:

December 18, 2015

TO: The Board of Regents Addendum X-B-5
Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Naming the Love North addition to the Love Library Complex the "Adele Coryell Hall Learning Commons" at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve the naming the Love North addition to the Love Library Complex the "Adele Coryell Hall Learning Commons" at the University of Nebraska-Lincoln.

PREVIOUS ACTION: January 24, 2014 – The Board of Regents approved the Program Statement and Budget for Love North Learning Commons at the University of Nebraska-Lincoln

EXPLANATION: President Bounds and Chancellor Perlman have approved the naming of the Love North addition to the Love Library Complex the "Adele Coryell Hall Learning Commons" in honor of a generous gift from the Hall Family Foundation.

Adele Coryell Hall was a graduate of the University of Nebraska and Don Hall, the Hall family, and the Hall Family Foundation have chosen to honor Adele at her alma mater with the leadership gift anchoring renovations within Love Library North's first floor, transforming it into the Adele Coryell Hall Learning Commons. Her dedication to the University of Nebraska and her passion for education will be reflected in this state-of-the-art study space, accessible 24-hours, 7 days a week to students and faculty.

By naming this area of the Love Library North Addition in honor of Adele Coryell Hall, the Board of Regents expresses on behalf of the University of Nebraska-Lincoln its deepest gratitude and appreciation to the Hall family for their support of the University of Nebraska.

SPONSOR: Ronnie D. Green
Interim Senior Vice Chancellor for Academic Affairs
Vice President, Agriculture and Natural Resources
Harlan Vice Chancellor, Institute of Agriculture and Natural Resources

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

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

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Approve 2016 UNMC Utility Energy Infrastructure Upgrade Project

RECOMMENDED ACTION: Approve the project and budget for the 2016 Utility Infrastructure Upgrade Project on the UNMC campus.

PREVIOUS ACTION: None

EXPLANATION: The UNMC central utility system has been extremely successful in effectively creating capacity via campus load reductions through energy efficiency improvements. However, continued growth is pushing the limits of that capacity. The 2016 Utility infrastructure Upgrade Project will add utility generation capacity, implement additional energy saving technologies, install demonstration scale projects of site generation renewable energy and continue to address utility deferred maintenance issues.

This Project, totaling an estimated \$15 million, will provide the following additions (estimated costs):

1. Added Chiller Capacity (\$4.5 million): A new 3500 ton chiller system will be added to the central utility plant including the required pump and tower support equipment. Additionally a new variable frequency drive will be added to a system chiller to improve generation efficiency. This capacity is needed to serve the Fred and Pamela Buffett Cancer Center (FPBCC), Lozier Drug Discovery Lab and Lauritzen Outpatient Center.
2. Heating hot water expansion (\$4.4 million): UNMC has installed the basic infrastructure of a central heating hot water system to improve the operational efficiency of heating systems from traditional steam systems to serve the FPBCC. This system is proving to be highly successful and efficient and this project will expand the system to serve areas of new campus growth east of 42nd street. The new system has shown 10% savings over the old hot water system. The project also provides savings by delaying boiler replacement and boiler capacity by ten years.
3. Emergency power distribution (\$300,000): The emergency power distribution infrastructure will be upgraded to meet the additional load requirements imposed by the new Interprofessional Experiential Center for Enduring Learning (iEXCELSM) construction.

4. Electrical system deferred maintenance (\$800,000): The campus medium voltage control system has numerous commercial grade electronic control devices that have reached the end of their useful life and need to be replaced. This project will replace and upgrade these devices to utility grade components which will significantly extend their expected service life.
5. Energy Saving technology (\$3 million): LED lighting technology has made incredible advances and has been demonstrated to be extremely cost effective in reducing energy consumption and reduced maintenance costs in applications that are very prevalent on the UNMC campus. This project will implement the first phase of the currently most cost effective LED lighting retrofits with anticipated payback periods of 3 to 8 years.
6. Site generated renewable energy (\$1.1 million): Utilizing the campus heating hot water system, UNMC has the opportunity to install solar hot water collectors that are both cost effective and environmentally responsible. This project will install a demonstration scale hot water solar collector system on the heating hot water system to serve new construction loads on campus with an estimated payback period of 8 years.
7. Campus Photovoltaics (\$900,000): Similar to LED lighting, solar photovoltaic systems have been making tremendous technological advances such that they can be cost effective in certain applications. Due to UNMC's somewhat unique electrical system and campus load profile and cost structure, solar photovoltaic installations are a good application on this campus. This project will install a demonstration scale photovoltaic system. While the paybacks are extended (usually 14-20 years), there is expected to be 50% useful life or more remaining in the equipment at the end of the payback period, making it a reasonably sound investment.

In addition to the efficiency and economic benefits of the projects as previously noted, these infrastructure modifications will allow the campus to further its research applications and best practices in the area of peak demand management.

The project will be funded through issuance of University of Nebraska Facilities Corporation bonds that will be repaid through utility savings. The financing is detailed in a companion agenda item.

The 2016 UNMC Utility Energy Infrastructure Upgrade Project was reviewed and recommended for approval by the Business Affairs Committee.

PROJECT COST: \$15,000,000

SOURCE OF FUNDS: Facilities Corp. Bond Proceeds

SPONSORS: Ken Hansen
Assistant Vice Chancellor for Facilities Management and Planning

Deborah L. Thomas
Vice Chancellor for Business and Finance

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

DATE: December 18, 2015

TO: The Board of Regents Addendum X-B-7
 Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Financing for Utility Infrastructure Upgrade Projects at the University of Nebraska Medical Center.

RECOMMENDED ACTION: Approve the attached Resolution relating to the Utility Infrastructure Upgrade Project at the University of Nebraska Medical Center which (1) approves the issuance of not to exceed \$15,500,000 principal amount of UNMC Utility Infrastructure Upgrade Project Bonds, Series 2016 by The University Nebraska Facilities Corporation pursuant to a Bond Resolution, and (2) authorizes the execution and delivery of a Financing Agreement, a Continuing Disclosure undertaking, a Tax Compliance Agreement, an Inducement Letter and a Preliminary Official Statement in connection with the sale of such Bonds, (3) authorizes the sale of such Bonds at a negotiated sale pursuant to a Bond Purchase Agreement and authorizes the Senior Vice President | CFO to determine interest rates (not to exceed a true interest cost of 3.25%), principal amounts, principal maturities and redemption provisions of such Bonds, (4) approves the preparation and use of a final Official Statement, and (5) approves the issuance of the Bonds pursuant to section 147(f) of the Internal Revenue Code related to use of portions of the project by Nebraska Medicine.

PREVIOUS ACTIONS: None.

EXPLANATION: The project will construct \$15 million of strategic utility projects and upgrades across the UNMC campus. The sub-projects that will be part of the multi-year effort are covered in a separate agenda item.

The project is being funded with bond proceeds that will be repaid using utility savings. The University of Nebraska Facility Corporation Bonds funding the project will be issued with a final maturity of up to 10 years. Current bond market conditions would provide an average interest rate of approximately 2.25% on the Bonds. Projected coverage for the bonds is 2.7 times over the course of ten years.

The financing has been reviewed and is recommended for approval by the Business Affairs Committee.

PROJECT COST:	Proposed size of Issue	\$ 15,500,000
	Less: Cost of Issuance, Rounding	(300,000)
	Cushion for Interest Rate Changes and OID/OIP	<u>(200,000)</u>
	Total Project Cost	<u>\$ 15,000,000</u>

SOURCE OF FUNDS: Revolving funds (utility savings)

SPONSORS:

Deborah L. Thomas
Interim Vice Chancellor for Business & Finance

David E. Lechner
Senior Vice President | CFO

RECOMMENDED:

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

DATE:

December 21, 2015

RESOLUTION

I.

BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA (the “**Board**”) that the Financing Agreement between the Board and The University of Nebraska Facilities Corporation (the “**Corporation**”) dated the date determined jointly by the Senior Vice President | CFO of the Board and the Secretary/Treasurer of the Corporation with respect to financing improvements to utility facilities at the University of Nebraska Medical Center (the “**Project**”), in the form attached hereto as **Exhibit A** and made a part hereof by reference, is hereby approved, adopted, ratified and affirmed together with such changes, additions, deletions or modifications as the Chair of the Board, University counsel and bond counsel shall approve as being in the best interests of the Board and the University of Nebraska.

II.

BE IT FURTHER RESOLVED BY THE BOARD that the issuance, sale and delivery by the Corporation of its UNMC Utility Improvement Projects Bonds in an aggregate principal face amount not to exceed \$15,500,000, dated the date determined by the Secretary/Treasurer of the Corporation (the “**Bonds**”), together with the terms and provisions of the Bond Resolution dated the date determined by the Secretary/Treasurer of the Corporation adopted by the Board of Directors of the Corporation (the “**Bond Resolution**”), a copy of which is attached hereto as **Exhibit B** and pursuant to which the Bonds will be issued, are hereby approved, adopted, ratified and affirmed together with such changes, additions, deletions or modifications as the Chair of the Board, University counsel and bond counsel shall approve as being in the best interests of the Board and the University of Nebraska. On behalf of the Board, the Senior Vice President | CFO is hereby authorized and directed to approve the aggregate principal face amount of Bonds to be issued (not to exceed \$15,500,000) and the designation, principal maturities, interest rates and redemption provisions thereof and to take all necessary actions and execute all necessary documents to effect the sale of the Bonds.

III.

BE IT FURTHER RESOLVED BY THE BOARD that the Senior Vice President | CFO is hereby authorized and directed to approve the sale of the Bonds by negotiated sale at a true interest cost not to exceed three and one-fourth percent (3.25%) to Ameritas Investment Corp. (the “**Underwriter**”) pursuant to (a) a Bond Purchase Agreement between the Corporation and the Underwriter and (b) an Inducement Letter from the Board to the Corporation and the Underwriter, each dated the date determined jointly by the Senior Vice President | CFO and the Secretary/Treasurer of the Corporation, in substantially the forms entered into in connection with the Board’s \$65,965,000 of UNMC Cancer Center Bonds, Series 2014A (the “**Prior Financing**”), which Bond Purchase Agreement and Inducement Letter are hereby adopted, ratified, affirmed and approved, together with such changes or modifications as the Chair of the Board, University counsel and bond counsel shall approve as being in the best interests of the Board and the University of Nebraska.

IV.

BE IT FURTHER RESOLVED BY THE BOARD that the Preliminary Official Statement of the Corporation with respect to the Bonds, dated the date determined jointly by the Secretary/Treasurer of the Corporation and the Senior Vice President | CFO in substantially the form of the Preliminary Official Statement related to the Prior Financing, together with such changes or modifications as the Chair of the Board, University counsel and bond counsel shall approve as being in the best interests of the University of Nebraska, and the final Official Statement to be dated as of the date of sale with respect to the Bonds, which final Official Statement shall include the terms of the Bonds, are hereby approved and authorized for delivery to the purchasers of the Bonds.

V.

BE IT FURTHER RESOLVED BY THE BOARD that (a) the Tax Compliance Agreement dated the date determined jointly by the Senior Vice President | CFO and the Secretary/Treasurer of the Corporation among the Board, the Corporation and the Trustee named in the

Bond Resolution (the “Trustee”) to satisfy the requirements of Internal Revenue Code of 1986, as amended, and the applicable regulations thereunder with respect to the Bonds in substantially the form entered into in connection with the Prior Financing, (b) the Continuing Disclosure Undertaking dated the date determined by the Senior Vice President | CFO of the Board to satisfy the requirements of Rule 15c2-12 of the Securities and Exchange Commission with respect to the Bonds in substantially the form entered into in connection with the Prior Financing and (c) use of a portion of the Project by The Nebraska Medical Center, a Nebraska nonprofit corporation, are each hereby approved, adopted, ratified and affirmed, together with such changes, additions, deletions or modifications and the Chair of the Board, University counsel and bond counsel shall approve as being in the best interests of the University of Nebraska.

VI.

BE IT FURTHER RESOLVED BY THE BOARD that notice of public hearing related to the issuance of bonds was duly published and that a public hearing pursuant to such notice has been conducted in accordance with Section 147(f) of the Internal Revenue Code of 1986, as amended, and the Board hereby approves the issuance by the Corporation of bonds to finance the costs of the Project in the original maximum aggregate face amount of \$15,500,000 and to pay costs of issuance, all in accordance with the terms of such notice, which is attached hereto as **Exhibit C** and made a part hereof by reference.

VII.

BE IT FURTHER RESOLVED BY THE BOARD that the members and officers of the Board and the officials of the University of Nebraska, or any of them, be, and they hereby are, and each of them hereby is, authorized and directed to take any and all action including the execution of all papers, certificates, receipts and documents, they or any of them may deem necessary or desirable to effectuate, in accordance with the terms of this Resolution the delivery of and payment for the Bonds.

VIII.

BE IT FURTHER RESOLVED BY THE BOARD that all actions heretofore taken for or on behalf of, or in the name of the Board, by any of the members of officers thereof or by any officers of the University of Nebraska with respect to the authorization or offering for sale of the Bonds are hereby validated, ratified and confirmed.

TO: The Board of Regents Addendum X-B-8

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Architectural Design Consultant selection for the new Global Center for Advanced Interprofessional Learning.

RECOMMENDED ACTION: Approve the selection of The Clark Enersen Partners and RDG Planning and Design to provide design consultant services for the new Global Center for Advanced Interprofessional Learning at the University of Nebraska Medical Center campus.

PREVIOUS ACTION: October 9, 2015 – The Board of Regents approved the Program Statement for the Global Center for Advanced Interprofessional Learning.

April 10, 2015 – The Board of Regents approved the establishment of the Interprofessional Experiential Center for Enduring Learning (iEXCELSM) in the Global Center for Advanced Interprofessional Learning at the University of Nebraska Medical Center campus in Omaha.

EXPLANATION: A selection committee consisting of the Assistant Vice President and Director of Facilities Planning and Management, four internal representatives from the UNMC iEXCELSM Center and Business and Finance, as well as four external members from Nebraska Methodist Hospital, Columbus Community Hospital, Saint Francis Medical Center, and Omaha Children’s Hospital recommended The Clark Enersen Partners and RDG Planning and Design to provide architectural design consultation services for the new Global Center for Advanced Interprofessional Learning. The firm was selected from eight firms submitting proposals on the project.

The selection followed the standard Board policy process, but the selection was not available for Business Affairs review.

Proposed start of construction	January 2017
Proposed completion of construction	June 2018

PROJECT COSTS: \$102,000,000

SOURCE OF FUNDS:	State Funds	\$25,000,000
	Private Funds	<u>77,000,000</u>
		<u>\$102,000,000</u>

SPONSOR: Deborah L. Thomas
Interim Vice Chancellor for Business and Finance

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

DATE: December 18, 2015

TO: The Board of Regents Addendum X-B-9
Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Purchase of mobile simulation labs

RECOMMENDED ACTION: Approve the sole source purchase of four mobile simulation labs.

PREVIOUS ACTION: None

EXPLANATION: UNMC is embarking on a “Nebraska Simulation in Motion (SIM-NE)” project. The project provides statewide, mobile education training bringing hands-on training to first responders and Critical Access emergency department staff throughout the State of Nebraska using state-of-the-art simulation equipment in a mobile simulation lab that is designed to function like both a fully functional, small emergency room and an ambulance. Grant funding has been obtained to cover the simulation labs.

The grant designates the brand of simulation equipment and mobile simulation labs to be used in this program by grantees. Only one manufacturer creates these trucks. UNMC requests approval to sole source purchase four mobile simulation labs and the specially adapted semi-trailer trucks at a cost of \$1,839,788.

The purchase has been reviewed and is recommended for approval by the Business Affairs Committee.

PROJECT COST: \$1,839,788

SOURCE OF FUNDS: Private grant

SPONSOR: Deborah L. Thomas
Interim Vice Chancellor for Business and Finance-UNMC

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

DATE: December 18, 2015

TO: The Board of Regents Addendum X-B-10

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Student Housing and Student Facilities Improvements at the University of Nebraska at Omaha

RECOMMENDED ACTION: Approve the attached Resolution authorizing the expenditure of \$1,020,000 from the Bond Surplus/Replacement Funds for student housing, student facilities and parking improvements.

PREVIOUS ACTION: During the last five years the Board of Regents approved similar requests as follows:

<u>Prior approvals</u>	<u>Amount</u>
April 2015	\$1,245,000
May 2014	1,095,000
March 2013	1,270,000
March 2012	1,125,000
March 2010	492,000

EXPLANATION: Section 6.2 of the Bond Resolution (May 1, 1984) requires the Board to operate the facilities in an efficient, sound and economical manner and to keep all facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted. The projects described on the accompanying pages will improve the facilities and better serve UNO student housing residents and users of student facilities.

This item was reviewed by the Business Affairs Committee and is recommended for approval.

PROJECT COST: \$1,020,000

SOURCE OF FUNDS:	Bond Surplus Funds – Student Housing	\$775,000
	Bond Surplus Funds – HPER	195,000
	Bond Surplus Funds – Parking	<u>50,000</u>
		<u>\$1,020,000</u>

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

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

DATE: December 18, 2015

RESOLUTION

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

1. The Board hereby finds and determines:
 - (a) Pursuant to (i) its General Bond Resolution dated May 1, 1984, authorizing the issuance of Revenue Bonds by the Board (the "General Resolution"), and (ii) the Sixth series Resolution, dated November 1, 1993 (the "Sixth Series Resolution"), the Board has heretofore issued revenue bonds payable from the revenues and fees derived from the ownership and operation of (A) the Milo Bail Student Center (the "Student Center"), (B) the student residence facilities known as (I) Scott Village, (II) Maverick Village, (III) University Village, and (IV) Scott Court (collectively, the "Student Housing Facilities"), (C) the parking facilities (the "Parking Facilities"), and (D) the student health and recreation facilities (the "Student Health/Recreation Facilities"), all located on the campus of the University of Nebraska at Omaha. The Student Center, the Student Housing Facilities, the Parking Facilities and the Student Health/Recreation Facilities constitute the "UNO Student Revenue Facilities" under the Master Trust Indenture dated as of June 1, 1995 as amended and supplemented from time to time. The Sixth Series Resolution created the Sixth Series Surplus and Sixth Series Replacement Funds in accordance with Section 3.1 of the General Resolution.
 - (b) Section 6.2 of the General Resolution requires the Board to operate the facilities in an efficient, sound and economical manner and to keep all facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted.
 - (c) University Village requires certain renewals, replacements, betterments and equipment to maintain the Sixth Series Revenues and Fees. In order to accomplish such renewals, replacements, betterments and acquisitions of equipment, the sum of \$775,000 should be expended from the Sixth Series Replacement Fund as indicated on the attached schedule.
 - (d) The Student Health/Recreation Facilities require certain renewals, replacements, betterments and equipment to maintain the Sixth Series Revenues and Fees. In order to accomplish such renewals, replacements, betterments and acquisitions of equipment, the sum of \$195,000 should be expended from the Sixth Series Replacement Fund as indicated on the attached schedule.
 - (e) The Parking Facilities require certain renewals, replacements, betterments and equipment to maintain the Sixth Series Revenues and Fees. In order to accomplish such renewals, replacements, betterments and acquisitions of equipment, the sum of \$50,000 should be expended from the Sixth Series Replacement Fund as indicated on the attached schedule.
2. Authorization. The Board hereby authorizes the transfer of up to \$1,020,000 from the Sixth Series Surplus Fund established pursuant to the General Resolution and the Sixth Series Resolution to the Sixth Series Replacement Fund, and the expenditure of up to \$1,020,000 from the Replacement Fund for the projects herein identified with \$775,000 for student housing facilities, \$195,000 for student facilities and \$50,000 for parking facilities. The Vice Chancellor for Business and Finance or the Associate Vice Chancellor for Business and Finance of the

University of Nebraska at Omaha are hereby designated as the University representatives who may certify to the Trustee the specific payments to be made from the Sixth Series Replacement Fund.

3. Surplus Funds. There are currently moneys or investments in the Sixth Series Surplus Fund, including accruals, in excess of \$1,020,000.

Student Housing Projects

<u>Project</u>	<u>Funding Required</u>	<u>Description</u>
Stairwell Repairs	<u>\$775,000</u>	Repair stairwells at University Village

Health, Physical Education and Recreation Projects

<u>Project</u>	<u>Funding Required</u>	<u>Description</u>
Equipment	\$ 90,000	Replace and upgrade equipment
Floor/Decking	35,000	Add UNO branding to activity court floors and remove rust and calcium from pool decking
Furniture	35,000	Replace worn out furniture
Signage	20,000	Replace outdated policy signage
Repairs/Maintenance	<u>15,000</u>	Replace exit gates, replace door mullions and renovate women's dry sauna
TOTAL	<u>\$195,000</u>	

Parking Projects

<u>Project</u>	<u>Funding Required</u>	<u>Description</u>
Concrete & Caulking	<u>\$50,000</u>	Repair east structure concrete and caulking

TO: The Board of Regents Addendum X-B-11
 Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Residence Hall Room and Board Rates for Academic Year 2016-17 at the Nebraska College of Technical Agriculture

RECOMMENDED ACTION: Approve the Residence Hall Room and Board Rates for the Academic Year 2016-17 at the Nebraska College of Technical Agriculture (NCTA).

PREVIOUS ACTION: January 30, 2015 – The Board of Regents approved the Academic Year 2015-16 room rates for the four residence halls.

EXPLANATION: There are no changes in the proposed residence hall rates for academic year 2016-17.

	<u>Existing 2015-16</u>	<u>Proposed 2016-17</u>
<u>Aggie West Residence Hall</u>		
<u>Double Room:</u>		
Per semester	\$1,367	\$1,367
Summer	684	684
Per semester/private bath	1,569	1,569
Summer session/private bath	785	785
<u>Single Room:</u>		
Per semester	2,024	2,024
Summer	1,012	1,012
Per semester/private bath	2,326	2,326
Summer session/ private bath	1,163	1,163
<u>Aggie Central Residence Hall</u>		
<u>Four person suites:</u>		
Per semester	1,579	1,579
Summer session	790	790
<u>Two person suites:</u>		
Per semester	2,451	2,451
Summer session	1,226	1,226
<u>East & West Traditional Halls</u>		
<u>Double Room</u>		
Per Semester	1,103	1,103
Summer	552	552
<u>Single Room</u>		
Per Semester	1,654	1,654
Summer session	827	827

The summer room rate for all residence hall options will remain at approximately 50% of the semester rate.

There is an increase of 5% in the meal plan rates for academic year 2016-17, primarily due to an average 5.5% prime vendor contract price increase across food categories in meals served.

Meal Plans

	<u>2015-16</u>	<u>2016-17</u>	<u>Percentage Increase</u>
5 per week (off-campus only)	\$ 525	\$ 551	5%
14 per week	1,470	1,544	5%
18 per week	1,890	1,985	5%
21 per week	2,205	2,315	5%

SPONSORS:

Ron Rosati
Dean, Nebraska College of Technical Agriculture

Jeff Bassford
Assistant Vice Chancellor, Institute of Agriculture and Natural Resources

RECOMMENDED:

Ronnie D. Green
Interim Senior Vice Chancellor for Academic Affairs
Vice President, Agriculture and Natural Resources
Harlan Vice Chancellor, Institute of Agriculture and Natural Resources
University of Nebraska – Lincoln

DATE:

December 18, 2015

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President
University of Nebraska

DATE: January 5, 2016

INVESTING IN NEBRASKA'S FUTURE

Strategic Planning Framework

2014-2016

The University of Nebraska is a four-campus, public university which was created and exists today to serve Nebraskans through quality teaching, research, and outreach and engagement. We strive to be the best public university in the country as measured by the impact we have on our people and our state, and through them, the world. To do that, we must compete effectively with other institutions around the world for talented students and faculty. The future of Nebraska is closely tied to that of its only public university, and this framework guides university-wide and campus planning to help build and sustain a Nebraska that offers its citizens educational and economic opportunity and a high quality of life.

The framework consists of six overarching goals emphasizing access and affordability, quality academic programs, workforce and economic development, research growth, engagement with the state, and accountability. Each goal has a number of related objectives, strategies and accountability measures developed for Board and university-wide monitoring over a multi-year period. Companion documents include an implementation tool with metrics and the schedule for monitoring by the Board, as well as a dashboard reflecting progress.

The university's efforts will not be limited to these priorities, as we expect to be able to measure progress in other areas given the interrelatedness of the objectives, other priorities of the Board and the President, and the ongoing strategic planning efforts of the four campuses. Campus plans are consistent with this framework and operate within its broader goals. Each campus has established a set of quality indicators that provide a means to evaluate achievement and momentum related to its principal 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.
 - a. The university will strive to increase affordability and ensure qualified students are not denied access based on economic circumstances.
 - i. Secure state funding sufficient to support access to high quality programs.*
 - ii. Keep tuition increases moderate and predictable for students and families, consistent with goals of both access and quality.*
 - iii. Expand need-based financial aid and effectively market opportunity and major aid programs (e.g. Collegebound Nebraska, Buffett Scholars, Thompson Learning Communities).*
 - b. Increase the percentage of Nebraska high school graduates (the state “college-going rate”) who enroll at and graduate from the university.
 - i. Increase enrollment, consistent with quality imperatives, to serve Nebraska’s goals for increased educational attainment.*
 - ii. Increase each campus’s undergraduate freshman-to-sophomore retention rate each year, with a goal of exceeding the average of its peer institutions.*
 - iii. Increase each campus’s undergraduate six-year graduation rate, with a goal of exceeding the average of its peer institutions.*
 - c. Increase the diversity of those who enroll at and graduate from the university, employing measures permitted by state and federal law.
 - i. Engage in partnerships with other higher education institutions, K-12, and the private sector to increase diversity of students who seek a post-secondary education, employing measures permitted by state and federal law.*
 - d. Expand lifelong educational opportunities, including those for non-traditional and transfer students.
 - e. Promote adequate student preparation for success in higher education.
 - i. Engage in pilot programs with Nebraska high schools for development of high school academies in partnership with the university.*
 - ii. Provide timely and usable information to middle school students, parents, teachers and school administrators.*

- f. Promote ease of transfer to the university from other higher education institutions.
 - i. *Improve programs for transfer from community colleges, state colleges and other higher education institutions.*
 - g. Expand distance education programs, taking advantage of university-wide marketing and efficiencies and campus role and mission, strengths and entrepreneurship.
 - i. *The University will offer a variety of its academic programs by distance education through Online Worldwide in an effort to provide access to the University of Nebraska to the people of the state and beyond the boundaries of the state who are unable to enroll in programs offered only on campus.*
2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.
- a. Recruit and retain exceptional faculty and staff, with special emphasis on building and sustaining diversity.
 - i. *To help ensure competitiveness, faculty salaries and incentives (awarded on the basis of merit) and fringe benefits should exceed the average of peer institutions.*
 - ii. *Develop and maintain programs to enhance work/life conditions of faculty and staff, including overall campus climate.*
 - iii. *Each campus shall endeavor to meet the university's ongoing commitments to faculty diversity, employing measures permitted by state and federal law.*
 - iv. *Increase support for professorships and named/distinguished chairs.*
 - b. Pursue excellence through focus on targeted programs in areas of importance to Nebraska where the university can be a regional, national and/or international leader (e.g. agriculture and natural resources, life sciences, information technology and architectural engineering).
 - i. *Programs of Excellence funding shall be increased when practicable and results of allocations shall be periodically reviewed for impact.*
 - ii. *Resource allocation shall take advantage of distinct campus roles and missions to achieve overall university goals.*
 - iii. *Campuses are encouraged to collaborate to achieve overall university goals.*
 - c. Provide opportunities for global engagement of faculty through international teaching, research and outreach exchanges, fellowships and collaborations.
 - i. *Increase faculty participation in Fulbright and related programs.*

3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.
 - a. Work to stem and reverse the out-migration of graduates and knowledge workers.
 - b. Increase proportion of the most talented Nebraska high school students who attend the University of Nebraska.
 - i. *Increase enrollment of Nebraska students ranked in top 25% of their high school class.*
 - ii. *Increase support for merit-based scholarships.*
 - c. To attract talent to the state, increase the number of nonresident students who enroll at the university.
 - i. *Increase enrollment of nonresident undergraduate students at UNL, UNO and UNK.*
 - d. To adequately prepare students for the global economy, significantly increase opportunities for international study and engagement.
 - i. *Significantly increase the number of undergraduates studying abroad, with the goal of ultimately providing the opportunity for every undergraduate to study abroad.*
 - ii. *Significantly increase the number of international undergraduates and graduates studying at the university.*
 - e. Encourage and facilitate the commercialization of research and technology to benefit Nebraska.
 - f. Develop and strengthen internship and service learning opportunities with business, education, government, military, and nonprofit organizations.
 - g. Engage in partnerships with government and the private sector to develop regional economic strength.
 - h. Pursue excellence in educational attainment aligned with the long-term interests of the state.
 - i. *Analyze areas of future workforce demand, including job and self-employment opportunities in non-growth rural communities and economically disadvantaged urban areas, and strengthen or develop curricula and programs appropriate to the university in alignment with those areas.*
 - ii. *Develop educational programs that prepare students for the flexibility required to respond to the uncertainty of future workforce demands.*

iii. Develop distance education and other educational programs that permit Nebraskans to prepare for jobs and opportunities to meet future workforce demands.

