



## Board of Regents Meeting

Varner Hall Board Room

3835 Holdrege Street

Lincoln, NE, 68583-0745

Thursday, March 29, 2018

10:45 a.m.

**PUBLIC MEETING SCHEDULE**  
**UNIVERSITY OF NEBRASKA BOARD OF REGENTS**

**THURSDAY, MARCH 29, 2018**

ACADEMIC AFFAIRS COMMITTEE PRESENTATIONS

9:00 a.m.

**Undergraduate Student Experience** *[60 minutes]*

Topic: Student Community Engagement at UNO

Presenters: Antonio Campbell, Senior, Mathematics Major  
Casey Jones, Sophomore, International Studies and Business  
Administration Majors

Topic: Undergraduate Research at UNK

Presenters: Luke Hamilton, Senior, Biology Major  
Danielle Tilley, Senior, Elementary Education Major

Topic: UNL Honors Program

Presenters: Tiffany Truong, Senior, Chemistry and Biochemistry Majors  
Olivia Beier, Senior, Accounting and Economics Majors

10:00 a.m.

**National Science Foundation EPSCoR Projects** *[30 minutes]*

Topic: Center for Root and Rhizobiome Innovation

Presenter: Edgar Cahoon, UNL George W. Holmes Distinguished Professor  
of Biochemistry

Topic: Imaging and Controlling Ultrafast Dynamics of Atoms, Molecules,  
and Nanostructures

Presenter: Tony Starace, UNL George W. Holmes Distinguished Professor  
of Physics

STUDENT REGENTS

10:30 a.m.

Topic: Campus Updates from Student Regents *[20 minutes]*

Presenters: Austin Partridge, UNK; Joe Zach, UNL; Carlo Eby, UNO;  
Carissa Lueck, UNMC

Resolution of Recognition for Regent Carissa Lueck, University of Nebraska  
Medical Center

10:45 a.m.

BOARD OF REGENTS MEETING

- Kudos Awards Presented
- Resolutions of Recognition

## 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 Thursday, March 29, 2018, at 10:45 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 <https://nebraska.edu/regents/agendas-and-minutes>.

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

Dated: March 22, 2018

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**  
**Thursday, March 29, 2018**  
**10:45 a.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON JANUARY 25, 2018
- IV. KUDOS
  - Traci Gunderson, University of Nebraska at Kearney*
  - Sarah Burke, University of Nebraska at Omaha*
  - Courtney Frost, University of Nebraska Medical Center*
  - Donelle Moormeier, University of Nebraska-Lincoln*

- V. RESOLUTIONS
  - Recognition for Regent Austin Partridge, University of Nebraska at Kearney*
  - Recognition for Regent Joe Zach, University of Nebraska-Lincoln*
  - Recognition for Regent Carlo Eby, University of Nebraska at Omaha*
  - Recognition for Carissa Lueck, University of Nebraska Medical Center*

- VI. HEARINGS

- VII. 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.

- VIII. UNIVERSITY CONSENT AGENDA

- A. ACADEMIC AFFAIRS

- 1. President's Personnel Recommendations Addendum VIII-A-1

- IX. UNIVERSITY ADMINISTRATIVE AGENDA

- B. BUSINESS AFFAIRS

- University of Nebraska

- 1. Approve the selection of the four year Architect/Engineer firms for term contracts from May 1, 2018 to April 30, 2022 Addendum IX-B-1

- University of Nebraska Medical Center

- 2. Authorize the President, in consultation with the Chancellor and Board of Regents Chairman, to approve and execute change orders for the Global Center

for Advanced Interprofessional Learning to be constructed at the University of Nebraska Medical Center Addendum IX-B-2

C. FOR INFORMATION ONLY

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

D. REPORTS

1. Quarterly Personnel Report for the period October, November, December 2017 Addendum IX-D-1
2. Renaming the Bachelor of Arts in General Science to the Bachelor of Science in General Science in the College of Arts and Sciences at the University of Nebraska at Omaha Addendum IX-D-2
3. Status report on Fire Safety and Protection Addendum IX-D-3
4. Members of the University of Nebraska Project Review Board Pool Addendum IX-D-4
5. Naming of selected rooms within the College of Nursing-Lincoln Division Addendum IX-D-5
6. Naming room 214 in Bessey Hall the “Jerome J. Wright and Alumni Computation and Visualization Laboratory” at the University of Nebraska-Lincoln Addendum IX-D-6
7. Intermediate Design Report on the Otto Olsen Building Replacement at the University of Nebraska at Kearney Addendum IX-D-7
8. University of Nebraska-Lincoln Mabel Lee Hall Replacement Building Addendum IX-D-8
9. Strategic Framework Report on Entrepreneurship [5-d] Addendum IX-D-9
10. Strategic Framework report on Workforce Opportunities and Academic Program Alignment [3-h-i & iii] Addendum IX-D-10
11. Revisions to rules and regulations for faculty and student self-government organizations: Amendments to the University of Nebraska at Kearney College of Education *Constitution and Bylaws* to (1) create the new standing committee: Technology Committee, and (2) formalize compliance with system process for approval of amendments. Addendum IX-D-11

X. ADDITIONAL BUSINESS

**VIII. UNIVERSITY CONSENT AGENDA**

**A. ACADEMIC AFFAIRS**

1. President's Personnel Recommendations Addendum VIII-A-1

**The President's Personnel Recommendations**

Meeting Date: March 29, 2018

**University of Nebraska-Lincoln**

New Appointment--Correction

Jonathan (Josh) S. Overocker, Associate Vice Chancellor (Special) Student Affairs; effective 02/01/2018, \$150,000, FY, 1.00 FTE. Salary was incorrectly stated on the January 25, 2018, Board of Regents agenda as \$135,000.

Adjustments

Amy J. Struthers, Interim Dean (Special) College of Journalism and Mass Communications, Professor (Continuous) College of Journalism and Mass Communications; effective 01/20/2018, \$134,869 AY, 1.00 FTE. In addition, she will receive three months of summer salary, \$44,956, making her total salary \$179,825. Add title of Interim Dean of Journalism and Mass Communications effective 01/20/2018.

Ronald Yoder, Senior Associate Vice Chancellor (Special) Institute of Agriculture and Natural Resources, Professor (Continuous) Biological Systems Engineering; change title of Associate Vice Chancellor to Senior Associate Vice Chancellor, Institute of Agriculture and Natural Resources, effective 01/01/2018, \$285,063, FY, 1.00 FTE. No change in salary.

**University of Nebraska**

Adjustment

Stacia L. Palser, Interim Vice President (Special) and General Counsel; effective 03/01/2018, \$243,000 FY, 1.00 FTE. Add title Interim Vice President and General Counsel and remove title Associate General Counsel.

**IX. UNIVERSITY ADMINISTRATIVE AGENDA**

**B. BUSINESS AFFAIRS**

University of Nebraska

1. Approve the selection of the four year Architect/Engineer firms for term contracts from May 1, 2018 to April 30, 2022 Addendum IX-B-1

University of Nebraska Medical Center

2. Authorize the President, in consultation with the Chancellor and Board of Regents Chairman, to approve and execute change orders for the Global Center for Advanced Interprofessional Learning to be constructed at the University of Nebraska Medical Center Addendum IX-B-2



**C. FOR INFORMATION ONLY**

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

## **D. REPORTS**

1. Quarterly Personnel Report for the period October, November, December 2017 Addendum IX-D-1
2. Renaming the Bachelor of Arts in General Science to the Bachelor of Science in General Science in the College of Arts and Sciences at the University of Nebraska at Omaha Addendum IX-D-2
3. Status report on Fire Safety and Protection Addendum IX-D-3
4. Members of the University of Nebraska Project Review Board Pool Addendum IX-D-4
5. Naming of selected rooms within the College of Nursing-Lincoln Division Addendum IX-D-5
6. Naming room 214 in Bessey Hall the “Jerome J. Wright and Alumni Computation and Visualization Laboratory” at the University of Nebraska-Lincoln Addendum IX-D-6
7. Intermediate Design Report on the Otto Olsen Building Replacement at the University of Nebraska at Kearney Addendum IX-D-7
8. University of Nebraska-Lincoln Mabel Lee Hall Replacement Building Addendum IX-D-8
9. Strategic Framework Report on Entrepreneurship [5-d] Addendum IX-D-9
10. Strategic Framework report on Workforce Opportunities and Academic Program Alignment [3-h-i & iii] Addendum IX-D-10
11. Revisions to rules and regulations for faculty and student self-government organizations: Amendments to the University of Nebraska at Kearney College of Education *Constitution and Bylaws* to (1) create the new standing committee: Technology Committee, and (2) formalize compliance with system process for approval of amendments. Addendum IX-D-11

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

MEETING DATE: March 29, 2018

SUBJECT: Four Year Architect/Engineer Selection

RECOMMENDED ACTION: Approve the selection of the four year Architect/Engineer firms for term contracts from May 1, 2018 to April 30, 2022.

PREVIOUS ACTION: April 10, 2015 – The Board approved the amendments to Board of Regents Policy R.P. 6.3.2., ever-greening fee thresholds to correspond with adjustments in State thresholds.  
  
April 10, 2015 – The Board approved the selection of four year Architect/Engineer firms for term contracts from May 1, 2015, to April 30, 2019.

EXPLANATION: As allowed in *Neb. Rev. Stat.* §§ 81-1712 through 81-1715 of the Consultants’ Competitive Negotiation Act and the University’s Four-Year Selection Procedure, qualifications-based selection processes are conducted every four years for architectural and engineering firms. Per the amendments to Board of Regents Policy R.P. 6.3.2., April 10, 2015, the Four Year Professional Services selection process was conducted in 2018 to align with adjustments in State thresholds issued every four years. The qualifications phase has been completed and this item, if approved, establishes the four year firms for the period May 1, 2018 through April 30, 2022.

As dictated by the foregoing policy, the University solicited prospective candidates by advertising in major newspapers and sent notifications to all certified firms. The University received 55 Statements of Qualifications from interested firms. Project Evaluation Boards consisting of representatives from each campus and an equal number of representatives from outside the University reviewed the Statements of Qualifications from respondents. The Director of Facilities Planning and Management at Central Administration chaired each Project Evaluation Board.

Following review of the Statements of Qualifications, and based upon the established selection criteria and processes, the Evaluation Boards submitted the following consultants to the Business Affairs Committee for recommendation to the full board:

Advanced Engineering Systems  
Alfred Benesch & Company  
Alley Poyner Macchietto  
Altus Architectural Studios  
Alvine Engineering  
BCDM Architects  
BSA LifeStructures  
BVH Architecture  
Carlson West Povondra Architects  
Clark, Richardson & Biskup  
Davis Design  
DLR Group  
Ehrhart Griffin & Associates  
Engineering Technologies  
Erickson Sullivan Architects  
Farris Engineering  
HDR  
Holland Basham Architects  
Jackson - Jackson & Associates  
JEO Consulting Group  
Kenneth Hahn Architects

Kirkham, Michael & Associates  
Lamp, Rynearson & Associates  
LEO A DALY  
Lutz, Daily & Brain  
Miller & Associates  
Morrissey Engineering  
Olsson Associates  
Parsons Brinckerhoff (WSP USA)  
Prochaska & Associates  
RDG Planning & Design  
Sinclair Hille Architects  
Specialized Engineering Solutions  
Terracon Consultants  
The Architectural Offices  
The Clark Enersen Partners  
The Schemmer Associates  
Trenor Architects  
TSP  
Wilkins ADP  
Wiss Janney Elstner Associates

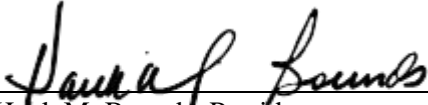
The matter was reviewed and recommended for approval by the Business Affairs Committee.

SPONSORS:

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

Chris J. Kabourek  
Interim Vice President for Business and Finance

RECOMMENDED:

  
\_\_\_\_\_  
Hank M. Bounds, President  
University of Nebraska

DATE:

February 28, 2018

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

MEETING DATE: March 29, 2018

SUBJECT: Authorize the President, in consultation with the Chancellor and Board of Regents Chairman, to approve and execute change orders for the Global Center for Advanced Interprofessional Learning to be constructed at the University of Nebraska Medical Center.

RECOMMENDED ACTION: Authorize the President, in consultation with the Chancellor and Board of Regents Chairman, to approve and execute change orders for the Global Center for Advanced Interprofessional Learning to be constructed at the University of Nebraska Medical Center.

PREVIOUS ACTION: January 27, 2017 - The Board of Regents approved a scope change and budget increase to implement a contract by the Office of the Assistant Secretary of Preparedness and Response (ASPR) in the U.S. Department of Health & Human Services, to develop and deliver biopreparedness training to federal employees and provide quarantine facilities for persons exposed to but not yet showing symptoms of serious infectious diseases such as Ebola.

September 16, 2016 - The Board of Regents received the Intermediate Design Report for the Global Center for Advanced Interprofessional Learning to be constructed on the University of Nebraska Medical Center campus in Omaha.

October 9, 2015 - The Board of Regents approved the program statement and budget for the Global Center for Advanced Interprofessional Learning to be constructed on the University of Nebraska Medical Center campus in Omaha.

April 2015 - The Board of Regents approved the establishment of the Interprofessional Experiential Center for Enduring Learning (iEXCEL<sup>SM</sup>) to be housed in the Global Center for Advanced Interprofessional Learning to be constructed on the University of Nebraska Medical Center campus in Omaha.

EXPLANATION: The Global Center for Advanced Interprofessional Learning (Global Center) project constructs a new structure to house and support the activities of the Interprofessional Experiential Center for Enduring Learning (iEXCEL<sup>SM</sup>).

Additionally, per a federal contract with the Office of the Assistant Secretary of Preparedness and Response (ASPR) in the U.S. Department of Health and Human Services, the project also delivers biopreparedness training to federal employees and provides quarantine

facilities for persons exposed to but not yet showing symptoms of serious infectious diseases such as Ebola. The federal contract requires the facility to be open by April 2019.

Since the final design of the Center was completed, it has become clear the level of interest from local, national and international visitors and dignitaries will far exceed original projections. A number of redesign change orders are anticipated to assure the facility meets this newly recognized demand. In addition, the planned mid-construction review of technology identified change orders are necessary to incorporate new technologies into the facility.

Regents Policy 6.3.1 authorizes the President to approve amendments of or change orders to construction contracts up to the greater of \$150,000 or 1.25% of the total project cost. To ensure the Global Center project can meet the aggressive construction schedule required for the April 2019 opening deadline imposed by the ASPR contract, this action would authorize the President, in consultation with the Chancellor and the Board Chair, to approve and execute any change orders for the Global Center, including those greater than 1.25% of the total project cost, provided there is no increase to the total project budget.

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

PROJECT COST:	Construction	\$ 73,637,000
	Non-construction	<u>\$ 45,294,000</u>
	Total	\$118,931,000

SOURCES OF FUNDS:	Private Funds	\$ 77,000,000
	State Funds	\$ 25,000,000
	Federal Funds	<u>\$ 16,931,000</u>
		\$118,931,000

ON-GOING FISCAL IMPACT	Estimated Operating and Maintenance	No additional impact
	Additional Programmatic Costs	No additional impact

SPONSOR

Donald S. Leuenberger  
Interim Vice Chancellor for Business, Finance  
& Economic Development

RECOMMENDED:



---

Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center

DATE: February 28, 2018

TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

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: March 5, 2018

## **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: March 29, 2018

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: March 5, 2018

## 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 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.	June 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 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.	June 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 2016-17	Raise at least \$9 million in private funds (endowment and/or spendable)	Jan. 2018	Academic



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 2017	<ul style="list-style-type: none"> <li>• UNL increase enrollment 3.0%</li> <li>• UNO increase enrollment 4.0%</li> <li>• UNK &amp; UNMC increase enrollment over previous year</li> </ul>	Dec. 2017	Academic
Fall 2018	<ul style="list-style-type: none"> <li>• UNL increase enrollment 2.9%</li> <li>• UNO increase enrollment 4.5%</li> <li>• UNK &amp; UNMC increase enrollment over previous year</li> </ul>	Dec. 2018	Academic

5. **Graduation Rates (1-b-iii)**

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

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

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 2017-18	<ol style="list-style-type: none"> <li>1) All salary increases should be awarded, to the extent possible, on the basis of merit.</li> <li>2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers.</li> <li>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.</li> </ol>	June 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 2016	<ol style="list-style-type: none"> <li>1) Increase faculty diversity, employing measures permitted by state and federal law.</li> <li>2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.</li> </ol>	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 2017	Maintain enrollment of first-time freshman ranked in the top quartile of their high school graduating class to 50.0% or greater.	Dec. 2017	Academic
Fall 2018	Maintain enrollment of first-time freshman ranked in the top quartile of their high school graduating class to 50.0% or greater.	Dec. 2018	Academic

9. **Merit-based Scholarships (3-b-ii)**  
*Increase support for merit-based scholarships.*

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

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 2017	Increase the number of domestic nonresident undergraduate students by 1.5% annually.	Dec. 2017	Academic
Fall 2018	Increase the number of domestic nonresident undergraduate students by 1.5% annually.	Dec. 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 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 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
2017	<p>Increase over previous year. Evaluate and modify annual targets as appropriate.</p> <ol style="list-style-type: none"> <li>1) Entrepreneurship education               <ol style="list-style-type: none"> <li>a) Entrepreneurship student credit hours</li> <li>b) Number of entrepreneurship students</li> </ol> </li> <li>2) Entrepreneurship outreach               <ol style="list-style-type: none"> <li>a) Attendees at seminars provided</li> <li>b) Website visits</li> </ol> </li> <li>3) Business creation               <ol style="list-style-type: none"> <li>a) NU-affiliated companies formed</li> <li>b) NU licensing activity                   <ol style="list-style-type: none"> <li>i) Patents disclosed</li> <li>ii) Patents filed</li> <li>iii) Patents awarded</li> </ol> </li> </ol> </li> <li>4) Business support               <ol style="list-style-type: none"> <li>a) Clients served</li> <li>b) Average investment</li> <li>c) Average sales increase</li> <li>d) Total jobs created</li> <li>e) Total jobs saved</li> </ol> </li> </ol>	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
2017 Calendar Year	<ol style="list-style-type: none"> <li>1) Short-Term Cash/Investments: Exceed average of similar fund types</li> <li>2) Endowments: Exceed average of similar fund types</li> <li>3) Debt: Maintain Aa1 rating; exceed 1.15 coverage</li> <li>4) Capital: Report on Capital Queue</li> <li>5) Human Resources: Meet midpoint of peers in faculty and staff salaries</li> </ol>	<ol style="list-style-type: none"> <li>1) June 2018</li> <li>2) January 2018</li> <li>3) January 2018</li> <li>4) Quarterly</li> <li>5) June 2018</li> </ol>	Business

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 2017	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 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 student aboard.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2016-17	By 2019-20, the number of students who have studied abroad will reach 1,780, an increase of 50% over the number in 2011-12.	August 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 Recruitment (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 2017	Continue progress toward doubling by 2020-21 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Dec. 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%.	Dec. 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 University of Nebraska Online 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.*

<b>Reporting Period</b>	<b>Accountability Measure</b>	<b>Report Date</b>	<b>Reporting Committee</b>
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.	Dec. 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.	Dec. 2018	Academic

TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

SUBJECT: University of Nebraska calendar for establishing and reporting  
accountability measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President  
University of Nebraska

DATE: March 13, 2018

## Strategic Framework Accountability Measure Reporting and Update Calendar

Revised for March 29, 2018 meeting

<u>Board Meeting Date</u>	<u>Academic Affairs Committee</u>	<u>Business Affairs Committee</u>
March 29, 2018	Workforce Development [3-h-i & iii] Entrepreneurship [5-d]	None
April 13, 2018	UNMC campus visit with discussion of campus strategic plan and performance indicators.	
June 1, 2018	Research [4-a-i]	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, Human Resources, Capital Queue)</i>
August 3, 2018	Student Learning Assessment [6-g] Study Abroad [3-d-i]	
December 4, 2018	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]	Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>

TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

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: March 5, 2018



## University of Nebraska Strategic Dashboard Indicators (Updated as of January 25, 2018)

State Funding Change (1.a.i) FY2017-18		Tuition Change (1.a.ii) FY 2017-18		Enrollment Change (1.b.i) Fall 2017		Retention (1.b.i) Fall 2017		Need-Based Aid (1.a.iii) FY2016-17											
Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome										
	State funding and cost mgmt.= moderate and predictable tuition -2.2%		State funding and cost mgmt.= moderate and predictable tuition 5.4% 2017-18 3.2% 2018-19		UNL= 3.0% increase		UNO= 4.0% increase		UNK= increase		UNMC= increase		80% retention rate		Raise at least \$9 million in private funds	Raised \$15.7 million			
State funding and cost mgmt.= moderate and predictable tuition -2.2%		State funding and cost mgmt.= moderate and predictable tuition 5.4% 2017-18 3.2% 2018-19		UNL= 3.0% increase UNO= 4.0% increase UNK= increase UNMC= increase		80% retention rate		Raise at least \$9 million in private funds		Raised \$15.7 million									
Women Faculty (2.a.iii) Fall 2016		Minority Faculty (2.a.iii) Fall 2016		Top 25% Enrollment (3.b.i) Fall 2017		Nonresident Students (3.c.i) Fall 2017		Merit-Based Aid (3.b.ii) FY2016-17											
Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome										
	Increase over 2015 2016=37.14% 2015=36.78%		Increase over 2015 2016=21.78% 2015=21.39%		Increase to 50% 49.3%		Increase 1.5% over 2016 +2.1%		Raise at least \$9 million in private funds	Raised \$34.1 million									
Increase over 2015 2016=37.14% 2015=36.78%		Increase over 2015 2016=21.78% 2015=21.39%		Increase to 50% 49.3%		Increase 1.5% over 2016 +2.1%		Raise at least \$9 million in private funds		Raised \$34.1 million									
Study Abroad (3.d.i) AY2015-16		International Students (3.d.ii) Fall 2017		Distance Education (3.g.i) Fall 2016		Six-Year Graduation Rate (1.b.iii) AY2014-15													
Target	Outcome	Target	Outcome	Target	Outcome	Campus	Target	Outcome											
	50% increase over 2011-12 number by 2019-20 7.55% increase over prior year		Double base of 3,018 students by 2019-20 3.4% increase over prior year (4,488)		Resident and nonresident growth above public four-year national average Resident =+15.8% Nonresident =-0.5%		UNL	Maintain or show progress toward reaching the average six-year graduation rate of peers	2016= -6.3% 2015= -6.1%		UNO	2016= -1.5% 2015= +3.0%		UNK	2016= +5.3% 2015= +4.1%		UNMC	Not applicable	Not Applicable
50% increase over 2011-12 number by 2019-20 7.55% increase over prior year		Double base of 3,018 students by 2019-20 3.4% increase over prior year (4,488)		Resident and nonresident growth above public four-year national average Resident =+15.8% Nonresident =-0.5%		Six-Year Graduation Rate (1.b.iii) AY2014-15													

**LEGEND:**



Target Met or Exceeded









Progress Toward Target



Target Not Met

## University of Nebraska Strategic Dashboard Indicators (Updated as of January 25, 2018)

Federal Research Funding Growth (4.a.i) UNL and UNMC FY2015-16						Faculty Salaries (2.a.i) FY2016-17			
	<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	3.4%	-1.92%		UNMC	0.99%		UNL	2017= -5.2% 2016= -4.2%
							UNMC	Significant progress toward exceeding midpoint of peers	2017= -5.7% 2016= -6.1%
							UNO		*
							UNK		*

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	<b>Four-Year Graduation Guarantee (1.b.iii) AY2014-15</b>	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.
	<b>Faculty Salaries (2.a.1) Fall 2017</b>	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.
	<b>Entrepreneurship (5.d) 2016</b>	Increase over FY 2014 baseline data for: 1) Entrepreneurship coursework hours 2) Entrepreneurship number of students 3) Entrepreneurship seminar attendees 4) Entrepreneurship website visits 5) NU-affiliated companies formed 6) NU Licensing activity 7) Business support-clients served 8) Business support-client investments 9) Business support-sales increases 10) Business support-jobs created 11) Business support-jobs saved	1) 2015=8,441; 2016=10,943 2) 2015=2,791; 2016=3,692 3) 2015=12,313; 2016=11,642 4) 2015=152,485; 2016=189,723 5) 2015=26; 2016=31 6) 2015=206; 2016=178 (patents filed), 2015=43; 2016=60 (patents awarded) 7) 2015=8,837; 2016=8,756 8) 2015=\$200,079; 2016=\$343,578 9) 2015=\$85,843; 2016=\$458,142 10) 2015=451; 2016=994 11) 2015=1,173; 2016=644

**LEGEND:**



Target Met or Exceeded









Progress Toward Target



Target Not Met

## University of Nebraska Strategic Dashboard Indicators (Updated as of January 25, 2018)

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	<b>Workforce Development</b> (3.h.i and 3.h.iii) Fall 2017	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.
	<b>Student Learning Assessment</b> (6.g) Fall 2016	<ol style="list-style-type: none"> <li>Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations.</li> <li>Report on participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.</li> </ol>	<p>UNK, UNL and UNO currently participate in the National Survey of Student Engagement (NSSE). Performance on professional licensure examinations is generally 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>
	<b>Business Process Efficiencies</b> (6.c.ii)		
	<b>Short Term Cash Investments</b> January 2017	Exceed average of similar fund types.	The 2015 return on the State's Operating Investment Pool (1.5%) exceeded the benchmark value of 1.3%.
	<b>Endowments</b> December 2017	Exceed average of similar fund types.	Fund N endowments gained 13.9% for the year ending June 30, 2017, while similar funds gained an average of 13.2% over the same period.
	<b>Debt</b> December 2017	Maintain Aa2 rating and exceed 1.15 coverage.	Bond rating maintained at Aa1 and exceeded 1.15 coverage.
	<b>Human Resources</b> June 2017	Meet midpoint of peers in faculty and staff salaries.	Faculty salaries at UNL and UNMC are below the midpoint of peers for 2017*.

**Notes:**

\*UNO and UNK salaries are governed by collective bargaining.

