

**PUBLIC MEETING SCHEDULE  
UNIVERSITY OF NEBRASKA**

**FRIDAY, JANUARY 25, 2019**

ACADEMIC AFFAIRS COMMITTEE PRESENTATIONS

8:30 a.m.

**Meeting the Medical Education and Training Needs of Rural Nebraskans**

Topics/Presenters:

**Medical Education** (*15 minutes*)

Dr. Bradley Britigan, Dean, UNMC College of Medicine

**Simulation in Motion-Nebraska (SIM-NE)** (*15 minutes*)

Dr. Paul Paulman, Professor, Family Medicine

9:00 a.m.

Topic: **Closing the Broadband Access Gap for Rural Nebraska** (*15 minutes*)

Presenters: Dr. Connie Reimers-Hild, Interim Director, Rural Futures Institute  
Charlotte Narjes, Coordinator, Special Projects, UNL Agricultural  
Economics

Connie Hancock, Consultant, UNL IANR Office of the  
Vice President/Vice Chancellor

9:15 a.m.

Topic: Legislative Update (*15 minutes*)

Presenter: Senator Jim Scheer, Speaker of the Legislature

9:30 a.m.

Topic: **University of Nebraska Graduate Workforce Outcomes** (*30 minutes*)

Presenter: Dr. Kristin Yates, NU Associate Vice President for Institutional  
Research, Chief Data Officer

10:00 a.m.

BREAK

10:15 a.m.

BOARD OF REGENTS MEETING

- Kudos Awards Presented

UNIVERSITY OF NEBRASKA FACILITIES CORPORATION MEETING – Election of Officers

## NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, January 25, 2019, at 10:15 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, 2019

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

**AGENDA**  
**THE BOARD OF REGENTS**  
**OF THE UNIVERSITY OF NEBRASKA**  
**Varner Hall, 3835 Holdrege Street**  
**Lincoln, Nebraska 68583-0745**  
**Friday, January 25, 2019**  
**10:15 a.m.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON DECEMBER 20, 2018
- IV. KUDOS  
*Theresa Larson, University of Nebraska Medical Center*  
*Sarah Kole, University of Nebraska at Omaha*  
*Beth Benson, University of Nebraska-Lincoln*  
*Stephanie Gallaway, University of Nebraska at Kearney*
- V. SUCCESSION OF CHAIR; ELECTION OF VICE CHAIR
- VI. RESOLUTIONS
- VII. HEARINGS
- VIII. PUBLIC COMMENT

The Standing Rules of the Board provide that any person who gives 24 hours' notice to the Corporation Secretary of the Board may speak to any item that is not on the agenda. In addition, any person may appear and address the Board of Regents on any item on the agenda for this meeting. Each person will be given up to five minutes to make his or her remarks. Public comment will be limited to a period of 30 minutes.

- IX. UNIVERSITY CONSENT AGENDA
  - A. ACADEMIC AFFAIRS  
University of Nebraska
    - 1. President's Personnel Recommendations Addendum IX-A-1
  - B. BUSINESS AFFAIRS  
University of Nebraska
    - 1. Approve the appointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2019 through December 31, 2020 Addendum IX-B-1
  - C. AUDIT, RISK AND COMPLIANCE  
University of Nebraska
    - 1. Accept the audited financial statements of the University of Nebraska and related entities Addendum IX-C-1

2. Approve the addition of the proposed *Board of Regents Policy* RP-1.1.3, Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy) Addendum IX-C-2

X. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska at Omaha

1. Approval is requested to create the Master of Science in IT Innovation to be administered by the Office of Graduate Studies, School of Interdisciplinary Informatics, and College of Information Science and Technology Addendum X-A-1

2. Approval is requested to create the School of Accounting in the College of Business Administration Addendum X-A-2

Nebraska College of Technical Agriculture

3. Approval is requested to eliminate the Laboratory Animal Care undergraduate certificate Addendum X-A-3

University of Nebraska

4. Approve the award of Honorary Degrees and Awards [Please note: this item may be voted on after the Closed Session] Addendum X-A-4

B. BUSINESS AFFAIRS

University of Nebraska at Kearney

1. Authorize the President, in consultation with the University of Nebraska at Kearney Chancellor and the Executive Committee of the Board, to approve terms and conditions to complete the acquisition of real property at 1800 West 24<sup>th</sup> Street, Kearney, NE and disposal of real property at 2100 15<sup>th</sup> Avenue, Kearney, NE Addendum X-B-1

University of Nebraska-Lincoln

2. Approve an agreement between LinPepCo Partnership and UNL granting the exclusive license to pouring and vending rights on the UNL campuses for a period of ten (10) years Addendum X-B-2

3. Approve budget increase for the Mabel Lee Hall project Addendum X-B-3

Additional Items – University of Nebraska

4. Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Kearney Education Association (UNKEA) for the 2019-2021 biennium. Addendum X-B-4
5. Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Omaha American Association of University Professors (UNO/AAUP) for the 2019-2021 biennium. Addendum X-B-5

C. FOR INFORMATION ONLY

1. University of Nebraska Strategic Planning Framework Addendum X-C-1

2. University of Nebraska Strategic Framework Accountability Measures Addendum X-C-2

3. Calendar of establishing and reporting accountability measures Addendum X-C-3

4. University of Nebraska Strategic Dashboard Indicators Addendum X-C-4

5. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum X-C-5

D. REPORTS

1. Quarterly Personnel Reports for the period July through September 2018 Addendum X-D-1

2. Strategic Framework Metrics: Need-Based [1-a-iii] and Merit-Based [3-b-ii]

Financial Aid, Graduation Rates [1-b-iii], Faculty Diversity [2-a-iii]  
Addendum X-D-2

3. Annual Tenure Density Report Addendum X-D-3
4. Expedited Approval of the Engineering Management Graduate Certificate in the College of Engineering at the University of Nebraska-Lincoln Addendum X-D-4
5. Renaming the Joint University of Nebraska at Omaha and University of Nebraska Medical Center Master of Arts in Applied Behavior Analysis to the Master of Science in Applied Behavior Analysis Addendum X-D-5
6. Report of Bids and Contracts Addendum X-D-6
7. Quarterly Report of Gifts, Grants, Contracts and Bequests Addendum X-D-7
8. Intermediate Design Report: University of Nebraska-Lincoln C.Y. Thompson Learning Commons Addendum X-D-8
9. Naming room 151 the “Loper Think Tank” and room 132 “Union Square” in the Nebraskan Student Union at the University of Nebraska at Kearney Addendum X-D-9
10. Report on Commitment to Free Expression Addendum X-D-10

XI. ADDITIONAL BUSINESS

**IX. UNIVERSITY CONSENT AGENDA**

**A. ACADEMIC AFFAIRS**

University of Nebraska

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

**B. BUSINESS AFFAIRS**

University of Nebraska

1. Approve the appointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2019 through December 31, 2020  
Addendum IX-B-1

**C. AUDIT, RISK AND COMPLIANCE**

University of Nebraska

1. Accept the audited financial statements of the University of Nebraska and related entities Addendum IX-C-1
2. Approve the addition of the proposed *Board of Regents Policy* RP-1.1.3, Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy) Addendum IX-C-2

**The President's Personnel Recommendations**

Meeting Date: January 25, 2019

**New Appointment**

University of Nebraska Medical Center

University of Nebraska at Omaha

Keith Olsen, Dean (Special), College of Pharmacy, and Professor (Continuous), Pharmacy Practice and Science; University of Nebraska Medical Center; effective 1/7/2019, \$300,000 FY, 1.00 FTE.

**Adjustment**

University of Nebraska-Lincoln

Joshua R. Davis, Interim Associate Vice Chancellor (Special) International Engagement and Global Strategies, Office of the Executive Vice Chancellor; effective 1/2/2019, \$175,703, FY, 1.00 FTE (\$175,703 includes an administrative stipend of \$36,000). Remove title of Assistant Vice Chancellor for Global Engagement, Institute for Agriculture and Natural Resources effective 1/1/2019.

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

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: AkSarBen Future Trust Membership

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

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

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

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

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

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

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

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

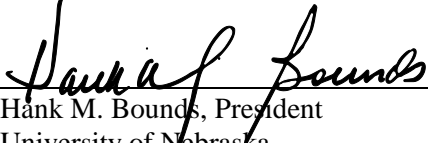


February 22, 1997 - Pursuant to the Amended and Restated Articles of Incorporation of the AkSarBen Future Trust, President L. Dennis Smith appointed and the Board of Regents approved Nancy L. O'Brien to serve on the Future Trust Board of Directors.

EXPLANATION:

Under the Articles of Incorporation of the AkSarBen Future Trust, the President of the University of Nebraska, with approval of the Board of Regents, shall appoint one member to the AkSarBen Future Trust Board. Upon consideration by the Business Affairs Committee and Executive Committee of the Board of Regents, it is recommended that the Board approve the appointment of Chris J. Kabourek, Vice President and Chief Financial Officer, as the University member of this board for a term of two years commencing January 1, 2019 through December 31, 2020.

RECOMMENDED:

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

DATE:

December 20, 2018

TO: The Board of Regents Addendum IX-C-1  
Audit, Risk and Compliance Committee

MEETING DATE: January 25, 2019

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

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

PREVIOUS ACTION: January 25, 2018 - The Board of Regents accepted the audited financial statements of the University of Nebraska for the year ended June 30, 2017.

EXPLANATION: This item seeks acceptance of the following audited financial statements of the University of Nebraska and related entities for the year ended June 30, 2018:  
Basic Financial Statements  
Master Trust Indenture  
University Technology Development Corporation  
University of Nebraska Facilities Corporation  
Nebraska Utilities Corporation  
Schedule of Expenditures of Federal Awards

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

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

SPONSORS: Chris J. Kabourek  
Vice President | CFO

Hank M. Bounds  
President, University of Nebraska

RECOMMENDED: Paul Kenney, Chair  
Audit, Risk and Compliance Committee

DATE: December 20, 2018

TO: The Board of Regents Addendum IX-C-2  
Audit, Risk, and Compliance Committee

MEETING DATE: January 25, 2019

SUBJECT: Addition of *Board of Regents Policy* RP-1.1.3, Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy)

RECOMMENDED ACTION: Approve the addition of the proposed *Board of Regents Policy* RP-1.1.3, Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy)

PREVIOUS ACTION: None

EXPLANATION: The State of Nebraska has a Whistleblower policy, but it limits the protections to those individuals who report incidents to elected officials. The Board of Regents Audit, Risk and Compliance Committee suggested a broader policy would be more appropriate. The new policy supplements the State policy and allows University employees to report potential suspected misconduct to the University hotline, a supervisor, campus Ombudsperson or Compliance Office, and provides protections to those making good-faith reports

The addition of the policy has been reviewed and recommended for approval by the Business Affairs Committee.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: Michael Justus  
Assistant Vice President and Director of Internal Audit and Advisory Services  
University Staff to Audit, Risk, and Compliance Committee

Chris J. Kabourek  
Vice President for Business and Finance

RECOMMENDED: Audit, Risk and Compliance Committee

DATE: December 20, 2018

## University of Nebraska Board of Regents' Policy

### **RP-1.1.3 Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy)**

The general purpose of this policy is to protect any University of Nebraska student, employee or other member of the University community (hereinafter "Individuals") who makes a good-faith disclosure of suspected University-related misconduct. This policy supplements the existing Nebraska whistleblower law, the Nebraska State Effectiveness Act, Neb. Rev. Stat. § 81-2701 to § 81-2711, which protects state employees who report wrongdoing to elected State officials.

#### 1. Reporting Suspected University-Related Misconduct

The University of Nebraska places a high value on its ability and commitment to conduct its affairs ethically and in compliance with the law. The University encourages individuals to make good-faith reports of suspected University-related misconduct. Under this policy, misconduct includes a violation of the law or University policies or procedures and may occur on or off campus. Retaliation in response to such reports is prohibited and is a violation of University policy.

Individuals (including groups) wishing to report suspected University-related misconduct may use the University online reporting system/hotline (hotline). Reports made on the hotline will be directed to a designated University official. The University of Nebraska hotline is available for online reporting at <https://secure.ethicspoint.com/domain/media/en/gui/52126/index.html> or by phone at 844-348-9584. Individuals may also report suspected University-related misconduct to a supervisor, campus Ombudsperson or Compliance Office.

Reports of suspected misconduct may be made anonymously. Reports and the related investigations will be kept confidential to the extent possible under law and consistent with the need to conduct an adequate investigation and take corrective action.

#### 2. Retaliation Prohibited

No individual shall take retaliatory action against any other individual for reporting suspected University-related misconduct or for assisting in an authorized investigation of alleged University-related misconduct. Retaliation under this policy means an adverse action or threat made against an individual in response to a good-faith report of a known or suspected violation of law or policy. Retaliation, which includes any action that is likely to deter whistleblowing, may result in disciplinary action up to, and including, expulsion, termination of employment or termination of contract.

Individuals who believe they have been subjected to retaliation in violation of this policy should submit a report with the University's hotline or file a complaint with the Executive Vice President and Provost or the Associate Vice President for Human Resources.

3. Exclusions

This policy does not protect an individual who files a report or provides information that the individual knows to be false or has a reckless disregard for or willful ignorance of the report or information's truth or falsity. An individual who is determined to have provided such information may be subject to disciplinary action, up to and including expulsion, termination of employment or termination of contract.

Furthermore, this policy is not intended to prohibit supervisors or management from taking other valid action, including disciplinary action, in the usual scope of their duties.

4. Other Protections

Rights under the Nebraska State Effectiveness Act

a. The Nebraska State Effectiveness Act seeks to encourage employee whistleblowing activities by providing some legal protections for state employees who disclose information about wrongdoing in state government to the Nebraska Public Counsel, also referred to as the Ombudsman's Office, or to an elected state official. Employees who believe they have information about any violation of law, gross mismanagement or gross waste of funds, or any situation that creates a substantial and specific danger to public health or safety, may report that information to the Public Counsel or to an elected state official.

b. Rights under Federal Grants & Contracts

Additionally, employees of contractors, grantees, subcontractors, and subgrantees, when working on Federal grants and contracts in connection with the University of Nebraska, have certain whistleblower rights and remedies afforded by statute, including but not limited to 41 U.S.C. § 4712 (Enhancement of Contractor Protection from Reprisal for Disclosure of Certain Information). Accordingly, all such contractors, grantees, subcontractors, and subgrantees are required to comply with all applicable laws.

## **X. UNIVERSITY ADMINISTRATIVE AGENDA**

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Master of Science in Applied Behavior Analysis Addendum X-D-5
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Nebraskan Student Union at the University of Nebraska at Kearney  
Addendum X-D-9
10. Report on Commitment to Free Expression Addendum X-D-10



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

MEETING DATE: January 25, 2019

SUBJECT: Creation of the Master of Science (MS) in IT Innovation to be administered by the Office of Graduate Studies, School of Interdisciplinary Informatics, and College of Information Science and Technology at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Approval is requested to create the Master of Science in IT Innovation to be administered by the Office of Graduate Studies, School of Interdisciplinary Informatics, and College of Information Science and Technology at UNO

PREVIOUS ACTIONS: April 24, 2009 – The Board approved the creation of the Bachelor of Science in IT Innovation at UNO.

EXPLANATION: UNO proposes to establish a Master of Science degree in the growing area of IT Innovation (ITIN). ITIN is the interdisciplinary practice of conceptualizing, designing, prototyping, and fielding an IT-based product or service. It focuses on the technological and entrepreneurial facets of IT products. IT Innovation brings together aspects of Computer Science and Management Information Systems with other disciplines that inform IT design and application in health care, business, psychology, art, music, or public administration, among others.

The IT Innovation degree, consisting of 36 credit hours, combines design, critical thinking, and creativity with leadership, collaboration, and business management. The degree program would have a “thesis” option and a “capstone” option. Students who want to actively engage in ITIN research will choose the thesis option. Students desiring a more applied culmination to their studies will choose the capstone option.

No reallocation or hiring of additional faculty are expected to be required to offer this degree program.

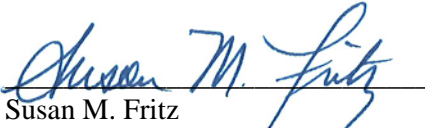
This proposal has been approved by the Council of Academic Officers and the Executive Graduate Council. This proposal also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: \$24,000 for Year 1; \$280,800 for five years

SOURCE OF FUNDS: Tuition and fees; grant funding

SPONSORS: B.J. Reed  
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

RECOMMENDED:   
Susan M. Fritz  
Executive Vice President and Provost

DATE: December 20, 2018



**PROPOSAL FOR THE CREATION OF  
A MASTER OF SCIENCE DEGREE IN IT INNOVATION (MSITIN)**

**Proposed by:** The University of Nebraska at Omaha (UNO)

**Proposed program:** IT Innovation (ITIN)

**Proposed degree:** Master of Science

**Other programs in this field at UNO:** BS in IT Innovation

**CIP code:** 11.0199

**Administrative units:** Office of Graduate Studies,  
School of Interdisciplinary Informatics (SI2),  
College of Information Science & Technology (IS&T)

**Proposed delivery method:** Hybrid

**Date approved by governing board:**

**Proposed Start Date:** Upon approval

**1. Description and Purpose of the Proposed Program**

The University of Nebraska at Omaha (UNO) proposes to establish a Master of Science degree in the growing area of IT Innovation (ITIN). ITIN is the interdisciplinary practice of conceptualizing, designing, prototyping, and fielding an IT-based product or service. It focuses both on the technological and entrepreneurial aspects of IT products. IT Innovation brings together aspects of Computer Science and Management Information Systems with other disciplines that inform IT design and application such as health care, business, psychology, music, or public administration, among others.

The ITIN discipline is many-faceted by definition. It integrates and interfaces a diverse set of disciplines in addition to information technology. For example, ITIN relates to computer science in such topics as mobile application development and user interface design. ITIN impacts

Management Information Systems information systems design approaches and techniques. ITIN blends with art and graphic design in the area of user experience design. ITIN infuses psychology in the area of creativity, innovation, and collaboration. ITIN has special application-focus relationships with History, Music, Art, Theater, Agriculture, Dentistry, Game Design, Criminal Justice, Marketing, Geography, Athletics, Nutrition, Library Sciences, Biology, and others. Finally, ITIN has special ties to Entrepreneurship as IT innovations have unique characteristics that impact the way a start-up business is set up, funded, and operated. In short, there is a necessary level of collaboration and coordination between the proposed ITIN degree program and many other units. The degree program outlined here reflects this, with some courses being offered through the College of Communication, Fine Arts, and Media, the College of Business Administration, and the College of Arts & Sciences. Thus, the degree program will necessitate working closely with Entrepreneurship, the School of Art, the School of Music, and others to ensure the most up-to-date information is presented in the course work where it crosses these interdisciplinary boundaries.

Because of the wide variety of subject areas to which ITIN can be applied, the proposed degree has been constructed to have different elements, ranging from strongly technical-focused to others focused on social and entrepreneurial skills. From this perspective, the IT Innovation degree has a distinctly different focus than other related degrees, such as MBA-Entrepreneurship, Management Information Systems (MIS), or Computer Science. For example, the IT Innovation degree is uniquely different from other degrees that have an ‘Entrepreneurship-flavor’. A survey of Entrepreneurship degrees across the nation shows that such degrees typically infuse a traditional business curriculum with a limited number of courses that predominantly focus on the business perspective of a start-up company.

IT Innovation takes a more holistic and immersive approach to idea/product development: It focuses on the ideation, design, and development of an IT-based innovation, as well as on the entrepreneurial realization of this innovation as a profitable or sustainable product or service. Compared to a MIS degree, IT Innovation provides a stronger focus on design thinking, idea development, and interdisciplinary collaboration. MIS degrees have a stronger focus on technical foundations, technical development, and business practices. A strong technical focus is what sets Computer Science apart from IT Innovation. This degree would therefore supplement, not replace, the degrees already in place within the university.

	Business Development and Entrepreneurship	Business Practices	Technical Expertise	Idea Development	Design Thinking	Interdisciplinary Collaboration
MBA	●	●		⊕		
MIS		◐	◐		⊕	⊕
CS			●		◐	⊕
ITIN	◐		⊕	●	●	●

IT Innovation focuses on the application of existing technologies to new problems and opportunities to create new value propositions. The IT Innovation degree combines design, critical thinking, and creativity with leadership, collaboration, and business management. In practice, this translates into a 36 credit hours curriculum, consisting of a set of core courses that encompass the ITIN common Body of Knowledge and non-core courses that are designed to allow students to explore a wide-variety of areas to which the core concepts are applicable. The degree program has a “thesis” option and a “capstone” option. Students who want to actively engage in ITIN research, report the results of the research and potentially contribute to knowledge in the subject area will choose the thesis option. Students who are interested in pursuing a PhD are also thesis-option candidates. Students desiring a more applied culmination of their studies will choose the capstone option. In the capstone class students will develop and implement an actual IT innovation and present their results. Capstone students are not expected to write a full thesis on their work.

The remainder of the proposal details the program of study, the faculty, staff, and other resources, the need and positioning of the proposed program, the unique nature of the proposed program, and the alignment of the degree with the priorities and strategic direction of UNO, University of Nebraska, and the State of Nebraska.

## 2. Program of Study

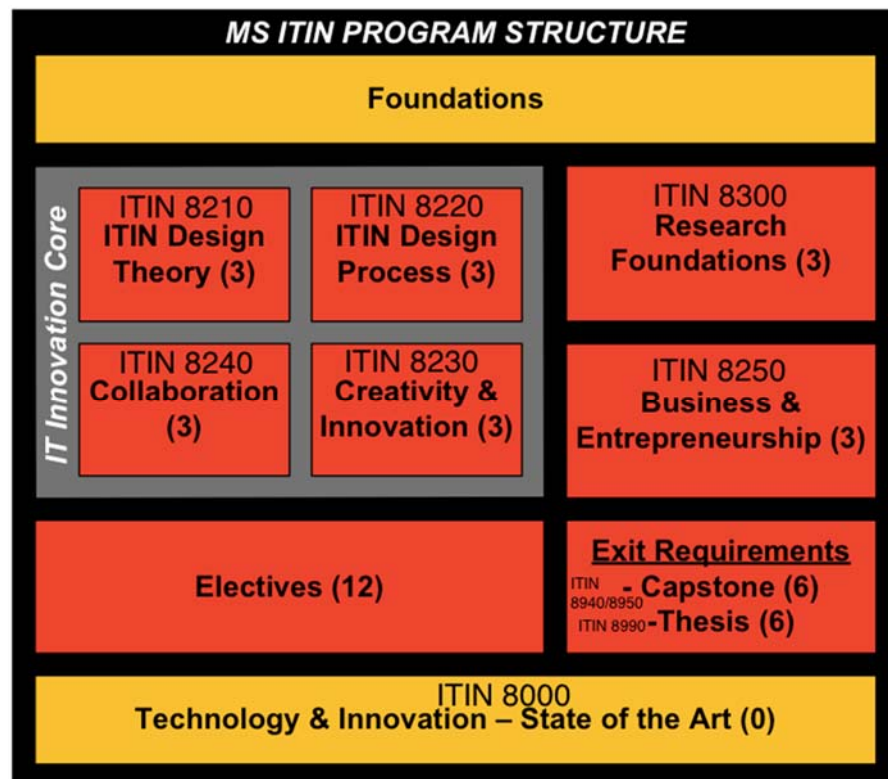
### 2.1 Program Overview

The proposed Master of Science in ITIN degree consists of 36 hours of course content. If a student elects the thesis option, the student has a requirement of 30 hours of content plus 6 hours of thesis work. Because of the integrated program, there are several ITIN classes that are cross-listed as both undergraduate and graduate.

The program develops innovation knowledge and skills along five broad categories:

1. Design science, design thinking, and design practice (ITIN8210 ITIN Design Theory and ITIN8220 Design Process).

2. Higher order thinking, creative, cognitive, and behavioral skills (ITIN8240 Collaboration and ITIN8230 Creativity & Innovation).
3. ITIN 8250 Business development (Business & Entrepreneurship).
4. Research (ITIN8300 Research Foundations, ITIN8990 Thesis).
5. Application domain specific knowledge and skills (Electives: ITIN8100 Technology & Innovation, ITIN8940 Capstone I, and ITIN8950 Capstone II).



## ***2.2 Admission Requirements***

The following requirements need to be met for admission into the MS in ITIN program:

1. Completed graduate application form for admission.
2. A detailed résumé indicating work experience and background.
3. A writing sample from work or previous academic experiences. Alternatively, if no writing sample is available, applicants should submit a two-page double-spaced word-processed essay that addresses the following two topics:
  - a. Discussion of two accomplishments that demonstrate potential for success in the graduate program.
  - b. Discussion of unique personal qualities and life experiences that distinguish the applicant from other applicants to the graduate program.
4. Three letters of recommendation from references who can evaluate the applicant's work and/or academic achievements.

5. Official transcripts of all college coursework. The minimum undergraduate grade point average requirement for the MS in ITIN program is 3.00 or equivalent score on a 4.00 scale. All applicants must have the equivalent of a 4-year undergraduate degree.
6. International applicants who do not have a baccalaureate or equivalent degree from an English-speaking institution of higher education are required to submit TOEFL.
  - a. The minimum TOEFL requirement for the MS in ITIN program is 550 (paper-based) / 213 (computer-based) / 79 (Internet-based).

### ***2.3 Admission Criteria & Rationale***

All applicants are considered on an individual basis. All applicants for the proposed MS in ITIN program must have earned a bachelor's degree from a regionally-accredited four-year institution of higher learning or the equivalent foreign institution and earned a GPA of 3.00 or higher (on a 4.00 scale). Since many factors influence the success of a graduate student, factors such as an applicant's maturity, motivation, employment history, writing samples, work experience, and other accomplishments will also be considered in making admission decisions. In addition, for international applicants, the TOEFL score will be used along with other factors outlined above.

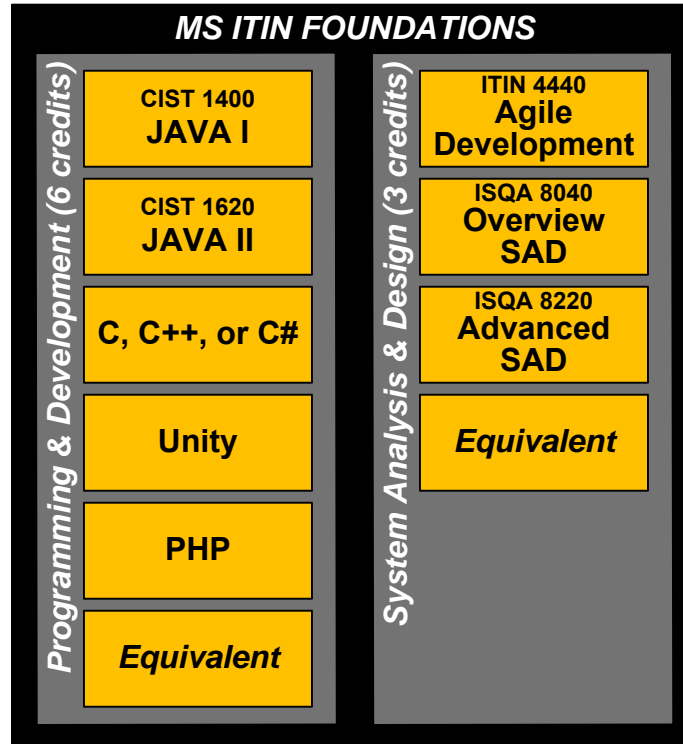
Prerequisite knowledge and courses ensure all students in the MS ITIN program have a solid groundwork upon which to build the rest of the program. These courses not only provide essential skills for other courses in the program, but they also contain a distinct body of knowledge that is an important part of the ITIN professional's education. All prerequisite courses are required for all students. Students who have obtained an undergraduate ITIN degree will typically already have this knowledge. In such cases, most, if not all, prerequisite courses are usually waived. Students with undergraduate degrees in other disciplines, including Computer Science or Management Information Systems, will usually require one or more prerequisite courses.

Occasionally, a student's work experience may be sufficient to waive one or more prerequisite courses. Waivers for prerequisite courses are granted by the chair of the graduate program committee upon the recommendation of the faculty member who is responsible for the respective course. Students requesting a waiver for a course should be prepared to meet with a faculty member and answer questions in the knowledge area of the prerequisite. They should bring any relevant transcripts, course syllabi, course material, or evidence of practical experience to the meeting. Some prerequisite courses may have an option for testing out.

Prerequisite courses cannot be used to satisfy the 36 credit hours required for the proposed MS in ITIN. Students who have not completed all the prerequisite course requirements may be admitted on a provisional status until those requirements have been completed. All prerequisite courses must be completed prior to, or concurrent with, the first six hours of MS in ITIN graduate course

work. Barring prerequisite knowledge on the part of the student, courses necessary for entry into the MS in ITIN include:

- 6 credit hours of Programming & Development courses, for example Java, C, C++, C#, Unity, or PHP.
- 3 credit hours of System Analysis & Design courses, for example Agile Development, Overview Systems Analysis & Design, or Advanced Systems Analysis & Design.



These courses are an illustrative sample, not a prescriptive direction.

## 2.4 Quality of Work Standards

The Graduate College's Quality of Work standards shall be applied to prerequisite courses as well as courses taken as part of the degree program. In particular, the ITIN Program Committee will recommend to the Graduate College that:

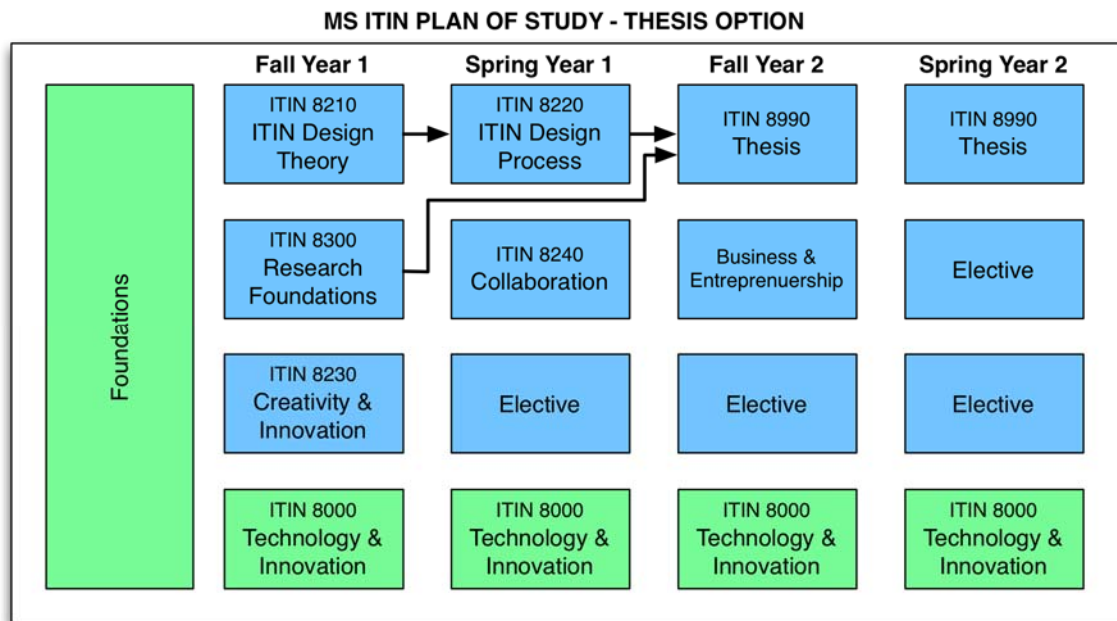
1. Students receiving a grade of "C-" or below on any prerequisite course will be dismissed from the program or, in the case of unclassified or non-degree students, be automatically denied admission.
2. Students receiving a grade of "C+" or "C" in any prerequisite course will be placed on probation or dismissed from the program by recommendation of the program committee.

Non-Degree Students: Students interested in taking courses without admission to the MS in ITIN degree program may do so with permission of the ITIN Program Committee.

## 2.5 Plan of Study

Full-time students can complete the program in two years. Part-time students can complete the proposed program in three years. To accommodate course interdependencies and course planning, students are expected to join the program during the Fall semester. Students can start during the Spring semester by taking foundation classes if necessary, or by taking a lighter course load to spread their program over 2.5 years. The standard plans of study for full-time and part-time students are provided below, including both the thesis and capstone options. Arrows between classes designate prerequisites. Please note that the depicted programs of study are subject to change over time as the program develops.

Electives need approval by the graduate program committee to ensure that the chosen elective supports the capstone or thesis topics.