4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.

a. Increase external support for research and scholarly activity.

i. Increase federal support for instruction, research and development, and public service.

ii. Inventory and forecast infrastructure (physical facilities, information technology, equipment) necessary to support continued growth in research activity and secure private and public support to eliminate deficiencies.

b. Increase undergraduate and graduate student participation in research and its application.

c. Encourage and support interdisciplinary, intercampus, inter-institutional and international collaboration.

d. Improve the quantity and quality of research space through public and private support.

e. Focus resources on areas of strength in research where the university has the opportunity for regional, national and international leadership and in areas of strategic importance to the health and economic strength of Nebraska (e.g. agriculture and life sciences; natural resources, especially water; prevention and cure of diseases such as cancer; and early childhood education).

i. Invest resources through the Nebraska Research Initiative, Programs of Excellence and other sources to build capacity and excellence in research.

5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.

a. Support economic growth, health and quality of life through policy initiatives consistent with university mission.

b. Recognize and reward faculty innovation and effectiveness in outreach and engagement.

- c. Support Nebraska's economic development.
 - i. *Partner and collaborate with government and the private sector to attract, retain, and spur business development and economic opportunity.*
 - ii. *Use university research and other resources to foster more effective relationships with the private sector.*
- d. Support entrepreneurship education, training and outreach.
- e. Collaborate with the public and private sectors to build successful regional, multistate, international linkages.
- f. Use university resources to engage Nebraskans outside cities where our major campuses are located.
 - i. *Effectively use the Nebraska Rural Initiative and other university-wide and campus programs to develop excellence in supporting community development while creating quality economic opportunities throughout rural Nebraska.*
 - ii. *Effectively use regional research and extension operations and statewide extension for engagement with the university.*

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.
 - i. *Build a comprehensive long-range capital facilities planning process and provide a six-year capital construction plan, updated quarterly.*
 - ii. *Implement the second phase of LB 605 to repair, renovate and/or replace specific university facilities.*
 - iii. *Campuses shall pursue energy efficiency.*
 - iv. *Campuses shall promote through policies and scheduling effective utilization of university facilities.*
- b. Maintain a safe environment for students, faculty, staff and visitors.
 - i. *Develop and regularly monitor fire safety plans and procedures.*
 - ii. *Collaborate with state and local government in disaster planning.*
 - iii. *Develop and test campus plans for emergencies and disasters.*

- c. Allocate resources in an efficient and effective manner.
 - i. *Use best practices in procurement and construction and other business engagement.*
 - ii. *Leverage roles and missions of campuses to find savings and cost reductions through academic, administrative and business process efficiencies and effectiveness.*
 - iii. *Develop and report on matrix of business health indicators, including university debt.*
- d. Maximize and leverage non-state support.
 - i. *Promote entrepreneurship and revenue-generating opportunities.*
 - ii. *Collaborate with the University of Nebraska Foundation to secure private support for university priorities.*
- e. Create and report performance and accountability measures.
- f. Maximize potential of information technology to support the university's activities.
- g. Provide accurate and transparent information to the public about college costs and student learning and success outcomes.
 - i. *Participate in the Student Achievement Measure (SAM) program.*
 - ii. *Participate in the National Survey of Student Engagement.*
 - iii. *Monitor student achievements on licensing and professional examinations.*
 - iv. *Participate and measure effectiveness of national pilot projects on learning assessment with the goal of adopting university measurements.*
- h. Implement awareness and education programs to assist all students in management of personal financial matters.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Strategic Framework Accountability Measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is the current version of the Strategic accountability measures.

SPONSOR: Hank M. Bounds, President
University of Nebraska

DATE: January 5, 2016

INVESTING IN NEBRASKA’S FUTURE

Strategic Planning Framework 2014-2016 Accountability Measures

1. State Funding (1-a-i)

Secure state funding sufficient to support access to high quality programs.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2016-17	Maintain the State’s proposed funding increase of 3.4% and manage the cost effectiveness of the University so that tuition increases are kept at a moderate and predictable 2.5% rate of increase.	May 2016	Business
FY 2017-18	To be developed as part of the 2017-19 biennial budget request planning process.	June 2017	Business
FY 2018-19	To be developed as part of the 2017-19 biennial budget request planning process.	May 2018	Business

2. Tuition (1-a-ii)

Keep tuition increases moderate and predictable for students and families, consistent with goals of both access and quality.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2016-17	Maintain the State’s proposed funding increase of 3.4% and manage the cost effectiveness of the University so that tuition increases are kept at a moderate and predictable 2.5% rate of increase.	May 2016	Business
FY 2017-18	To be developed as part of the 2017-19 biennial budget request planning process.	June 2017	Business
FY 2018-19	To be developed as part of the 2017-19 biennial budget request planning process.	May 2018	Business

3. Need-based Financial Aid (1-a-iii)

Expand need-based financial aid and effectively market opportunity and major aid programs (e.g. Collegebound Nebraska, Buffett Scholars, Thompson Learning Communities).

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2014-15	Raise at least \$9 million in private funds (endowment and/or spendable)	Jan. 2016 March 2016	Academic
FY 2015-16	Raise at least \$9 million in private funds (endowment and/or spendable)	Jan. 2017	Academic
FY 2016-17	Raise at least \$9 million in private funds (endowment and/or spendable)	Jan. 2018	Academic

Reporting date moved from September to January beginning in 2016 due to availability of data.

January 2016 report moved to March 2016 at the request of the President and Provost.

4. Enrollment (1-b-i)

Increase enrollment, consistent with quality imperatives, to serve Nebraska’s goals for increased educational attainment.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2016	<ul style="list-style-type: none"> • UNL increase enrollment 4.6% • UNO increase enrollment 4.0% • UNK & UNMC increase enrollment over previous year 	Nov. 2016	Academic
Fall 2017	<ul style="list-style-type: none"> • UNL increase enrollment 3.0% • UNO increase enrollment 4.0% • UNK & UNMC increase enrollment over previous year 	Oct. 2017	Academic
Fall 2018	<ul style="list-style-type: none"> • UNL increase enrollment 2.9% • UNO increase enrollment 4.5% • UNK & UNMC increase enrollment over previous year 	Nov. 2018	

Oct. 2015 – Metrics referred to the Academic Affairs committee for further discussion.

5. Graduation Rates (1-b-iii)

Increase each campus’s undergraduate six-year graduation rate, with a goal of exceeding the average of its peer institutions.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2013-14 Academic Year	<ol style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee. 	Jan. 2016 March 2016	Academic
2014-15 Academic Year	<ol style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee. 	Jan. 2017	Academic
2015-16 Academic Year	<ol style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee. 	Jan. 2018	Academic

January 2016 report moved to March 2016 at the request of the President and Provost.

6. Faculty Merit Compensation (2-a-i)

To help ensure competitiveness, faculty salaries and incentives (awarded on the basis of merit) and fringe benefits should exceed the average of peer institutions.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2015-16	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	May 2016	Business
FY 2016-17	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	June 2017	Business
FY 2017-18	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	May 2018	Business

7. Faculty Diversity (2-a-iii)

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2014	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Jan. 2016	Academic
Fall 2015	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Jan. 2017	Academic
Fall 2016	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Jan. 2018	Academic

8. Nebraska Top 25% (3-b-i)

Increase enrollment of Nebraska students ranked in top 25% of their high school class.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2016	Maintain enrollment of first-time freshmen ranked in the top quartile of their high school graduating class to 50.0% or greater.	Nov. 2016	Academic
Fall 2017	Maintain enrollment of first-time freshmen ranked in the top quartile of their high school graduating class to 50.0% or greater.	Oct. 2017	Academic
Fall 2018	Main enrollment of first-time freshmen ranked in the top quartile of their high school graduating class to 50.0% or greater.	Nov. 2018	Academic

9. Merit-based Scholarships (3-b-ii)

Increase support for merit-based scholarships.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2014-15	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2016 March 2016	Academic
FY 2015-16	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2017	Academic
FY 2016-17	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2018	Academic

Reporting date moved from September to January beginning in 2016 due to availability of data.

January 2016 report moved to March 2016 at the request of the President and Provost.

10. Nonresident Student Enrollment (3-c-i)

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2016	Increase the number of domestic nonresident undergraduate students by 1.5% percent annually.	Nov. 2016	Academic
Fall 2017	Increase the number of domestic nonresident undergraduate students by 1.5% percent annually.	Oct. 2017	Academic
Fall 2018	Increase the number of domestic nonresident undergraduate students by 1.5% percent annually.	Nov. 2018	Academic

11. Workforce Development (3-h-i and 3-h-iii)

Analyze areas of future workforce demand, including job and self-employment opportunities in non-growth rural communities and economically disadvantaged urban areas, and strengthen or develop curricula and programs appropriate to the university in alignment with those areas. (3-h-i) Develop distance education and other educational programs that permit Nebraskans to prepare for jobs and opportunities to meet future workforce demands. (3-h-iii)

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2015	Address program alignment revisions to meet workforce needs based on Fall 2011 data.	March 2016	Academic
Fall 2016	Address program alignment revisions to meet workforce needs based on Fall 2011 data.	April 2017	Academic
Fall 2017	TBD	March 2018	Academic

12. Research (4-a-i)

Increase federal support for instruction, research and development, and public service.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2014-15	Increase UNL and UNMC federal research expenditures by 20% more than the weighted total federal appropriations per year on a three-year rolling average.	March 2016	Academic
FY 2015-16	Increase UNL and UNMC federal research expenditures by 20% more than the weighted total federal appropriations per year on a three-year rolling average.	April 2017	Academic
FY 2016-17	Increase UNL and UNMC federal research expenditures by 20% more than the weighted total federal appropriations per year on a three-year rolling average.	March 2018	Academic

13. Entrepreneurship (5-d)

Support entrepreneurship education, training and outreach.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2015	Increase over FY 2014 baseline numbers and evaluate and modify annual targets as appropriate 1) Entrepreneurship education a) Entrepreneurship student credit hours – 6,811 b) Number of entrepreneurship students – 2,292 2) Entrepreneurship outreach a) Attendees at seminars provided – 16,486 b) Website visits – 205,266 3) Business creation a) NU-affiliated companies formed – 11 b) NU licensing activity i) Patents disclosed – 164 ii) Patents filed – 200 iii) Patents awarded - 38 4) Business support a) Clients served – 9,542 b) Average investment - \$45,000 c) Average sales increase - \$64,000 d) Total jobs created – 951 e) Total jobs saved – 295	March 2016	Academic
2016	Increase over previous year. Evaluate and modify annual targets as appropriate.	April 2017	Academic
2017	Increase over previous year. Evaluate and modify annual targets as appropriate.	March 2018	Academic

14. LB 605 (6-a-ii)

Implement the second phase of LB 605 to repair, renovate and/or replace specific university facilities.

A capstone report on LB 605 was presented to the Board of Regents in January 2011.

15. Business Process Efficiencies (6-c-ii)

Leverage roles and missions of campuses to find savings and cost reductions through academic, administrative and business process efficiencies and effectiveness.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2015 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa1 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) June 2016 2) January 2016 3) January 2016 4) Quarterly 5) May 2016 	Business
2016 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa1 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) June 2017 2) January 2017 3) January 2017 4) Quarterly 5) June 2017 	Business
2017 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa1 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) June 2018 2) January 2018 3) January 2018 4) Quarterly 5) May 2018 	Business

In September 2014 and August 2015, it was stated that the short-term investment item will be considered for sun-setting after a discussion with the Business Affairs Committee.

16. Student Learning Assessment (6-g)

Provide accurate and transparent information to the public about college costs and student learning and success outcomes.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2015	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	July 2016	Academic
Fall 2016	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	August 2017	Academic
Fall 2017	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	July 2018	Academic

17. Global Engagement - Study Abroad (3-d-i)

Significantly increase the number of undergraduates studying abroad, with the goal of ultimately providing the opportunity for every undergraduate to study abroad.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2014-15	By 2019-20, the University shall increase the number of students who have studied abroad by 50%. Using the 2011-12 academic year as a baseline, when 1,187 students participated in study abroad, the number of students studying abroad by 2019-20 will increase to 1,780.	July 2016	Academic
Academic Year 2015-16	By 2019-20, the number of students who have studies abroad will reach 1,780, an increase of 50% over the number in 2011-12.	August 2017	Academic
Academic Year 2016-17	By 2019-20, the number of students who have studies abroad will reach 1,780, an increase of 50% over the number in 2011-12.	July 2018	Academic

Metric was revised in January 2015 by the Academic Affairs committee with the consent of the incoming chair.

18. Global Engagement – International Student Enrollment (3-d-ii)

Significantly increase the number of international undergraduates and graduates studying at the university.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2016	By 2020-21, the University shall increase the number of international students enrolled to 6,036. Using the base academic year 2010-11 when 3,018 international students were enrolled, the University will achieve slightly more than 7% growth compounded each year to reach the goal.	Nov. 2016	Academic
Fall 2017	Continue progress toward doubling by 2020-21 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Oct. 2017	Academic
Fall 2018	Continue progress toward doubling by 2020-21 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Nov. 2018	Academic

Base academic year in the metric was corrected from 2009-10 to 2010-11 in November 2013; the number of students was unchanged.

19. Distance Education (1-g-i)

The University will offer a variety of its academic programs by distance education through Online Worldwide in an effort to provide access to the University of Nebraska to the people of the state and beyond the boundaries of the state who are unable to enroll in programs offered only on campus.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2015-16	Growth in unduplicated headcount of distance only students, both resident and nonresident, at or above the national average growth for public four-year institutions as reported via IPEDS.	Nov. 2016	Academic
Academic Year 2016-17	Growth in unduplicated headcount of distance only students, both resident and nonresident, at or above the national average growth for public four-year institutions as reported via IPEDS.	Oct. 2017	Academic
Academic Year 2017-18	Growth in unduplicated headcount of distance only students, both resident and nonresident, at or above the national average growth for public four-year institutions as reported via IPEDS.	Nov. 2018	Academic

Annual reporting moved from July to October/November beginning in 2015.

Oct. 2015 - New metric approved by the Academic Affairs committee, but not yet endorsed by the full Board of Regents.

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Calendar of establishing and reporting
accountability measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President
University of Nebraska

DATE: January 5, 2016

Strategic Framework Accountability Measure Reporting and Updating Calendar

Revised for January 29, 2016 meeting

Board Meeting Date	Academic Affairs Committee	Business Affairs Committee
January 29, 2016	Graduation Rates [1-b-iii] Faculty Diversity [2-a-iii] Need-based Financial Aid [1-a-iii] Merit-based Scholarships [3-b-ii]	Administrative/Business Efficiencies [6-c-ii] <i>(Endowment, Debt Management, Capital Queue)</i> (were reported in December 2015)
March 18, 2016	Workforce Development [3-h-i & iii] Entrepreneurship [5-d] Research [4-a-i] Graduation Rates [1-b-iii] (moved from January) Need-based Financial Aid [1-a-iii] (moved from January) Merit-based Scholarships [3-b-ii] (moved from January)	Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
April 14, 2016	UNL campus visit with discussion of campus strategic plan and performance indicators.	
May 26, 2016	None	State Funding [1-a-i] Tuition [1-a-ii] Faculty Merit Compensation [2-a-i] Administrative/Business Efficiencies [6-c-ii] <i>(Short-term Cash/Investments, Capital Queue, HR)</i>
July 22, 2016	Study Abroad [3-d-i] Student Learning Assessment [6-g]	None
September 2, 2016	UNMC campus visit with discussion of campus strategic plan and performance indicators.	
September 16, 2016	None	Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
November 17, 2016	Enrollment [1-b-i] Nebraska Top 25% [3-b-i] Nonresident Student Enrollment [3-c-i] International Student Enrollment [3-d-ii] Distance Education [1-g-i]	None

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Strategic Dashboard Indicators

RECOMMENDED ACTION: For Information Only























PREVIOUS ACTION: None

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





SPONSOR: Hank M. Bounds, President
University of Nebraska




DATE: January 5, 2016

University of Nebraska Strategic Dashboard Indicators (Updated as of December 3, 2015)

State Funding Change (1.a.i) FY2015-16		Tuition Change (1.a.ii) FY 2015-16		Enrollment Change (1.b.i) Fall 2015		Retention (1.b.i) Fall 2014		Need-Based Aid (1.a.iii) FY2013-14								
<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>							
	State funding and cost mgmt.= moderate and predictable tuition 3.9%		State funding and cost mgmt.= moderate and predictable tuition 1.75% 2015-16 2.5% 2016-17		UNL= 2.7% increase		UNO= 3.0% increase		UNK= increase		UNMC= increase		80% retention rate		Raise at least \$9 million in private funds	Raised \$11.8 million
Women Faculty (2.a.iii) Fall 2013		Minority Faculty (2.a.iii) Fall 2013		Top 25% Enrollment (3.b.i) Fall 2015		Nonresident Students (3.c.i) Fall 2015		Merit-Based Aid (3.b.ii) FY2013-14								
<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>							
	Increase over 2012 2013=35.03% 2012=35.09%		Increase over 2012 2013=18.52% 2012=17.90%		Increase to 50%		Increase 1.5% over 2013		Raise at least \$9 million in private funds	Raised \$16.0 million						
Study Abroad (3.d.i) AY2013-14		International Students (3.d.ii) Fall 2015		Distance Education (3.g.i) AY2013-14		Six-Year Graduation Rate (1.b.iii) AY2012-13										
<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Target</u>	<u>Outcome</u>	<u>Campus</u>	<u>Target</u>	<u>Outcome</u>	<u>Outcome</u>							
	50% increase over 2011-12 number by 2019-20 11% increase over prior year		Double base of 3,018 students by 2019-20 1.9% increase over prior year		Increase in-state and out-of-state distance only credit hours by 10% each In-state =+21% Out-of-state =+8%		UNL	Maintain or show progress toward reaching the average six-year graduation rate of peers	2013= -4.8% 2012= -6.9%							
							UNO		2013= -0.9% 2012= 3.0%							
							UNK		2013= 1.2% 2012= 5.2%							
							UNMC	Not applicable	Not Applicable							
LEGEND:																
		Target Met or Exceeded				Progress Toward Target				Target Not Met						

University of Nebraska Strategic Dashboard Indicators (Updated as of December 3, 2015)

Federal Research Funding Growth (4.a.i) UNL and UNMC FY2013-14						Faculty Salaries (2.a.i) FY2014-15			
	<u>Campus</u>	<u>Target</u>	<u>Outcome</u>	<u>Campus</u>	<u>Target</u>	<u>Outcome</u>	<u>Campus</u>	<u>Target</u>	<u>Outcome</u>
	UNL	1.8%	-5.35%		UNMC	-0.5%		UNL	2014= -5.2% 2013= -6.2%
								UNMC	Significant progress toward exceeding midpoint of peers
								UNO	*
								UNK	*

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	Four-Year Graduation Guarantee (1.b.iii) AY2012-13	All prospective and current undergraduate students are informed about the University's four-year graduation guarantee.	All campuses have posted information about the four-year graduation guarantee on their websites and also have a link to four-year graduation guarantee information on the UNCA website.
	Faculty Salaries (2.a.1) Fall 2014	Award all salary increases, to the extent possible, on the basis of merit.	Faculty salaries at UNL and UNMC may be based/granted entirely on merit, while faculty salaries at UNO and UNK are negotiated through the collective bargaining process and therefore the amount and method of distribution at UNO and UNK must be determined by agreement.
	Entrepreneurship (5.d) Spring 2013	<ol style="list-style-type: none"> 1) Increase training hours by 5%. 2) Increase number of clients by 5%. 3) Increase SBIR/STTR applications by 10%. 4) Increase SBIR/STTR awards by 5%. 5) Increase investment in NU-assisted companies by 5%. 6) Increase NU-assisted startups and transitions by 5%. 	<ol style="list-style-type: none"> 1) Training hours increased by 3%. 2) Clients increased by 3%. 3) SBIR/STTR applications increased 57%. 4) SBIR/STTR awards increased 38%. 5) Investment in NU-assisted companies decreased 7%. 6) NU-assisted start-ups and transitions decreased 7%.

LEGEND:



Target Met or Exceeded









Progress Toward Target



Target Not Met

University of Nebraska Strategic Dashboard Indicators (Updated as of December 3, 2015)

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	Workforce Development (3.h.i and 3.h.iii) Fall 2014	Review new internal and external research on workforce needs and update categories of employment for purposes of aligning university programs to changing needs.	Faculty and state agency research has been reviewed. The University of Nebraska continues to monitor relevant faculty and agency research to identify emerging workforce opportunities and trends in the state.
	Student Learning Assessment (6.g) Fall 2014	<ol style="list-style-type: none"> Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. Report on participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	<p>UNK, UNL and UNO currently participate in the National Survey of Student Engagement (NSSE). Performance on professional licensure examinations is above average for all campuses.</p> <p>Campuses are taking a variety of approaches to participation in pilot programs designed to measure learning outcomes, including exploring processes for assessing general studies requirements and past participation in the administration of the College Assessment of Academic Proficiency (CAAP).</p>
	Business Process Efficiencies (6.c.ii)		
	Short Term Cash Investments August 2015	Exceed average of similar fund types.	The 2014 return on the State's Operating Investment Pool (3.1%) exceeded the benchmark value of 2.8%.
	Endowments December 2015	Exceed average of similar fund types.	Fund N endowments gained 0.8% for the year ending June 30, 2015, while similar funds gained an average of 2.1% over the same period.
	Debt December 2015	Maintain Aa2 rating and exceed 1.15 coverage.	Bond rating maintained at Aa1 and exceeded 1.15 coverage.
	Human Resources June 2015	Meet midpoint of peers in faculty and staff salaries.	Faculty salaries at UNL and UNMC are below the midpoint of peers for 2014*.

Notes:

*UNO and UNK salaries are governed by collective bargaining.

LEGEND:



TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

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

RECOMMENDED ACTION: For Information Only

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

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

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

SPONSOR: Hank M. Bounds, President
University of Nebraska

DATE: January 5, 2016

Alignment of the University's Strategic Goals with Board of Regents Agenda Items
January 29, 2016

- 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.**
 - Accept the audited financial statements of the University of Nebraska and related entities
 - Approve resolution authorizing the expenditure of bond surplus/replacement funds to make student housing, student facilities and parking improvements at UNO
 - Approve residence hall room and board rates at the Nebraska College of Technical Agriculture
 - Annual report of tuition variances

- 2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.**
 - Strategic Framework annual report on faculty diversity
 - President's Personnel Recommendations
 - Approve request to establish the Department of Supply Chain Management and Analytics in the UNL College of Business Administration
 - Approve request to establish the Frederick F. Paustian Center for Inflammatory Bowel Disease in the UNMC College of Medicine
 - Approve request to create a Master of Medical Nutrition degree in the UNMC College of Allied Health Professions
 - Approve the purchase of four mobile simulation labs at UNMC
 - Reports of expedited approval of the following Executive Certificates in the UNL College of Law: Space Law, Cyber and Cyber Security Law, and Cyber and Telecommunications Law
 - Fall 2015 Annual Tenure Density Report

- 3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.**
 - Approve request to establish the Department of Supply Chain Management and Analytics in the UNL College of Business Administration
 - Approve request to create a Master of Medical Nutrition degree in the UNMC College of Allied Health Professions
 - Approve the purchase of four mobile simulation labs at UNMC

- 4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.**
 - Approve request to establish the Frederick F. Paustian Center for Inflammatory Bowel Disease in the UNMC College of Medicine

- 5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.**
 - Business Affairs committee presentation on University of Nebraska economic impact study conducted by Tripp Umbach

- Approve request to establish the Department of Supply Chain Management and Analytics in the UNL College of Business Administration
- Approve request to create a Master of Medical Nutrition degree in the UNMC College of Allied Health Professions
- Approve the purchase of new equipment for the University of Nebraska core network upgrade
- Approve Phase II tenant improvements to build out Innovation Studio at Nebraska Innovation Campus
- Approve the purchase of four mobile simulation labs at UNMC

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

- Accept the audited financial statements of the University of Nebraska and related entities
- Approve the purchase of new equipment for the University of Nebraska core network upgrade
- Approve a five year contract with Anthony Travel to manage travel services for UNL Athletics
- Approve various capital construction or property acquisition related requests including:
 - Resolution authorizing the expenditure of bond surplus/replacement funds to make student housing, student facilities and parking improvements at UNO
 - Project, budget and bond resolution for the 2016 Utility Infrastructure upgrade at UNMC
 - Selection of the design consultant for UNMC's Global Center for Advanced Interprofessional Learning
- Approve or accept various regular reports including:
 - Quarterly personnel reports
 - Quarterly report on gifts, grants, contracts and requests
 - Bids and contracts
- Approve or accept gifts or reports of various facility namings including:
 - Adele Coryell Hall Learning Commons at UNL
 - Renaming of seven buildings at UNO's University Village
 - Renaming the coffee shop in UNO's Mammel Hall "Stedman's Café"
- Accept report on debt financing at UNO

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

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 2015 is attached.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVED: _____
Susan M. Fritz
Executive Vice President and Provost