**LEGEND:**



TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

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: March 13, 2018

Alignment of University's Strategic Goals with Board of Regents Agenda Items  
March 29, 2018

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.**
  - Academic Affairs committee presentation on Undergraduate Student Experience
2. **The University of Nebraska will build and sustain undergraduate, graduate, and professional programs of high quality with an emphasis on excellent teaching.**
  - Academic Affairs committee presentation on Undergraduate Student Experience
  - Quarterly personnel report
  - Report on renaming the Bachelor of Arts in General Science to the Bachelor of Science in General Science in the College of Arts and Sciences at UNO
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.**
  - Report on renaming the Bachelor of Arts in General Science to the Bachelor of Science in General Science in the College of Arts and Sciences at UNO
  - Strategic Framework report on entrepreneurship
  - Strategic Framework report on Workforce Opportunities and Academic Program Alignment
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.**
  - Academic Affairs committee presentation on National Science Foundation EPSCoR Projects
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.**
  - Academic Affairs committee presentation on Undergraduate Student Experience
  - Strategic Framework report on entrepreneurship
  - Strategic Framework report on Workforce Opportunities and Academic Program Alignment
6. **The University of Nebraska will be cost effective and accountable to the citizens of the state.**
  - Approve the selection of the four year Architect/Engineer firms for term contracts from May 1, 2018 to April 30, 2022
  - Authorize the President, in consultation with the Board of Regents Chairman and Chancellor, to approve and execute change orders for the Global Center for Advanced Interprofessional Learning at UNMC
  - Report on naming of selected rooms within the College of Nursing – Lincoln Division at UNMC
  - Report on naming of Bessey Hall room 214 the “Jerome J. Wright and Alumni Computation and Visualization Laboratory” at UNL
  - Intermediate Design Reports for Otto Olsen Building Replacement at UNK
  - Report on Mabel Lee Hall Replacement Building at UNL
  - Revisions to rules and regulations for faculty and student self-government organizations: Amendments to the UNK College of Education *Constitution and Bylaws* to (1) create the new standing committee: Technology Committee; and (2) formalize compliance with system process for approval of amendments
  - Approve or accept various regular reports, including:
    - Status report on Fire Safety and Protection
    - Members of the University of Nebraska Project Review Board Pool

TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

SUBJECT: Personnel Reports

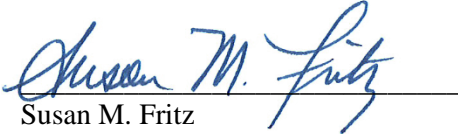
RECOMMENDED ACTION: Report

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 4<sup>th</sup> quarter of 2017 is attached.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVED:   
Susan M. Fritz  
Executive Vice President and Provost

DATE: March 5, 2018

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Frost, Scott	Athletics	Head Coach-Football	Special	12/3/2017		5,000,000 FY	1.00
Hahn, Donna	Graduate Studies	Assistant Dean and Director of Operations	Special	10/23/2017		83,000 FY	1.00
Moos, William	Athletics	Athletic Director	Special	10/23/2017		1,000,000 FY	1.00
Zhang, Ping	Physics and Astronomy	Senior Research Associate	Special	12/1/2017	11/30/2018	50,000 FY	1.00

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

<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>
Basche, Andrea	Agronomy and Horticulture	Assistant Professor	Specific Term	12/1/2017		84,000 AY	1.00
Benes, Ashley	West Central Research and Extension Center	Assistant Extension Educator	Special	12/18/2017		62,500 FY	1.00
Corman, Jessica	School of Natural Resources	Assistant Professor	Specific Term	12/1/2017		85,000 FY	1.00
McClure, Glennis	Agricultural Economics	Associate Extension Educator	Special	11/29/2017		65,000 FY	1.00
Muller, Jennifer	Office of the Vice President and Vice Chancellor	Director, IANR Analytics	Special	10/11/2017	9/30/2019	75,000 FY	1.00
Wulf, Tasha	West Central Research and Extension Center	Assistant Extension Educator	Special	11/27/2017		55,000 FY	1.00



**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Angle, Bryan	Ophthalmology and Visual Sciences	Assistant Professor	Health Prof	10/1/2017	6/30/2018	45,000	FY	1.00
Goldswieg, Bracha	Pediatrics	Assistant Professor	Health Prof	10/15/2017	6/30/2019	45,000	FY	1.00
Haas, Steven	Adult Restorative Dentistry	Associate Professor	Health Prof	12/1/2017	6/30/2021	130,000	FY	1.00
	Dental Administration	Associate Dean for Clinical Affairs (Stipend)	Special	12/1/2017		65,000	FY	0.00
Khasawneh, Rima	Pediatrics	Assistant Professor	Health Prof	10/1/2017	6/30/2018	55,000	FY	1.00
Lawler, James	Internal Medicine	Associate Professor	Special	11/15/2017		50,000	FY	1.00
Makari, John	Surgery	Associate Professor	Health Prof	12/1/2017	6/30/2020	45,000	FY	1.00
Maloney, Christopher	Pediatrics	Professor	Health Prof	10/1/2017	6/30/2018	45,000	FY	1.00
Meier, Nancy	College of Nursing-West Nebraska Division	Assistant Professor	Special	11/1/2017		72,000	AY	1.00
	College of Nursing-Omaha Division	Coordinator, Master of Science in Nursing Program, Special Psychiatric Nurse Practitioner Program (Stipend)	Special	11/1/2017		1,500	AY	0.00
<sup>1</sup> O'Neil, Patricia	College of Allied Health Professions	Assistant Dean for Finance and Administration	Special	7/1/2017		104,976	FY	1.00
Rasmussen, Jennifer	Anesthesiology	Assistant Professor	Special	10/1/2017		100,000	FY	1.00
Rowland, Sheri	College of Nursing-Lincoln Division	Assistant Professor	Special	10/1/2017	5/11/2018	75,750	AY	1.00

<sup>1</sup> Omitted from previous report

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Smith, Heather	Eppley Institute	Research Assistant Professor	Special	10/16/2017		70,899 FY	1.00
Zimmerman, Holly	Allied Health Services Administration	Assistant Professor	Health Prof	11/1/2017	6/30/2019	95,000 FY	1.00
		Program Director, Genetic Counseling (Stipend)	Special	11/1/2017		20,000 FY	0.00

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Farooq, Omer	Criss Library	Assistant Professor and Social Sciences Librarian	Specific	11/1/2017		49,500	FY 1.00

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Chambers, Bren	Office of the Vice President and General Counsel	Associate General Counsel	Special	10/1/2017		111,400 FY	1.00
Hind, Wendy	Office of the President	Special Advisor to the President	Special	11/20/2017	1/6/2018	48,600 FY	0.20
Mello, Heath	Office of the Vice President for University Affairs	Associate Vice President and Director of State Relations	Special	12/18/2017		165,000 FY	1.00

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Alexander, Dennis	Electrical and Computer Engineering	Professor	Continuous			195,110 AY	1.00
		Professor	Continuous			195,110 AY	1.00
		Kingery Professor of Electrical Engineering	Special	11/1/2017	6/30/2018	10,000 FY	0.00
		Kingery Professor of Electrical Engineering	Special		10/31/2017	10,000 FY	0.00
Allgood, Sam	Economics	Professor	Continuous			121,475 AY	1.00
		Professor	Continuous			121,475 AY	1.00
		Edwin J. Faulkner Professor of Economics	Special	10/1/2017	9/30/2022	15,000 FY	0.00
		Edwin J. Faulkner Professor of Economics	Special		9/30/2017	15,000 FY	0.00
Barlow, Steven	Special Education and Communication Disorders	Professor	Continuous			245,823 FY	1.00
		Professor	Continuous			245,823 FY	1.00
	Center for Brain Biology and Behavior	Associate Director (Stipend)	Special	10/1/2017	9/30/2018	15,000 FY	0.00
		Associate Director (Stipend)	Special		9/30/2017	15,000 FY	0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>	
Blum, Paul	School of Biological Sciences	Professor	Continuous			102,840 AY	1.00	
		Professor	Continuous			102,840 AY	1.00	
		Bessey Professor	Special			5,000 AY	0.00	
		Bessey Professor	Special			5,000 AY	0.00	
	Center for Energy Sciences Research	N/A	N/A		11/13/2017		0 FY	0.00
		Associate Director (Stipend)	Special			11/12/2017	10,284 FY	0.00
Booton, Steven	University Registrar	Interim Registrar	Special	10/4/2017	9/30/2018	108,000 FY	1.00	
		Senior Associate Registrar	Special		10/3/2017	86,580 FY	1.00	
Der Matossian, Bedross	History	Associate Professor	Continuous			73,188 AY	1.00	
		Associate Professor	Continuous			73,188 AY	1.00	
	Norman and Bernice Harris Center for Judaic Studies	Associate Director (Stipend)	Special	10/1/2017	5/31/2018	1,600 FY	0.00	
		N/A	N/A			0 FY	0.00	

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Derr, Robert	School of Art, Art History and Design	Professor	Continuous	10/20/2017		87,055	AY	1.00
		Director (Includes stipend)	Special		10/19/2017	121,400	FY	1.00
Freeman, Abby	Admissions	Director	Special	12/1/2017		110,000	FY	1.00
		Interim Director (Includes stipend)	Special		11/30/2017	107,400	FY	1.00
<sup>2</sup> Hong, Miyoung	Interior Design	Assistant Professor	Specific Term	8/14/2017		65,000	AY	1.00
		Assistant Professor	Specific Term			0	AY	0.00
		Merle and Trula Bachman Professor in Health Care Design	Special	8/14/2017	8/13/2019	10,000	AY	0.00
		N/A	N/A			0	AY	0.00
<sup>3</sup> Lu, Yongfeng	Electrical and Computer Engineering	Professor	Continuous	11/1/2017		224,326	AY	1.00
		Professor	Continuous		10/31/2014	204,828	AY	1.00
		Lott Distinguished University Professor	Special			15,000	FY	0.00
		Lott Distinguished University Professor	Special			15,000	FY	0.00

<sup>2</sup> Late reporting of Professorship

<sup>3</sup> Retention increase

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Rajurkar, Kamlakar	Mechanical and Materials Engineering	Professor	Continuous			185,286 AY	1.00
		Professor	Continuous			185,286 AY	1.00
		College of Engineering Distinguished Professor	Special	10/1/2017	6/30/2018	15,000 FY	0.00
		College of Engineering Distinguished Professor	Special		9/30/2017	15,000 FY	0.00
Shell, Duane	Educational Psychology	Research Professor	Special	10/1/2017	12/31/2017	51,625 FY	0.3667
		Research Professor	Special		9/30/2017	84,470 FY	0.60
Spiegel, Amy	Social and Behavioral Sciences Research Consortium	Research Associate Professor	Special	12/1/2017		39,587 FY	0.50
		Research Associate Professor	Special		11/30/2017	47,504 FY	0.60
Viljoen, Hendrik	Chemical and Biomolecular Engineering	Professor	Continuous			152,044 AY	1.00
		Professor	Continuous			152,044 AY	1.00
		Distinguished Professor	Special	11/1/2017	6/30/2018	10,000 FY	0.00
		Distinguished Professor	Special		10/31/2017	10,000 FY	0.00
Whitbeck, Leslie	Sociology	Research Professor	Special	12/1/2017	11/30/2018	34,627 FY	0.23
	Bureau of Sociological Research	Research Professor	Special		11/30/2017	49,566 FY	0.33

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*



**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Fenton, Melissa	4-H and Youth Development	Assistant Extension Educator	Special	12/23/2017	12/22/2018	47,448	FY	1.00
		Assistant Extension Educator	Special		12/22/2017	47,448	FY	1.00
<sup>4</sup> Houska, Kristen	Eastern Nebraska Research and Extension Center Nutrition and Health Sciences	Assistant Extension Educator	Special	10/1/2017		50,000	FY	1.00
		Assistant Extension Educator	Special		9/30/2017	48,768	FY	1.00
Kreifels, Brett	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	12/1/2017		49,500	FY	1.00
		Managerial/Professional	Other		11/30/2017	36,908	FY	1.00
Subbiah, Jeyamkondan	Biological Systems Engineering	Professor	Continuous			120,562	FY	1.00
		Professor	Continuous			120,562	FY	1.00
		Morrison Distinguished Professor	Special	10/1/2017	9/30/2022	10,000	FY	0.00
		Morrison Distinguished Professor	Special		9/30/2017	10,000	FY	0.00
<sup>4</sup> Tigner, Robert	West Central Research and Extension Center	Associate Extension Educator	Special	11/1/2017		75,790	FY	1.00
		Associate Extension Educator	Special		10/31/2017	70,046	FY	1.00
Watson, Andrea	Animal Science	Research Assistant Professor	Special	11/1/2017	10/31/2019	74,880	FY	1.00
		Research Assistant Professor	Special		10/31/2017	74,880	FY	1.00
<sup>4</sup> Change of duties								
		<i>Reflects new or ongoing appointment</i>						
		<i>Un-shaded reflects old appointment</i>						

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Are, Madhuri	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	87,000	FY	1.00
		Associate Professor	Special		11/30/2017	87,000	FY	1.00
Berger, Ann Malone	College of Nursing-Omaha Division	Professor	Continuous			65,924	FY	0.40
		Professor	Continuous			65,924	FY	0.40
		Dorothy Hodges Olson Chair in Nursing	Special	11/1/2017	6/30/2018	98,889	FY	0.60
		Dorothy Hodges Olson Chair in Nursing	Special		10/31/2017	98,889	FY	0.60
		Associate Dean (Stipend)	Special			5,000	FY	0.00
		Associate Dean (Stipend)	Special			5,000	FY	0.00
Brakke, Tara	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	110,200	FY	1.00
		Associate Professor	Special		11/30/2017	110,200	FY	1.00
Brooks, Thomas	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	100,000	FY	1.00
		Associate Professor	Special		11/30/2017	100,000	FY	1.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Guo, Minglei	Pharmacology and Experimental Neuroscience	Assistant Professor	Special			62,000	FY 1.00
		Assistant Professor	Special			62,000	FY 1.00
		Research Scientist (Stipend)	Special	10/1/2017		2,400	FY 0.00
		N/A	N/A			0	FY 0.00
Hanna, Kathleen	College of Nursing-Omaha Division	Professor	Continuous			162,309	FY 1.00
		Professor	Continuous			162,309	FY 1.00
		Carol M. Wilson Endowed Chair (Stipend)	Special			5,000	FY 0.00
		Carol M. Wilson Endowed Chair (Stipend)	Special			5,000	FY 0.00
		N/A	N/A	12/1/2017		0	FY 0.00
		Director of Ph.D. Program (Stipend)	Special		11/30/2017	3,000	FY 0.00
Hu, Guoku	Pharmacology and Experimental Neuroscience	Assistant Professor	Special			62,000	FY 1.00
		Assistant Professor	Special			62,000	FY 1.00
		Research Scientist (Stipend)	Special	10/1/2017		4,800	FY 0.00
		N/A	N/A			0	FY 0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
5 Johnson, Jolene	Munroe Meyer Institute, Education and Child Development	Assistant Professor	Special			72,316	FY	1.00
		Assistant Professor	Special			72,316	FY	1.00
		Associate Director (Stipend)	Special	8/1/2017		4,000	FY	0.00
		N/A	N/A			0	FY	0.00
6 Kalin, Daniel	Emergency Medicine	Assistant Professor	Health Prof	7/1/2017	6/30/2018	45,000	FY	1.00
		Assistant Professor	Special		6/30/2017	45,000	FY	1.00
7 MacTaggart, Jason	Surgery	Associate Professor	Health Prof	10/1/2017	6/30/2018	50,534	FY	0.75
		Associate Professor	Health Prof		9/30/2017	67,378	FY	1.00
5 Mahal, Elizabeth	Emergency Medicine	Assistant Professor	Health Prof	7/1/2017	6/30/2018	45,000	FY	1.00
		Assistant Professor	Special		6/30/2017	45,000	FY	1.00

<sup>5</sup> Delay in reporting; department finalized paperwork after 3rd quarterly report was submitted

<sup>6</sup> Correction to hire documents

<sup>7</sup> Remaining salary defrayed by VA Nebraska -Western Iowa Healthcare System

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>	
Marcelin, Alberto	Family Medicine	Assistant Professor	Health Prof	12/1/2017	6/30/2019	45,000	FY	1.00	
		Assistant Professor	Special		11/30/2017	18,000	FY	0.40	
Mathews, Wayne	Physician Assistant Education	Associate Professor	Health Prof			117,101	FY	1.00	
		Associate Professor	Health Prof			117,101	FY	1.00	
		Research Director	Special	12/1/2017		0	FY	0.00	
		Associate Director (stipend)	Special		11/30/2017	5,000	FY	0.00	
<sup>8</sup> McElroy, Emily	McGoogan Library of Medicine	Associate Professor	Continuous	12/1/2017		8,151	FY	0.05	
		Associate Professor	Continuous		11/30/2017	7,651	FY	0.05	
		Director	Special	12/1/2017		138,572	FY	0.85	
		Director	Special		11/30/2017	145,375	FY	0.95	
		Academic Affairs	Assistant Vice Chancellor	Special	12/1/2017		16,303	FY	0.10
			N/A	N/A			0	FY	0.00
Pang, Huiling	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	103,200	FY	1.00	
		Associate Professor	Special		11/30/2017	103,200	FY	1.00	

<sup>8</sup> Redistribution of salary with increased responsibilities

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Pullen, Carol	College of Nursing-Omaha Division	Professor	Continuous			155,460	FY	1.00
		Professor	Continuous			155,460	FY	1.00
		Interim Director	Special	12/1/2017		3,000	FY	0.00
		N/A	N/A			0	FY	0.00
Roberts, Ellen	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	96,000	FY	1.00
		Associate Professor	Special		11/30/2017	96,000	FY	1.00
Schulte, Thomas	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	92,000	FY	1.00
		Associate Professor	Special		11/30/2017	92,000	FY	1.00
<sup>9</sup> Simet, Samantha	Genetics, Cell Biology and Anatomy	Assistant Professor	Health Prof			82,400	FY	1.00
		Assistant Professor	Health Prof			82,400	FY	1.00
		Director, Masters of Medical Gross Anatomy Course (Stipend)	Special	7/1/2017		5,000	FY	0.00
		N/A	N/A			0	FY	0.00
Simonson, Jean	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	100,000	FY	1.00
		Associate Professor	Special		11/30/2017	100,000	FY	1.00

<sup>9</sup> Delay in reporting; department finalized paperwork after 3rd quarterly report was submitted.

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Siu, Ka-Chun	Physical Therapy Education	Associate Professor	Continuous			108,521	FY	1.00
		Associate Professor	Continuous			108,521	FY	1.00
		Global Director	Special	10/1/2017		0	FY	0.00
		N/A	N/A			0	FY	0.00
Smith Lynette	Biostatistics	Assistant Professor	Health Prof			103,047	FY	1.00
		Assistant Professor	Health Prof			103,047	FY	1.00
	College of Medicine	Director, Graduate Medical Education Patient Safety/Disparities Collaborative	Special	12/1/2017		10,000	FY	0.00
		N/A	N/A			0	FY	0.00
Sullivan, James	Anesthesiology	Associate Professor	Health Prof	12/1/2017	6/30/2019	100,000	FY	1.00
		Associate Professor	Special		11/30/2017	100,000	FY	1.00
Yelamanchili, Sowmya	Pharmacology and Experimental Neuroscience	Assistant Professor	Special			90,225	FY	1.00
		Assistant Professor	Special			90,225	FY	1.00
		Research Scientist (Stipend)	Special	10/1/2017		9,264	FY	0.00
		N/A	N/A			0	FY	0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
<sup>10</sup> Zangrillo, Amanda	Munroe Meyer Institute, Center for Autism Spectrum Disorders	Assistant Professor	Special	11/1/2017		90,000	FY	1.00
		Assistant Professor	Special		10/31/2017	72,841	FY	1.00
Zheng, Jialin	Pharmacology and Experimental Neuroscience	Professor	Special	11/18/2017		40,714	FY	0.25
		Professor	Continuous		11/17/2017	162,854	FY	1.00

<sup>10</sup> Market Adjustment

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*



**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**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>
Desmarais, Michele	Religious Studies	Associate Professor	Continuous			69,240 AY	1.00
		Associate Professor	Continuous			69,240 AY	1.00
		N/A	N/A	11/1/2017		0 AY	0.00
		Director, Medical Humanities Minor (Stipend)	Special		10/31/2017	1,200 AY	0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**10/01/2017 - 12/31/2017**  
**UNIVERSITY OF NEBRASKA ADMINISTRATION**

**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>
Banick, Gabrielle	Office of the Executive Vice President and Provost	Associate Vice President for P-16 Initiative	Special	10/1/2017		156,018	FY	0.90
		Associate Vice President for P-16 Initiative	Special		9/30/2017	173,353	FY	1.00
Yates, Kristin	Office of the Executive Vice President and Provost	Associate Vice President for Institutional Research and Chief Data Officer	Special	10/1/2017		185,000	FY	1.00
		Assistant Vice President and Director of Institutional Research	Special		9/30/2017	133,268	FY	1.00

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

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

Academic Affairs

MEETING DATE: March 29, 2018

SUBJECT: Renaming the Bachelor of Arts (BA) in General Science to the Bachelor of Science (BS) in General Science in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: The UNO Bachelor of Arts in General Science was established prior to modern records of Board approvals.

EXPLANATION: After careful review of the program, its students and their needs, the University of Nebraska at Omaha's College of Arts and Sciences requests that the Bachelor of Arts in General Science degree undergo a name change to the Bachelor of Science in General Science.

The BA degree first appeared in the 1948 University of Omaha Undergraduate Catalog. At that time, the College of Arts and Sciences only offered a BA degree. The BA in General Science is an interdisciplinary degree designed for students interested in health and other science-related professions.

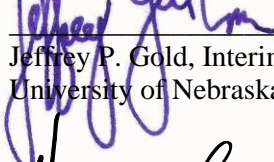
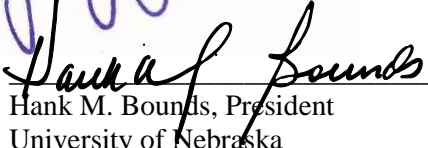
The primary distinction between the BA and BS degrees is that the BA requires 16 credit hours of college-level coursework in a foreign language while the BS requires 15 credit hours related to and supporting the general science major. Given the science-focused curriculum of the General Science degree, a BS degree is more appropriate and desirable to students. If approved, students currently enrolled in the BA in General Science will be transitioned into the BS, if appropriate.

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

PROGRAM COST: \$0 (No new faculty, staff, or additional expenses will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: B.J. Reed  
Senior Vice Chancellor for Academic and Student Affairs

APPROVED:   
Jeffrey P. Gold, Interim Chancellor  
University of Nebraska at Omaha  
  
Hank M. Bounds, President  
University of Nebraska

DATE: March 5, 2018

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

MEETING DATE: March 29, 2018


SUBJECT: Status Report on Fire Safety and Protection

RECOMMENDED ACTION: Report

PREVIOUS ACTION: April 24, 2010 – The Board of Regents approved variances for UNL Colonial Terrace and University Park apartments as well as 1 six plex, 11 plex, and 2 duplexes at UNMC.  
  
September 6, 2007 – The Board of Regents approved the establishment of *Polices of the Board of Regents* 6.4.9 - Fire Safety and Protection.

EXPLANATION: Board policy requires sprinkling of University-sanctioned housing by 2017, unless otherwise exempted; designation of a Campus Fire Safety Officer; establishment of student conduct regulations; and confirmation of inspection to assure compliance with state law and Board of Regents policies reported annually. The full report for 2017 can be found at [http://nebraska.edu/docs/facilities/NU\\_Fire\\_Safety\\_Protection\\_Report\\_2017.pdf](http://nebraska.edu/docs/facilities/NU_Fire_Safety_Protection_Report_2017.pdf)

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

APPROVED:   
Chris J. Kabourek  
Interim Vice President for Business and Finance

DATE: February 28, 2018

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

Business Affairs

MEETING DATE: March 29, 2018

SUBJECT: Members of the University of Nebraska Project Review Board Pool

RECOMMENDED ACTION: Report

PREVIOUS ACTION: March 18, 2016 – A report was submitted to the Board of Regents listing members serving as the Project Review Board pool.

EXPLANATION: The University of Nebraska wishes to extend service of previously approved Project Review Board and appoint new members from within and outside the University to serve in the Project Review Board pool. The members were selected by a selection committee, consisting of the Assistant Vice President for Business and Finance/Director of Facilities Planning and Management, and the Facility Directors of each campus, and make the following appointments.

External Members


Michael Alley, architect  
John Badami, architect  
Chris Barnwell, architect  
Sheila Barnwell, architect  
Douglas Bisson, planner  
Patricia Birch, architect  
Michael Brady, engineer  
Kevin Clark, architect  
Shawn Diederich, engineer  
Donald Foster, engineer  
Charles Huddleston, engineer  
Lynn Jones, architect  
Martin Kasl, engineer  
Vishal Khanna, engineer  
JoAnne Kissel, planner  
Rebecca Koller, architect/planner\*  
George Morrissey, engineer  
Toby Samuelson, engineer  
Dennis Scheer, landscape architect  
Philip Schreier, engineer  
John Sinclair, architect  
Curt Witzenburg, architect  
Richard Woodson, engineer  
Reed Miller, engineer

Internal Members

Alan Wedige, NU university architect  
Emily Casper, NU landscape architect  
Jeffrey Day or College of Architecture designee  
Lee McQueen, UNK engineer  
Brooke Hay, UNL engineer  
Chad Lea, UNL architect  
Brad Muehling, UNL architect  
Gale Warren, UNL interior designer  
Stefan Newbold, UNL engineer  
Robert Dietrich, UNMC architect  
Dan Michalak, UNMC architect  
Mike Parker, UNMC engineer  
Mark Sjogren, UNMC architect  
Brian Spencer, UNMC architect/planner  
Michael Tierney, UNMC architect  
Alison Topp, UNMC architect  
Scott Hunt, UNO planner  
Larry Morgan, UNO engineer

\*upon retirement from the University

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

APPROVED:   
Chris J. Kabourek  
Interim Vice President for Business and Finance | CFO

DATE: February 28, 2018

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

Business Affairs

MEETING DATE: March 29, 2018

SUBJECT: Naming of selected rooms within College of Nursing – Lincoln Division

RECOMMENDED ACTION: Report

PREVIOUS ACTION: September 2008 – The Board of Regents approved the construction of a new building for the UNMC College of Nursing – Lincoln Division on the UNL East Campus in Lincoln.

EXPLANATION: President Bounds and Chancellor Gold have approved the naming of suites within the College of Nursing – Lincoln Division (see below). This naming recommendation was initiated by Dr. Juliann G. Sebastian, Dean of College of Nursing.

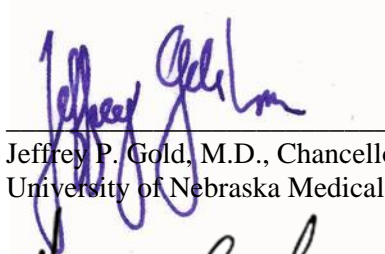
<b>Space</b>	<b>Donor Names</b>
Charlotte Peck Lienemann Simulation Suite	Delmar Lienemann & Family
Duane & Phyllis Acklie Family Classroom and Student Space	Duane & Phyllis Acklie Family
Sharon K. Holmberg Health Assessment Labs	Estate of Sharon Holmberg
Drs. Dennis & Teresa Anderson Skills Lab	Dennis & Theresa Anderson
Assurity Life Insurance Company Classroom	Assurity Life Insurance Company
Dr. David & Marla Schmidt Research Suite	Dr. David & Marla Schmidt
In Memory of Harold F. Daum, MD Front Courtyard	Barb Sand

With the naming of these areas as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the Donors' generous support to the University of Nebraska and UNMC.

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

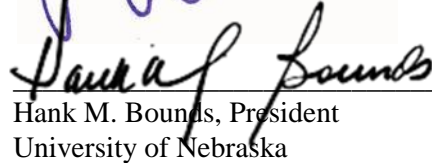
SPONSOR: Donald S. Leuenberger  
Interim Vice Chancellor for Business, Finance &  
Economic Development

APPROVED:



---

Jeffrey P. Gold, M.D., Chancellor  
University of Nebraska Medical Center



---

Hank M. Bounds, President  
University of Nebraska

DATE:

February 28, 2018

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

Business Affairs

MEETING DATE: March 29, 2018

SUBJECT: Report

RECOMMENDED ACTION: Naming Room 214 in Bessey Hall, the "Jerome J. Wright and Alumni Computation and Visualization Laboratory" at the University of Nebraska-Lincoln

PREVIOUS ACTION: None

EXPLANATION: President Bounds and Chancellor Green have approved the naming of Room 214 in Bessey Hall, the "Jerome J. Wright and Alumni Computation and Visualization Laboratory" in honor of UNL Alumnus Jerome J. Wright and the alumni of the Department of Earth and Atmospheric Sciences (EAS).

Dr. Wright was a hydrogeologist who specialized in modeling flow through porous media. Today his area of expertise relies on computation and visualization technology. EAS recently received a bequest from the Virginia Long Maples Trust, with the stipulation that it be used to honor Dr. Jerome J. Wright (BS 1941, MS 1947), the brother of the trustee. EAS proposes to use a portion of this bequest to support the computer technology laboratory.

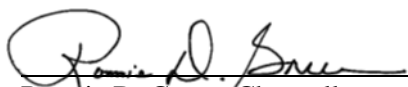
Under Board of Regents policy 6.2.7(3)(b) the naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such facility and the President. Such naming shall be reported to the Board of Regents.

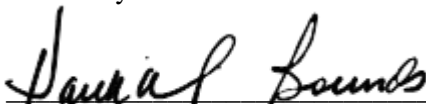
PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: William J. Nunez  
Interim Vice Chancellor for Business and Finance

APPROVED:

  
\_\_\_\_\_  
Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

  
\_\_\_\_\_  
Hank M. Bounds, President  
University of Nebraska

DATE: February 28, 2018



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

MEETING DATE: March 29, 2018

SUBJECT: Business Affairs Committee Approval of Intermediate Design Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: On November 7, 2008, the Board of Regents approved revisions to RP-6.3.6.2.d authorizing the Business Affairs Committee to approve Intermediate Design for projects greater than \$2,000,000 and report approval to the Board at the next regular meeting. Approval of Intermediate Design fixes the project scope and budget.


EXPLANATION: Following is an Intermediate Design Report approved by the Business Affairs Committee:

**UNK – Otto Olsen Replacement Building**

Program Statement Approved: January 27, 2017  
 Intermediate Design Report: March 29, 2018

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$30,000,000	\$30,000,000
Non Construction Budget:	\$5,723,500	\$5,723,500
Construction Budget:	\$24,276,500	\$24,276,500
NSF:	69,927	61,167
GSF:	80,199	92,863
Substantial Completion:	October 2019	October 2019

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

APPROVED:   
 Chris J. Kabourek  
 Interim Vice President | CFO

DATE: February 28, 2018

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

Business Affairs

MEETING DATE: March 29, 2018

SUBJECT: Business Affairs Committee Approval of Mabel Lee Hall Replacement Building.

RECOMMENDED ACTION: Report

PREVIOUS ACTION: June 1, 2017 – The Board of Regents approved the program statement for the Mabel Lee Hall renovation.


EXPLANATION: At its June 1, 2017 meeting, the Board of Regents requested an analysis of the cost to replace Mabel Lee Hall to compare with the Program Statement renovation cost. Business Affairs has approved this analysis and the recommendation to replace Mabel Lee Hall.