### 3. Faculty, Staff, and Other Resources

#### 3.1 Faculty Required

Shown below is a list of the current faculty who are involved in teaching courses related to the IT Innovation discipline. This list is sufficient for teaching the coursework within the proposed master's degree. Please note that all current faculty are expected to teach the capstone classes and supervise theses. No further reallocation or hiring of faculty is expected to be required. While additional course materials will need to be developed to support the proposed program, there is no cost associated with the creation of the new courses.

Faculty	Rank	Area of Expertise/Coursework
Ken Dick, PhD	Senior Research Fellow	ITIN8220 – ITIN Design Process ITIN8230 – Creativity & Innovation
Douglas Derrick, PhD	Associate Professor	ITIN8210 – ITIN Design Theory ITIN8990 – ITIN Capstone ITIN8000 – Technology & Innovation ITIN8230 – Creativity & Innovation
Christine Toh, PhD	Assistant Professor	ITIN8210 – ITIN Design Theory ITIN8220 – ITIN Design Process ITIN8300 – Research Foundations
Margaret Hall, PhD	Assistant Professor	ITIN8300 – Research Foundations
Gina Ligon, PhD	Associate Professor	ITIN8240 – Collaboration
Jeremy Baguyos, MM	Professor	ITIN8990 – ITIN Capstone ITIN8000 – Technology & Innovation
Russ Norman, MFA	Associate Professor	ITIN8210 – ITIN Design Theory ITIN8220 – ITIN Design Process
Ann Fruhling, PhD	Professor	ITIN8300 – Research Foundations ITIN8000 – Technology & Innovation
Dale Eesley, PhD	Associate Professor	Business & Entrepreneurship

#### Summary of faculty qualifications as they pertain to covering the courses that will be offered in the MS in ITIN:

Historically, groups within the Business School and Fine Arts/Music school were split off and formed into this program, and these faculty are the ones currently collaborating within the School of Interdisciplinary Informatics. Later, more faculty were added. Disciplinary strengths of entrepreneurship, graphic arts, and social media were also identified. If you consider Design

Thinking's major components – Usability/Desirability, Feasibility, and Viability -- the faculty have the major bases covered. Dr. Derrick has information systems, business (MBA) entrepreneurship, and information sciences. Dr. Toh has engineering: design and creativity, cognitive psychology and industrial engineering background. Dr. Hall has a policy background, sociology and social computing/research expertise, and Profs. Baguyos and Nordman have art background (music and visual arts respectively). Dr. Ken Dick brings his vast experience with start-ups in addition to his technical core in telecommunications.

### ***3.2 Additional Physical Facilities Needed***

IS&T has state-of-the-art laboratories and facilities to fulfill the needs of the proposed graduate program. The facilities include the Applied Innovations Lab and the Music Technology Innovation Lab. The UNO Criss Library has an extensive digital collection that is more than adequate for MS in ITIN graduate students. No additions are required to support the proposed program.

### ***3.3 Budget Projections***

The proposed degree will not require any additional faculty. We currently have adequate FTEs in the ITIN program to meet the needs of the proposed program. New faculty lines may be needed if the demand of the program increases drastically. This is not expected to occur within the first five years of operation.

One staff position is currently relying on grant funding, which will run out in Year 4. The expectation is to secure additional grant funding from Year 4 onwards. To assist with curricular support and outreach, two graduate assistants will be required, one starting in Year 1 and the other being added in Year 3. The GAs will rely on grant funding. Based on past successes in acquiring grant funding, the ITIN Program will fund the staff position and two graduate assistantships with \$120,000/year drawn from grants that the ITIN lab is expected to receive.

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

There is a great demand for ITIN entrepreneurs and professionals locally, regionally, and nationally, and their impact on the economy is significant. The United States Department of Labor Bureau of Labor and Statistics Occupational Outlook for all “computer occupations” is an increase in the number of jobs, by 13.1% between 2016 and 2026. Specifically, software development (applications) occupations will see an increase of 30.7%. Web developers will see an increase of 15%.<sup>1</sup>

Locally, according to the Omaha Chamber of Commerce, there is still a tremendous demand for technology employees in Nebraska and not enough supply. From their report: “NEBRASKA’S

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<sup>1</sup> [https://www.bls.gov/emp/ep\\_table\\_107.htm](https://www.bls.gov/emp/ep_table_107.htm)

TECHNOLOGY SECTOR IS GROWING AT 9% ANNUALLY, WITH OVER 600 OPEN IT JOBS ON ANY DAY.” Furthermore, there are 43,280 tech positions open in Nebraska, and there is a 18.8% growth rate in the sector overall (nationwide).

Most job growth originates from start-ups<sup>2</sup>. In fact, most net-job creation in the US occurs in firms that are five years old or younger<sup>3</sup>. Most growth in the US economy, especially growth in per-capita incomes, stems from increases in knowledge and innovation. From this perspective, Nebraska currently is 27<sup>th</sup> in the nation<sup>4</sup>. Yet, Nebraska is 18<sup>th</sup> in the nation in terms of state entrepreneurship<sup>5</sup>, demonstrating the potential for growth. In fact, Omaha, NE, is consistently rated as a national leader in cities to launch a start-up<sup>6</sup>.

Furthermore, while innovation and start-ups are often linked to urban areas, the need for innovation extends well beyond the boundaries of major cities. There is a great need and untapped potential for innovation in the rural Great Plains where innovation could and should span the private, public, and nonprofit sectors. The Rural Futures Institute therefore calls for fostering an engaging educational culture focusing on innovation within our universities to prepare students for the rapidly changing world of the future<sup>7</sup>. However, the need for innovation and innovation education goes beyond the local and regional perspective. Increasing the innovative capacity of young Americans is considered to be key for sustained success in a global knowledge economy<sup>8</sup>. Consortia of leading universities have argued that, since innovation is the main driver for long-term economic growth, a key educational challenge is to teach and transfer skills to innovate in all its forms<sup>9</sup>.

In addition to the national interest in IT innovation, local businesses are increasingly reliant on graduates with IT innovation skills. Many high-tech industries including eBay, PayPal, and others in the Fortune 500 have offices in Nebraska. The greater Omaha metropolitan area is also home to numerous other industries where innovation is paramount to create and sustain a competitive advantage, such as the Internet/Social Media industry (Yahoo, Google), IT services (First Data, West, CSG), financial services (First National Bank, Mutual of Omaha, Woodmen of the World), and transportation (Union Pacific Rail Road, Werner). We have had repeated requests for this degree from The Startup Collaborative, First National Bank, Union Pacific,

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<sup>2</sup> [http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=1759548](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1759548)

<sup>3</sup> <http://smallbiztrends.com/2010/03/entrepreneurial-job-creation-statistics-are-an-economic-rorschach-test.html>

<sup>4</sup> <http://www2.itif.org/2017-state-new-economy-index.pdf>

<sup>5</sup> [http://cba.unl.edu/outreach/bureau-of-business-research/research/documents/BIN\\_August\\_2014.pdf](http://cba.unl.edu/outreach/bureau-of-business-research/research/documents/BIN_August_2014.pdf)

<sup>6</sup> <http://money.cnn.com/gallery/smallbusiness/2014/07/09/best-cities-to-launch-startup/3.html>;  
<https://livability.com/topics/business/5-cities-with-enticing-startup-incentives>; <https://www.inc.com/john-brandon/the-top-city-to-start-a-tech-company-is-nowhere-near-silicon-valley.html>

<sup>7</sup> <http://ruralfutures.nebraska.edu/wp-content/uploads/2012/09/AboutRuralFutures.pdf>

<sup>8</sup> <https://www.whitehouse.gov/issues/education/k-12/educate-innovate>

<sup>9</sup> Scott, R., & Vincent-Lancrin, S. (2014), Educating Innovators and Entrepreneurs. In: Cornell University, INSEAD, and WIPO (2014): The Global Innovation Index 2014: The Human Factor In innovation, Fontainebleau, Ithaca, and Geneva. ([http://www.wipo.int/export/sites/www/econ\\_stat/en/economics/gii/pdf/2014/gii\\_2014\\_chapter\\_3.pdf](http://www.wipo.int/export/sites/www/econ_stat/en/economics/gii/pdf/2014/gii_2014_chapter_3.pdf))

Omaha Steaks, Werner Trucking, First Data and US Strategic Command. Similarly, our external curriculum advisory board has urgently recommended its creation. The startup community in Omaha has also pushed for the creation of this degree from companies like JB Gaming, Appsky Labs, GuidedMedia, InfinityKick, and Mauve (all of these companies were started by IT Innovation graduates).

The above clearly shows a growing need for highly educated IT Innovation experts. Currently, the School for Interdisciplinary Informatics (Si2) offers a unique undergraduate degree in IT Innovation. Si2's ITIN staff consist of terminal-degreed IT Innovation experts and professionals with industry background. Additionally, existing current teaching and research facilities such as the IT Innovation Studio, the Applied Innovation Lab, and the Intermedia/Multimedia Classroom are state-of-the-art and can be used for the majority of new courses in the new degree program. UNO possesses both the existing expertise and infrastructure to offer the Master of Science Degree in IT Innovation.

The College of Information Science & Technology currently has an undergraduate degree in ITIN with an enrollment of 57 students. This enrollment has shown an increasing trend during the past couple of years. For the period of 2010 to 2015, enrollment numbered 18, 23, 29, 41, 57, and 80 respectively. Undergraduate ITIN enrollment is steadily increasing, but the demand is outpacing the supply at this time. Upon graduation these students will fill key positions within local and national business or start their own business. For example, companies like ConAgra were featured on NPR as an employer that looks for graduates with skills that represent an amalgamation of computer science, information systems, and skills provided by the liberal arts<sup>10</sup>. Other companies that have hired ITIN graduates include Mutual of Omaha, Union Pacific, Werner Trucking, Omaha Steaks, Appsky Labs, CRI, and Racenote.

While ITIN alumni and current upper-level majors have expressed a strong interest in a MS in IT Innovation degree, they currently have no means to pursue graduate ITIN education within the University of Nebraska system. Adding the proposed master's degree in addition to the existing ITIN undergraduate program will allow these students to continue their education and prepare to be highly skilled IT innovators that can fuel the local, national, and global economy. Within the first five years of the program, we expect to graduate 60 students. The first cohort of students would most likely consist of recent local graduates who have been in the workforce for two to three years and have expressed interest in returning for a graduate degree in a technology-based creative field.

Cohorts for subsequent years will be recruited regionally and nationally. The program will be at capacity with a maximum of 50 students enrolled.

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<sup>10</sup> <http://netnebraska.org/article/news/liberal-arts-degrees-grow-jobs-conagra>

## **5. Partnerships with Businesses**

The existing undergraduate program enjoys important partnerships with organizations external to the University. These partnerships are critical to keeping students abreast of the latest IT Innovation issues and will benefit future master's students in the same way. Si2 fosters excellent working relationships with many local organizations, including but not limited to First Data, Union Pacific, ConAgra, USSTRATCOM, CRI, SkyVu, Dundee Venture Capital, Scott Technology Capital, Vetter Health Sciences, ACI Worldwide, ISC2, Omaha Chamber of Commerce, and the Nebraska Arts Council. Si2 also has conducted innovation-related research in partnership with local, regional, and national organizations such as USSTRATCOM, DHS, First Data, NSF, MindMixer, IBM, Woodmen of the World, American Telemedicine Association, Five Nines Tech Group, and the Nebraska Arts Council. Ongoing relationships with such entities are crucial to the success of the ITIN program, and will also be leveraged for the proposed MS in IT Technology.

The proposed program provides continued opportunities for business collaboration. The School of Interdisciplinary Informatics (Si2) has provided interns and employees to SkyVu. Conversely, SkyVu has provided industry advisers to Si2 and UNO students in the capstone courses. On a national level, Si2 has partnered with Smule from Palo Alto, California. Smule employees have visited our campus to beta test their new products and they have served as advisers to Si2 students. In addition, the First Data Innovation Lab from Atlanta, Georgia continues to mentor IT Innovation students including those students who wish to apply their artistic sensibilities to design principles. Locally, through a collaborative curriculum in the undergraduate program, students have been able to secure positions with TPG Telemedia and Straight Shot. The United States Strategic Command, Union Pacific, and Omaha Steaks have funded research projects for students. These organizations look to UNO for unique employees that are innovative, creative, and versed in technology. Recent graduates have also created start-ups, such as:

- iTrapp / Appsky - Taylor Korensky
- Guided Media - Mike Santos
- Cuso Sports Network - Callen Hedgren
- JB Gaming - Jeff Brooks
- InfinityKick - Danny Pachman
- Proof Audits Incorporated - Spencer Robinson
- Hookline – Zane Jones

## **6. Collaborations within the University**

The ITIN discipline is many-faceted by definition. There is a necessary level of collaboration and coordination between the ITIN degree program and many other units at UNO. The degree program outlined reflects this, with courses being offered through the College of Communication, Fine Arts, and Media, the College of Business Administration, and the College

of Arts and Sciences. Thus, the degree program will necessitate working closely with Entrepreneurship, the School of Art, the School of Music, and others to ensure the most up-to-date information is presented in the course work where it crosses these interdisciplinary boundaries. In addition, ITIN faculty collaborate with UNMC on research relating to health care, and this collaboration is expected to increase with the creation of the proposed program. Numerous ITIN faculty members regularly collaborate with colleagues at UNL, UNMC, and UNK.

## **7. Collaborations with Higher Education Institutions and Agencies External to the University**

There have been several collaborations with external organizations and higher education institutions. In the past, there have been collaborations with the Stanford's Center for Computer Research in Music and Acoustics with networked telematics performances with the Stanford Laptop Orchestra. Currently, Stanford faculty are advising our students.

The School of Interdisciplinary Informatics fosters excellent working relationships with many local organizations, including but not limited to FUSSTRATCOM, SkyVu, Dundee Venture Capital, Scott Technology Capital, Vetter Health Sciences, ACI Worldwide, ISC2, Omaha Chamber of Commerce, and the Nebraska Arts Council. These collaborations also function as networking opportunities for students in the proposed MS program.

## **8. Centrality to Role and Mission of the Institution**

The proposed degree program addresses the mission of the university in many ways. The proposed program will be academically excellent through its rigorous and interdisciplinary curriculum. The proposed program is designed to align with workforce development needs. In addition, as students are prepared for the global community, a degree plan that offers a more broad-based curriculum is desirable. The proposed program is student-centered, and has the potential to attract a different population of student to UNO. Finally, the students' activities within the degree particularly lend themselves to community engagement -- not only through internships and business partnerships, but also through ethnographic and empathy-based research, including design-thinking and in-depth interviews with stakeholders.

## **9. Consistency with the University of Nebraska Strategic Framework**

The proposed program is consistent to the University of Nebraska Strategic Framework, specifically:

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.

*The MSITIN program recognizes the centrality of the integration of technology, creativity, interdisciplinary collaboration, innovation, and the arts in the 21st century workforce. Students will have access to unique and high-level training that can prepare them for flexible career options upon graduation.*

2. 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.

*The IT Innovation area has collaborated with a wide-range of institutions ranging from area K-12 schools, non-profit organizations, government agencies like the Nebraska Arts Council, and corporations like First Data. The proposed MS program will strengthen those collaborations. Students will have access to unique and high-level training that can prepare them for flexible career options upon graduation.*

3. 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.

*The MSITIN program mirrors efforts that have been practiced for decades by the MIT Media Lab. It will provide students the opportunity to do important research in collaboration with partnering businesses.*

## **10. Avoidance of Unnecessary Duplication**

Nationally, there is a growing demand for innovation and innovative thinking. Many universities are recognizing the need to combine innovation / design thinking and computational sciences into graduate level programs, but few of them are able to do so the way UNO is set up to execute the curriculum. The reason that UNO is unique is due to the establishment of the School of Interdisciplinary Informatics (Si2). Rather than forcing together different disciplines and their individual departments, the Si2 program itself consists of faculty of different disciplines within the same unit. UNO, in general, has been successful in eschewing the academic silos that often separate disciplines in other universities. The proposed program would be the only one in Nebraska and surrounding states.

There are different flavors of graduate level technology innovation degrees, organized by what kind of college (and their core skill set) is offering the program: STEM disciplines, business schools, human-computer interaction programs, and creativity studies. Since it is a STEM degree coming out of a STEM college, with a focus on technology innovation, there are few programs



that bear similarity to UNO's proposed MS in IT Innovation program. A survey of North American schools yields six prominent examples, none of whom overlap with UNO's market because of geography and cost (the similar programs are much more expensive than UNO). Therefore, UNO's unique value proposition among the current players in this emerging STEM field is cost savings for the student and proximity.

Current similar programs (STEM programs offering an innovation degree with tech as the core skill set) include the following:

#### Rochester Institute of Technology

- <https://www.rit.edu/programs/entrepreneurship-and-innovative-ventures-ms>
- MS in Entrepreneurship and Innovative Ventures
- Difference from UNO's MS in IT Innovation: The program at R.I.T. is similar to the UNO MS in ITIN, however, there are three main differences: geographically, it is located very far away from UNO, yearly tuition is \$42,000 (vs. UNO's \$6,592 in-state/\$15,664 out-of-state), and UNO's focus is on design. R.I.T.'s program leans towards business.

#### University of Rochester

- <http://www.rochester.edu/team/>
- Master of Science in Technical Entrepreneurship and Management
- Difference from UNO's MS in IT Innovation: The program at University of Rochester is similar to the UNO MS in ITIN, however, there are two main differences: geographically, it is located very far away from UNO, and yearly tuition is \$61,600 (vs. UNO's \$6,592 in-state/\$15,664 out-of-state).

#### Carnegie Mellon

- <https://www.cmu.edu/iii/degrees/>
- Master of Integrated Innovation for Products & Services
- Difference from UNO's MS in IT Innovation: The program at Carnegie Mellon is similar to the UNO MS in ITIN, however, there are two main differences: geographically, it is located very far away from UNO, and yearly tuition is \$47,600 (vs. UNO's \$6,592 in-state/\$15,664 out-of-state).

#### University of Washington, Seattle

- <https://www.techinnovationdegree.uw.edu/>
- Master of Science in Technology Innovation
- Difference from UNO's MS in IT Innovation: The program at University of Washington is similar to the UNO MS in ITIN, however, there are two main differences: geographically, it is located very far away from UNO and yearly tuition is \$28,320 (vs. UNO's \$6,592 in-state/\$15,664 out-of-state).

#### University of South Carolina

- [https://sc.edu/study/colleges\\_schools/engineering\\_and\\_computing/study/entrepreneurialengineering/index.php](https://sc.edu/study/colleges_schools/engineering_and_computing/study/entrepreneurialengineering/index.php)
- M.S. in Technology Innovation and Entrepreneurial Engineering
- The program at University of South Carolina is similar to the UNO MS in ITIN, however, there are three main differences: geographically, it is located very far away from UNO, yearly tuition is \$28,400 (vs. UNO's \$6,592 in-state/\$15,664 out-of-state), and the SC program draws its students from the ranks of engineering.

#### Purdue University

- <https://polytechnic.purdue.edu/degrees/ms-technology-leadership-and-innovation>
- MS in Technology Leadership and Innovation, Open Digital Innovation specialization
- The program at Purdue University is similar to the UNO MS in ITIN, however, there are three main differences: geographically, it is located far enough away from UNO that UNO will not be competing for the same students, yearly tuition is \$28,800 out-of-state (vs. UNO's \$6,592 in-state/\$15,664 out-of-state), and the Purdue program, at its heart, is a leadership studies program.

Other similar programs that were left off of this list include Yale's CITY program. Yale's CITY program does not directly offer degree programs, and that's why they and other similar programs that were more "centers" rather than degree programs were not included in our list of competing programs. A more venerable and established program than Yale, Georgia Tech's Design Bloc has many traits that UNO aspires to, however, like Yale CITY, they do not appear to directly offer a masters program. Similarly, as prestigious and as important as Stanford's d-school is, they also do not directly offer a Masters program in ITIN. And for this reason, they were all left off of our list. Northwestern's Segal Design Institute is another admirable program, but they are housed in an engineering school. The MS in ITIN is housed in a school where CS is the technical core.

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

One of the predominant goals of the Nebraska Statewide Plan for Postsecondary Education is to make certain that postsecondary education develops graduates who can both contribute and succeed in a highly technological global community. The proposed program strengthens that goal by producing not only highly-skilled and creative graduates, but also graduates who have the ability and proven record of working collaboratively, creative problem solving, and assuming responsibility for their own decisions. Each graduate will have applied significant thought to the program's artistic decision-making process and will complete their study with an accurate idea of what it takes to achieve success, as a technology-mediated artist that is part of a global community.

Empowering the students with multiple creative and technological skills informed by both the scientific, artistic, innovative, and creative sensibilities in this formalized interdisciplinary process will yield graduates who are more fully prepared to enter the workforce, no matter whether they choose private industry, non-profit, creative arts, higher education, government, social services, or medical or scientific endeavor and research. These graduates are prepared for exponential change.

James R. Young  
6825 Pine St  
Omaha, NE 68106  
jryoung35@gmail.com  
402 306 1557

December 4, 2015

University of Nebraska  
Varner Hall  
3835 Holdrege  
Lincoln, NE 68583

Dear University of Nebraska:

I am writing to you in the hopes that this letter will support the University of Nebraska at Omaha School of Interdisciplinary Informatics Information Technology Innovation program's efforts to start a Masters Degree in IT Innovation at University of Nebraska at Omaha.

In the Omaha area and the region, I am actively involved in supporting and mentoring business startups and other entrepreneurial projects. I have noticed gaps in educational training for current and future members of the workforce who are involved in IT innovation and business startups. In my opinion, the proposed Masters of Science in IT Innovation would not only help fill some of those gaps but would make University of Nebraska graduates more competitive in the marketplace. I like how the IT Innovation students are and would be learning how to do things in a different way. It puts them in a lucrative position because they are learning to do things differently.

It would be great if these degree programs become an approved graduate degree program, but also, it would be a plus for Omaha and the state of Nebraska, with opportunities for national and international recognition. Please contact me, if you have any questions or concerns. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to be 'J. Young', written over a horizontal line.

James R. Young  
Co-Founder, Aksarben Innovation Initiative  
Co-Founder and Co-Managing Partner, Aksarben Discovery Fund

Dusty Reynolds  
Racenote  
13502 S 33Rd St  
Bellevue, NE 68123  
(402) 536-0366  
d@racenote.com

March 15, 2016

University of Nebraska at Omaha  
6001 Dodge St.  
Omaha, NE 68182

Dear University of Nebraska at Omaha,

It is with great pleasure that I am writing this letter of support for the Master of Science in IT Innovation graduate degree program that is being proposed by the Information Technology Innovation program in the College of Information Science and Technology from the University of Nebraska at Omaha.

I currently run a successful startup with wonderful employees, but I have noticed that curiosity and creativity are in limited quantity in the general labor pool in the region. My company, and I'm sure many other companies also, prefer to hire people that have learning, curiosity, and creativity as part of their core values.

The Masters of Science that is currently being proposed would advance and accelerate the technology business ventures in the region.

Please do not hesitate to contact me if you would like further elaboration. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dusty Reynolds', written in a cursive style.

Dusty Reynolds  
Racenote, Team Manager



Interpublic Group

August 25, 2018

University of Nebraska  
3835 Holdrege Street  
Lincoln, Nebraska 68583

**To Whom it May Concern**

Interpublic Group (IPG) is a global provider of marketing solutions. Through our 50,600 employees in all major world markets, our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialty marketing.

I am excited to support the unique MS in IT Innovation degree program proposed by UNO's college of IS&T. As a senior executive at IPG, I believe that it is very important for future employees to both understand information technology and think creatively. That combination is not plentiful in the labor pool, although that combination is becoming more and more important. It appears to me that graduates of the program will offer potential employers a diverse and important skill set that will advance a company's mission with entrepreneurial and creative thinking, in addition to IT skills. The Design Thinking component is also a plus. I think any large company would benefit from having an employee that can not only "follow a script," but also create a new and better script.

I endorse the proposal for the MS in IT Innovation program, and I am looking forward to its graduates entering the IT workforce.

Sincerely,

A handwritten signature in black ink, appearing to read 'Bob Merkley', with a long horizontal flourish extending to the right.

Bob Merkley, Director of Global Operations  
Interpublic Group of Companies

MUTUAL of OMAHA INSURANCE COMPANY  
UNITED of OMAHA LIFE INSURANCE COMPANY  
3300 Mutual of Omaha Plaza  
Omaha, NE 68175  
402 351 8345

**MIKE LECHTENBERGER**  
Executive Vice President  
Information Services Operation



August 24, 2018

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

Dear Provost Fritz:

I have been informed about a new Master of Science in IT Innovation program being proposed by the University of Nebraska in Omaha's College of Information Science & Technology (IS&T). As a long-term partner of the college and the University of Nebraska system, I am pleased to write this letter in strong support of this program. We currently employ many IS&T students as interns and have many alumni as employees. Some of these students are from the undergraduate IT Innovation program, and we are excited about the prospects of possibly hiring more students, who have earned their master's degree from this proposed program.

The MS in ITIN program puts together in one IT professional, a diverse skill set that would potentially be beneficial to our company. An IT professional with design, technical, and creativity skills would be highly sought after, not just by Mutual of Omaha, but by other companies, as well. I hope that this program is approved soon, so that we can benefit from the expertise of its students.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Lechtenberger".

Mike Lechtenberger, CIO  
Mutual of Omaha

**TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM  
MS in IT Innovation at UNO**

	(FY 2018-19) Year 1		(FY 2019-20) Year 2		(FY 2020-21) Year 3		(FY 2021-22) Year 4		(FY 2022-23) Year 5		Total
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
<b>Personnel</b>											
Faculty <sup>1</sup>											\$0
Professional											\$0
Graduate assistants <sup>2</sup>	0.5	\$24,000	0.5	\$24,000	1.0	\$48,000	1.0	\$48,000	1.0	\$48,000	\$192,000
Support Staff <sup>3</sup>							1.0	\$43,800	1.0	\$45,000	\$88,800
Subtotal	0.5	\$24,000	0.5	\$24,000	1.0	\$48,000	2.0	\$91,800	2.0	\$93,000	\$280,800
<b>Operating</b>											
General Operating											\$0
Equipment											\$0
New or renovated space											\$0
Library/Information Resources											\$0
Other											\$0
Subtotal		\$0		\$0		\$0		\$0		\$0	\$0
<b>Total Expenses</b>		\$24,000		\$24,000		\$48,000		\$91,800		\$93,000	<b>\$280,800</b>

<sup>1</sup> No new faculty are needed; however, new faculty lines may be needed pending program growth beyond projections.

<sup>2</sup> One graduate assistant will be required for curricular support and outreach. In year three, a second graduate assistant will be required. Both graduate assistants will be grant-funded.

<sup>3</sup> Currently, one staff member is grant-funded. Funding will run out in year four. The expectation is that new grant funding will be secured.



**TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM  
MS in IT Innovation at UNO**

	(FY 2018-19) Year 1	(FY 2019-20) Year 2	(FY 2020-21) Year 3	(FY 2021-22) Year 4	(FY 2022-23) Year 5	<b>Total</b>
Reallocation of Existing Funds						\$0
Required New Public Funds						\$0
1. State Funds						\$0
2. Local Tax Funds (community colleges)						\$0
Tuition and Fees <sup>1</sup>	\$26,910	\$123,750	\$193,680	\$193,680	\$193,680	\$731,700
Other Funding <sup>2</sup>	\$120,000	\$120,000	\$120,000	\$120,000	\$120,000	\$600,000
1						\$0
2						\$0
3						\$0
<b>Total Revenue</b>	<b>\$146,910</b>	<b>\$243,750</b>	<b>\$313,680</b>	<b>\$313,680</b>	<b>\$313,680</b>	<b>\$1,331,700</b>

<sup>1</sup> Calculations for tuition are based on the below table of projected enrollments. Each student is anticipated to enroll in 18 credit hours per year. The calculation is based on the tuition rate for 2018-19 which is \$299.00 for resident and \$777.00 for non-resident students.

<sup>2</sup> ITIN faculty estimated to secure at least \$120,000 in grant funding annually to support the proposed program.

	(FY 2018-19) Year 1	(FY 2019-20) Year 2	(FY 2020-21) Year 3	(FY 2021-22) Year 4	(FY 2022-23) Year 5
Anticipated New Enrollment					
Resident	5	5	5	5	5
Non-Resident	0	5	5	5	5
<b>Total Active Enrollment</b>	<b>5</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>20</b>

TO: The Board of Regents Addendum X-A-2  
Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: Creation of the School of Accounting in the College of Business Administration at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Approval is requested to create the School of Accounting in the College of Business Administration at UNO

PREVIOUS ACTION: The Master of Accounting degree program was established prior to modern records of Board approvals.

EXPLANATION: The faculty of the UNO College of Business Administration request the formation of a School of Accounting.

Designating the UNO Department of Accounting as a School of Accounting will recognize and more effectively accommodate the department's mission-driven efforts towards high-quality, profession-focused learning experiences and community engagement. The School of Accounting structure and nomenclature highlights the distinctive professional nature of accounting and the prestige of UNO's Association to Advance Collegiate Schools of Business (AACSB) accounting-accredited and Institute of Management Accountants (IMA)-endorsed programs. Expected benefits include increases in student enrollments in undergraduate and graduate programs, additional internship and career opportunities for students and alumni, greater competitiveness in hiring new faculty members, and growth in endowments and other gifts to support scholarships, programs, faculty, and student activities.

This proposal is for a restructuring and branding of an existing, approved unit and does not include a request for significant additional funding or staffing.

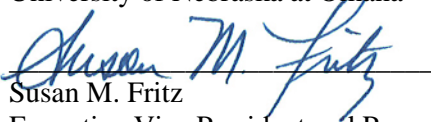
This proposal has been reviewed by the Council of Academic Officers; it also has been reviewed and recommended for approval by the Academic Affairs Committee.

PROGRAM COST: \$8,000 over two years

SOURCE OF FUNDS: Private/corporate donations

SPONSORS: B.J. Reed  
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

RECOMMENDED:   
Susan M. Fritz  
Executive Vice President and Provost

DATE: December 20, 2018

# PROPOSAL FOR A SCHOOL OF ACCOUNTING UNIVERSITY OF NEBRASKA AT OMAHA

## Descriptive Information

Proposed by:	College of Business Administration, University of Nebraska at Omaha
Programs/Majors:	Accounting Concentration for the Bachelor of Science in Business Administration Master of Accounting – four concentration options Financial Reporting and Auditing concentration Strategic Management Accounting concentration Information Analysis concentration Generalist concentration
Other Programs:	None
Accreditation:	AACSB International specialized accounting accreditation; initial award in 2013; extended through 2020 based on 2015 review

## **A SCHOOL OF ACCOUNTING**

### **1. Purpose and Context for the School of Accounting**

The faculty of the College of Business Administration (CBA) at the University of Nebraska at Omaha (UNO) request the formation of a *School of Accounting*.

The School of Accounting provides an organizational identity that will allow CBA to leverage the already successful and highly respected Department of Accounting and to emphasize the nature of accounting as a learned profession. The School will continue to support innovative programming, recruitment, retention, and outreach initiatives as part of CBA. Branding the Department as the School of Accounting will highlight CBA's distinctive reputation for top-quality programs and well-qualified graduates, enabling centers of influence to find it easier to align and reinforce their connection with and support of a School of Accounting over a Department of Accounting.

Accounting is a learned profession, similar to law, medicine, architecture, and engineering, based on the need for specialized educational training, the prevalence and variety of professional certifications, licenses, and associations, and the emphasis on professional ethics, integrity, and protection of the public trust. Most of the accounting certifications and licenses require professional experience and continuing professional education in addition to passing rigorous examinations. Students preparing for successful professional accounting careers need to develop cognitive competencies (including application, critical thinking and analysis, evaluation, and recommendation), soft or interpersonal skills (including written and oral communication, presentation, networking, and professional etiquette), and an extensive knowledge base that includes factual, conceptual, procedural, and strategic knowledge in diverse content areas. Students also need to be aware of the diverse career paths from which they may choose, including public accounting (audit, tax, and management consulting), business and industry (financial accounting and reporting, management accounting, financial analysis, treasury, and internal audit), government and non-profit, and specialized areas (such as forensics, business valuation, personal financial planning, IT consulting, and data analytics).