DATE: December 18, 2015

PERSONNEL REPORT
07/01/2015 - 09/30/15
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>
Benton, Robert	Music and Performing Arts	Assistant Professor	Specific Term	8/17/2015		51,000 AY	1.00
Bickford, Nate	Biology	Associate Professor	Specific Term	8/17/2015		59,000 AY	1.00
Boeckner, Derek	Mathematics and Statistics	Assistant Professor	Special	8/17/2015	5/13/2016	38,000 AY	1.00
Cavill, William	Art and Art History	Assistant Professor	Specific Term	8/17/2015		48,500 AY	1.00
Chaffin, Thomas	Management	Assistant Professor	Specific Term	8/17/2015		96,500 AY	1.00
Chandra, Surabhi	Biology	Assistant Professor	Specific Term	8/17/2015		49,000 AY	1.00
Davis, Eric	Counseling and School Psychology	Associate Professor	Specific Term	8/17/2015		58,000 AY	1.00
Escobar, Mauricio	Physics and Physical Science	Assistant Professor	Special	9/1/2015	5/13/2016	39,345 AY	1.00
Harshbarger, Dena	Teacher Education	Assistant Professor	Specific Term	8/17/2015		56,000 AY	1.00
Holman, George	Student Affairs	Associate Dean and Director of Residence Life	Special	7/1/2015		78,000 FY	1.00
Lanz, Julie	Psychology	Assistant Professor	Specific Term	8/17/2015		55,000 AY	1.00
Loeb, Diane	Communication Disorders	Professor Chair (Includes Stipend)	Continuous Special	8/17/2015 8/17/2015		51,000 AY 38,827 AY	0.60 0.40
Long, Seth	English	Assistant Professor	Specific Term	8/17/2015		49,000 AY	1.00
Luedtke, Brandon	Biology	Assistant Professor	Specific Term	8/17/2015		49,000 AY	1.00
Malczyk, Benjamin	Social Work	Assistant Professor	Specific Term	8/17/2015		57,500 AY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/15
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>
Miller, Matthew	Computer Science and Information Technology	Assistant Professor	Specific Term	8/17/2015		80,000 AY	1.00
Moghe, Sali	Biology	Assistant Professor	Special	8/17/2015	5/13/2016	46,350 AY	1.00
Nunez, Iskra	Mathematics and Statistics	Assistant Professor	Special	8/17/2015	5/13/2016	53,000 AY	1.00
Quarles, Billy	Physics and Physical Science	Assistant Professor	Special	8/17/2015	5/13/2016	42,000 AY	1.00
Steinke, Christopher	History	Assistant Professor	Specific Term	8/17/2015		46,000 AY	1.00
Torrente, Steven	Political Science	Assistant Professor	Special	8/17/2015	5/13/2016	40,000 AY	1.00
Wapples, Christopher	Psychology	Assistant Professor	Specific Term	8/17/2015		55,000 AY	1.00
Wells, Robert	History	Assistant Professor	Specific Term	8/17/2015		47,500 AY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Alexandrov, Vitali	Chemical and Biomolecular Engineering	Assistant Professor	Specific Term	8/17/2015		85,000 AY	1.00
Araz, Ozgur	Management	Assistant Professor	Specific Term	8/17/2015		140,000 AY	1.00
Atanassov, Julian	Finance	Assistant Professor	Specific Term	8/17/2015		220,000 AY	1.00
Bradley, Justin	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2015		88,000 AY	1.00
Brock, Rebecca	Psychology	Assistant Professor	Specific Term	8/17/2015		70,000 AY	1.00
Broulik, Wesley	Johnny Carson School of Theatre and Film	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	55,000 AY	1.00
Brown, Justin	Office of Scholarship and Financial Aid	Director	Special	8/3/2015		110,000 FY	1.00
Burton, Michael	Textiles, Merchandising and Fashion Design	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	56,000 AY	1.00
Carnes, Christina	Management	Assistant Professor	Specific Term	8/17/2015		145,000 AY	1.00
Castle, Katherine	Communication Studies	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	53,000 AY	1.00
Casto, Mary	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	8/17/2015		60,000 AY	1.00
Cressler, Clayton	School of Biological Sciences	Assistant Professor	Specific Term	8/17/2015		75,000 AY	1.00
Cruet, Jennine	English	Assistant Professor	Specific Term	8/17/2015		45,000 AY	0.60
	Ethnic Studies	Assistant Professor	Special	8/17/2015		30,000 AY	0.40
Czerney, Keith	School of Accountancy	Assistant Professor	Specific Term	8/17/2015		200,000 AY	1.00
Dietsch, Angela	Special Education and Communication Disorders	Assistant Professor	Specific Term	8/17/2015		72,000 AY	1.00
Dorsey, Emily	Special Education and Communication Disorders	Assistant Professor of Practice	Special	8/17/2015	8/16/2018	73,000 FY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Duncan, Brittany	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2015		88,000 AY	1.00
Elkins, Lynne	Earth and Atmospheric Sciences	Assistant Professor	Specific Term	8/17/2015		62,000 AY	1.00
Golovin, Grigory	Physics and Astronomy	Senior Research Associate	Special	8/6/2015	7/31/2017	54,000 FY	1.00
Griffiths, Jason	Architecture	Assistant Professor	Specific Term	8/17/2015		72,000 AY	1.00
Hammerl, Emily	Anthropology	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	55,000 AY	1.00
Hassler, Michelle	College of Journalism and Mass Communication	Assistant Professor of Practice	Special	8/17/2015	5/12/2017	62,514 AY	1.00
Holman, Shavonna	Educational Administration	Assistant Professor of Practice	Special	8/17/2015	5/12/2017	60,000 AY	1.00
Hu, Jiong	Civil Engineering-Omaha	Associate Professor	Specific Term	8/17/2015		92,000 AY	1.00
Hui, Qing	Electrical and Computer Engineering	Associate Professor	Continuous	8/17/2015		104,000 AY	1.00
Johnson, Matthew	Psychology	Assistant Professor	Specific Term	8/17/2015		70,000 AY	1.00
Kim, Hee-Jeong	Teaching, Learning and Teacher Education	Research Assistant Professor	Special	8/31/2015	8/30/2016	50,000 FY	1.00
Koehler, Karsten	Nutrition and Health Sciences	Assistant Professor	Specific Term	8/17/2015		72,000 AY	1.00
Lanham, Dennis	College of Business Administration	Director of Executive Education	Special	7/1/2015	6/30/2018	115,000 FY	1.00
Larson, Thomas	Glenn Korff School of Music	Assistant Professor	Specific Term	8/17/2015		57,000 AY	1.00
Mann, Christopher	Economics	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	78,000 AY	1.00
Nabavi, Majid	Management	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	85,000 AY	1.00
O'Brien, Jonathan	Management	Associate Professor	Continuous	8/17/2015		170,000 AY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Obioma, Chigozie	English	Assistant Professor	Specific Term	8/17/2015		64,000 AY	1.00
Osiri, John	Management	Associate Professor of Practice	Special	8/17/2015	5/10/2019	102,300 AY	1.00
Owens, Joel	School of Accountancy	Assistant Professor	Specific Term	8/17/2015		200,000 AY	1.00
Palmer-Wackerly, Angela	Communication Studies	Assistant Professor	Specific Term	8/17/2015		63,000 AY	1.00
Parra, Gilbert	Child, Youth and Family Studies	Associate Professor	Specific Term	8/1/2015		89,000 FY	1.00
Peters, Randy	Civil Engineering-Lincoln	Associate Professor of Practice	Special	8/17/2015	5/11/2018	100,000 AY	1.00
Pogue, James	College of Business Administration	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	92,000 AY	1.00
Puckett, Jay	Durham School of Architectural Engineering and Construction	Director	Special	8/17/2015		112,200 AY	0.60
		Professor	Continuous	8/17/2015		74,800 AY	0.40
		Charles and Margre Durham Professorship	Special	8/17/2015	8/17/2020	15,000 AY	0.00
Radzikowska, Milena	Art and Art History	Associate Professor	Continuous	8/17/2015		80,000 AY	1.00
Ryan, Jennifer	Management	Associate Professor	Continuous	8/17/2015		170,000 AY	1.00
Sangster, John	Civil Engineering-Lincoln	Assistant Professor	Specific Term	8/17/2015		85,000 AY	1.00
Sealy, Michael	Mechanical and Materials Engineering	Assistant Professor	Specific Term	8/17/2015		84,000 AY	1.00
Sim, Chungwook	Civil Engineering-Omaha	Assistant Professor	Specific Term	8/17/2015		85,000 AY	1.00
Slone, Bryan	School of Accountancy	Professor of Practice	Special	8/17/2015	5/15/2020	120,000 AY	1.00
Song, Chung	Civil Engineering-Lincoln	Associate Professor	Continuous	8/17/2015		97,000 AY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Sutter, Eli	Mechanical and Materials Engineering	Professor	Continuous	8/17/2015		160,000 AY	1.00
Sutter, Peter	Electrical and Computer Engineering	Professor	Continuous	8/17/2015		160,000 AY	1.00
Tebbe, Elliot	Educational Psychology	Assistant Professor	Specific Term	8/17/2015		66,000 AY	1.00
Thomas, Amanda	Teaching, Learning and Teacher Education	Assistant Professor	Specific Term	8/17/2015		69,500 AY	1.00
Wang, Jian	Mechanical and Materials Engineering	Associate Professor	Specific Term	8/17/2015		110,000 AY	1.00
Wang, Liying	Finance	Assistant Professor	Specific Term	8/17/2015		195,000 AY	1.00
Waterson, Charles	Management	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	80,000 AY	1.00
Weaver, Eric	School of Biological Sciences	Assistant Professor	Specific Term	8/17/2015		80,000 AY	1.00
Wei, Sheng	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2015		88,000 AY	1.00
Wendler, Rachael	English	Assistant Professor	Specific Term	8/17/2015		64,000 AY	1.00
Williamson, Manda	Psychology	Assistant Professor of Practice	Special	8/17/2015	5/11/2018	56,000 AY	1.00
Wu, Biyu	School of Accountancy	Assistant Professor	Specific Term	8/17/2015		200,000 AY	1.00
Yan, Changmin	Advertising	Assistant Professor	Specific Term	8/17/2015		72,000 AY	1.00
Yan, Qiben	Computer Science and Engineering	Assistant Professor	Specific Term	8/17/2015		88,000 AY	1.00
Zhang, Qi	Statistics	Assistant Professor	Specific Term	8/17/2015		83,000 AY	1.00
Zhou, Qin	Mechanical and Materials Engineering	Assistant Professor	Specific Term	8/17/2015		84,000 AY	1.00
Zupan, Alexander	Mathematics	Assistant Professor	Specific Term	8/17/2015		73,000 AY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Burr, Kathy	West Central Research and Extension Center	Assistant Extension Educator	Special	8/3/2015		46,000 FY	1.00
Clark, Kimberly	Animal Science	Assistant Extension Educator	Special	7/30/2015		60,000 FY	1.00
Conner, Nathan	Agricultural Leadership Education and Communication	Assistant Professor	Specific Term	8/17/2015		72,250 FY	1.00
Haghverdi, Amir	Panhandle Research and Extension Center	Assistant Professor	Specific Term	7/1/2015		81,500 FY	1.00
Herr, Joshua	Plant Pathology	Assistant Professor	Specific Term	8/17/2015		80,000 AY	1.00
Hyten, Jr., David	Agronomy and Horticulture	Associate Professor	Continuous	8/17/2015		105,000 AY	1.00
Iverson, Nicole	Biological Systems Engineering	Assistant Professor	Specific Term	8/17/2015		84,000 AY	1.00
King, Christian	Nutrition and Health Sciences	Assistant Professor	Specific Term	8/17/2015		72,000 AY	1.00
Loizzo, Jamie	Agricultural Leadership Education and Communication	Assistant Professor	Specific Term	7/1/2015		70,000 FY	1.00
Mieno, Taro	Agricultural Economics	Assistant Professor	Specific Term	8/14/2015		85,000 FY	1.00
Mote, Benny	Animal Science	Assistant Professor	Specific Term	9/1/2015		95,000 FY	1.00
Paisley, Sarah	Panhandle Research and Extension Center	Assistant Extension Educator	Special	7/27/2015		49,000 FY	1.00
Paulos, Sarah	Northeast Research and Extension Center	Assistant Extension Educator	Special	7/1/2015		46,000 FY	1.00
Rife, Erin	West Central Research and Extension Center	Assistant Extension Educator	Special	9/1/2015		45,000 FY	1.00

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Ro, Seung-Hyun	Biochemistry	Assistant Professor	Specific Term	9/1/2015		78,000 AY	1.00
Sigmon, Brandi	Agronomy and Horticulture	Research Assistant Professor	Special	9/1/2015		60,000 FY	1.00
Sindelar, Meghan	Agronomy and Horticulture	Assistant Professor Practice	Special	8/1/2015	5/31/2016	64,444 FY	1.00
Slack, Elizabeth	Northeast Research and Extension Center	Assistant Extension Educator	Special	7/20/2015		46,000 FY	1.00
Xu, Changmou	Food Science and Technology	Research Assistant Professor	Special	9/7/2015		72,500 FY	1.00
Zhang, Yue	Food Science and Technology	Assistant Professor	Specific Term	8/17/2015		75,000 AY	1.00
Zhang, Zhong	Food Science and Technology	Research Assistant Professor	Special	7/15/2015		72,500 FY	1.00
Zhou, Yuzhen	Statistics	Assistant Professor	Specific Term	8/17/2015		81,000 AY	1.00

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Armas, Laura	Internal Medicine	Associate Professor	Special	8/1/2015		40,000	FY 0.80
Auxier, Joseph	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2016	40,000	FY 1.00
Barnes, Christie	Otolaryngology-Head and Neck Surgery	Assistant Professor	Health Prof	8/17/2015	6/30/2016	50,000	FY 1.00
Baus, Joseph	Anesthesiology	Assistant Professor	Special	8/1/2015		100,000	FY 1.00
Beethe, Amy	Anesthesiology	Assistant Professor	Health Prof	8/1/2015	6/30/2016	45,000	FY 1.00
Bloom Anderson, Chelsea	Pediatrics	Assistant Professor	Health Prof	8/1/2015	6/30/2016	40,000	FY 1.00
Buckley, Shannon	Genetics, Cell Biology and Anatomy	Assistant Professor	Health Prof	8/10/2015	6/30/2016	80,000	FY 1.00
Chang, Eun Hae	Otolaryngology-Head and Neck Surgery	Assistant Professor	Health Prof	8/17/2015	6/30/2016	50,000	FY 1.00
Chatzizisis, Ioannis	Internal Medicine	Associate Professor	Health Prof	9/8/2015	6/30/2016	50,000	FY 1.00
Cieslak, Theodore	Epidemiology	Associate Professor	Special	9/1/2015		220,000	FY 1.00
Clarke, Brandy	Munroe-Meyer Institute	Assistant Professor	Health Prof	7/1/2015	6/30/2018	75,000	FY 1.00
Clarke, Martina	Internal Medicine	Assistant Professor	Special	7/1/2015		93,000	FY 1.00
Curzon, Christopher	Pediatrics	Assistant Professor	Health Prof	8/17/2015	6/30/2016	45,000	FY 1.00
De Rosa, Nicole	Surgery	Assistant Professor	Health Prof	9/15/2015	6/30/2018	45,000	FY 1.00
Deibert, Christopher	Surgery	Assistant Professor	Health Prof	8/1/2015	6/30/2017	45,000	FY 1.00
Diu, Michelle	Anesthesiology	Assistant Professor	Health Prof	9/1/2015	6/30/2016	45,000	FY 1.00

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Fan, Qiyong	Radiation Oncology	Assistant Professor	Health Prof	7/1/2015	6/30/2016	128,000	FY	1.00
Gillis, Christopher	Surgery	Assistant Professor	Health Prof	7/1/2015	6/30/2017	50,000	FY	1.00
Goedert, Martha	Health Promotion, Social and Behavioral Health	Assistant Professor	Special	7/1/2015		80,000	FY	1.00
Gollehon, Nathan	Pediatrics	Assistant Professor	Health Prof	7/1/2015	6/30/2016	40,000	FY	1.00
Gress, Daryl	Neurological Sciences	Professor	Health Prof	8/17/2015	6/30/2016	55,000	FY	1.00
Gupta, Namita	Internal Medicine	Assistant Professor	Special	8/1/2015		36,000	FY	0.81
Hannigan, Kelly	Emergency Medicine	Assistant Professor	Special	9/1/2015		40,000	FY	0.50
Hawkins, Jay	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2016	40,000	FY	1.00
Hemmer, Carrie	Pediatrics	Assistant Professor	Health Prof	9/1/2015	6/30/2016	40,000	FY	1.00
Hill Bowman, Emily	Internal Medicine	Assistant Professor	Special	8/1/2015		1,000	FY	0.02
Hoffman, Arika	Surgery	Assistant Professor	Health Prof	7/27/2015	6/30/2017	45,000	FY	1.00
Hussain, Tanvir	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2016	40,000	FY	1.00
Kapalis, Matthew	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2016	40,000	FY	1.00
Kelly, Susan	Pediatrics	Assistant Professor	Health Prof	8/1/2015	6/30/2016	40,000	FY	1.00
Kim, Sung	Oral Biology Oral Maxillofacial	Assistant Professor Director (Stipend)	Health Prof Special	9/1/2015 9/1/2015	6/30/2018	100,000 10,000	FY FY	1.00 0.00
Kirkpatrick, Marcus	Radiology	Assistant Professor	Special	7/10/2015		40,000	FY	1.00
Kusek, Mark	Pediatrics	Assistant Professor	Health Prof	8/17/2015	6/30/2016	40,000	FY	1.00

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Langenfeld, Jason	Emergency Medicine	Assistant Professor	Health Prof	8/1/2015	6/30/2016	50,000 FY	1.00
Leuenberger, Donald	Business and Finance	Special Assistant to the Chancellor	Special	7/2/2015		127,364 FY	0.49
Madan, Ritu	Internal Medicine	Assistant Professor	Special	9/28/2015		11,250 FY	0.25
Mahapatra, Sidharth	Pediatrics	Assistant Professor	Health Prof	7/1/2015	6/30/2016	55,000 FY	1.00
Maliszewski, James	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2017	40,000 FY	1.00
Mathiasen, Ross	Emergency Medicine	Assistant Professor	Health Prof	8/1/2015	6/30/2016	50,000 FY	1.00
May, Sara	Internal Medicine	Assistant Professor	Health Prof	8/10/2015	6/30/2016	40,000 FY	1.00
Merritt-Genore, HelenMari	Surgery	Assistant Professor	Health Prof	8/1/2015	6/30/2017	50,000 FY	1.00
Moellering, Andrew	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2017	40,000 FY	1.00
Mohring, Stephen	Internal Medicine	Assistant Professor	Health Prof	7/1/2015	6/30/2016	41,250 FY	1.00
Muff-Luett, Melissa	Pediatrics	Assistant Professor	Health Prof	9/1/2015	6/30/2016	45,000 FY	1.00
Murdock, Shawn	Family Medicine	Assistant Professor	Special	8/1/2015		80,000 FY	0.50
Nawy, Scott	Ophthalmology and Visual Sciences	Professor	Health Prof	8/19/2015	6/30/2016	140,000 FY	1.00
Ouellette, Michel	Internal Medicine	Associate Professor	Special	7/1/2015		79,560 FY	1.00
Padussis, James	Surgery	Assistant Professor	Health Prof	9/15/2015	6/30/2018	45,000 FY	1.00
Pinninti, Swetha	Pediatrics	Assistant Professor	Health Prof	8/1/2015	6/30/2016	45,000 FY	1.00
Rathore, Geetanjali	Pediatrics	Assistant Professor	Health Prof	7/1/2015	6/30/2016	46,000 FY	1.00

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Ray, Sutapa	Pediatrics	Assistant Professor	Special	9/3/2015		70,000 FY	1.00
Reeve, Cassie	Munroe-Meyer Institute	Assistant Professor	Special	9/1/2015		67,000 FY	1.00
Sanchez-Lockhart, Mariano	Pathology and Microbiology	Assistant Professor	Special	9/14/2015		90,000 FY	1.00
		Research Scientist (Stipend)	Special	9/14/2015		35,000 FY	0.00
Siddappa Nagadenahalli, Byrareddy	Pharmacology and Experimental Neuroscience	Associate Professor	Health Prof	8/24/2015	6/30/2017	64,000 FY	1.00
		Research Scientist	Special	8/24/2015		64,000 FY	0.00
Sjuts, Tara	Munroe-Meyer Institute	Assistant Professor	Special	7/1/2015		67,000 FY	1.00
Tanner, Tiffany	Surgery	Assistant Professor	Health Prof	8/17/2015	6/30/2017	45,000 FY	1.00
Taraschenko, Olha	Neurological Sciences	Assistant Professor	Health Prof	7/1/2015	6/30/2016	45,000 FY	1.00
Thomas, Vincent	Pediatrics	Associate Professor	Health Prof	8/31/2015	6/30/2016	45,000 FY	1.00
Tingley, David	Anesthesiology	Associate Professor	Health Prof	8/17/2015	6/30/2016	45,000 FY	1.00
Vo, Hanh	Pediatrics	Assistant Professor	Health Prof	8/24/2015	6/30/2016	56,000 FY	1.00
Wallace, Maegen	Orthopedic Surgery	Assistant Professor	Health Prof	9/1/2015	6/30/2016	40,000 FY	1.00
Wang, Xiaofang	Pharmaceutical Sciences	Research Assistant Professor	Special	7/1/2015		56,840 FY	1.00
Wang, Xin	Radiation Oncology	Assistant Professor	Health Prof	7/13/2015	6/30/2016	140,000 FY	1.00
Wen, Haitao	Pathology and Microbiology	Assistant Professor	Special	9/1/2015		100,000 FY	1.00
Wetzel, Martin	Psychiatry	Assistant Professor	Special	7/1/2015		24,000 FY	0.10
Zhang, Chi	Radiation Oncology	Assistant Professor	Special	8/1/2015		80,000 FY	1.00

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
Beadle, Janelle	Gerontology	Visiting Assistant Professor	Special	8/17/2015	5/13/2016	55,000 AY	1.00
Bennett, DeeDee	Public Administration	Assistant Professor	Specific	8/17/2015		60,000 AY	1.00
Blount, Ashley	Counseling	Assistant Professor	Specific	8/17/2015		58,000 AY	1.00
Bulbulian, Ronald	School of Health, Physical Education and Recreation	Director (Includes Stipend)	Special	7/1/2015		97,920 FY	0.60
		Professor	Continuous	7/1/2015		62,080 FY	0.40
Cheng, Xiaoyue	Mathematics	Assistant Professor	Specific	8/17/2015		65,000 AY	1.00
Escayg, Kerry-Ann	Teacher Education	Assistant Professor	Specific	8/17/2015		55,000 AY	1.00
Hartigan, Ryan	Theatre	Assistant Professor	Specific	8/17/2015		55,000 AY	1.00
Kyle, Brett	Political Science	Assistant Professor	Specific	8/17/2015		57,500 AY	1.00
Marmelat, Vivien	School of Health, Physical Education and Recreation	Assistant Professor	Specific	8/17/2015		64,126 AY	1.00
Ricks, Brian	Computer Science	Assistant Professor	Specific	8/17/2015		95,000 AY	1.00
Scheffel, Lucia	Special Education	Assistant Professor	Specific	8/17/2015		63,000 AY	1.00
Schuetzler, Ryan	Information Systems and Quantitative Analysis	Assistant Professor	Specific	8/17/2015		100,000 AY	1.00
Song, Myoungkyu	Computer Science	Assistant Professor	Specific	8/17/2015		95,000 AY	1.00
St. Pierre Smith, Valerie	Theatre	Assistant Professor	Specific	8/17/2015		55,000 AY	1.00
Takahashi, Kota	School of Health, Physical Education and Recreation	Assistant Professor	Specific	8/17/2015		80,000 AY	1.00

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
Wagner, Jamie	Economics	Assistant Professor	Specific	8/17/2015		85,000 AY	1.00
Webb, Vincent	School of Criminology and Criminal Justice	Interim Director	Special	8/1/2015		24,000 FY	0.50
Williams, Tamara	Educational Leadership	Assistant Professor	Specific	8/17/2015		68,000 AY	1.00
Wuebben, Daniel	Goodrich Scholarship Program	Assistant Professor	Specific	8/17/2015		54,000 AY	1.00
Yoshimoto, Jave	Art and Art History	Assistant Professor	Specific	8/17/2015		52,000 AY	1.00
Zerbe, John	School of the Arts Theatre	Director (Includes Stipend) Professor	Special Continuous	8/1/2015 8/1/2015		64,800 FY 40,000 FY	0.60 0.40

PERSONNEL REPORT
07/01/2015 - 09/30/2015
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>
Duke, Steven	International Affairs	Assistant Vice President for Global Strategy and International Initiatives	Special	8/1/2015		125,000 FY	1.00
McDermott, Hugh	University of Nebraska High School	Principal	Special	7/1/2015		70,000 FY	1.00

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Chasek, Christine	Counseling and School Psychology	Assistant Professor	Specific	8/17/2015		40,552 AY	0.75
		Assistant Professor	Specific		8/16/2015	54,069 AY	1.00
	Behavioral Health Education Center of Nebraska	Director	Special	8/17/2015		13,517 AY	0.25
		N/A	N/A		8/16/2015	0 AY	0.00
¹ Holt, Eric	Industrial Technology	Assistant Professor	Specific	9/1/2015		78,093 AY	1.00
		Assistant Professor	Specific		8/31/2015	76,593 AY	1.00
Kropp, Sonja	Modern Languages	Associate Professor	Continuous	7/15/2015		65,265 AY	1.00
		Associate Professor	Continuous		7/14/2015	39,158 AY	0.60
	N/A	N/A			0 AY	0.00	
	Department Chair (Includes stipend)	Specific		7/14/2015	30,793 AY	0.40	
Kropp, Thomas	Kinesiology and Sports Science	Assistant Professor	Continuous	7/1/2015		65,792 AY	1.00
		Assistant Professor	Continuous		6/30/2015	65,792 AY	0.50
	Athletics	N/A	N/A			0 AY	0.00
		Co-Head Basketball Coach	Special		6/30/2015	24,793 AY	0.50
Lofton, Kevin	Athletics	Head Men's Basketball Coach	Special	7/1/2015		80,000 AY	1.00
		Co-Head Basketball Coach	Special		6/30/2015	62,005 AY	1.00

¹ Increase consistent with UNK collective bargaining agreement and receipt of PhD per letter of offer

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Moore, Jan	Communication Disorders	Professor	Continuous	8/17/2015		75,436 AY	1.00
		Professor	Continuous		8/16/2015	45,262 AY	0.60
		N/A	N/A			0 AY	0.00
		Interim Chair (Includes stipend)	N/A		8/16/2015	35,001 AY	0.40
Obermier, Timothy	Industrial Technology	Professor	Continuous	8/17/2015		78,142 AY	1.00
		Professor	Continuous		8/16/2015	46,885 AY	0.60
		N/A	N/A			0 AY	0.00
		Department Chair (Includes stipend)	Special		8/16/2015	36,084 AY	0.40
Snider, Daren	Modern Languages	Associate Professor	Continuous	7/15/2015		31,618 AY	0.50
		Associate Professor	Continuous		7/14/2015	31,618 AY	0.50
		Interim Chair (Includes stipend)	Special	7/15/2015		4,686 AY	0.00
		N/A	N/A			0 AY	0.00
	College of Fine Arts and Humanities	Associate Dean (Includes stipend)	Special			36,304 AY	0.50
		Associate Dean (Includes stipend)	Special			36,304 AY	0.50
Steele, Janet	Biology	Professor	Continuous	8/17/2015		46,290 AY	0.60
		Professor	Continuous		8/16/2015	77,150 AY	1.00
		Chair (Includes stipend)	Special	8/17/2015		35,687 AY	0.40
		N/A	N/A			0 AY	0.00

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PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Vaux, James	Industrial Technology	Assistant Professor	Special	8/17/2015		43,072 AY	0.60
		Assistant Professor	Special		8/16/2015	71,786 AY	1.00
		Interim Chair (Includes stipend)	Special	8/17/2015		33,541 AY	0.40
		N/A	N/A			0 AY	0.00

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PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Agee, Jonis	English	Professor	Continuous			118,377 AY	1.00
		Professor	Continuous			118,377 AY	1.00
		Adele Hall Professorship of English	Special	8/17/2015	8/16/2020	10,000 AY	0.00
		Adele Hall Professorship of English	Special		8/16/2015	10,000 AY	0.00
Anderson, John	Economics	Professor	Continuous			166,404 AY	1.00
		Professor	Continuous			166,404 AY	1.00
		Baird Family College Professorship	Special			15,000 AY	0.00
		Baird Family College Professorship	Special			15,000 AY	0.00
	Research Data Center	Director	Special	7/1/2015	8/31/2016	16,640 AY	0.00
		Director	Special		6/30/2015	16,156 AY	0.00
Anderson, Scott	Glenn Korff School of Music	Professor	Continuous			93,114 AY	1.00
		Professor	Continuous			93,114 AY	1.00
		Hixson-Lied Professorship	Special	9/1/2015	8/31/2018	3,000 AY	0.00
		Hixson-Lied Professorship	Special		8/31/2015	3,000 AY	0.00