**UNL Mabel Lee Hall Replacement Building**

Program Statement Approved: June 1, 2017  
Program Verification: March 29, 2018

	<i>Program Statement</i>	<i>Program Verification</i>
Total Project Budget:	\$40,000,000	\$40,000,000
Non Construction Budget:	\$8,550,000	\$6,540,000
Construction Budget:	\$31,450,000	\$33,460,000
NSF:	117,298	106,500
GSF:	128,682	117,800
Substantial Completion:	May 2021	May 2021

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

APPROVED:   
Chris J. Kabourek  
Interim Vice President | CFO

DATE: February 28, 2018

TO: The Board of Regents Addendum IX-D-9  
Academic Affairs Committee

MEETING DATE: March 29, 2018

SUBJECT: Strategic Framework Report on Entrepreneurship

RECOMMENDED ACTION: Report

PREVIOUS ACTION: March 31, 2017 – A report on entrepreneurship was provided to the Board of Regents.

EXPLANATION: This report is on the accountability measures for the Strategic Framework goal 13, “Entrepreneurship, support entrepreneurship education, training and outreach.”

Based upon input by NU entrepreneurship faculty and staff and the recommendation of the Academic Affairs Committee, the entrepreneurship accountability measure was modified beginning with the 2014 reporting to focus on entrepreneurship education, entrepreneurship outreach, business creation and business support.

Surveys were sent out to participants that reflected the change in the metric. The compiled data is the latest available from the University entrepreneurship programs and covers July 1, 2016 through June 30, 2017.

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:   
Hank M. Bourds, President  
University of Nebraska

DATE: March 5, 2018

# Strategic Framework 5-d

## Support entrepreneurship education, training and outreach

- The goal for this reporting date was to increase numbers from the previous year, evaluating and adjusting targets as appropriate in the following categories:
  - I. Entrepreneurship education
    - Formal coursework hours delivered
    - Number of students
  - II. Entrepreneurship outreach
    - Seminars provided
    - Website visits
  - III. Business Creation
    - NU-affiliated companies formed
    - NU licensing activity
  - IV. Business support
    - Clients served
    - Investments by clients in their businesses
    - Increase in sales by clients
    - Decrease in operating (savings) by clients
    - Jobs created and saved

# Results for 2017 Reporting Period

## Entrepreneurship Education:

<u>2016</u>	<u>2017</u>		<u>2016</u>	<u>2017</u>	
3,594	3,328	Undergraduate Students	10,580	9,878	Credit hours
98	123	Graduate Students	363	441	Credit hours

## Entrepreneurship Outreach Seminars:

<u>Seminar duration</u>	<u>Number of Attendees</u>	
	<u>2016</u>	<u>2017</u>
1 hr.	5,555	6,556
2 hrs.	2,498	2,325
4 hrs.	125	0
8 hrs.	1,669	1,784
1 day	614	1,370
2 days	724	782
More than 2 days	457	393
Varied Length	N/A	32

Website visits:	<u>2016</u>	<u>2017</u>
	189,723	111,098

## Results for 2017 Reporting Period, cont.

### Business Creation

	<u>2016</u>	<u>2017</u>
a) NU-affiliated companies formed:	31	63
b) NU licensing activity		
Patents disclosed:	167	192
Patents filed:	178	211
Patents awarded:	60	95

### Business Support

Clients served:	8,756	9,952
Average investment:	\$343,578	\$222,895
Average sales increase:	\$458,142	\$275,947
Total jobs created:	994	714
Total jobs saved:	644	548

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

Academic Affairs

MEETING DATE: March 29, 2018

SUBJECT: Strategic Framework report on Workforce Opportunities and Academic Program Alignment

RECOMMENDED ACTION: Report

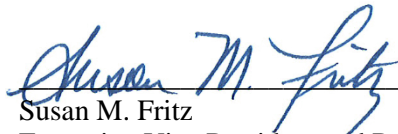
PREVIOUS ACTION: March 31, 2017 – An updated Workforce Opportunities and Academic Program Alignment report was provided to the Board of Regents

EXPLANATION: In 2005, the University of Nebraska analyzed 16 studies of workforce needs in the State of Nebraska and compiled a list of the six major categories for development. They are Business Marketing and Management; Communication and Information Systems; Environmental and Agricultural Systems; Health Sciences; Human Sciences; and Industrial, Manufacturing and Engineering Systems. Within each of these six broad employment categories, the NU campuses provide numerous instructional programs to prepare the Nebraska workforce. In November 2006, the outcome of this research was presented to the Board of Regents and we began indexing all existing academic programs that directly addressed jobs in these six areas. In subsequent years, NU has updated the indexed list by adding new instructional programs to meet workforce needs.

This report lists the six major areas and provides a list of NU degree and certificate programs currently in place or under development.

New programs that have been added this year are highlighted in purple and new programs under development are highlighted in yellow.

APPROVED:

  
\_\_\_\_\_  
Susan M. Fritz  
Executive Vice President and Provost

DATE: March 5, 2018

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Business Marketing and Management</b>			
Administration, Finance, Sales			
UNK			
	Business Administration (BS/MBA) Chemistry, Business/Sales Emphasis (BS) Professional Sales (Undergraduate Certificate)		Business Intelligence (Undergraduate Certificate)
UNL			
	Accountancy (MPA/JD-MPA) Agribusiness (BS/MBA) Agricultural Economics (BS/MS/PhD) Business (MA with Global Leadership emphasis) Business Administration (BS/MA/MBA) Business Administration (MBA with Executive Leadership specialization) Business Administration with a Major in Supply Chain Management (BS) Business Analytics (Graduate Certificate) Business Analytics (MS) Economics (BA/BS/MA/PhD) Finance (BS) Finance (MS) Management (BS) Marketing (BS)	Clayton Yeutter Institute of International Trade and Finance	Rural Economic and Community Vitality (Graduate Certificate)
UNO			
	Accounting (BSBA/MAcc) Business Administration-Executive (MBE) Business Administration (MBA) Economics (BSBA/BMS/MA/MS) Management (BSBA) Marketing (BSBA) Real Estate and Land Use Economics-Real Estate Certification (BSBA/MS)	Center for Collaboration Science Center for Real Estate and Asset Management Center for Urban Sustainability	

<b>Business Marketing and Management</b>			
Business Services			
UNK			
	Business Administration (BS)		
UNL			
	Accounting (BS) Actuarial Science (BA/BS/MA/PhD) Agribusiness (BS/MBA) Agricultural Economics (BS/MS/PhD) Applied Science (BS/MAS) Business Administration with a Major in Supply Chain Management (BS) Business Analytics (Graduate Certificate) Business Analytics (MS) Finance (BS) Finance (MS) Graphic Design (BA/BFA) Hospitality, Restaurant, and Tourism Management (BA) Management (BS) Management Information Systems (MA) Marketing (BS) Psychology (JD-PhD/PhD with UNO) Supply Chain Management Systems (Graduate Certificate) Textiles, Merchandising, and Fashion Design (BS/MA/MS)		Emerging Media Arts (BFA) Rural Economic and Community Vitality (Graduate Certificate)



**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Business Marketing and Management</b>			
<b>Business Services (continued)</b>			
UNMC			
	MSN/DNP (Nursing Administration track)		MSN/MBA (with UNO)
UNO			
	Accounting (BSBA/MAcc) Business Administration (BSBA/MS/MBA) Business Administration, Supply Chain Management concentration (BSBA) Data Analytics (Graduate Certificate) Economics (BSBA) Human Resources, Training, and Development (Graduate Certificate) Industrial and Organizational Psychology (MS) Management (BSBA) Marketing (BSBA) Mathematics, Data Science concentration (MS) Psychology - Industrial and Organizational Psychology (MA) Psychology (PhD) (with UNL) Real Estate and Land Use Economics-Real Estate Certification (BSBA)	Center for Economic Education Center for Real Estate and Asset Management Center for Urban Sustainability Nebraska Business Development Center	Data Science (MS) MSN/MBA (with UNMC)

<b>Business Marketing and Management</b>			
<b>Entrepreneurship</b>			
UNK			
	Business Administration (BS) Chemistry, Business/Sales Emphasis (BS) Exercise Science Management (BS) Journalism Advertising (BA/BS) Journalism Public Relations (BA/BS) Multimedia (BA/BS) Organizational Communication (BS) Professional Sales (Undergraduate Certificate) Recreation, Park and Tourism Management (Travel and Tourism option) (BS) Sports Administration (BS) Visual Communication and Design (BFA)	Center for Entrepreneurship and Rural Development (formerly Center for Rural Research and Development)	
UNL			
	Applied Science (BS/MAS) Business Administration (MBA) Business Analytics (Graduate Certificate) Business Analytics (MS) Graphic Design (BA/BFA) Hospitality, Restaurant, and Tourism Management (BA) Human Sciences (with a specialization in Textiles, Merchandising, and Fashion Design and an option in Merchandising) (PhD) Integrated Science (BS) Management (BS) Public Relations and Social Media (Graduate Certificate) Sports Media and Communication (Bachelor of Journalism) Textiles, Merchandising, and Fashion Design (BS/MA/MS)		Emerging Media Arts (BFA) MSN/MBA (with UNMC)
UNMC			
	MSN/DNP (Nursing Administration track)		MSN/MBA (with UNL)
UNO			
	Innovation & Entrepreneurship (BSBA)	Center for Innovation, Entrepreneurship and Franchising Center for Urban Sustainability	Data Science (MS) IT Innovation (MS)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Business Marketing and Management</b>			
<b>Financial Services</b>			
UNK	Applied Computer Science (BS) Business Administration (BS) Computer Information Systems Comprehensive (BS)		
UNL	Accounting (BS/MPA/JD-MPA) Agribusiness (BS/MBA) Agricultural Economics (BS/MS/PhD) Economics (BA/BS/MA/PhD) Family and Consumer Sciences (with Family Financial Planning option) (MS) Finance (BS) Finance (MS) Finance (BS) Financial and Housing Counseling (Graduate Certificate)		Rural Economic and Community Vitality (Graduate Certificate)
UNO	Accounting (BSBA/MAcc) Economics (MA/MS) Finance (BSBA) Investment Science Portfolio Management (BSBA) Management Information Systems (BMS/BSIS/MS)		

<b>Business Marketing and Management</b>			
<b>Public Service and Administration</b>			
UNK	Applied Computer Science (BS) Aviation Systems Management (BS) Computer Information Systems (BS) Political Science (BA/BS) Public Administration (BS) Social Science Comprehensive (BA) Social Work (BS)		Women's, Gender and Ethnic Studies (BA/BS)
UNL	Applied Science (MAS) (Community Development specialization) Civic Engagement (Undergraduate Certificate) Communication Studies (BA/BS/PhD) Community and Regional Planning (Master/JD-MCRP) Computer Science (BS/MS/PhD) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Financial and Housing Counseling (Graduate Certificate) Human Sciences (Leadership Studies specialization) (PhD) Human Sciences (PhD/EdD) Juris Doctorate (at UNL) and Public Health (MPA at UNMC) (Dual Degree Program) Leadership Education (MS) Political Science (BA/BS/MA/PhD) Psychology (BA/BS/MA/PhD) Public Policy (Undergraduate Certificate) Sociology (BA/BS/MA/PhD) Sports Media and Communication (Bachelor of Journalism)		MSN/MBA (with UNMC)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Business Marketing and Management</b>			
<b>Public Service and Administration (continued)</b>			
UNMC	<p>Applied Biostatistics (Professional Certificate)</p> <p>Biology (BS at UNO) and Public Health (MPH at UNMC) with concentration in Environmental and Occupational Health (4+1 Integrated Undergraduate/ Professional Degree)</p> <p>Biostatistics (PhD)</p> <p>Business Administration (MBA at UNO) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Community Oriented Primary Care (Professional Certificate)</p> <p>Emergency Preparedness (MS)</p> <p>Emergency Preparedness (Professional Certificate)</p> <p>Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree)</p> <p>Epidemiology (PhD)</p> <p>Health Administration (Masters)</p> <p>Health Promotion and Disease Prevention Research (PhD)</p> <p>Health Services Research, Administration and Policy (PhD)</p> <p>Infectious Disease Epidemiology (Professional Certificate)</p> <p>Juris Doctorate (at UNL) and Public Health (MPA at UNMC) (Dual Degree Program)</p> <p>Maternal and Child Health (Professional Certificate)</p> <p>MSN/DNP (Nursing Administration track)</p> <p>Public Health (MPH/Professional Certificate)</p>	<p>Center for Health Policy</p> <p>Center for Patient, Family, and Community Engagement in Chronic Care Management</p> <p>Center for Reducing Health Disparities</p> <p>Fred and Pamela Buffett Cancer Center</p>	<p>Health Administration (with UNO) (Graduate Certificate)</p> <p>MSN/MBA (with UNL)</p> <p>MSN/MBA (with UNO)</p> <p>Public Health Leadership and Practice (DrPH)</p>
UNO	<p>Aviation (BMS/BS)</p> <p>Biology (BS at UNO) and Public Health (MPH at UNMC) with concentration in Environmental and Occupational Health (4+1 Integrated Undergraduate/ Professional Degree)</p> <p>Business Administration (MBA at UNO) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Business for Bioscientists (Graduate Certificate)</p> <p>Economics (BSBA/MA/MS)</p> <p>Emergency Management (BS)</p> <p>Gender and Leadership (Undergraduate Certificate)</p> <p>General Administration, Multidisciplinary Studies concentration (BMS)</p> <p>Government (Graduate Certificate) (formerly American Government)</p> <p>Nonprofit Administration, Multidisciplinary Studies concentration (BMS)</p> <p>Nonprofit Management (Graduate Certificate)</p> <p>Political Science (BA/BS/MA/MS)</p> <p>Public Administration (MPA/PhD)</p> <p>Public Health (BS)</p> <p>Public Management (Graduate Certificate)</p> <p>Sociology (BS)</p> <p>Tribal Management and Emergency Services (Undergraduate Certificate)</p>	<p>Center for Public Affairs Research</p> <p>Certified Public Manager</p> <p>Leonard and Shirley Goldstein Center for Human Rights</p> <p>Nebraska Municipal Clerk Institute and Academy</p>	<p>Health Administration (with UNMC) (Graduate Certificate)</p> <p>MSN/MBA (with UNMC)</p> <p>Native American Studies (BS)</p>

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Communication and Information Systems</b>			
<b>Arts, AV Technology, and Communication</b>			
UNK	Applied Computer Science (BS) Computer Information Systems Comprehensive (BS) Computer Science Comprehensive (BS) Geography Spatial/GIS Option (BS) Multimedia (BA/BS) Software Quality Assurance (Undergraduate Certificate) Visual Communications and Design (BFA)		Business Intelligence (Undergraduate Certificate)
UNL	Agricultural & Environmental Sciences Communication (BS) Art History (MA) Communication Studies (BA/BS/MA/PhD) Computer Science (BA/BS/MA/PhD) Film Studies (BA/BS) Graphic Design (BA/BFA) Integrated Science (BS) Quilt Studies (Graduate Certificate) Software Engineering (BS) Sports Media and Communication (Bachelor of Journalism) Teaching of Writing (Graduate Certificate)		Emerging Media Arts (BFA)
UNO	Art, Multidisciplinary Studies concentration (BMS) Art History (BAAH) Communication (BMS/MA) Communication Studies (BAC/BSC) Computer Science (MS) Critical and Creative Thinking (MA) Journalism and Media Communication (BAC/BSC) Studio Art (BASA/BFA) Technical Communication (Graduate Certificate)		Intermedia (MFA/Graduate Certificate) IT Innovation (MS)
<b>Communication and Information Systems</b>			
<b>Information Services</b>			
UNK	Business Administration, Emphasis Management Information Systems (BS) Computer Information Systems Comprehensive (BS) Computer Science Comprehensive (BS) Cyber Security Operations (BS) Geography Spatial/GIS Option (BS) Software Quality Assurance (Undergraduate Certificate) Telecommunications Management (BS)		Business Intelligence (Undergraduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Communication and Information Systems</b>			
<b>Information Services (continued)</b>			
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Computer Engineering (BS) Computer Science (BS/MS/PhD) Computer Science and Management (J.D. Edwards Honors Program) Cyber and Cyber Security Law (Executive Certificate) Cyber and Telecommunications Law (Executive Certificate) Electronics Engineering (BS) Engineering Management (MEM) Integrated Science (BS) Management (BS) Management Information Systems (MA) Mechanized Systems Management (BS/MS) Natural Resource Sciences (MS/PhD) Software Engineering (BS) Space Law (JSD-SL/Executive Certificate) Sports Media and Communication (Bachelor of Journalism) Statistics (MS/PhD)		Emerging Media Arts (BFA)
UNO			
	Communication Studies (BA/BS) Computer Science (BS/BMS/MS) Computer Science-Artificial Intelligence (Graduate Certificate) Computer Science-Communications Network (Graduate Certificate) Computer Science Education (MS/Graduate Certificate) Computer Science-Software Engineering (Graduate Certificate) Computer Science-Systems and Architecture (Graduate Certificate) Critical and Creative Thinking (MA) Cybersecurity (BS/MS) (formerly Information Assurance) Data Analytics (Graduate Certificate) Data Management (Undergraduate Certificate) Information Technology (Executive MS) Information Technology Administration (Undergraduate Certificate) International Studies (BA) IT Innovation (BS) Library Media (BSED) Library Science, Multidisciplinary Studies concentration (BMS) Management Information Systems (BMS/BS) MIS-Information Assurance (Graduate Certificate) MIS-Project Management (Graduate Certificate) MIS-Systems Analysis and Design (Graduate Certificate) Systems Development (Undergraduate Certificate)	Center for Urban Sustainability Geographic Information Systems Nebraska University Center for Information Assurance	Data Science (MS) Intermedia (MFA/Graduate Certificate) IT Innovation (MS)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Communication and Information Systems</b>			
<b>Information Technology</b>			
UNK	Applied Computer Science (BS) Computer Information Systems (BS) Computer Science Comprehensive (BS) Geography Spatial/GIS Option (BS) Software Quality Assurance (Undergraduate Certificate)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural and Environmental Sciences Communication (BS) Agricultural Engineering (BS) Agronomy (MS/PhD) Animal Science (MS/PhD) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Computer Engineering (BS/MS) Computer Science (BA/BS/MA/PhD) Computer Science and Management (J.D. Edwards Honors Program) Food Science and Technology (MS/PhD) Integrated Science (BS) Mechanized Systems Management (BS/MS) Natural Resource Sciences (MS/PhD) Software Engineering (BS) Telecommunications Engineering (MS)		Computer Engineering (PhD) Emerging Media Arts (BFA)
UNMC	Biomedical Informatics (with UNO) (MS/PhD) Biomedical Sciences (Interdisciplinary Graduate Program granting one PhD with six sub-programs: Integrative Physiology and Molecular Medicine; Immunology, Pathology and Infectious Disease; Biochemistry and Molecular Biology; Molecular Genetics and Cell Biology; Cancer Research; and Neuroscience) Cancer Research (MS/PhD) Pathology/Microbiology (Bioinformatics track) (MS/ PhD)	Consumer Health Information Programs for Nebraskans iCaRe2 (Integrated Cancer Data Repository in the Fred and Pamela Buffett Cancer Center) Interprofessional Experiential Center for Enduring Learning (with UNO, UNL, UNK, and Nebraska Medicine) Robotics Initiatives Simulation Center UNeTech: <i>Nebraska's Biomedical Technology Institute</i> (formerly Nebraska Advanced Biomedical Technology Innovation and Discovery Institute) (with UNO)	
UNO	Bioinformatics (BS) Biomechanics (BS) Biomedical Informatics (MS/PhD) (with UNMC) Computer Science (BS/BMS/MS) Computer Science Education (MS/Graduate Certificate) Cybersecurity (BS/MS) (formerly Information Assurance) Information Technology (BMS/MS/PhD) Information Technology (Executive MS) Information Technology Administration (Undergraduate Certificate) Management Information Systems (BMS/BS/MS)	Center for Research in Human Movement Variability UNeTech: <i>Nebraska's Biomedical Technology Institute</i> (formerly Nebraska Advanced Biomedical Technology Innovation and Discovery Institute) (with UNMC)	Data Science (MS) IT Innovation (MS)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Communication and Information Systems</b>			
<b>Software</b>			
UNK			
	Applied Computer Science (BS) Computer Information Systems Comprehensive (BS) Computer Science Comprehensive (BS) Geography Spatial/GIS Option (BS) Software Quality Assurance (Undergraduate Certificate)		
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Communication Studies (BA/BS/PhD) Computer Engineering (BS/MS) Computer Science (BA/BS/MA/PhD) Management (Management Information Systems) (BS) Mechanized Systems Management (BS/MS) Software Engineering (BS) Statistics (MS/PhD)		Computer Engineering (PhD) Emerging Media Arts (BFA)
UNO			
	Computer Science (BMS/BS/MS) Computer Science Education (MS/Graduate Certificate) Information Technology (Executive MS) Management Information Systems (BMS/BS/MS)		IT Innovation (MS)

<b>Communication and Information Systems</b>			
<b>Transportation, Distribution, Warehousing, and Logistics</b>			
UNK			
	Aviation Systems Management (BS) Business Administration, Supply Chain Management Emphasis (BS) Geography Spatial/GIS Option (BS) Industrial Distribution (BS) Supply Chain Management (Undergraduate Certificate)		
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Engineering Management (MEM) Manufacturing Engineering (MS) Mechanized Systems Management (BS/MS) Supply Chain Management Systems (Graduate Certificate)		
UNO			
	Aviation (BMS/BS) Public Administration (MPA)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Animal Systems</b>			
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural and Environmental Sciences Communication (BS) Agricultural Engineering (BS) Animal Science (BS/MS/PhD) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Fisheries and Wildlife (BS) Food Safety and Defense (Graduate Certificate) Food Science and Technology (MS/PhD) Food Technology for Companion Animals (BS) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Integrated Science (BS) Insect Science (BS) Integrative Biomedical Sciences (PhD) Mechanized System Management (BS/MS) Microbiology (BS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Nebraska Beef Industry Scholars (Undergraduate Certificate) Veterinary Medicine (DVM cooperative program with Iowa State University) Veterinary Science (BS) Veterinary Technology (BS) Water Science (BS)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)
NCTA	Agricultural Production Systems (AAS/AS/Undergraduate Certificate) Agriculture (Undergraduate Certificate) Animal Health Care (Undergraduate Certificate) Equine Training Management (Undergraduate Certificate) Laboratory Animal Care (Undergraduate Certificate) Meat Culinology (Undergraduate Certificate) Veterinary Technology Systems (AAS/AS)		Feedlot Operations (Undergraduate Certificate)



**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Agriculture, Food, Natural Resources</b>			
UNK	Biology (MS) Biology, Wildlife Emphasis (BS) Chemistry Comprehensive, Environmental/Ag (BS) Geography Spatial/GIS Option (BS) Geography, Environmental Emphasis (BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural and Environmental Sciences Communication (BS) Agricultural Engineering (BS) Agronomy (BS/MS/PhD) Animal Science (BS/MS/PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Environmental Studies (BA/BS) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Food Safety and Defense (Graduate Certificate) Food Science (BS/MS/PhD) Food Technology for Companion Animals (BS) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Horticulture (BS/MS) Insect Science (BS) Integrated Science (BS) Mechanized Systems Management (BS/MS) Meteorology and Climatology (BS) Microbiology (BS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Nebraska Beef Industry Scholars (Undergraduate Certificate) Plant Biology (BS) Plant Health (Doctor) Toxicology (PhD) (Joint with UNMC) Turfgrass and Landscape Management (BS) Veterinary Medicine (DVM cooperative program with Iowa State University) Veterinary Science (BS) Veterinary Technology (BS) Water Science (BS)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Agriculture, Food, Natural Resources (continued)</b>			
UNMC	Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Toxicology (PhD) (Joint with UNMC)	Center for Environmental Toxicology Center for Human Nutrition Fred and Pamela Buffett Cancer Center	
UNO	Biology (BA/BS/BMS) Environmental Studies, Multidisciplinary Studies concentration (BMS) Sustainability, Multidisciplinary Studies concentration (BMS)		Translational Biology (PhD)
NCTA	Agricultural Production Systems (AAS/AS/Undergraduate Certificate) Agriculture (Undergraduate Certificate)		

<b>Environmental and Agricultural Systems</b>			
<b>Agribusiness</b>			
UNK	Agribusiness (BS) Biology (BS) Chemistry, Environmental/Ag Emphasis (BS) Geography, Environmental Emphasis (BS) Geography, Spatial/GIS Emphasis (BS)		
UNL	Advanced Horticulture (Graduate Certificate) Agribusiness (BS/MS/MBA) Agricultural Economics (BS/MS/PhD) Agricultural Education (BS) Agricultural Engineering (BS) Agronomy (BS/MS) Agronomy and Horticulture (PhD) Animal Science (BS/MS/PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Systems Engineering (BS/MS) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Environmental Studies (BA/BS) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Floriculture and Nursery Production (Graduate Certificate) Food Safety and Defense (Graduate Certificate) Food Science (MS/PhD) Food Science and Technology (BS) Food Technology for Companion Animals (BS) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Agribusiness (continued)</b>			
UNL (continued)			
	Horticulture (MS) Hospitality, Restaurant, and Tourism Management (BA) Human Sciences (PhD/ED) Human Sciences (Leadership Studies specialization) (PhD) Insect Science (BS) Integrated Science (BS) Integrative Biomedical Sciences (PhD) Landscape Architecture (BS) Leadership (Undergraduate Certificate) Leadership Education (MS) Legal Studies (Undergraduate Certificate) Marketing (BS) Mechanized Systems Management (BS/MS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Nebraska Beef Industry Scholars (Undergraduate Certificate) Ornamentals, Landscape and Turf (Graduate Certificate) PGA Golf Management (BS) Plant Biology (BA/BS) Veterinary Science (BS) Veterinary Technology (BS) Water Science (BS)		
NCTA			
	Agribusiness Management Systems (AAS/AS/Undergraduate Certificate) Agricultural Chemical Application (Undergraduate Certificate) Agricultural Production Systems (AAS/AS/Undergraduate Certificate) Agricultural Welding (Undergraduate Certificate) Agriculture (Undergraduate Certificate) Animal Health Care (Undergraduate Certificate) Equine Training Management (Undergraduate Certificate) Irrigation Technology (Undergraduate Certificate) Laboratory Animal Care (Undergraduate Certificate)		Feedlot Operations (Undergraduate Certificate)
<b>Environmental and Agricultural Systems</b>			
<b>Environmental Service Systems</b>			
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural and Environmental Sciences Communication (BS) Agricultural Economics (MS/PhD) Agricultural Engineering (BS) Agronomy (BS/MS) Agronomy and Horticulture (PhD) Animal Science (MS) Applied Climate Science (BS) Applied Science (BS/MAS) Advanced Horticulture (Graduate Certificate) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD)		Rural Economic and Community Vitality (Graduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Environmental Service Systems (continued)</b>			
UNL (continued)			
	Environmental Restoration Science (BS) Environmental Studies (BA/BS) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Floriculture and Nursery Production (Graduate Certificate) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Horticulture (MS) Insect Science (BS) Integrated Science (BS) Landscape Architecture (BS) Mechanized Systems Management (BS/MS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Ornamentals, Landscape and Turf (Graduate Certificate) Plant Health (Doctor) Water Science (BS)		
NCTA			
	Agricultural Chemical Application (Undergraduate Certificate) Agricultural Welding (Undergraduate Certificate) Agriculture (Undergraduate Certificate) Animal Health Care (Undergraduate Certificate) Equine Training Management (Undergraduate Certificate) Irrigation Technology (Undergraduate Certificate) Laboratory Animal Care (Undergraduate Certificate)		Feedlot Operations (Undergraduate Certificate)
<b>Environmental and Agricultural Systems</b>			
<b>Food Production and Processing Systems</b>			
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Agronomy (BS/MS/PhD) Animal Science (BS/MS/PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Food Science (MS/PhD) Food Science and Technology (BS) Food Technology for Companion Animals (BS) Integrated Science (BS) Mechanized Systems Management (BS/MS) Microbiology (BS) Nebraska Beef Industry Scholars (Undergraduate Certificate)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)
NCTA			
	Agriculture (Undergraduate Certificate) Meat Culinology (Undergraduate Certificate)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Natural Resources Systems</b>			
UNL	Advanced Horticulture (Graduate Certificate) Agricultural and Environmental Sciences Communication (BS) Agricultural Economics (MS/PhD) Agronomy (BS/MS) Agronomy and Horticulture (PhD) Animal Science (BS/MS/PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Environmental Studies (BA/BS) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Floriculture and Nursery Production (Graduate Certificate) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Horticulture (MS) Insect Science (BS) Integrated Science (BS) Meteorology and Climatology (BS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Ornamentals, Landscape and Turf (Graduate Certificate) Turfgrass and Landscape Management (BS) Water Science (BS)		Rural Economic and Community Vitality (Graduate Certificate)
NCTA	Agricultural Chemical Application (Undergraduate Certificate) Agriculture (Undergraduate Certificate) Animal Health Care (Undergraduate Certificate) Equine Training Management (Undergraduate Certificate) Irrigation Technology (Undergraduate Certificate) Laboratory Animal Care (Undergraduate Certificate)		Feedlot Operations (Undergraduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Plant Systems</b>			
UNL	Advanced Horticulture (Graduate Certificate) Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Agronomy (BS/MS) Agronomy and Horticulture (PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Fisheries and Wildlife (BS) Floriculture and Nursery Production (Graduate Certificate) Food Science (MS/PhD) Food Science and Technology (BS) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Horticulture (BS/MS) Insect Science (BS) Landscape Architecture (BS) Mechanized Systems Engineering (BS/MS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Ornamentals, Landscape and Turf (Graduate Certificate) Plant Biology (BA/BS) Plant Health (Doctor) Water Science (BS)	Nebraska Food for Health Center	
NCTA	Agricultural Chemical Application (Undergraduate Certificate) Agricultural Production Systems (AAS/AS/Undergraduate Certificate) Agriculture (Undergraduate Certificate) Irrigation Technology (Undergraduate Certificate)		