During the 1970s and 1980s, the American Institute of Certified Public Accountants (AICPA), the American Accounting Association (AAA), the Association to Advance Collegiate Schools of Business (AACSB), and the National Association of State Boards of Accountancy (NASBA) worked to address issues in accounting higher education and to increase emphasis on the professional dimension of the accounting discipline. The Federation of Schools of Accountancy (FSA) was created in 1977 to support the formation of schools of accountancy. State jurisdictions began requiring 150 academic credit hours of education for candidates to take the CPA Examination. The AACSB started accrediting accounting programs in the early 1980s; accounting is the only business discipline with separate/supplemental accreditation for institutions with AACSB business accreditation. In 1983, the Department of Accounting at the University of Nebraska – Lincoln (UNL) became a School of Accountancy, and UNL’s School of Accountancy received initial accounting accreditation with the AACSB in 1984. Today, the “school” organizational structure for accounting programs is associated with prestige and high quality. Approximately 25 percent (42 of 166) of AACSB accounting accredited institutions in the U.S. are schools of accountancy/accounting, and half of these schools offer doctoral degrees.

The Department of Accounting at UNO has offered an undergraduate accounting program for over 60 years and established the Master of Accounting degree program in 1979. Accounting faculty chose to pursue the AACSB International’s separate accounting accreditation, and in 2013, the AACSB granted initial accounting accreditation to UNO for its undergraduate and graduate accounting programs. The AACSB extended UNO’s accounting accreditation to 2020 based on a successful peer review in 2015. Maintaining AACSB accounting accreditation involves evidence of a commitment to quality, strategic management, and continuous improvement through rigorous peer review every five years. AACSB’s accounting accreditation standards emphasize the critical importance of connecting students’ academic experiences with the accounting profession and of faculty members’ engagement with the profession. Of the 13 accounting programs in the six Midwest states of Nebraska, Iowa, Missouri, Kansas, and North and South Dakota that have AACSB accounting accreditation, five are schools: UNL, University of Missouri – Columbia, Missouri State University, University of Central Missouri, and Wichita State University. The remaining eight are departments: UNO, Creighton University, University of Iowa, Iowa State University, University of Missouri – St. Louis, Saint Louis University, Truman State University, and University of Kansas.

The school identity will strengthen mission-driven activities and accomplishments. The Accounting Department’s current Mission Statement is:

- The UNO Accounting Department leverages its distinctive metropolitan position to
- provide high-quality BSBA-Accounting and Master of Accounting programs for students preparing for professional careers in accounting and business,
  - engage in high-quality scholarship through the production of intellectual contributions that are relevant to our discipline, our students, and our community, and
  - foster relationships among students, faculty, and the professional business community in the Omaha region.

This mission statement emphasizes the distinctive characteristics of high quality, professionalism, scholarship, and community engagement. The following list presents

recent noteworthy activities and accomplishments that support this mission.

- UNO's Beta Alpha Psi (BAP) chapter members attend weekly meetings and annual Meet the Firms Night with professionals and contribute annually over 750 service hours to organizations such as Youth Emergency Services, Children's Hospital, Volunteer Income Tax Assistance, and Habitat for Humanity. Based on the chapter members' exceptional professional and service activities, the chapter has earned the high honor of Superior Chapter Status awards from the international BAP Executive Office for the past eight consecutive years.
- Students, faculty, and community professionals have interacted and learned together from prominent accounting and ethics speakers at the annual UNO Accounting Speakers Series events over the past six years.
- In 2017, the Institute of Management Accountants (IMA) awarded the IMA Endorsement of Higher Education to the UNO Accounting Department for its management accounting curricula. UNO's accounting programs meet the educational standards enabling students to pursue the Certified Management Accountant (CMA) credential. UNO is the first university in Nebraska and one of less than 60 universities worldwide to receive this prestigious Endorsement.
- Accounting faculty continue to introduce and enhance student academic engagement experiences in accounting courses; these include site visits, guest speakers, and a variety of case-based and technology-based projects and simulations. Students develop data analytics skills with the use of pivot tables and Microsoft Access.
- The Accounting Department hosts events for local chapters of professional organizations including the Association of Government Accountants, the Institute of Management Accountants, and the Institute of Internal Auditors.
- The UNO Accounting Advisory Board members represent public accounting firms and diverse industries in business and government. Accounting faculty members attend Board meetings during the academic year. The UNO Accounting Advisory Board structure increases effectiveness and improves interaction.
- The Accounting Careers Program, launched in 2015, expands career exploration and professional networking opportunities for students and enhances interaction between accounting students and professionals as students learn more about career paths, certification requirements, internship opportunities, and soft skills development through attending the annual Accounting Careers Expo and monthly Power Lunches. The Accounting Career Advisor and Internship Coordinator directs this program.
- Recent revisions to the Master of Accounting degree requirements improve relevance, competitiveness, and efficiency. Four concentrations introduced in 2017 allow students to specialize in focus areas.
- The Department collaborated with a multi-disciplinary committee to develop supply chain management curricula and created a new accounting course for this program.

- Accounting faculty members have played a leading role in incorporating Harvard Business Review (HBR) cases into CBA courses both at the graduate and undergraduate level. Four faculty members (two tenure-track and two full-time instructors) have completed HBR case training.
- The Accounting Honor Roll, Accounting Legacy Society, and Accounting Corporate Partners programs now recognize donors and enhance fundraising efforts.

Designating the Department of Accounting as a School of Accounting will recognize and more effectively accommodate the department's mission-driven efforts towards high-quality, profession-focused learning experiences and community engagement. The School of Accounting structure and nomenclature highlights the distinctive professional nature of accounting and the prestige of UNO's AACSB accounting-accredited and IMA-endorsed programs. Expected benefits include increases in student enrollments in both undergraduate and graduate programs, additional internship and career opportunities for students and alumni, greater competitiveness in hiring new faculty members, and growth in endowments (perhaps including donations to name the School of Accounting) and other gifts to support scholarships, programs, faculty, and student activities. This proposal is for a restructuring and branding of an existing unit and does not include a request for additional funding or staffing.

## **2. Need and Demand for the School of Accounting**

The University of Nebraska adopted comprehensive criteria that guide the establishment of new schools within its campuses. This policy dictates that schools should possess most of the following characteristics: (1) be composed of several disciplinary areas with the complexity of composition and programs that lies between that of a University of Nebraska department and college; (2) the academic makeup of the proposed school combines areas that have previously been, or could be, academic departments; (3) the school represents a proposed organizational structure that is commonly found at other universities across the United States; (4) the school has programs at the post-baccalaureate level and a number of degrees or concentrations at the undergraduate level; and (5) the faculty of the proposed school must have engaged in significant and diverse scholarly activities with national and regional impact.

The Department of Accounting clearly meets this policy. First, the department is a complex, multidimensional enterprise that includes faculty members from several disciplinary areas (such as audit, taxation, systems, and financial and management accounting) and multiple student involvement/engagement programs (including Beta Alpha Psi and the Accounting Careers Program). AACSB accounting accreditation and IMA endorsement also create complexity for the accounting unit because of the data-driven reporting and other requirements to meet standards and maintain these prestigious program credentials. Second, UNO peer institutions (University of North Carolina at Charlotte and Wichita State University), University of Nebraska – Lincoln, and many AACSB accounting-accredited programs in the United States have schools rather than departments of accounting. Third, the UNO Department of Accounting offers the 24-credit-hour accounting concentration for the Bachelor of Science in Business Administration (BSBA) degree along with required accounting courses for all BSBA

concentrations, CBA's Business Minor, and the Master of Business Administration. It also offers a Master of Accounting degree that has four concentration options. Because of the 150-credit-hour requirement to take the CPA Examination in Nebraska, it is common for post-baccalaureate non-degree students (graduates from UNO, UNL, Creighton, and other institutions) to take additional upper-level accounting courses at UNO to meet the CPA educational requirements. Fourth, because of the consistent and significant demand by organizations for accounting student interns, the department has an Accounting Career Advisor and Internship Coordinator to facilitate internship connections and an IMA Campus Advocate to mentor students interested in the CMA certification. Finally, UNO Department of Accounting faculty are highly regarded scholars who publish in academic and practitioner journals, present at international, national, and regional conferences, serve on expert panels, and hold leadership positions with academic and professional organizations.

Demand for the undergraduate and graduate accounting programs is consistent year-over-year as evidenced by student enrollment and degrees conferred (see Table 1). Table 2 also provides a comparison of the Department of Accounting with selected other UNO schools.

Table 1. Department of Accounting Student Majors and Degrees Conferred (2016-2017 UNO Academic Indicators)

	Undergraduate Majors	Undergraduate Degrees	Graduate Majors	Graduate Degrees
2012-2013	268	92	49	16
2013-2014	279	98	53	14
2014-2015	267	90	36	17
2015-2016	253	106	39	13
2016-2017	263	79	41	13

Table 2. Comparison of the Department of Accounting to Selected Other UNO Schools (2016-2017 UNO Academic Indicators)

	Accounting	Music	Interdisciplinary Informatics	Social Work	Arts
FTE Faculty	13.08	24.63	10.23	18.52	19.39
Undergraduate and Graduate Majors	304	200	346	435	392
No. of Bachelor's Degrees Conferred	79	28	32	40	59
No. of Graduate Degrees Conferred	13	12	12	84	0
Student Credit Hours	7,089	9,576	4,057	7,318	6,436

### 3. Adequacy of Resources

Because the Department of Accounting has been building itself into a school over the past decade, transitioning the department to the School of Accounting will require no initial additional personnel or operating budget resources. The School or CBA will cover

the costs of events and materials announcing and promoting the School of Accounting identity and the costs to change webpages and other communications-related supplies. These costs are estimated at \$5,000 in year one and \$3,000 in year two. This branding initiative for the School of Accounting will also enhance and highlight the near-term plan for expanding Mammel Hall to address CBA's existing capacity constraints for classrooms and faculty office spaces and to accommodate growth in enrollments in accounting and other CBA programs.

The Department's efforts to build itself into a school include obtaining (in 2013) and maintaining prestigious AACSB accounting accreditation, developing and implementing its Accounting Careers Program, creating an Accounting Career Advisor role, providing more resources to support Beta Alpha Psi activities leading to chapter awards, establishing an on-going Accounting Speakers Series, earning the IMA Endorsement of Higher Education, and actively soliciting financial support for students, faculty, and programs. The Department's success in fund-raising has provided financial resources to cover the costs of these initiatives along with surplus funds and income-generating endowments to address continuing costs of the School. Thus, current resources and continued external funding at present levels should be adequate to accomplish this change in organizational structure to a School of Accounting and to support growth of unit engagement and outreach activities. Although future growth in program enrollments and initiatives likely will require additional faculty and program resources, no additional faculty lines or program resources are expected in the first five years of operation. The School will continue the department's well-established fund-raising efforts for annual and special contributions to support programs, faculty, and students and will request additional resources, as needed for strategic initiatives, from CBA and/or UNO. The CCPE-approved budget tables included with this proposal identify annual external funding expected at current levels (\$78,000) that should make School of Accounting activities self-sustaining over the next five years. Regardless of the organizational structure, anticipated upcoming retirement of several faculty members may require additional faculty support to fill these priority faculty positions with competitive new hires. Administration of the new School, as addressed in item 4 below, will not require additional funds.

#### **4. Organizational Structure and Administration**

The current organizational structure of the Department will transition easily into the School model. The current department chair would become the school director and would continue with a 9-month contract supplemented by a summer stipend for maintaining year-round stable and consistent administration of the programs. The School Director would report to the CBA Dean. The Director of the Master of Accounting program will continue to manage the administrative responsibilities associated with that degree program, to serve as the Chair of the Accounting Graduate Program Committee, and to have existing staff and graduate assistant support. The School Director will appoint an existing faculty member to serve as Accounting Accreditation Coordinator (a new service role), and this Coordinator will efficiently and effectively manage the data collection, analyses, and reporting associated with the School's AACSB accounting accreditation. Existing faculty resources will be reallocated to cover the three workload hours per year assigned for this new service role. Thus, no additional cost is associated with this role. The School's operating budget will continue to be part of CBA's operating budget.



## **5. Partnerships with Business/Community**

The Department of Accounting has well-established partnerships with organizations in the Omaha community. Transitioning to a School of Accounting will serve to strengthen these partnerships. The 20 members of the UNO Accounting Advisory Board are leaders in CPA firms and in a variety of businesses and industries, and all support this School of Accounting proposal. The School Director and the Accounting Career Advisor and Internship Coordinator will continue to work with staff in the UNO Academic and Career Development Center and the Career Center at CBA to support employers and students in the recruiting and placement process. The School of Accounting will continue its Accounting Careers Program, annual UNO Accounting Speakers Series, and award-winning Beta Alpha Psi honor society community engagement activities. The School will also explore collaborations with high schools to raise students' awareness of accounting career options, the demand for accounting professionals, and the academic requirements for career preparation.

School of Accounting faculty members and students will continue to engage with professional organizations. Accounting students receive scholarships each year from the Association of Government Accountants (AGA), the Institute of Internal Auditors (IIA), the Information Systems Audit and Control Association (ISACA), the Institute of Management Accountants (IMA), the Foundation of the Nebraska Society of CPAs, and the Accounting and Financial Women's Alliance (AFWA). The School will continue to sponsor students to attend meetings of these professional organizations and to host events for these groups.

The list of exhibitors for the 2018 UNO Accounting Careers Expo provides one example of the strong partnerships that already exist between the Department of Accounting and Omaha organizations. The 2018 Expo is only the second half-day, conference-style event hosted by the Department of Accounting for students to explore career options, and a significant portion of that event involves networking among students and exhibitors. The list of 35 external exhibitors included Deloitte, KPMG, Lutz, BKD, Seim Johnson, Bland & Associates, Hancock & Dana, Union Pacific, TD Ameritrade, First National Bank, Kiewit, Mutual of Omaha, Valmont, First Data, and National Indemnity, among others.

## **6. Collaborations with Higher Education Institutions Internal and External to the University**

The School collaborates with UNL and Creighton University primarily through periodic joint meetings of the Beta Alpha Psi students with chapters at these institutions. UNO accounting faculty members are also involved in collaborative research with others at UNL, in UNO's College of Information Science & Technology, and at various other U.S. and international institutions.

The School is intentionally engaging with accounting faculty and students at Metropolitan Community College (MCC) to encourage students to participate in the annual Accounting Careers Expo and to facilitate MCC students interested in studying accounting in transferring to UNO.

## **7. Constituencies to be Served**

The School of Accounting will serve numerous constituencies with students and the professional business community being the primary stakeholders. Consistent with the School's mission, students will develop technical and professional competencies through engaging in high-quality learning experiences to achieve career placement, progression, and certification. The professional business community will interact with and hire well-trained, qualified students and will engage with faculty to enhance students' experiences. The School will also continue to serve other degree programs in CBA through delivery of required and elective courses. The School will encourage and support accounting faculty members' teaching, scholarship, and professional leadership activities and continuous development of their intellectual capital.

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

The School of Accounting intends to engage in activities focused on impacting students and the professional business community, its primary stakeholders. These activities comprise the School's efforts to pursue its mission of leveraging its distinctive metropolitan position to prepare undergraduate and graduate students for successful professional accounting and business careers, to engage in relevant, high-quality scholarship, and to foster relationships among students, faculty, and the professional business community in the Omaha region. Table 3, on the next page of this proposal, presents expected outcomes and associated quantitative measures to assess success.

Table 3. Outcomes and Quantitative Measures – Support for Item 8 of this proposal

Student-centered programs; high-quality curricula	<ul style="list-style-type: none"><li>• AACSB accounting accreditation (5-year review period)</li><li>• Program-level assessment of student learning outcomes (rolling 5-year review)</li><li>• Post-graduation employment and further education plans (UNO graduation survey data)</li><li>• Student enrollment (student credit hours and number of student majors)</li><li>• Degrees conferred</li><li>• CPA Exam performance (NASBA annual data)</li></ul>
Engagement among students, faculty, and professionals	<ul style="list-style-type: none"><li>• Student, faculty, and professional/community participation in Accounting Careers Program, Beta Alpha Psi, and other School of Accounting events</li><li>• Number of events or interactions with high school and community college students</li><li>• Faculty involvement in academic and professional organizations</li><li>• UNO Accounting Advisory Board meetings</li></ul>

Faculty excellence	<ul style="list-style-type: none"> <li>• Intellectual contributions (publications, presentations, grants, etc.)</li> <li>• Scholarly activities (conference service, article reviews, leadership roles, etc.)</li> <li>• Integration of scholarly activities into teaching</li> <li>• Teaching and research awards, recognitions, and career advancement</li> <li>• Faculty qualifications (degrees, certifications, experience)</li> </ul>
Resource adequacy	<ul style="list-style-type: none"> <li>• Scholarships and professorships awarded</li> <li>• Annual financial support: number of donors and total donations for the Accounting Honor Roll, Accounting Legacy Society, and Accounting Corporate Partners programs</li> </ul>

**9. Centrality to Role and Mission of the Institution**

The School of Accounting is well-aligned with UNO’s mission and Strategic Plan. UNO’s mission is, “As both a Metropolitan University of distinction and a Carnegie Doctoral Research Institution, the University of Nebraska at Omaha (UNO) transforms and improves the quality of life locally, nationally and globally.” The four goals in UNO’s Strategic Plan are student-centeredness, academic excellence, community engagement, and institutional quality. The School of Accounting is clearly student-centered and focused on academic excellence as it seeks to transform and improve accounting students’ lives as they develop the competencies needed for success in professional accounting careers. The accounting faculty members work tirelessly to engage students in active learning and consistently adapt courses and course materials for relevance and currency. Faculty also consult with UNO Accounting Advisory Board members, employers of accounting students, and successful alumni for input on curricular changes and innovations needed to incorporate new professional trends in the accounting education experiences at UNO. Accounting faculty members continue to produce impactful intellectual contributions and provide leadership and service to academic and professional organizations in support of UNO’s academic excellence goal. The School’s Accounting Careers Program, UNO Accounting Speakers Series, and Beta Alpha Psi honor society activities, along with many internships that students have with local organizations, all support UNO’s goal of community engagement.

**10. Consistency with the University of Nebraska Strategic Framework**

The School of Accounting’s activities and initiatives will be consistent with the University of Nebraska Strategic Framework. The Department of Accounting already supports each of the six overarching Framework goals. Reorganizing as the School of Accounting will enhance the school’s impact and maintain consistency with the University’s strategic framework.

Framework Goal #1 targets access and affordability. Because of generous donors, the Department annually awards over \$150,000 in merit and need-based scholarships to undergraduate and graduate accounting students and expects to increase available

scholarships through continued fundraising efforts. Through the Accounting Careers Program, the School is increasing its intentional engagement with high school and community college students to increase awareness about accounting careers and accounting programs at UNO; these efforts should result in enrollment increases and smooth transitions for transfer students.

Framework Goal #2 targets recruiting and retaining exceptional faculty and sustaining diversity to support high quality programs. The fulltime faculty in the proposed School of Accounting is composed of Ph.D.-qualified faculty and instructors/lecturers with master's degrees and/or professional certifications. Several tenured faculty maintain active CPA and other licenses or certifications. Approximately half of this faculty group are female, and close of 40 percent are of non-white ethnicities. Success in recently hiring two new assistant professors illustrates the School's ability to compete for highly-qualified faculty talent. Four faculty members hold endowed professorships. Some faculty are regularly engaged in research and other collaborations with international colleagues. Each of these faculty excellence characteristics contribute to the high quality of the School's and CBA's undergraduate and graduate programs. Faculty excellence is one of the expected outcomes identified in Table 3 of item 8 of this proposal and is also related to Framework Goal #4 discussed below.

Framework Goal #3 targets workforce and economic development. The School will continue to seek increases in merit-based scholarships to attract talented students and will continue to encourage and support internship opportunities and career exploration and placement in partnership with UNO career centers and with businesses and organizations in Omaha and other parts of Nebraska. The Accounting Careers Program and Beta Alpha Psi are key components of the School's strategy for Goal #3.

Framework Goal #4 targets excellence in research and scholarly activity. Accounting faculty in the proposed School are collaborating with scholars in other CBA departments, in other UNO colleges, and in institutions across the globe, publishing basic, applied, and pedagogical research in high-quality journals, serving as reviewers and discussants for journals and conferences, and making presentations and serving as expert panelists to advance knowledge and to impact accounting education and practice. Professorships and fellowships, along with faculty travel and development resources, support and encourage faculty excellence in scholarship.

Framework Goal #5 targets serving the state of Nebraska through strategic engagement with citizens, businesses, and other stakeholders. The School will continue to emphasize engagement outcomes (see Table 3 of item 8) that serve Nebraska, students at UNO, government and private sector employers, and others through the Accounting Careers Program, Beta Alpha Psi, and other School events as well as faculty involvement in professional and academic organizations.

Framework Goal #6 targets accountability and cost effectiveness. The School will continue to collaborate with the University of Nebraska Foundation to enhance financial contributions from donors for scholarships, professorships, and accounting program support by promoting the Accounting Honor Roll, Accounting Legacy Society, and Accounting Corporate Partners giving and donor recognition programs. As part of its assessment of graduates' success, the School monitors students' performance on the CPA Examination using annual NASBA publications.

## **11. Potential for the School of Accounting to Contribute to Society and Economic Development**

The School will continue to contribute to society and economic development primarily through guiding students through internship experiences and graduating students with appropriate technical and professional competencies who will be employees and business and community leaders in Omaha and other parts of Nebraska. Internship experiences often lead to full-time professional positions for accounting students. Many UNO accounting alumni live and work in the Omaha area and give back to UNO Accounting with their time and generous philanthropy. Beta Alpha Psi honor society students engage in significant community service activities that benefit Omaha residents and organizations. The School's new efforts to collaborate with high schools and community colleges to broaden awareness about accounting career options and the noble calling of the accounting profession should also result in a continuing pipeline of graduates who add to the social and economic strength of the Omaha and surrounding areas.

One local CPA firm provided the following statistics as an example of the department's economic contribution. During the period of 2012 through 2017, this firm employed 18 student interns from UNO, and it subsequently hired 15 of these (83 percent) in full-time professional positions. This same firm employed 8 UNO accounting students as interns in the spring 2018 busy season.

Another example of the department's economic contribution comes from a review of Beta Alpha Psi students' resumes. Prior to the recruitment season in the fall of 2017, 20 of the 45 BAP students indicated internship experiences on their resumes, and almost all of the BAP students reported current or recent work experiences and/or volunteer activities.

Post-graduation plans reported by graduates in graduation surveys offer additional insights into the department's economic contribution. Of the 92 students who graduated with UNO accounting degrees in the summer 2016, fall 2016, and spring 2017 terms, 74 percent were employed and/or continuing their education, 11 percent were still seeking employment, and 15 percent provided no information on post-graduation plans. Over half of the graduates reported engaging in paid internships during their UNO college experience.

## **12. Consistency with the Comprehensive Statewide Plan for Postsecondary Education: How the School Would Support Relevant Statewide Goals for Education**

### ***Meeting the needs of students***

- ◆ *Nebraska's postsecondary institutions will be student-centered and will offer lifelong learning opportunities that are responsive to students' needs.*
- ◆ *Nebraska colleges and universities will provide their graduates with the skills and knowledge needed to succeed as capable employees and responsible citizens.*

As discussed in item 1, the School of Accounting provides an organizational identity that will emphasize UNO's distinctive high-quality, student-centered accounting programs and the noble nature of accounting as a learned profession. Accounting faculty

provide challenging and rewarding learning experiences that help students develop the cognitive and technical competencies, soft skills, and extensive knowledge required for graduates to earn professional certifications and enjoy career success in diverse organizations and industries. Many accounting students gain “real world” experience through internships, and these internships are often vehicles that open doors for permanent employment for UNO accounting alumni in Omaha and other parts of Nebraska. Omaha CPA firms and other businesses and organizations participate in Accounting Career Program events and eagerly recruit and hire UNO accounting students. UNO alumni are leaders in Nebraska businesses, are involved as responsible citizens in community service and professional organizations, and are generous donors to UNO. Students and the professional business community are the School’s primary stakeholders, and the School is committed to meeting the integrated needs of these key stakeholders. By doing so, the School meets the needs of both students and the State.

### ***Meeting the needs of the State.***

- ◆ *Higher education in Nebraska will be responsive to the workforce development and ongoing training needs of employers and industries to sustain a knowledgeable, trained and skilled workforce in both rural and urban areas of the state.*
- ◆ *Higher education will serve the state by preparing individuals for productive, fulfilling lives and by developing and nurturing the citizens and future leaders of Nebraska.*
- ◆ *Postsecondary education institutions will assess evolving needs and priorities in a timely manner and will be prepared to change and adopt new methods and technologies to address the evolving needs and priorities of the students and people of Nebraska.*

The pace of change in skills and knowledge needed for success in the accounting profession is unprecedented. The School maintains AACSB accounting accreditation and faculty members attend conferences to learn and implement new methods and techniques so that undergraduate and graduate accounting students are prepared for careers of the future, not the past. New concentrations in the Master of Accounting program and integration of data analysis and case projects and simulations in multiple accounting courses are evidence of the School’s responsiveness to evolving workforce needs that allow students to be productive employees and future leaders of Nebraska. Changing to a School of Accounting from a department will raise the perception of future students and Nebraska citizens regarding the professional nature of accounting and the contributions accounting alumni are already making to Nebraska. This perception combined with the School’s efforts to engage with high school and community college students should also attract more students to UNO to study accounting.

### ***Meeting Needs by Building Exemplary Institutions***

- ◆ *Each Nebraska institution will fulfill its role and mission in an exemplary manner and will compare favorably with peer institutions.*

The School of Accounting maintains AACSB accounting accreditation. Eight of UNO’s peer institutions have AACSB accounting accreditation. In Nebraska, both UNL and Creighton University also have AACSB accounting accreditation. This specialized accreditation provides external, peer-reviewed validation of high-quality accounting programs that meet rigorous standards and offers accountability and encouragement for innovation, impact, and engagement. Fewer than 190 institutions worldwide have both business and accounting accreditation by the AACSB International. The School also

holds the prestigious IMA Endorsement of Higher Education. UNO accounting students are highly competitive with UNL and Creighton accounting students and are heavily recruited by many Omaha CPA firms, businesses, and other organizations for internships and fulltime positions. The School assesses student learning outcomes for the undergraduate and graduate accounting programs and revises courses and program requirements so that students develop necessary competencies for professional success.

***Meeting Educational Needs through Partnerships and Collaboration***

◆ *Higher education institutions will work as partners with one another and with other entities when appropriate to share resources and deliver programs cooperatively to enhance learning opportunities for Nebraska residents.*

The School works closely with business and other organizations to enhance student learning through internships and relevant accounting curricula. Students engage with professional partners and others through Accounting Careers Program and Beta Alpha Psi events. The School hosts meetings for professional organizations such as the Association of Government Accountants and the Institute of Management Accountants and encourages students to attend these meetings.

**TABLE 1: PROJECTED EXPENSES**  
**UNO School of Accounting**

	(FY2019-20) Year 1		(FY2020-21) Year 2		(FY2021-22) Year 3		(FY2022-23) Year 4		(FY2023-24) Year 5		<b>Total Cost</b>
	<b>FTE</b>	<b>Cost</b>	<b>FTE</b>	<b>Cost</b>	<b>FTE</b>	<b>Cost</b>	<b>FTE</b>	<b>Cost</b>	<b>FTE</b>	<b>Cost</b>	
<b>Personnel</b>											
Faculty											\$0
Non-teaching staff: Professional											
Graduate Assistants											
Non-teaching staff: Support											\$0
Subtotal	0.0	\$0	0.0	\$0	0.0	\$0	0.00	\$0	0.00	\$0	\$0
<b>Operating</b>											
General Operating		\$5,000		\$3,000		\$0		\$0		\$0	\$8,000
Equipment											\$0
New or Renovated Space											\$0
Library/Information Resources											\$0
Other											
Subtotal		\$5,000		\$3,000		\$0		\$0		\$0	\$8,000
<b>Total Expenses</b>		\$5,000		\$3,000		\$0		\$0		\$0	<b>\$8,000</b>

<sup>1</sup> Costs in Years 1 and 2 are anticipated for promotional events and materials to market the School of Accounting identity and for changes to communications-related supplies. Revenues from donor gifts will cover these costs (see Table 2).

**TABLE 2: PROJECTED REVENUES**  
**UNO School of Accounting**

	(FY2019-20) Year 1	(FY2020-21) Year 2	(FY2021-22) Year 3	(FY2022-23) Year 4	(FY2023-24) Year 5	<b>Total</b>
	Reallocation of Existing Funds <sup>1</sup>					
Required New Public Funds						
1. State Funds						
2. Local Funds						
Tuition and Fees						
Other Funding	\$78,000	\$78,000	\$78,000	\$78,000	\$78,000	\$390,000
<b>Total Revenue</b>	\$78,000	\$78,000	\$78,000	\$78,000	\$78,000	\$390,000

<sup>1</sup> Includes Accounting Corporate Partners' donations (eight annually at \$3,500). Includes annual donor gifts at \$50,000. These anticipated revenue sources are reasonable expectations based on historical donor gifts.



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

MEETING DATE: January 25, 2019

SUBJECT: Elimination of the Laboratory Animal Care Undergraduate Certificate at the Nebraska College of Technical Agriculture (NCTA)

RECOMMENDED ACTION: Approval is requested to eliminate the Laboratory Animal Care undergraduate certificate at NCTA

PREVIOUS ACTION: March 21, 2014 – The Board approved the creation of the Laboratory Animal Care undergraduate certificate within the Veterinary Technology Division at NCTA.

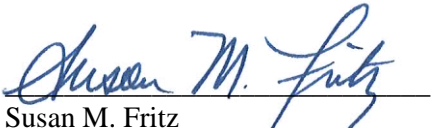
EXPLANATION: The lead faculty member for this program is no longer at NCTA, and the faculty in the division made the decision to focus their teaching activity on the remaining academic programs. There are no students in the certificate program.

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

PROGRAM SAVINGS: \$30,887 projected annual cost savings

SPONSORS: Ronald Rosati  
Dean, Nebraska College of Technical Agriculture

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

RECOMMENDED:   
Susan M. Fritz  
Executive Vice President and Provost

DATE: December 20, 2018

TO: The Board of Regents Addendum X-A-4  
Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: Honorary Degrees and Awards

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

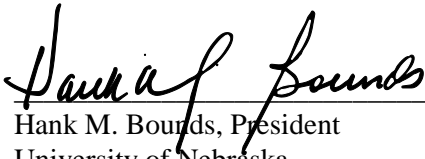
PREVIOUS ACTION: The Board of Regents approved the current policies for awards found in the *University of Nebraska Board of Regents Policies* under RP-1.5.1 through RP-1.5.5.

EXPLANATION: None

PROJECT COST: None

SOURCE OF FUNDS: None

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

RECOMMENDED:   
\_\_\_\_\_  
Hank M. Bourds, President  
University of Nebraska

DATE: December 20, 2018

TO: The Board of Regents

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: Acquisition of Real Property at 1800 West 24<sup>th</sup> Street, Kearney, NE  
and Disposal of Real Property at 2100 15<sup>th</sup> Avenue, Kearney, NE

RECOMMENDED ACTION: Authorize the President, in consultation with the University of Nebraska at Kearney Chancellor and the Executive Committee of the Board, to approve terms and conditions to complete the acquisition of real property at 1800 West 24<sup>th</sup> Street, Kearney, NE and disposal of real property at 2100 15<sup>th</sup> Avenue, Kearney, NE

PREVIOUS ACTION: None


EXPLANATION: UNK, in collaboration with the community, continues to implement its vision for University Village as a distinctive living and learning environment that blends academic, retail, office, services, housing and recreational amenities. A property immediately adjacent to the east edge of University Village (1800 West 24<sup>th</sup> Street) is currently under private ownership and operated as a golf driving range. Obtaining the property will establish a cohesive and uninterrupted development footprint from the east edge of University Village all the way to the tailrace. To obtain this property, UNK has contemplated the disposal of university-owned property that extends east from the tailrace that is located at and adjacent to 2100 15<sup>th</sup> Avenue. This parcel, currently includes a single-family home and two grass fields used for athletic practices and intramurals.

The proposed land acquisition and land disposal was reviewed and recommended for approval by the Business Affairs Committee.

PROJECT COST: N/A

SOURCE OF FUNDS: N/A

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

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

DATE: January 25, 2019

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

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: Exclusive beverage rights agreement between LinPepCo Partnership and the University of Nebraska–Lincoln (UNL)

RECOMMENDED ACTION: Approve an agreement between LinPepCo Partnership and UNL granting the exclusive license to pouring and vending rights on the UNL campuses for a period of ten (10) years

PREVIOUS ACTION: March 6, 2009 – The Board of Regents approved a ten-year exclusive license agreement with Pepsi Cola Company and LinPepCo Partnership for pouring and vending rights on the UNL campuses. (This agreement expires June 30, 2019).