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PERSONNEL REPORT
07/01/15 - 09/30/15
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>		
Balasubramanian, Radha	Modern Languages and Literatures	Professor	Continuous			78,608 AY	1.00		
		Professor	Continuous			78,608 AY	1.00		
		N/A	N/A			0 AY	0.00		
		Vice Chairperson	Special		8/31/2015	900 AY	0.00		
		Harold E. Spencer College Professorship	Special			5,000 AY	0.00		
		Harold E. Spencer College Professorship	Special			5,000 AY	0.00		
		Global Studies	Director, Global Engagement	Special		7/1/2015	2,400 AY	0.00	
		Global Studies	NA	N/A			0 AY	0.00	
		Barber, Carolyn	Glenn Korff School of Music	Professor	Continuous			94,106 AY	1.00
				Professor	Continuous			94,106 AY	1.00
Ron and Carol Cope Professor of Music	Special				9/1/2015	8/31/2020	10,000 AY	0.00	
N/A	N/A					0 AY	0.00		
Blum, Paul	School of Biological Sciences			Professor	Continuous			99,340 AY	1.00
Blum, Paul	School of Biological Sciences	Professor	Continuous			99,340 AY	1.00		
Blum, Paul	School of Biological Sciences	Bessey Professor	Special		9/1/2015	8/31/2020	5,000 AY	0.00	
		Bessey Professor	Special			8/31/2015	5,000 AY	0.00	
		Center for Energy Sciences Research	Associate Director (Stipend)	Special		9/1/2015	8/31/2016	9,934 AY	0.00
		Center for Energy Sciences Research	Associate Director (Stipend)	Special			8/31/2015	9,654 AY	0.00

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PERSONNEL REPORT
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UNIVERSITY OF NEBRASKA-LINCOLN

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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>
Bolin, Mary	University Libraries	N/A	N/A			0 FY	0.00
		Chairperson	Special		7/31/2015	61,160 FY	0.60
		Professor	Continuous	8/1/2015		95,100 FY	1.00
		Professor	Continuous		7/31/2015	36,040 FY	0.40
Bondi, Stephanie	Educational Administration	Assistant Professor of Practice	Special	8/17/2015		64,796 AY	1.00
		Assistant Professor of Practice	Special		8/16/2015	63,000 AY	1.00
Brooke, Robert	English	Professor	Continuous			91,224 AY	1.00
		Professor	Continuous			91,224 AY	1.00
		Weaver Professorship	Special	8/17/2015	8/16/2020	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Buhler, Stephen	English	Professor	Continuous			84,570 AY	1.00
		Professor	Continuous			84,570 AY	1.00
		Douglas Professorship	Special	8/17/2015	8/16/2020	5,000 AY	0.00
		Douglas Professorship	Special		8/16/2015	5,000 AY	0.00
Burton, John	Physics and Astronomy	Research Assistant Professor	Special	7/1/2015		52,036 FY	1.00
		Research Assistant Professor	Special		6/30/2015	50,966 FY	1.00

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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>
Carlson, Janet	Buros Center for Testing	Associate Director, Buros Institute of Mental Measurements	Special	7/1/2015	6/30/2019	86,655	FY	0.66
		Associate Director, Buros Institute of Mental Measurements	Special		6/30/2015	131,295	FY	1.00
		Research Professor	Special	7/1/2015	6/30/2019	44,640	FY	0.34
		N/A	N/A			0	FY	0.00
Cerveney, Alan	Office of the Chancellor Academic Services and Enrollment Management	Special Advisor to the Chancellor	Special	7/1/2015	6/30/2016	198,569	FY	1.00
		Dean, Enrollment Management	Special		6/30/2015	198,569	FY	1.00
Chin, Tzuyun	Buros Center for Testing	Assistant Director of Psychometric Counseling	Special	7/1/2015	6/30/2016	44,765	FY	0.50
		Assistant Director of Psychometric Counseling	Special		6/30/2015	86,921	FY	1.00
Crabtree, Aaron	School of Accountancy	Director	Special	8/17/2015	5/11/2018	126,449	AY	0.60
		Interim Director	Special		8/16/2015	108,199	AY	0.60
		Associate Professor	Continuous			72,257	AY	0.40
		Associate Professor	Continuous			72,257	AY	0.40
		KPMG College Professorship	Special			10,000	AY	0.00
		KPMG College Professorship	Special			10,000	AY	0.00

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DiMagno, Stephen	Chemistry	Professor	Continuous	9/1/2015		123,878 AY	1.00
		Professor	Continuous		8/31/2015	78,383 AY	0.70
		Cather Professorship	Special	8/17/2015	8/16/2020	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Dixon, Wheeler	English	Professor	Continuous			105,263 AY	1.00
		Professor	Continuous			105,263 AY	1.00
		Ryan College Professorship	Special	8/17/2015	8/16/2020	10,000 AY	0.00
		Ryan College Professorship	Special		8/16/2015	10,000 AY	0.00
Duchon, Dennis	Management	Chairperson	Special			116,780 AY	0.60
		Chairperson	Special			116,780 AY	0.60
		Professor	Special			66,731 AY	0.40
		Professor	Special			66,731 AY	0.40
		Faulkner College Professorship	Special	8/17/2015	8/16/2020	15,000 AY	0.00
		Faulkner College Professorship	Special		8/16/2015	15,000 AY	0.00
Dudney, Donna	College of Business Administration	Associate Dean	Special	8/17/2015	5/11/2018	179,267 AY	1.00
		N/A	N/A			AY	0.00
	Finance	N/A	N/A			0 AY	0.00
		Associate Professor	Continuous		8/16/2015	148,462 AY	1.00
		N/A	N/A			0 AY	0.00
		Director (Stipend)	Special		8/16/2015	7,423 AY	0.00

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Eckhardt, Craig	Chemistry	Professor	Continuous	8/17/2015	5/12/2017	63,888 AY	0.50
		Professor	Continuous		8/16/2015	127,776 AY	1.00
Elbaum, Sebastian	Computer Science and Engineering	Professor	Continuous			172,537 AY	1.00
		Professor	Continuous			172,537 AY	1.00
		Bessey Professorship	Special	8/17/2015	8/16/2020	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Fritz, Sherilyn	Earth and Atmospheric Sciences	Professor	Continuous			116,415 AY	0.85
		Professor	Continuous			116,415 AY	0.85
		George Holmes University Professorship	Special	8/17/2015	8/16/2020	15,000 AY	0.00
	George Holmes University Professorship	Special		8/16/2015	15,000 AY	0.00	
	School of Biological Sciences	Professor	Continuous			20,527 AY	0.15
		Professor	Continuous			20,527 AY	0.15
Garbin, Calvin	Psychology	Professor	Continuous			85,858 AY	1.00
		Professor	Continuous			85,858 AY	1.00
		Weaver Professorship	Special	8/17/2015	8/16/2020	5,000 AY	0.00
		Weaver Professorship	Special		8/16/2015	5,000 AY	0.00
² Gibson, Kyle	Center for Entrepreneurship	Research Assistant Professor	Special	8/1/2015	7/31/2018	59,057 FY	1.00
		Research Assistant Professor	Special		7/31/2015	55,281 FY	1.00

² New letter of offer with additional duties and salary increase

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Goodburn, Amy	Academic Affairs	Associate Vice Chancellor	Special			181,500 FY	1.00
		Associate Vice Chancellor	Special			181,500 FY	1.00
	Academic Services and Enrollment Management	Interim Dean, Enrollment Management (Stipend)	Special	7/1/2015		36,000 FY	0.00
Hachtmann, Frauke	Advertising	N/A	N/A			0 AY	0.00
		Professor	Continuous		8/31/2017	82,845 AY	1.00
	College of Journalism and Mass Communications	N/A	N/A			0 AY	0.00
		Advertising Sequence Head	Special		8/31/2015	5,000 AY	0.00
		Associate Dean	Special	9/1/2015	6/30/2018	112,477 FY	1.00
		Interim Associate Dean (Stipend)	Special		8/31/2015	3,336 FY	0.00
Hancock, Marijane	Management	Director, Special Projects	Special	8/17/2015	5/10/2019	54,000 AY	0.50
		Interim Coordinator	Special		5/15/2015	84,500 AY	1.00
	College of Architecture	Associate Professor of Practice	Special	8/17/2015	5/10/2019	45,000 AY	0.50
		N/A	N/A			0 AY	0.00
Handa, Rumiko	College of Architecture	Interim Associate Dean	Special	8/17/2015	12/31/2016	121,920 AY	1.00
		Professor	Continuous		8/31/2015	96,920 AY	1.00

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Hayden-Roy, Priscilla	Modern Languages and Literatures	Professor	Special	7/15/2015	8/16/2016	33,334	AY	0.40
		Professor	Special		7/14/2015	83,336	AY	1.00
		Interim Chairperson	Special	7/15/2015	8/16/2016	55,002	AY	0.60
		N/A	N/A			0	AY	0.00
Hempel, Michael	Electrical and Computer Engineering	Research Assistant Professor	Special	8/22/2015	8/21/2016	76,488	FY	1.00
	Computer and Electronics Engineering	Research Assistant Professor	Special		8/21/2015	74,260	FY	1.00
Henningsen, Christine	Center on Children Families and the Law	Project Director	Special	8/1/2015	12/31/2015	76,220	FY	1.00
		Coordinator	Special		7/31/2015	70,529	FY	1.00
Hoff, Michael	Art and Art History	Professor	Continuous			78,124	AY	1.00
		Professor	Continuous			78,124	AY	1.00
		Hixson-Lied Professorship	Special	9/1/2015	8/31/2018	3,000	AY	0.00
		Hixson-Lied Professorship	Special		8/31/2015	3,000	AY	0.00
³ Hoyt, Danny	Sociology	Professor	Continuous	8/17/2015		145,163	AY	1.00
	College of Arts and Sciences	Associate Dean for Faculty	Special		8/16/2015	91,421	FY	0.50
	Social and Behavioral Sciences Research Consort	Director (Stipend)	Special	8/17/2015	8/31/2016	14,516	AY	0.00
		Director (Stipend)	Special		8/16/2015	108,399	FY	0.50
	Survey Research and Methodology	N/A	N/A			0	FY	0.00
		Interim Director (Stipend)	Special		8/16/2015	6,952	FY	0.00

³ Director stipend was lowered when Dr. Hoyt's faculty appointment changed to 1.00 FTE

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Huang, Jinsong	Mechanical and Materials Engineering	Associate Professor	Continuous			103,384 AY	1.00
		Associate Professor	Continuous			103,384 AY	1.00
		Susan Rosowski Professorship	Special	8/17/2015	5/15/2020	3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Isernhagen, Jody	Educational Administration	Associate Professor	Special	8/17/2015		55,182 AY	0.50
		Associate Professor	Special		8/16/2015	110,364 AY	1.00
Jackson, Jimmy	Facilities Management and Planning Building Systems Maintenance	Assistant Vice Chancellor Facilities Operations and Management	Special	7/1/2015		154,365 FY	1.00
		Executive Director Facilities Maintenance and Operations	Special		6/30/2015	148,720 FY	1.00
Jentz, John	Athletics	Executive Associate Athletic Director Chief Financial Officer	Special	9/1/2015		232,409 FY	1.00
		Senior Associate Athletic Director Chief Financial Officer	Special		8/31/2015	221,342 FY	1.00
Keck, David	J. S. Raikes School of Computer Science and Management	Acting Director	Special	8/16/2015	1/3/2016	251,292 FY	1.00
		Director	Special		8/16/2015	251,292 FY	1.00

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Kirst, Roger	College of Law	Professor	Continuous			95,145 AY	0.50
		Professor	Continuous			95,145 AY	0.50
		N/A	N/A			0 AY	0.00
		Henry M. Grether College Professorship	Special		8/31/2015	15,000 AY	0.00
Kooser, Ted	English	Professor	Special			53,975 AY	0.50
		Professor	Special			53,975 AY	0.50
		University Presidential Professorship	Special	8/17/2015	8/31/2016	10,000 AY	0.00
		University Presidential Professorship	Special		8/16/2015	10,000 AY	0.00
Liu, Yi	Nebraska Center for Materials and Nanoscience	Research Associate Professor	Special	7/1/2015	3/23/2016	39,168 FY	0.72
		Research Associate Professor	Special		6/30/2015	38,475 FY	0.72
Logsdon, Pat	Athletics	Senior Executive Associate Athletic Director for Administration Senior Women's Administrator	Special	9/1/2015		190,962 FY	1.00
		Senior Associate Athletic Director for Administration	Special		8/31/2015	185,400 FY	1.00
Lu, Yongfeng	Electrical and Computer Engineering	Professor	Continuous			188,469 AY	1.00
		Professor	Continuous			188,469 AY	1.00
		Lott University Professorship	Special	9/1/2015	8/31/2020	15,000 AY	0.00
		Lott University Professorship	Special		8/31/2015	15,000 AY	0.00

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Mann, Kent	Educational Administration	Associate Professor of Practice	Special	8/17/2015		72,880 AY	1.00
		Associate Professor of Practice	Special		8/16/2015	70,860 AY	1.00
Molfese, Dennis	Psychology	Professor	Continuous			183,687 AY	1.00
		Professor	Continuous			183,687 AY	1.00
	Thompson Professorship	Special	9/1/2015	8/31/2020	15,000 AY	0.00	
	Thompson Professorship	Special		8/31/2015	15,000 AY	0.00	
	Center for Brain Biology and Behavior	N/A	N/A			0 AY	0.00
		Director (Stipend)	Special		8/31/2015	18,214 AY	0.00
Nelson, Samuel	Center for Entrepreneurship	Interim Director	Special	8/17/2015	5/13/2016	61,769 AY	0.60
		Associate Director	Special		8/16/2015	35,296 AY	0.40
	Management	Assistant Professor of Practice	Special	8/17/2015	5/12/2017	35,296 AY	0.40
		Assistant Professor of Practice	Special		8/16/2015	52,945 AY	0.60

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Newman, Ian	Educational Psychology	Professor	Continuous	7/1/2015		153,674 FY	1.00
		Professor	Continuous		6/30/2015	97,906 FY	0.65
	Academic Affairs	N/A	N/A			0 FY	0.00
		American Deputy Director of the American Exchange Center	Special		6/30/2015	57,990 FY	0.35
Nierman, Glenn	Glenn Korff School of Music	Professor	Continuous	9/1/2015		110,142 AY	1.00
		Professor	Continuous		8/31/2015	107,038 AY	1.00
	Glenn Korff Chair of Music Steinhart College Professorship	Special	9/1/2015	8/31/2020	12,000 AY	0.00	
		Special		8/31/2015	10,000 AY	0.00	
Niu, Wei	Chemical and Biomolecular Engineering Chemistry	Associate Professor	Specific Term	8/17/2015		92,000 AY	1.00
		Research Assistant Professor	Special		8/16/2015	36,900 FY	0.75
Olson, Kathryn	Center on Children Families and the Law	Research Assistant Professor	Special			114,300 FY	1.00
		Research Assistant Professor	Special			114,300 FY	1.00
	Director (Stipend)	Special	7/1/2015	8/16/2016	2,400 FY	0.00	
	N/A	N/A			0 FY	0.00	

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Osterman, John	School of Biological Sciences	Associate Professor	Continuous	9/1/2015		31,578 AY	0.40
		Associate Professor	Continuous		8/31/2015	78,946 AY	1.00
		Interim Director/Chair (Includes stipend)	Special			52,104 AY	0.60
		N/A	N/A			0 AY	0.00
Quinlan, Mary	College of Journalism and Mass Communications News-Editorial	Associate Dean	Special	8/17/2015	6/30/2018	98,505 FY	1.00
		Associate Professor	Continuous		8/16/2015	71,413 AY	1.00
Rajca, Andrzej	Chemistry	Professor	Continuous			128,947 AY	1.00
		Professor	Continuous			128,947 AY	1.00
		Bessey Professor	Special	9/1/2015	8/31/2020	5,000 AY	0.00
		Bessey Professor	Special		8/31/2015	5,000 AY	0.00
Rajca, Suchada	Chemistry	Research Assistant Professor	Special	7/1/2015	6/30/2016	25,784 FY	0.50
		Research Assistant Professor	Special		6/30/2015	25,033 FY	0.50
Ramsay, Colin	Finance	Professor	Continuous			136,924 AY	1.00
		Professor	Continuous			136,924 AY	1.00
		Faulkner College Professorship	Special	9/1/2015	5/15/2020	10,000 AY	0.00
		Faulkner College Professorship	Special		8/31/2015	10,000 AY	0.00

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Ratnikov, Fedor	Physics and Astronomy	Senior Research Associate	Special	8/18/2015	12/31/2015	75,000	FY	1.00
		Senior Research Associate	Special		8/17/2015	75,000	FY	1.00
Riley-Schultz, Jean	School of Accountancy	Assistant Professor of Practice	Special	9/1/2015	5/11/2018	85,526	AY	1.00
		Assistant Professor of Practice	Special		8/31/2015	85,526	AY	1.00
Rupiper, Michelle	Child, Youth and Family Studies	Associate Professor of Practice	Special	8/17/2015	5/10/2019	65,567	AY	1.00
		Associate Professor of Practice	Special		8/16/2015	65,567	AY	1.00
Schmidt, James	Economics	Professor	Continuous			117,973	AY	1.00
		Professor	Continuous			117,973	AY	1.00
		Dr. James and Helen Hanson College Professorship	Special	8/17/2015	5/15/2020	10,000	AY	0.00
		Dr. James and Helen Hanson College Professorship	Special		8/16/2015	10,000	AY	0.00
Scholz, Gordon	Community and Regional Planning	Professor	Continuous			95,530	AY	1.00
		Professor	Continuous			95,530	AY	1.00
		Interim Program Director (Stipend)	Special	9/4/2015	8/14/2016	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
Seceleanu, Alexandra	Mathematics	Assistant Professor	Specific Term	8/17/2015		73,000	AY	1.00
		Research Assistant Professor	Special		8/16/2015	50,310	FY	1.00

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Sheridan, Susan	Educational Psychology	Professor	Continuous			169,879 AY	1.00
		Professor	Continuous			169,879 AY	1.00
		George Holmes University Professorship	Special	9/1/2015	8/31/2020	15,000 AY	0.00
	George Holmes University Professorship	Special		8/31/2015	15,000 AY	0.00	
	Nebraska Center for Research on Youth, Families and Schools	Director (Stipend)	Special			15,000 AY	0.00
		Director (Stipend)	Special			15,000 AY	0.00
Shizuka, Daizaburo	School of Biological Sciences	Assistant Professor	Specific Term	8/17/2015		75,000 AY	1.00
		Research Assistant Professor	Special		8/16/2015	37,590 FY	1.00
Shoemaker, Paul	College of Business Administration	Senior Associate Dean	Special			201,598 AY	1.00
		Senior Associate Dean	Special			201,598 AY	1.00
	School of Accountancy	BKD, LLP College Professorship	Special	8/17/2015	5/15/2020	20,000 AY	0.00
		BKD, LLP College Professorship	Special		8/16/2015	20,000 AY	0.00
Shomos, William	Glenn Korff School of Music	Professor	Continuous			93,182 AY	1.00
		Professor	Continuous			93,182 AY	1.00
	Richard Larson Professor of Music	Special	9/1/2015	8/31/2020	10,000 AY	0.00	
		Steinhart College Professorship	Special		8/31/2015	3,000 AY	0.00

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Smith, David	School of Accountancy	Professor	Continuous			200,096 AY	1.00
		Professor	Continuous			200,096 AY	1.00
		Deloitte and Touche Scholar College Professorship	Special	8/17/2015	5/15/2020	10,000 AY	0.00
		Deloitte and Touche Scholar College Professorship	Special		8/16/2015	10,000 AY	0.00
		Raymond C. Dein College Professorship	Special	8/17/2015	5/15/2020	10,000 AY	0.00
		Raymond C. Dein College Professorship	Special		8/16/2015	10,000 AY	0.00
⁴ Sohi, Ravipreet	Center for Professional Sales	Director	Special			116,477 AY	0.60
		Director	Special			116,477 AY	0.60
	Marketing	Professor	Continuous			71,509 AY	0.40
		Professor	Continuous			71,509 AY	0.40
		Robert Hayes Professorship	Special	8/17/2015	5/15/2020	0 AY	0.00
		Steinhart College Professorship	Special		8/31/2015	15,000 AY	0.00

⁴ Dr. Sohi has the Hayes Professorship title; however, the \$25,000 stipend will not be available until he leaves the Director position

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Starita, Joseph	News - Editorial	Professor	Continuous			97,551 FY	1.00
		Professor	Continuous			97,551 FY	1.00
		Pike College Professorship	Special	7/1/2015	6/30/2020	10,000 FY	0.00
		Pike College Professorship	Special		6/30/2015	10,000 FY	0.00
Swenseth, Scott	Management	Associate Professor	Continuous			96,185 AY	1.00
		Associate Professor	Continuous			96,185 AY	1.00
		Program Associate	Special	8/17/2015	5/13/2016	10,000 AY	0.00
		Program Associate	Special		8/16/2015	10,000 AY	0.00
Teo-Gooding, Sharon	Johnny Carson School of Theatre and Film	Associate Professor	Continuous			69,740 AY	1.00
		Associate Professor	Continuous			69,740 AY	1.00
		Associate Director	Special	9/1/2015	8/31/2016	3,000 AY	0.00
		Associate Director	Special		8/31/2015	3,000 AY	0.00
Theiss-Morse, Elizabeth	College of Arts and Sciences	Associate Dean for Faculty	Special			117,343 FY	0.80
		Associate Dean for Faculty	Special			117,343 FY	0.80
	Political Science	Professor	Continuous			26,669 FY	0.20
		Professor	Continuous			26,669 FY	0.20
		Cather Professorship	Special	9/1/2015	8/31/2020	5,000 FY	0.00
		Cather Professorship	Special		8/31/2015	5,000 FY	0.00

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Thomas, William	History	Chairperson	Special			80,829 AY	0.60
		Chairperson	Special			80,829 AY	0.60
		Professor	Continuous			51,551 AY	0.40
		Professor	Continuous			51,551 AY	0.40
		Angle Chair in Humanities College Professorship	Special	8/17/2015	5/15/2020	10,000 AY	0.00
		Angle Chair in Humanities College Professorship	Special		8/16/2015	10,000 AY	0.00
Tsymbal, Evgeny	Physics and Astronomy	Professor	Continuous			175,000 AY	1.00
		Professor	Continuous			175,000 AY	1.00
		George Holmes Professorship in Physics	Special			15,000 AY	0.00
		George Holmes Professorship in Physics	Special			15,000 AY	0.00
	Materials Research Science and Engineering Center	Director (Stipend)	Special	9/1/2015	8/31/2016	15,000 AY	0.00
		Director (Stipend)	Special		8/31/2015	15,000 AY	0.00
VanGundy, Amy	Academic Affairs	American Deputy Director of the American Exchange Center	Special	8/1/2015	7/31/2016	67,000 FY	1.00
	International Engagement	Assistant to the American Deputy Director of the American Exchange Center	Special		7/31/2015	50,000 FY	1.00

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Waterfield, Steven	Athletics	Executive Associate Athletic Director, Performance and Strategic Research	Special	9/1/2015		213,071 FY	1.00
		Senior Associate Athletic Director, Performance and Strategic Research	Special		8/31/2015	204,876 FY	1.00
Welbourne, Theresa	Center for Entrepreneurship	N/A	N/A			0 AY	0.00
		Director	Special		8/31/2015	126,610 AY	0.59
	Management	Professor	Special	9/1/2015		213,168 AY	1.00
		Professor	Special		8/31/2015	86,558 AY	0.41
		FirsTier Bank Professorship for Business	Special			30,000 AY	0.00
		FirsTier Bank Professorship for Business	Special			30,000 AY	0.00
Wilson, Kim	Landscape Architecture	Professor	Continuous	8/1/2015		91,000 FY	0.63
		Professor	Continuous		7/31/2015	53,608 FY	0.40
		Director	Special	8/1/2015		19,000 FY	0.13
		Director	Special		7/31/2015	24,124 FY	0.18
	Cooperative Extension Division	Professor	Special	8/1/2015		35,000 FY	0.24
		Professor	Special		7/31/2015	40,806 FY	0.25
	Academic Affairs	Coordinator (Stipend)	Special	8/1/2015	6/30/2017	17,000 FY	0.00
		N/A	N/A			0 FY	0.00

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Wolfe, Judith	University Libraries	Chairperson	Special			49,460 FY	0.60
		Chairperson	Special			49,460 FY	0.60
		Associate Professor	Continuous			28,640 FY	0.40
		Associate Professor	Continuous			28,640 FY	0.40
	Discovery and Resource Management	Interim Chairperson (Stipend)	Special	8/1/2015		10,000 FY	0.00
		N/A	N/A			0 FY	0.00
Wood, Charles	School of Biological Sciences	Professor	Continuous			130,039 AY	0.75
		Professor	Continuous			130,039 AY	0.75
		Lewis L. Lehr University Professorship	Special			15,000 AY	0.00
		Lewis L. Lehr University Professorship	Special			15,000 AY	0.00
	Biochemistry	Professor	Continuous			42,938 AY	0.25
		Professor	Continuous			42,938 AY	0.25
	Nebraska Center for Virology	Director (Stipend)	Special	9/1/2015	8/31/2016	17,298 AY	0.00
		Director (Stipend)	Special		8/31/2015	17,298 AY	0.00
	Academic Affairs	Director, Confucius Institute (Stipend)	Special			20,000 AY	0.00
		Director, Confucius Institute (Stipend)	Special			20,000 AY	0.00

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Woody, Robert	Glenn Korff School of Music	Professor	Continuous			79,074 AY	1.00
		Professor	Continuous			79,074 AY	1.00
		Steinhart College Professorship	Special	9/1/2015	8/31/2020	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Works, Robert	College of Law	Professor	Continuous			132,338 AY	0.75
		Professor	Continuous			132,338 AY	0.75
		N/A	N/A			0 AY	0.00
		Margaret R. Larson College Professorship	Special		8/31/2015	15,000 AY	0.00
Zhang, Wenyong	Nebraska Center for Materials and Nanoscience	Senior Research Associate	Special	7/1/2015	6/30/2016	50,580 FY	1.00
		Senior Research Associate	Special		6/30/2015	48,960 FY	1.00

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Agarkova, Irina	Plant Pathology	Research Assistant Professor	Special	7/1/2015	6/20/2016	50,081	FY	1.00
		Research Assistant Professor	Special		6/30/2015	46,158	FY	1.00
Alfano, James	Plant Pathology	Professor	Continuous	7/1/2015		148,109	FY	1.00
		Professor	Continuous		6/30/2015	142,726	FY	1.00
		Bessey Professorship	Special	7/1/2015	6/30/2020	5,000	FY	0.00
		N/A	N/A			5,000	FY	0.00
Awada, Tala	School of Natural Resources	Professor	Continuous	9/1/2015		54,627	AY	0.50
		Professor	Continuous		8/31/2015	51,632	AY	0.50
	Agricultural Research Division	Interim Associate Dean/Associate Director of Agricultural Experiment Station (Includes stipend)	Special	9/1/2015	8/31/2016	60,089	AY	0.50
		Interim Associate Dean/Associate Director of Nebraska Agricultural Experiment Station (Includes stipend)	Special		8/31/2015	56,795	AY	0.50
Chizinski, Christopher	School of Natural Resources Nebraska Cooperative Fish and Wildlife	Assistant Professor	Specific Term	8/17/2015		81,000	FY	1.00
		Research Assistant Professor	Special		8/16/2015	68,457	FY	1.00
Crandall, Julie	Northeast Research and Extension Center	Assistant Extension Educator	Special	9/21/2015		45,550	FY	1.00
		Managerial/Professional	Other		9/20/2015	35,008	FY	1.00