<b>Environmental and Agricultural Systems</b>			
<b>Power, Structural, and Technical Systems</b>			
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Mechanized Systems Management (BS/MS) Mixed Methods Research (Graduate Certificate) Survey Research and Methodology (Graduate Certificate)		
NCTA	Agricultural Welding (Undergraduate Certificate) Agriculture (Undergraduate Certificate)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Biotechnology</b>			
UNK	Biology (BS) Chemistry Comprehensive (BS) Molecular Biology Comprehensive (BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Agronomy (BS/MS/PhD) Animal Science (BS/MS/PhD) Applied Science (BS/MAS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Sciences (BS/MS/PhD) Complex Biosystems (Interdisciplinary PhD) Entomology (MS/PhD) Food Science (MS/PhD) Food Science and Technology (BS) Insect Science (BS) Integrated Science (BS) Microbiology (BS) Nutrition, Non-coding RNAs and Extracellular Vesicles (Graduate Certificate)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)
UNMC	Biomedical Sciences (Interdisciplinary Graduate Program granting one PhD with six sub-programs: Integrative Physiology and Molecular Medicine; Immunology, Pathology and Infectious Disease; Biochemistry and Molecular Biology; Molecular Genetics and Cell Biology; Cancer Research; and Neuroscience) Biotechnology (BS) (Co-operative with UNO) Cancer Research (MS/PhD) Pathology/Microbiology (Bioinformatics track) (MS/PhD) Biomedical Informatics (Joint MS/PhD with UNO)	Center for Cellular Signaling Center for Drug Delivery and Nanomedicine Fred and Pamela Buffett Cancer Center	
UNO	Bioinformatics (BS) Biomechanics (BS) Biomedical Informatics (Joint MS/PhD with UNMC) Biomedical Science (Graduate Certificate) Biotechnology (BS) (Co-operative with UNMC) Exercise Science (PhD)	Center for Research in Human Movement Variability	Biomechanics (MS)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Environmental and Agricultural Systems</b>			
<b>Processed Foods</b>			
UNK	Chemistry (BA/BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Agronomy (BS/MS/PhD) Animal Science (BS/MS/PhD) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Systems Engineering (BS) Complex Biosystems (Interdisciplinary PhD) Food Science (MS/PhD) Food Science and Technology (BS) Microbiology (BS)	Nebraska Food for Health Center	Rural Economic and Community Vitality (Graduate Certificate)
NCTA	Agriculture (Undergraduate Certificate) Meat Culinology (Undergraduate Certificate)		

<b>Health Sciences</b>			
<b>Biopharmaceuticals</b>			
UNK	Professional Chemistry and Molecular Biology (BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Sciences (BA/BS/MA/PhD) Biological Systems Engineering (BS) Chemical and Biomolecular Engineering (BS/MS/PhD) Chemistry (BA/BS/MA/PhD) Microbiology (BS)		
UNMC	Nanomedicine for Diagnosis and Therapy (Graduate Certificate) Pharmaceutical Sciences (MS/PhD) Pharmacology and Experimental Neuroscience (MS/PhD)	Center for Drug Delivery and Nanomedicine Center for Neurodegenerative Disorders Fred and Pamela Buffett Cancer Center Nebraska Center for Substance Abuse Research	
UNO	Chemistry (BA/BS/BMS)		



**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Health Sciences</b>			
<b>Health Care</b>			
UNK			
	Alcohol and Drug Counseling (Graduate Certificate) Applied Health Sciences (BS) Athletic Training (Masters) Biology (BS) Chemistry (BA/BS) Clinical Mental Health Counseling (MSEd) Counseling (EdS) Early Childhood Family Advocate (Undergraduate Certificate) Exercise Science (BS) Health Sciences (BS) Psychology, Psychobiology option (BA/BS) Radiography Comprehensive (BS) Respiratory Therapy Comprehensive (BS) School Counseling - Elementary (MSEd) School Counseling - Secondary (MSEd) School Counseling - Student Affairs (MSEd) School Psychology (EdS) Sociology, Community Emphasis (BS) Speech-Language Pathology (MSEd)		
UNL			
	Audiology (Doctor) Autism Spectrum Disorders and Severe Disabilities (Graduate Certificate) Behavior Specialist (Graduate Certificate) Communication Sciences and Disorders (BS) (formerly Speech Language Pathology and Audiology) Complex Biosystems (Interdisciplinary PhD) Early Childhood Special Education (Graduate Certificate) Food Safety and Defense (Graduate Certificate) Intellectual, Sensory and Developmental Disabilities (Graduate Certificate) Juris Doctorate (at UNL) and Public Health (MPH at UNMC) (Dual Degree Program) Nutrition, Non-coding RNAs and Extracellular Vesicles (Graduate Certificate) Sensory Disabilities (Graduate Certificate) Speech Language Pathology (MS) Transdisciplinary Childhood Obesity Prevention (Graduate Certificate)	Center for Brain, Biology and Behavior Nebraska Internship Consortium in Professional Psychology (joint with UNMC)	MSN/MBA (with UNMC) PhD/MLS (Joint Degree between UNMC's Office of Graduate Studies and UNL's College of Law)
UNMC			
	All Academic Programs in the College of Allied Health Professions (BSRT, BSCLS, DPT, MPA, MPS) All Academic Programs in the College of Dentistry (BS, DDS, MS, PhD, and Professional Certificates in 5 areas: Endodontics; General Practice Residency; Orthodontics and Dentofacial Orthopedics; Pediatric Dentistry; and Periodontics) (MS and PhD are in the Medical Sciences Interdepartmental Area [MSIA] Program) All Academic Programs in the College of Medicine (BS and MD) All Academic Programs in the College of Nursing (BSN, MSN, PhD) All Academic Programs in the College of Pharmacy (Pharm D) All Academic Programs in the College of Public Health (MPH) Applied Behavioral Analysis (with UNO) (Graduate Certificate) Applied Biostatistics (Professional Certificate)	Child Health Research Institute Center for Health Policy Center for Patient, Family, and Community Engagement in Chronic Care Management Center for Reducing Health Disparities Clinical Genetics Fellowship Program Fred and Pamela Buffett Cancer Center Frederick F. Paustian Center for Inflammatory Bowel Disease Global Center for Health Security Interprofessional Experiential Center for Enduring Learning (with UNO, UNL, UNK, and Nebraska Medicine)	Advanced Education in General Dentistry (Professional Certificate) Applied Behavior Analysis (with UNO) (MS) Enhanced Perioperative Care (Interprofessional MS) Health Administration (with UNO) (Graduate Certificate) Laboratory Forensics (Masters) Leadership and Transferable Skills for Health Sciences (Graduate Certificate) MSN/MBA (with UNL) MSN/MBA (with UNO) PhD/MLS (Joint Degree between UNMC's Office of Graduate Studies and UNL's College of Law)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Health Sciences</b>			
<b>Health Care (continued)</b>			
	UNMC (continued)		
	<p>Biomedical Sciences (Interdisciplinary Graduate Program granting one PhD with six sub-programs: Integrative Physiology and Molecular Medicine; Immunology, Pathology and Infectious Disease; Biochemistry and Molecular Biology; Molecular Genetics and Cell Biology; Cancer Research; and Neuroscience)</p> <p>Biostatistics (PhD)</p> <p>Business Administration (MBA at UNO) and Pharmacy (PharmD at UNMC) (Dual Degree Program)</p> <p>Business Administration (MBA at UNO) and Public Health (MPA at UNMC) (Dual Degree Program)</p> <p>Cancer Research (MS/PhD)</p> <p>Community Oriented Primary Care (Professional Certificate)</p> <p>Cytotechnology (Post-Baccalaureate Certificate)</p> <p>Emergency Management (MS)</p> <p>Emergency Preparedness (Professional Certificate)</p> <p>Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree)</p> <p>Epidemiology (PhD)</p> <p>Internationally Educated Nurses (Undergraduate Certificate)</p> <p>Family Medical Therapy (Post-Baccalaureate Certificate) (with UNL)</p> <p>Genetic Counseling (Masters)</p> <p>Health Administration (Masters)</p> <p>Health Professions Teaching and Technology (Masters/Post-Baccalaureate Certificate)</p> <p>Health Promotion and Disease Prevention Research (PhD)</p> <p>Health Services Research, Administration and Policy (PhD)</p> <p>Infectious Disease Epidemiology (Professional Certificate)</p> <p>Juris Doctorate (at UNL) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Maternal and Child Health (Professional Certificate)</p> <p>Medical Imaging and Therapeutic Sciences (BS) (formerly Radiation Science Technology Education)</p> <p>Medical Laboratory Science (BS) (formerly Clinical Laboratory Science)</p> <p>Medical Nutrition (Masters)</p> <p>Medical Nutrition Education (Post-Baccalaureate Certificate)</p> <p>Medical Sciences Interdepartmental Area (PhD)</p> <p>Nursing Practice (Doctor)</p> <p>Occupational Therapy (Doctorate)</p> <p>Post-Baccalaureate Professional Certificates in six specialty areas: 1) Cardiovascular Interventional Technology; 2) Computed Tomography; 3) Magnetic Resonance Imaging; 4) Diagnostic Medical Sonography; 5) Nuclear Medicine Technology; and 6) Radiation Therapy</p> <p>Psychology (Applied Behavioral Analysis concentration with UNO) (MS)</p> <p>Special Education (Applied Behavior Analysis concentration with UNMC) (MS)</p>	<p>International Studies Program</p> <p>Leadership Education in Neurodevelopmental Disabilities</p> <p>Nebraska Internship Consortium in Professional Psychology (joint with UNL)</p> <p>Summer Health Professions Education Program</p> <p>University Center for Excellence in Developmental Disabilities</p> <p>Youth Enjoy Science Program</p>	

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Health Sciences</b>			
<b>Health Care (continued)</b>			
UNO	Applied Behavioral Analysis (with UNMC) (Graduate Certificate) Athletic Training (MA) Business Administration (MBA at UNO) and Pharmacy (PharmD at UNMC) (Dual Degree Program) Business Administration (MBA at UNO) and Public Health (MPA at UNMC) (Dual Degree Program) Business Administration (MBA) Business for Bioscientists (Graduate Certificate) Exercise Science (PhD) Neuroscience (BS) Psychology (Applied Behavioral Analysis concentration with UNMC) (MS) Public Administration (MPA) Sociology (MA) Special Education (Applied Behavior Analysis concentration with UNMC) (MS) Special Education (Behavioral Disorders, Early Childhood Deaf/Hard of Hearing, Mild/Moderate Disabilities, Resource Teaching and Learning Disabilities) (MS) Speech-Language Pathology (MS)		Applied Behavior Analysis (with UNMC) (MS) Biomechanics (MS) Health Administration (with UNMC) (Graduate Certificate) MSN/MBA (with UNMC)

<b>Health Sciences</b>			
<b>Medical Devices</b>			
UNK	Chemistry (BS) Medical Technology Comprehensive (BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Biological Engineering (PhD) Biological Systems Engineering (Biomedical Engineering emphasis) (BS) Engineering (Biomedical Engineering specialization) (PhD) Integrative Biomedical Sciences (PhD)		
UNMC		Robotics Initiatives	

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Education, Social Services</b>			
UNK	Alcohol and Drug Counseling (Graduate Certificate) Biology 7-12 Teaching Field Endorsement (BSEd) Chemistry 7-12 Teaching Field Endorsement (BSEd) Counseling and School Psychology (EdS) Curriculum and Instruction, Reading K-12, Special Education (MAEd) Early Childhood and Family Advocacy (BS) Early Childhood Family Advocate (Undergraduate Certificate) Early Childhood Unified Endorsement (BA) Educational Administration (joint EdD with UNL) Exercise Science, General Physical Education with Specialization in Sports Administration or Recreation and Leisure (MAEd) Family Studies (BS) Geography 7-12 Teaching Subject Endorsement (BAEd) Geography Spatial/GIS Option (BS) Geography Teaching Subject Endorsement (BSEd) History 7-12 Teaching Subject Endorsement (BAEd) Instructional Technology (MA) Mathematics 7-12 Teaching Field Endorsement (BSEd) Mathematics 7-12 Teaching Subject Endorsement (BSEd) Music Education K-12 (BM) Physical Education (Specializations in Pedagogy or Special Populations) (Master Teacher) Physical Science 7-12 Teaching Endorsement (BAEd) Physics 7-12 Teaching Subject Endorsement (BSEd) Political Science 7-12 Teaching Endorsement (BAEd) Psychology (BA/BS) Psychology 7-12 Teaching Subject Endorsement (BSEd) School Counseling Elementary, Secondary, and Student Affairs Community Counseling (MSEd) School Principalship K-6, 7-12, Supervisor of Academic Area, Supervisor of Special Education (MAEd) School Superintendent (EdS) Social Science 7-12 Teaching Endorsement (BAEd) Social Work (BS) Sociology (BS) Special Education K-12 Teaching (BAE) Speech-Language Pathology (MSEd)		
UNL	Agricultural Education (BS) Applied Science (BS/MAS) Autism Spectrum Disorders and Severe Disabilities (Graduate Certificate) Behavior Specialist (Graduate Certificate) Child Development/Early Childhood (BS) Early Childhood Education (BS) Early Childhood Special Education (Graduate Certificate) Early Literacy (Graduate Certificate) Education and Human Sciences with a major Special Education (BS) Educational Administration (joint EdD with UNK) Educational Administration (K-12 principalship) (MEd) Educational Administration with a focus Higher Education, Student Affairs, or Athletic Administration (MA/MEd)		Educational Technology Leadership (Graduate Certificate) Social Justice and Diversity in Education (Graduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Education, Social Services (continued)</b>			
	UNL (continued)		
	Educational Psychology (Specializations in Cognition, Learning, and Development; Qualitative and Quantitative Psychometric Methods; and Counseling Psychology) (MA) Educational Psychology with a specialization School Psychology (MA/EdS) Educational Studies with a specialization in Educational Leadership Higher Education (EdD/PhD) Educational Studies with a specialization Teaching Learning and Curriculum (EdD/PhD) Elementary Education (K-6) (BS) Family and Consumer Science Education (BS) Family and Consumer Sciences with a specialization in Youth Development (MS) Family and Consumer Sciences with an option Marriage and Family Therapy (MS/PhD) Family Sciences (BS) Financial and Housing Counseling (Graduate Certificate) Forensic Science (BS) Human Sciences (PhD/ED) Human Sciences (Leadership Studies specialization) (PhD) Human Sciences specializations in Child, Youth and Family Studies and Gerontology (cooperative PhD program between UNL and UNO) Insect Biology for Educators (Graduate Certificate) Intellectual, Sensory and Developmental Disabilities (Graduate Certificate) Juris Doctorate (UNL) and Gerontology (Graduate Certificate at UNO) (Joint Program) Juris Doctorate (UNL) and Social Gerontology (MA at UNO) (Joint Program) K-12 Superintendents (Certificate Program) K-3 Mathematics Specialist (Graduate Certificate) Leadership Education (MS) Legal Studies (MLS at UNL) and Social Gerontology (MA at UNO) (Joint Program) Middle Level Education (BS) Music (PhD) Music Education (BME/MM) Music Entrepreneurship (Graduate Certificate) Psychological Studies Education (Specializations in School Psychology; Cognition, Learning and Development; Qualitative and Quantitative Psychometric Methods, Counseling Psychology) (PhD) Response to Intervention: Reading (Graduate Certificate) Secondary Education (and teaching endorsements various areas) (BS) Sensory Disabilities (Graduate Certificate) Teaching English to Speakers of Other Languages (Graduate Certificate) Teaching, Learning, and Teacher Education (MA/MEd) Transdisciplinary Childhood Obesity Prevention (Graduate Certificate) Youth Development (Graduate Certificate)		
	UNMC		
	MSN/DNP (Adult Gerontology, Primary Care, Acute Care, and Mental Health tracks) Special Education (Applied Behavior Analysis concentration with UNO) (MS)		Applied Behavior Analysis (with UNO) (MS) Health Administration (with UNO) (Graduate Certificate)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Education, Social Services (continued)</b>			
UNO	Athletic Training (MA) Biomechanics (BS) Black Studies (BS/BMS) Computer Science Education (MS/Graduate Certificate) Counseling - (Gerontology, Student Affairs Practice in Higher Education) (MA/MS) Counseling- Community Counseling (MA/MS) Criminal Justice (MS) Early Childhood Inclusive (BSE) Educational Administration (EdD) Educational Administration (Educational Media and School Library Administration, K-12 School Administration) (MS) Elementary Education (BSED) Elementary Education (with various endorsements) (MS) ESL (Certification) Gender and Leadership (Undergraduate Certificate) Gerontology (BMS/BS/MA/Undergraduate Certificate) Gerontology (PhD) Health Education (BSED) Health, Physical Education & Recreation (MA) Healthcare Administration, Multidisciplinary Studies concentration (BMS) History-Education Subject Endorsement (MA/MS) Human Sciences specializations in Child, Youth and Family Studies and Gerontology (cooperative PhD program between UNL and UNO) Instruction in Urban Schools (Graduate Certificate) Juris Doctorate (UNL) and Gerontology (Graduate Certificate at UNO) (Joint Program) Juris Doctorate (UNL) and Social Gerontology (MA at UNO) (Joint Program) K-12 Counseling (MA/MS) Legal Studies (MLS at UNL) and Social Gerontology (MA at UNO) (Joint Program) Music Education (BM/MM) Physical Education (BSED) Psychology (MA) School Psychology (Cert/MS/EdS) Secondary Education (with various endorsements) (MS) Secondary Education (with various teaching endorsements) (BSED) Social Work (BSW/MSW) Sociology (MA) Special Education (Applied Behavior Analysis concentration with UNMC) (MS) Special Education (with various endorsements) (MS) Tribal Management and Emergency Services (Undergraduate Certificate)	Certification Alternatives Reaching Exceptional Students	Applied Behavior Analysis (joint with UNMC) (MS) Biomechanics (MS) Health Administration (with UNMC) (Graduate Certificate) Kodaly (Graduate Certificate) Native American Studies (BS)

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Law, Justice, Public Safety, Security</b>			
UNK	Advanced Occupational Safety Professional (Undergraduate Certificate) Criminal Justice (BA/BS) <b>Cyber Security Operations (BS)</b> Geography Spatial/GIS Option (BS) Occupational Safety Professional (Undergraduate Certificate) Political Science (BA/BS) Psychology (BA/BS) Public Administration (BS) Sociology (BS)		
UNL	Agronomy (BS/MS/PhD) Animal Science (BS/MS/PhD) Complex Biosystems (Interdisciplinary PhD) Cyber and Cyber Security Law (Executive Certificate) Cyber and Telecommunications Law (Executive Certificate) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Food Safety and Defense (Graduate Certificate) Food Science (MS/PhD) Food Science and Technology (BS) Food Technology for Companion Animals (BS) Forensic Science (BS) Integrative Biomedical Sciences (PhD) Juris Doctorate Juris Doctorate (at UNL) and Public Health (MPH at UNMC) (Dual Degree Program) Juris Doctorate (UNL) and Gerontology (Graduate Certificate at UNO) (Joint Program) Juris Doctorate (UNL) and Social Gerontology (MA at UNO) (Joint Program) Legal Studies (MLS at UNL) and Social Gerontology (MA at UNO) (Joint Program) Legal Studies (MLS) Microbiology (BS) Space and Telecommunication (Master of Laws) (LLM) Space Law (JSD-SL/Executive Certificate) Veterinary Science (BS/MS) Veterinary Technology (BS)		<b>MSN/MBA (with UNMC)</b>
NCTA	Animal Health Care (Undergraduate Certificate) (formerly Veterinary Technology Systems) Laboratory Animal Care (Undergraduate Certificate)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Law, Justice, Public Safety, Security (continued)</b>			
UNMC	<p>All Academic Programs in the College of Public Health</p> <p><b>Applied Biostatistics (Professional Certificate)</b></p> <p>Biomedical Sciences (Interdisciplinary Graduate Program granting one PhD with six sub-programs: Integrative Physiology and Molecular Medicine; Immunology, Pathology and Infectious Disease; Biochemistry and Molecular Biology; Molecular Genetics and Cell Biology; Cancer Research; and Neuroscience)</p> <p>Biostatistics (PhD)</p> <p>Business Administration (MBA at UNO) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Cancer Research (MS/PhD)</p> <p>Community Oriented Primary Care (Professional Certificate)</p> <p>Emergency Management (MS)</p> <p>Emergency Preparedness (Professional Certificate)</p> <p>Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree)</p> <p>Epidemiology (PhD)</p> <p><b>Health Administration (Masters)</b></p> <p>Infectious Disease Epidemiology (Professional Certificate)</p> <p>Juris Doctorate (at UNL) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Maternal and Child Health (Professional Certificate)</p> <p>MSN/DNP (Nursing Administration, Pediatric Nurse Practitioner, and Women's Health tracks)</p>	<p>Center for Health Policy</p> <p>Center for Health Services Research</p> <p>Center for Patient, Family, and Community Engagement in Chronic Care Management</p> <p>Fred and Pamela Buffett Cancer Center</p>	<p>Health Administration (with UNO) (Graduate Certificate)</p> <p>MSN/MBA (with UNL)</p> <p>MSN/MBA (with UNO)</p> <p>Public Health Leadership and Practice (DrPH)</p>
UNO	<p>Black Studies (BS/BMS)</p> <p>Business Administration (MBA at UNO) and Public Health (MPH at UNMC) (Dual Degree Program)</p> <p>Criminal Justice (BS/BMS)</p> <p>Criminal Justice (MA/MS/PhD)</p> <p>Emergency Management (BS)</p> <p>Government (Graduate Certificate) (formerly American Government)</p> <p>Intelligence and National Security (Graduate Certificate)</p> <p>Juris Doctorate (UNL) and Gerontology (Graduate Certificate at UNO) (Joint Program)</p> <p>Juris Doctorate (UNL) and Social Gerontology (MA at UNO) (Joint Program)</p> <p>Latino/Latin American Studies (BA/BMS)</p> <p>Managing Juvenile and Adult Populations (Graduate Certificate)</p> <p>Master of Legal Studies and MA in Social Gerontology (joint program with UNL)</p> <p><b>Nonprofit Management (Graduate Certificate)</b></p> <p>Political Science (BA/BS/BMS/MS)</p> <p>Public Administration (BMS/MPA)</p> <p>Tribal Management and Emergency Services (Undergraduate Certificate)</p> <p>Urban Studies (BMS/MSUS)</p> <p>Women's Studies (BA/BS)</p>	<p><b>Leonard and Shirley Goldstein Center for Human Rights</b></p> <p>Nebraska Center for Justice Research</p>	<p>Health Administration (with UNMC) (Graduate Certificate)</p> <p>MSN/MBA (with UNMC)</p> <p>Native American Studies (BS)</p>



**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Human Sciences</b>			
<b>Hospitality/Tourism</b>			
UNK	Biology, Wildlife Emphasis (BS) Geography Spatial/GIS Option (BS) Recreation, Park and Tourism Management (Travel and Tourism option) (BS) Sociology (Emphases in Community, Globalization and Diversity) (BS)		
UNL	Fisheries and Wildlife (BS) Grassland Ecology and Management (BS) Hospitality, Restaurant, and Tourism Management (BA) Insect Science (BS) PGA Golf Management (BS) Turfgrass and Landscape Management (BS)		
UNMC	Internationally Educated Nurses (Undergraduate Certificate)		
UNO	Geography - Travel and Tourism (BS) Latino/Latin American Studies (BA/BMS)		

<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Architectural/Construction</b>			
UNK	Advanced Occupational Safety Professional (Undergraduate Certificate) Construction Management (BS) Instructional Technology (MA) Interior Design (BS) Occupational Safety Professional (Undergraduate Certificate)		
UNL	Agricultural and Biological Systems Engineering (MS) Architectural Engineering (BS/MS/PhD) Architecture (M.Arch/MS) Biological Engineering (PhD) Biological Systems Engineering (BS) Civil Engineering (BS/MS/PhD) Construction Engineering and Management (MS) Construction Engineering and Management (Graduate Certificate) Construction Management (BS) Engineering Management (MEM) Landscape Architecture (Bachelor) Mechanized Systems Management (BS/MS) Ornamentals, Landscape and Turf (Graduate Certificate) Science Design (BS)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>S.T.E.M. (Science, Technology, Engineering, Math)</b>			
UNK	Applied Computer Science (BS) Biology (BS) Chemistry (BS) Computer Information Systems (BS) Computer Science (BS) Geography Spatial/GIS Option (BS) Industrial Technology (BS) Industrial Technology Applied Science (BS) Mathematics (BS/BA) Physics (BS) Science/Math Education (MSEd)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural and Environmental Sciences Communication (BS) Agricultural Engineering (BS) Agronomy (BS/MS) Agronomy and Horticulture (PhD) Animal Science (BS/MS/PhD) Applied Climate Science (BS) Applied Science (BS/MAS) Architectural Engineering (BS/MS/PhD) Biochemistry (BS/MS/PhD) Biological Engineering (PhD) Biological Sciences (BA/BS/MA/PhD) Biological Systems Engineering (BS) Chemistry (BA/MS/MA/PhD) Complex Biosystems (Interdisciplinary PhD) Computer Science (BA/BS/MA/PhD) Earth and Atmospheric Sciences (MS/PhD) Entomology (MS/PhD) Environmental Restoration Science (BS) Environmental Studies (BA/BS) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Fisheries and Wildlife (BS) Food Safety and Defense (Graduate Certificate) Food Science (MS/PhD) Food Science and Technology (BS) Food Technology for Companion Animals (BS) Forensic Science (BS) Grassland Ecology and Management (BS) Grassland Management (Graduate Certificate) Grazing Livestock Systems (BS) Horticulture (MS) Human Science with a specialization Textiles, Merchandising, and Fashion Design and an option Textiles Science (PhD) Insect Science (BS) Integrated Science (BS) Integrative Biomedical Sciences (PhD) Mathematics (BA/BS/MS/PhD)	Nebraska Food for Health Center	

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>S.T.E.M. (Science, Technology, Engineering, Math) (continued)</b>			
UNL (continued)			
	Mechanized Systems Management (BS/MS) Microbiology (BS) Natural Resource Sciences (MS/PhD) Natural Resources and Environmental Economics (BS) Nebraska Beef Industry Scholars (Undergraduate Certificate) Physics and Astronomy (BA/BS/MA/PhD) Plant Biology (BA/BS) Plant Health (Doctor) Software Engineering (BS) Statistics (MA/PhD) Textiles, Merchandising, and Fashion Design (BS/MA/MS) Toxicology (PhD) (Joint with UNMC) Turfgrass and Landscape Management (BS) Veterinary Medicine (DVM cooperative program with Iowa State University) Veterinary Science (BS) Veterinary Technology (BS) Water Science (BS)		
UNMC			
	Biochemistry and Molecular Biology (MS/PhD) Biomedical Sciences (Interdisciplinary Graduate Program granting one PhD with six sub-programs: Integrative Physiology and Molecular Medicine; Immunology, Pathology and Infectious Disease; Biochemistry and Molecular Biology; Molecular Genetics and Cell Biology; Cancer Research; and Neuroscience) Cancer Research (MS/PhD) Cellular and Integrative Physiology (MS/PhD) Environmental Studies (BS at UNL) and Public Health (MPH at UNMC) with a concentration in Environmental and Occupational Health (Collaborative Undergraduate and Professional Degree) Genetics, Cell Biology and Anatomy (MS/PhD) Medical Sciences Interdepartmental Area (MS/PhD) Pathology and Microbiology (Bioinformatics) (MS/PhD) Pharmaceutical Sciences (MS/PhD) Pharmacology and Experimental Neuroscience (MS/PhD) Toxicology (PhD) (Joint with UNL)	Biomedical Research Infrastructure Program Biomedical Research Training Program Cancer Biology Training Program Center for Cell Signaling Center for Lymphoma and Leukemia Research Center for Patient, Family, and Community Engagement in Chronic Care Management Center for Staphylococcal Research Fred and Pamela Buffett Cancer Center Nebraska Center for Substance Abuse Research Science Education Partnership Program Summer Research Fellowship Training Program UNeTech: Nebraska's Biomedical Technology Institute (formerly Nebraska Advanced Biomedical Technology Innovation and Discovery Institute) (with UNO) Youth Enjoy Science Program	Enhanced Perioperative Care (Interprofessional MS)
UNO			
	Biomedical Science (Graduate Certificate) Chemistry (BA/BS/BMS) Computer Science Education (MS/Graduate Certificate) Engineering Physics (BS/BMS) Environmental Studies, Multidisciplinary Studies concentration (BMS) General Science (BA/BMS) Geography (BA/MA) Geography (Graduate Certificate) Geology (BA/BS/BMS) Mathematics (BA/BS/MA/MAT)	Center for Research in Human Movement Variability Digital Portfolios NASA Partnership Grants STEP Project UNeTech: <i>Nebraska's Biomedical Technology Institute</i> (formerly Nebraska Advanced Biomedical Technology Innovation and Discovery Institute) (with UNMC)	Biomechanics (MS) Data Science (MS) Intermedia (MFA/Graduate Certificate) IT Innovation (MS) Translational Biology (PhD)
NCTA			
	Agricultural Chemical Application (Undergraduate Certificate)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Transportation, Distribution, Warehousing, and Logistics</b>			
UNK			
	Business Administration, Supply Chain Management Emphasis (BS) Geography Spatial/GIS Option (BS) Industrial Distribution (BS) Mathematics (BS/BA) Science/Math Education (MSEd) Supply Chain Management (Undergraduate Certificate)		
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Engineering Management (MEM) Manufacturing Engineering (MS) Mechanized Systems Management (BS/MS) Supply Chain Management Systems (Graduate Certificate)		
UNO			
	Aviation (BS/BMS/MPA) Business Administration, Supply Chain Management concentration (BSBA)	NASA Nebraska Space Grant and EPSCoR Program	

<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Electronics</b>			
UNK			
	Mathematics (BS/BA) Physics (BA/BS) Science/Math Education (MSEd)		
UNL			
	Computer Engineering (BS) Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Electrical Engineering (BS/MS/PhD) Engineering Management (MEM) Mechanized Systems Management (BS/MS) Software Engineering (BS)		
NCTA			
	Agricultural Chemical Application (Undergraduate Certificate)		

<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Heavy Machinery</b>			
UNL			
	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Mechanized Systems Management (BS/MS)		
NCTA			
	Agricultural Welding (Undergraduate Certificate)		

**Future Workforce Opportunities and Academic Program Alignment  
University of Nebraska Programs**

	Academic Programs	Related Programs	Programs Under Development
<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Manufacturing/Engineering Industry</b>			
UNK	Advanced Occupational Safety Professional (Undergraduate Certificate) Chemistry (BS) Industrial Technology (BS) Industrial Technology Applied Science (BS) Occupational Safety Professional (Undergraduate Certificate)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Architectural Engineering (BS/MS/PhD) Biological Systems Engineering (BS) Manufacturing Engineering (MS) Mechanical Engineering (BS/MS) Mechanical Engineering and Applied Mechanics (PhD) Mechanized Systems Management (BS/MS)		

<b>Industrial, Manufacturing and Engineering Systems</b>			
<b>Metal Products</b>			
UNK	Chemistry (BS)		
UNL	Agricultural and Biological Systems Engineering (MS) Agricultural Engineering (BS) Biological Engineering (PhD) Biological Systems Engineering (BS) Manufacturing Engineering (MS) Mechanical Engineering (BS) Mechanical Engineering and Applied Mechanics (MS/PhD) Mechanized Systems Management (BS/MS)		
NCTA	Agricultural Welding (Undergraduate Certificate)		

TO: The Board of Regents  
Academic Affairs

MEETING DATE: March 29, 2018

SUBJECT: Revisions to rules and regulations for faculty and student self-government organizations: Amendments to the University of Nebraska at Kearney College of Education *Constitution and Bylaws* to (1) create the new standing committee: Technology Committee, and (2) formalize compliance with system process for approval of amendments.