June 21, 1997 – The Board of Regents approved a twelve-year exclusive license agreement with Pepsi-Cola Company to serve soft drinks manufactured by Pepsi-Cola and a separate charitable donation agreement.

EXPLANATION: As a result of a formal RFP process initiated in August 2018, UNL proposes to grant to LinPepCo Partnership the exclusive right to serve beverages provided by the Pepsi Cola Company at both Lincoln campuses, effective July 1, 2019. As part of the agreement, Pepsi will own all vending, fountain and retail cooler equipment, and remain responsible for all associated equipment service and maintenance. LinPepCo Partnership will also continue as exclusive supplier of all snack items sold in campus vending machines.

In exchange for the rights described above, UNL will receive a minimum of \$1.425 million on or before July 1<sup>st</sup> for each year of the contract, plus 1) beverage vending product commissions equal to 50% of net annual sales; 2) snack vending product commissions equal to 10% of net annual sales; and 3) an additional \$250,000 upon execution of the agreement.

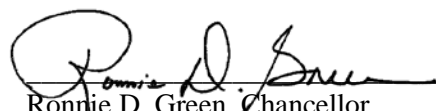
Additionally, Pepsi has agreed not to increase contracted vending, retail or fountain mix prices for the first three years of the agreement. Price increases in years four through ten are limited by changes in the food and beverage component of the Consumer Price Index.

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

PROJECT COST: None

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

RECOMMENDED:

  
Ronnie D. Green, Chancellor  
University of Nebraska–Lincoln

DATE: December 20, 2018

# Beverage Rights Licensing Agreement

This Agreement is made and entered into effective the 1<sup>st</sup> day of July, 2019, by and between LinPepCo Partnership d/b/a Pepsi-Cola Bottling Company of Lincoln (the “**Contractor**”), and the Board of Regents of the University of Nebraska on behalf of the University of Nebraska-Lincoln (the “**University**”).

For purposes of this Agreement, references to the “Company” hereafter refer to Pepsi-Cola Company, a provider of beverage products to the Contractor.

In consideration of the mutual promises contained in this Agreement, the parties agree to the following terms and conditions:

## 1. DEFINITIONS

All capitalized terms in this Agreement, not otherwise defined, have the following meanings:

“**Ancillary Beverages**” means freshly brewed coffees and teas and cold beverages served in certain retail operations defined in **Section 7.2.13**.

“**Approved Beverages**” means the Approved Vending Beverages and the Designated Non-Vending Beverages. All Approved Beverages shall be Company Beverages as defined below.

“**Approved Cups**” means those certain cups, described more fully in **Section 4.9**, designated or approved by Company bearing Company trademarks or Company and University trademarks on 100% of the exterior cup surface.

“**Approved Vending Beverages**” means the Beverages the Contractor will provide and dispense in the Approved Vending Machines pursuant to **Section 2**, and listed on **Exhibit A**.

“**Approved Vending Location**” means a location on the University’s Lincoln Campus that the University has approved for installation and operation of an Approved Vending Machine pursuant to **Section 2**. The Approved Vending Locations as of the effective date of this Agreement are listed in **Exhibit B**.

“**Approved Vending Machine**” means a vending machine which 1) is supplied by the Contractor, 2) has been approved by the University for installation and operation in an Approved Vending Location, and 3) meets the minimum specifications set forth in **Section 2.3**.

“**Approved Vending Prices**” means the vend prices of Approved Vending Beverages. The Approved Vending Prices in effect as of the date of this Agreement are listed in **Exhibit A**.

**“Beverages”** means:

A) all non-alcoholic beverages (including carbonated and non-carbonated and isotonic beverages), except, 1) tap water and water contained in water-cooler sized bottles, 2) hot drinks (including by way of example and without limitation the following beverages that are a) intended to be served hot and b) not dispensed in bottles, cans or through vending machines: coffee, tea, hot chocolate, cider, mocha, cappuccino, espresso, and chais), 3) non-alcoholic beer and wine beverages, 4) unbranded fresh milk (including soy milk, almond milk and dairy milk, as well as milk- and soy-based dietary supplement drinks), but not products called ‘milk’ that have sweeteners, flavorings, fruit juice, carbonation, protein, minerals, vitamins (other than A and D), whey, caseins, cultures, tea, coffee, and other added ingredients, 5) unbranded fresh squeezed fruit (including lemonade) or vegetable juice, 6) fruit (including lemonade) or vegetable juice derived from frozen concentrate, 7) coffee made in multi-cup coffee makers on premises from roasted coffee beans for immediate consumption, 8) fresh fruit or vegetable shakes or smoothies, 9) carbonated and non-carbonated Sports Drinks, as defined below, 10) beverages in containers brought to offices, classrooms, or living quarters for personal consumption and not for resale, and 11) beverages in containers brought to skybox suites in Memorial Stadium; and

B) all beverage bases from which the non-alcoholic beverages (excluding the excepted items) listed in A) can be prepared.

**“Big Ten”** means the Big Ten Conference or a successor athletic organization to which the University’s Intercollegiate Athletics Program is subject.

**“Commission”** means a percentage of sales net of sales taxes on Approved Vending Beverages and Snacks through Contractor’s full service (i.e. Approved Vending Machine) program that the University is to receive under this Agreement. The parties acknowledge and agree that this percentage is not based on the provision of any services to be provided by the University. Commissions earned by the University under this Agreement are compensation for allowing Company and Contractor access to the University community and are not compensation for any services rendered.

**“Company Beverages”** means all Beverages (i) manufactured, distributed or marketed by Company, (ii) sold under trademarks or brand names owned or controlled by or licensed for use by Company or (iii) manufactured, distributed and marketed by Contractor’s production cooperative, with the permission of Company (i.e. Dr. Pepper).

**“Competitive Beverages”** means all Beverages other than Approved Beverages and any products (e.g., candy bars, granola bars, snacks, and trinkets), whether or not Beverages, marketed under Beverage trademarks that are not Company trademarks.

“**CPI**” means the Food and Beverages component of the Consumer Price Index for All Urban Consumers (CPI-U) published by the United States Department of Labor, Bureau of Labor Statistics.

“**Designated Non-Vending Beverages**” means the Beverages Contractor shall make available for sale or dispensing on the University campus, pursuant to **Section 3.1** of this Agreement.

“**Fountain Equipment**” means all fountain equipment, including juice dispensers, reasonably necessary to enable University and third parties to dispense high-quality Designated Non-Vending Beverages.

“**Fresh Brewed Coffee**” means ground or unground roasted coffee beans or a beverage brewed in multi-cup coffee makers from the ground or unground roasted coffee beans prepared on-premise and served hot or cold for immediate consumption.

“**Full Service Beverage Vending**” means the Contractor will place vending machines on the Campus, stock the vending machines and collect all proceeds from the sale of Company Beverages through such vending machines.

“**Lincoln Campus**” means the University’s City and East campus sites in Lincoln, Nebraska, including but not limited to, any and all existing athletic facilities, business offices, student facilities (including residence halls, classrooms, dining halls, concession stands, restaurants, snack bars, bookstores, convenience stores) and any and all other buildings or facilities which comprise the City and East campuses of the University of Nebraska-Lincoln, or which may be acquired or constructed, and incorporated as part of the City or East campuses during the term of this Agreement. In addition to the University’s City and East campus sites, certain portions of the facilities located on Nebraska Innovation Campus are also included as part of the “Lincoln Campus” and are subject to the provisions of this Agreement. Maps of the University’s City and East campus sites, and the applicable portions of Nebraska Innovation Campus, all as of the effective date of the Agreement are attached and incorporated herein as **Exhibit C**. “Lincoln Campus” does not include sites which the University does not own in their entirety, but may occupy, including certain athletic venues, over which the University has no authority or limited authority to grant the rights given to Contractor herein, e.g. rented office spaces, Pinnacle Bank Arena, or Haymarket Park. Rights related to Pinnacle Bank Arena and Haymarket Park are further discussed later in this Agreement.

“**Micro-Market**” means a marketplace with a self-checkout kiosk.

“**NCAA**” means the National Collegiate Athletics Association or a successor organization to the jurisdiction of which the Lincoln Campus’s Department of Intercollegiate Athletics is subject.

“**Non-Vending Beverage Cost to University**” means the prices at which the University (and its associated departments and auxiliaries) may purchase Designated Non-Vending Beverages pursuant to **Section 3.2**. The Non-Vending Beverage Cost to the University, as of the effective date of this Agreement, is listed in **Exhibit D**.

“**Proposal**” means Contractor’s written proposal documents submitted to the University pursuant to its Request For Proposals #3000-18-5020.

“**RFP**” means University of Nebraska-Lincoln Request for Proposals #3000-18-5020.

“**Sports Drink**” means a Beverage which 1) is labeled or marketed as a “Sports Drink” and 2) is intended to be consumed for fluid replacement and 3) contains electrolytes such as sodium, potassium and/or magnesium. Sports Drinks shall not include any Beverage a) flavored with or marketed as a “cola,” b) labeled or marketed as a “water” (e.g., “sports water” or “fitness water”), or c) labeled or marketed as an “Energy Drink”.

“**Teams**” shall mean all University of Nebraska-Lincoln men’s and women’s intercollegiate athletic competition teams on the Lincoln Campus.

“**Term**” shall refer to that period of time during which the Agreement is executory, commencing on July 1, 2019, and ending on June 30, 2029, or an earlier date of termination as provided for herein.

“**University Marks**” shall mean only those trade and service marks of the University described in **Exhibit E**, which may be updated by the University from time to time by written notice to the Contractor.

“**Year**” means the period commencing July 1 of a calendar year and ending June 30 of the succeeding calendar year.

## 2. **GRANT OF EXCLUSIVE BEVERAGE AND SNACK VENDING RIGHTS**

2.1 Grant to Distribute Product and Install Machines. Subject to the terms and conditions of this Agreement, and subject to the exceptions in Section 7, the University agrees that all Beverages sold, distributed, or offered for sampling (that is, distributed at no cost) at all locations on the Lincoln Campus where Beverages are sold, distributed or offered for sampling will be Approved Beverages. The University hereby grants the Contractor, and the Contractor hereby accepts an exclusive license to install and operate Approved Vending Machines on the Lincoln Campus to sell Approved Vending Beverages. Throughout the Term, the University shall not grant any third party the right or license to install or operate any piece of equipment on the Lincoln Campus to sell any Beverage.

2.2 Grant to Vend Snacks. Subject to the terms and conditions of this Agreement, the University hereby grants the Contractor the exclusive right to provide vending service for snacks and other prepackaged foods (“**Snacks**”) on the Lincoln Campus, and Contractor agrees to provide the same. In clarification and limitation, the Snack rights granted hereunder are limited solely to those food items sold in Approved Vending Machines. Contractor and University shall mutually agree on the Snack items to be offered, which will include, at a minimum, items in the following categories: chips, cookies, crackers,



nuts, granola, large cookies, candy, gum, mints, cold food, coffee and hot chocolate. Additional low-fat, low carbohydrate items, in varieties and quantities mutually agreed to by the parties, will be offered as Snacks, labeled to educate customers about and promote consumption of healthier snack options. Selections will be made with the intention of meeting the preferences and serving the convenience of students, faculty, staff and visitors at the Lincoln Campus, as well as promote health and wellness objectives of the University.

Contractor shall have the right to designate vending prices for Snacks. All Snack items offered by Contractor shall be of high quality, and Contractor will promptly remove any Snack item stocked past its expiration date or that is spoiled, of poor quality, or unfit for consumption, regardless of the expiration date. Contractor will restock Snack vending items as often as necessary to maintain the freshness, quality and adequate supply of the offered items.

### 2.3 Approved Vending Machines; Approved Vending Locations.

- 2.3.1 All electrically powered Approved Vending Machines selling refrigerated Approved Beverages located on the Lincoln Campus shall be designated as “Energy Star” equipment with state-of-the-art Approved Vending Machines, unless such requirement is explicitly waived by the University.
- 2.3.2 On the effective date of this Agreement, the Contractor shall operate Approved Vending Machines to sell Approved Vending Beverages and Snacks at Approved Vending Locations. In the absence of the University’s prior express written consent, the Contractor shall not cease to operate at an Approved Vending Location. At any time during the Term, the University and Contractor, by mutual written agreement, may change the Approved Vending Location of an Approved Vending Machine. Upon the University’s request, the Contractor shall promptly remove an Approved Vending Machine from an Approved Vending Location. Contractor also agrees to install or relocate Approved Vending Machines at or to new vending locations upon reasonable request from the University. Contractor agrees that it will not, contrary to the sole judgment of the University, place Approved Vending Machines so as to interfere with or hinder the retail sales of other food and Designated Non-Vending Beverages by the University and its dining services, concession and other retail outlets.
- 2.3.3 From time-to-time during the Term, Contractor shall present to the University graphic design art to appear on the exterior of the Approved Vending Machines or for other purposes. All costs of such design shall be borne by the Contractor. Only for purposes to ensure that the design is keeping the image and reputation that the University strives to maintain, it shall have the right to approve or disapprove any proposed vending machine art or design; provided however, that approval shall not be unreasonably withheld or delayed.

- 2.3.4 In the event that the University agrees to either 1) transfer its right of present possession of, or 2) destroy a building in which the Contractor then operates an Approved Vending Machine, the University shall notify the Contractor of such agreement to sell or decision to destroy, and the University shall have the right to terminate the Contractor's right to install and operate Approved Vending Machines in such building. Upon such termination of the Contractor's right, the Contractor, at its sole expense, shall promptly remove the Approved Vending Machine.
- 2.3.5 Without the University's prior consent, the Contractor shall not use space in the Approved Vending Locations in any manner or for any purpose except for the use expressly permitted by the terms and conditions of this Agreement. The Contractor shall not change or alter the electrical, plumbing, or structural components of the Approved Vending Locations without the University's prior written consent. At the termination or expiration of this Agreement, Contractor shall return possession of each Approved Vending Location to the University in its condition on the effective date of this Agreement, reasonable wear and tear, and loss due to casualty or condemnation, excepted. The Contractor acknowledges that the University has granted it a reasonable opportunity to review and inspect each Approved Vending Location and to conduct such tests and investigations as it reasonably determines. The University disclaims all warranties, express or implied, of the condition or suitability of the Approved Vending Locations for the Contractor's particular purpose.
- 2.4 Responsibilities to Service and Operate Approved Vending Machines.
- 2.4.1 The Contractor, at its sole expense, shall fill, maintain, and service all Approved Vending Machines. The Contractor shall use all reasonable efforts to ensure that each Approved Vending Machine is kept well stocked with Approved Vending Beverages and Snacks. The University shall permit the Contractor, its employees, agents and representatives to enter an Approved Vending Location during such times (and at no other times) as the University and the Contractor shall mutually agree to service and stock Approved Vending Beverages and Snacks in the Approved Vending Machines.
- 2.4.2 Contractor will service its Approved Vending Machines on a regular basis, maintain the Approved Vending Machines in a clean, safe, sanitary and working condition at all times, and remove any vending related debris from the areas immediately adjacent to such machines. Contractor shall be available twenty-four (24) hours, seven (7) days a week to receive University's requests for repair and service. Contractor shall apply its best efforts to respond within four (4) hours of the request during any academic term, and within twelve (12) hours of the request during breaks between academic terms. Inoperable or malfunctioning Approved Vending Machines shall be fully operational within three (3) days of Contractor's receipt of University's notice of repair or service needs.
- 2.4.3 Except as provided in this Agreement, the University shall have no duty to care for the Approved Vending Machines and no obligation or responsibility to protect, maintain, repair, or otherwise care for any Approved Vending Machine, provided, however, the

University shall use reasonable care to reduce the risk of loss (including from theft and vandalism) to the Approved Vending Machines while such equipment is in Approved Vending Locations. The Contractor hereby releases the University from all claims, liabilities or expenses arising out of the installation or operation of an Approved Vending Machine in an Approved Vending Location provided such claims, liabilities or expenses are not caused by University's gross negligence or willful misconduct.

2.4.4 Refunds to customers who encounter an unsatisfactory vending experience will be processed at refund locations designated on **Exhibit B** and clearly identified on each vending machine. Refund locations may be added to reflect needs in yet-to-be constructed facilities. Any reduction in refund locations must receive the prior approval of the University.

2.4.5 The Contractor will provide recycling containers for aluminum, plastic, and glass at vending sites and at as many as fifty (50) additional mutually agreeable locations near vending sites throughout the Lincoln Campus, so as to meet current and anticipated recycling demands. Contractor will collect materials in the receptacles and deliver them to the University operated or designated recycling facility/program. Contractor will work with the Lincoln Campus's Recycling and Solid Waste Management Office to coordinate recycling programs to educate and encourage participation in recycling.

2.5 Approval of Vending Beverages; Prices.

2.5.1 The Approved Vending Beverages, their respective "Tier" commission designations (See **Section 8.2**), and prices, all as listed on **Exhibit A**, shall be offered on the Lincoln Campus as of the effective date of this Agreement. The University shall have the right to approve the Beverage offerings for each Approved Vending Machine. Throughout the Term, but no more frequently than once each calendar quarter, Contractor shall have the right to propose to the University in writing, additional, specific Beverages for vending sales, including package size, type and proposed Tier One or Tier Two commission status. If the proposal is accepted by University, **Exhibit A** shall be amended to reflect the accepted proposal, effective upon University's approval and enforceable throughout the balance of the Term or until similarly amended. In the event that an Approved Beverage is no longer available to the Contractor, it shall be removed from **Exhibit A**.

2.5.2 The vending prices listed on Exhibit A shall remain unchanged through June 30, 2022. Contractor may increase such prices, subject to the approval of the University which will not be unreasonably withheld, on or after each of the following dates during the Term: July 1, 2022 and July 1, 2025. Such pricing increases shall not result in product pricing that exceeds comparable unit prices at other major vending clients of the Contractor, or at local convenience retailers.

2.6 Future Beverages. Contractor will use its best efforts to offer and provide as Approved Vending Beverages, any of Contractor's newly marketed Beverages, within ninety (90) days after such Beverages are offered for sale generally to the public in the Omaha-Lincoln

metropolitan areas, on terms comparable to those offered other similarly situated universities offering the new product.

2.7 Vending Sales Reports. Contractor will provide quarterly vending Commission sales reports setting forth the following:

- Product codes for individual categories;
- Building and location of machines;
- Approved Vending Machine number;
- Beverage and Snack sales prices;
- Date of Approved Vending Machine installation/removal; and
- Gross sales, sales taxes, and sales net of sales taxes, in the aggregate and for each Approved Vending Machine by location for each reporting period.

Year-to-date reports, containing the information above shall be provided to the University within forty-five (45) days of each calendar quarter during the Term.

2.8 Vending Expenses and Taxes.

The Contractor shall pay, when due, all costs and expenses associated with all Approved Vending Machine installation, including equipment positioning and connection to building plumbing or electrical sources. The University, at its expense, shall provide all electrical service and wiring for Approved Vending Locations up to the electrical sockets. The University shall not provide network connectivity for any Approved Vending Machine. Contractor shall pay all costs associated with non-cash modes of payment (i.e., debit/credit cards), including costs of hardware, software, wireless devices, maintenance of the foregoing, and any vendor transaction fees associated with such cards. Approved Vending Machines shall include a dollar bill validator/changer.

The Contractor shall: 1) pay, when due, all taxes, assessments, license fees, permits (including parking), or other obligations, which are now or may be imposed in the future by any governmental authority arising out of the conduct of Contractor's business (including, without limitation, the ownership and operation of the Approved Vending Machines or the selling of Approved Vending Beverages at the Approved Vending Locations); 2) charge, collect, and pay all applicable sales, use, and/or excise taxes that may be imposed upon Approved Beverages of Approved Vending Machines; and 3) in Contractor's own name remit to and file with the proper governmental authorities all the foregoing taxes, assessments, fees, and necessary returns and comply with all regulations and rules promulgated by such governmental authorities. Upon the University's reasonable request, Contractor shall deliver to the University proof of the payment of all taxes. Any new beverage tax, container deposit law, or similar government imposed tax or fee ("Beverage Tax") on the beverages provided by Contractor under this Agreement shall be implemented in accordance with the law. Should the Contractor reasonably demonstrate the Beverage Tax materially impacts the costs of providing Company Beverages under this Agreement, then the parties shall engage in good faith and reasonable

negotiations and shall upwardly adjust the Approved Vending Prices and Non-Vending Beverage Cost to University and/or consumer in amounts reasonably and practicably calculated to compensate Contractor for the increased costs.

2.9 On-Going Responsibilities of the Contractor.

In the event that Contractor is unable or unwilling to perform the exclusive beverage and snack vending responsibilities heretofore mentioned and to the extent allowed by law, Contractor will secure these operations from an alternative reputable source with written prior approval from the University. Notwithstanding the provisions of **Section 9**, University will not be responsible during the Term for conducting said beverage and snack vending operations.

3. **GRANT OF EXCLUSIVE BEVERAGE POURING AND RETAIL RIGHTS**

3.1 Ensuring Fountain and Retail Quantities Needed. The Designated Non-Vending Beverages shall be provided to the University and the University shall have the right to offer to sell or dispense, either in fountains, bottles, or cans, in buildings and athletic facilities on the Lincoln Campus such Designated Non-Vending Beverages. Contractor shall use its best efforts to provide the University with Designated Non-Vending Beverages adequate to meet its requirements, at the time and locations, and in the quantities and types requested by the University.

3.2 Grant of Exclusive Rights; Initial Non-Vending Beverage Cost to University; Price Adjustment.

3.2.1 University agrees that Contractor shall be entitled to have exclusive bottle/can Beverage availability throughout the Lincoln Campus. University, its dining services, concessions or other retailing outlets shall serve or dispense, at a minimum, in fountains, bottles and cans, Contractor's Designated Non-Vending Beverage products in all Lincoln Campus facilities. In no circumstance shall Competitive Beverages be permitted in or on the Lincoln Campus, except as otherwise permitted in this Agreement. Company and Contractor will have exclusive rights in the Beverage category regarding pouring and retail rights at the Lincoln Campus, Teams' sponsorships, and licenses to the University Marks.

3.2.2 Throughout the Term, the Contractor shall offer to sell to the University, its dining services, concession and other retailing outlets, and University agrees to purchase from Contractor, at prices not to exceed the Non-Vending Beverage Cost to University, as adjusted from time to time as provided herein, on terms of net thirty (30) days: 1) all the Lincoln Campus's requirements of bottles and cans of Designated Non-Vending Beverages; and 2) all the Lincoln Campus's requirements of fountain dispensed Designated Non-Vending Beverages. See **Exhibit D** for detail on specific products and prices.

- 3.2.3 The Non-Vending Beverage Cost to University listed on **Exhibit D** shall remain unchanged through June 30, 2022. On July 1, 2022, and on July 1 of each Year thereafter, the Contractor may increase the Non-Vending Beverage Cost to University of the bottles and cans it offers and sells to the University, its dining services, concession and other retailing outlets. The annual price increase shall not exceed, on a percentage basis and in the aggregate, the cumulative change in the CPI since: (a) July 1, 2019, for the initial price increase, if any; or (b) the date of the previous price increase for any subsequent price increases. In addition, on one and only one July 1, during the Term, should Contractor demonstrate a significant increase in its cost of goods, manufacture or delivery of Designated Non-Vending Beverages, then Contractor may implement an increase in prices, not to exceed three percent (3%) in addition to any permitted increase based upon the CPI. The Contractor shall deliver to the University notice of the amount of any increase permitted under this section by May 1 prior to the Year in which the increase applies. The Contractor shall use commercially reasonable marketing efforts to ensure that any adjustment to the Non-Vending Beverage Cost to University does not negatively impact the University's revenue from the sale of Designated Non-Vending Beverages.
- 3.2.4 The price for fountain dispensed post-mix Designated Non-Vending Beverages will be \$8.00 per gallon for the first three Years. On July 1, 2022, and on July 1 of each Year thereafter, price increases for fountain dispensed post-mix Designated Non-Vending Beverages shall not exceed, on a percentage basis and in the aggregate, the cumulative change in the CPI: since (a) July 1, 2019, for the initial price increase, if any; or (b) the date of the previous price increase for any subsequent price increases. Notwithstanding the foregoing, juice prices, which may be adjusted on July 1 of each Year, will be determined by Contractor using comparable discounts from the list price effective July 1, 2019, and are not subject to limitations based on the CPI as discussed in this section.
- 3.2.5 Support-in-Kind; Student and Other Campus Activities. Each Year, the Contractor will donate reasonable quantities of its signature Beverages in support of student and other campus activities, such quantities to be mutually agreed upon, at no cost to the University.
- 3.3 Beverage Warranty. The Contractor warrants and covenants that all Beverages distributed by Contractor pursuant to this Agreement will be unadulterated and in compliance with all applicable federal, state and local food, safety, and health laws, rules and regulations.
- 3.4 Coolers; Fountain Equipment.
- 3.4.1 The Contractor shall provide and deliver to the University at no cost or expense to the University, all coolers reasonably necessary to merchandise and sell Designated Non-Vending Beverages ("Coolers"). Contractor warrants that each Cooler shall be new or like new at the time the Cooler is placed in service on the Lincoln Campus. Contractor represents that to the best of its knowledge, after due examination, each Cooler is free from defects in workmanship or design. All equipment provided by Contractor will at all times remain the property of the Contractor, and the University shall have no duty to insure such equipment from loss or damage.

- 3.4.2 As of the effective date of this Agreement, Contractor shall provide and install at no cost to University all Fountain Equipment. The Fountain Equipment shall be new equipment, or refurbished to be as good as new equipment. Any such equipment provided by Contractor under this Agreement will at all times remain the property of Contractor, and the University shall have no duty to insure such equipment from loss or damage. The Fountain Equipment shall be of a quality which meets or exceeds the standards set forth in the RFP, provided however, that Fountain Equipment shall not be required to meet “Energy Star” standards until such time that as “Energy Star” standards are available for Fountain Equipment.
- 3.4.3 Contractor shall respond 24-hours, seven (7) days a week for service and repair of Fountain Equipment and Coolers located in residence hall dining facilities. Similarly, with respect to Fountain Equipment and Coolers located in Lincoln Campus athletic facilities, Contractor agrees that it shall respond 24-hours, seven (7) days a week for service and repair of such Fountain Equipment and Coolers for the day before, the day of, and the day after any event scheduled at the relevant athletic venue. Contractor shall make best efforts to commence service and repair within four (4) hours after notification of malfunctions by University. All other Fountain Equipment and Cooler service and repair shall commence on the day the University notifies Contractor of the malfunction, if the notification is delivered prior to 12:00 p.m. (noon); or if notification of malfunction is delivered on or after 12:00 p.m., then no later than noon of the subsequent day. Contractor shall maintain the Fountain Equipment and Coolers so as to assure that it dispenses appropriate product, including but not limited to proper syrup/liquid mix, temperature, no overspray and no spillage. Additional requirements for Department of Intercollegiate Athletics game day services and response times are listed in **Exhibit F**.
- 3.4.4 Contractor will provide at no charge regular mechanical repair reasonably needed for Fountain Equipment. Any removal, remodel, relocation or reinstallation of dispensing equipment, flavor changes, alternations prompted by changes in weather seasons, or line changes will also be provided without charge. Contractor agrees to provide to University a maintenance log of all Fountain Equipment and Coolers at such regular intervals in a format with such information as may be reasonably requested by the University.
- 3.5 Oldfather Hall Concession Shop. Contractor shall operate a concession shop in Oldfather Hall, in the first floor location known on the date of this Agreement as the “Academic Grind.” Specific selection of food and beverages offered at the Academic Grind (or any successor to it) shall be made in the discretion of the Contractor, provided that the offerings, hot food, cold food and beverages, are generally similar to those offered in snack bars (not food court restaurants) located in the residence halls and student unions. Detail showing gross sales solely from Approved Vending Machines located within fifty (50) feet of the Academic Grind (or any successor to it) shall be separately reported on monthly vending Commission sales reports. See **Section 2.7**. In addition, the parties are hereby authorized during the Term, if they so desire and mutually agree upon the relevant terms,

to replace the “Academic Grind” with a Micro-Market, any such arrangement to be reduced to writing and executed as an amendment to this Agreement.

- 3.6 On-Going Responsibilities of the Contractor. In the event that Contractor is unable or unwilling to perform the exclusive beverage pouring and retail responsibilities heretofore mentioned and to the extent allowed by law, Contractor will secure these operations from an alternative reputable source with written prior approval from the University. Notwithstanding the provisions of **Section 9**, University will not be responsible during the Term for conducting said beverage pouring and retail responsibilities.

#### 4. **LICENSE TO USE UNIVERSITY MARKS**

- 4.1 Grant to Use University Marks. On the terms and conditions set forth in this Agreement, the University grants the Contractor a royalty free, non-exclusive, non-assignable, non-sublicensable license to use, reproduce, and otherwise exploit throughout the United States, the University Marks shown on **Exhibit E**, subject to the exceptions in **Section 7**, for all Contractor’s on-campus and off-campus marketing, advertising and promotional activities under this Agreement. This license includes the right to use the University Marks in or on all Contractor’s marketing, advertising, promotional and packaging materials and activities under this Agreement, including point-of-sale materials, cups, vessels, cans, bottles, commemorative cans or bottles, can/bottle wraps and all other forms of packaging, broadcast, print, electronic and other forms of media, vending fronts and truck backs and sides, all of which shall be subject to the University’s right of review and approval.

The Contractor shall not alter, modify, dilute, or otherwise misuse or bring disrepute to a University Mark. Throughout the Term and subject to the exceptions noted in **Section 7**, University shall not grant any person or entity a license to use the University Marks to market, advertise, promote or sell any Competitive Beverage. This license shall terminate upon the termination of this Agreement. Upon the termination of this license, the Contractor shall cease using the University Marks in any capacity. In no event shall the Contractor claim or assert any ownership interest in the University Marks.

- 4.2 Additional Uses. Contractor shall have the right to use University Marks, subject to the limitations and prior written approvals required in this **Section 4** and the exceptions noted in **Section 7**, in promotions with Contractor’s customers in all channels of trade, including without limitation grocery and retail stores, drug retailers, quick serve and all other types of restaurants, mass merchandisers, institutional and “at-work” food service operations, convenience stores (“oil and gas” retailers), video and music retailers, movie theaters and indoor entertainment venues, theme parks and outdoor attractions and sports venues, provided that such usage is limited to Contractor’s Beverage packaging and advertising or promotional materials solely related to the marketing of Company Beverages.



- 4.3 Official Beverage Designation. In addition to the rights granted in **4.1** and **4.2** and subject to the exceptions noted in **Section 7**, Contractor shall have the right, without further payment of any royalty, in any of Contractor's marketing, advertising or promotional activities or materials to refer to any brand of Company Beverages as the "Official Beverage" of the Lincoln Campus or the Teams, and to refer to Contractor as a "sponsor" of the Lincoln Campus or the Teams.
- 4.4 Rights Not Granted. In the event that Contractor desires to use University Marks on merchandise (including without limitation prizes or other items given or sold at reduced prices as fulfillment of promotional offers) other than Company's Beverage packaging and advertising or promotional materials related to the marketing of Company Beverages, Contractor either shall obtain the merchandise from a manufacturer licensed by the University, or shall obtain a separate license from the University for which Contractor shall pay a mutually agreed upon royalty.
- 4.5 UBI. Contractor will not use the University Marks in any manner that would result in payments to the University by Contractor being taxed as unrelated business taxable income under the Internal Revenue Code (even if such use or action is otherwise permitted hereunder). Contractor acknowledges and agrees that the University does not endorse, advertise, or market any of the Contractor's products. Contractor agrees that 1) it will make no representation that the University endorses, advertises, or markets Contractor or any of its respective products; 2) it will take no action (and will not allow any action to be taken) that will constitute or could reasonably be interpreted as an endorsement or advertisement by the University of Contractor or any of its respective products. Contractor will fully cooperate with the University to avoid taking any action that would result in the Internal Revenue Service treating all or part of any licensing revenues attributed to this Agreement, as unrelated business taxable income.
- 4.6 Contractor Dedicated Marketing Resources; Review of Marketing Materials. In addition to any license fees or commissions described in this Agreement, Contractor also agrees to expend in value no less than \$80,000 annually to promote and market the Lincoln Campus Company Beverage program. For purposes of calculating this annual marketing expenditure, any Company product distributed in-kind as part of Contractor's marketing obligation under this section, and without charge to the University, shall be valued at the University's Non-Vending Beverage Cost.