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DiRusso, Concetta	Biochemistry	Professor	Continuous	7/1/2015		182,941 FY	1.00
		Professor	Continuous		6/30/2015	177,613 FY	1.00
		George Holmes University Professorship	Special	7/1/2015	6/30/2020	15,000 FY	0.00
		N/A	N/A			0 FY	0.00
Heng-Moss, Tiffany	College of Agricultural Sciences and Natural Resources	Associate Dean (Includes stipend)	Special	7/1/2015	6/30/2017	152,220 FY	1.00
		Associate Dean (Includes stipend)	Special		6/30/2015	69,254 FY	0.50
	Entomology	Professor	N/A			0 FY	0.00
		Professor	Continuous		6/30/2015	62,958 FY	0.50
Herpel, Rachael	Water for Food Institute	Assistant Director	Special	7/1/2015		70,500 FY	1.00
		Managerial/Professional	Other		6/30/2015	58,237 FY	1.00
Husmann, Dann	Grassland Studies Center	Director, PGA Golf Management (Includes stipend)	Special	7/1/2015		34,054 FY	0.25
	College of Agricultural Sciences and Natural Resources	Associate Dean (Includes stipend)	Special		6/30/2015	61,772 FY	0.50
	Agricultural Leadership Education and Communication	Professor	Continuous	7/1/2015		92,873 FY	0.75
Professor		Continuous		6/30/2015	56,162 FY	0.50	

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Hutkins, Robert	Food Science and Technology	Professor	Continuous			130,432 FY	1.00
		Professor	Continuous			130,432 FY	1.00
		Khem Shahani College Professorship	Special	9/1/2015	8/31/2020	10,000 FY	0.00
		N/A	N/A			0 FY	0.00
Irmak, Sibel	Biological Systems Engineering	Research Associate Professor	Special	7/1/2015	6/30/2016	75,000 FY	1.00
		Research Associate Professor	Special		6/30/2015	72,000 FY	1.00
Korus, Jesse	School of Natural Resources, Survey Division	Assistant Professor	Specific Term	9/1/2015		80,000 FY	1.00
		Managerial/Professional	Other		8/31/2015	66,502 FY	1.00
Kranz, William	Northeast Research and Extension Center	Interim Director/Chair (Includes stipend)	Special	7/1/2015	6/30/2016	57,534 FY	0.50
		Interim Director/Chair (Includes stipend)	Special		6/30/2015	55,723 FY	0.50
		Professor	Continuous	7/1/2015		47,945 FY	0.50
Lambe, David	Agronomy and Horticulture	Professor	Continuous		6/30/2015	46,436 FY	0.50
		Associate Professor of Practice	Special	7/1/2015	6/30/2016	82,258 FY	1.00
		Associate Professor of Practice	Special		6/30/2015	79,269 FY	1.00

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Markwell, John	College of Agricultural Sciences and Natural Resources	Associate Dean (Includes stipend)	Special	7/1/2015	6/30/2016	75,881 FY	0.50
		Associate Dean	Special		6/30/2015	72,963 FY	0.50
	Biochemistry	Professor	Continuous	7/1/2015		69,014 FY	0.50
		Professor	Continuous		6/30/2015	66,360 FY	0.50
Proctor, Christopher	Agronomy and Horticulture	Assistant Extension Educator	Special	7/1/2015	6/30/2016	57,000 FY	1.00
		Post Doc Research Associate	Other		6/30/2015	41,340 FY	1.00
Regassa, Teshome	Agronomy and Horticulture	Research Assistant Professor	Special	7/1/2015	6/30/2016	50,388 FY	1.00
		Research Assistant Professor	Special		6/30/2015	49,159 FY	1.00
Sandall, Leah	Agronomy and Horticulture	Assistant Professor Practice	Special	8/17/2015	5/11/2018	63,500 AY	1.00
		Lecturer	Special		8/16/2015	32,550 AY	1.00
Shedge, Vikas	Agronomy and Horticulture	Research Assistant Professor	Special	8/1/2015		65,000 FY	1.00
		Post Doc Research Associate	Other		7/31/2015	48,082 FY	1.00
Soundararajan, Madhavan	Biochemistry	Professor of Practice	Special	7/1/2015	6/30/2020	103,682 FY	1.00
		Professor of Practice	Special		6/30/2015	100,565 FY	1.00
Taylor, Stephen	Food Science and Technology	Professor	Continuous	7/1/2015		155,549 FY	0.75
		Professor	Continuous		6/30/2015	201,358 FY	1.00

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Topliff, Christina	Veterinary and Biomedical Sciences	Research Associate Professor	Special	7/1/2015	6/30/2016	79,029	FY	1.00
		Research Associate Professor	Special		6/30/2015	76,504	FY	1.00
Varner, David	Southeast Research and Extension Center	Interim Director/Chair (Includes stipend)	Special	7/1/2015	6/30/2016	156,210	FY	1.00
		Interim Director/Chair (Includes stipend)	Special		6/30/2015	150,928	FY	1.00
Velez Arango, Ana Maria	Entomology	Research Assistant Professor	Special	8/10/2015	7/31/2017	45,000	FY	1.00
		Post-Doc Research Associate	Other		8/9/2015	42,172	FY	1.00
Whitney, Todd	West Central Research and Extension Center	Associate Extension Educator	Special	9/21/2015		72,782	FY	1.00
	Southeast Research and Extension Center	Associate Extension Educator	Special		9/20/2015	69,316	FY	1.00
Zhang, Jing	Biochemistry	Assistant Professor of Practice	Special	9/1/2015	8/31/2020	56,605	AY	1.00
		Assistant Professor of Practice	Special		8/31/2015	52,377	AY	1.00

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Babbe, Gregory	Family Medicine	Assistant Professor	Health Prof			118,394	FY 1.00
		Assistant Professor	Health Prof			118,394	FY 1.00
		Associate Residency Program Director (Stipend)	Special	7/1/2015		2,750	FY 0.00
		N/A	N/A			0	FY 0.00
⁵ Bailey, Kristina	Internal Medicine	Assistant Professor	Health Prof	7/1/2015		41,206	FY 0.50
		Assistant Professor	Health Prof		6/30/2015	61,709	FY 0.75
⁵ Bennett, Robert	Internal Medicine	Professor	Health Prof	7/1/2015		15,000	FY 0.15
		Professor	Health Prof		6/30/2015	944	FY 0.01
Berger, Ann	College of Nursing, Omaha Division	Professor	Continuous			61,544	FY 0.40
		Professor	Continuous			61,544	FY 0.40
		Dorothy Hodges Olson Chair	Special			92,318	FY 0.60
		Dorothy Hodges Olson Chair	Special			92,318	FY 0.60
	College of Nursing, Academic Programs	Director (Stipend)	Special			3,000	FY 0.00
		Director (Stipend)	Special			3,000	FY 0.00
	College of Nursing, Niedfelt Nursing	Associate Dean (Stipend)	Special	7/1/2015		5,000	FY 0.00
		N/A	N/A			0	FY 0.00

⁵ Remaining salary defrayed by VA Nebraska -Western Iowa Healthcare System

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Bevil, Catherine	College of Nursing, Omaha Division	Professor	Special	7/1/2015		101,262	FY 0.70
		Professor	Health Prof		6/30/2015	144,550	FY 1.00
	College of Nursing, Continuing Education	Director (Stipend)	Special			3,000	FY 0.00
		Director (Stipend)	Special			3,000	FY 0.00
Boedeker, Ben	Anesthesiology	Professor	Special	7/1/2015		87,121	FY 0.50
		Professor	Special		6/30/2015	174,142	FY 1.00
Britigan, Denise	Health Promotion, Social, and Behavioral Health	Assistant Professor	Health Prof	9/8/2015	6/30/2017	66,352	FY 0.70
		Assistant Professor			9/7/2015	94,788	FY 1.00
	Academic Affairs	Director, Community Engagement (Includes stipend)	Special	9/8/2015		33,436	FY 0.30
		N/A				0	FY 0.00
Buch, Shilpa	Pharmacology and Experimental Neuroscience	Professor	Continuous			220,710	FY 1.00
		Professor	Continuous			220,710	FY 1.00
	Nebraska Center of Substance Abuse Research	Director (Stipend)	Special	7/1/2015		25,000	FY 0.00
		N/A	N/A			0	FY 0.00

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Caplan, Steven	Biochemistry and Molecular Biology	Professor	Continuous			114,033	FY 1.00
		Professor	Continuous			114,033	FY 1.00
		Vice Chair for Administration (Stipend)	Special	8/1/2015		7,500	FY 0.00
		N/A	N/A			0	FY 0.00
		Departmental Core Facility Director (Stipend)	Special	8/1/2015		12,500	FY 0.00
		N/A	N/A			0	FY 0.00
⁶ Casey, Carol	Internal Medicine	Professor	Health Prof	7/1/2015		16,328	FY 0.12
		Professor	Health Prof		6/30/2015	38,503	FY 0.30
Chaney, William	Biochemistry and Molecular Biology	Professor	Continuous			111,319	FY 1.00
		Professor	Continuous			111,319	FY 1.00
		Director, Medical Core (Stipend)	Special	8/1/2015	6/30/2016	10,000	FY 0.00
		N/A	N/A			0	FY 0.00
	Institutional Animal Care and Use Committee	Executive Chair (Stipend)	Special			15,000	FY 0.00
		Executive Chair (Stipend)	Special			15,000	FY 0.00

⁶ Remaining salary defrayed by VA Nebraska -Western Iowa Healthcare System

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Datta, Kaustubh	Biochemistry and Molecular Biology	Associate Professor	Health Prof			103,398	FY 1.00
		Associate Professor	Health Prof			103,398	FY 1.00
		Vice Chair, Graduate Committee (Stipend)	Special	8/1/2015		5,000	FY 0.00
		N/A	N/A			0	FY 0.00
Donohue, Terrence	Internal Medicine	Professor	Special	7/1/2015		15,000	FY 0.12
		Professor	Special		6/30/2015	1,232	FY 0.01
Grimm, Brandon	Health Promotion, Social, and Behavioral Health	Assistant Professor	Special			84,472	FY 1.00
		Assistant Professor	Special			84,472	FY 1.00
	Office of Public Health Practice	Director (Stipend)	Special	7/1/2015		5,000	FY 0.00
		N/A	N/A			0	FY 0.00
Hamel, Frederick	Internal Medicine	Professor	Special	7/1/2015		15,000	FY 0.12
		Professor	Special		6/30/2015	1,240	FY 0.01
Hergenrader, Alan	College of Dentistry, Growth and Development	Assistant Professor	Health Prof			119,098	FY 1.00
		Assistant Professor	Health Prof			119,098	FY 1.00
		N/A	N/A			0	FY 0.00
		Director, General Practice Residency Program (Stipend)			8/4/2015	10,000	FY 0.00

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Hultquist, Teresa	College of Nursing, Omaha Division	Associate Professor	Continuous			96,743	FY 1.00
		Associate Professor	Continuous			96,743	FY 1.00
		Interim Director of Evaluation (Stipend)	Special	7/1/2015		3,000	FY 0.00
		N/A	N/A			0	FY 0.00
Kallio, Jennifer	Adult Restorative Dentistry	Clinical Assistant Professor	Special	9/1/2015		84,055	FY 0.90
		Clinical Assistant Professor	Special		8/31/2015	74,716	FY 0.80
	College of Dentistry, Lincoln Clinic	Dentist	Special	9/1/2015		9,340	FY 0.10
		N/A	N/A			0	FY 0.00
Kupzyk, Sara	Munroe-Meyer Institute	Assistant Professor	Special	7/1/2015		42,040	FY 0.60
		Assistant Professor	Special		06/30/15	47,618	FY 0.70
Larsen, Paul	Neurological Sciences	Professor	Continuous			145,314	FY 1.00
		Professor	Continuous			145,314	FY 1.00
		Vice Chair for Education (Stipend)	Special	7/1/2015		20,000	FY 0.00
		N/A	N/A			0	FY 0.00
Latacha, Kimberly	Genetics, Cell Biology and Anatomy	Assistant Professor	Special	7/1/2015		25,864	FY 0.35
		Assistant Professor	Special		6/30/2015	18,112	FY 0.25

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Lin, Ming-Fong	Biochemistry and Molecular Biology	Professor	Continuous			142,597	FY 1.00
		Professor	Continuous			142,597	FY 1.00
		Vice Chair for Research (Stipend)	Special	8/1/2015		7,500	FY 0.00
		N/A	N/A			0	FY 0.00
MacDonald, Richard	Biochemistry and Molecular Biology	Professor	Continuous			130,472	FY 1.00
		Professor	Continuous			130,472	FY 1.00
		Vice Chair for Education (Stipend)	Special	8/1/2015	6/30/2016	7,500	FY 0.00
		N/A	N/A			0	FY 0.00
	College of Medicine	Chair, Medical Student Admissions Committee (Stipend)	Special			6,000	FY 0.00
		Chair Medical Student Admissions Committee (Stipend)	Special			6,000	FY 0.00
Mehta, Parmender	Biochemistry and Molecular Biology	Professor	Continuous			117,326	FY 1.00
		Professor	Continuous			117,326	FY 1.00
		Assistant Director, Medical Core (Stipend)	Special	8/1/2015	6/30/2016	5,000	FY 0.00
		N/A	N/A			0	FY 0.00
Mott, Justin	Biochemistry and Molecular Biology	Assistant Professor	Health Prof			92,213	FY 1.00
		Assistant Professor	Health Prof			92,213	FY 1.00
		Assistant Director, Medical Core (Stipend)	Special	8/1/2015	6/30/2016	5,000	FY 0.00
		N/A	N/A			0	FY 0.00

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UNIVERSITY OF NEBRASKA MEDICAL CENTER

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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>
Osna, Natalia	Internal Medicine	Associate Professor	Special	7/1/2015		10,000	FY 0.15
		Associate Professor	Special		6/30/2015	660	FY 0.01
⁷ Piquette, Craig	Internal Medicine	Professor	Health Prof	7/1/2015		64,010	FY 0.64
		Professor	Health Prof		6/30/2015	37,794	FY 0.38
Sambol, Anthony	Pathology and Microbiology	Assistant Professor	Special			90,931	FY 1.00
		Assistant Professor	Special			90,931	FY 1.00
	Office of Regulatory Affairs	Associate Biosafety Officer (Stipend)	Special	7/1/2015		5,739	FY 0.00
		N/A	N/A			0	FY 0.00
Schumaker, Alice	Health Services, Research and Administration	Associate Professor	Continuous			108,601	FY 1.00
		Associate Professor	Continuous			108,601	FY 1.00
	College of Public Health	Associate Dean for Academic and Student Affairs (Stipend)	Special	9/1/2015		15,000	FY 0.00
		Associate Dean for Academic Affairs (Stipend)	Special		8/31/2015	10,000	FY 0.00
Shlyahtenko, Lyudmila	Pharmaceutical Sciences	Research Associate Professor	Special	8/1/2015		123,600	FY 1.00
		Research Associate Professor	Special		7/31/2015	86,520	FY 0.70
Slater, Dick	Radiology	Associate Professor	Special	8/1/2015		100,782	FY 0.80
		Associate Professor	Special		7/31/2015	125,978	FY 1.00

⁷ Remaining salary defrayed by VA Nebraska -Western Iowa Healthcare System

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/15 - 09/30/15
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>
Smith, Philip	Epidemiology	Professor	Special	7/1/2015		91,697	FY 0.75
		Professor	Special		6/30/2015	30,540	FY 0.25
	Internal Medicine	Professor	Special	7/1/2015		6,113	FY 0.05
		Professor	Continuous		6/30/2015	91,622	FY 0.75
Sorgen, Paul	Biochemistry and Molecular Biology	Professor	Continuous			110,449	FY 1.00
		Professor	Continuous			110,449	FY 1.00
		Graduate Committee Chair (Stipend)	Special	8/1/2015	6/30/2016	10,000	FY 0.00
		N/A	N/A			0	FY 0.00
Stephenson, Gerald	College of Dentistry, Surgical Specialties	Assistant Professor	Health Prof			107,963	FY 1.00
		Assistant Professor	Health Prof			107,963	FY 1.00
		Interim Program Director (Stipend)	Special	7/1/2015	12/31/2015	10,000	FY 0.00
		N/A	N/A			0	FY 0.00
Tuma, Dean	Internal Medicine	Professor	Special	7/1/2015		21,070	FY 0.15
		Professor	Special		6/30/2015	27,542	FY 0.20
Von Essen, Susanna	Internal Medicine	Professor	Special	7/1/2015		59,596	FY 0.50
		Professor	Continuous		6/30/2015	72,941	FY 0.75
	Environmental, Agricultural, and Occupational Health	N/A	N/A			0	FY 0.00
		Professor	Special		6/30/2015	46,151	FY 0.25

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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>
Willett, Sandra	Munroe-Meyer Institute	Assistant Professor	Special			100,000	FY 1.00
		Assistant Professor	Special			100,000	FY 1.00
		Interim Discipline Director (Stipend)	Special	7/1/2015		10,000	FY 0.00
		N/A	N/A			0	FY 0.00
⁸ Xiao, Peng	Genetics, Cell Biology and Anatomy	Assistant Professor	Special	8/1/2015		60,000	FY 1.00
		Assistant Professor	Special		7/31/2015	58,650	FY 1.00

⁸ Increase salary to reflect additional responsibilities

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PERSONNEL REPORT
7/1/2015 - 9/30/2015
UNIVERSITY OF NEBRASKA AT OMAHA

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	Marketing and Management	Professor	Continuous	8/17/2015		120,520 AY	1.00
		Professor	Continuous		8/16/2015	117,169 AY	1.00
		Executive Management Education Professorship	Special	9/1/2015	8/31/2018	5,000 AY	0.00
		Executive Management Education Professorship	Special		8/31/2015	5,000 AY	0.00
Adkins, Randall	College of Arts and Sciences Honors Program	Associate Dean (Includes Stipend)	Special	9/1/2015	6/30/2018	108,223 FY	1.00
		Director, AP Summer Institute (Stipend)	Special		8/31/2015	3,000 AY	0.00
		Wardle Diamond Alumni Professorship	Special			3,000 FY	0.00
	Political Science	Wardle Diamond Alumni Professorship	Special			3,000 FY	0.00
		N/A	N/A			0 AY	0.00
		Professor	Continuous		8/31/2015	27,244 AY	0.40
Aliaga-Linares, Lissette	Sociology	N/A	N/A			0 AY	0.00
		Chairperson (Includes stipend)	Special		8/31/2015	44,465 AY	0.60
Arbelaez, Maria	History	Assistant Professor	Specific	8/17/2015		57,520 AY	1.00
		Research Associate	Specific		7/17/2015	47,000 FY	1.00
Arbelaez, Maria	History	Associate Professor	Continuous	8/17/2015		69,291 AY	1.00
		Associate Professor	Continuous		8/16/2015	67,541 AY	1.00
		Caldwell Martin Professor of History	Special	9/1/2015	8/31/2017	3,000 AY	0.00
		Caldwell Martin Professor of History	N/A			0 AY	0.00

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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>
Barnes, Paul	College of Education Academic Affairs	Assistant Dean (Includes stipend)	Special	7/1/2015		126,965 FY	1.00
		Assistant Vice Chancellor (Includes stipend)	Special		6/30/2015	118,150 FY	1.00
Batton, Candice	Academic Affairs School of Criminology and Criminal Justice	Assistant Vice Chancellor (Includes stipend)	Special	7/1/2015		125,000 FY	1.00
		Director (Includes stipend)	Special		6/30/2015	72,381 FY	0.60
	School of Criminology and Criminal Justice	N/A	N/A			0 FY	0.00
Beldin, Kerry	Social Work	Associate Professor	Continuous	8/17/2015		62,850 AY	1.00
		Assistant Professor	Specific		5/15/2015	57,021 AY	1.00
		Coordinator - Master of Social Work (Stipend)	Special	8/17/2015		3,500 AY	0.00
		N/A	N/A			0 AY	0.00
⁹ Berg, Kris	School of Health, Physical Education and Recreation	Professor	Continuous	8/17/2015	5/11/2018	59,255 AY	0.50
		Professor	Continuous		8/16/2015	115,656 AY	1.00

⁹ Phased retirement

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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>
Berke, Melissa	College of Communication, Fine Arts and Media	Assistant Dean (Includes stipend)	Special	7/17/2015		105,713 FY	1.00
		Professor	Continuous		7/16/2015	40,285 FY	0.40
	Music	Interim Director (Stipend)	Special	9/1/2015	12/31/2015	1,600 FY	0.00
		Chairperson (Includes stipend)	Special		7/16/2015	64,028 FY	0.60
¹⁰ Bishop, Katherine	Criss Library	Assistant Professor	Specific	7/1/2015		67,500 FY	1.00
		Assistant Professor	Specific		6/30/2015	49,217 FY	1.00
		Director of Research Services (Stipend)	Special	7/1/2015		2,500 FY	0.00
		N/A	N/A			0 FY	0.00
Bloom, Melanie	Foreign Languages	Associate Professor	Continuous	8/17/2015		26,140 AY	0.40
		Associate Professor	Continuous		8/16/2015	62,886 AY	1.00
		Chairperson (Includes stipend)	Special	8/17/2015		42,810 AY	0.60
		N/A	N/A			0 AY	0.00
Casas, Juan	Psychology	Associate Professor	Continuous	8/17/2015		65,495 AY	1.00
		Associate Professor	Continuous		8/16/2015	33,587 AY	0.50
	Sociology	Interim Director Latino/Latin American Studies (Stipend)	Special	8/17/2015	5/13/2016	3,600 AY	0.00
		Academic and Student Affairs	Administrative Fellow (Includes stipend)	Special		5/15/2015	33,600 AY

¹⁰ Increase due to new contract and responsibilities as Assistant Professor and Director of Research Services

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UNIVERSITY OF NEBRASKA AT OMAHA

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Cast-Brede, Melissa	Teacher Education	Associate Professor	Continuous	8/17/2015		65,000 AY	1.00
	Criss Library	Associate Professor	Continuous		8/16/2015	78,757 FY	1.00
Christie, Richard	Educational Leadership	Assistant Professor	Special	8/17/2015	5/13/2016	39,082 AY	0.60
		Assistant Professor	Special		5/15/2015	38,081 AY	0.60
	College of Education	Executive Director (Includes Stipend)	Special	8/17/2015	5/13/2016	29,655 AY	0.40
		Executive Director (Includes Stipend)	Special		5/15/2015	28,988 AY	0.40
Co, Catherine	Economics	Professor	Continuous	8/17/2015		107,425 AY	1.00
		Professor	Continuous		8/16/2015	104,678 AY	1.00
	Lindley Professorship	Special	9/1/2015	8/31/2018	5,000 AY	0.00	
		Special		8/31/2015	5,000 AY	0.00	
¹¹ Conway, David	College of Education	Associate Dean (Includes Stipend)	Special	7/1/2015	6/30/2018	67,974 FY	0.50
		Associate Dean (Includes Stipend)	Special		6/30/2015	132,280 FY	1.00
Davis, Paul	Biology	Assistant Professor	Specific	8/17/2015		59,679 AY	1.00
		Assistant Professor	Specific		8/16/2015	58,048 AY	1.00
	Director, Pre-Health Advising (Stipend)	Special	8/17/2015	5/11/2018	10,000 AY	0.00	
	N/A	N/A			0 AY	0.00	

¹¹ Phased retirement

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ADJUSTMENTS

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Decker, Christopher	Economics	Professor	Continuous	8/17/2015		44,903 AY	0.40
		Professor	Continuous		8/16/2015	43,606 AY	0.40
		Chairperson (Includes stipend)	Special	8/17/2015		70,956 AY	0.60
		Chairperson (Includes stipend)	Special		8/16/2015	69,010 AY	0.60
		Lucas Diamond Alumni Professorship	Special	9/1/2015	8/31/2018	5,000 AY	0.00
		Lucas Diamond Alumni Professorship	Special		8/31/2015	5,000 AY	0.00
Dempsey, Kathryn	School of Interdisciplinary Informatics	Assistant Professor	Specific	8/17/2015		95,000 AY	1.00
		Research Associate	Special		8/16/2015	57,529 FY	1.00
Dorn, Brian	Computer Science	Assistant Professor	Specific	8/17/2015		94,337 AY	1.00
		Assistant Professor	Specific		8/16/2015	91,723 AY	1.00
	Science, Technology, Engineering and Mathematics Community	Chair (Stipend)	Special	9/1/2015		10,000 AY	0.00
		Chair (Stipend)	Special		8/31/2015	5,000 AY	0.00
Eldridge, Susan	Accounting	Associate Professor	Continuous	8/17/2015		51,607 AY	0.40
		Associate Professor	Continuous		8/16/2015	50,127 AY	0.40
		Chairperson (Includes stipend)	Special	8/17/2015		81,009 AY	0.60
		Chairperson (Includes stipend)	Special		8/16/2015	78,789 AY	0.60
		Union Pacific Professorship	Special	9/1/2015	8/31/2018	10,000 AY	0.00
		Union Pacific Professorship	Special		8/31/2015	10,000 AY	0.00

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Evans, Charlotte	Public Safety	Director (Administrative)	Special	9/1/2015		110,250 FY	1.00
		Director (Managerial/Professional)	Special		8/31/2015	110,250 FY	1.00
File, Richard	Accounting	Professor	Continuous	8/17/2015		138,182 AY	1.00
		Professor	Continuous		8/16/2015	134,732 AY	1.00
		Spencer Accounting Professorship	Special	9/1/2015	8/31/2018	6,000 AY	0.00
		Spencer Accounting Professorship	Special		8/31/2015	6,000 AY	0.00
French, Jeffrey	Psychology	Professor	Continuous	8/17/2015		94,248 AY	1.00
		Professor	Continuous		8/16/2015	91,891 AY	1.00
		Director of Neuroscience (Stipend)	Special	8/17/2015	5/13/2016	3,600 AY	0.00
		Director of Neuroscience (Stipend)	Special		5/15/2015	3,600 AY	0.00
		Varner Chair	Special			10,000 AY	0.00
		Varner Chair	Special			10,000 AY	0.00
Fruhling, Ann	College of Information Science and Technology	Associate Professor	Continuous	8/17/2015		120,760 AY	1.00
		Associate Professor	Continuous		5/15/2015	47,061 AY	0.40
	School of Interdisciplinary Informatics	N/A	N/A			0 AY	0.00
		Director (Includes Stipend)	Special		5/15/2015	74,192 AY	0.60
	Center for Collaboration Science	Mutual of Omaha Chair of Information Science and Technology	Special			5,000 AY	0.00
		Mutual of Omaha Chair of Information Science and Technology	Special			5,000 AY	0.00

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UNIVERSITY OF NEBRASKA AT OMAHA