RECOMMENDED ACTION: Report


PREVIOUS ACTION: January 10, 2010 – The Board approved an amendment of Section 1.2 paragraph three of the *Bylaws of the Board of Regents of the University of Nebraska* to revise the process for approval of rules and regulations for faculty and student self-government organizations.

EXPLANATION: The *Bylaws of the Board of Regents* Section 1.2 as amended on January 10, 2010 state, “In any case where any officer, group or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.”

Consistent with these *Bylaws* and operating procedures, the following changes have been filed with the Corporation Secretary since the last meeting of the Board and are attached for your information:

- Amend the University of Nebraska at Kearney College of Education *Constitution and Bylaws* to (1) create the new standing committee: Technology Committee, and (2) formalize compliance with system process for approval of amendments. A redline copy of the *Constitution and Bylaws* is attached.

REPORTED BY:   
Carmen K. Maurer  
Corporation Secretary

DATE: March 1, 2018

1 **College Of Education**  
2 **University Of Nebraska At Kearney**

3  
4 **Constitution**

5  
6 **Preamble**  
7

8 The Mission of the Faculty of the College of Education at the University of Nebraska at Kearney  
9 is preparing students for professional careers by providing quality educational and clinical  
10 experiences. In conjunction with this primary mission, the Faculty is committed to advancing  
11 knowledge through scholarship and providing professional services.  
12

13 As members of a profession, educators possess both rights and responsibilities. Academic  
14 freedom and collegial participatory processes are traditional rights within universities, which  
15 serve free societies. Professional responsibilities encompass a commitment to excellence in teaching,  
16 scholarship, and public service. In order to carry out these responsibilities, the Faculty of the  
17 College of Education do hereby establish this Constitution and its Bylaws for the governance of the  
18 College of Education.  
19  
20

21 **Article I Faculty of The College of Education**  
22

23 Section 1 Legislative Authority  
24

25 Subject to the powers vested in the University of Nebraska Board of Regents (Bylaw 2.9  
26 1989), and subject to the provisions of sections 95-108 and 85-112 Revised Statutes of  
27 Nebraska, and other applicable law, the immediate government of each college shall be by its  
28 own faculty.  
29

30 Nothing in this constitution should be construed to be in conflict with any applicable Nebraska  
31 law or with the Bylaws or Rules of the Board of Regents of the University of Nebraska, and in  
32 cases of conflict between this constitution and its accompanying Bylaws and the Bylaws of the  
33 Board of Regents, the latter shall take precedence.  
34

35 Section 2 Voting Membership  
36

37 The voting membership of the College of Education shall consist of faculty who are full-time,  
38 and are teaching at least a half-time workload assignment in the College of Education.  
39

40 Section 3 Meetings  
41

- 42 a. Two regular meetings of the faculty of the College of Education shall be scheduled and  
43 held each year: one during the fall semester and one during the spring semester.  
44  
45 b. Special meetings may be called in any of the following ways:  
46 (1) By the Dean;  
47 (2) By any Standing Committee;  
48 (3) By written request of 20 percent of the Faculty.

49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65  
66  
67  
68  
69  
70  
71  
72  
73  
74  
75  
76  
77  
78  
79  
80  
81  
82  
83  
84  
85  
86  
87  
88  
89  
90  
91  
92  
93  
94  
95

**Article II Committees of the College of Education**

Section 1 Standing Committees

There shall be **three** Standing Committees:

- a. **The Academic Policies and Standards Committee shall act on all undergraduate academic matters as specified in, but not limited to those in the College of Education’s Bylaws, and shall advise the Faculty and the Dean.**
- b. **The Rank and Tenure Committee shall review and make recommendations to the Dean for faculty reappointment, promotion, and tenure.**
- c. **The Technology Committee shall advocate, support and educate the faculty and staff in the College of Education on technology processes, investigate and implement cutting edge technology for the teaching and training of future educators, and serve as an educational resource concerning technology resources/training at the department, college and university level.**

Section 2 Ad Hoc Committees

Ad hoc committees may be created by the Dean, the Associated Dean, any Standing Committee, or by majority vote of the Faculty.

Section 3 Strategic Mission Committees

Strategic mission committees may be created by the Dean, the Associate Dean, or by majority vote of the Faculty, to carry out the strategic mission role and function of the College of Education.

**Article III Office of the Dean of the College of Education**

Section 1 Selection of the Dean

The selection of the Dean shall be in accordance with the University of Nebraska Board of Regents’ Chapter Two, Section 2.1.

Section 2 Selection of other College of Education Administrator(s)

The Dean shall, after consultation with department chairs and the College of Education’s Academic Policy and Standards Committee, recommend **appointments of other College of Education Administrators** to the Vice Chancellor for Academic Affairs and the Chancellor.



96 **Article IV Departments of the College of Education**

97

98 Section 1      Selection of Department Chairs

99

100            Department Chairs shall be appointed in accordance with the University of Nebraska Board of  
101            Regents' Bylaws, Chapter 105 Two, Section 2.10 upon recommendation of the Dean, after  
102            appropriate consultation with the department faculty, and with concurrence by the Chancellor  
103            and the President.

104

105 Section 2      Department Meetings

106

107            Department meetings shall be held regularly.

108

109 Section 3      Department Committees

110

111            Departments shall establish committees in accordance with College of Education's Bylaws.

112

113

114 **Article V**      **Structure of the College of Education**

115

116            The structure of the College of Education shall be established by the University of Nebraska Board  
117            of Regents' Bylaws, Chapter Two. The Faculty or the Dean may recommend changes in the structure  
118            of the College of Education to best serve its mission.

119

120

121 **Article VI**      **Amendments to the Constitution of the College of Education and**  
122                            **its Bylaws**

123

124 Section 1      Proposal of Amendments

125

126            Amendments to this Constitution and/or its Bylaws may be proposed by either of the following  
127            methods:

128

129                    (1) Upon the recommendation of the Academic Policy and Standards Committee; or

130

131                    (2) A petition from 20 percent or more voting members of the faculty.

132

133            Proposed amendments must be approved by or presented to the Academic Standards and  
134            Policy Committee at least twenty working days prior to the College Faculty Meeting  
135            where they will be proposed to the faculty. Proposed amendments shall include  
136            implementation dates.

137

138 Section 2      Approval of Amendments

139

140            Proposed amendments, which meet the criteria in Section 1, shall be circulated in writing to the  
141            faculty by the Academic Policies and Standards Committee at least ten working days prior to the  
142            meeting of the Faculty. Each amendment shall be presented by the proposers, discussed, and

143 voted on at that meeting. The balloting will be conducted by the Academic Policies and  
144 Standards Committee and voting shall be by written ballot. The Academic Policies and  
145 Standards Committee will announce the results of the balloting prior to the conclusion of the  
146 meeting. For a proposed amendment to be adopted, a majority of the vote cast by the voting  
147 membership must affirm the amendment. Proxy ballots shall be prohibited.

148  
149 In order to implement amendments:

- 150  
151 1. The Dean shall give notice and hold a public hearing on the amendments. This notice must  
152 be provided to the President and Chancellor.
- 153  
154 2. Once amendments are adopted, following the public hearing, they shall be submitted to the  
155 Vice President and General Counsel for review and approval.
- 156  
157 3. Once (1) and (2) preceding are completed, the amendments shall be filed with the Corporation  
158 Secretary who will report the changes to the Board of Regents.

159  
160 Ratified 04/15/01

161  
162 Changes in voting membership approved by Board of Regents 06/10/05.

## 163 164 165 166 **College of Education Bylaws**

### 167 168 Section 1 College of Education Meetings

- 169  
170 a. Meetings shall be called by written notice to the Faculty, at least ten working days prior to the  
171 scheduled time. The agenda for meetings shall be distributed to all Faculty and the Dean at  
172 least five days prior to the meeting.
- 173  
174 b. The Dean, Associate Dean of the College of Education or the Dean's designee shall preside  
175 at meetings of the Faculty. In the absence of the Dean, Associate Dean or Dean's designee,  
176 the Faculty shall elect a president pro tempore.
- 177  
178 c. Special meetings of the College of Education shall be chaired by the Dean, Associate Dean  
179 or Dean's designee unless a faculty vote selects an alternate chair.
- 180  
181 d. Items may be placed on the agenda of regular or special meetings by:
  - 182 (1) The Dean;
  - 183 (2) The Associate Dean;
  - 184 (3) A Standing Committee;
  - 185 (4) Ten percent or more of the faculty who shall submit the item in writing to the Dean;
  - 186 (5) By motion from the floor.
- 187  
188 e. Thirty-three percent of the Faculty shall constitute a quorum at any College of Education  
189 meeting.

190  
191  
192  
193  
194  
195  
196  
197  
198  
199  
200  
201  
202  
203  
204  
205  
206  
207  
208  
209  
210  
211  
212  
213  
214  
215  
216  
217  
218  
219  
220  
221  
222  
223  
224  
225  
226  
227  
228  
229  
230  
231  
232  
233  
234  
235  
236

- f. Meetings and actions taken shall be in accord with *Robert's Rules of Order*, latest revised edition, when not in conflict with the College of Education Constitution or Bylaws.
- g. Voting on motions and standing committee membership shall be supervised by the Academic Policies and Standards Committee and shall be by written ballot.
- h. Results of voting on issues that affect the entire College of Education would be distributed to all voting members, the Dean, and the Associate Dean prior to the next regular meeting of the Faculty.
- i. Minutes of the faculty meetings shall be distributed to the faculty of the College of Education no later than five working days prior to the next regularly scheduled faculty meeting.

Section 2      Standing Committee Policies and Procedures

- a. College of Education committees shall have a written statement of policies and procedures that has been approved by a majority of voting Faculty.
- b. An agenda of each meeting shall be distributed to all Faculty and the Dean at least five days prior to the committee meeting.
- c. Minutes of meetings shall be distributed to all Faculty and the Dean no later than five days after the committee meeting.
- d. *Robert's Rules of Order*, latest revised edition, shall be used by the committees except when superseded by the Regent's Bylaws or the College of Education Constitution.
- e. Special meetings may be called by the Dean, the Associate Dean, a committee chair, or two committee members. A special meeting agenda should be distributed at least five working days before the meeting.
- f. All committee elections shall be conducted during the first Faculty meeting.
- g. The Dean or the Dean's designee shall be an ex-officio member of all committees.
- h. A majority of the committee members shall constitute a quorum.
- i. If there is a discrepancy between the recommendations of a committee and the Dean, the Dean will report the discrepancy to the next higher administrator and to the recommending committee.
- j. Committee members for all committees shall be elected for a term of three years.
- k. When a vacancy occurs in the membership of a committee, the Dean of the College of Education shall appoint a replacement to fill the remainder of the academic year. The vacancy will be filled for a full term through elections for committee membership held

237 at the first Faculty meeting of the academic year. The replacement must be selected in  
238 accordance with the committee structure.

239

240 l. Student representatives on committees shall have voting powers.

241

242 m. The committees shall elect a chair from among its members annually.

243

244 n. Standing committee members shall not be eligible to serve on the other standing committee.

245

246 Section 3 Academic Policies and Standards Committee

247

248 a. The Academic Policies and Standards Committee shall be composed of one tenure-track  
249 or tenured faculty member from each undergraduate academic department and the  
250 undergraduate professional preparation programs or their designees, and one undergraduate  
251 student selected from among those accepted into a program of the College of Education.

252

253 b. The student committee member shall be selected annually by the faculty of the committee and  
254 shall be a voting member.

255

256 c. No department chair or administrator may serve on this committee.

257

258 d. The responsibilities of the committee are:

259

260 (1) To review and identify policies, procedures, and programs which affect the College  
261 of Education's students and faculty, to make recommendations to the appropriate  
262 faculty, academic and administrative units, or the Dean of needed changes and/or new  
263 policies;

264

265 (2) To formulate proposed College of Education policies for presentation to the Faculty;

266

267 (3) Adopting, modifying, or discontinuing of any curriculum, including general studies  
268 leading to a baccalaureate degree or certificate;

269

270 (4) To recommend to the Faculty and the Dean proposed College of Education policies  
271 concerning admission, graduation, and certification requirements;

272

273 (5) To conduct a periodic review of the College of Education's Constitution and its  
274 Bylaws. All recommended changes will be subject to approval by the Faculty, the  
275 Chancellor, the President, and the Board of Regents;

276

277 (6) To review all matters of undergraduate concerns.

278

279 e. The committee shall meet a minimum of once each month during the academic year.

280

281 f. The committee shall be responsible for all College of Education-wide activities requiring  
282 votes and shall certify and report results of the vote.

283

284 Section 4      Rank and Tenure Committee

285

286      a. **The Rank and Tenure Committee** shall consist of tenured faculty members, elected as follows:

287

288                    (1) One from each department of the College of Education holding the rank of associate  
289                    professor or higher, and,

290

291                    (2) One at-large graduate Faculty member holding the rank of associate professor or  
292                    higher.

293

294                    (3) One at-large undergraduate professional preparation programs Faculty member  
295                    holding the rank of associate professor higher.

296

297      b. The committee shall establish its operating procedures and meeting times.

298

299      c. The Rank and Tenure Committee shall:

300

301                    (1) Create and present to the Dean and faculty criteria and policies for promotion and  
302                    tenure;

303

304                    (2) Review candidate applications for and make recommendations to the Dean regarding  
305                    their promotion and tenure;

306

307                    (3) Report to the Faculty applicant the committee's recommendation;

308

309                    (4) Report to respective administrative units all action taken relating to members of the  
310                    College of Education.

311

312      d. Committee members applying for promotion must recuse themselves from all deliberations on  
313      their applications.

314

315 Section 5      Technology Committee

316

317      a. **The Technology Committee** shall consist of:

318

319                    (1) **One full-time faculty member from each of the following departments:**  
320                    **Communication Disorders, Counseling & School Psychology, and Educational**  
321                    **Administration; and two full-time faculty members from each of the larger**  
322                    **departments: Kinesiology and Sport Sciences and Teacher Education;**

323

324                    (2) **One representative from College of Education Staff, and**

325

326                    (3) **One IT representative who works with the College of Education.**

327

328      b. **No department chair or administrator may serve on this committee.**

329

330      c. **The committee shall establish its operating procedures and meeting times.**

331  
332  
333  
334  
335  
336  
337  
338  
339  
340  
341  
342  
343  
344  
345  
346  
347  
348  
349  
350  
351

d. The responsibilities of the committee are:

- (1) To review and identify policies and procedures related to technology which affect the College of Education’s students and faculty, and to make recommendations to the appropriate faculty, academic and administrative units, or the Dean of necessary changes and/or new policies;
- (2) To create/review policies regarding technology in the College of Education for presentation to the Faculty;
- (3) To recommend to the Faculty and the Dean proposed College of Education policies concerning technology;
- (4) To plan for future technology needs of the faculty and students in the College of Education.
- (5) To review appropriations of technology funds for items over \$500; and
- (6) To meet a minimum of once during the academic year.

352 Section 6      Appointment of the Department Chairs

353  
354  
355  
356  
357  
358  
359  
360  
361  
362

- a. The department in which the vacancy exists shall form a search committee, consisting of a minimum of three faculty, to advise the Dean regarding the recommended candidates. In rendering its advice, the search committee shall consider affirmative action guidelines that are current at the time of the candidate search.
- b. Terms of appointment for the department chairs shall normally be five years. Department chairs will be subject to annual reviews of their performance in their dual roles as faculty and as department chairs,

363 Section 7      Department Committees

364  
365  
366

- a. Departments will create standing and/or ad hoc committees as deemed appropriate.

367 Section 8      Definition of Working Days

368  
369  
370  
371  
372  
373

“Working days,” as used throughout this Constitution and its Bylaws, are defined as being Mondays through Fridays during which the College of Education is in a Fall, Spring, or full Summer academic session, exclusive of holidays or breaks between such academic sessions. “Holidays” are defined as University recognized, non-instructional days during an academic semester.

374 Section 9      Resolving Conflicts

375  
376  
377

If a disagreement in meaning of words or phrases within the Constitution and its Bylaws arises, an ad hoc committee shall be established by the Dean to resolve the dispute. The ad hoc committee shall

378 include one tenured or tenure-track faculty from each department and one from the professional  
379 programs. This committee must consist of an odd number of members, so if there exists an even  
380 number of departments, one member from the Constitution Revision Committee will be appointed  
381 to the committee. The opinions of this ad hoc committee, being consistent with Article I, Section 1,  
382 Paragraph 2 of the Constitution, will be considered *Res judicata*.

383

384 Ratified 04/15/01

385

386 Changes in voting membership approved by Board of Regents 06/10/05.

387

388 **Ratified 11/08/17 and approved by the Board of Regents xx/xx/xx.**

Lincoln, Nebraska  
January 25, 2018

The Board of Regents of the University of Nebraska met on January 25, 2018, at 8:32a.m. in the board room at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, in a publicly convened session, the same being open to the public and having been preceded by advance publicized notice, a copy of which is attached to the minutes of this meeting as Attachment 1 and Attachment 2 (pages 9-12).

In compliance with the provisions of Neb. Rev. Stat. § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted in the first floor lobby of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press as follows: January 16, 2018, a notice containing Amendments to Section 4.10 of the Bylaws of the Board of Regents was sent to the above groups and posted in the first floor lobby of Varner Hall; January 19, 2018, a notice of this meeting was sent to the above groups and posted in the first floor lobby of Varner Hall.

Regents present:

Timothy Clare  
Hal Daub  
Howard Hawks  
Paul Kenney  
Bob Phares  
Jim Pillen  
Robert Schafer, Vice Chairman  
Bob Whitehouse, Chairman  
Austin Partridge, University of Nebraska at Kearney  
Joe Zach, University of Nebraska-Lincoln  
Carissa Lueck, University of Nebraska Medical Center  
Carlo Eby, University of Nebraska at Omaha

University officials present:

Hank M. Bounds, President  
Susan M. Fritz, Executive Vice President and Provost  
Carmen K. Maurer, Corporation Secretary  
Jeffrey P. Gold, Chancellor, University of Nebraska Medical Center and  
University of Nebraska at Omaha  
Ronnie D. Green, Chancellor, University of Nebraska-Lincoln  
Douglas A. Kristensen, Chancellor, University of Nebraska at Kearney  
Christopher J. Kabourek, Interim Vice President for Business and Finance | CFO  
Joel D. Pedersen, Vice President and General Counsel  
Wendy D. Hind, Vice President for University Affairs  
Michael J. Boehm, Vice President of Agriculture and Natural Resources

**I. CALL TO ORDER**



**II. ROLL CALL**

The Board convened at 8:32 a.m. in the boardroom of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska. Attendance is indicated above.

Speaker of the Legislature, State Senator Jim Scheer, appeared before the Board of Regents to bring greetings from the Unicameral and provide a brief commentary on the current legislative session.

President Bounds introduced and welcomed Wendy Hind, Vice President for University Affairs, and Christopher Kabourek, Interim Vice President for Business and Finance and Chief Financial Officer.

Regent Whitehouse thanked David Lechner, former Vice President for Business and Finance and Chief Financial Officer. It was announced over the holiday break that David has accepted the position of Senior Vice President for Business and Financial Strategy at the University of South Florida system. While David was absent and has already left, the Chair requested that the minutes reflect the Board's gratitude to David for his 18 years of service and the many contributions he made to the university's successes. A letter of thanks will be sent to David.

**III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS**

Motion Moved by Hawks and seconded by Kenney to approve the minutes and ratify the actions of the regularly scheduled meeting on December 5, 2017.

Action Student Opinion: Voting Aye: Lueck, Partridge, Zach, and Eby. Voting Aye: Daub, Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, and Clare. Motion carried.

Chairman Whitehouse announced the location of the Open Meetings Act in the board room.

**IV. KUDOS**

**Regent Clare presented a KUDOS award to Tricia Danburg**, Assistant Director of Alumni Engagement for the University of Nebraska Alumni Association.

**Regent Eby presented a KUDOS award to Marisa Wolfe**, Program Coordinator and Advisor for the 'Success Academy' at the University of Nebraska at Omaha.

**Regent Zach presented a KUDOS award to Rita Laire**, Administrative and Faculty Coordinator in the Department of Medicine at the University of Nebraska Medical Center.

**Regent Daub presented a KUDOS award to Jared Burkholder**, NU GEO Project Coordinator at the University of Nebraska-Lincoln.

**V. SUCCESSION OF CHAIR; ELECTION OF VICE CHAIR**

Regent Whitehouse thanked his colleagues for their support during his 2017 term as Chair, which included both challenges and celebrations. Highlights included: installation of

Ronnie Green as Chancellor at UNL; naming Jeff Gold Interim Chancellor at UNO; budget cuts of nearly \$49 million; a re-examination of Free Speech on campuses; nearly 11,000 diplomas awarded; the grand openings of the Fred and Pamela Buffett Cancer Center at UNMC and the Hawks College of Business at UNL; a new Athletic Director and Head Football Coach at the Husker Athletic Department, and a national championship volleyball team for the Huskers, as well. Regent Whitehouse asked the board to give Chairman Schafer the energy, tolerance, perspectives, patience, and attention to detail that they gave him.

Regent Schafer succeeded to Chair of the Board as defined in Section 1.2 of the *Standing Rules of the Board of Regents*.

Motion Moved by Phares and seconded by Hawks to nominate Regent Clare for the position of Vice Chairman of the Board. There being no further nominations, Chairman Schafer declared the nominations closed and called for a roll-call vote.

Action Student Opinion: Voting Aye: Partridge, Zach, Eby, and Lueck. Voting Aye: Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, and Daub. Abstain: Clare. Motion carried.

**VI. RESOLUTIONS**

None

**VII. HEARINGS**

Amendment to *Bylaws of the Board of Regents* Section 4.10 Total Period of Service Prior to a "Continuous Appointment"

**VIII. PUBLIC COMMENT**

Mr. Terry Jessen spoke on the topic of the budget. [See the documents file for a copy of the handout distributed by Mr. Jessen]

Ms. Danielle Conrad spoke on the topic of the free speech policy. [See the documents file for a copy of the handout distributed by Ms. Conrad]

**IX. PRESIDENT'S COMMENTS**

President Bounds made a brief presentation on budget challenges to be faced for this and future years.

**X. UNIVERSITY CONSENT AGENDA**

Motion Moved by Hawks and seconded by Phares to approve items X-A-1 and X-B-1

**A. ACADEMIC AFFAIRS**

X-A-1 President's Personnel Recommendations

**B. BUSINESS AFFAIRS**

University of Nebraska

- X-B-1            Accept the audited financial statements of the University of Nebraska and related entities
- Action           Student Opinion: Voting Aye: Zach, Eby, Lueck, and Partridge. Voting Aye: Kenney, Phares, Pillen, Schafer, Whitehouse, Clare, Daub, and Hawks. Motion carried.

**XI. ADMINISTRATIVE AGENDA**

**A. ACADEMIC AFFAIRS**

- Motion           Moved by Whitehouse and seconded by Clare to approve item XI-A-1
- XI-A-1           Approve Amendment to *Bylaws of the Board of Regents* Section 4.10 Total Period of Service Prior to a “Continuous Appointment”
- See Attachment 3 to the minutes for the full text of amendments to *Board of Regents Bylaw 4.10 Total Period of Service Prior to a “Continuous Appointment* (page 13).
- Action           Student Opinion: Voting Aye: Eby, Lueck, Partridge, and Zach. Voting Aye: Phares, Pillen, Schafer, Whitehouse, Clare, Daub, Hawks, and Kenney. Motion carried.
- Motion           Moved by Lueck and seconded by Phares to approve item XI-A-2
- XI-A-2           Approval is requested to create a Bachelor of Arts and a Bachelor of Science in Women’s, Gender and Ethnic Studies in the Women’s and Gender Studies Program and the Ethnic Studies Program in the College of Natural and Social Sciences at the University of Nebraska at Kearney
- Action           Student Opinion: Voting Aye: Partridge, Zach, Eby, and Lueck. Voting Aye: Schafer, Whitehouse, Clare, Daub, Hawks, Kenney, Phares, and Pillen. Motion carried.
- XI-A-3           Action on item XI-A-3 was deferred until after the opportunity for a closed session.

**B. BUSINESS AFFAIRS**

- Motion           Moved by Pillen and seconded by Phares to approve item XI-B-1
- University of Nebraska
- XI-B-1           Approve entering into a 3-year agreement to participate in the Big Ten Academic Alliance OmniSOC
- There was discussion
- Action           Student Opinion: Voting Aye: Eby, Lueck, Partridge, and Zach. Voting Aye: Clare, Daub, Hawks, Kenney, Phares, Pillen, Schafer, and Whitehouse. Motion carried.