Prior to distribution or implementation of marketing activity, Contractor shall submit to University for approval: 1) any marketing or promotional activity with respect to University, including those that will utilize the University Marks; and 2) any items created by Contractor that incorporate any of the University Marks. University will use best efforts to respond within ten (10) business days of receipt of any approval request. University will not unreasonably withhold its approval of such submissions by Contractor under this Agreement. Contractor acknowledges that withholding approval will not be considered unreasonable if:

- (a) University determines that University Marks have been used incorrectly in a technical sense (such as improper color or trademark nonconformity);
  - (b) University determines that Contractor's proposed promotional activity or use of University Marks will adversely reflect upon University's professional image;
  - (c) University determines the activity is likely to result unfavorable tax consequences, i.e. unrelated business income tax; or
  - (d) University determines that the use of the University Mark, or the marketing and promotional activity infringes upon rights granted to another party whose principal business is unrelated to the manufacture or distribution of Beverages.
- 4.7 Semi-Annual Marketing Report. Within ninety (90) days of each January 1 and July 1 during the Term, Contractor shall provide the University a report of all marketing expenditures related to Beverage vending at the Lincoln Campus for the previous six-month period. The report shall specifically set out expenditures for 'premiums' or 'giveaways' described in the Contractor's response to the RFP, as well as descriptions and amounts of the general print and broadcast media advertising proposed in Contractor's RFP response. Individual expenditures of less than \$500 may be aggregated as a single sum in the report; however, a clear explanation of the promotional efforts represented by any aggregated sum are to be included in the report.
- 4.8 Sampling/Surveys. Upon receiving advance written approval from the University, Contractor will have the right to sample and survey persons on Lincoln Campus regarding Company Beverages or for other Beverage-related purposes, including, without limitation, at University home athletic events, and to survey persons on Lincoln Campus regarding Beverages.
- 4.9 Trademarked Cups/Souvenir Cups. All Company Beverages sold, distributed or served on Campus in disposable vessels will be served in Approved Cups. If University chooses to make available non-disposable souvenir cups (e.g. those plastic cups commonly used to serve Company Beverages at Team contests, updated annually to depict a design commemorating coaches, conferences, Lincoln campus scenes), such cups may bear Company and/or University trademarks, and/or parties whose trademarks are licensed in accordance with the University's multi-media agreement (e.g., IMG College or a successor agreement). Under no circumstances will a Competitive Beverage trademark appear on any souvenir cup.
- 4.10 Point-of-sale Materials. Company Marks will be prominently displayed on all menu boards and all Fountain and Cooler Equipment in all food service/concession locations, and on all Approved Vending Machines on the Lincoln Campus. Point-of-sale materials depicting Company Beverages, including translates and pictorials on Fountain and Cooler Equipment, will be clearly visible to the purchasing public at all food service and concession locations on the Lincoln Campus.
- 4.11 Hawking Rights. University will sell Company Beverages using Company trademarked materials, such as hawking trays, kiosks, themed mobile/push carts and themed umbrellas,

if and to the extent provided by Contractor. Company Beverages in 20-ounce bottles (or in such other packaging as Contractor may reasonably determine from time to time) will be hawked in the stands during all University regular season home football events at Memorial Stadium.

4.12 Internet Advertising. University will acknowledge Contractor's sponsorship and on the "huskers.com" website or any successor Athletics site. If University places hyperlinks on the "huskers.com" website or any successor, Company or Contractor may place a hyperlink command from that site to an appropriate page of [http:// www. pepsi.com](http://www.pepsi.com) or other of Company's or Contractor's websites.

4.13 Ambush Marketing. Should University or Contractor learn of any third party activity in an attempt to associate Competitive Beverages with the University in violation of this Agreement, then the University or Contractor will promptly notify the other of this activity, and thereafter engage in good faith discussions to determine what reasonable steps might be taken to halt such activity.

## 5. **SPONSORSHIP RECOGNITION**

5.1 Grant of Rights. Subject to exceptions listed in **Section 7**, University grants to Contractor the sponsorship recognition set forth on **Exhibit G**

5.2 Unrelated Business Income. All such sponsorship recognition, including without limitation game sponsorships, presenting sponsorships, naming rights or sponsorship promotional acknowledgment opportunities relating to signage, shall be structured to conform to the rules applicable to a "qualified sponsorship payment" under IRC §513(i) and Treas. Reg. §1.513-4. Unless otherwise permitted by IRC §513(i) and Treas. Reg. §1.513-4, all sponsorships shall be made under arrangements where there is no provision or expectation that the Contractor will receive any substantial return benefit other than the use or acknowledgment of the name and logo (or product lines) of the Contractor's trade or business. Such use or acknowledgment may include: 1) exclusive sponsorship arrangements; 2) logos and slogans that do not contain qualitative or comparative descriptions of the Contractor's products or services; 3) a list of the Contractor's locations, telephone numbers, or internet address; 4) value-neutral descriptions, including displays or visual depictions of the Contractor's product-line or services; or 4) the Contractor's brand or trade names and product or service listings, but shall not include any "advertising" [as defined in Treas. Reg. 1.513-4(c)(v)], including any message containing qualitative or comparative language, price information or other indications of savings or value, endorsement, or other inducement to purchase, sell, or use the Contractor's products or services. In the event any payment or portion thereof made to University pursuant to this Agreement is deemed to constitute taxable income to the University, the parties shall in good faith renegotiate such portion or portions of this Agreement which result in such taxable income.

- 5.3 Approval of Sponsorship Recognition Materials. Prior to distribution and/or installation of sponsorship recognition materials, Contractor shall submit to University for approval any proposed sponsorship signage or other sponsorship recognition materials. University will use best efforts to respond within ten (10) business days of receipt of any approval request. University will not unreasonably withhold its approval of such submissions by Contractor under this Agreement. Contractor acknowledges that withholding approval will not be considered unreasonable if: (1) University determines that Contractor's proposed materials adversely reflect upon University's professional image; (2) University determines the activity is likely to result unfavorable tax consequences, i.e. unrelated business income tax; or (3) University determines that the proposed materials infringe upon rights granted to another party whose principal business is unrelated to the manufacture or distribution of Beverages.
- 5.4 Post-Season and Other Tournaments. Due to reasons beyond the University's control, display of sponsorship recognition materials may not be allowed in the case of certain exhibition, pre-season, conference, regional, National Collegiate Athletic Association ("NCAA") or other tournaments/games, whether those events take place in facilities located on University property or in facilities located in off-campus venues. In such instances, the University may have no authority regarding sponsors appearing in tournament venues, and therefore, certain of Contractor's recognition materials may be removed or covered during the period of said tournaments/games; sponsorship announcements may not be made; and exclusive sponsorship grants may be voided, in order to meet the requirements of the sports event organizer. Contractor shall not be relieved or released from any obligation stated in this Agreement should such an occurrence take place during the Term. Any such removal, cover, or subsequent reinstallation of Contractor's sponsorship materials shall be accomplished without cost to Contractor.
- 5.5 Non-Lincoln Campus Venues.
- 5.5.1 In all instances, the University has in good faith promised Contractor the sponsorship recognition and economic benefits accompanying this Agreement with the belief that all such recognition and economic benefits are readily available. However, should any person or entity, other than the University, own or control the operations of an off-campus athletic venue, refuse to allow University to provide Contractor with the recognition and benefits promised herein, following University's reasonable efforts and attempts to negotiate with the sports venue's owner/operator, then University's obligations to provide such recognition and benefits at these off-campus, non-University controlled venues shall be waived; certain of Contractor recognition materials may be removed or covered; and sponsorship announcements may not be made, in order to meet the requirements of the sports venue owner/operator/controller. Contractor shall not be relieved or released from any obligation stated in this Agreement should such an occurrence take place during the Term. Any such removal, cover, or subsequent reinstallation of Contractor's sponsorship materials shall be accomplished without cost to Contractor.

5.5.2 In addition, with respect to future athletic venues not owned or otherwise fully under University control, (e.g. a municipal arena providing sports venues to the University), the University will negotiate in good faith with the sports venue sponsorship rights holder and the Contractor to provide the Contractor with sponsorship recognition substantially equivalent to that set forth on **Exhibit G**.

## 5.6 Signage and Sponsorship Recognition

With regard to the sponsorship recognition provided in **Exhibit G**, the parties agree that:

5.6.1 The text, graphics, and artwork for Contractor's signage will be developed, created and produced by Contractor, at Contractor's sole cost. Except for video/digital signage already installed as of the effective date of this Agreement, unless otherwise mutually agreed, the Contractor also will pay all costs for the physical production, installation (both original and replacements), and repair and maintenance of newly installed signage solely dedicated to Company Beverages. In the event of any substantial or serious repair or any similar malfunction, damage or destruction to the panels or supporting structures, the parties will promptly engage in good faith negotiations with the intent of reaching a mutually agreeable replacement or other solution for the signage.

5.6.2 The text, graphics, and artwork for Contractor's print sponsorship recognition will be developed, created and produced by Contractor, at Contractor's sole cost.

5.6.3 Access to Signage. If reasonably necessary and at reasonable times, University will provide Contractor access to its signage to replace, remove, or modify it.

5.7 Company Marks. Contractor will secure from Company such non-exclusive licenses and grants as are reasonably necessary to the University in order to authorize the University to sublicense others to use and subcontract with others to manufacture products incorporating or bearing Company's trademarks, trade names, logos, slogans, trade dress and other intellectual property of indicia, solely for the purposes of performing University's obligations hereunder, including distributing, announcing and installing the sponsorship recognition elements described in this Agreement. The University shall not be obligated to pay or to cause any sublicensee to pay any royalty or other fee to Contractor with respect to any such use.

## 6. **POTENTIAL OUTSOURCING OF DINING SERVICES**

Should the University enter into a contract with a third party for the purposes of outsourcing residential dining services at the Lincoln Campus, such third party contract shall be subject to the terms of this Agreement with respect to the provision and pouring of Company's Beverages at the relevant student residence, including pricing, exclusivity and any other applicable terms of this Agreement. If Contractor is required to pay rebates or other financial obligations to a third party contractor solely because of the University

entering into such a contract, Contractor has the right to increase its Non-Vending Beverage Cost to cover such rebates or other financial obligations.

## 7. **EXCLUSIVE RIGHTS; EXCEPTIONS**

### 7.1 Exclusive Rights.

7.1.1 Contractor will have the exclusive right to be the “Official Soft Drink of the University of Nebraska-Lincoln”, the “Official Soft Drink of Nebraska Athletics”, and the nonexclusive right to be a “Proud Sponsor of Nebraska Athletics”.

7.1.2 Subject to the terms and conditions of this Agreement, the parties acknowledge and agree that the University shall have the right to accept donations from persons associated with or owning interests in Competitive Beverages.

7.1.3 The University will not grant, nor allow anyone on the University’s behalf to grant, any of the following rights or benefits to an entity other than Contractor:

(a) the right to be recognized as, or to use in any manner the phrase, “Official Soft Drink of the University of Nebraska-Lincoln, ” the “Official Soft Drink of Nebraska Athletics,” or any comparable phrase, or in any manner recognize a Competitive Beverage in association with the Lincoln Campus or the Teams;

(b) the right to display any Competitive Beverage’s trademarks, slogans, logos, or similar indicia or marks of identification, or any Competitive Beverage’s products or services, within or on any Lincoln Campus facility, including Athletic facilities while such facilities are being used as a competition venue by the Lincoln Campus’s Department of Intercollegiate Athletics, including Memorial Stadium, Bob Devaney Sports Center, and any parking areas for these facilities. Except as specifically stated herein to the contrary, the University shall not allow any Competitive Beverage’s manufacturer or distributor to display any sign or electronic message, broadcast any audio message, or install or operate any point of presence including any kiosk or information booth at any Lincoln Campus facility when such facility is serving as a venue for an event or activity sponsored by the University.

(c) the right to display such Competitive Beverage’s emblems, trade names, trademarks, service marks, designs, logos, characters, identifications, symbols and other proprietary identifying designs, products or services on any materials of any nature licensed, sold or distributed on the Lincoln Campus;

(d) any license to allow a Competitive Beverage to use any of University’s Marks; provided, however, that it shall not be a violation of this Agreement for the University to comply with bylaws, rules or regulations of the NCAA even if such bylaws, rules or regulations may require that University Marks be used in connection with a Competitive Beverage’s commercial activities under certain circumstances. For example, it shall not be

a violation of this Agreement to permit University Marks to be used by the Big Ten Conference or its member institutions in connection with a Competitive Beverage's commercial activities, provided that such use is solely in conjunction with games and events comprising pre-regular season play or post-regular season play, such as bowl games, conference or NCAA play-offs. Further, it shall not be a breach of this Agreement should the Big Ten Conference affiliate or associate itself with a Competitive Beverage and such affiliation or association involves a promotional design that uses logos or marks from all of the schools in the Big Ten Conference or its successor conference.

## 7.2 Exceptions.

- 7.2.1 Nothing in this Agreement shall prohibit the University from transferring or granting rights to any person or entity affiliated with a Competitive Beverage, to (i) possess or otherwise occupy a premium seating area in any sports venue (e.g. a skybox); or (ii) possess or otherwise occupy any University facility on the same basis and terms as others in the public to whom similar rights of occupancy are offered. Directory and room signs identifying the entity or person occupying the site shall not violate this Agreement.
- 7.2.2 University is a party to a contract dated effective July 1, 2017, with The Gatorade Company (the "Gatorade Agreement") granting certain Teams' sponsorship rights to the Gatorade line of Sports Drinks and vitamin-enhanced water. A copy of such Gatorade Agreement has been provided to Contractor and is incorporated herein by this reference. Notwithstanding any provision herein to the contrary, no rights or other benefits are granted to Contractor in this Agreement which interfere or may interfere with the University's performance of its obligations under the Gatorade Agreement. In addition, University reserves the right to renew, restate, extend, or amend the Gatorade Agreement or award rights to a party other than The Gatorade Company; provided that, such Beverage rights granted are substantially similar to those contained in the Gatorade Agreement.
- 7.2.3 University may infrequently (but no more than 3 times in any year) invite or allow events, performances, or exhibitions to Lincoln Campus that are parts of a national, regional or statewide tour, and such tour may be sponsored in whole or in part by a Competitive Beverage. In such cases, it will not be a violation of this Agreement for the event, performance or exhibition to acknowledge the sponsorship of a Competitive Beverage; provided that the acknowledgment is of a temporary nature, visible solely within the venue for such event, performance or exhibition, and makes clear that the Competitive Beverage is a sponsor of the event, performance or exhibition and not a sponsor of the University, the Lincoln Campus or the Teams. The University will take reasonable steps to clarify the absence of any relationship between the Competitive Beverage and the Lincoln Campus or the Teams. University shall provide Contractor with no less than thirty (30) days prior written notice, or if impracticable, as much notice as practicable, of such an event, performance or exhibition on the Lincoln Campus.

- 7.2.4 Nothing contained herein will prevent on-campus consumption by students, faculty, staff or their guests, or the general public, of Competitive Beverages purchased outside the Lincoln Campus for individual use and not for resale.
- 7.2.5 It shall not be a violation of this Agreement for the University or its employees to engage in academic research involving a Competitive Beverage so long as the research does not involve the sale or distribution of a Competitive Beverage on the Lincoln Campus.
- 7.2.6 It shall not be a violation of this Agreement for a Competitive Beverage to be served as part of medically-related patient care at student health centers on the Lincoln Campus.
- 7.2.7 It shall not be a violation of this Agreement for the University or any Team to comply with bylaws, rules or regulations, terms, conditions, agreements, or contracts of any events sponsored by a third party provided that the University is not the originator of any such events and acts solely as the host venue at which the third party events will take place.
- 7.2.8 It shall not be a violation of this Agreement for a visiting team to use a Competitive Beverage or Sports Drink, its container, cups, towels or other items in its team bench area or as its sponsor.
- 7.2.9 It shall not be a violation of this Agreement for student organizations, student groups, academic associations, and third-party golf tournaments to obtain sponsorship from Competitive Beverage companies so long as such Competitive Beverages are not distributed, sold or offered on the Lincoln Campus. The University will take reasonable steps to prevent said organizations from selling or otherwise dispensing Competitive Beverages on the Lincoln Campus. Furthermore, the University shall take reasonable steps to address and seek to stop such organizations from creating the impression that the University, the Lincoln Campus or the Teams endorse or have a relationship with a Competitive Beverage. However, individuals may consume Competitive Beverages as provided in **Section 7.2.4** or as provided in **Section 7.2.10**. The University shall urge and encourage recognized student organizations to seek and expend funding provided through this Agreement prior to soliciting sponsorship from Competitive Beverage companies.
- 7.2.10 It shall not be a violation of this Agreement for the University to provide Competitive Beverages to visitors, dignitaries and performers invited by the University when such products are specifically itemized and contractually required by the visitor, dignitary or performer.
- 7.2.11 It shall not be a violation of this Agreement for the University to open additional convenience stores on Lincoln Campus as long as those stores abide by the terms and conditions of this Agreement.
- 7.2.12 Competitive Beverages may be served at privately catered events in suites, corporate tents or other small private spaces, provided that the University administration does not sponsor any such events, University Dining Services does not cater such events, and Competitive



Beverages are served at no charge in vessels without Competitive Beverage trademarks. This provision shall not be deemed to allow any advertising, promotional or trademark visibility rights on the Lincoln Campus or in connection with the University Marks with respect to Competitive Beverages served at any such event.

- 7.2.13 The University represents, and Contractor acknowledges, that University has or will have licensing agreements that provide for 1) Starbucks retail operations located in each of the Nebraska Unions on the Lincoln Campus and managed by the University, and 2) a Dunkin' Donuts retail operation in Love Library, 3) a Scooters Coffee retail operation in the East Campus Recreation and Wellness Center, 4) a separate non-branded coffee bar in its College of Business, all of which are managed by a separate third party proprietor, as well as the potential for similar coffee-focused retail operations at other Lincoln Campus locations over the Term. These retail operations are not considered full service or quick serve restaurants and serve Ancillary Beverages at the Lincoln Campus, some of which may be served in cups bearing trademarks other than those of the Contractor and Company. It shall not be a violation of this Agreement for the University to serve the aforementioned Ancillary Beverages in such trademarked cups or the trademark bearing cups of any other entity chosen to supply/serve the above described Ancillary Beverages on-campus in their stead. Furthermore, it shall not be a violation of this Agreement for the University or these entities to sell Ancillary Beverages, so long as such Ancillary Beverages are 1) part of the entity's line of standard products sold in the entity's other company outlets; 2) not identifiable with any major beverage competitor of the Contractor; and 3) purchased from the Contractor when such are available and stocked by the Contractor.

As stated above, the University may enter into third party agreements for coffee-focused retail operations in addition to those existing at the beginning of the Term. Each of these agreements would be subject to competitive bidding. The University will notify Contractor at least thirty (30) days prior to beginning the bidding process for a new retail operation, and Contractor will be encouraged to submit a bid that may lead to a separate agreement for the Contractor to operate a specific coffee-focused retail site selected by the University. Should Contractor elect not to bid for a new retail site, the University may enter into such arrangements with other coffee-focused retailers to provide such operation as the University determines in its sole discretion.

## 8. **FINANCIAL CONSIDERATION**

- 8.1 Initial Payment and Annual Fixed Fee. Contractor shall pay to University the sum of \$250,000 within thirty (30) days of the full execution of the Agreement. On or before July 1, 2019, and on or before each and every July 1 during the Term, Contractor shall pay to University the sum of \$1,425,000 (the "Annual Fixed Fee").
- 8.2 Commissions. In addition to the amounts owed pursuant to **Section 8.1** above, for Company Beverages and all Snacks sold through Approved Vending Machines on the Lincoln Campus, Contractor shall pay to University 1) a Commission of fifty percent

(50%) of the gross revenue, net of applicable taxes and deposits, collected from Approved Vending Beverage sales classified as Tier One in **Exhibit A**, 2) a Commission of thirty-five percent (35%) of the similarly defined revenue generated from Approved Vending Beverage sales classified as Tier Two in **Exhibit A**, and 3) a Commission of ten percent (10%) of the similarly defined revenue generated from Snack vending sales.

All Commissions for Beverages and Snacks shall be paid annually within thirty (30) days following any Year's end.

- 8.3 Delivery of Payments. The amounts owed pursuant to this section shall be considered paid in full upon delivery of good funds to:

University of Nebraska-Lincoln  
Office of the Vice Chancellor for Business and Finance  
307 Canfield Administration  
Lincoln, Nebraska 68588-0425.

## 9. **TERMINATION AND SUSPENSION**

### 9.1 Termination By University.

- 9.1.1 Without limiting its rights under **Section 10**, the University shall have the right to terminate this Agreement upon thirty (30) days prior written notice to the Contractor upon the occurrence of one or more of the following events:

(a) the Contractor fails to perform one or more of its material obligations under this Agreement after the University has provided notification of such failure(s) and granted thirty (30) days to cure the breach; provided, if such breach or default is of a type which may not be reasonably cured within such 30 day period, then such 30 day period shall be extended for such additional periods as may be reasonably necessary, as long as the Contractor has commenced the cure within such initial 30 day period and diligently pursues such cure to completion.

(b) the Contractor is unable to pay its liabilities when due, shall make an assignment for the benefit of creditors or shall file a voluntary petition in bankruptcy or be adjudicated bankrupt or insolvent, or if a receiver is appointed for the Contractor's business or property, or if a trustee in bankruptcy or insolvency shall be appointed under the laws of the United States of America or any state.

- 9.1.2 Upon the effective date of such termination by University, University shall avail itself of such remedies as are available under the law, including but not limited to the following:

- (a) University shall have the right to immediately remove all of Contractor's signage;  
(b) Contractor's exclusive rights under this Agreement, and as specifically set forth in **Section 7**, shall cease;

- (c) Contractor's right to use University Marks will terminate;
- (d) Contractor shall remove at its expense all of its Approved Vending Machines and Non-Vending Beverage Equipment;
- (e) Contractor shall have no obligation to pay any amounts under Section 8 which become due after the effective date of termination; provided any amounts that became due prior to termination shall survive termination.

9.2 Termination by Contractor.

9.2.1 Without limiting its rights under **Section 10**, the Contractor will have the right to terminate this Agreement upon thirty (30) days prior written notice to the University upon the occurrence of one or more of the following events:

(a) the University fails to perform one or more of its material obligations under this Agreement after the Contractor has provided notification of such failure(s) and granted thirty (30) days to cure the breach; provided, if such breach or default is of a type which may not be reasonably cured within such 30 day period, then such 30 day period shall be extended for such additional periods as may be reasonably necessary, as long as the University has commenced the cure within such initial 30 day period and diligently pursues such cure to completion.

(b) if the University is unable to pay its liabilities when due, shall make an assignment for the benefit of creditors or shall file a voluntary petition in bankruptcy or be adjudicated bankrupt or insolvent, or if a receiver is appointed for the University's business or property, or if a trustee in bankruptcy or insolvency shall be appointed under the laws of the United States of America or any state.

9.2.2 If the Contractor elects to terminate this Agreement as provided for in **Section 9.2**, Contractor shall pay any outstanding amounts due through the effective date of termination. Contractor shall have no obligation to pay any amounts under **Section 8** which become due after the effective date of termination. Any amounts that became due prior to termination shall survive termination.

9.3 Refunds.

If the Agreement is terminated by the University or the Contractor by mutual agreement, or pursuant to Sections 9.1 or 9.2 respectively for any reason whatsoever, then University will refund to Contractor a *pro rata* portion, computed on a daily basis, of the Annual Fixed Fee paid but not earned as of the date of termination.

10. **INDEMNIFICATION**

10.1 Indemnification of the University. Contractor shall defend, hold harmless, and indemnify the University and each of its regents, officers, employees, and agents (each of which shall be referred to as a "University Indemnitee") from and against any and all claims, actions,

judgments, losses, damages, liabilities, and expenses (including, but not limited to reasonable attorneys' fees) imposed upon, suffered, incurred by or asserted against a University Indemnitee arising from or relating to, directly or indirectly, the Contractor's respective performance or breach of the terms of this Agreement and any transaction contemplated hereby, including, but not limited to, the respective acts or omissions of the Contractor's officers, employees or agents; provided however, that the Contractor shall not be liable under such indemnity for any portion of such claims, actions, judgments, damages, liabilities, or expenses resulting from the University Indemnitee's negligent or intentional, acts or failure to act. The obligations under this section shall survive the termination of this Agreement.

10.2 Indemnification of the Contractor. The University shall defend, hold harmless, and indemnify the Contractor, jointly and severally, and each of their directors, officers, employees, and agents (each of which shall be referred to as a "Contractor Indemnitee") from and against any and all claims, actions, judgments, losses, damages, liabilities, and expenses (including, but not limited to reasonable attorneys' fees) imposed upon, suffered, incurred by or asserted against a Contractor Indemnitee arising from or relating to, directly or indirectly, the University's performance or breach of the terms of this Agreement, any transaction contemplated hereby, or the operating of the campuses, including, but not limited to, the acts or omissions of the University's employees or agents; provided however, that University shall not be liable under such indemnity for any portion of such claims, actions, judgments, damages, liabilities, or expenses resulting from the Contractor Indemnitee's negligent or intentional, acts or failure to act. The obligations under this section shall survive the termination of this Agreement.

## 11. **INSURANCE**

Contractor shall procure and maintain such insurance, listed below, as shall protect Contractor from claims for personal injury, bodily injury and/or property damage which may arise from its obligations under this Agreement.

Commercial General Liability with limits of liability no less than \$1,000,000 each occurrence bodily injury and property damage, with a \$2,000,000 annual general aggregate limit; \$1,000,000 personal and advertising injury; \$1,000,000 products and completed operations aggregate; \$250,000 fire damage legal liability; and \$10,000 per person medical payments. Commercial General Liability will include the following coverages: premises operations, broad form property damage, completed operations, independent contractors and contractual, and products liability.

Automobile Liability providing coverage for owned, non-owned and hired vehicles with limits of liability no less than \$3,000,000 combined single limit per accident for bodily injury and property damage.

Worker's Compensation/Employer's Liability with limits of liability no less than:

Worker's Compensation - Amounts as required by Nebraska statute.

Employer's Liability - \$500,000 bodily injury by accident,  
\$500,000 Disease - each employee, \$500,000  
Disease - Aggregate

Limits of liability no less than \$10,000,000 each occurrence may be achieved with a combination of primary and umbrella/excess liability limits. The schedule of underlying insurance on this policy shall list both the commercial general liability policy and the automobile liability policy.

### Property

Personal property - Replacement cost fire and extended coverage insurance, with vandalism, malicious mischief and sprinkler leakage endorsements, in an amount sufficient to cover full replacement costs of all Contractor's personal property, fixtures, stock, inventory, equipment and Contractor improvements.

Business income or interruption insurance in the amount of \$1,000,000 or thirty (30) days loss of income plus salaries, whichever is less.

The Board of Regents of the University of Nebraska, its affiliated organizations, officers and executives, administrators, employees and volunteers shall be named as additional insureds under the Commercial General Liability insurance policy and the Automobile Liability policy.

The insurance company or companies providing all such above listed insurance must be at least an A-, V rating size by Best's and authorized to do business in the State of Nebraska.

The certificate or certificates of insurance for the insurance coverages specified in this section shall be delivered to the Purchasing Office at the University of Nebraska-Lincoln on or before the earlier of: thirty (30) days following execution of this Agreement; or seven (7) days prior to Contractor assuming operations under this Agreement. Each certificate shall state that the University will receive thirty (30) days written notice from the insurer in the event of any policy modification, cancellation or termination. The certificate or certificates for liability insurance shall indicate that the liability insurance is written on an "occurrence" form. "Claims made" policy forms are not acceptable.

In case of failure to deliver adequate or appropriate insurance, as described in this section, the University shall have the right (a) to secure such policies of insurance or services as described above and hold the Contractor responsible for the cost of said policies or services, or (b) terminate this Agreement.

The University makes no representation that the limits or forms of coverage of insurance specified in the Agreement are adequate to cover Contractor's property or obligations under this Agreement.

## 12. REPRESENTATIONS, WARRANTIES AND COVENANTS

12.1 University Representations. The University represents, warrants, and covenants to the Contractor that:

- (a) It has full power and authority to enter into this Agreement and to grant and convey to the Contractor the rights set forth herein.
- (b) All necessary approvals for the execution, delivery, and performance of this Agreement have been obtained, and this Agreement has been duly executed and delivered by the University and constitutes the legal and binding obligation of the University enforceable in accordance with its terms.
- (c) Except as otherwise provided in this Agreement, the University has not entered into, and during the Term will not enter into 1) other agreements which would prevent it from complying with the provisions of this Agreement, or 2) any agreement granting beverage rights that are inconsistent with the rights granted by it to Contractor pursuant to this Agreement, including any agreements with licensing agents, concessionaires or third party food service operators, vending companies, and/or other entities which sell or distribute Beverages. Subject to the exceptions in Section 7, the University will require third parties (e.g., concessionaires, third-party food service operators, vending companies, licensing agents), to the extent the University has authority or control, to comply with the relevant provisions of this Agreement.
- (d) The University has the right to license the University Marks to Contractor.

12.2 Contractor Representations. The Contractor represents, warrants, and covenants to the University that:

- (a) It has the full power and authority to enter into and perform this Agreement.
- (b) It has obtained all necessary approvals for the execution, delivery and performance of this Agreement. It has duly executed and delivered this Agreement, which now constitutes its legal and binding obligation enforceable in accordance with its terms.
- (c) It has not entered into and during the Term will not enter into, any other agreements which would prevent it from fully complying with the provisions of this Agreement.
- (d) It will require compliance with the relevant provisions of this Agreement by any third-party supplier.

### 13. INCORPORATION OF RFP; STANDARD TERMS AND CONDITIONS

Unless this Agreement provides to the contrary, the RFP and Contractor's responses to the RFP, are incorporated herein by this reference, and are included as part of this Agreement, as if and to the same extent, they were written here in their entirety. The standard terms and conditions appearing in the electronic submission of Contractor's response to the RFP are also incorporated herein by this reference. Any references in the RFP's standard terms and conditions to the "successful bidder" or the "bidder" shall have the same meaning as the term "Contractor" in this Agreement, and any references to UNL in the standard terms and conditions shall include the "University" and "Lincoln Campus," for purposes of this Agreement.

### 14. BOARD OF REGENTS APPROVAL

This Agreement, neither in whole nor in part, shall be enforceable absent the approval of the Board of Regents of the University of Nebraska.

### 15. MISCELLANEOUS

- 15.1 Assignment. Neither party may assign its rights under this Agreement to another, whether by contract or by operation of law, without the express written consent of the other party, which consent shall not be unreasonably withheld. Any attempt to so assign this Agreement shall be cause for immediate termination of the Agreement, notwithstanding any other provisions to the contrary. This Agreement is made for the exclusive benefit of the parties, and no benefit to any third party is intended.
- 15.2 Binding Effect. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.
- 15.3 Notice. Any notice provided for in this Agreement shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party at the following addresses:

**To University:**

Vice Chancellor for Business and Finance  
307 Canfield Administration  
University of Nebraska-Lincoln  
Lincoln, Nebraska 68588-0636  
Attn: Associate Vice Chancellor

With copy to:

Office of the General Counsel  
University of Nebraska  
3835 Holdrege St.  
Lincoln, NE. 68583-0745

**To Contractor:**  
LinPepCo Partnership  
1901 Windhoek Dr.  
Lincoln, Nebraska 68512

or to such other addressee as may be hereafter designated by written notice. All such notices shall be effective only when received by the addressee.

- 15.4 Modification; Waiver of Rights. This Agreement may be modified, amended, or waived only by a written agreement signed by an authorized representative of Contractor and the University of Nebraska-Lincoln Chancellor or his/her designee. The course of dealing between the University and Contractor will not modify or amend this Agreement in any respect. Any delay by University or Contractor in the exercise of any of their respective rights and obligations under this Agreement will not be construed as a waiver of any such rights or obligations to be performed. A waiver of a breach of any provision of this Agreement will not: (a) operate or be construed as a waiver of any subsequent breach; (b) limit or restrict any right or remedy otherwise available to University or Contractor; or (c) operate or be construed as a waiver of compliance by University or Contractor as to any other provision of this Agreement.
- 15.5 Entire Agreement; Severability. This Agreement constitutes the entire Agreement between the parties with respect to all subject matter and supersedes all prior negotiations and understandings, whether verbal or written. Each provision of this Agreement is severable from all others. If any provision of this Agreement will be determined to be invalid or unenforceable by a court of competent jurisdiction, the provision will be deemed modified only to the extent necessary to render it valid and enforceable, and all remaining provisions of this Agreement will remain in full force and effect.
- 15.6 Independent Contractors. This Agreement does not constitute and will not be construed as constituting a partnership or joint venture, or an employee/employer relationship or one of principal and agent, it being understood that Contractor and the University are and will remain independent parties.
- 15.7 Governing Law. This Agreement shall be controlled by the laws of the State of Nebraska and any dispute arising from it shall be resolved in a court or administrative body of competent jurisdiction in the State of Nebraska.