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Gandhi, Robin	College of Information Science and Technology	Associate Professor	Continuous	8/17/2015		107,760 AY	1.00
		Associate Professor	Continuous		8/16/2015	104,660 AY	1.00
		Charles W. and Margre H. Durham Distinguished Professor of Information Science and Technology	Special	9/1/2015	8/31/2018	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Gascoigne, Carolyn	Foreign Languages	Professor	Continuous	8/17/2015		76,432 AY	1.00
		Professor	Continuous		8/16/2015	29,649 AY	0.40
		N/A	N/A			0 AY	0.00
		Acting Chairperson (Includes stipend)	Special		5/15/2015	48,073 AY	0.60
Germonprez, Raymond	Information Systems and Quantitative Analysis	Associate Professor	Continuous	8/17/2015		117,173 AY	1.00
		Associate Professor	Continuous		8/16/2015	113,940 AY	1.00
		Mutual of Omaha Chair of Information Science and Technology	Special	9/1/2015	8/31/2018	12,000 AY	0.00
		Mutual of Omaha Chair of Information Science and Technology	Special		8/31/2015	12,000 AY	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>
Gershovich, Moshe	History	Professor	Continuous	8/17/2015		72,789 AY	1.00
		Professor	Continuous		8/16/2015	69,058 AY	1.00
	Philosophy and Religion	Director, Natan and Hannah Schwalb Center for Israel and Jewish Studies	Special	8/17/2015	5/13/2016	15,000 AY	0.00
		Director, Natan and Hannah Schwalb Center for Israel and Jewish Studies	Special		5/8/2015	10,000 AY	0.00
Grams, Laura	Philosophy	Associate Professor	Continuous	8/17/2015		67,756 AY	1.00
		Associate Professor	Continuous		8/16/2015	35,783 AY	0.50
	Academic and Student Affairs	N/A	N/A			0 AY	0.00
Administrative Fellow (Includes stipend)		Special		5/15/2015	33,600 AY	0.50	
Grandgenett, Nealy	Teacher Education	Professor	Continuous	8/17/2015		86,698 AY	1.00
		Professor	Continuous		8/16/2015	84,336 AY	1.00
	Dr. George and Sally Haddix Community Chair in Science, Technology, Engineering and Mathematics (STEM) Education	Special	9/1/2015	8/31/2016	25,000 AY	0.00	
		Dr. George and Sally Haddix Community Chair in STEM Education	Special		8/31/2015	20,000 AY	0.00

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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>
Grigg, John	History	Associate Professor	Continuous	8/17/2015		25,514 AY	0.40
		Associate Professor	Continuous		8/16/2015	60,729 AY	1.00
		Chairperson (Includes stipend)	Special	8/17/2015		41,872 AY	0.60
		Caldwell Martin Professor of History	Special		8/31/2015	3,000 AY	0.00
Hawkins, Daniel	Sociology	Associate Professor	Continuous	8/17/2015		25,580 AY	0.40
		Associate Professor	Continuous		8/16/2015	62,296 AY	1.00
		Acting Chairperson (Includes stipend)	Special	8/17/2015	12/18/2015	40,169 AY	0.60
		N/A	N/A			0 AY	0.00
¹² Heidel, Jack	Mathematics	Professor	Continuous	8/17/2015	5/11/2018	50,208 AY	0.50
		Professor	Continuous		5/15/2015	98,002 AY	1.00
Hicks, Jr., Cecil	Business and Finance	Assistant Vice Chancellor for Human Resources	Special	7/1/2015		121,900 FY	1.00
		Director, Human Resources	Special		6/30/2015	115,000 FY	1.00
Imani, Nikitah	Black Studies	Professor	Continuous	8/17/2015		84,802 AY	1.00
		Professor	Continuous		8/16/2015	33,072 AY	0.40
		N/A	N/A			0 AY	0.00
		Chairperson (Includes stipend)	Special		5/15/2015	53,208 AY	0.60

¹² Phased retirement

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UNIVERSITY OF NEBRASKA AT OMAHA

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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>
Irwin, Jay	Sociology	Associate Professor	Continuous	8/17/2015		61,475 AY	1.00
		Assistant Professor	Specific		8/16/2015	55,572 AY	1.00
		Director, Lesbian, Gay, Bisexual, Transgender and Queer Minor (Stipend)	Special	8/17/2015	5/13/2016	750 AY	0.00
		N/A	N/A			0 AY	0.00
Kelley-Gillespie, Nancy	Social Work	Associate Professor	Continuous	8/17/2015		70,350 AY	1.00
		Associate Professor	Continuous		8/16/2015	68,494 AY	1.00
		N/A	N/A			0 AY	0.00
		Coordinator, Master of Social Work	Special		8/31/2015	3,500 AY	0.00
Kilinc, Ramazan	Political Science	Assistant Professor	Specific	8/17/2015		61,711 AY	1.00
		Assistant Professor	Specific		8/16/2015	60,042 AY	1.00
		Director, Islamic Studies (Stipend)	Special	8/17/2015	5/13/2016	2,000 AY	0.00
		Director, Islamic Studies (Stipend)	Special		5/8/2015	2,000 AY	0.00

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UNIVERSITY OF NEBRASKA AT OMAHA

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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>	
Kolok, Alan	Biology	Professor	Continuous	8/17/2015		57,452 AY	0.75	
		Professor	Continuous		8/16/2015	63,157 AY	0.85	
	UNMC College of Public Health (UNMC)	Professor	Special	8/17/2015		19,151 AY	0.25	
		Professor	Special		8/16/2015	11,145 AY	0.15	
	Biology	Isaacson Chair	Special			5,000 AY	0.00	
		Isaacson Chair	Special			5,000 AY	0.00	
		Director, Nebraska Watershed Network (Stipend)	Special	8/17/2015	5/11/2018	3,600 AY	0.00	
		N/A	N/A			0 AY	0.00	
	Lin, Shuanglin	Economics	Professor	Continuous	8/17/2015		106,176 AY	1.00
			Professor	Continuous		8/16/2015	103,428 AY	1.00
Noddle Professorship		Special	9/1/2015	8/31/2018	10,000 AY	0.00		
		Special		8/31/2015	10,000 AY	0.00		

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UNIVERSITY OF NEBRASKA AT OMAHA

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Mahoney, William	School of Interdisciplinary Informatics	Associate Professor	Continuous	8/17/2015		124,676 AY	1.00
		Associate Professor	Continuous		8/16/2015	121,303 AY	1.00
		Cheryl Prewett Clark Diamond Alumni Professorship	Special			5,000 AY	0.00
		Cheryl Prewett Clark Diamond Alumni Professorship	Special			5,000 AY	0.00
		Acting Director (Stipend)	Special	8/17/2015	12/18/2015	1,800 AY	0.00
		N/A	N/A			0 AY	0.00
McQuillen, Jodi	Social Work	Assistant Professor	Specific	8/17/2015		52,500 AY	1.00
		Visiting Assistant Professor	Special		5/15/2015	50,400 AY	1.00
Mei, Wai-Ning	Physics	Professor	Continuous	8/17/2015		85,256 AY	1.00
		Professor	Continuous		8/16/2015	83,023 AY	1.00
		N/A	N/A			0 AY	0.00
		Milo Bail Chair	Special		8/31/2015	5,000 AY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
Messerole, Michael	School of Health, Physical Education and Recreation	Associate Professor	Continuous	8/17/2015		64,971 AY	1.00
		Associate Professor	Continuous		8/16/2015	62,347 AY	1.00
		Assistant Director (Stipend)	Special			4,800 AY	0.00
		Assistant Director (Stipend)	Special			4,800 AY	0.00
		Robert Ackerman Professor of Community Engagement	Special	9/1/2015	8/31/2015	5,000 AY	0.00
		Robert Ackerman Professor of Community Engagement	Special		8/31/2015	3,000 AY	0.00
Morris, Amy	Art and Art History	Associate Professor	Continuous	8/17/2015		23,749 AY	0.40
		Associate Professor	Specific		8/16/2015	57,122 AY	1.00
		Division Coordinator (Includes stipend)	Special	8/17/2015		39,224 AY	0.60
		Acting Coordinator (Stipend)	Special		5/15/2015	1,500 AY	0.00
Nelson, Timothy	Athletics	Head Coach, Women's Golf	Special	7/1/2015		45,804 FY	1.00
		Head Coach, Women's Golf	Special		6/30/2015	27,286 FY	0.60
	School of Health, Physical Education and Recreation	N/A	N/A			0 FY	0.00
		Instructor	Special		6/30/2015	17,993 FY	0.40

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>	
Neathery-Castro, Jody	Political Science	Chairperson (Includes stipend)	Special	8/17/2015		44,552 AY	0.60	
		N/A	N/A			0 AY	0.00	
	Political Science	Associate Professor	Continuous	8/17/2015		27,301 AY	0.40	
		Associate Professor	Continuous		8/16/2015	66,445 AY	1.00	
	Honors Program	Director, Advanced Placement Summer Institute (Stipend)	Special	9/1/2015		3,000 AY	0.00	
		N/A	N/A			0 AY	0.00	
Ostler, C.	Educational Leadership Teacher Education	Professor	Continuous	8/17/2015		81,000 AY	1.00	
		Professor	Continuous		8/16/2015	74,895 AY	1.00	
	Educational Leadership Teacher Education	Kennedy Diamond Alumni Professor	Special			3,000 AY	0.00	
		Kennedy Diamond Alumni Professor	Special			3,000 AY	0.00	
	Pasco, Rebecca	Teacher Education	Professor	Continuous	8/17/2015		83,242 AY	1.00
			Professor	Continuous		8/16/2015	80,954 AY	1.00
Teacher Education		Coordinator, Graduate Program (Stipend)	Special			6,000 AY	0.00	
		Coordinator, Graduate Program (Stipend)	Special			6,000 AY	0.00	
Margaret Killian Diamond Alumni Professorship		Special	9/1/2015	8/31/2018	3,000 AY	0.00		
N/A	N/A			0 AY	0.00			

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
13 Paterson, Douglas	Theatre	Professor	Continuous	8/17/2015	5/11/2018	43,854 AY	0.50
		Professor	Continuous		8/16/2015	85,538 AY	1.00
Pickering, Barbara	Communication	Professor	Continuous	8/17/2015		43,467 AY	0.50
		Professor	Continuous		8/16/2015	41,327 AY	0.50
	Academic and Student Affairs	Administrative Fellow	Special	8/17/2015	5/13/2016	33,600 AY	0.50
		Administrative Fellow	Special		5/15/2015	33,600 AY	0.50
Powell, Mary Ann	Sociology	Associate Professor	Continuous	8/17/2015		67,582 AY	1.00
		Associate Professor	Continuous		8/16/2015	26,340 AY	0.40
	N/A	N/A			0 AY	0.00	
	Chairperson (Includes Stipend)	Special		5/15/2015	43,111 AY	0.60	
	Richardson, Christopher	Athletics	Head Coach, Women's Track and Field	Special	7/1/2015		50,950 FY
Head Coach, Women's Track and Field			Special		6/30/2015	30,000 FY	0.60
School of Health, Physical Education and Recreation		N/A	N/A			0 FY	0.00
	Instructor	Special		6/30/2015	20,000 FY	0.40	

13 Phased retirement

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
14 Riley, Jennifer	Accounting	Associate Professor	Continuous	8/17/2015		130,215	AY	1.00
		Associate Professor	Continuous		8/16/2015	126,838	AY	1.00
		William Hockett Alumni Professorship	Special	4/1/2015	8/31/2017	10,000	AY	0.00
		William Hockett Alumni Professorship	Special		3/31/2015	5,000	AY	0.00
Robinson, Cynthia	Communication	Associate Professor	Continuous	8/17/2015		32,031	AY	0.50
		Associate Professor	Continuous		8/16/2015	62,548	AY	1.00
	Black Studies	Interim Chairperson (Includes stipend)	Special	8/17/2015		35,630	AY	0.50
		N/A	N/A			0	AY	0.00
Samland, Theodore	Athletics	Head Coach, Swimming and Diving	Special	7/1/2015		58,653	FY	1.00
		Head Coach, Swimming and Diving	Special		6/30/2015	33,979	FY	0.60
	School of Health, Physical Education and Recreation	N/A	N/A			0	FY	0.00
		Instructor	Special		6/30/2015	22,655	FY	0.40

14 Delay in reporting the William Hockett Alumni Professorship change due to late submission of paperwork by the college
Shaded reflects new or ongoing appointment
Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
Sandlin, Lisa	Writer's Workshop	Professor	Continuous	8/17/2015		66,659 AY	1.00
		Professor	Continuous		8/16/2015	25,739 AY	0.40
		N/A	N/A			0 AY	0.00
		Chairperson (Includes stipend)	Special		5/15/2015	42,211 AY	0.60
Saniuk, Michael	Athletics	Head Coach, Women's Tennis	Special	7/1/2015		40,468 FY	1.00
		Head Coach, Women's and Men's Tennis	Special		6/30/2015	24,008 FY	0.60
	School of Health, Physical Education and Recreation	N/A	N/A			0 FY	0.00
		Instructor	Special		6/30/2015	15,744 FY	0.40
Scherer, Mark	History	Associate Professor	Continuous	8/17/2015		64,767 AY	1.00
		Associate Professor	Continuous		8/16/2015	24,786 AY	0.40
		Martin Professor of Western American History	Special	9/1/2015	8/31/2017	3,000 AY	0.00
		Chairperson (Includes Stipend)	Special		5/15/2015	40,781 AY	0.60

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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, Nicholas	School of Health, Physical Education and Recreation	Professor	Continuous	7/1/2015		92,045 FY	0.90	
		Professor	Continuous		6/30/2015	89,540 FY	0.90	
		Distinguished Community Research Chair in Biomechanics	Special			20,000 FY	0.00	
		Distinguished Community Research Chair in Biomechanics	Special			20,000 FY	0.00	
		Director, Center for Research in Human Movement Variability Stipend	Special			38,000 FY	0.00	
		Director, Center for Research in Human Movement Variability Stipend	Special			38,000 FY	0.00	
		Coordinator, Biomechanics (Stipend)	Special	9/1/2015	4/30/2016	2,400 FY	0.00	
		N/A	N/A			0 FY	0.00	
		UNMC College of Public Health (UNMC)	Professor	Special	7/1/2015		10,228 FY	0.10
		UNMC College of Public Health (UNMC)	Professor	Special		6/30/2015	9,949 FY	0.10
Thomas, Tyson	Athletics	Head Coach, Men's Tennis	Special	7/1/2015		30,000 FY	1.00	
		Other Monthly Worker	Special		6/30/2015	13,500 FY	0.25	

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
VenKatesh, Roopa	Accounting	Associate Professor	Continuous	8/17/2015		135,484	AY	1.00
		Assistant Professor	Specific		8/16/2015	127,850	AY	1.00
		William Hockett Diamond Alumni Professorship	Special	9/1/2015	8/31/2018	10,000	AY	0.00
		N/A	N/A			0	AY	0.00
Vlasek, Scott	Aviation Institute	Lecturer	Special	8/19/2015	6/30/2018	83,167	FY	1.00
		Lecturer	Special		8/18/2015	33,934	FY	0.40
		N/A	N/A			0	FY	0.00
		Director (Includes Stipend)	Special		8/18/2015	56,733	FY	0.60
Volkman, David	Finance, Banking and Real Estate	Associate Professor	Continuous	8/17/2015		52,066	AY	0.40
		Associate Professor	Continuous		8/16/2015	50,615	AY	0.40
		Chairperson (Includes stipend)	Special	8/17/2015		81,698	AY	0.60
		Chairperson (Includes stipend)	Special		8/16/2015	79,522	AY	0.60
		Cloud Professorship of Investment Sciences	Special	9/1/2015	8/31/2018	10,000	AY	0.00
		Cloud Professorship of Investment Sciences	Special		8/31/2015	10,000	AY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
7/1/2015 - 9/30/2015
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>
Waggener, Miles	Writer's Workshop	Associate Professor	Continuous	8/17/2015		24,439	AY	0.40
		Associate Professor	Continuous		8/16/2015	59,321	AY	1.00
		Division Coordinator	Special	8/17/2015		40,260	AY	0.60
		N/A	N/A			0	AY	0.00
Wood, Sharon	History	Professor	Continuous	8/17/2015		75,266	AY	1.00
		Professor	Continuous		8/16/2015	72,520	AY	1.00
		N/A	N/A			0	AY	0.00
		Martin Professor of Western American History	Special		8/31/2015	3,000	AY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
07/01/2015 - 09/30/2015
UNIVERSITY OF NEBRASKA - 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>
15 Smith, Joe	Nebraska College of Technical Agriculture	Assistant Professor	Special	9/1/2015		90,853	FY 1.00
		Assistant Professor	Special		8/31/2015	82,853	FY 1.00

15 Increase due to receipt of Talent Enhancement funds

Reflects new or ongoing appointment

Un-shaded reflects old appointment

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Programs with Tuition Variances

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 30, 2015 – The Board approved the report on programs with differential tuition rates for AY2013-14.

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 AY 2014-15 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.

APPROVED: Susan M. Fritz
Executive Vice President and Provost

DATE: December 21, 2015

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

Campus: University of Nebraska at Omaha
 Program: Metropolitan Advantage Program
 Approved: 2007 (Harrison, Pottawattamie and Mills counties); 2012 (Woodbury, Monona, Crawford, Shelby, Cass, Montgomery, Fremont, Page counties)

Differential: 2014-15 Nonresident undergraduate \$616.00/SCH
 2014-15 Metropolitan Advantage Program undergraduate \$295.12/SCH

2014-15 Nonresident graduate \$685.00/SCH
 2014-15 Metropolitan Advantage Program graduate \$367.87/SCH

Description: MAP offers residents of selected Iowa counties and/or graduates of schools within those counties who meet UNO’s admission requirements the opportunity to attend UNO at a tuition rate of 150% of resident cost for undergraduate and graduate programs. Prior to AY 2012-13, MAP reporting has displayed calculated gross tuition income based on the approved published tuition rates. MAP was designed to attract students who would not otherwise have attended UNO. The number of MAP students has increased each year since 2008 (356 in Fall 2008 vs. 550 in Fall 2014).

	Undergraduate		Graduate		Total	
	SCH	Tuition Variance (Net)*	SCH	Tuition Variance (Net)*	SCH	Tuition Variance (Net)*
AY 2012-13	9,699	(\$ 2,759,243)	781	(\$ 217,016)	10,450	(\$ 2,976,259)
AY 2013-14	8,793	(\$ 2,663,224)	907	(\$ 269,496)	9,700	(\$ 2,932,720)
AY 2014-15	8,511	(\$ 2,731,009)	801	(\$ 254,021)	9,312	(\$ 2,985,030)
Change 2013-14 to 2014-15	-3.2%	2.5%	-11.7%	-5.7%	-4.0%	1.8%

*Difference between the published tuition rate and the tuition discount.

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

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 of resident undergraduate and graduate enrollment.

Variance: 2014-15 Nonresident undergraduate \$616.00/SCH
 2014-15 Midwest China Council program undergraduate \$295.12/SCH

 2014-15 Nonresident graduate \$685.00/SCH
 2014-15 Midwest China Council program graduate \$367.87/SCH

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.

Enrollment and Tuition:

Semester	Total Number	Undergraduate		Graduate		Total	
		SCH	Tuition Variance (Net)*	SCH	Tuition Variance (Net)*	SCH	Tuition Variance (Net)*
Spring 2015	27	301	(\$ 90,725)	36	(\$ 11,417)	337	(\$ 102,142)
Fall 2014	19	207	(\$ 63,160)	24	(\$ 7,611)	231	(\$ 70,771)
Spring 2014	6	57	(\$15,750)	15	(\$3,788)	72	(\$19,538)
Fall 2013	3	38	(\$11,509)	-	-	38	(\$11,509)

*Difference between the published tuition rate and the tuition discount.

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

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 of resident undergraduate enrollment.

Variance: 2014-15 Nonresident undergraduate \$616.00/SCH
 2014-15 National Collegiate Network of Japan \$295.12/SCH

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Japanese high schools to pursue a four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

		Undergraduate	
Semester	Headcount	SCH	Tuition Variance (Net)
Spring 2015	3	37	(\$ 11,873)
Fall 2014	3	36	(\$ 11,552)

*Difference between the published tuition rate and the tuition discount.

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

Campus: UNCA

College or Program: University of Nebraska Online Worldwide

Approved: Date: Varies

Cost Center: Multiple

Differential: At the June 12, 2009 meeting, the BoR approved 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: University of Nebraska Online Worldwide 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 Online Worldwide, the University of Nebraska has enhanced its presence throughout the world. The financial model assumes that campuses will recover campus expenses and that 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. NUOW will provide University-wide marketing and a support structure to attract new enrollments, encourage collaboration among the campuses, provide resources and effective practices in online education and 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.

Revenue: Gross distance education tuition revenue increased approximately 11% in FY15.

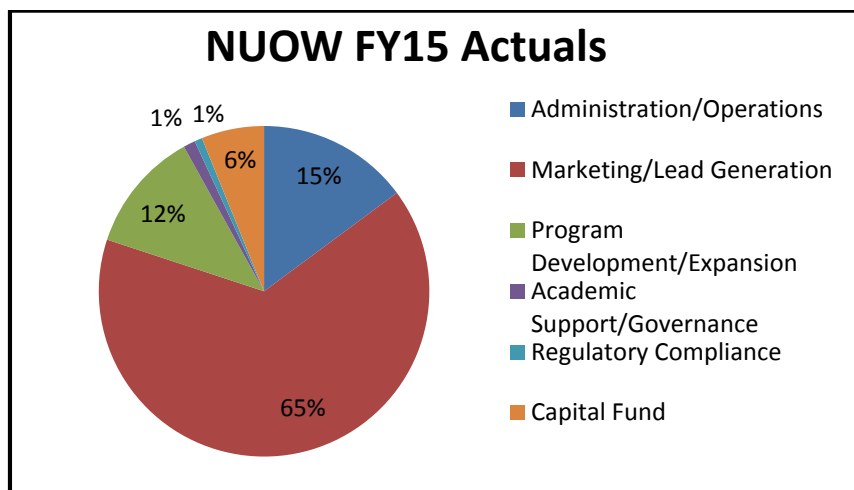
**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

Student Credit Hours											
Student Level	UNK		UNL		UNO		UNMC		TOTAL		Percent Change
	AY13/14	AY14/15	AY13/14	AY14/15	AY13/14	AY14/15	AY13/14	AY14/15	AY13/14	AY14/15	
Undergraduate	22,846	24,696	50,281	62,576	54,099	65,443	1,324	1,569	128,550	154,284	20.0%
Graduate	18,100	19,642	15,973	18,296	8,769	12,113	249	314	43,091	50,365	16.9%
Professional	0	0	69	46	0	0	2,722	2,575	2,791	2,621	-6.1%
Total All Campuses	40,946	44,338	66,323	80,918	62,868	77,556	4,295	4,458	174,432	207,270	18.8%

Distance Education Tuition											
Student Level	UNK		UNL*		UNO		UNMC**		TOTAL		Percent Change
	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	
Undergraduate	\$5,521,428	\$6,090,094	\$15,057,965	\$16,205,308	\$14,348,738	\$17,305,098	\$172,141	\$205,405	\$35,100,272	\$39,805,905	13.4%
Graduate	\$6,046,182	\$6,493,217	\$7,111,402	\$6,862,414	\$3,149,723	\$4,218,656	50	50	\$16,307,307	\$17,574,287	7.8%
Professional	50	50	\$106,329	\$70,886	50	50	\$1,103,808	\$1,064,820	\$1,210,137	\$1,135,706	-6.2%
Total All Campuses	\$11,567,610	\$12,583,311	\$22,275,696	\$23,138,608	\$17,498,461	\$21,523,754	\$1,275,949	\$1,270,225	\$52,617,716	\$58,515,898	11.2%

*UNL professional tuition revenue is based on AY 13/14 and AY 14/15
 **UNMC includes all professional and graduate students as part of professional tuition revenue reporting

Five percent of the gross distance education tuition was held centrally to support NU Online Worldwide efforts. The remaining 95% was returned to the campuses to support infrastructure for online learning, distance education programs and courses.



Intentions for Reinvestment of Differential Tuition in the *current* year:

A portion of the distance education tuition continued to be held centrally to support NU Online Worldwide efforts. The remaining was returned to the campuses to support development, instruction and support systems for distance education programs and courses.

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

Expenses: Below is a table reflecting the budget plan for the University of Nebraska Online Worldwide.

NUOW BUDGET PLAN	FY16
Administration/Operations	599,975
Marketing/Lead Generation	1,921,714
Program Development/Expansion	358,811
Academic Support/Governance	79,500
Regulatory Compliance	40,000
TOTAL	\$3,000,000

**Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2014-15**

Differential Tuition Reports

Differential Tuition Report FY15

Campus: University of Nebraska-Lincoln

College or Program: College of Architecture

Approved: June 8, 2012

Cost Center: 21-0202-5801

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)*
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.

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 several positions, including: Graduate Admissions Coordinator, Communications Associate, Media Center Manager, Peer Mentors, and Shop Student Workers.
- Differential tuition funding continued to be used for student recruitment and retention efforts including website improvement, development of recruitment/marketing materials, recruitment events, and advising-related travel.
- In support of student learning, the College repaired shop equipment and purchased shop supplies, drafting stools, and pin-up boards. Other investments included the purchase of computer lab and studio supplies, remodeling the Media Center, and support for field trips and Education abroad.
- Differential tuition was also used to support academic programs through faculty recruiting, faculty travel, and the purchase of hardware and software 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 Generated 2014-15	\$791,264
	Prior Year Carry Forward	\$474,798
	Differential Tuition Expenditures 2013-14	
	Operating:	
	Student Recruitment/Retention	(\$ 78,135)
	Support for Student Learning	(\$342,902)
	Academic Program Support	(\$116,924)
	Salary & Benefits:	
	Staff ²	(\$ 76,485)
	Students ³	(\$ 38,255)
	Carry Forward	\$613,362

¹Graduate Admissions Coordinator, Communications Associate, Media Center Manager

²Peer Mentors (15), Shop Workers (20), Pilger Project (1) – All undergraduate hourly

Differential Tuition Report FY15

Campus: University of Nebraska-Lincoln

College or Program: College of Business Administration

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)*
2014-15	7,594	84,471	\$7,723,974
2013-14	7,216	79,220	\$6,520,798

*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:

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 have been focused on enhancing the quality of students' education and experiences:

- With 15.9% enrollment growth over the prior year, the College invested heavily in T/TT faculty, Professors of Practice, Lecturers, and graduate assistants in order to meet expanding academic needs created by continued enrollment growth.

- Differential tuition funds were used to provide continued improvement of student services programs and support through the expansion of undergraduate, graduate and Career Services programs. Additionally the funds supported a peer mentoring program in which undergraduate students assist faculty with large lecture classes. The College was able to continue to put a greater emphasis on recruitment and retention efforts through increased publicity, community outreach, and special events, such as the annual Back to School activity, which welcomed students, parents, and new faculty to campus. Differential funding continues to support the growth of the Dream Big diversity camp and the Business Minor, an 18-hour program designed for non-business students and which currently enrolls over 1,200 students. The College continued to improve the student services offices throughout the college to better serve students, and created new student focused space for the Entrepreneurship Center.
- Differential tuition was used to upgrade instructional equipment in CBA classrooms, computer labs and seminar rooms, to update computer equipment and software for faculty and professional staff across departments and programs, and to enhance the College's research capabilities by providing faculty research support and purchasing data/software for student and faculty use.

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 CBA Honors Academy, CBA Career Services, the Master of Arts in Business Administration, and Masters in Intercollegiate Athletics Administration.