- Motion Moved by Daub and seconded by Phares to approve item XI-B-2
- XI-B-2 Approve refinancing of the UNMC Eye Institute bonds by The University of Nebraska Facilities Corporation in accordance with the requirements of Section 147(f) of the Internal Revenue Code and as set forth in the notices of public hearing published in the *Lincoln Journal Star* and *The Daily Record* regarding such subject
- There was discussion
- Action Student Opinion: Voting Aye: Lueck, Partridge, Zach, and Eby. Voting Aye: Daub, Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, and Clare. Motion carried.
- Motion Moved by Hawks and seconded by Daub to approve item XI-B-3
- University of Nebraska-Lincoln
- XI-B-3 Approve naming the Love Library Board Room the “Joan R. Giesecke Board Room” at the University of Nebraska-Lincoln
- Action Student Opinion: Voting Aye: Partridge, Zach, Eby, and Lueck. Voting Aye: Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, Clare, and Daub. Motion carried.
- Motion Moved by Kenney and seconded by Phares to approve items XI-B-4 and XI-B-5
- XI-B-4 Approval to establish a quasi-endowment for a bequest from the Cather Family Trust for the “Myers B. and Martha H. Cather Scholarship for Arts and Literature”
- XI-B-5 Approval to establish a quasi-endowment from the Virginia Long Maples Revocable Trust to establish the “Jerome J. Wright Student Fund”
- Action Student Opinion: Voting Aye: Zach, Eby, Lueck, and Partridge. Voting Aye: Kenney, Phares, Pillen, Schafer, Whitehouse, Clare, Daub, and Hawks. Motion carried.
- Motion Moved by Kenney and seconded by Clare to approve item XI-B-6
- University of Nebraska Medical Center
- XI-B-6 Approve budget of up to \$2,900,000 to purchase iWall systems for campus sites across Nebraska that will be connected to Dr. Edwin Davis and Dorothy Balbach Davis Global Center for Advanced Interprofessional Learning
- There was discussion
- Action Student Opinion: Voting Aye: Eby, Lueck, Partridge, and Zach. Voting Aye: Phares, Pillen, Schafer, Whitehouse, Clare, Daub, Hawks, and Kenney. Motion carried.

**C. EXECUTIVE COMMITTEE**

- Motion Moved by Daub and seconded by Zach to approve item XI-C-1

XI-C-1 Adopt the Policy to be designated as *Board of Regents Policy* RP-6.4.10, Commitment to Free Expression; Guide for Facilities Use; and Education; and related report.

See Attachment 4 to the minutes for the full text of *Board of Regents Policy* RP-6.4.10 (pages 14-17).

There was discussion. Regent Daub distributed a handout. See the documents file for a copy of the handout.

Action Student Opinion: Voting Aye: Lueck, Partridge, Zach, and Eby. Voting Aye: Pillen, Schafer, Whitehouse, Clare, Daub, Hawks, Kenney, and Phares. Motion carried.

Motion Moved by Pillen and seconded by Hawks to adopt the following statement, related to the policy on Free Expression:

The Board of Regents honors the First Amendment of the U.S. Constitution and has long dedicated itself to the free exchange of ideas, reaffirmed by the adoption of Regents Policy 6.4.10, "Commitment to Free Expression; Guide for Facilities Use; and Education." Article VII, Section 10 of the Nebraska State Constitution vests the general government of the University of Nebraska in the elected Board of Regents. In *Board of Regents v. Exon*, the Nebraska Supreme Court made clear "the purpose of the constitutional provision was to... establish the Board of Regents as an independent body charged with the power and responsibility to manage and operate the University as free from political influence and control as possible." Policy development, especially that which furthers both freedom of expression and the University's mission of teaching, research, and public service, is a responsibility of the Board of Regents that cannot be delegated. Accordingly, the Board opposes LB 718 and any Legislation which usurps the power or duties of the Board.

There was discussion

Friendly Amendment Regent Daub offered a friendly amendment to remove "LB 718 and" from the final sentence. The friendly amendment was accepted by Pillen and Hawks, resulting in a motion and second to adopt the following:

The Board of Regents honors the First Amendment of the U.S. Constitution and has long dedicated itself to the free exchange of ideas, reaffirmed by the adoption of Regents Policy 6.4.10, "Commitment to Free Expression; Guide for Facilities Use; and Education." Article VII, Section 10 of the Nebraska State Constitution vests the general government of the University of Nebraska in the elected Board of Regents. In *Board of Regents v. Exon*, the Nebraska Supreme Court made clear "the purpose of the constitutional provision was to... establish the Board of Regents as an independent body charged with the power and responsibility to manage and operate the University as free from political influence and control as possible." Policy development, especially that which furthers both freedom of expression and the University's mission of teaching, research, and public service, is a responsibility of the Board of Regents that cannot be delegated. Accordingly, the Board opposes any Legislation which usurps the power or duties of the Board.

Action Student Opinion: Voting Aye: Partridge, Zach, Eby, and Lueck. Voting Aye: Schafer, Whitehouse, Clare, Daub, Hawks, Kenney, Phares, and Pillen. Motion carried.

**D. FOR INFORMATION ONLY**

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

**E. REPORTS**

- XI-E-1 Quarterly Personnel Reports for the period July through September 2017
- XI-E-2 Strategic Framework Metrics: Need-Based and Merit-Based Financial Aid, Graduation Rates, Faculty Diversity
- XI-E-3 Fall 2017 Annual Tenure Density Report
- XI-E-4 Report of Bids and Contracts
- XI-E-5 Quarterly Report of Gifts, Grants, Contracts and Bequests
- XI-E-6 Report on Debt Refinancing
- XI-E-7 Intermediate Design Report–UNO Biomechanics

Chairman Schafer accepted the reports on behalf of the Board.

**XII. ADDITIONAL BUSINESS**

Motion Moved by Phares and seconded by Zach that the Board go into closed session as authorized by Neb. Rev. Stat. § 84-1410 for the protection of the public interest, and to prevent needless injury to the reputation of persons who have not requested a public hearing, for the purpose of holding a discussion limited to the following subject:

- Personnel matters involving members of the university staff;
- Honorary Degrees; and
- Litigation strategy.

Chairman Schafer declared that the closed session would be strictly limited to a discussion of:

- Personnel matters involving members of the university staff;

- Honorary Degrees; and
- Litigation strategy.

- Action Student Opinion: Voting Aye: Zach, Eby, Lueck, and Partridge. Voting Aye: Whitehouse, Clare, Daub, Hawks, Kenney, Phares, Pillen, and Schafer. Motion carried.
- The Board went into closed session at 10:38 a.m. The Board reconvened the open meeting at 11:57 a.m.
- Motion Moved by Phares and seconded by Clare to approve item XI-A-3
- XI-A-3 Approve the award of Honorary Degrees and Awards
- Action Student Opinion: Voting Aye: Zach, Eby, Lueck, and Partridge. Voting Aye: Whitehouse Clare, Daub, Hawks, Kenney, Phares, Pillen, and Schafer. Motion carried.

#### **ADJOURNMENT**

There being no further business, the meeting was adjourned by Chairman Schafer at 11:59 a.m.

Respectfully submitted,

---

Carmen K. Maurer  
Corporation Secretary

---

Robert M. Schafer  
Chairman of the Board



**ATTACHMENT 1**

**NOTICE OF MEETING**

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Thursday, January 25, 2018, at 8:30 a.m. in the board room of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

In accordance with Board of Regents Bylaw 1.11, Amendments to the Bylaws, notice is hereby given that at the above-described meeting, amendment to Section 4.10 of the Bylaws of the Board of Regents shall be proposed as indicated in the attached agenda item.

An agenda of subjects not related to the proposed Bylaws amendment will be subsequently posted in accordance the law, the Bylaws and rules which govern the Board of Regents. When so posted, the full agenda for the meeting will be available for inspection in the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, or at <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 16, 2018

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



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

MEETING DATE: January 25, 2018

SUBJECT: Amendment to the *Bylaws of the Board of Regents*: amend Section 4.10 Total Period of Service Prior to a “Continuous Appointment”

RECOMMENDED ACTION: Approve Amendment to Section 4.10 Total Period of Service Prior to a “Continuous Appointment” of the *Bylaws of the Board of Regents*

PREVIOUS ACTION: December 5, 2017 – This item was presented to the Board of Regents for information only.

February 28, 1998 – This section was last amended in 1998. See 62 BRUN 14 (28 February 1998).

EXPLANATION: It is proposed that Section 4.10 of the *Bylaws of the Board of Regents* be amended by deleting the word “faculty” before Appointment for a Specific Term; deletion of language that would allow a written agreement of initial appointment to an Appointment for a Specific Term to acquire a Continuous Appointment after more than seven years is also proposed. Language regarding written agreements for initial appointments to an Appointment for a Specific Term with faculty with three or more years of previous tenure-related full-time service with the rank of instructor or higher at another accredited institution of higher education is proposed to be added. Because an Appointment for a Specific Term may only be awarded to a faculty member, use of the word “faculty” in the Section as currently written is unnecessary. Deletion of the “contrary agreement” clause at the end of the first sentence makes it clear that the seven year rule for service on an Appointment for a Specific Term prior to acquisition of a Continuous Appointment is absolute except for adjustments that the President may authorize in the case of interruptions in full-time service at the University due to leaves of absence due to maternity, disability or family and medical leave. See Executive Memorandum No. 18, “Policy on Interruption of the Tenure-Track Clock in Cases of Maternity, Disability or Family/Medical Leave,” (February 18, 1999).

It is proposed that the *Bylaws of the Board of Regents* be amended as follows:

**4.10 Total Period of Service Prior to a "Continuous Appointment."**  
The total period of fulltime service on an ~~faculty~~ Appointment for a Specific Term prior to acquisition of a Continuous Appointment shall not exceed seven years, including all previous tenure-related full-time service with the rank of instructor or higher in all accredited institutions of higher education, ~~unless a contrary agreement is specified in writing at the time the appointee is initially appointed by the University to an Appointment for a Specific Term.~~ For faculty members with three or

more years of previous tenure-related full-time service with the rank of instructor or higher at accredited institutions of higher education, ~~such a~~ written agreement to an initial appointment for an Appointment for a Specific Term will not normally extend the period of service on an ~~faculty~~ Appointment for a Specific Term at the University beyond four years before a Continuous Appointment is acquired, and in no case shall such agreement extend the period of service on an ~~faculty~~ Appointment for a Specific Term at the University beyond seven years before a Continuous Appointment is acquired. The President may provide for an adjustment of a faculty member's appointment where full-time service by the faculty member is interrupted by leave of absence due to maternity, disability or family and medical leave. Unless a contrary agreement is reached at the time the leave of absence is granted, time spent on an academic leave of absence shall be included in the period of service. A Continuous Appointment may be granted earlier, but not later, than the time limits specified in this Section. A person who is eligible under Section 4.4.3 but not granted a Continuous Appointment in accordance with the time limits in this Section shall be given a Notice of Termination, but such notice shall comply with Section 4.4.2.

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

RECOMMENDED: Joel D. Pedersen  
Vice President and General Counsel

DATE: December 21, 2017



**ATTACHMENT 2**  
**NOTICE OF MEETING**

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Thursday, January 25, 2018, at 8:30 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 <https://nebraska.edu/regents/agendas-and-minutes>.

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

Dated: January 18, 2018

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

### ATTACHMENT 3

Amendments to the *Bylaws of the Board of Regents of the University of Nebraska, Section 4.10*

#### 4.10 Total Period of Service Prior to a "Continuous Appointment."

The total period of fulltime service on an ~~an faculty~~ Appointment for a Specific Term prior to acquisition of a Continuous Appointment shall not exceed seven years, including all previous tenure-related full-time service with the rank of instructor or higher in all accredited institutions of higher education, ~~unless a contrary agreement is specified in writing at the time the appointee is initially appointed by the University to an Appointment for a Specific Term.~~ For faculty members with three or more years of previous tenure-related full-time service with the rank of instructor or higher at accredited institutions of higher education, ~~such a written agreement to an initial appointment for an Appointment for a Specific Term~~ will not normally extend the period of service on an ~~an faculty~~ Appointment for a Specific Term at the University beyond four years before a Continuous Appointment is acquired, and in no case shall such agreement extend the period of service on an ~~an faculty~~ Appointment for a Specific Term at the University beyond seven years before a Continuous Appointment is acquired. The President may provide for an adjustment of a faculty member's appointment where full-time service by the faculty member is interrupted by leave of absence due to maternity, disability or family and medical leave. Unless a contrary agreement is reached at the time the leave of absence is granted, time spent on an academic leave of absence shall be included in the period of service. A Continuous Appointment may be granted earlier, but not later, than the time limits specified in this Section. A person who is eligible under Section 4.4.3 but not granted a Continuous Appointment in accordance with the time limits in this Section shall be given a Notice of Termination, but such notice shall comply with Section 4.4.2.

## ATTACHMENT 4

Adoption of *Board of Regents of the University of Nebraska Policy* RP-6.4.10, Commitment to Free Expression; Guide for Facilities Use; and Education

**Board of Regents of the University of Nebraska Policy**  
**Commitment to Free Expression; Guide for Facilities Use; and Education**  
**(January 12, 2018)**

### Introduction

The University of Nebraska honors the First Amendment of the U.S. Constitution and has long dedicated itself to the free exchange of ideas.

The purpose of this policy is to articulate, clarify and underscore that long-standing commitment in a manner that furthers both freedom of expression and the University's mission of teaching, research and public service. The first section of this policy sets forth the University's and the Board of Regents' commitment to the tenets of Free Expression; the second section provides a framework for campuses to provide what are referred to as "facilities use plans" or programs applicable to particular spaces and resources on their campuses, consistent with that commitment, the law, and the University's mission; and the final section is a mandate for education with respect to the rights surrounding the First Amendment.

### Commitment to Free Expression

"Freedom of speech" and "freedom of expression" refer to one's Constitutional right to articulate and express ideas and opinions, through any means, i.e. speaking, writing, or artistic expression, without fear of government retaliation, censorship, or other sanction. The University of Nebraska is a public institution of higher education, which holds dear this right, a right that is indispensable to its ability to transmit knowledge and fundamental to the University community's pursuit to discover, explore, interpret, and question knowledge and opinions. The University greatly values the creation and maintenance of an inclusive climate in which all members of its community are welcomed and are encouraged to participate in the free expression of ideas. Inasmuch as the search for new truths often comes forth only after bringing together differing opinions, the University aims to foster and uphold the capacity of the University community to engage in discourse and deliberation in an effective, responsible and respectful manner. This is critical to the University's mission.

As a corollary to the University's commitment to protect and promote free expression, members of the University community are expected and required to act in conformity with the underlying principles of free expression. Although members of the University community are free to comment on, criticize and contest views that others express, they must do so at a time and place, and in a manner that does not prevent, impede, or obstruct the freedom of others to also exercise their rights to express themselves. With this policy, the University is not only promoting a lively and fearless freedom of debate and deliberation, but also protecting that freedom when others attempt to restrict it. It is a careful, deliberative and nuanced balance of interests that the University must strike in order to protect this important right.

The First Amendment provides no guarantee of civility. However, as a community of educators and learners, the University places a high value on civil discourse and respect for one another. The University has an obligation to protect the dignity and security of all members of its community from those who would

seek to use speech primarily to deprive others of their freedom to learn, their freedom to contribute and their freedom to participate fully in the University's mission. Therefore, the University encourages all within its community--its Board, administration, faculty and staff, students, alumni, and all who act as its ambassadors--to serve as models reflecting behavior consistent with the tenets of civil discourse. Civility defines Nebraska and our University of Nebraska community.

As important as are the rights to debate and discuss competing ideas, the First Amendment does not protect all expression. The University will not facilitate expression in violation of the law or that poses an unreasonable threat to the safety of the University community or to the University's ability to fulfill its mission of teaching, research, and public service. Certain kinds of expression (among others), such as: speech that incites violence, fighting words, speech that defames or defrauds, speech that constitutes a genuine threat, or unlawfully discriminates, or speech that unlawfully invades privacy, is not protected speech. Acts or conduct, which threaten the safety of persons or property are not protected by the Constitution or the University.

Individuals, once provided the requisite due process, found in violation of the provisions contained herein shall be subject to review and potential discipline in accordance with the Bylaws and Policies of the Board of Regents of the University of Nebraska, corresponding to such individuals' relationship to the University community (e.g. student, faculty and staff).<sup>1</sup>

Finally, while the principles of Academic Freedom are unique ideals possessed by the teaching profession, separate from an individual's First Amendment Rights, the University of Nebraska is clear in its commitment and faithful to the preservation of Academic Freedom. This policy is not intended to interfere with or encumber those principles. For example, according to the *American Association of University Professors 1940 Statement on Academic Freedom and Tenure*, teachers are entitled to freely discuss topics in the classroom, but they should be careful not to introduce controversial matters, which have no relation to the subject being taught.

#### Guide for Facilities Use Plans

University resources, for example, its land and buildings, its library collections, its computer networks, are to be applied first and foremost to its mission of teaching, research and public service, and therefore, such University properties are primarily dedicated to this mission, which encompasses all academic activities, student life, intercollegiate athletics, and the administrative functions that support this mission. These properties are not generally open and available to the public—they are provided to and by the University, in order that it might carry out its educational charge. The First Amendment does not mandate that the University grant the public unfettered access to its facilities. The University may elect to open certain spaces to the public without limitations, to open other spaces with limitations on use, and to maintain the non-public status of other spaces.

---

<sup>1</sup> For example, students in violation of this, or any, University policy are subject to the processes and sanctions set out in their respective campus's Student Code of Conduct; students in certain colleges are subject to separate codes of honor; all faculty and non-faculty employees are bound by their employment relationship to comply with all Board of Regents Bylaws and Policies, including this policy. Failure to comply with bylaws and policies subjects non-faculty employees to disciplinary action under the authority of the campuses' Human Resources Departments, while faculty violating bylaws and policies are governed by the review processes established pursuant to Bylaws Chapter IV. Rights and Responsibilities of the Professional Staff. Board of Regents Bylaw 4.1 on Academic Responsibility is of particular relevance.

An individual may not materially disrupt activities conducted within the context of the University's mission. The University may reasonably regulate the time, place, and manner of expression, in accordance with the law, in order to ensure that the ordinary activities of the University are not disrupted. Such regulations must be narrowly tailored to serve significant, viewpoint-neutral interests, and cannot substantially burden more speech than necessary to protect the University's interest.

Spaces such as classrooms, where teaching takes place; or labs where research is conducted; or offices where administrative business is carried out, are not freely open to the public. There are, however, spaces within our campuses that may be opened to both members of the University community and the public for a variety of purposes, including speech and expression. Therefore, under the direction of the Chancellors, each of the campuses are to implement facilities use plans, programs and strategies on their respective campuses, along with rules and processes grounded in law and University policies, to designate which properties, facilities, and/or other university resources, in whole or in part, are categorized under law as:

- “Designated Public Forums”—These are places the campus designates as open for expressive applications to all or part of the campus community, or the community at large. This might be a mall, a plaza or the sidewalks. Reasonable time, place and manner restrictions may be implemented in a viewpoint or content-neutral application.
- “Limited Public Forums”—These are places (such as a concert hall), events (such as a student panel discussion on Literature of the Plains), or other avenues for expression (such as an electronic bulletin board), which can be designated for use by a particular group and limited to particular topics or types of speech, as long as the limitations are reasonable and viewpoint-neutral.
- “Non-Public Forums” are all places and resources not otherwise categorized as Designated Public Forums and Limited Public Forums.

In none of these instances may campuses implement rules or processes which differentiate use of properties or resources, or disciplinary outcomes, based upon the viewpoint of the user.

It is not possible in this brief guide to provide specific direction with respect to the appropriateness of any regulation within any particular campus's facilities or spaces. Each campus has unique space characteristics, distinctive mission-related needs, and therefore, proposed uses of designated forums will differ on a case-by-case basis, and further, the University expects that the plans will evolve over time to meet the needs of its mission and its community. However, in order to ensure legal and policy compliance, prior to implementation, the campus shall secure the advice and approval of the Office of the General Counsel with respect to the strategies, rules and processes contained in its facilities use plans and programs.

As part of such facilities use program implementation, each campus shall conspicuously post on its website, and in other places that provide for effective communication, a map of the facilities and spaces on their main campuses, showing the nature of the forums present on campus, along with information or directions with respect to restrictions and processes applicable to any given location. To the greatest extent possible, there shall be a single, easy-to-locate, user-friendly resource designated at each campus, for persons wishing to access information about the availability, rules and processes applicable to any given space at that campus.

## Education

January 25, 2018  
Volume 75

Last, yet of great importance, regular opportunities for the University community to educate itself about the First Amendment and this policy, as well as the existence and implementation of campus facilities use programs, are imperative. The understanding of one's constitutional rights, and the expectations surrounding those rights, is vital to the free exchange of ideas, information, opinions and discovery. Failure to understand and learn the underpinnings and legal interpretation of the First Amendment lends itself to incivility and miscommunication. Because this exchange is so very critical to the University's mission, it is incumbent upon the University to engage in a deliberate program of education for the University community, and beyond, with respect to the First Amendment of the U.S. Constitution and the University's support of it.

*Adoption of this policy will prompt a review of University policies and practices throughout the University. To the extent that such other policies and practices conflict with this policy, this policy shall take precedence, and such other policies and practices shall be interpreted in a manner to resolve the conflict in favor of this policy.*

*This document was composed following a review of the good works of many of the University's institutional colleagues and related professional organizations, along with some ideas and approaches wholly original to the University of Nebraska. The University of Nebraska wishes to recognize the efforts made by many others, which preceded the adoption of this policy, including the University of Chicago, the University of Missouri, Kansas State University, the Association of Governing Boards of Universities and Colleges, the National Association of College and University Attorneys, and the Foundation for Individual Rights in Education (FIRE), among others. Thank you.*



**UNIVERSITY OF NEBRASKA BOARD OF REGENTS**  
**MARCH 29, 2018**

**FACULTY SENATE PRESIDENTS**

**Claude Louishomme**, University of Nebraska at Kearney, Associate Professor, Department of Political Science

**Sarah Purcell**, University of Nebraska-Lincoln, Extension Educator

**Ann Anderson Berry**, University of Nebraska Medical Center, Associate Professor, Department of Pediatrics and Medical Director for the NICU

**Laura Grams**, University of Nebraska at Omaha, Associate Professor, Department of Philosophy and Religion

**COMMITTEE SPEAKERS**

**ACADEMIC AFFAIRS COMMITTEE**

Topic: Undergraduate Student Experience

**Student Community Engagement at UNO**

Born and raised in Bellevue, Nebraska, **Antonio Campbell** is a senior majoring in mathematics and minoring in computer science. As a member of the Goodrich Scholarship Program, he has held leadership roles as Treasurer and Vice President in its student organization as well as served as a mentor and tutor for other students in the program. He is also a member of the Honors Program in which he is working on his senior thesis about reliability theory. While maintaining a 4.0 GPA, Antonio has dedicated time to volunteering at the Stephen Center Emergency Shelter and being involved in music ensembles on and off campus. He has received numerous awards and honors for his academic and community service efforts including the Newman Civic Fellow award. Antonio will graduate in May and is deliberating about graduate school offers for mathematics programs.

**Casey Jones** is a sophomore at the University of Nebraska at Omaha, studying International Studies and Business Administration. Casey currently serves as the Service Supervisor of the International Service issue area at the Student Service and Leadership Collaborative, and is a marketing intern at The Hope Center for Kids. She is committed to service and community engagement, and is also involved as the Secretary and Director of Programming for the Chi Omega Sorority and as a member of the Thompson Learning Community. She looks forward to sharing her valuable experiences in community engagement with the Board of Regents.

**Undergraduate Research at UNK**

**Luke Hamilton** is a senior at the University of Nebraska at Kearney, majoring in biology with a health science emphasis. He is originally from Harvard, Nebraska, and attended high school in Bridgeport, a small town in western Nebraska. Luke's experience with undergraduate research at UNK began at the end of his first semester when Dr. Reichart asked whether he wanted to work in her ornithology lab. Having been interested in birds since elementary school, this was not a hard decision. Thus began Luke's work as an undergraduate research fellow the first semester of his sophomore year. As he looks back on his three years in research, he sees many technical skills and practical experiences that will serve him well when he begins graduate work in pharmacology in the spring of 2019. Luke cannot imagine his college experience without undergraduate research; and is grateful to the University of Nebraska for providing the funding and support that made his project possible.

**Danielle Tilley** is a junior from Columbus, NE, and is double majoring in English Education grades 7-12 and Health and Physical Education grades K-12 at UNK. Danielle is on the leadership board for the Health and PE club, is a part of the Honors Program, and has been involved in Undergraduate Research for over a year. In her spare time, Danielle volunteers with the Special Olympics by helping with practices around Kearney. Danielle knows the importance of research and validation in a field that is often overlooked by so many. Danielle has a passion for education and hopes to pass on her knowledge to future students.

### **UNL Honors Program**

**Tiffany Truong** is a senior from Lincoln, Nebraska majoring in Chemistry and Biochemistry at the University of Nebraska-Lincoln. She plans to graduate with Honors and has been extremely involved in the Honors Program throughout her time at UNL. She has served as Treasurer of the Honors Program Student Advisory Board and an Honors Program peer mentor for three years. Tiffany's passion for the University and its students has led her to become involved in Greek Life, as President of her sorority, Sigma Psi Zeta, and as a former delegate of the Multicultural Greek Council. Additionally, Tiffany participates extensively in undergraduate research in the Department of Chemistry, is a member of The Innocents Society, The Chancellor's Senior Honorary at the University of Nebraska-Lincoln, and was a finalist for the 2017 Outstanding Student Leader Award. This fall, she will attend school at the University of Nebraska Medical Center College of Medicine.

**Olivia Beier** is a senior from Omaha, Nebraska majoring in Accounting and Economics at the University of Nebraska-Lincoln. She is a member of The College of Business Honors Academy and has been extremely involved in the Honors Program throughout her time at UNL. She has served as President of the Honors Program Student Advisory Board and as President of Honors Ambassadors. Olivia's passion for the University and its students has led her to become involved in Greek Life, as a member of her sorority, Gamma Phi Beta, and as Vice President of Public Relations for the Panhellenic Executive Council. Additionally, Olivia is a member of The Innocents Society, The Chancellor's Senior Honorary at the University of Nebraska-Lincoln, and was a recipient of the 2017 Outstanding Student Leader Award. Next year, she plans to continue her education at the University of Nebraska-Lincoln as she pursues a Masters in Professional Accounting.

### Topic: National Science Foundation EPSCoR Projects

#### **Center for Root and Rhizobiome Innovation**

**Edgar Cahoon** is the George Holmes University Professor of Biochemistry and Director of the Center for Plant Science Innovation at the University of Nebraska-Lincoln. Dr. Cahoon's lab conducts basic and applied research on plant lipid metabolism and synthetic biology to enhance the nutritional and industrial value of crop plants and to probe the synthesis and function of bioactive lipids for improved crop performance and quality. He is the author of more than 100 publications and inventor or co-inventor on 30 issued U.S. patents in plant biotechnology. Dr. Cahoon received his B.S. in biochemistry from Virginia Tech, an M.S. in plant physiology from Cornell University, and Ph.D. in plant biochemistry and molecular biology from Michigan State University. He is a fellow of the American Society of Plant Biologists and a 2017 recipient of an honorary doctorate from the Swedish University of Agricultural Sciences.

#### **Imaging and Controlling Ultrafast Dynamics of Atoms, Molecules, and Nanostructures**

**Anthony Starace** is the George Holmes University Professor of Physics in the UNL Department of Physics and Astronomy. He earned his Ph.D. at the University of Chicago (1971), and did postdoctoral work at Imperial College, London. His expertise is in theoretical atomic, molecular, and optical (AMO) physics, especially in the description of the interaction of electromagnetic radiation with atoms and molecules. He is a Fellow of the American Physical Society (APS) and the American Association for the Advancement of Science (AAAS), received the University of Nebraska's ORCA Award (2005), and both Sloan Foundation (he was UNL's first Sloan Fellow) and Humboldt Foundation Fellowships. In addition to his faculty career, Starace has served as chair of the

Department of Physics and Astronomy (1984-1995), Associate Dean for Science Research in the College of Arts and Sciences (2000-2001) and Senior Associate to the Vice Chancellor for Research (2000-2001). Starace has served as Associate Editor, *Reviews of Modern Physics* (1995-2006); on the Editorial Board, *Physical Review A* (1993-1999); as APS Publications Oversight Committee Chair (2013); and as Co-Chair of the 2005 APS Division of AMO Physics Meeting in Lincoln, NE. He was a co-organizer of the Program “Frontiers of Intense Laser Physics,” Kavli Institute for Theoretical Physics (KITP)-Santa Barbara (July-September 2014); chaired the International Coordinating Board, Workshop on Attosecond Science – Exploring and Controlling Matter on Its Natural Time Scale, KITP China, Beijing (May 2011); and co-organized the Attosecond Science Workshop, KITP-Santa Barbara (July – September 2006).