**IN WITNESS WHEREOF**, the authorized representatives of the parties have executed this Agreement as of this 25th day of January, 2019.

**The Board of Regents of the  
University of Nebraska:**

By: \_\_\_\_\_  
Hank M. Bounds, President

Attest: \_\_\_\_\_  
Carmen K. Maurer, Corporation Secretary

**LinPepCo Partnership:**

By: \_\_\_\_\_  
Kirk Anderson, CEO

## LIST OF EXHIBITS and their contents

		Contents based on responses to:
Exhibit A	Vended Products, Pricing and Commissions	RFP attributes 53, 59, 114, 115, 116
Exhibit B	Vending Locations, Refund Locations (if applicable)	RFP attributes 74, 79
Exhibit C	Maps of Lincoln Campus	N/A
Exhibit D	Non-vended Products and Pricing	RFP attributes 53, 114, 115, 116
Exhibit E	University Marks	N/A
Exhibit F	Game Day Services	Attached
Exhibit G	Sponsorship Recognition and Ticket Package	Attached

## VENDED BEVERAGE PRODUCT PRICING AND COMMISSION TIER JULY 1, 2019

<b>Product - Tier One</b>	<b>vend price</b>	<b>Customer Comm. Rate</b>
CSD Cans 12 oz 2/12 Pack	\$1.00	50.00%
Klarbrunn Vita Ice Bottles 17 oz 12L	\$1.50	50.00%
Aquafina 20 oz 24L	\$1.75	50.00%
Bubly 20 oz 24L	\$1.75	50.00%
CSD PET Bottles 20 oz 24L	\$1.75	50.00%
Mt Dew Black Label 16 oz 12L	\$1.75	50.00%
Mt Dew Kickstart 16oz 12L	\$1.75	50.00%
Mt Dew Kickstart Hydrate 12oz 12L	\$1.75	50.00%

<b>Product - Tier Two</b>	<b>vend price</b>	<b>Customer Comm. Rate</b>
Gatorade and G2 20 oz 24L	\$2.00	35.00%
Lipton Pure Leaf 18.5 oz 2/6 Pack	\$2.00	35.00%
Ocean Spray 15.2 oz 12L	\$2.00	35.00%
Propel Fitness Water 20 oz 24L	\$2.00	35.00%
SoBe Lifewater 20 oz 12L	\$2.00	35.00%
Mt Dew AMP 16oz 12L	\$2.50	35.00%
Rockstar 16oz 24L	\$2.50	35.00%
SoBe PET 20 oz 12L	\$2.50	35.00%
Starbucks DoubleShot 6.5 oz 12L	\$2.50	35.00%
Starbucks Refreshers 12 oz 12L	\$2.50	35.00%
Starbucks Energy/Coffee 15 oz 12L	\$3.00	35.00%
Starbucks Frappuccino 13.7 oz 12L	\$3.00	35.00%
Starbucks Iced Coffee 11 oz 12L	\$3.00	35.00%
Muscle Milk 14 oz 12L	\$4.00	35.00%

**LINCOLN CAMPUS VENDING LOCATIONS; REFUND LOCATIONS**

**Machine Key**

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CAN = Can Vending Machine  
 BTL = Bottle Vending Machine  
 SNK = Snack Vending Machine  
 GLF = Glass Front Beverage  
 Vending Machine  
 COF = Coffee Vending Machine  
 REF = Cold Food Vending Machine  
 FRZ = Frozen Food Vending  
 Machine

<b>Building</b>	<b>Location and Machine Type</b>	<b>Building Refund Location</b>
<b>501 Building</b>		RM 118D
UNL [501 Building]	Hallwy BTL	
UNL [501 Building]	Mn Hall SNK	
<b>Abel</b>		ARH Residence Life
UNL [Abel]	Vndng Rm GLF	
UNL [Abel]	Vndng Rm SNK	
UNL [Abel]	Vndng Rm BTL	
<b>Ag Communication</b>		
UNL [Ag Comm]	1st Flr CAN	
UNL [Ag Comm]	1st Flr SNK	
<b>Ag Hall</b>		RM 103
UNL [Ag Hall]	1st Flr SNK	
UNL [Ag Hall]	1st Flr BTL	
<b>Alexander East</b>		RM 126
UNL [Alexander E.]	Brkrm BTL	
UNL [Alexander E.]	Brkrm SNK	
<b>Anderson</b>		RM 147
UNL [Anderson]	Bsmnt SNK	
UNL [Anderson]	Bsmnt GLF	
UNL [Anderson]	Bsmnt COF	
<b>Andrews</b>		RM 203
UNL [Andrews]	Bsmnt E. GLF	
UNL [Andrews]	Bsmnt W. BTL	
UNL [Andrews]	Bsmnt SNK	

<b>Architecture</b>		RM 210
UNL [Architecture]	Lwr Levl GLF	
UNL [Architecture]	Lwr Levl GLF	
UNL [Architecture]	Lwr Levl REF	
UNL [Architecture]	Lwr Levl BTL	
<b>Avery</b>		RM 251
UNL [Avery]	Bsmnt GLF	
UNL [Avery]	Bsmnt GLF	
UNL [Avery]	Bsmnt SNK	
<b>Barkley</b>		RM 318
UNL [Barkley]	2nd Flr SNK	
UNL [Barkley]	2nd Flr COF	
UNL [Barkley]	2nd Flr GLF	
<b>Beadle</b>		RM N300
UNL [Beadle]	1st Flr BTL	
UNL [Beadle]	1st Flr GLF	
UNL [Beadle]	1st Flr REF	
UNL [Beadle]	1st Flr COF	
UNL [Beadle]	1st Flr SNK	
<b>Burnett</b>		RM 238
UNL [Burnett]	W. Hallwy BTL	
UNL [Burnett]	W. Hallwy SNK	
UNL [Burnett]	W. Hallwy GLF	
<b>Business Services</b>		RM 136
UNL [Business Services]	Lwr Lvl CAN	
UNL [Business Services]	Lwr Lvl SNK	
<b>C.Y. Thompson Library</b>		Front Desk, Main Floor
UNL [C.Y. Thompson]	Bsmnt BTL	
UNL [C.Y. Thompson]	Bsmnt SNK	
<b>Campus Rec</b>		RM 55
UNL [Campus Rec]	2nd Flr GLF	
UNL [Campus Rec]	2nd Flr SNK	
UNL [Campus Rec]	2nd Flr GLF	
<b>Canfield</b>		RM 307
UNL [Canfield]	Lwr Lvl SNK	
UNL [Canfield]	Lwr Lvl GLF	
<b>CBA/Louise Pound</b>		RM 214
UNL [CBA]	N. Hllwy SNK	
UNL [CBA]	N. Hlwy GLF	
<b>Chase Hall</b>		RM 220
UNL [Chase Hall]	1st Flr GLF	

UNL [Chase Hall]	1st Flr Btl	
UNL [Chase Hall]	1st Flr SNK	
<b>College of Business</b>		Info Desk
UNL [College of Business]	Lwr Lvl BTL	
UNL [College of Business]	Lwr Lvl SNK	
UNL [College of Business]	Lwr Lvl REF	
UNL [College of Business]	Lwr Lvl GLF	
UNL [College of Business]	Lwr Lvl COF	
UNL [College of Business]	1st Flr BTL	
UNL [College of Business]	1st Flr GLF	
UNL [College of Business]	1st Flr SNK	
UNL [College of Business]	2nd Flr SNK	
UNL [College of Business]	2nd Flr GLF	
UNL [College of Business]	2nd Flr COF	
UNL [College of Business]	2nd Flr BTL	
<b>College of Dentistry</b>		RM 2107
UNL [Dental College]	Lwr Lvl N. Hall GLF	
UNL [Dental College]	Lwr Lvl N. Hall GLF	
UNL [Dental College]	Lwr Lvl N. Hall SNK	
UNL [Dental College]	Lwr Lvl N. Hall REF	
UNL [Dental College]	Lwr Lvl N. Hall COF	
UNL [Dental College]	Lwr Lvl N. Hall GLF	
<b>Day Care</b>		
UNL (Day Care)	Brk Rm SNK	
<b>Devaney Sport Center</b>		RM 107
UNL [Devaney]	Lwr Lvl Brk Rm SNK	
UNL [Devaney]	Lwr Lvl Brk Rm BTL	
<b>Dillon Indoor Tennis</b>		
UNL [Dillon Indoor Tennis]	2nd Flr Seating BTL	
UNL [Dillon Indoor Tennis]	2nd Flr Seating SNK	
<b>E. Campus Power Plant</b>		
UNL [E. Campus Power Plant]	E. Door CAN/BTL	
<b>East Side Suites</b>		UNST Residence Life
UNL [Eastside Suites]	East Ent. BTL	
UNL [Eastside Suites]	East Ent. SNK	
<b>ETV</b>		Telecomm Center (NETV)RM 405.1
UNL [ETV]	2nd Flr Vnding COF	
UNL [ETV]	2nd Flr Vnding REF	
UNL [ETV]	2nd Flr Vnding FRZ	
UNL [ETV]	2nd Flr Vnding SNK	

UNL [ETV]	2nd Flr Vnding GLF	
UNL [ETV]	1st Flr Vndng BTL	
UNL [ETV]	1st Flr Vndng SNK	
<b>Facility Management Planning</b>		RM 103
UNL [Facility Management Planning]	E. Ent Brk Rm CAN	
<b>Facility Management Shops</b>		RM103 Z
UNL [Facility Management Shops]	Brk Rm BTL	
UNL [Facility Management Shops]	Brk Rm SNK	
<b>Filley Hall</b>		RM 143
UNL [Filley Hall]	Bsmnt Hallwy SNK	
UNL [Filley Hall]	Bsmnt Hallwy BTL	
<b>Greenhouse Complex</b>		
UNL [Greenhouse Complex 1]	Lunchroom CAN	
<b>Grounds</b>		
UNL [Grounds]	Mn Flr Brk Rm CAN	
UNL [Grounds]	Break Room SNK	
<b>Hamilton</b>		RM 227
UNL [Hamilton]	Glass Front	
UNL [Hamilton]	1st Flr E. Side BTL	
UNL [Hamilton]	1st Flr E. Side SNK	
UNL [Hamilton]	7th Flr Vnding SNK	
UNL [Hamilton]	7th Flr Brk Rm BTL	
<b>Hardin Hall</b>		RM 101
UNL [Hardin Hall]	2nd Flr Brk Rm BTL	
UNL [Hardin Hall]	East Lobby GLF	
UNL [Hardin Hall]	East Lobby SNK	
UNL [Hardin Hall]	N. Vnding Rm SNK	
UNL [Hardin Hall]	N. Vnding Rm BTL	
<b>Harper</b>		Smith Front Desk
UNL [Harper]	Main Flr Vnding BTL	
UNL [Harper]	Main Flr Vnding GLF	
UNL [Harper]	Main Flr Vnding SNK	
UNL [Harper]	Main Flr Vnding GLF	
<b>Health Center/Nursing</b>		
UNL [Health Center//Nursing]	Brk Rm SNK	
UNL [Health Center//Nursing]	Brk Rm GLF	
UNL [Health Center/Nursing]	Brk Rm COF	
<b>Henzlik</b>		RM 118
UNL [Henzlik]	Main Flr Vnding SNK	
UNL [Henzlik]	Main Flr Vnding COF	

UNL [Henzlik]	Main Flr Vnding GLF	
UNL [Henzlik]	Main Flr Vnding BTL	
<b>Husker Courtyard</b>		Abel, Sandoz & Courtyards RH Info Desk
UNL [Husker Courtyard]	Main Flr Vnding SNK	
UNL [Husker Courtyard]	Main Flr Vnding BTL	
<b>Husker Hall</b>		
UNL [Husker Hall]	Bsmnt Lobby SNK	
UNL [Husker Hall]	Bsmnt Lobby CAN	
<b>Husker Village</b>		Smith Front Desk
UNL [Husker Village]	Main Hallwy SNK	
UNL [Husker Village]	Main Flr Vnding BTL	
<b>Jorgenson</b>		RM 208.2
UNL [Jorgenson]	Vending Room GLF	
UNL [Jorgenson]	Vending Room GLF	
UNL [Jorgenson]	Vending Room REF	
UNL [Jorgenson]	Vending Room COF	
<b>Kaufmann</b>		SELQ Residence Life
UNL [Kaufmann]	Bsmnt BTL	
UNL [Kaufmann]	Bsmnt SNK	
<b>Keim Hall</b>		RM 202
UNL [Keim Hall]	2nd Flr Hallwy SNK	
UNL [Keim Hall]	2nd Flr Hallwy BTL	
<b>Knoll</b>		UNST Residence Life
UNL [Knoll]	Main Flr Vnding BTL	
UNL [Knoll]	2nd Flr SNK	
<b>Law College</b>		RM 103
UNL [Law College]	Bsmnt Vndng COF	
UNL [Law College]	Bsmnt Vnding SNK	
UNL [Law College]	Bsmnt Vnding GLF	
UNL [Law College]	Bsmnt Vnding REF	
UNL [Law College]	Bsmnt Vnding GLF	
UNL [Law College]	Bsmnt Vnding GLF	
<b>Leverton</b>		RM 110
UNL [Leverton]	S. Hallwy SNK	
UNL [Leverton]	S. Hallwy GLF	
<b>Lied Center</b>		RM 167
UNL [Lied Center]	Bsmnt West BTL	
UNL [Lied Center]	Bsmnt West SNK	
<b>Love Library North</b>		RM 318 & South Front Desk
UNL [Love Library]	N. Commons GLF	



UNL [Love Library]	N. Commons REF	
UNL [Love Library]	N. Commons SNK	
<b>Love Library South</b>		RM 318 & South Front Desk
UNL [Love Library]	3rd Flr Brk Rm GLF	
UNL [Love Library]	3rd Flr Brk Rm SNK	
UNL [Love Library]	1st Flr Vnding SNK	
UNL [Love Library]	Main Flr Vnding GLF	
UNL [Love Library]	Main Flr Vnding BTL	
<b>Mabel Lee</b>		RM 118 Henzlik
UNL [Mabel Lee]	2nd Flr Vnding COF	
UNL [Mabel Lee]	2nd Flr Vnding GLF	
UNL [Mabel Lee]	2nd Flr Vnding SNK	
UNL [Mabel Lee]	2nd Flr Vnding GLF	
<b>Manter</b>		RM 402
UNL [Manter]	Main Flr SNK	
UNL [Manter]	Main Flr BTL	
<b>Marvil Baker/Animal Science</b>		RM 203
UNL [Marvil Baker]	1st Flr Vnding GLF	
UNL [Marvil Baker]	1st Flr Vnding COF	
UNL [Marvil Baker]	1st Flr Vnding GLF	
UNL [Marvil Baker]	1st Flr Vnding SNK	
UNL [Marvil Baker]	2nd Flr Vnding BTL	
UNL [Marvil Baker]	2nd Flr Vnding SNK	
<b>Massengale Residential Hall</b>		Front Desk
UNL [Massengale Residential]	1st Flr SNK	
UNL [Massengale Residential]	1st Flr GLF	
<b>Memorial Stadium 3rd North</b>		Osborne Athletic Complex RM W122
UNL [Memorial Stadium]	N. 3rd flr BTL	
UNL [Memorial Stadium]	N. 3rd flr SNK	
<b>Memorial Stadium West</b>		Osborne Athletic Complex RM W122
UNL [Memorial Stadium]	W Stadium S. Entr SNK	
UNL [Memorial Stadium]	W Stadium S. Entr GLF	
UNL [Memorial Stadium]	W Stadium S. Entr GLF	
<b>Military Naval</b>		
UNL [Military Naval]	Bsmnt Hallwy BTL	
UNL [Military Naval]	Bsmnt Hallwy SNK	
<b>Miller Hall</b>		
UNL (Miller Hall)	Mn Hallwy BTL	
<b>Morrison Center</b>		Front Desk

UNL [Morrison Center]	Main Hallwy BTL	
UNL [Morrison Center]	Main Hallwy SNK	
<b>Multicultural Center</b>		RM 200
UNL [Multicultural Center]	2nd Flr BTL	
UNL [Multicultural Center]	2nd Flr SNK	
<b>Nebraska Hall</b>		East RM 514
UNL [Nebraska Hall]	1st Flr W. SNK	
UNL [Nebraska Hall]	1st Flr W. COF	
UNL [Nebraska Hall]	1st Flr W. REF	
UNL [Nebraska Hall]	1st Flr W. FRZ	
UNL [Nebraska Hall]	1st Flr W. SNK	
UNL [Nebraska Hall]	1st Flr W. GLF	
UNL [Nebraska Hall]	1st Flr W. BTL	
UNL [Nebraska Hall]	1st Flr W. GLF	
UNL [Nebraska Hall]	1st Flr W. BTL	
UNL [Nebraska Hall]	2nd Flr W. SNK	
UNL [Nebraska Hall]	2nd Flr W. BTL	
UNL [Nebraska Hall]	3rd Flr E. COF	
UNL [Nebraska Hall]	3rd Flr E. SNK	
UNL [Nebraska Hall]	3rd Flr E. BTL	
UNL [Nebraska Hall]	3rd Flr W. BTL	
UNL [Nebraska Hall]	3rd Flr W. SNK	
<b>Neihardt</b>		SELQ Residence Life
UNL [Neihardt]	Main Flr Hallwy SNK	
UNL [Neihardt]	Main Flr Hallwy BTL	
UNL [Neihardt]	Bsmnt Lnge REF	
UNL [Neihardt]	Bsmnt Lnge GLF	
<b>Oldfather</b>		Academic Grind Coffee Shop
UNL [Oldfather]	1st Flr GLF	
UNL [Oldfather]	1st Flr GLF	
UNL [Oldfather]	1st Flr SNK	
UNL [Oldfather]	1st Flr REF	
UNL [Oldfather]	1st Flr GLF	
<b>Othmer</b>		RM 114
UNL [Othmer]	2nd Flr Hallwy SNK	
UNL [Othmer]	2nd Flr Hallwy BTL	
UNL [Othmer]	2nd Flr Hallwy GLF	
<b>Parking Services</b>		RM A126
UNL [Parking]	Office SNK	
UNL [Parking]	Strg Rm CAN/BTL	
<b>Plant Science</b>		Kiem RM 202

UNL [Plant Science]	W Lobby SNK	
UNL [Plant Science]	W Lobby GLF	
UNL [Plant Science]	W Lobby GLF	
<b>Power Plant (Main Campus)</b>		
UNL [Power Plant]	Brk Rm SNK	
UNL [Power Plant]	N. Ent CAN	
<b>Press Office</b>		Information Services RM413
UNL [Press Office]	4th Flr Brk Rm BTL	
UNL [Press Office]	4th Flr Brk Rm SNK	
<b>Printing &amp; Mailing</b>		BSC RM 136
UNL [Printing & Mailing]	Brk Rm BTL	
UNL [Printing & Mailing]	Brk Rm SNK	
<b>Richards</b>		RM 120
UNL [Richards]	Lwr Lvl GLF	
UNL [Richards]	Lwr Lvl SNK	
UNL [Richards]	Lwr Lvl BTL	
<b>Ross Theatre</b>		RM 128
UNL [Ross Theatre]	N. Hallwy BTL	
UNL [Ross Theatre]	N. Hallwy SNK	
<b>Sandoz</b>		ARH Residence Life
UNL [Sandoz]	Vndng Area SNK	
UNL [Sandoz]	Vndng Area GLF	
<b>Schorr Center</b>		RM 204
UNL [Schorr Center]	2nd Flr SNK	
UNL [Schorr Center]	2nd Flr BTL	
<b>Schramm</b>		Smith Front Desk
UNL [Schramm]	Vndng Area GLF	
UNL [Schramm]	Vndng Area BTL	
UNL [Schramm]	Vndng Area BTL	
UNL [Schramm]	Vndng Area SNK	
<b>Selleck</b>		SELQ Residence Life
UNL [Selleck]	Bsmnt BTL	
UNL [Selleck]	Bsmnt GLF	
UNL [Selleck]	Bsmnt SNK	
<b>Smith</b>		Smith Front Desk
UNL [Smith]	Vndng Area BTL	
UNL [Smith]	Vndng Area SNK	
UNL [Smith]	Vndng Area GLF	
UNL [Smith]	Vndng Area BTL	
<b>Temple</b>		RM 109B
UNL [Temple]	Bsmnt SNK	

UNL [Temple]	Bsmnt GLF	
<b>Transportation Services</b>		RM 106A
UNL [Transportation Services]	Brk Rm SNK	
UNL [Transportation Services]	Brk Rm BTL	
<b>Union (City Campus)</b>		Welcome Desk
UNL [Union]	Main Flr Vnding GLF	
UNL [Union]	Main Flr Vnding GLF	
UNL [Union]	Main Flr Vnding SNK	
UNL [Union]	Main Flr Vnding SNK	
UNL [Union]	Main Flr Vnding BTL	
<b>University Suites</b>		Univ Suites Front Desk
UNL [University Suites]	Main Flr Hallwy SNK	
UNL [University Suites]	Main Flr Vnding BTL	
<b>Vet Biomedical</b>		
UNL [Vet Science]	1st Flr GLF	
UNL [Vet Science]	1st Flr SNK	
UNL [Vet Science]	Brk Rm 2nd Flr CAN	
<b>Vet Diagnostics</b>		RM 120
UNL [Vet Science]	Brk Rm GLF	
UNL [Vet Science]	Brk Rm SNK	
<b>Westbrook</b>		RM 119.1
UNL [Westbrook]	Bsmnt Vnding SNK	
UNL [Westbrook]	Bsmnt Vnding GLF	
UNL [Westbrook]	Bsmnt Vnding BTL	
<b>Whittier</b>		RM 230
UNL [Whittier]	3rd Flr Hllwy SNK	
UNL [Whittier]	3rd Flr Brk Rm BTL	
<b>Woods</b>		RM 102
UNL [Woods]	Bsmnt SNK	
UNL [Woods]	Bsmnt Hallwy BTL	



**A-J**

- 84 Abel Hall (ARH)
- 85 Abel-Sandoz Welcome Center (ARH)
- 34 Adele Hall Learning Commons (LLN) (LLS)
- 9 Admissions Office (ALEX)
- 9 Alexander Bldg. (ALEX)
- 86 American Mathematics Comp. Bldg. (17-30)
- 10 Andersen Hall (ANON)
- 36 Andrews Suites (ESST)
- 20 Architecture Hall (ARCH) (ARCW)
- 29 Avery Hall (AVH)
- 54 Beadle Center (BEAD)
- 19 Behlen Laboratory (BEL)
- 48 Benton Hall (BENH)
- 33 Bessy Hall (BESY)
- 53 Bioscience Greenhouses (BIOG)
- 22 Brace Laboratory (BL)
- 32 Burnett Hall (BURN)
- 30 Business Administration Building (CBA)
- 83 Business Services Complex (BSC)
- 62 Campus Recreation Center (CREC)

- 77 Campus Rec. Boat House (BOAT)
- 35 Canfield Administration Bldg. (ADMN) (ADMS)
- 51A Cather Dining Complex (WCDC)
- 61 Coliseum (COL)
- 40 College of Business (COB)
- 9 Cook Pavilion (COOK)
- 50 The Courtyards (CORT)
- 96 Devaney Sports Center (DEV)
- 52C Eastside Suites (ESST)
- 60 EdWeir Track
- 88 Facilities Management & Planning (FMP)
- 90 Facilities Management Shops (FMS)
- 47 Fairfield Hall (FAIR)
- 42 Gaughan Multicultural Center (GAUN)
- 4 Great Plains Art Museum (HWP)
- 28 Hamilton Hall (HAH)
- 72 Harper Hall (HRH)
- 59 Hawks Championship Center (HCC)
- 95 Hendricks Training Complex
- 70 Henzik Hall (HENZ)
- 49 Heppner Hall (HEPP)

- 18 Herman Student Life Complex
  - 4 Hewitt Place (HEWP)
  - 6 Howell Theatre (TEMP)
  - 56 Husker Hall (HUSK)
  - 97 Ice Box (ICEB)
  - 83 Inventory - Surplus Property
  - 93 ITS Annex (J6B)
  - 6 Johnny Carson School of Theatre & Film (TEMP)
  - 3 Johnny Carson Theater (LIED - west-side)
  - 76 Jorgensen Hall (JH)
- K-Q**
- 39 Kauffman Academic Residential Center (KAUF)
  - 90 Key Services (FMS)
  - 2 Kimball Recital Hall (KRH)
  - 52A Knoll Residential Center (KNOL)
  - 82 Landscape & Facilities Implement Bldg. (LIB | FIB)
  - 81 Landscape Services Offices (WAT)
  - 3 Lied Center for Performing Arts (LIED)
  - 49 Love Hall (LOVH)
  - 34 Love Library (LLN) (LLS)
  - 68 Mabel Lee Hall (MABL)

- 25 Manter Hall (MANT)
  - 8 Mary Ripplma Ross Media Arts Center (RVB)
  - 23 Memorial Stadium
  - 64 Military & Naval Science Bldg., Pershing (W&N)
  - 37 Morrill Hall (MORR)
  - 17 Nebraska Champions Club (MECH)
  - 79 Nebraska Hall (NH)
  - 98 Nebraska Innovation Campus (NIC)
  - 41 Nebraska State Historical Society
  - 38 Nebraska Union (NU)
  - 49 Neihardt Residence Center
  - 31 Oldfather Hall (OLDH)
  - 58 Osborne Athletic Complex (MSTD)
  - 80 Othmer Hall (OTHM)
  - 67 Outdoor Adventures Center (DAC)
  - 15 Parking & Transit Services (SDPG)
  - 92 Prem S. Paul Research Center at Whittier (WHIT)
  - 49 Piper Hall (PIPH)
- R-Z**
- 49 Raymond Hall (RAYH)
  - 21 Richards Hall (RH)

- 87 Sandoz Hall (SZRH)
- 24 Schorr Center (SHOR)
- 73 Schramm Hall (SCRH)
- 78 Scott Engineering Center (SEC)
- 44 Seaton Hall (SEH)
- 43 Selleck Quadrangle (SELK)
- 27 Sheldon Museum of Art (SHEL)
- 71 Smith Hall (SMRH)
- 37 State Museum of Natural History (MORR)
- 69 Teachers College Hall (TEAC)
- 6 Temple Building (TEMP)
- 94 Transportation Services (TRAN)
- 55 U Street Apartments (UST)
- 5 University Communication (UCOMM)
- 45 University Health Center (UHC)
- 11 University of Neb. Federal Credit Union (UNLCU)
- 51B University Housing Offices
- 52B University Suites (UNST)
- 91 UNL Children's Center (CHC)
- 83 UNL Print, Copy & Passport Services (BSC)
- 12 UNL Police Dept. - 300 N 17th St (17PG)

- 65 Utility Plant (CCUP)
  - 7 Van Brunt Visitors Center (RVB)
  - 74 Village, The (VILL)
  - 57 Vine Street Apartments (2222, 2244)
  - 75 Volte-Keegan Nanoscience Research Center (JH)
  - 81 Watson Bldg. (WAT)
  - 1 Westbrook Music Bldg. (WMB)
  - 46 Wick Alumni Center (WICK)
  - 26 Woods Art Bldg. (WAB)
  - 14 501 Bldg. (501)
- PARKING GARAGES**
- 13A, B 17/18th & R Parking Garages (17PG, 18PG)
  - 66 14th & Avery Parking Garage (14PG)
  - 89 19th & Vine Parking Garage (19PG)
  - 16 Stadium Drive Parking Garage (SDPG)
- Haymarket Park Stadium Complex (HAYB)**  
 West on O Street to Sunvalley Blvd. - turn right (north) to Line Drive Circle - turn right (east).  
**Pinnacle Bank Arena** - West on Q Street to N 8th Street - turn right (north) to R Street - turn left (west).



**Directions to City Campus:**  
Travel south on 33rd Street to Vine Street. Turn right (west) and travel to 16th

- A-K**
- 7 Agricultural Communications Bldg. (ACB)
  - 6 Agricultural Hall (AGR)
  - 57 Agronomy & Horticulture/Forestry Shops (AHFS)
  - 61 Agronomy & Horticulture Greenhouse 1 (AHG1)
  - 62 Agronomy & Horticulture Greenhouse 2 (AHG2)
  - 67 Agronomy & Horticulture Greenhouse 3 (AHG3)
  - 68 Agronomy & Horticulture Greenhouse 4 (AHG4)
  - 56 Agronomy & Horticulture Physiology Bldg. (AHPH)
  - 45 Animal Science Complex (ANSC)
  - 44 Baker Hall (MBH)
  - 13 **Barkley Memorial Center (BKC)**
  - 4 Bio-Fiber Development Laboratory (BDL)
  - 19 Chase Hall (CHA)
  - 16 Child Development Laboratory, Staples (CDL)
  - 12 **College of Dentistry (DENT)**
  - 35 College of Law (LAW)
  - 36 Conservation & Survey Annex Bldg. (CSA)
  - 10 **C.Y. Thompson Library (CYT)**
  - 9 **Dairy Store**

- 9 East Campus Visitor Center**
- 20 Entomology Hall (ENTD)
  - 63 Entomology Greenhouse 2 (EGR2)
  - 64 Entomology Greenhouse 3 (EGR3)
  - 54 Environmental Health & Safety
  - 5 Family Resource Center (FRC)
  - 8 Filley Hall (FYH)
  - 49 Flemming Fields Annex Bldg. (FFAB)
  - 9 Food Industry Complex (FOOD)
  - 31 Forage Research Laboratory (FORL)
  - 22 Forestry Hall (FORS)
  - 2 Hardin Hall (HARRH)
  - 17 Home Economics Bldg. (HECO)
  - 32 Insectary Bldg. (INSB)
  - 27 Keim Hall (KEIM)
  - 23 Kiesselbach Crops Research Laboratory (KCR)
- L-Q**
- 53 Landscape Services (LSQ)
  - 38 **Larsen Tractor Museum (LTM)**
  - 18 Leverton Hall (LEV)

- 52 Library Depository Retrieval Facility (LDR)
- 43 Loeffel Meat Laboratory (LML)
- 3 Love Hall (LRH)
- 26 Massengale Residential Center (MRC)
- 35 McCollum Hall (LAW)
- 24 Miller Hall (MILH)
- 48 Morrison Center (MOLR)
- 42 Muschel Hall (MUSH)
- 41 Na'Y Agroforestry Center (NAC)
- 65 Na'Y Agroforestry Center Storage Bldg. (NAST)
- 21 **Nebraska East Union (NEU)**
- 14 Nebraska Educational Telecomm. - NET/PBS
- 51 Nebraska Game & Parks
- 66 Neb. Statewide Arboretum Greenhouse (NSAG)
- 70 Nebraska Veterinary Diagnostic Center (NVDC)
- 50 Pershing Maintenance (PM)
- 69 Plant Pathology Greenhouse (PPG)
- 28 Plant Sciences Hall (PLSH)
- 30 Plant Science Teaching Greenhouse (PSTG)
- 58 Poultry Bldg. F(POF)

- R-Z**
- 1 **Quilt House (QH)**
  - 15 **Recreation & Wellness Center (RWC)**
  - 17 **Robert Hillestad Gallery**
  - 34 Schmid Clinic
  - 35 Schmid Law Library
  - 39 Service Bldg. (SVC)
  - 37 Splinter Lab & Tractor Test Laboratory
  - 16 Staples Child Development Laboratory (CDL)
  - 60 Stewart Seed Laboratory (SSL)
  - 29 Teaching Greenhouse East (TGE)
  - 29 Teaching Greenhouse West (TGW)
  - 14 Terry M. Carpenter Telecomm. Center (TELC)
  - 55 USDA Physiology Bldg. (USDP)
  - 40 Utility Plant (EJUP)
  - 11 Varner Hall (VARH)
  - 47 Veterinary Diagnostic Center (VDC)
  - 46 Vet. Medicine & Biomedical Sciences Bldg. (VBS)
  - 54 Warehouse 1 (W1)
  - 59 Warehouse 2 (W2)

- 25 Water Sciences Laboratory (WL)
  - 33 Weldon Courtroom Bldg. (WELC)
- Colonial Terrace Apartments (CTA)  
33rd & Starr Streets - one block south and east of 33rd & Holdrege St.