Expenses:	Total Differential Tuition Generated 2014-15	\$4,871,042
	Prior Year Carry Forward	\$3,301,973

Differential Tuition Expenditures 2013-14

Operating:

Student Services and Programs	(\$ 186,831)
Faculty Support ¹	(\$ 382,798)
Renovations and Equipment Upgrades	(\$ 136,938)

Salary & Benefits:

Faculty ²	(\$3,580,841)
Staff ³	(\$ 987,223)
Students ⁴	<u>(\$ 197,935)</u>

Carry Forward		\$2,700,449
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¹Summer research, start-up, professional development (faculty and staff)

² 23 full-time T/TT, PoPs, and Lecturers; 31 part-time lecturers

³ 22 full- and part-time staff in Career Services, Honors Academy, Undergraduate Programs, and IT Services

⁴ 8 graduate assistants and 28 undergraduate hourly

Differential Tuition Report FY15

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 in order to provide students with a competitive, quality education. Differential tuition was also 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)*
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: 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:

The major investments proposed from differential tuition funding were to increase undergraduate enrollment capacity, to enhance educational quality, and research experiences, to increase support for laboratory research that addresses both fundamental engineering problems and applied solutions, particularly in nanoscale, biological, and energy related disciplines, and to prepare the College to become a partner in Innovation Campus and other economic development opportunities in the

State. All investments of differential tuition funding have been consistent with these intentions. The following are ongoing initiatives:

- Professors of Practice. These professionals demonstrate significant achievement in the practice of engineering through their prior positions, which they are then expected to convey through excellent teaching.
- Continue to upgrade technology equipment and software, as well as instructional laboratory equipment, in many areas, including Biological Systems Engineering, Durham School, Electrical Engineering, Civil Engineering, Computer Science Engineering, Chemical Engineering, and Mechanical and Materials Engineering. Purchased new advanced software for undergraduate and graduate classes. In addition, the College continues to renovate existing space to create new student lab space and classrooms.
- Student services staff positions. These staff positions are in critical areas to support the recruitment, advising, and retention of engineering students. The College used differential tuition funds to support the promotion and execution of key recruitment and retention programs, including the annual "Rock the Block" event, an engineering community-building event welcoming new students, current students, and faculty back to campus for the academic year.
- Biological Systems Engineering funds some faculty salary and benefits and student workers who work as tutors and graders. Computer Science Engineering, Chemical Engineering, Mechanical and Materials Engineering, and Electrical Engineering provide salary support for Lecturers. Computer Science Engineering also funds undergraduate teaching assistants to support student retention.
- Mechanical and Materials Engineering and the Durham School supported student-led design teams, as well as undergraduate and graduate student travel to present at national and international conferences. Computer Science Engineering hires student workers to staff and operate their "Student Resource Center," a shared workspace in which students can do homework, work on projects with other students, and seek help from Center staff. Computer and Electronics Engineering provides each student in its first semester Fundamentals class an educational robotic platform that helps students gain hands-on engineering experience early in their college studies.
- The College implemented and continues to operate a shuttle service that runs between UNL, UNO, and UNMC.

Intentions for Reinvestment of Differential Tuition in the *current* year:

The College will continue to support faculty and staff salaries and benefits and the ongoing renovation to create new student lab space. Technology updates for classroom systems, including distance classrooms, will continue as well. Tutors are being hired to provide tutoring services for students, especially for freshman and sophomore students. The College will continue upgrading computer labs and software, including adding more 3D printing capabilities, due to student demand. Electrical and Computer Engineering offices, research teaching labs, and classrooms will be relocated from PKI to Scott Technology Center following renovation of additional leased space.

Revenue:	Total Differential Tuition Generated 2014-15		\$5,673,819
	Prior Year Carry Forward		\$1,417,115
	Differential Tuition Expenditures 2014-15		
Expenses:	Operating:		
	Student Services and Programs	(\$ 984,254)	
	Infrastructure	(\$ 642,326)	
	College	(\$ 45,201)	
	Capital Equipment, Renovation,		
	Computer Hardware and Software	(\$ 793,023)	
	Salary & Benefits:		
	Faculty ¹	(\$ 769,640)	
	Student Services Staff ²	(\$ 954,317)	
	Students ³	(\$ 316,705)	
	Commitments	(\$ 284,504)	
	Carry Forward		\$2,300,964

¹11 full-time and part-time PoPs and Lecturers, Associate Dean for Undergraduate Studies

²13 full-time and 3 temp staff in Student Services, 2 full-time staff in IT Services

³13 GAs and 172 undergraduate hourly

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Tenure Density Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 30, 2015 – The Board of Regents accepted the Fall 2014 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: Hank M Bounds, President
University of Nebraska

DATE: January 11, 2016

UNIVERSITY OF NEBRASKA
TENURE DENSITY
Fall 2015 Compared to Selected Previous Years

	2005	2010	2014	2015	Net Change		
					Numbers and Percentage Points		
					1-yr	5-yr	10-yr
University Wide							
Tenured	1,630	1,713	1,668	1,628	(40)	(85)	(2)
Tenure-Track	417	435	497	470	(27)	35	53
Health Professions	357	474	484	519	35	45	162
Total	2,404	2,622	2,649	2,617	(32)	(5)	213
% Tenured	67.8%	65.3%	63.0%	62.2%	-0.8%	-3.1%	-5.6%
UNL							
Tenured	889	921	886	870	(16)	(51)	(19)
Tenure-Track	225	270	287	267	(20)	(3)	42
Total	1,114	1,191	1,173	1,137	(36)	(54)	23
% Tenured	79.8%	77.3%	75.5%	76.5%	1.0%	-0.8%	-3.3%
UNL (city only)							
Tenured	656	692	653	643	(10)	(49)	(13)
Tenure-Track	177	201	192	174	(18)	(27)	(3)
Total	833	893	845	817	(28)	(76)	(16)
% Tenured	78.8%	77.5%	77.3%	78.7%	1.4%	1.2%	0.0%
IANR							
Tenured	233	229	233	227	(6)	(2)	(6)
Tenure-Track	48	69	95	93	(2)	24	45
Total	281	298	328	320	(8)	22	39
% Tenured	82.9%	76.8%	71.0%	70.9%	-0.1%	-5.9%	-12.0%
UNMC							
Tenured	249	273	276	268	(8)	(5)	19
Tenure-Track							
Health Professions	357	474	484	519	35	45	162
Total	606	747	760	787	27	40	181
% Tenured	41.1%	36.5%	36.3%	34.1%	-2.3%	-2.5%	-7.0%
UNO							
Tenured	302	338	338	323	(15)	(15)	21
Tenure-Track	122	99	115	114	(1)	15	(8)
Total	424	437	453	437	(16)	0	13
% Tenured	71.2%	77.3%	74.6%	73.9%	-0.7%	-3.4%	2.7%
UNK							
Tenured	190	181	168	167	(1)	(14)	(23)
Tenure-Track	70	66	95	89	(6)	23	19
Total	260	247	263	256	(7)	9	(4)
% Tenured	73.1%	73.3%	63.9%	65.2%	1.4%	-8.0%	-7.8%

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Strategic Framework report on Faculty Diversity

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 30, 2015—A report on faculty diversity was presented to the Board of Regents by the Academic Affairs Committee

EXPLANATION: Attached is a new Strategic Framework report on Faculty Diversity (Strategic Framework Item 2.a.iii).

The University of Nebraska has consistently maintained or increased its system-wide percentage of women faculty and faculty of color since 2001. In fall 2014, 34.99% of University of Nebraska faculty were women, slightly below the peer average percentage of 36.10%. The University of Nebraska's system-wide percentage of faculty of color for the same period was 19.06% compared to a peer average percentage of 20.73%.

SPONSOR: Kristin E. Yates
Assistant Vice President and Director of Institutional Research

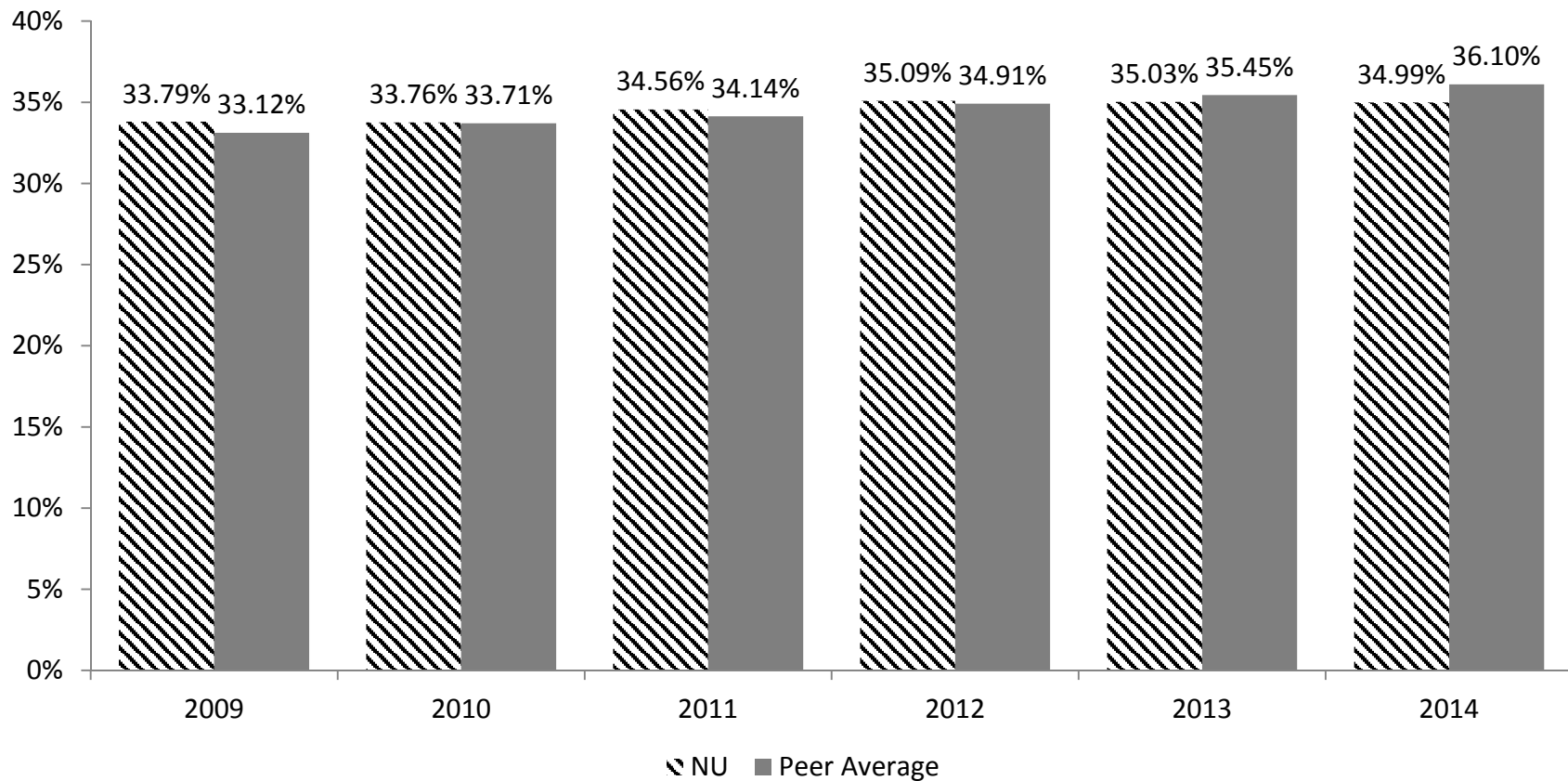
RECOMMENDED: Susan Fritz
Executive Vice President and Provost

DATE: December 21, 2015

Strategic Framework 2.a.iii
Faculty Diversity
January 2016

- 1) Increase faculty diversity, employing measures permitted by state and federal law.
- 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.

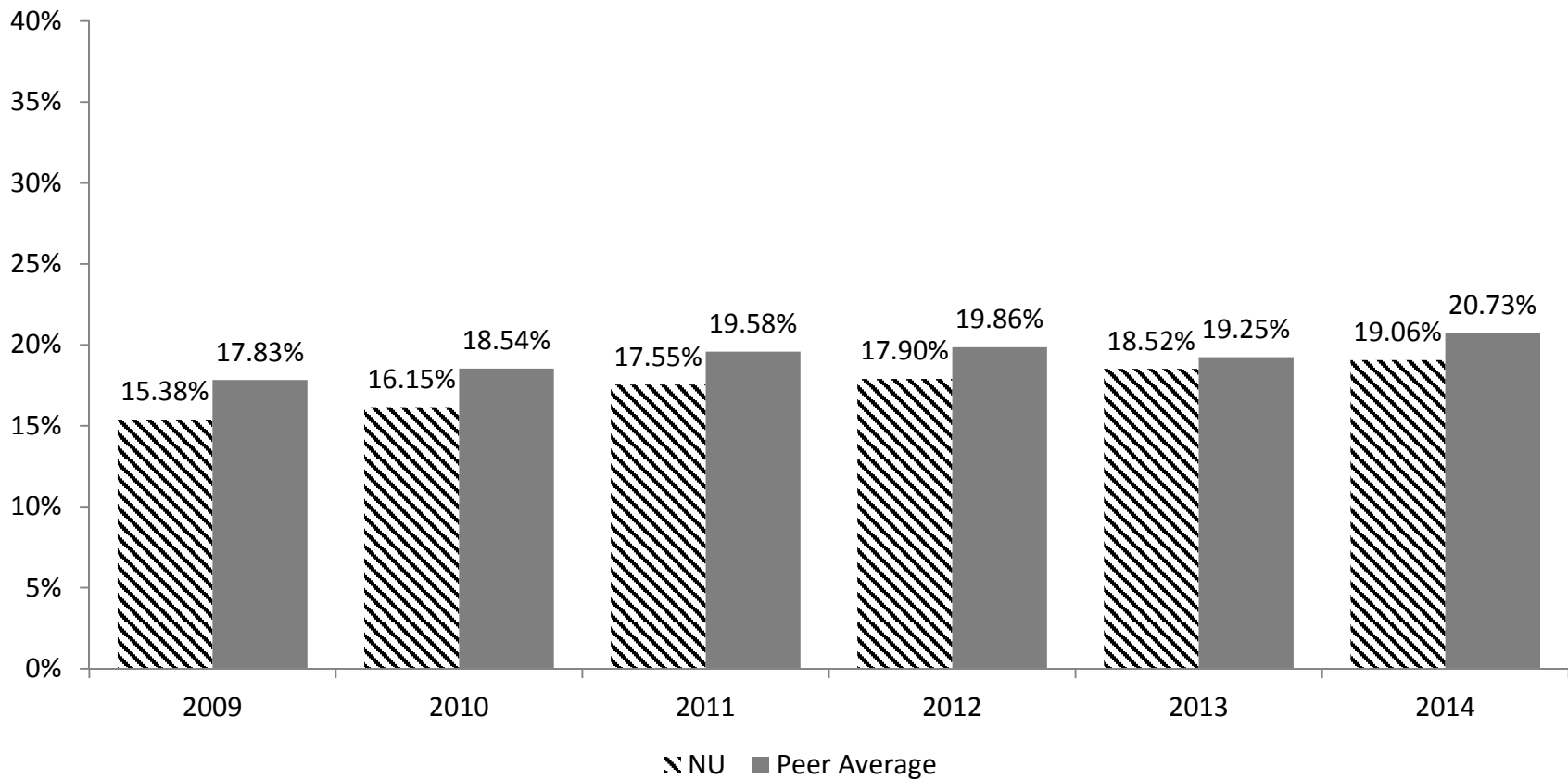
NU-Wide Percentage of Women Faculty (2009-2014)



Strategic Framework 2.a.iii
Faculty Diversity
January 2016

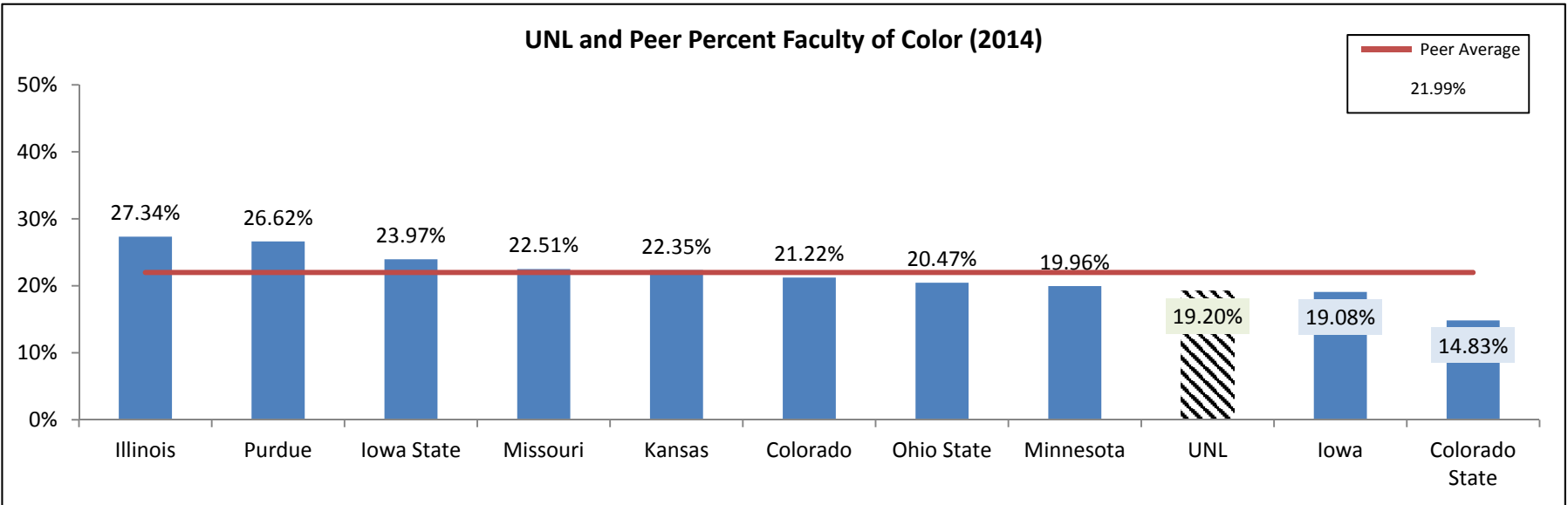
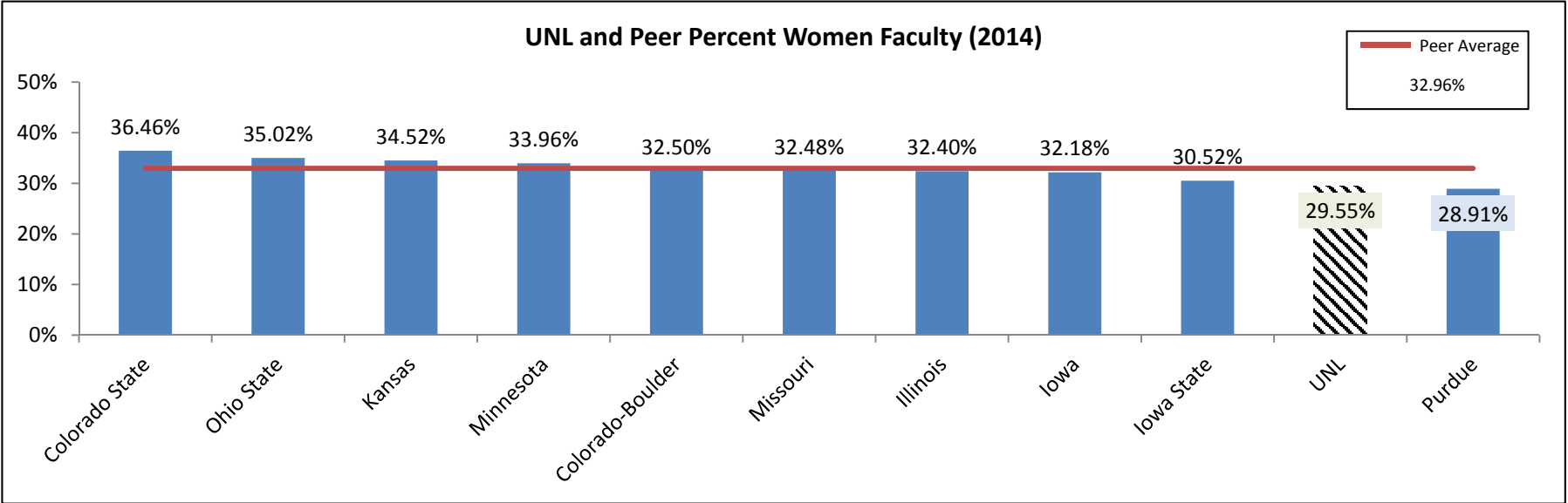
- 1) Increase faculty diversity, employing measures permitted by state and federal law.
- 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.

NU-Wide Percentage of Faculty of Color (2009-2014)



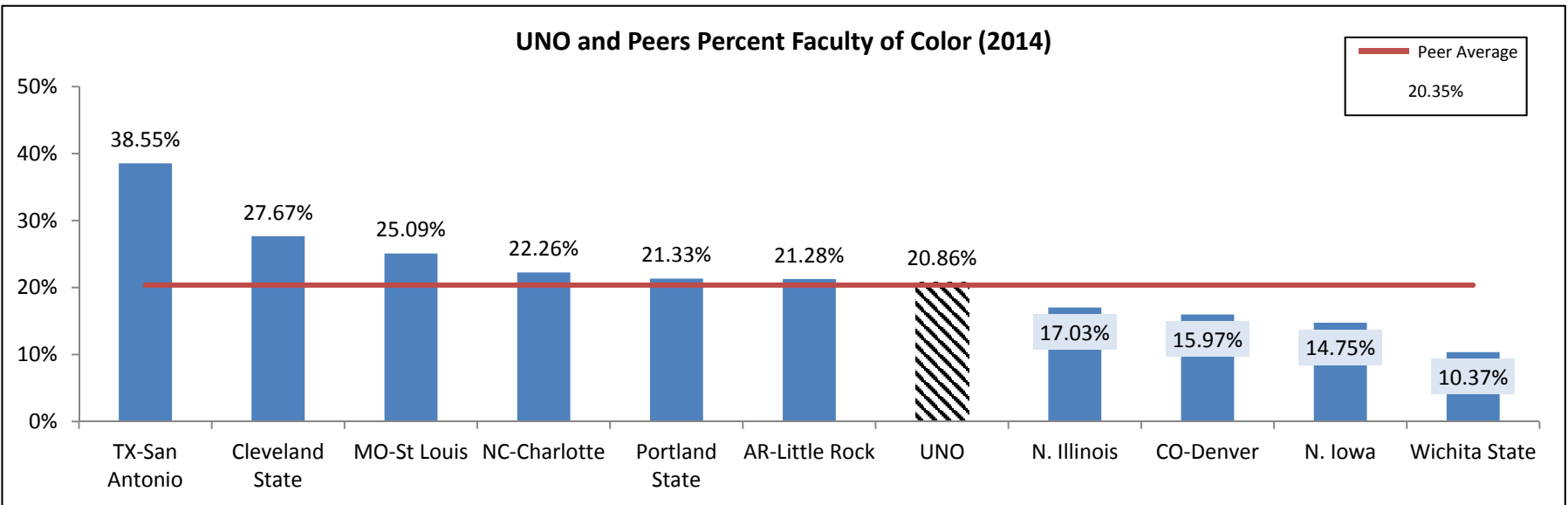
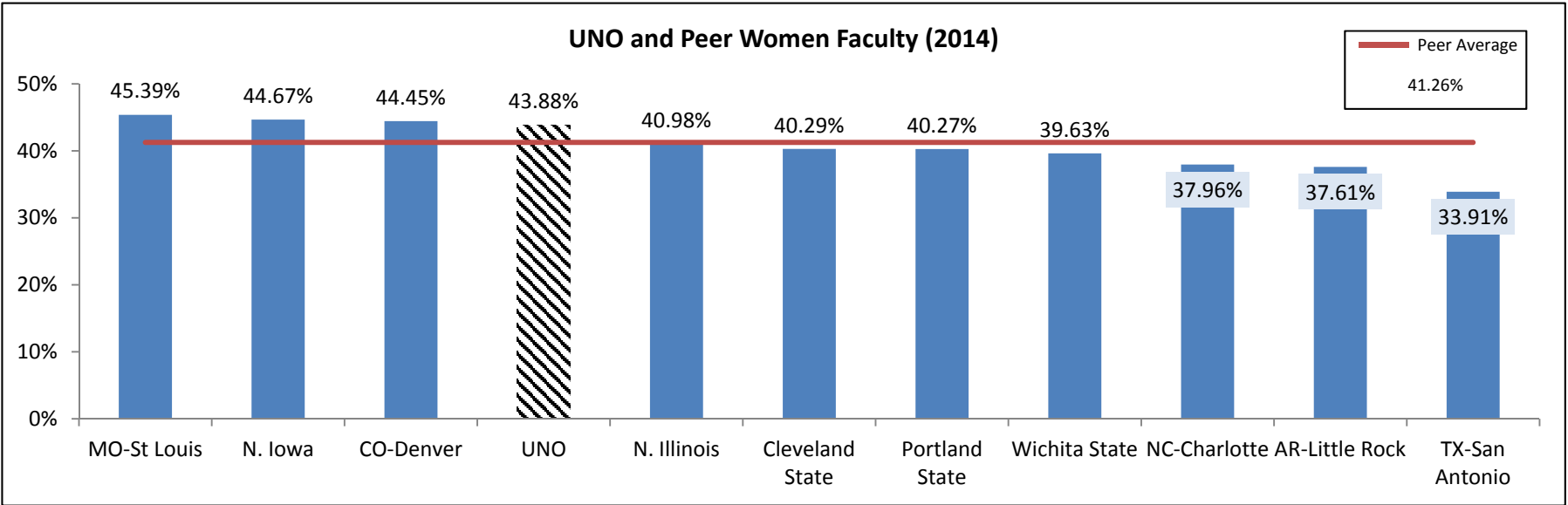
**Strategic Framework 2.a.iii
Faculty Diversity**