**COMMUNITY  
ENGAGEMENT**

**ANTONIO CAMPBELL  
CASEY JONES**



# ANTONIO CAMPBELL

Major: Mathematics

Minor: Computer Science

Expected Graduation: May 2018

Hometown: Bellevue

UNO Honors Program:

Honor's Thesis on Reliability Theory in Statistics

Goodrich Scholar, Newman Civic Fellow

# EXPERIENCES

- Service learning project at the Stephen Center Emergency Shelter on homelessness
- Goodrich Program Tutoring and Mentoring
- Goodrich Organization
  - Vice President (2016-17)
  - Treasurer (2017-18)



# STEPHENSON-HARRINGTON INTERNSHIP PROGRAM AT HEARTLAND FAMILY SERVICE

- Interned at Heartland Family Service
- Current part-time position
- Connected data analysis skills to improving HFS operations
- Created scorecard metric for rating performance of programs



# WHAT'S NEXT?





# CASEY JONES

Majors: International Studies and Business Administration

Minor: Nonprofit Management

Anticipated Graduation: May 2021

Hometown: Bellevue, Nebraska

Service Supervisor at The Collaborative

Member of Thompson Learning Community

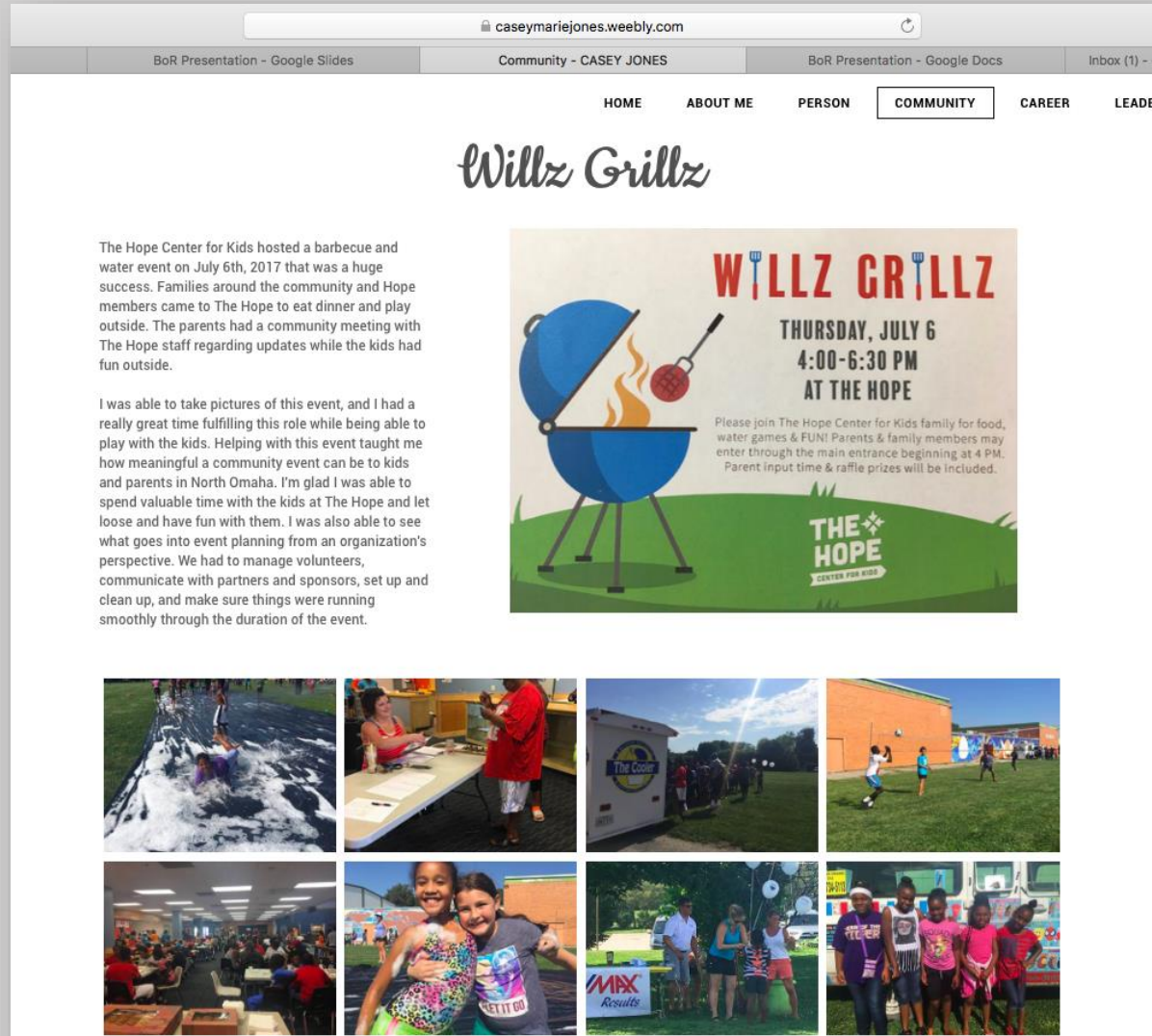
# STUDENT SERVICE AND LEADERSHIP COLLABORATIVE

## PERCEPTION OF SERVICE

Direct Volunteer Work

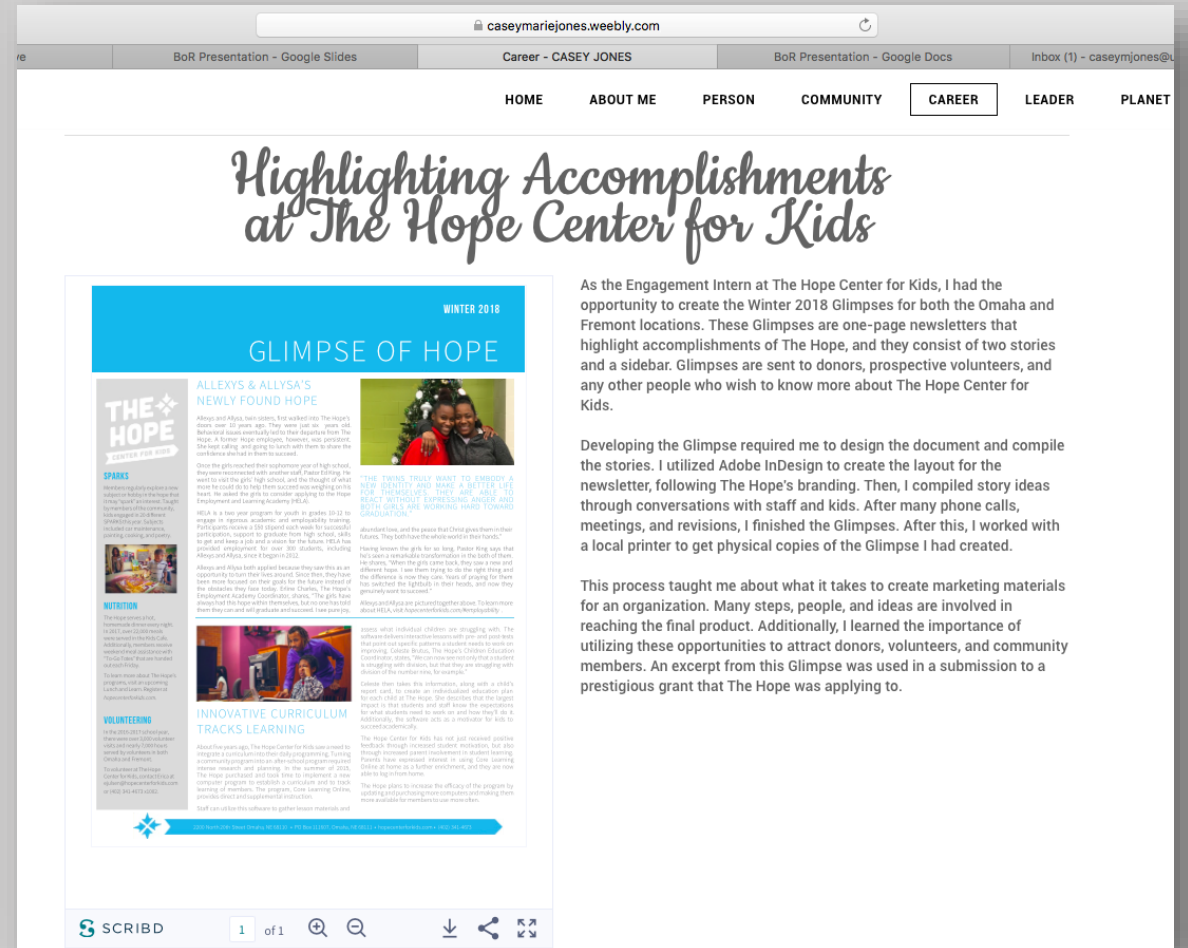


Advocacy and Education  
Political and Social Involvement  
Philanthropic Efforts



## ePORTFOLIO

# CASEYMARIEJONES.WEEBLY.COM





**Learning Outcomes:**  
Chi Omega  
Connections with Nonprofits  
Academic Studies  
Leadership Skills



# UNK Undergraduate Researchers

Luke Hamilton

4<sup>th</sup> Year

Biology Major

Bridgeport, NE

Danielle Tilley

3<sup>rd</sup> Year

English 7-12, PE K-12

Columbus, NE

# Research Overview

- We study fat metabolism in orioles during both migration and breeding.
- We chose fats because they are the primary fuel for flight and other strenuous activities in birds. (Think about the importance of blood sugars in humans).
- Method: We capture orioles along the central Platte, draw blood, and analyze for both triglycerides and ketones.
- Results: Higher inter-annual variation (among 2015, 2016, and 2017) than expected. Our orioles appear to be sensitive to changes in climate from year to year.
- Presentations: Wilson Ornithological Society in Fort Myers, FL (2017). Currently drafting a manuscript for publication in Wilson Journal of Ornithology.



## Impact on Education

- My research experience fostered a rich understanding of the scientific method—including study design, data curation, and statistical analysis—that I would not have obtained from the classroom alone.
- I practiced laboratory techniques (especially pipetting!) that will transfer to my career as a professional biologist.

## Future plans

- Masters in biology program at UNK (emphasis on pharmacology)
- PhD or MD/PhD in neurology

# Research Overview

- Little research has been done on self-perception of physical activity in home schooled children. This awareness can affect the amount and intensity of regular physical activity.
- 40 students participated in a protocol to assess their accuracy in estimating exertion during physical activity. Participants wore heart rate monitors to test accuracy of perception data versus reality.
- Preliminary data indicates some improvement in self-assessment following intervention (education on physical activity)
- Presenting at the National Conference on Undergraduate Research in Edmund, OK(2018), and Posters on the Hill in Washington, DC (2018)





## Impact on Education

- Opportunity to work directly with home-schooled children.
- Developed lesson plans for mini-curriculum.

## Future plans

- Will be seeking teaching position after graduation.
- Graduate school in the future, possibly PhD and college-level faculty position.



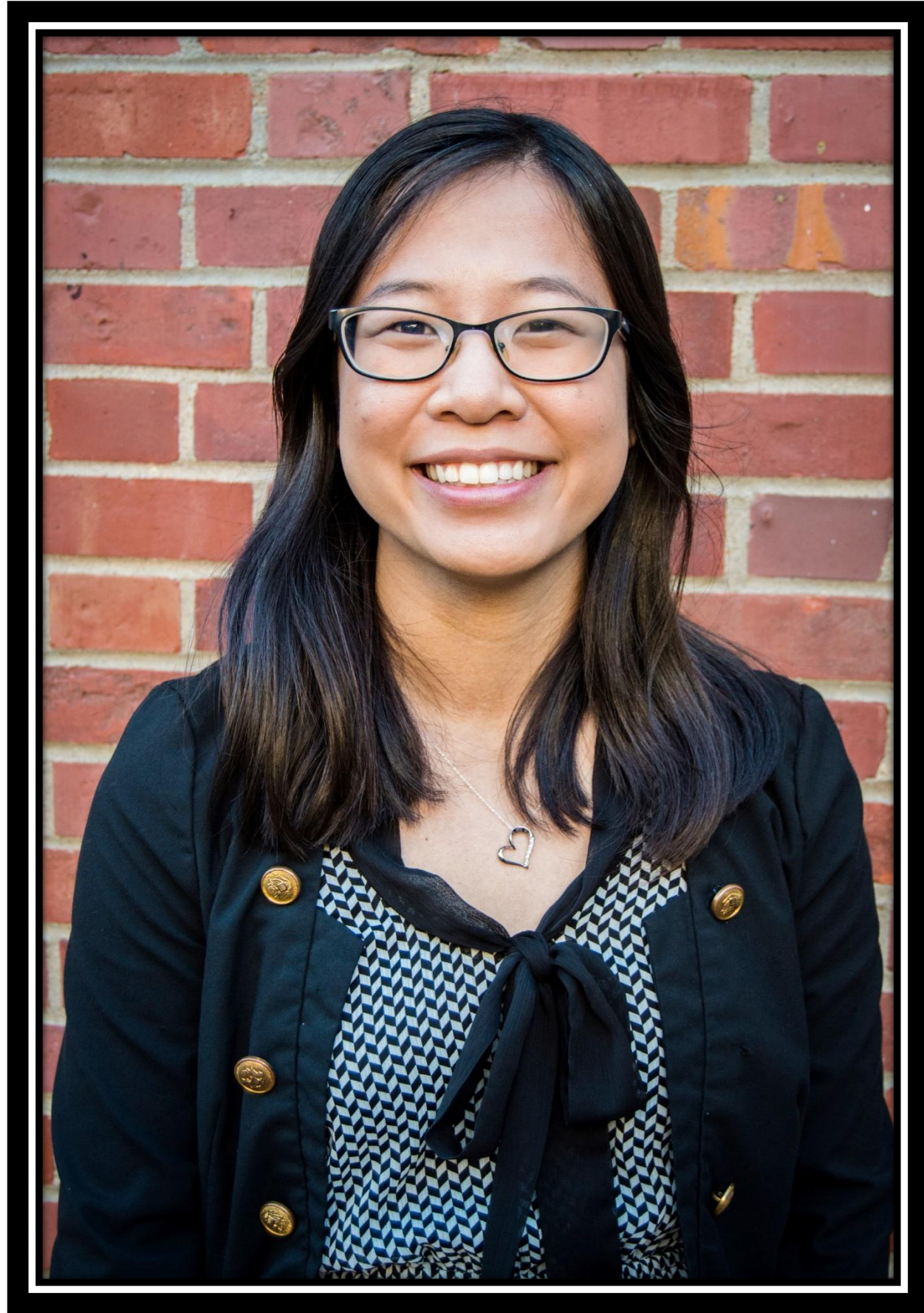
# **University Honors Program**

**Established in 1986**

**A University-wide community of scholars that provides an intense academic experience to talented students by combining intellectual discovery and professional preparation.**

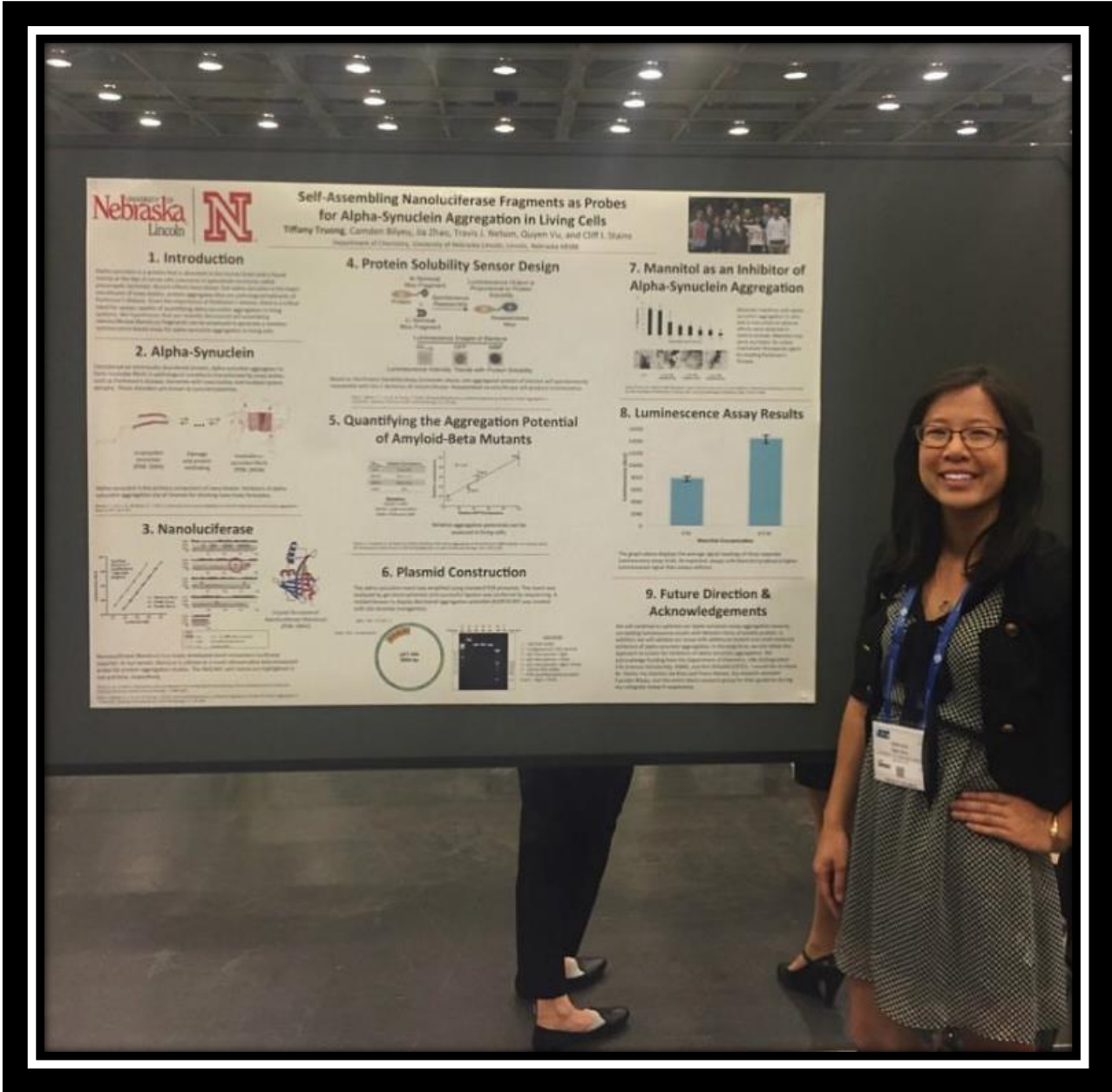
**Top 10% of the undergraduate population  
(Approximately 2,000 students)**

**Includes students in 2 cohort-based programs:  
Jeffrey S. Raikes School of Computer Science and Management  
Nebraska Business Honors Academy**



## Tiffany Truong

- **Major:** Chemistry and Biochemistry
- **Hometown:** Lincoln, Nebraska
- **Future Plans:** Medical School at the University of Nebraska, College of Medicine





## Olivia Beier

- **Major:** Accounting and Economics
- **Hometown:** Omaha, Nebraska
- **Future Plans:** Masters of Professional Accounting at UNL



**Donde Plowman**  
@DondePlowman

Follow

Rough start to class yesterday. First the projector, then a questionable chair. Students suggested a new building.



7:17 AM - 22 Apr 2016

1 Retweet 25 Likes

1 25





*Lincoln*



*Omaha*



*Kearney*



*Medical Center*

# **Nebraska Established Program to Stimulate Competitive Research (EPSCoR)**

Partnership of higher education, state and federal government and  
private industry

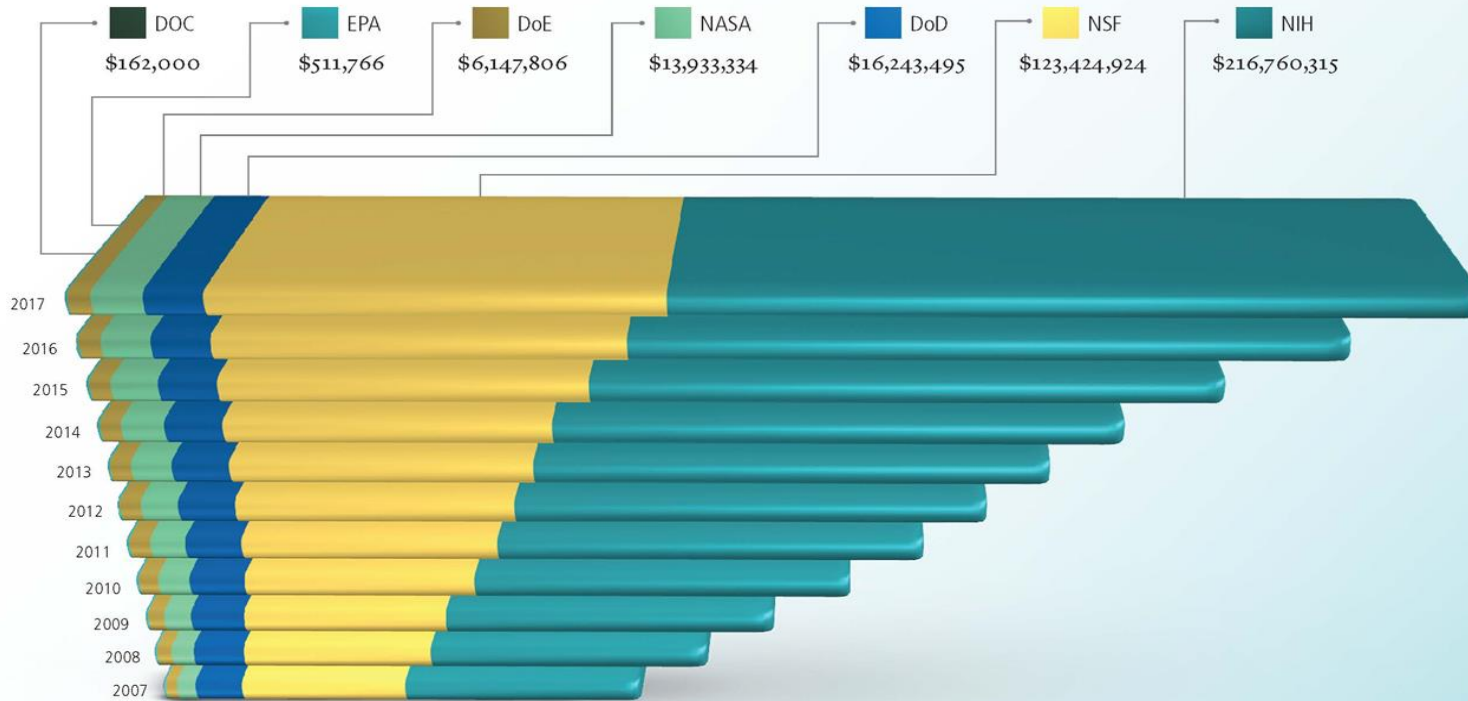
## Mission

- Build state's research capacity and competitiveness;
- Invest in workforce development; and
- Foster public-private partnerships in STEM (as well as biomedical research).
  
- Led by a State Director (Dr. Fred Choobineh) and a state committee
  - Committee appointed by the Governor



## ***TOTAL FEDERAL EPSCoR FUNDING IN NEBRASKA***

NEBRASKA BECAME AN EPSCoR state in 1993 and has successfully competed for more than \$377 million in federal research funding. This chart shows funding by agency and the cumulative growth of funding over time, from 2007 through 2017.



# Center for Root and Rhizobiome Innovation (CRRI)

## Center for Root & Rhizobiome Innovation

CRRI will provide innovative and sustainable solutions for enhanced Nebraska, US, and global crop production by probing the interface of root metabolism and the soil microbiome.



Edgar Cahoon  
George Holmes Professor of Biochemistry  
Director, Center for Plant Science Innovation  
University of Nebraska-Lincoln



@NE\_CRRI

Website: <http://crri.unl.edu/>



Center for Root and Rhizobiome Innovation

NSF EPSCoR RII Track-1: Center for Root and Rhizobiome Innovation (CRRI), 2016-21

# Center for Root and Rhizobiome Innovation (CRRI)

\$20 million 5-year grant (6/2016-6/2021) from the  
National Science Foundation

Established Program to Stimulate Competitive Research (EPSCoR)



**Fred Choobineh**  
**Nebraska EPSCoR Director**  
**Grant PI**



**James Alfano**  
**UNL, Plant Pathology**  
**Co-PI**



**Edgar Cahoon**  
**UNL, Biochemistry**  
**Co-PI**



# Center for Root and Rhizobiome Innovation (CRRI)

## Goal:

Increase Nebraska's research competitiveness

- Build research collaborations
- Strategic support of research infrastructure & expertise
- Integrate education and research programs

## Project Vision:

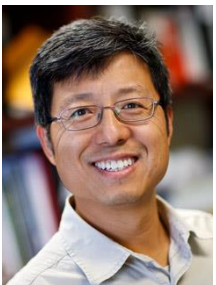
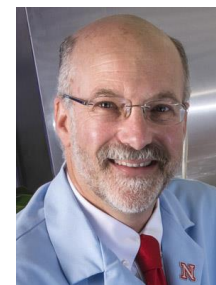
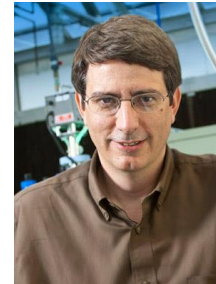
CRRI will provide innovative and sustainable solutions for enhanced Nebraska, US, and global crop production by probing the interface of root metabolism and the soil microbiome.



# CRRI Research is Conducted by 22 Investigators with Diverse Expertise at Four Nebraska Universities



UNIVERSITY OF NEBRASKA-LINCOLN



UNK UNIVERSITY OF NEBRASKA KEARNEY



UNMC UNIVERSITY OF NEBRASKA MEDICAL CENTER



DOANE UNIVERSITY



IDEA EPSCOR NEBRASKA

# CRRI has supported three new faculty hires to enhance research and educational expertise



Muhammad Saleem  
Chemical Ecology



Katarzyna Głowacka  
Synthetic Biology



Marc Libault  
Root Biology



# CRRI Rationale

**plant roots:**  
**HIDDEN MASTERS OF CHEMISTRY**

Using chemistry, plant roots can do many things:

- attract bacteria**  
ATMOSPHERIC NITROGEN IS ESSENTIAL FOR PLANTS, BUT INACCESSIBLE. SOME PLANTS ATTRACT NITROGEN-TRAPPING BACTERIA WITH CHEMICALS. WHAT ELSE MIGHT PLANTS DO TO ATTRACT HELPFUL BACTERIA?
- repel attack**  
SOME PLANT ROOTS USE EXOTIC TOXINS TO REPEL ATTACKERS. WHAT KINDS OF TOXINS DO YOU THINK THE RADISH ON THE LEFT USES TO FEND OFF HUNGRY MAMMALS?
- store energy**  
ROOTS CAN STORE MASSIVE AMOUNTS OF ENERGY AS COMPACT CHAINS OF SUGAR MOLECULES CALLED STARCH. DO YOU KNOW WHICH VEGETABLE ON THE RIGHT HAS THE MOST STARCH?
- control growth**  
ROOT GROWTH IS CAREFULLY CONTROLLED USING CHEMISTRY. AUXIN HORMONES PRODUCED ABOVE GROUND ARE SENT TO THE ROOTS TO INITIATE GROWTH. CAN WE USE THIS KNOWLEDGE IN HORTICULTURE?

made by: lucas busta  
with art by Freepik from www.flaticon.com

UNIVERSITY OF  
**Nebraska**  
Lincoln

**Roots:** Critical for crop yields but understudied.

**Soil microbiome:** Emerging area for improvement of crop water- and nutrient-use efficiency.

**Synthetic biology:** Tools for next-generation crop improvement.

**Systems biology:** Precision for improvement of root traits



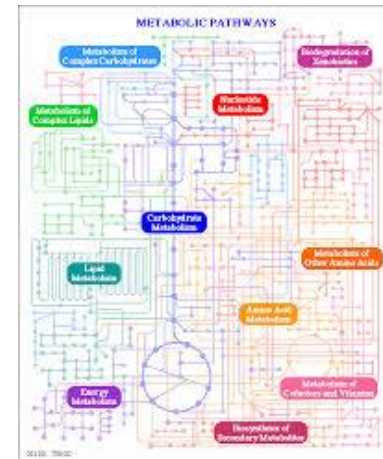
# CRRI Scientific Overview

- How does maize genetic diversity affect root metabolism and exudates?
- How does genetic variability of root exudates affect the soil microbiome?
- How is root metabolism, exudates, and soil microbiome affected by environmental conditions and agronomic practices?