**Campus Maps:** [maps.unl.edu](http://maps.unl.edu)

**HOW TO READ THE CAMPUS MAPS:**  
If you know the name of the building, look for it in the alphabetical list. If you're looking for the building by number, they are read from left to right/bottom to top and divided by color rows for easy finding.



**Visitor/Guest Parking**

There are a number of areas where visitors may park indicated in pink on the map. For complete information, please visit [parking.unl.edu/visitors](http://parking.unl.edu/visitors).

All UNL parking facilities, except metered areas and time-controlled zones, require a valid University of Nebraska parking permit 24 hours a day, 7 days a week.

Most parking on the UNL campus is designated for faculty and staff, or residential and commuter students. These individuals pay monthly rates for the privilege of parking on campus and they are issued permits that allow them to park in designated lots.

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# NON-VENDED PRODUCT PRICING

## RETAIL PRODUCT PRICING

Package Sizes	Brand	Flavors	Pricing
<b>200Z 1/24 P</b>	<b>AQUAFINA</b>		<b>\$17.65</b>
200Z 1/24 P	AQUAFINA	<b>AQUAFINA</b>	
200Z 1/24 P	AQUAFINA	<b>AQ SPL WLDBRY</b>	
200Z 1/24 P	AQUAFINA	<b>AQ SPL RAZ</b>	
<b>200Z 1/24 P</b>	<b>GATORADE</b>		<b>\$23.80</b>
200Z 1/24 P	GATORADE	<b>GTD GLAC FRZ</b>	
200Z 1/24 P	GATORADE	<b>GTD FRT PNCH</b>	
200Z 1/24 P	GATORADE	<b>GTD LEMONLIME</b>	
200Z 1/24 P	GATORADE	<b>GTD ORANGE</b>	
200Z 1/24 P	GATORADE	<b>GTD FRC GRAPE</b>	
200Z 1/24 P	GATORADE	<b>GTD COOL BLUE</b>	
200Z 1/24 P	GATORADE	<b>G2 GRAPE</b>	
200Z 1/24 P	GATORADE	<b>GTD FRC GRN AP</b>	
200Z 1/24 P	GATORADE	<b>GTD GLAC CHRY</b>	
200Z 1/24 P	GATORADE	<b>G2 FRT PNCH</b>	
<b>200Z 1/24 P</b>	<b>MOUNTAIN DEW</b>		<b>\$17.65</b>
200Z 1/24 P	MOUNTAIN DEW	<b>MTN DEW</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MTN VOLTAGE</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>CODE RED</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MTN BAJA BLAST</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MD ICE</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MTN LIVEWIRE</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MTN WHITE OUT</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MTN THROWBACK</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MD TROP SMASH</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MD ARCTIC BRST</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MD HOLIDAY</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MDGF CHRY CIT</b>	
200Z 1/24 P	MOUNTAIN DEW	<b>MDGF MNGO HEAT</b>	
<b>200Z 1/24 P</b>	<b>PEPSI</b>		<b>\$17.65</b>
200Z 1/24 P	PEPSI	<b>PEPSI</b>	
200Z 1/24 P	PEPSI	<b>PEPSI SLT CRML</b>	
200Z 1/24 P	PEPSI	<b>CRYSTAL PEP</b>	



200Z 1/24 P	PEPSI	PEPSI FIRE	
200Z 1/24 P	<b>DIET PEPSI</b>		<b>\$17.65</b>
200Z 1/24 P	DIET PEPSI	DT PEPSI	
200Z 1/24 P	DIET PEPSI	DT PEPSI CF	
200Z 1/24 P	<b>DIET MOUNTAIN DEW</b>		<b>\$17.65</b>
200Z 1/24 P	DIET MOUNTAIN DEW	DT MTN DEW	
200Z 1/24 P	DIET MOUNTAIN DEW	DT MTN DEW CF	
200Z 1/24 P	<b>LIPTON</b>		<b>\$17.65</b>
200Z 1/24 P	LIPTON	BRISK LEMONADE	
200Z 1/24 P	LIPTON	TEA GRN CITRUS	
200Z 1/24 P	LIPTON	DT GT CITRUS	
200Z 1/24 P	LIPTON	BRISK LMNSWT	
200Z 1/24 P	LIPTON	LPTN HLF&HLF	
200Z 1/24 P	<b>SIERRA MIST</b>		<b>\$17.65</b>
200Z 1/24 P	SIERRA MIST	MIST TWIST	
200Z 1/24 P	SIERRA MIST	SIERRA MIST	
200Z 1/24 P	SIERRA MIST	SM TWST CRNBRY	
200Z 1/24 P	<b>PROPEL</b>		<b>\$23.80</b>
200Z 1/24 P	PROPEL	PRPL STRW KIWI	
200Z 1/24 P	PROPEL	PRPL BERRY	
200Z 1/24 P	PROPEL	PRPL GRAPE	
200Z 1/24 P	<b>CHERRY PEPSI</b>		<b>\$17.65</b>
200Z 1/24 P	CHERRY PEPSI	PEPSI CHERRY	
200Z 1/24 P	<b>DOC X</b>		<b>\$17.65</b>
200Z 1/24 P	DOC X	DOC X	
200Z 1/24 P	<b>DIET CHERRY PEPSI</b>		<b>\$17.65</b>
200Z 1/24 P	DIET CHERRY PEPSI	DT PEPSI CHRY	
200Z 1/24 P	<b>ALL OTHER</b>		<b>\$17.65</b>
200Z 1/24 P	ALL OTHER	TAMP TROP PNCH	
200Z 1/24 P	ALL OTHER	TAMP MNGO PNCH	
200Z 1/24 P	ALL OTHER	BUBLY STRWBRY	
200Z 1/24 P	ALL OTHER	TAMP CIT PNCH	
200Z 1/24 P	ALL OTHER	BUBLY LIME	
200Z 1/24 P	ALL OTHER	BUBLY GRPFRT	
200Z 1/24 P	<b>MUG</b>		<b>\$17.65</b>
200Z 1/24 P	MUG	MUG ROOTBEER	
200Z 1/24 P	<b>CRUSH</b>		<b>\$17.65</b>
200Z 1/24 P	CRUSH	CRUSH ORANGE	
200Z 1/24 P	CRUSH	CRUSH GRAPE	
200Z 1/24 P	CRUSH	CRUSH PINEAP	
200Z 1/24 P	<b>PEPSI ZERO</b>		<b>\$17.65</b>
200Z 1/24 P	PEPSI MAX	PEPSI ZERO	

20OZ 1/24 P	<b>HAWAIIAN PUNCH</b>	<b>\$17.65</b>
20OZ 1/24 P	HAWAIIAN PUNCH	<b>HAW PUNCH</b>
20OZ 1/24 P	<b>DIET DOC X</b>	<b>\$17.65</b>
20OZ 1/24 P	DIET DOC X	<b>DT DOC X</b>
<b>12OZ 2/12 C</b>		<b>\$9.50</b>
12OZ 2/12 C	<b>MOUNTAIN DEW</b>	
12OZ 2/12 C	MOUNTAIN DEW	<b>MTN DEW</b>
12OZ 2/12 C	MOUNTAIN DEW	<b>MTN BAJA BLAST</b>
12OZ 2/12 C	MOUNTAIN DEW	<b>MD PTCH BLCK</b>
12OZ 2/12 C	<b>PEPSI</b>	
12OZ 2/12 C	PEPSI	<b>PEPSI</b>
12OZ 2/12 C	PEPSI	<b>PEPSI CF</b>
12OZ 2/12 C	<b>SIERRA MIST</b>	
12OZ 2/12 C	SIERRA MIST	<b>MIST TWIST</b>
12OZ 2/12 C	<b>DIET PEPSI</b>	
12OZ 2/12 C	DIET PEPSI	<b>DT PEPSI</b>
12OZ 2/12 C	DIET PEPSI	<b>DT PEPSI CF</b>
12OZ 2/12 C	<b>MUG</b>	
12OZ 2/12 C	MUG	<b>MUG ROOTBEER</b>
12OZ 2/12 C	MUG	<b>MUG CRM SODA</b>
12OZ 2/12 C	<b>CHERRY PEPSI</b>	
12OZ 2/12 C	CHERRY PEPSI	<b>PEPSI CHERRY</b>
12OZ 2/12 C	<b>SCHWEPES</b>	
12OZ 2/12 C	SCHWEPES	<b>SCH GINGER ALE</b>
12OZ 2/12 C	<b>CRUSH</b>	
12OZ 2/12 C	CRUSH	<b>CRUSH GRAPE</b>
12OZ 2/12 C	CRUSH	<b>CRUSH STRAWBRY</b>
12OZ 2/12 C	CRUSH	<b>CRUSH ORANGE</b>
12OZ 2/12 C	CRUSH	<b>CRUSH PINEAP</b>
12OZ 2/12 C	<b>DOC X</b>	
12OZ 2/12 C	DOC X	<b>DOC X</b>
12OZ 2/12 C	<b>DIET MOUNTAIN DEW</b>	
12OZ 2/12 C	DIET MOUNTAIN DEW	<b>DT MTN DEW</b>
12OZ 2/12 C	DIET MOUNTAIN DEW	<b>DT MTN DEW CF</b>
12OZ 2/12 C	<b>LIPTON</b>	
12OZ 2/12 C	LIPTON	<b>BRISK LEMONADE</b>
12OZ 2/12 C	LIPTON	<b>BRISK HLF&amp;HLF</b>
12OZ 2/12 C	<b>MANZANITA</b>	
12OZ 2/12 C	MANZANITA	<b>MANZANITA SOL</b>
12OZ 2/12 C	<b>DIET DOC X</b>	
12OZ 2/12 C	DIET DOC X	<b>DT DOC X</b>
12OZ 2/12 C	<b>DIET CHERRY PEPSI</b>	
12OZ 2/12 C	DIET CHERRY PEPSI	<b>DT PEPSI CHRY</b>
<b>.5L 1/24 P</b>		
.5L 1/24 P	<b>AQUAFINA</b>	<b>\$11.50</b>

.5L 1/24 P	AQUAFINA	AQUAFINA	
.5L 1/24 P	KLARBRUNN		<b>\$11.50</b>
.5L 1/24 P	KLARBRUNN	KLB-LIED	

**150Z 1/12 P**

150Z 1/12 P	<b>OCEAN SPRAY/DOLE</b>		<b>\$15.40</b>
150Z 1/12 P	OCEAN SPRAY/DOLE	OS APPLE 100%	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS ORANGE 100%	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS STRW KIWI	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS CRANBERRY	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS CRAN GRAPE	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS PINE PCHMNG	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS RUBY RED	
150Z 1/12 P	OCEAN SPRAY/DOLE	OS CRAN APPLE	

**160Z 1/12 C**

160Z 1/12 C	<b>MOUNTAIN DEW</b>		<b>\$13.65</b>
160Z 1/12 C	MOUNTAIN DEW	MTN DEW BLCK L	
160Z 1/12 C	MOUNTAIN DEW	MTN DEW WHT L	
160Z 1/12 C	MOUNTAIN DEW	MD KS FRT PNCH	
160Z 1/12 C	MOUNTAIN DEW	MD KS ORG CITR	
160Z 1/12 C	MOUNTAIN DEW	MD KS BLK CHRY	
160Z 1/12 C	MOUNTAIN DEW	MD KS MDNT GRP	
160Z 1/12 C	MOUNTAIN DEW	MD KS BASE	
160Z 1/12 C	MOUNTAIN DEW	MD KS ULTRA	
160Z 1/12 C	MOUNTAIN DEW	MTN DEW GRN L	
160Z 1/12 C	MOUNTAIN DEW	MD KS LIMEADE	
160Z 1/12 C	MOUNTAIN DEW	MD KS MNGO LM	
160Z 1/12 C	<b>AMP</b>		
160Z 1/12 C	AMP	AMP TALLBOY	
160Z 1/12 C	AMP	AMP STR LIMEAD	
160Z 1/12 C	AMP	AMP CHERRY	
160Z 1/12 C	AMP	AMP TRP PNCH	

**18.50Z 1/12 P**

18.50Z 1/12 P	<b>LIPTON</b>		<b>\$13.00</b>
18.50Z 1/12 P	LIPTON	PL UNSWEET	
18.50Z 1/12 P	LIPTON	PL PEACH	
18.50Z 1/12 P	LIPTON	PL RASPBRY	
18.50Z 1/12 P	LIPTON	PL SWEET	
18.50Z 1/12 P	LIPTON	PL UNSWT GRN T	
18.50Z 1/12 P	LIPTON	PL POMEGRANATE	
18.50Z 1/12 P	LIPTON	PL UNSWT LMN	
18.50Z 1/12 P	LIPTON	PL MINT	
18.50Z 1/12 P	LIPTON	PL EXTRA SWEET	

18.5OZ 1/12 P	LIPTON	PL NTS GT HNY	
<b>18.5OZ 2/6 P</b>	<b>LIPTON</b>		<b>\$13.00</b>
18.5OZ 2/6 P	LIPTON	PL UNSWEET	
18.5OZ 2/6 P	LIPTON	PL SWEET	
18.5OZ 2/6 P	LIPTON	PL PEACH	
<b>12OZ 3/8 P</b>	<b>AQUAFINA</b>		<b>\$10.15</b>
12OZ 3/8 P	AQUAFINA	AQUAFINA	
12OZ 3/8 P	<b>DIET PEPSI</b>		<b>\$14.00</b>
12OZ 3/8 P	DIET PEPSI	DT PEPSI	
12OZ 3/8 P	<b>PEPSI</b>		<b>\$14.00</b>
12OZ 3/8 P	PEPSI	PEPSI	
12OZ 3/8 P	<b>MOUNTAIN DEW</b>		<b>\$14.00</b>
12OZ 3/8 P	MOUNTAIN DEW	MTN DEW	
12OZ 3/8 P	<b>DIET MOUNTAIN DEW</b>		<b>\$14.00</b>
12OZ 3/8 P	DIET MOUNTAIN DEW	DT MTN DEW	
12OZ 3/8 P	<b>SIERRA MIST</b>		<b>\$14.00</b>
12OZ 3/8 P	SIERRA MIST	MIST TWIST	
12OZ 3/8 P	SIERRA MIST	SIERRA MIST	
<b>1L 1/15 P</b>			<b>\$18.25</b>
1L 1/15 P	<b>AQUAFINA</b>		
1L 1/15 P	AQUAFINA	AQUAFINA	
1L 1/15 P	<b>MOUNTAIN DEW</b>		
1L 1/15 P	MOUNTAIN DEW	MTN DEW	
1L 1/15 P	<b>PEPSI</b>		
1L 1/15 P	PEPSI	PEPSI	
1L 1/15 P	<b>DIET PEPSI</b>		
1L 1/15 P	DIET PEPSI	DT PEPSI	
1L 1/15 P	<b>DIET MOUNTAIN DEW</b>		
1L 1/15 P	DIET MOUNTAIN DEW	DT MTN DEW	
1L 1/15 P	<b>SCHWEPPEES</b>		
1L 1/15 P	SCHWEPPEES	SCH CLUB SODA	
1L 1/15 P	SCHWEPPEES	SCH TONIC	
1L 1/15 P	SCHWEPPEES	SCH DT TONIC	
1L 1/15 P	<b>LIPTON</b>		
1L 1/15 P	LIPTON	LB RASP TEA	
<b>12OZ 1/12 C</b>	<b>MOUNTAIN DEW</b>		<b>\$13.65</b>
12OZ 1/12 C	MOUNTAIN DEW	MD KS PN OR MG	
12OZ 1/12 C	MOUNTAIN DEW	MD KS RASP CIT	
12OZ 1/12 C	MOUNTAIN DEW	MD KS BBRY POM	
12OZ 1/12 C	MOUNTAIN DEW	MD KS BLD ORNG	
12OZ 1/12 C	MOUNTAIN DEW	MD KS WTRMLN	
12OZ 1/12 C	MOUNTAIN DEW	MD KS STR KIWI	

12OZ 1/12 C	<b>KLARBRUNN</b>		<b>\$13.65</b>
12OZ 1/12 C	KLARBRUNN	<b>BUBBL POM ACAI</b>	
12OZ 1/12 C	KLARBRUNN	<b>BUBBL ORG MNGO</b>	
12OZ 1/12 C	KLARBRUNN	<b>BUBBL CRAN GRP</b>	
12OZ 1/12 C	KLARBRUNN	<b>BUBBL PSSN FRT</b>	
12OZ 1/12 C	KLARBRUNN	<b>BUBBL TWSTD EL</b>	
12OZ 1/12 C	<b>AMP</b>		<b>\$21.45</b>
12OZ 1/12 C	AMP	<b>AMP ORG TROP</b>	
12OZ 1/12 C	AMP	<b>AMP ORG CITRUS</b>	
12OZ 1/12 C	AMP	<b>AMP ORG PNAPL</b>	
12OZ 1/12 C	AMP	<b>AMP ORG GRAPE</b>	
12OZ 1/12 C	<b>REFRESHERS</b>		<b>\$21.50</b>
12OZ 1/12 C	REFRESHERS	<b>SB RF STRW LEM</b>	
12OZ 1/12 C	REFRESHERS	<b>SB RF CHRY LIM</b>	
12OZ 1/12 C	REFRESHERS	<b>SB RF RAZ POM</b>	

**13.7OZ 1/12 G**

13.7OZ 1/12 G	<b>FRAPPUCCINO</b>		<b>\$21.50</b>
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP MOCHA</b>	
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP VANILLA</b>	
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP CARAMEL</b>	
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP SMORES</b>	
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP COFFEE</b>	
13.7OZ 1/12 G	FRAPPUCCINO	<b>FP WT CH MOCHA</b>	

**12OZ 4/6 C**

12OZ 4/6 C	<b>DIET PEPSI</b>		<b>\$9.50</b>
12OZ 4/6 C	DIET PEPSI	<b>DT PEPSI</b>	
12OZ 4/6 C	<b>PEPSI</b>		
12OZ 4/6 C	PEPSI	<b>PEPSI</b>	
12OZ 4/6 C	<b>MOUNTAIN DEW</b>		
12OZ 4/6 C	MOUNTAIN DEW	<b>MTN DEW</b>	
12OZ 4/6 C	<b>DIET MOUNTAIN DEW</b>		
12OZ 4/6 C	DIET MOUNTAIN DEW	<b>DT MTN DEW</b>	

**16OZ 1/24 C**

16OZ 1/24 C	<b>ROCKSTAR</b>		<b>\$42.90</b>
16OZ 1/24 C	ROCKSTAR	<b>RS PUNCHED</b>	
16OZ 1/24 C	ROCKSTAR	<b>ROCKSTAR</b>	
16OZ 1/24 C	ROCKSTAR	<b>RS ORG RECOV</b>	
16OZ 1/24 C	ROCKSTAR	<b>ROCKSTAR SF</b>	
16OZ 1/24 C	ROCKSTAR	<b>RS PNCH PURE 0</b>	
16OZ 1/24 C	ROCKSTAR	<b>RS FRZN PNA CL</b>	
16OZ 1/24 C	ROCKSTAR	<b>RS ZERO CARB</b>	
16OZ 1/24 C	ROCKSTAR	<b>RS WTRMLN 0</b>	

16OZ 1/24 C	ROCKSTAR	RS SLVR ICE 0
16OZ 1/24 C	ROCKSTAR	RS RECOV
16OZ 1/24 C	ROCKSTAR	RS FROZEN LIME
16OZ 1/24 C	ROCKSTAR	RS MANGO ORG
16OZ 1/24 C	ROCKSTAR	RS RVL T B CHRY
16OZ 1/24 C	ROCKSTAR	RS BLACKOUT
16OZ 1/24 C	ROCKSTAR	RS LEMONADE 0
16OZ 1/24 C	ROCKSTAR	RS PINK BRY

**15OZ 1/12 C**

15OZ 1/12 C	<b>DOUBLE SHOT</b>		<b>\$21.50</b>
15OZ 1/12 C	DOUBLE SHOT	DBLSH VANILLA	
15OZ 1/12 C	DOUBLE SHOT	DBLSH MOCHA	
15OZ 1/12 C	DOUBLE SHOT	SB ENG WT CHOC	
15OZ 1/12 C	DOUBLE SHOT	DBLSH MEX MCHA	
15OZ 1/12 C	DOUBLE SHOT	DBLSH COFFEE	

**20OZ 1/12 P**

20OZ 1/12 P	<b>SOBE</b>		<b>\$14.75</b>
20OZ 1/12 P	SOBE	SOBE STRW DAQ	
20OZ 1/12 P	SOBE	SOBE STRW BAN	
20OZ 1/12 P	SOBE	SBLW STRW DRGN	
20OZ 1/12 P	SOBE	SOBE PINA CLDA	
20OZ 1/12 P	SOBE	SBLW YUMBERRY	
20OZ 1/12 P	SOBE	SBLW FUJI PEAR	
20OZ 1/12 P	SOBE	SBLW BLD ORMNG	
20OZ 1/12 P	SOBE	SOBE NRG CITR	
20OZ 1/12 P	SOBE	SBLW B&B BRY	
20OZ 1/12 P	SOBE	SBLW STRW KWI	
20OZ 1/12 P	SOBE	SOBE FUEGO LM	
20OZ 1/12 P	SOBE	SOBE MN MOJITO	

**28OZ 1/15 P**

28OZ 1/15 P	<b>GATORADE</b>		<b>\$34.00</b>
28OZ 1/15 P	GATORADE	GTD GLAC FRZ	
28OZ 1/15 P	GATORADE	GTD FRC STRW	
28OZ 1/15 P	GATORADE	GTD COOL BLUE	
28OZ 1/15 P	GATORADE	GTD LEMONLIME	
28OZ 1/15 P	GATORADE	GTD FRT PNCH	
28OZ 1/15 P	GATORADE	GTD ORANGE	

**12OZ 6/4 P**

12OZ 6/4 P	<b>GATORADE</b>		<b>\$18.00</b>
12OZ 6/4 P	GATORADE	GTD GLAC FRZ	
12OZ 6/4 P	GATORADE	GTD ORG ALLSTR	
12OZ 6/4 P	GATORADE	GTD BRY ALLSTR	

<b>17OZ 1/12 P SS</b>			
17OZ 1/12 P SS	<b>VITA ICE</b>		<b>\$8.00</b>
17OZ 1/12 P SS	VITA ICE	<b>VI ORG MANGO</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI LEMON LIME</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI BLK RAZ</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI ACAI BB POM</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI PINK GRPFRT</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI FJ APP PEAR</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI STRAW KIWI</b>	
17OZ 1/12 P SS	VITA ICE	<b>VI LEMONADE</b>	
<b>2L 8/1 P</b>			<b>\$16.50</b>
2L 8/1 P	<b>PEPSI</b>		
2L 8/1 P	PEPSI	<b>PEPSI</b>	
2L 8/1 P	<b>MOUNTAIN DEW</b>		
2L 8/1 P	MOUNTAIN DEW	<b>MTN DEW</b>	
2L 8/1 P	<b>MUG</b>		
2L 8/1 P	MUG	<b>MUG ROOTBEER</b>	
2L 8/1 P	<b>SCHWEPPEES</b>		
2L 8/1 P	SCHWEPPEES	<b>SCH GINGER ALE</b>	
2L 8/1 P	<b>DIET PEPSI</b>		
2L 8/1 P	DIET PEPSI	<b>DT PEPSI</b>	
2L 8/1 P	<b>SIERRA MIST</b>		
2L 8/1 P	SIERRA MIST	<b>MIST TWIST</b>	
2L 8/1 P	<b>CRUSH</b>		
2L 8/1 P	CRUSH	<b>CRUSH ORANGE</b>	
2L 8/1 P	<b>DIET SIERRA MIST</b>		
2L 8/1 P	DIET SIERRA MIST	<b>DT MIST TWIST</b>	
2L 8/1 P	<b>LIPTON</b>		
2L 8/1 P	LIPTON	<b>BRISK LEMONADE</b>	
<b>14OZ 1/12 P</b>			
14OZ 1/12 P	<b>MUSCLE MILK</b>		
14OZ 1/12 P	MUSCLE MILK	<b>MM PRO CHOC</b>	<b>\$33.00</b>
14OZ 1/12 P	MUSCLE MILK	<b>MMILK CHOCO</b>	<b>\$28.00</b>
14OZ 1/12 P	MUSCLE MILK	<b>MMILK VANILLA</b>	<b>\$28.00</b>
14OZ 1/12 P	<b>ICED COFFEE</b>		
14OZ 1/12 P	ICED COFFEE	<b>SB SLT CRML MO</b>	<b>\$21.50</b>
14OZ 1/12 P	ICED COFFEE	<b>SB WT CH MOCHA</b>	<b>\$21.50</b>
<b>6.5OZ 1/12 C</b>			
6.5OZ 1/12 C	<b>DOUBLE SHOT</b>		<b>\$21.50</b>
6.5OZ 1/12 C	DOUBLE SHOT	<b>SB DOUBLESHT</b>	
6.5OZ 1/12 C	DOUBLE SHOT	<b>SB DBLSHT CRML</b>	
6.5OZ 1/12 C	DOUBLE SHOT	<b>SB DBLSHT CUBA</b>	
<b>12OZ 1/24 C</b>			<b>\$9.50</b>
12OZ 1/24 C	<b>PEPSI</b>		
12OZ 1/24 C	PEPSI	<b>PEPSI</b>	

12OZ 1/24 C	<b>DIET PEPSI</b>		
12OZ 1/24 C	DIET PEPSI	<b>DT PEPSI</b>	
12OZ 1/24 C	DIET PEPSI	<b>DT PEPSI CF</b>	
12OZ 1/24 C	<b>MOUNTAIN DEW</b>		
12OZ 1/24 C	MOUNTAIN DEW	<b>MTN DEW</b>	
12OZ 1/24 C	<b>SIERRA MIST</b>		
12OZ 1/24 C	SIERRA MIST	<b>MIST TWIST</b>	
12OZ 1/24 C	<b>MUG</b>		
12OZ 1/24 C	MUG	<b>MUG ROOTBEER</b>	
12OZ 1/24 C	<b>DIET MOUNTAIN DEW</b>		
12OZ 1/24 C	DIET MOUNTAIN DEW	<b>DT MTN DEW</b>	
12OZ 1/24 C	<b>DIET SIERRA MIST</b>		
12OZ 1/24 C	DIET SIERRA MIST	<b>DT MIST TWIST</b>	
12OZ 1/24 C	<b>CHERRY PEPSI</b>		
12OZ 1/24 C	CHERRY PEPSI	<b>PEPSI CHERRY</b>	
<b>23.67OZ 1/24 P</b>			
23.67OZ 1/24 P	<b>KLARBRUNN</b>		<b>\$20.00</b>
23.67OZ 1/24 P	KLARBRUNN	<b>KLARBRUNN UBR</b>	
<b>11OZ 1/12 G</b>			
11OZ 1/12 G	<b>ICED COFFEE</b>		<b>\$21.50</b>
11OZ 1/12 G	ICED COFFEE	<b>SBIC BLK UNSWT</b>	
11OZ 1/12 G	ICED COFFEE	<b>SBIC BLK SWT</b>	
<b>12OZ 4/6 P</b>			
12OZ 4/6 P	<b>GATORADE</b>		<b>\$18.00</b>
12OZ 4/6 P	GATORADE	<b>G2 FRT PNCH</b>	
12OZ 4/6 P	GATORADE	<b>G2 GRAPE</b>	
<b>700ML 1/12 P</b>			
700ML 1/12 P	<b>LIFE WTR</b>		<b>\$12.80</b>
700ML 1/12 P	LIFE WTR	<b>LIFE WTR</b>	
<b>9.5OZ 6/4 G</b>			
9.5OZ 6/4 G	<b>FRAPPUCCINO</b>		<b>\$29.25</b>
9.5OZ 6/4 G	FRAPPUCCINO	<b>SB FP VANILLA</b>	
9.5OZ 6/4 G	FRAPPUCCINO	<b>SB FP MOCHA</b>	
<b>14OZ 1/12 G</b>			
14OZ 1/12 G	<b>LIPTON</b>		<b>\$16.20</b>
14OZ 1/12 G	LIPTON	<b>PL THC BLK TEA</b>	
<b>1L 1/12 P</b>			
1L 1/12 P	<b>LIFE WTR</b>		<b>\$15.40</b>
1L 1/12 P	LIFE WTR	<b>LIFE WTR</b>	
<b>7.5OZ 4/6 C</b>			<b>\$9.10</b>
7.5OZ 4/6 C	<b>DIET PEPSI</b>		
7.5OZ 4/6 C	DIET PEPSI	<b>DT PEPSI</b>	
7.5OZ 4/6 C	<b>PEPSI</b>		
7.5OZ 4/6 C	PEPSI	<b>PEPSI</b>	
<b>20OZ 6/4 P</b>			




20OZ 6/4 P	<b>GATORADE</b>	<b>\$23.80</b>
20OZ 6/4 P	GATORADE	<b>GTD LEMONLIME</b>
<b>6.5OZ 6/4 C</b>		
6.5OZ 6/4 C	<b>DOUBLE SHOT</b>	<b>\$43.00</b>
6.5OZ 6/4 C	DOUBLE SHOT	<b>SB DOUBLESBOT</b>

**FOUNTAIN PRICING**

Package Sizes	Brand	Flavors	Pricing
<b>3G BIB</b>			
3G BIB	<b>MISCELLANEOUS</b>		
3G BIB	MISCELLANEOUS	<b>TROP PNKLMNADE</b>	<b>\$24.00</b>
3G BIB	MISCELLANEOUS	<b>TEA PLAIN</b>	<b>\$24.00</b>
3G BIB	MISCELLANEOUS	<b>RF APPLE 100</b>	<b>\$56.70</b>
3G BIB	MISCELLANEOUS	<b>TEA RASPBRY</b>	<b>\$24.00</b>
3G BIB	MISCELLANEOUS	<b>TROP FRT PUNCH</b>	<b>\$24.00</b>
3G BIB	MISCELLANEOUS	<b>TEA GRN PEACH</b>	<b>\$24.00</b>
3G BIB	MISCELLANEOUS	<b>RF GRAPE 100</b>	<b>\$60.70</b>
3G BIB	MISCELLANEOUS	<b>RF CRAN 100%</b>	<b>\$66.70</b>
3G BIB	<b>GATORADE</b>		<b>\$53.00</b>
3G BIB	GATORADE	<b>GTD GRAPE</b>	
3G BIB	GATORADE	<b>GTD ORANGE</b>	
3G BIB	GATORADE	<b>G2 FRT PNCH</b>	
3G BIB	<b>SOBE</b>		<b>\$24.00</b>
3G BIB	SOBE	<b>SBLW YUMBERRY</b>	
3G BIB	<b>DIET MOUNTAIN DEW</b>		<b>\$24.00</b>
3G BIB	DIET MOUNTAIN DEW	<b>DT MTN DEW</b>	
3G BIB	<b>MOUNTAIN DEW</b>		<b>\$24.00</b>
3G BIB	MOUNTAIN DEW	<b>CODE RED</b>	
3G BIB	MOUNTAIN DEW	<b>MD KS BLK CHRY</b>	
3G BIB	MOUNTAIN DEW	<b>MD KS ORG CITR</b>	
3G BIB	<b>MUG</b>		<b>\$24.00</b>
3G BIB	MUG	<b>MUG ROOTBEER</b>	
3G BIB	<b>CRUSH</b>		<b>\$24.00</b>
3G BIB	CRUSH	<b>CRUSH ORANGE</b>	
3G BIB	<b>SIERRA MIST</b>		<b>\$24.00</b>
3G BIB	SIERRA MIST	<b>MIST TWIST</b>	
3G BIB	<b>DIET PEPSI</b>		<b>\$24.00</b>
3G BIB	(Blank)	<b>PEPSI ZERO</b>	
3G BIB	DIET PEPSI	<b>DT PEPSI CF</b>	
<b>5G BIB</b>			<b>\$40.00</b>
5G BIB	<b>PEPSI</b>		

5G BIB	PEPSI	PEPSI	
5G BIB	<b>MOUNTAIN DEW</b>		
5G BIB	MOUNTAIN DEW	<b>MTN DEW</b>	
5G BIB	<b>TROPICANA</b>		
5G BIB	ALL OTHER	<b>TROP LMNADE</b>	
5G BIB	<b>DIET PEPSI</b>		
5G BIB	DIET PEPSI	<b>DT PEPSI</b>	
5G BIB	<b>SIERRA MIST</b>		
5G BIB	SIERRA MIST	<b>MIST TWIST</b>	
5G BIB	<b>CHERRY PEPSI</b>		
5G BIB	CHERRY PEPSI	<b>PEPSI CHERRY</b>	
5G BIB	<b>MUG</b>		
5G BIB	MUG	<b>MUG ROOTBEER</b>	
<b>1.5G BB</b>			
1.5G BB	<b>ALL OTHER</b>		
1.5G BB	ALL OTHER	<b>RF GOLD PINEAP</b>	<b>\$28.35</b>
1.5G BB	ALL OTHER	<b>RF CRAN 15%</b>	<b>\$28.35</b>
			<b>\$16.50</b>
<b>5G PRE</b>			
5G PRE	<b>PEPSI</b>		
5G PRE	PEPSI	<b>PEPSI</b>	
5G PRE	<b>DIET PEPSI</b>		
5G PRE	DIET PEPSI	<b>DT PEPSI</b>	
5G PRE	<b>SIERRA MIST</b>		
5G PRE	SIERRA MIST	<b>MIST TWIST</b>	
5G PRE	<b>MOUNTAIN DEW</b>		
5G PRE	MOUNTAIN DEW	<b>MTN DEW</b>	
5G PRE	<b>ALL OTHER</b>		
5G PRE	ALL OTHER	<b>SOUR</b>	
			<b>\$96.70</b>
<b>3G FCB</b>			
3G FCB	<b>ALL OTHER</b>		
3G FCB	ALL OTHER	<b>SC BLUE RASP</b>	
3G FCB	ALL OTHER	<b>SC CHERRY</b>	
<b>CO2</b>			
CO2	<b>CO2</b>	<b>20# DRUM</b>	<b>\$21.70</b>
CO2	<b>CO2</b>	<b>50# DRUM</b>	<b>\$54.30</b>

 <h2 style="text-align: center;">University of Nebraska</h2> <p style="text-align: center;">Current Revision Date: 09/21/16</p>		<p><b>Verbiage</b></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>University of Nebraska ® Nebraska ® Huskers ® Cornhuskers ® NU ® Blackbirds ®</p> </div> <div style="width: 45%;"> <p>Go Big Red™ Bob Devaney Sports Center™ Memorial Stadium™ Husker Power™ GBR™ Herbie Husker™</p> </div> </div>				
<p><b>Established:</b> 1869      <b>Location:</b> Lincoln, NE</p> <p><b>Mascot Name:</b> Herbie Husker, Lil' Red      <b>Conference:</b> Big Ten      <b>Nickname:</b> Cornhuskers, Huskers</p>						
Red	Black	White	Brown	Orange	Yellow	Blue
PANTONE 186 C MADEIRA: 1147 RA: 2263	PANTONE Process Black C MADEIRA: Black RA: Black	White MADEIRA: White RA: White	PMS 469 C MADEIRA: 1230 RA: 2402	PMS 148 C MADEIRA: 1084 RA: 2593	PMS 102 C MADEIRA: 1180 RA: 2225	PMS Process Blue C MADEIRA: 1076 RA: 2220
<p><small>Approved University colors or the "PANTONE" colors listed on this page must be used. The colors on this page are not intended to match PANTONE color standards. For PANTONE color standards, refer to the current editions of the PANTONE color publications. "PANTONE" is a registered trademark of PANTONE, Inc.</small></p>						
Primary Marks (Nebraska N - Not permitted at mass retailers)						
1	2	3	4	5		
Secondary Marks						
6	7	8				
9	10	11				
12	13	14				
15	16	17				
State Marks						
18	19	20	21	22	23	
Football Marks						
24	25	26	27	28		
Herbie Marks						
29	30	31	32	33	34	
Institutional Marks						
35	36	37	38	39	40	41

**ADDITIONAL PERTINENT INFORMATION**

- University seal permitted on products for resale (school approval required)
- No alterations or overlaying graphics to seal permitted
- University licenses consumables (must have expiration date on packaging)
- University licenses health and beauty products
- Mascot caricatures permitted (school approval required)

- Cross licensing with other marks may be permitted with an additional agreement
- No use of current players' name, image, or likeness is permitted on commercial products in violation of NCAA rules and ones
- No references to alcohol, drugs, or tobacco related products may be used in conjunction with University marks
- No alterations or overlaying graphics to Nebraska N permitted

NOTE: The marks of University of Nebraska are controlled under a licensing program administered by Collegiate Licensing Company. Any use of these marks will require written approval from Collegiate Licensing Company.