UNL



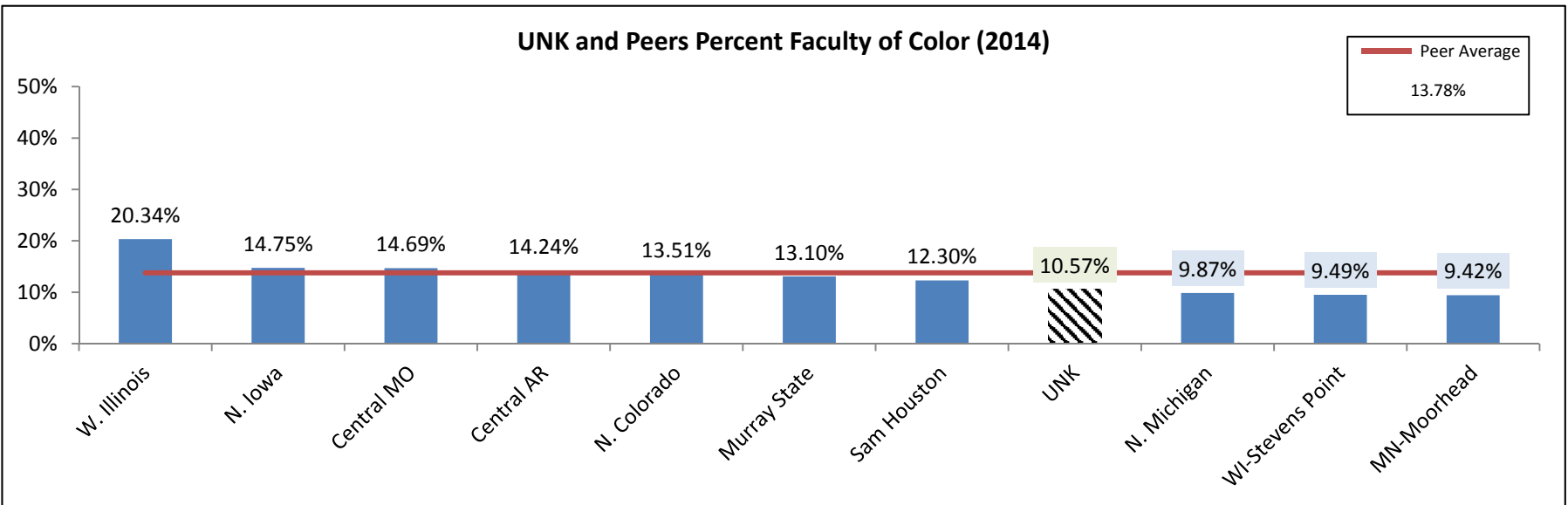
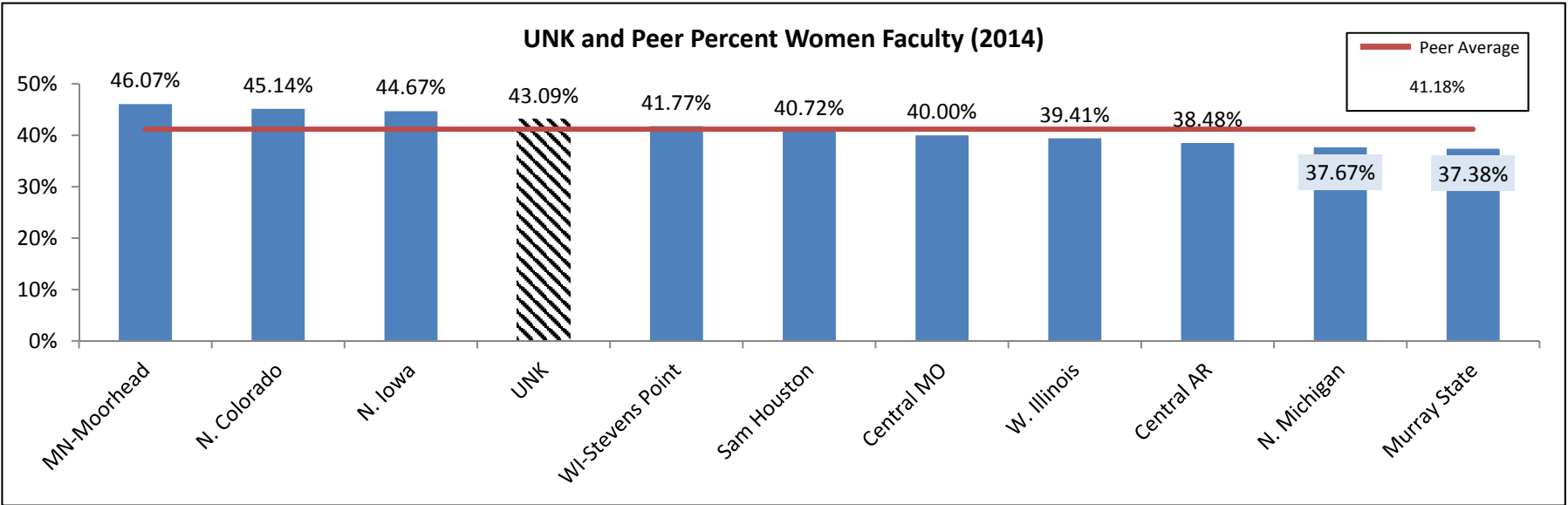
**Strategic Framework 2.a.iii
Faculty Diversity**

UNO



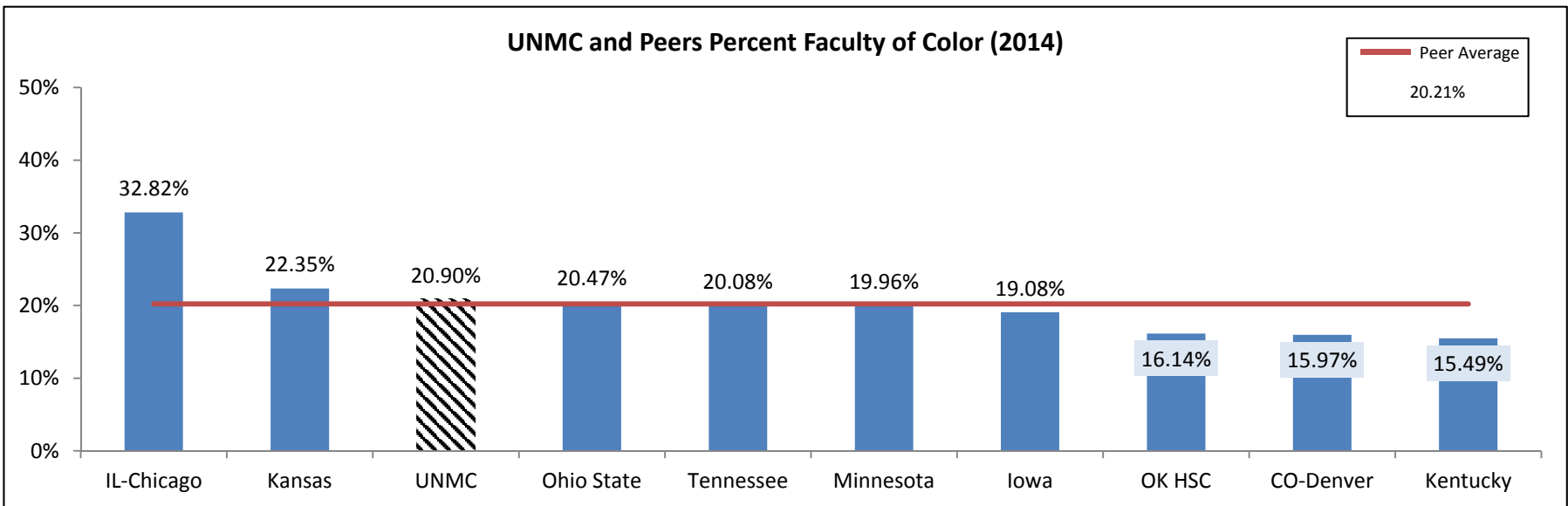
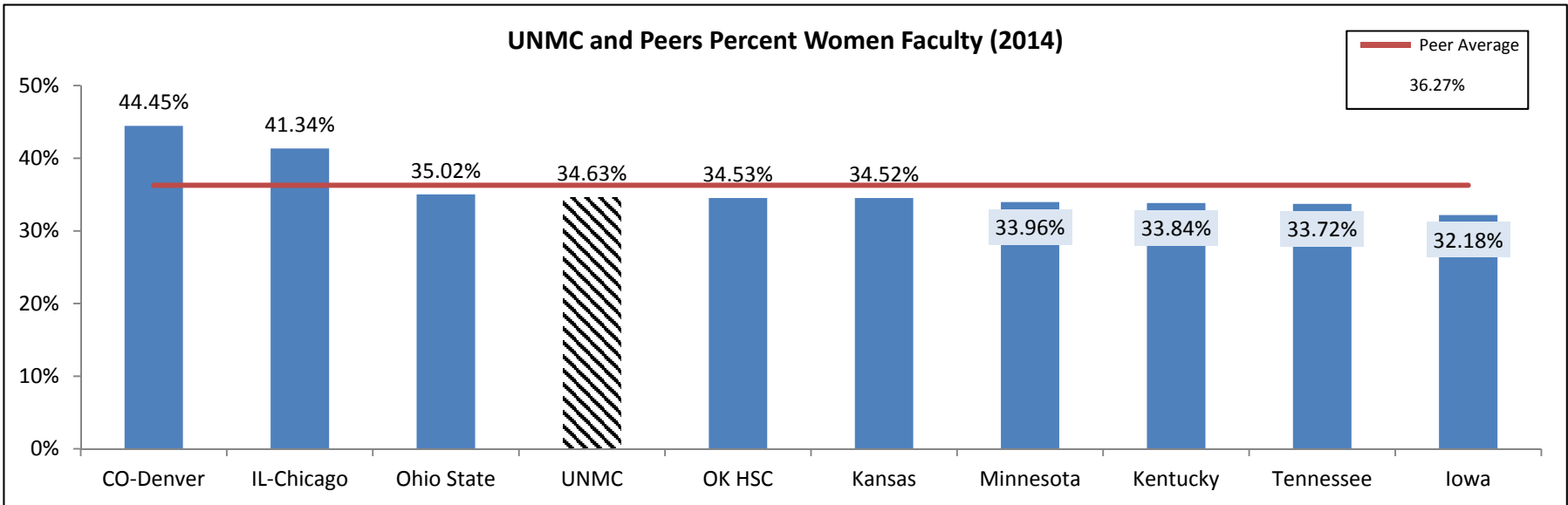
Strategic Framework 2.a.iii
Faculty Diversity

UNK



Strategic Framework 2.a.iii
Faculty Diversity

UNMC



Proposed Accountability Measure

2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching
 - a. Recruit and retain exceptional faculty and staff, with special emphasis on building and sustaining diversity.
 - iii. *Each campus shall endeavor to meet the university's ongoing commitments to faculty diversity, employing measures permitted by state and federal law.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2015	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	January 2017	Academic
Fall 2016	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	January 2018	Academic
Fall 2017	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	January 2019	Academic

TO: The Board of Regents Addendum X-D-5
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Expedited Approval of the Space Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: June 7, 2013 – The Board of Regents approved the creation of a Juridical Sciences Doctor in Space Law (JSD-SL) in the College of Law at UNL.

April 29, 2011 – The Board approved the name change of the UNL College of Law LL.M. degree program in Space and Telecommunications Law to Space, Cyber and Telecommunications Law.

June 14, 2007, The Board approved the establishment of a professional degree, Master of Laws (LL.M.) with a focus in Space and Telecommunications Law in the College of Law at UNL.

July 15, 2000 – The Board of Regents 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 Space Law Executive Certificate is comprised of courses within the existing LL.M. degree in Space, Cyber and Telecommunications Law. The demand for certificates in space law has become more apparent because of the growing importance of commercial spaceflight and the growing need for law and regulations regarding satellites and satellite operators. Both the military and private law firms are seeing a need for expertise in space law and this certificate would allow for students to gain focused expertise in a shorter time frame (vs. a full LL.M. degree) for those already engaged in full-time employment. Law schools that offer LL.M. degrees also offer a specialized certificate in space law, and so this new offering will allow the University of Nebraska to remain highly competitive in this growing field.

Students enrolled in the certificate program, prior to completion of the certificate, can apply to transfer into the LL.M. degree. If admitted, credits will count towards that degree. Students enrolled in the Space, Cyber and Telecommunications LL.M. program may not transfer to the certificate program or otherwise earn this certificate.

Note: The proposed market-rate tuition for the Executive Certificate is \$2,250 per credit hour.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reported to the Academic Affairs Committee.

PROGRAM COST: The College of Law already has the faculty with the expertise and the existing courses to support this proposed certificate without incurring any additional expenses.

SOURCE OF FUNDS: Not applicable.

SPONSOR: Susan M. Fritz
Executive Vice President and Provost
Dean of the Graduate College

APPROVED: Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Expedited Approval of the Cyber and Cyber Security Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: June 7, 2013 – The Board of Regents approved the creation of a Juridical Sciences Doctor in Space Law (JSD-SL) in the College of Law at UNL.

April 29, 2011 – The Board approved the name change of the UNL College of Law LL.M. degree program in Space and Telecommunications Law to Space, Cyber and Telecommunications Law.

June 14, 2007, The Board approved the establishment of a professional degree, Master of Laws (LL.M.) with a focus in Space and Telecommunications Law in the College of Law at UNL.

July 15, 2000 – The Board of Regents 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 Cyber and Cyber Security Law Executive Certificate is comprised of courses within the existing LL.M. degree in Space, Cyber and Telecommunications Law. The demand for certificates in cyber and cyber security law has grown both locally and nationally due to the myriad of issues surrounding cyber security. Both the military and private law firms are seeking expertise in cyber security law; we expect that the demand for this certificate will continue to grow. The certificate program would allow for students to gain focused expertise in a shorter timeframe (vs. a full LL.M. degree) for those already engaged in full-time employment. Law schools that offer LL.M. degrees also offer a specialized certificate in cyber law, and so this new offering will allow the University of Nebraska to remain highly competitive in this growing field.

Students enrolled in the certificate program, prior to completion of the certificate, can apply to transfer into the LL.M. degree. If admitted, credits will count towards that degree. Students enrolled in the Space, Cyber and Telecommunications LL.M. program may not transfer to the certificate program or otherwise earn this certificate.

Note: The proposed market-rate tuition for the Executive Certificate is \$2,250 per credit hour.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reported to the Academic Affairs Committee.

PROGRAM COST: The College of Law already has the faculty with the expertise and the existing courses to support this proposed certificate without incurring any additional expenses.

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz
Executive Vice President and Provost
Dean of the Graduate College

APPROVED: Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

TO: The Board of Regents
Academic Affairs

MEETING DATE: January 29, 2016

SUBJECT: Expedited Approval of the Cyber and Telecommunications Law Executive Certificate in the College of Law at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: June 7, 2013 – The Board of Regents approved the creation of a Juridical Sciences Doctor in Space Law (JSD-SL) in the College of Law at UNL.

April 29, 2011 – The Board approved the name change of the UNL College of Law LL.M. degree program in Space and Telecommunications Law to Space, Cyber and Telecommunications Law.

June 14, 2007, The Board approved the establishment of a professional degree, Master of Laws (LL.M.) with a focus in Space and Telecommunications Law in the College of Law at UNL.

July 15, 2000 – The Board of Regents 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 Cyber and Telecommunications Law Executive Certificate is comprised of courses within the existing LL.M. degree in Space, Cyber and Telecommunications Law. Cyber and telecommunications law is mandated at both the local, national and international levels and works to serve the public interest and enhance our democracy. Both the military and private law firms are seeking expertise in cyber and telecommunications law. This certificate would allow for students to gain focused expertise in a shorter timeframe (vs. a full LL.M. degree) for those already engaged in full-time employment. Law schools that offer LL.M. degrees also offer a specialized certificate in cyber and telecommunications law, and so this new offering will allow the University of Nebraska to remain highly competitive in this growing field.

Students enrolled in the certificate program, prior to completion of the certificate, can apply to transfer into the LL.M. degree. If admitted, credits will count towards that degree. Students enrolled in the Space, Cyber and Telecommunications LL.M. program may not transfer to the certificate program or otherwise earn this certificate.

Note: The proposed market-rate tuition for the Executive Certificate is \$2,250 per credit hour.

This proposal has been reviewed by the Council of Academic Officers. This proposal also has been reported to the Academic Affairs Committee.

PROGRAM COST: The College of Law already has the faculty with the expertise and the existing courses to support this proposed certificate without incurring any additional expenses.

SOURCE OF FUNDS: Not applicable.

SPONSOR: Susan M. Fritz
Executive Vice President and Provost
Dean of the Graduate College

APPROVED: Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

TO: The Board of Regents Addendum X-D-8

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2015 through September 30, 2015.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/15-9/30/15	\$1,328,621	\$4,737,110	\$0	\$ 9,695	\$ 6,075,426
Fiscal YTD Totals	<u>\$1,328,621</u>	<u>\$ 4,737,110</u>	<u>\$0</u>	<u>\$ 9,695</u>	<u>\$ 6,075,426</u>
2014-15 Totals	<u>\$4,988,320</u>	<u>\$ 9,345,299</u>	<u>\$0</u>	<u>\$616,724</u>	<u>\$14,950,343</u>
2013-14 Totals	<u>\$2,977,844</u>	<u>\$ 9,812,292</u>	<u>\$0</u>	<u>\$186,767</u>	<u>\$12,976,903</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: Barbara L. Johnson
Vice Chancellor for Business and Finance

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

DATE: December 18, 2015

**UNIVERSITY OF NEBRASKA AT KEARNEY
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER JULY 1, 2015 - SEPTEMBER 30, 2015**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Kiewit Foundation	Kiewit Foundation Scholarships	\$ 240,000
Susan T. Buffet Foundation	Thompson Scholars 15-16	635,945
Loper Athletic Club	Athletic Scholarships	141,911
	Subtotal	<u>1,017,856</u>
	Total amount of gifts under \$100,000	<u>310,765</u>
	Total Gifts for the Quarter	<u>\$1,328,621</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	\$3,518,491
	Subtotal		<u>3,518,491</u>
	Total amount of all Grants under \$1,000,000		<u>1,218,619</u>
	Total Grants for the Quarter		<u>\$4,737,110</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
None			
	Subtotal		<u>0</u>
	Total amount of all Contracts under \$400,000		<u>9,695</u>
	Total Contracts for the Quarter		<u>\$ 9,695</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2015 through September 30, 2015

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
7/1/15-9/30/2015	\$295,849	\$72,600,999	\$0	\$5,574,772	\$78,471,620
	_____	_____	—	_____	_____
Fiscal YTD Totals	<u>\$295,849</u>	<u>\$72,600,999</u>	<u>\$0</u>	<u>\$5,574,772</u>	<u>\$78,471,620</u>
2014-15 Totals	<u>\$124,386</u>	<u>\$193,839,191</u>	<u>\$0</u>	<u>\$24,018,784</u>	<u>\$217,982,361</u>
2013-14 Totals	<u>\$352,102</u>	<u>\$186,326,949</u>	<u>\$7,000</u>	<u>\$31,633,419</u>	<u>\$218,319,470</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

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

APPROVED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: December 18, 2015

**UNIVERSITY OF NEBRASKA-LINCOLN
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER JULY 1, 2015 – SEPTEMBER 30, 2015**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
John Deere	9460R John Deere Test Tractor	\$110,453
	Subtotal	110,453
	Total amount of gifts under \$100,000	<u>185,396</u>
	Total Gifts for the Quarter	<u>\$295,849</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Various Associations/Foundations	Steven Waller Dean's Office for CASNR	Developing the Next Generation of Rwandan Agricultural Leaders	\$20,749,731
Dept of Energy	Daniel Schachtman Center for Biotechnology	Systems Analysis of the Physiological and Molecular Mechanisms of Sorghum Nitrogen Use Efficiency, Water Use Efficiency and Interactions with the Soil Microbiome	2,649,134
Dept of Agriculture-FS	Scott Josiah NE State Forest Service	Cooperative Forestry Program	2,515,040
Dept of Agriculture-ARS	Archie Clutter Dean's Office for Agricultural Research Division	U.S. Meat Animal Research Center	2,500,000
NSF	David Dominguez Department of Physics and Astronomy	U.S. CMS Phase-1 Upgrades	1,799,266

Dept of Agriculture-ARS	Archie Clutter Dean's Office for Agricultural Research Division	U.S. Meat Animal Research Center	1,500,000
UNMC-Univ of Ne- Medical Center	Shane Farritor Department of Mechanical & Materials Engineering	Robotic Tele-Surgery Research	1,398,065
NSF	David Sellmyer Department of Physics and Astronomy	Nebraska Nanoscale Facility of NNCI	1,094,096
Dept of Agriculture -NIFA	Bradley Lubben Department of Agricultural Economics	North Central Extension Risk Management Education Center	1,082,736
		Subtotal	\$35,288,068
		Total amount of all Grants under \$1,000,000	<u>37,312,931</u>
		Total Grants for the Quarter	<u>\$72,600,999</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
ConAgra	Roch Gaussoin Department of Agronomy and Horticulture	ConAgra Popcorn Breeding Maintenance	\$415,154
		Subtotal	\$415,154
		Total amount of all Contracts under \$400,000	<u>.159,618</u>
		Total Contracts for the Quarter	<u>\$5,574,772</u>

TO: The Board of Regents
Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the
Quarter July 1, 2015 through September 30, 2015

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	TOTAL
7/01/2015 - 9/30/2015	\$256,547	\$42,524,247	\$0	\$12,017,588	<u>\$54,798,383</u>
Fiscal YTD Totals	<u>\$256,547</u>	<u>\$42,524,247</u>	<u>\$0</u>	<u>\$12,017,588</u>	<u>\$54,798,383</u>
2014-2015 Totals	<u>\$1,448,584</u>	<u>\$78,501,879</u>	<u>\$0</u>	<u>\$34,888,392</u>	<u>\$114,838,855</u>
2013-2014 Totals	<u>\$1,588,378</u>	<u>\$75,223,340</u>	<u>\$0</u>	<u>\$39,328,458</u>	<u>\$116,140,176</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
Vice Chancellor of Research

APPROVED: Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

DATE: December 18, 2015

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER JULY 1, 2015 - SEPTEMBER 30, 2015**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Total amount of Gifts under \$100,000	<u>\$256,548</u>
	Total Gifts for the Quarter	<u>\$256,548</u>

Grants \$1,000,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NCI	Eppley Inst Faculty	SPORE in Pancreatic Cancer	\$2,185,000
HS/NIH/NCI	Eppley Inst Faculty	UNMC Eppley Cancer Center Support Grant	1,485,000
DHHS/NIH/NIAID	Pathology/Microbiology	Staphylococcal Biofilm and Disease	1,973,027
DHHS/NIH/NIGMS	COP Pharmaceutical Science	Nebraska Center for Nanomedicine	2,231,538
NE DHHS - LB595	Eppley Inst Faculty	LB595 Tobacco Tax Center Research Grant	1,300,000
DHHS/NIH/NIGMS	Genetics Cell Biology & Anatomy	Nebraska Research Network in Functional Genomics	3,506,094
DHHS/NIH/NHLBI	Cellular/Integrative Physiology	Neuro-Circulatory Function in Chronic Heart Failure	1,622,387
DHHS/CDC/NIOSH	COPH Environ, Agri & Occ Health	Central States Center for Agricultural Safety and Health (CS-CASH)	1,512,430
DHHS/NIH/NIDA	Pharmacology/Exp Neuroscience	NanoART Manufacture, Delivery and Pharmacokinetics for	1,774,636
	Subtotal		\$17,590,112
	Total amount of Grants under \$1,000,000		<u>24,934,135</u>
	Total Grants for the Quarter		<u>\$42,524,247</u>

Contracts \$400,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NE DHHS	Int Med Infectious Diseases	Infection Control Assessment and Promotion	\$2,473,623
NE DHHS	Int Med Infectious Diseases	AIDS Drug Assistance Program [ADAP] Ryan White Title II Program	3,312,649
The Mind Research Institute	Pharmacology/Exp Neuroscience	RII Track-2 FEC: Developmental Chronnecto-Genomics (Dev.CoG): A Next Generation Framework for Quantifying Brain Dynamics and Related Genetic Factors in Childhood	465,098
		Subtotal	\$6,251,370
		Total amount of Contracts under \$400,000	<u>5,766,219</u>
		Total Contracts for the Quarter	<u>\$12,017,589</u>

TO: The Board of Regents
 Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: University of Nebraska at Omaha
 Report of Gifts, Grants, Contracts and Bequests accepted during the
 Quarter July 1, 2015 through September 30, 2015.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/15-9/30/2015	\$1,553,696	\$10,408,346	\$59,333	\$1,418,467	\$13,439,842
Fiscal YTD Totals	<u>\$1,553,696</u>	<u>\$10,408,346</u>	<u>\$59,333</u>	<u>\$1,418,467</u>	<u>\$13,439,842</u>
2014-2015 Totals	<u>\$6,790,816</u>	<u>\$35,673,562</u>	<u>\$10,302</u>	<u>\$1,485,533</u>	<u>\$43,960,214</u>
2013-2014 Totals	<u>\$6,153,674</u>	<u>\$32,757,715</u>	<u>\$17,222</u>	<u>\$1,112,733</u>	<u>\$40,041,345</u>

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

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

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

DATE: December 18, 2015

**UNIVERSITY OF NEBRASKA AT OMAHA
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER JULY1, 2015 – SEPTEMBER 30, 2015**

Gifts \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Mammel CBA Excellence Dean	\$127,249
NU Foundation	Scholarships—Summer Semester	237,813
NU Foundation	UNO Summer Works 2015	317,545
NU Foundation	Teacher-Researcher Partners Program	118,820
	Subtotal	<u>801,427</u>
	Total amount of gifts under \$100,000	<u>752,269</u>
	Total Gifts for the Quarter	<u>\$1,553,696</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
U.S. Dept. of Ed.	Financial Aid	PELL	\$6,047,689
	Subtotal		<u>6,047,689</u>
	Total amount of all Grants under \$1,000,000		<u>4,360,657</u>
	Total Grants for the Quarter		<u>\$10,408,346</u>

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Earl R. Leinart Estate	Scholarships	\$29,333
Estate of Judy R. Cohn	Unrestricted	30,000
	Subtotal	<u>\$59,333</u>
	Total Bequests for the Quarter	<u>\$59,333</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
			\$0
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		<u>1,418,467</u>
	Total Contracts for the Quarter		<u>\$1,418,467</u>

TO: The Board of Regents Addendum X-D-9

Business Affairs

MEETING DATE: January 29, 2016

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 18, 2015.

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

SPONSOR: David E. Lechner
Senior Vice President | CFO

DATE: December 18, 2015

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction	UNK	University Village Infrastructure – Phase 1A	Cash Fund	\$2,004,117	\$2,004,117	Midlands Contracting, Inc.	Low Responsible Bid
Construction	UNL	Kauffman Kitchen Area Remodel	Auxiliary	588,831	336,683	A&J Donner Construction Inc	Low Responsible Bid
Construction	UNL	McCollum Hall College of Law Clinics Addition	Trust	5,089,000	3,886,600	Cheever Construction Co	Low Responsible Bid
Construction	UNL	1217 Q Street Office Improvement	Revolving	1,324,800	939,900	Cheever Construction Co	Low Responsible Bid

*Approved budget amount for construction contracts represents the entirety of the project budget, whereas the contract amount is the amount pertaining to the particular activity within the construction contract.

TO: The Board of Regents Addendum X-D-10

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Report on Debt Refinancing

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None.

EXPLANATION: *Board of Regents Policies* 6.3.1 allows the President, in consultation with the Chair of the Board of Regents, to approve contracts and all other documents as may be required in connection with the issuance of indebtedness to refund outstanding indebtedness. The refunding is then to be reported to the Board at its next regularly scheduled meeting.

University of Nebraska at Omaha Student Fees and Facilities Bonds, Series 2007 (UNO Student Housing/Parking – Maverick Village and West Parking Projects) approximating \$26,685,000 with a rate of 4.96% were advance refunded on December 3, 2015 through a negotiated sale held on November 17, 2015.

The result of the refunding transaction yielded approximately \$3.92 million in gross savings on debt service on the foregoing bonds. The net present value savings was \$2.84 million. The net present value benefit was 11% of the outstanding 2007 bonds, versus an internal benchmark of 5% for refunding transactions. The new bonds are fixed rate, have level amortization, have same term (20 years) as the remaining term of the original refunded bonds, and a true interest cost of 3.34%.

PROJECT COST: N/A

SOURCE OF FUNDS: N/A

SPONSOR: William E. Conley
Vice Chancellor for Business and Finance
University of Nebraska at Omaha

APPROVED: David E. Lechner, Senior Vice President | CFO
University of Nebraska

DATE: December 18, 2015

TO: The Board of Regents Addendum X-D-11

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Renaming the Seven Buildings at University Village

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Bounds and Chancellor Christensen have approved renaming the seven University Village buildings as stated below:

<u>Current Name</u>	<u>New Name</u>
Niobrara Hall	Building 1
Red Willow Hall	Building 2
Platte Hall	Building 3
Calamus Hall	Building 4
Nemaha Hall	Building 5
Loup Hall	Building 6
Cedar Hall	Building 7

PROJECT COST: None

SOURCE OF FUNDS: None

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

APPROVED: Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015

TO: The Board of Regents Addendum X-D-12

Business Affairs

MEETING DATE: January 29, 2016

SUBJECT: Naming in Mammel Hall

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Bounds and Chancellor Christensen have approved the naming of the 1st floor student run coffee shop in Mammel Hall at the University of Nebraska at Omaha as stated below:

- Stedman's Cafe

PROJECT COST: None

SOURCE OF FUNDS: None

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

APPROVED: Hank M. Bounds, President
University of Nebraska

DATE: December 18, 2015