**Systems Biology:** What is the circuitry of root metabolism?

**Synthetic Biology:** Can root metabolism be altered predictably and with precision?



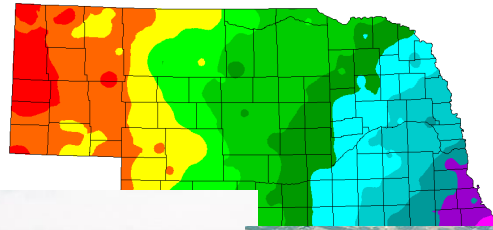
Brings together geneticists, computational biologists, ecologists, molecular biologists, agronomists, physiologists, chemists, statisticians





# CRRI Research is Supported by Extensive Infrastructure

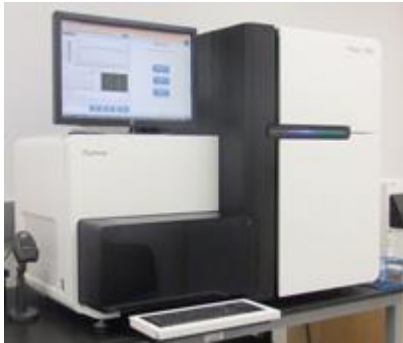
Greenhouse & Field Automated Phenotyping



Diverse Field Sites



Mass Spectrometry



Genomics

Advanced Computing



Robotics



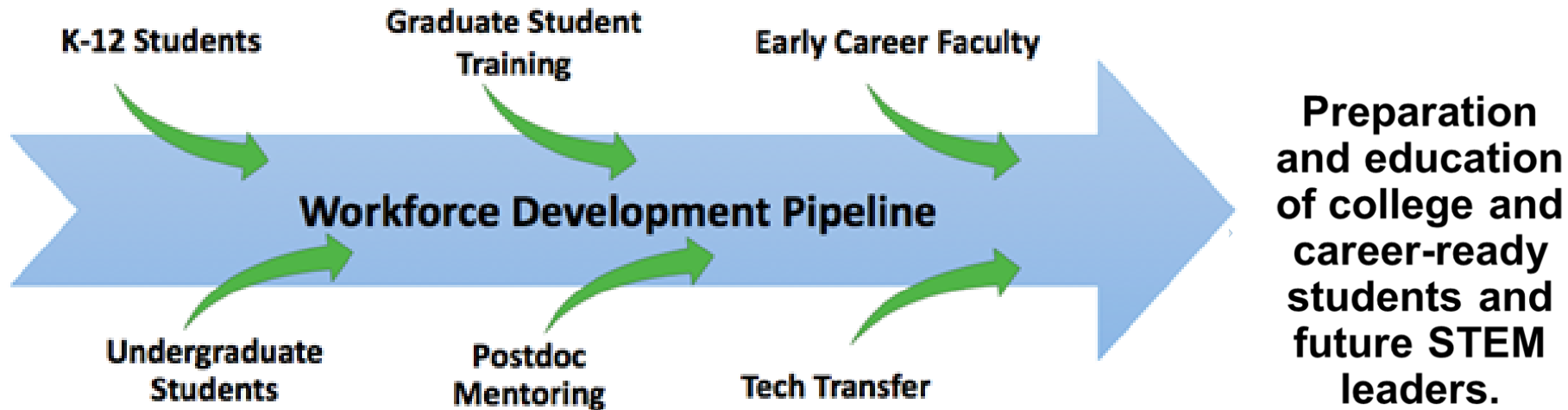
Crop Transformation



# Integrating Research and Education

Experimental Program to Stimulate Competitive Research

## Workforce Development Pipeline



Focus: Women, underrepresented minorities, low socio-economic status, first generation college students, rural (geographically underrepresented students).

Examples:

- First Award
- Young Nebraska Scientists
- Middle and High School Science Camps
- Industrial Internships for Undergraduates



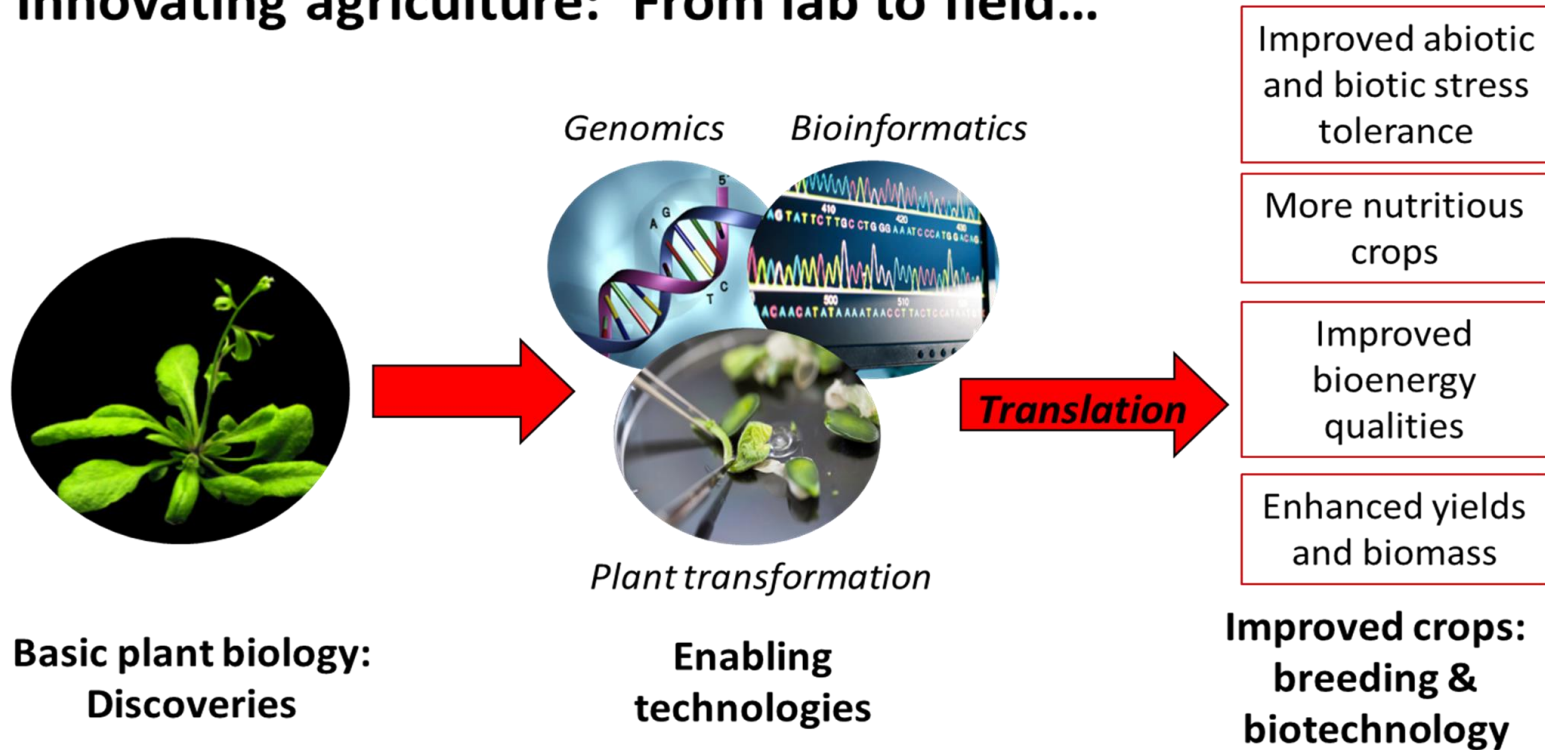
# Potential Impacts for the University of Nebraska, State of Nebraska, and Beyond

- Increased external research funding
- Enhanced training and internship opportunities for undergraduate & graduate students
- Enhanced participation of Nebraska students in STEM disciplines
- Increased opportunities for university-industrial collaborations and startup companies
- Innovative solutions for increasing crop production
- More efficient use of water and chemical fertilization for crop production
- Public that is more informed about agricultural biotechnology



# Center for Plant Science Innovation

Innovating agriculture: From lab to field...



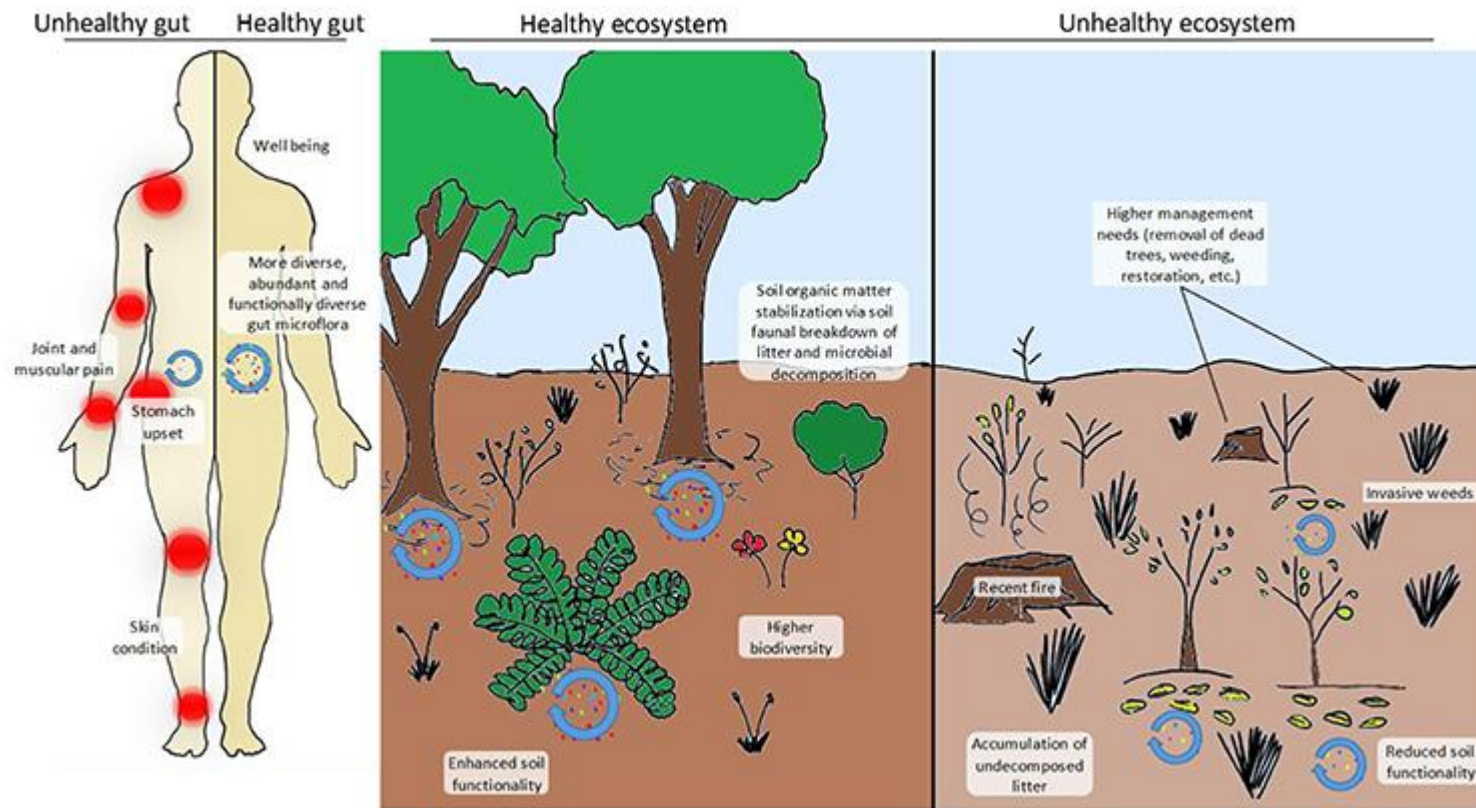
**Translating discoveries for agricultural & societal impact**

Systems and synthetic biology expertise will increase the rate and precision of crop improvement to meet the challenges of Nebraska, U.S. and world agricultural production



# Soil Microbiome:

- Emerging area of research and agricultural biotechnology
- Innovative solutions for improving crop water and nutrient use
- Synergy with gut microbiome research at University of Nebraska



Front. Ecol. Evol., 06 July 2017 | <https://doi.org/10.3389/fevo.2017.00071>

# *Imaging and Controlling Ultrafast Dynamics of Atoms, Molecules, and Nanostructures*

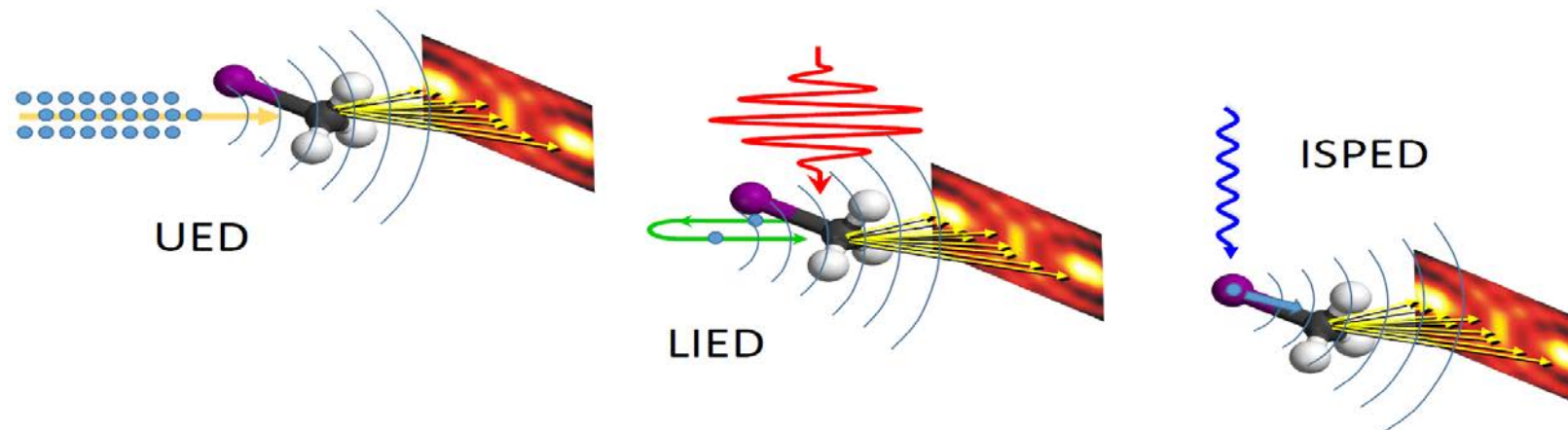


Figure 1: Three different approaches to electron diffraction experiments on aligned molecules.

**Anthony F. Starace**

*George Holmes University Professor of Physics*

*Director, Program of Excellence on Atomic, Molecular, Optical, and Plasma (AMOP) Physics*

*University of Nebraska Lincoln*

AMOP Website: <https://www.unl.edu/physics/atomic-molecular-optical-plasma-physics>

*Collaborative Research: Imaging and Controlling Ultrafast Dynamics of Atoms, Molecules, and Nanostructures*

**\$6 million 3(+1)-Year NSF EPSCoR Track II Research Infrastructure Improvement Grant (1 August 2014-31 July 2018)**



**Fred Choobineh, PI**  
**Director, Nebraska EPSCoR**



**Anthony F. Starace, Co-PI**  
**UNL, Physics & Astronomy**



# ***NSF EPSCoR Track 2 RII Grant*** ***1 August 2014 – 31 July 2018***

## ***Three Major Components:***

- ***Research Thrust #1: Imaging and Controlling Ultrafast Dynamics of Atoms & Molecules***
- ***Research Thrust #2: Ultrafast Electron Control by Light in Nanostructures***
- ***STEM Education and Workforce Development***



# *Goals of Thrust 1: Imaging and Controlling Ultrafast Dynamics of Atoms & Molecules*

- ◆ *Develop New Applications of High Harmonic Generation*
- ◆ *Develop New Analyses and Measurements for Intense Laser Ionization Processes*
- ◆ *Use XUV and X-Ray Light to Image Molecular Processes*
- ◆ *Develop Three New Kinds of Ultrafast Electron Diffraction for Molecular Imaging: Laser-accelerated electrons; Laser-Induced Electron Diffraction (LIED); and Inner-Shell Photoelectron Diffraction (ISPED).*



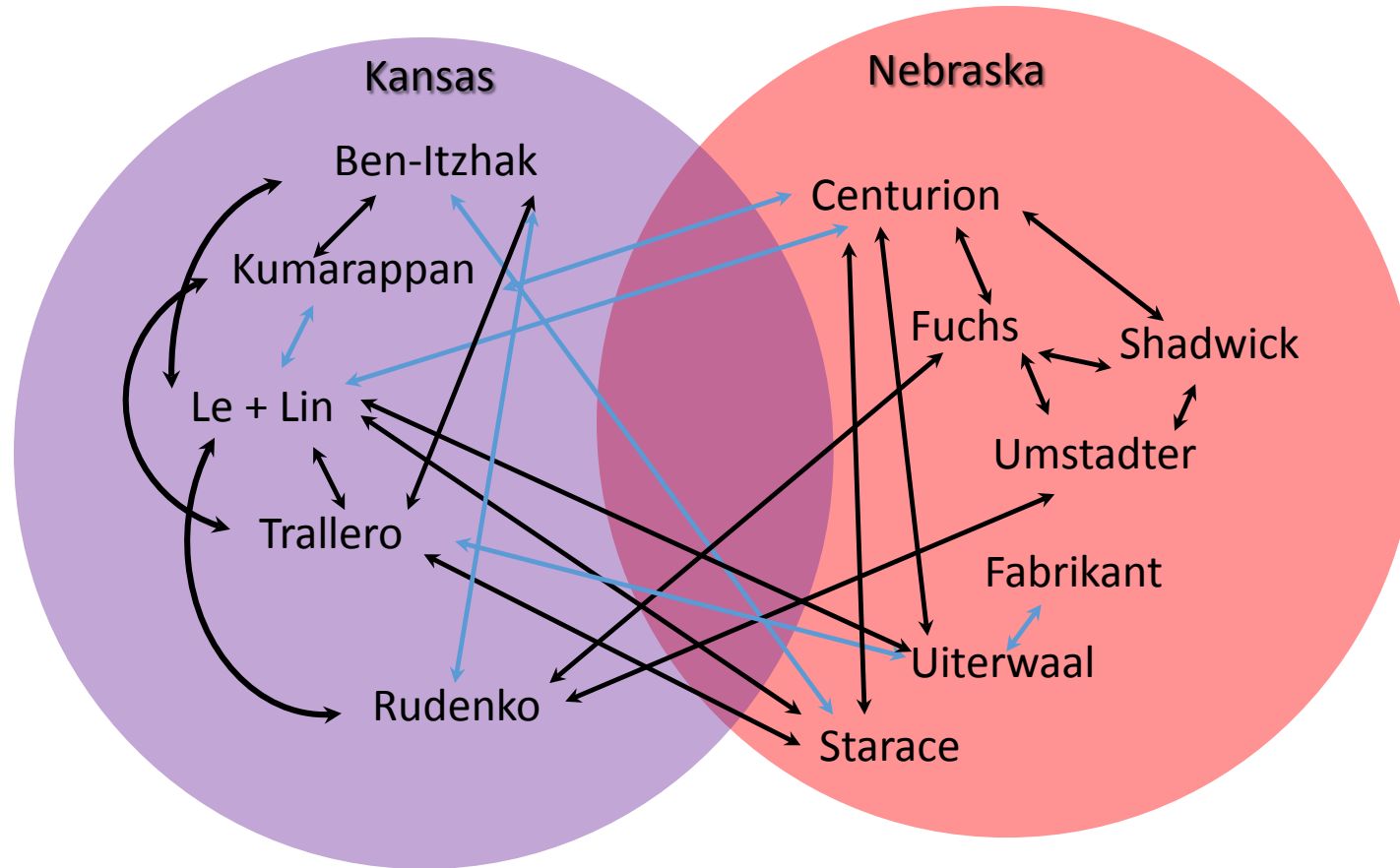
# *Goals of Thrust 2: Ultrafast Electron Control by Light in Nanostructures*

- ◆ **Probe nanostructures of varying geometry and polarizability with electrons** (*e.g., photoelectrons, coherent electron beams, spin-polarized electrons, and light-induced electronic currents*) **in the presence of ultrashort laser pulses.**
- ◆ **Optimize the coupling strength of an external light-source to the nanostructures** by controlling the laser light properties and the nanostructure properties.
- ◆ **Predict the electronic response** (and the associated induced electromagnetic near-field of the nanostructure) **to ultrafast laser pulses.**
- ◆ **Explore device technology**, including demonstration of the fastest electron switches to date.

# Possible Future Applications of This Basic Research

- ***Production of coherent X-rays (laser light) in the “water window” region*** (i.e, frequencies at which water is transparent) will allow doctors to make 3-D holograms of the internal organs of living biological organisms. *Our research on high-order harmonic generation may produce sufficiently intense, coherent X-rays in the water window region to make this possible.*
- ***Using short pulses of electrons to image molecules as they undergo chemical changes*** will someday allow one to control molecular processes during a chemical process. *Our research on ultrafast electron diffraction to image molecular processes will increase our understanding of how to control chemical reactions.*
- ***Using laser light to control electrons in nanostructures will greatly speed up electronic processes*** that now depend on voltage changes to control electrons. *Since light travels faster than electrons, this may lead to faster computers and opens the door to all-optical computing components.*

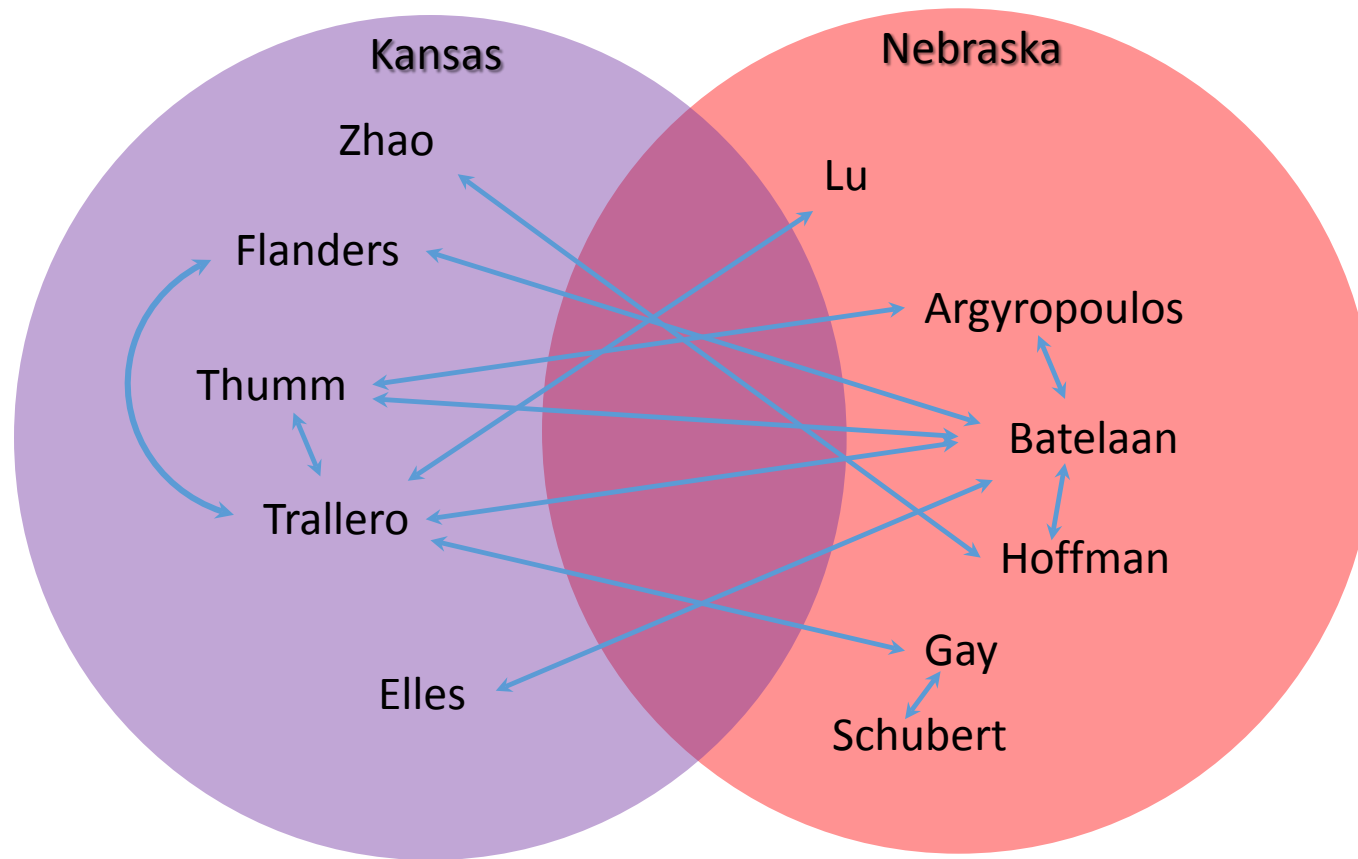
# *New Thrust 1 Collaborations*



Collaborations initiated: Current  $\longleftrightarrow$  Planned  $\longleftrightarrow$



# *New Thrust 2 Collaborations*

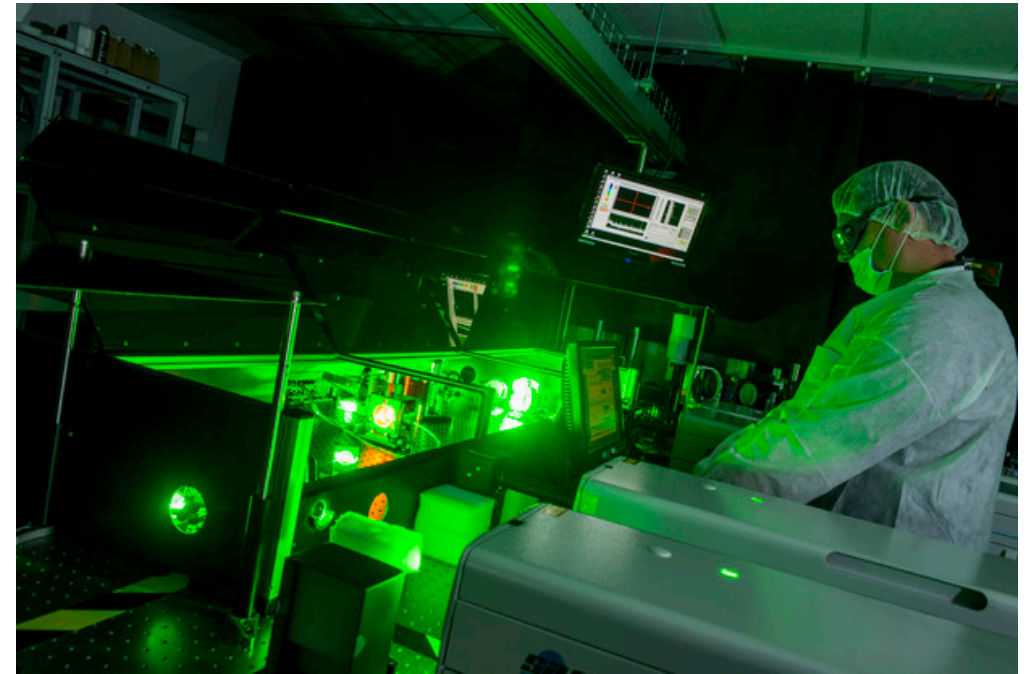


Collaborations initiated by this grant ↔



# External Advisory Board (EAB) Findings:

“During the course of the visit the EAB members had the opportunity to tour the **Extreme Light Laboratory (ELL)**... This impressive facility contains a state-of-the-art petawatt-class laser (Diocles)... *The EAB recognizes that the ELL facility is one of few high-powered laser facilities in the US ... A team proposal based on this capability would be unique in the portfolio of US academic science.*”



# Research-Based Education and Workforce Development

- ***H.S. Student Summer Research Program***
  - Hosted by AMO physics professors (18 students)
- ***H.S. Physics Teacher Program: Physics Teacher Institute***
  - Recruitment focus was to bring rural teachers, teaching physics outside of their certification or with insufficient knowledge of the physics curriculum (52 teachers)
- ***Research Experiences for Undergraduate Students Program***
  - Summer research with AMO physics professors (9 students)
- ***Small College Faculty Exchange Program***
  - Eight-week summer collaboration with AMO physics professors (8 faculty)
- ***Undergraduate Women in Physical Science Conferences***
- ***Physics Mobile Lab Development***



# *Physics Mobile Lab Development*

*Conceptual experiments* developed by Dr. Brad Shadwick to teach:

- Newton's Laws
  - Energy Conservation
  - Momentum Conservation
  - Work-Energy relationship
- *Unit design* refined by assistance from F. Choobineh, L. Moore and B. Shadwick and built by the UNL Physics Machine Shop.

## **IMPACTS ON EDUCATION IN NEBRASKA:**

- *Nebraska State Educational Service Units* will be housing the units for their teachers free of charge.
- *14 Classrooms across the state with over 1,200 students are testing the curriculum* and providing feedback to Nebraska EPSCoR.
- *Curriculum, when finalized, will be placed on the Young Nebraska Scientists website* with Nebraska EPSCoR's other mobile labs.
- *Slated for use in UNL undergraduate physics labs.*