APPENDIX B

UNIVERSITY OF NEBRASKA is the owner of all rights, title and interest in and to the following indicia, which includes trademarks, service marks, trade names, designs, logos, seals and symbols.

*College Vault*

UNIVERSITY OF NEBRASKA

MARCH 8, 2016



LOGO MARKS		GENERAL INFORMATION	
1		UNIVERSITY OF NEBRASKA @ Big Red™ Nebresque @ Big Red™ Huskies @ Big Red™ NU @ Big Red™ Cornhuskers @ Big Red™ Football National Champions: 1970, 1971, 1994, 1996, 1997	ESTABLISHED DATE: 1868 CONFERENCE: BIG TEN MASCOT: HUSKERS MASCOT NICKNAME: HERBIE HUSKER, LIT RED
2			
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WORD MARKS			
23	NEBRASKA HUSKERS		
24	NEBRASKA CORNHUSKERS		
25	NEBRASKA CORNHUSKERS		
26	NEBRASKA CORNHUSKERS		
27	GO BIG RED.		
28	NEBRASKA		
29	NEBRASKA		
30	NEBRASKA		
31	NEBRASKA CORNHUSKERS		
32	GO BIG RED!		
33	HUSKERS		
PANTONE 188		WHITE	

NOTE: The marks of University of Nebraska are controlled under a licensing program administered by The Collegiate Licensing Company. Any use of these marks will require written approval from The Collegiate Licensing Company.

In addition to the indicia shown above, any indicia adopted hereafter and used or approved for use by UNIVERSITY OF NEBRASKA shall be deemed to be additions to the indicia as though shown above and shall be subject to the terms and conditions of the Agreement.

## **GAME DAY SERVICES**

**The following incremental support levels will be provided for Football Game Day (including intra-squad scrimmage) retailing operations:**

- 12-15 vendor staff to restock beverage coolers on game days. Number to be revisited if circumstances change.
- Necessary equipment and personnel to adequately stock all retailing locations at Memorial Stadium prior to and on game days.
- Availability of at least 300 trays, aprons and other items needed for product hawkers.

**The following incremental support levels will be provided for ALL retailing operation locations of sporting events:**

- Agreement and compliance with Athletic Department internal control policies regarding stocking, handling and movement of product inventory.
- Necessary vendor staff to guarantee fountain reliability for all venues and events at Memorial Stadium, Devaney Sports Center and the Hibner Soccer Stadium.
- Availability of up to 4 portable trailers for product sales during NU football games, Boy's and Girl's State Basketball Tournaments, and any post-season tournaments held in campus facilities.
- Cooperation with catering rights holder to guarantee product at catered events; availability of necessary equipment to hold chilled product for such.
- Availability and maintenance of coolers, tubs, tankers for product storage.

## SPONSORSHIP RECOGNITION AND TICKET PACKAGE

**Memorial Stadium** – regular season home football games; Spring intrasquad scrimmage

- Rotating sponsorship signage on six (6) corner screens
- One (1) mutually agreed upon sponsored video board feature
- Ten (10) sponsored replay tags at each home football game
- One ribbon board feature promoting each Nebraska kickoff during the course of the game
- Rotating signage on east and west façade ribbon boards
- Logo recognition on concession stand menu boards
- Logo recognition on visible fountain machines
- Full Color, full page sponsor recognition in game day program
- Logo on concession cup
- Trip for four (4) on the annual suite trip to one away football game

**Pinnacle Bank Arena**– regular season home men’s and women’s basketball games

- Rotating signage on courtside LED
- Logo on four (4) corner panels on main center hung scoreboard
- Replay tags at each home game
- One (1) video feature or on-court promotion
- Logo on flip cards/roster cards
- One (1) game sponsorship for men’s and women’s basketball games; includes twenty (20) game tickets and hospitality passes, four (4) public address announcements, and logo on the roster card

**Bob Devaney Sports Center** – regular season home women’s volleyball games; pre-season intrasquad scrimmage

- Rotating signage on courtside LED
- Full color, full page sponsor recognition in the volleyball gameday program
- One (1) volleyball match sponsorship each year including 54 game tickets and four (4) public address announcements
- Logo on concession cup

**Haymarket Park Hawks Field** – regular season home baseball games

- One (1) game sponsorship with four (4) public address announcements and fifty (50) general admission tickets
- One (1) full color, full page presence in the baseball game day program

**Huskers.com Athletics Department Website**

- Logo recognition on huskers.com website

**University will provide Sponsor with the following tickets and entertainment/hospitality privileges free of charge, during each Agreement Year:**

**Memorial Stadium** – regular season home football games; Spring intra-squad scrimmage

- Forty (40) season tickets
- Eight (8) Club Level season tickets
- Two (2) vendor parking passes

**Pinnacle Bank Arena** – regular season home men’s and women’s basketball games

- Twenty-six (26) season tickets for all home regular season men’s basketball games
- Four (4) men’s basketball season parking passes
- Eight (8) season tickets for all home regular season women’s basketball games
- Eight (8) season hospitality passes for all home regular season men’s and women’s basketball games

**Bob Devaney Sports Center** – regular season home women’s volleyball games; pre-season intra-squad scrimmage

- Eight (8) volleyball regular season tickets
- Eight (8) season hospitality passes for all home games

**Haymarket Park** – regular season home baseball games

- Four (4) season tickets for all home regular season games

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

MEETING DATE: January 25, 2019

SUBJECT: Mabel Lee Hall replacement building technology investments and project budget increase

RECOMMENDED ACTION: Approve budget increase for the Mabel Lee Hall project

PREVIOUS ACTION: February 28, 2018 -- The Business Affairs Committee accepted the renovate/replace cost analysis and approved the recommendation to replace Mabel Lee Hall. This report was included in the Board of Regents March 29, 2018 agenda materials

June 1, 2017 -- The Board of Regents approved the program statement for the Mabel Lee Hall renovation

EXPLANATION: We are requesting an additional six million dollar infrastructure investment in the new College of Education and Human Sciences building on the University of Nebraska-Lincoln campus (also known as the Mabel Lee Hall replacement building). These funds will be utilized for infrastructure needed to support the innovative teaching/learning methods and cutting-edge technology envisioned for the building.

Technology in education is about devices and applications that allow all learners to learn, collaborate, and create seamlessly. It is also about less obvious things that allow teachers and learners anywhere to maximize the learning experience and to overcome any obstacle on the path to greater understanding. Among these latter elements is the infrastructure within the built environment, such as electrical and wireless capacity, that make the difference between a difficult environment to navigate and one that contributes to enhanced instructional experiences. Our goal is to create a smart learning environment that reaches beyond the walls of the building to serve students and teachers throughout Nebraska and the World. In this way, the College of Education and Human Sciences will be able to serve students, teachers, community professionals, communities and schools while modeling and creating leading edge uses of instructional technology that can be used by others in their communities.

All classrooms and learning spaces in the new building are being designed to promote active learning and learner accessibility in ways that exceed the technology-related infrastructure specifications of a traditional building. The enhanced AV systems we have discussed in our design meetings include, but are not limited to the following elements: additional acoustical requirements, enhanced electrical capacity and circuitry, larger generator capacity, larger AV/server room space, additional HVAC capacity and quieter systems, upgraded lighting control and dimming systems, additional conduit and cable tray systems for delivery of bandwidth, multiple floor outlets to provide access to power and data to allow for better active learning classroom configurations, higher quality displays and projectors, and larger ductwork/mechanical systems to keep ambient noise at minimum levels (requiring added floor to ceiling heights for the installation of equipment). These built-environment elements are crucial to the vision and goal outlined above.



As one specific example, we wish to make sure sure that the technology embedded in the building accommodates all learners including those with disabilities (e.g. hearing impairments, learning disabilities, and attention deficits). We believe that teachers and human service professionals should be as diverse as the students and families that they serve, and that the building in which they learn should give CEHS students the opportunity to succeed and should also model how leading-edge educational environments can serve all learners. With this in mind, we could incorporate such infrastructure elements as:

- Acoustic treatments to reduce extraneous noise
- Active noise cancellation mechanisms
- Audio spotlight with ability to focus attention on what is currently most relevant
- Differential lighting based on learning activity with user controllable lighting
- Lesson capture technology that enables students to go back and review lessons

	<u>Original</u>	<u>Proposed</u>
Total Project Budget	\$40,000,000	\$46,000,000
Funding		
LB 947 Bond Proceeds	\$40,000,000	\$40,000,000
Private funds		<u>6,000,000</u>
		\$46,000,000

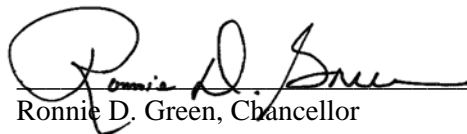
The technology investments and budget increase have been reviewed and recommended for approval by the Business Affairs Committee.

PROJECT COST: \$6,000,000

SOURCE OF FUNDS: Private funds

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

RECOMMENDED:

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

DATE: December 20, 2018

TO: The Board of Regents  
Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: 2019-2021 University of Nebraska at Kearney Collective Bargaining Agreement

RECOMMENDED ACTION: Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Kearney Education Association (UNKEA) for the 2019-2021 biennium.

PREVIOUS ACTION: January 27, 2017 – The Board of Regents approved amendments to the Collective Bargaining Agreement for the 2017-2019 biennium.

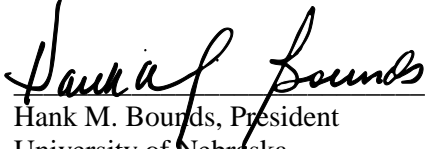
EXPLANATION: The amendments to the Bargaining Agreement were made pursuant to Neb. Rev. Stat. §§ 81-1369 through 81-1388. The key economic elements of the amendments involves increases in salary of 1.30% of the Aggregate Faculty Base Salary in both the first and second years of the contract for the 2019-2021 biennium, plus additional promotion increases and annual promotion floor payments in each year of the biennium.

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

SOURCE OF FUNDS: General Funds/Cash Funds

SPONSORS: Bruce A. Currin  
Associate Vice President for Human Resources

Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

  
Hank M. Bourds, President  
University of Nebraska

RECOMMENDED:

DATE: January 22, 2019

TO: The Board of Regents  
Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: 2019-2021 University of Nebraska at Omaha Collective Bargaining Agreement

RECOMMENDED ACTION: Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Omaha American Association of University Professors (UNO/AAUP) for the 2019-2021 biennium.

PREVIOUS ACTION: January 27, 2017 – The Board of Regents approved amendments to the Collective Bargaining Agreement for the 2017-2019 biennium.

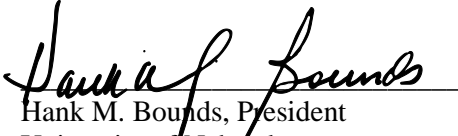
EXPLANATION: The amendments to the Bargaining Agreement were made pursuant to Neb. Rev. Stat. §§ 81-1369 through 81-1388. The key economic element of the amendments involves increases in salary, including promotion increases, equal to 2.00% of Aggregate Faculty Base Salary in both the first and second years of the contract for the 2019-2021 biennium.

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

SOURCE OF FUNDS: General Funds/Cash Funds

SPONSORS: Bruce A. Currin  
Associate Vice President for Human Resources

Jeffrey P. Gold, Chancellor  
University of Nebraska at Omaha

RECOMMENDED:   
Hank M. Bounds, President  
University of Nebraska

DATE: January 22, 2019

TO: The Board of Regents  
Academic Affairs

MEETING DATE: January 25, 20109

SUBJECT: University of Nebraska Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President  
University of Nebraska

DATE: January 2, 2019

## **INVESTING IN NEBRASKA'S FUTURE**

### **Strategic Planning Framework**

**2014-2016**

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

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

The university's efforts will not be limited to these priorities, as we expect to be able to measure progress in other areas given the interrelatedness of the objectives, other priorities of the Board and the President, and the ongoing strategic planning efforts of the four campuses. Campus plans are consistent with this framework and operate within its broader goals. Each campus has established a set of quality indicators that provide a means to evaluate achievement and momentum related to its principal objectives.

1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.
  - a. The university will strive to increase affordability and ensure qualified students are not denied access based on economic circumstances.
    - i. Secure state funding sufficient to support access to high quality programs.*
    - ii. Keep tuition increases moderate and predictable for students and families, consistent with goals of both access and quality.*
    - iii. Expand need-based financial aid and effectively market opportunity and major aid programs (e.g. Collegebound Nebraska, Buffett Scholars, Thompson Learning Communities).*
  - b. Increase the percentage of Nebraska high school graduates (the state “college-going rate”) who enroll at and graduate from the university.
    - i. Increase enrollment, consistent with quality imperatives, to serve Nebraska’s goals for increased educational attainment.*
    - ii. Increase each campus’s undergraduate freshman-to-sophomore retention rate each year, with a goal of exceeding the average of its peer institutions.*
    - iii. Increase each campus’s undergraduate six-year graduation rate, with a goal of exceeding the average of its peer institutions.*
  - c. Increase the diversity of those who enroll at and graduate from the university, employing measures permitted by state and federal law.
    - i. Engage in partnerships with other higher education institutions, K-12, and the private sector to increase diversity of students who seek a post-secondary education, employing measures permitted by state and federal law.*
  - d. Expand lifelong educational opportunities, including those for non-traditional and transfer students.
  - e. Promote adequate student preparation for success in higher education.
    - i. Engage in pilot programs with Nebraska high schools for development of high school academies in partnership with the university.*
    - ii. Provide timely and usable information to middle school students, parents, teachers and school administrators.*

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

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



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

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

a. Increase external support for research and scholarly activity.

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

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

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

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

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

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

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

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

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

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

- c. Support Nebraska's economic development.
    - i. Partner and collaborate with government and the private sector to attract, retain, and spur business development and economic opportunity.*
    - ii. Use university research and other resources to foster more effective relationships with the private sector.*
  - d. Support entrepreneurship education, training and outreach.
  - e. Collaborate with the public and private sectors to build successful regional, multistate, international linkages.
  - f. Use university resources to engage Nebraskans outside cities where our major campuses are located.
    - i. Effectively use the Nebraska Rural Initiative and other university-wide and campus programs to develop excellence in supporting community development while creating quality economic opportunities throughout rural Nebraska.*
    - ii. Effectively use regional research and extension operations and statewide extension for engagement with the university.*
6. The University of Nebraska will be cost effective and accountable to the citizens of the state.
- a. Support the development of a sustainable university environment.
    - i. Build a comprehensive long-range capital facilities planning process and provide a six-year capital construction plan, updated quarterly.*
    - ii. Implement the second phase of LB 605 to repair, renovate and/or replace specific university facilities.*
    - iii. Campuses shall pursue energy efficiency.*
    - iv. Campuses shall promote through policies and scheduling effective utilization of university facilities.*
  - b. Maintain a safe environment for students, faculty, staff and visitors.
    - i. Develop and regularly monitor fire safety plans and procedures.*
    - ii. Collaborate with state and local government in disaster planning.*
    - iii. Develop and test campus plans for emergencies and disasters.*

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

TO: The Board of Regents  
Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: University of Nebraska Strategic Framework Accountability Measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President  
University of Nebraska

DATE: January 3, 2019

## INVESTING IN NEBRASKA’S FUTURE

### Strategic Planning Framework 2018-2020 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
FY2018-19	To be developed as part of the 2017-2019 biennial budget request planning process.	June 2019	Business
FY2019-20	To be developed as part of the 2019-2021 biennial budget request planning process.	June 2020	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
FY2018-19	To be developed as part of the 2017-2019 biennial budget request planning process.	June 2019	Business
FY2019-20	To be developed as part of the 2019-2021 biennial budget request planning process.	June 2020	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
FY2017-18	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2019	Academic
FY2018-19	To be developed as part of the 2019-2021 biennial budget request planning process.	Jan. 2020	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 2018	<ul style="list-style-type: none"> <li>• UNL increase enrollment 2.9%</li> <li>• UNO increase enrollment 4.5%</li> <li>• UNK and UNMC increase enrollment over previous year</li> </ul>	Dec. 2018	Academic
Fall 2019	TBD	Dec. 2019	Academic

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

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2016-17 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. 2019	Academic
2017-18 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. 2020	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
FY2018-19	<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 2019	Business
FY2019-20	<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 2020	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 2017	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	Jan. 2019	Academic
Fall 2018	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	Jan. 2020	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 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
Fall 2019	Maintain enrollment of first-time freshman ranked in the top quartile of their high school graduating class to 50.0% or greater.	Dec. 2019	Academic

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

*Increase support for merit-based scholarships.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY2017-18	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2019	Academic
FY2018-19	Raise at least \$9 million in private funds (endowment and/or spendable).	Jan. 2020	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 2018	Increase the number of domestic nonresident undergraduate students by 1.5% annually.	Dec. 2018	Academic
Fall 2019	Increase the number of domestic nonresident undergraduate students by 1.5% annually.	Dec. 2019	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 program 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 2018	TBD	March 2019	Academic
Fall 2019	TBD	March 2020	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
FY2017-18	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 2019	Academic
FY2018-19	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 2020	Academic

**13. Entrepreneurship (5-d)**

*Support entrepreneurship education, training, and outreach.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2018	Increase over previous year. Evaluate and modify annual targets as appropriate. 1) Entrepreneurship education a) Entrepreneurship student credit hours b) Number of entrepreneurship students 2) Entrepreneurship outreach a) Attendees at seminars provided b) Website visits 3) Business creation a) NU-affiliated companies formed	March 2019	Academic
2019	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 2020	Academic



14. **LB605 (6-a-ii)**  
*Implement the second phase of LB605 to repair, renovate, and/or replace specific University facilities.*

\*A capstone report on LB605 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
2018 Calendar Year	1) Short-term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa1 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries	1) June 2019 2) Jan. 2019 3) Jan. 2019 4) Quarterly 5) June 2019	Business
2019 Calendar Year	1) Short-term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa1 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries	1) June 2020 2) Jan. 2020 3) Jan. 2020 4) Quarterly 5) June 2020	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 2018	1) Annual or other periodic review, as available, by the Board of performance on standardized examination 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 2019	Academic
Fall 2019	1) Annual or other periodic review, as available, by the Board of performance on standardized examination 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 2020	Academic

17. **Global Engagement - Student Abroad (3-d-i)**

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2017-18	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 2019	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 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
Fall 2019	Continue progress toward doubling by 2020-21 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Dec. 2019	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.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
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
Academic Year 2018-19	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. 2019	Academic

TO: The Board of Regents  
Academic Affairs

MEETING DATE: January 25, 2019

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: January 3, 2019

## Strategic Framework Accountability Measure Reporting and Update Calendar

Revised for December 4, 2018 meeting

<u>Board Meeting Date</u>	<u>Academic Affairs Committee</u>	<u>Business Affairs Committee</u>
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>
January 24, 2019	UNL campus visit with discussion of campus strategic plan and performance indicators.	
January 25, 2019	Need-based Financial Aid [1-a-iii] Graduation Rates [1-b-iii] Faculty Diversity [2-a-iii] Merit-based Scholarships [3-b-ii]	Administrative/Business Efficiencies [6-c-ii] <i>(Endowments, Debt)</i>
March 29, 2019	Workforce Development [3-h-i/3-h-ii] Research [4-a-i] Entrepreneurship [5-d]	Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
June 28, 2019	None	State Funding [1-a-i] Tuition [1-a-ii] Faculty Merit Compensation [2-a-ii] Administrative/Business Efficiencies [6-c-ii] <i>(Short-term Cash/Investments, Human Resources)</i>
August 16, 2019	Student Learning Assessment [6-g] Study Abroad [3-d-i]	Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
October 25, 2019	None	None

TO: The Board of Regents  
Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: University of Nebraska Strategic Dashboard Indicators

RECOMMENDED ACTION: For Information Only


















PREVIOUS ACTION: None

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

SPONSOR: Hank M. Bounds, President  
University of Nebraska

DATE: January 2, 2019

## University of Nebraska Strategic Dashboard Indicators (Updated as of December 4, 2018)

State Funding Change (1.a.i) FY2018-19		Tuition Change (1.a.ii) FY 2018-19		Enrollment Change (1.b.i) Fall 2018		Retention (1.b.i) Fall 2018		Need-Based Aid (1.a.iii) FY2016-17				
Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome			
	State funding and cost mgmt.= +0.7% <6% tuition increase		State funding and cost mgmt.= 3.2% <6% tuition increase 2018-19		UNL= 2.9% increase		UNO= 4.5% 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 2018		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%		Increase 1.5% over 2017		Raise at least \$9 million in private funds	Raised \$34.1 million		
Study Abroad (3.d.i) AY2016-17		International Students (3.d.ii) Fall 2018		Distance Education (3.g.i) Fall 2017		Six-Year Graduation Rate (1.b.iii) AY2014-15						
Target	Outcome	Target	Outcome	Target	Outcome	Campus	Target	Outcome	Outcome			
	50% increase over 2011-12 number by 2019-20 26% increase since 2011-12		Double base of 3,018 students by 2019-20 -5.4% decrease from prior year (4,246)		Resident and nonresident growth above public four-year national average Resident = 5.0% Nonresident = 5.6%		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			

**LEGEND:**



Target Met or Exceeded










Progress Toward Target



Target Not Met

## University of Nebraska Strategic Dashboard Indicators (Updated as of December 4, 2018)

Federal Research Funding Growth (4.a.i) UNL and UNMC FY2016-17						Faculty Salaries (2.a.i) FY2017-18					
	<u>Campus</u>	<u>Target</u>	<u>Outcome</u>		<u>Campus</u>	<u>Target</u>	<u>Outcome</u>		<u>Campus</u>	<u>Target</u>	<u>Outcome</u>
	UNL	1.14%	4.29%		UNMC	-0.71%	3.84%		UNL		2018= -5.2% 2017= -5.2%
									UNMC	Significant progress toward exceeding midpoint of peers	2018= -5.0% 2017= -5.7%
									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) 2017</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) 2016=10,943; 2017=10,319 2) 2016=3,692; 2017=3,451 3) 2016=11,642; 2017=13,242 4) 2016=189,723; 2017=111,098 5) 2016=31; 2017=63 6) 2016=178; 2017=211 (patents filed), 2016=60; 2017=95 (patents awarded) 7) 2016=8,756; 2017=9,952 8) 2016=\$343,578; 2017=\$222,895 9) 2016=\$458,142; 2017=\$275,947 10) 2016=994; 2017=714 11) 2016=644; 2017=548

**LEGEND:**



Target Met or Exceeded









Progress Toward Target



Target Not Met

## University of Nebraska Strategic Dashboard Indicators (Updated as of December 4, 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 2017	<ol style="list-style-type: none"> <li>1. Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations.</li> <li>2. 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> August 2018	Meet midpoint of peers in faculty and staff salaries.	Faculty salaries at UNL and UNMC are below the midpoint of peers for 2018*.

**Notes:**

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

**LEGEND:**





TO: The Board of Regents  
Academic Affairs

MEETING DATE: January 25, 2019

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

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: The current version of the framework appears as an information item at each Board of Regents meeting.  
  
April 2005 – The Board of Regents began development of the University of Nebraska “Strategic Framework – Accountability Measures” document.

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

SPONSOR: Hank M. Bounds, President  
University of Nebraska

DATE: January 10, 2019

Alignment of University's Strategic Goals with Board of Regents Agenda Items  
January 25, 2019

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 Meeting the Medical Education and Training Needs of Rural Nebraskans
  - Academic Affairs committee presentation on University of Nebraska Graduate Workforce Outcomes
  - Strategic Framework report on Need-Based and Merit-Based Financial Aid
  - Strategic Framework report on Graduation Rates
  
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 Meeting the Medical Education and Training Needs of Rural Nebraskans
  - Approve request to create the Master of Science in IT Innovation to be administered by the Office of Graduate Studies, School of Interdisciplinary Informatics, and the College of Information Science and Technology at UNO
  - Approve request to create the School of Accounting in the College of Business Administration at UNO
  - Approve the budget increase for the Mabel Lee Hall project at UNL
  - Quarterly personnel report
  - Strategic Framework report on Faculty Diversity
  - Report on expedited approval of Engineering Management Graduate Certificate in the College of Engineering at UNL
  - Report on renaming the joint UNO and UNMC Master of Arts in Applied Behavior Analysis to the Master of Science in Applied Behavior Analysis
  
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.**
  - Academic Affairs committee presentation on Meeting the Medical Education and Training Needs of Rural Nebraskans
  - Academic Affairs committee presentation on University of Nebraska Graduate Workforce Outcomes
  - Approve request to create the Master of Science in IT Innovation to be administered by the Office of Graduate Studies, School of Interdisciplinary Informatics, and the College of Information Science and Technology at UNO
  - Approve request to create the School of Accounting in the College of Business Administration at UNO
  - Approve the budget increase for the Mabel Lee Hall project at UNL
  - Report on expedited approval of Engineering Management Graduate Certificate in the College of Engineering at UNL
  - Report on renaming the joint UNO and UNMC Master of Arts in Applied Behavior Analysis to the Master of Science in Applied Behavior Analysis

- 4. The University of Nebraska will pursue excellence and regional, national, and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.**
  - Approve the budget increase for the Mabel Lee Hall project at UNL
  
- 5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, and other educational institutions, and rural and urban communities and regions.**
  - Academic Affairs committee presentation on Meeting the Medical Education and Training Needs of Rural Nebraskans
  - Academic Affairs committee presentation on Closing the Broadband Access Gap for Rural Nebraska
  - Academic Affairs committee presentation on University of Nebraska Graduate Workforce Outcomes
  
- 6. The University of Nebraska will be cost effective and accountable to the citizens of the state.**
  - Approve the appointment of Chris J. Kabourek to serve on the Ak-Sar-Ben Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2019 through December 31, 2020
  - Approve the addition of the proposed Board of Regents Policy 1.1.3, Reporting Suspected University-Related Misconduct and Prohibition Against Retaliation (Whistleblower Policy)
  - Approve the request to eliminate the Laboratory Animal Care undergraduate certificate at NCTA
  - Authorize the President, in conjunction with the Executive Committee of the Board, to approve the terms and conditions to complete the acquisition of real property at 1800 West 24<sup>th</sup> Street, Kearney, NE and disposal of real property at 1200 15<sup>th</sup> Avenue, Kearney, NE at UNK
  - Approve an agreement between LinPepCo Enterprises and UNL granting the exclusive license to pouring and vending rights on the UNL campuses for a period of ten (10) years
  - Approve the budget increase for the Mabel Lee Hall project at UNL
  - Intermediate Design Report on UNL C.Y. Thompson Learning Commons
  - Report on naming room 151 the “Loper Think Thank” and room 132 “Union Square” in the Nebraskan Student Union at UNK
  - Approve or accept various regular reports, including:
    - Audited financial statements of the University of Nebraska and related entities
    - Report on bids and contracts
    - Quarterly report of gifts, grants, contracts, and bequests

TO: The Board of Regents

Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: Personnel Reports

RECOMMENDED ACTION: Report

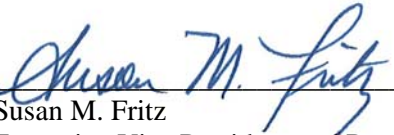
PREVIOUS ACTION: On December 10, 1994, the Board of Regents amended Section 3.2 of the *Bylaws of the Board of Regents* to delegate to the President, or administrative officers designated by the President, authority to make appointments in the Academic-Administrative staff to faculty positions and to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

EXPLANATION: A series of reports of campus personnel actions approved by each Chancellor during the 3rd quarter of 2018 is attached.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVED:

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

DATE: January 3, 2019

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Arredondo, David	Calvin T. Ryan Library	Assistant Professor/Collection Services Librarian	Specific	9/1/2018		75,500 FY	1.00
Christen, Michael	Business Services	Director	Special	7/1/2018		82,000 FY	1.00
Dolence, Joseph	Biology	Assistant Professor	Specific	9/1/2018		55,000 AY	1.00
Gaines, Alison	Music, Theatre, and Dance	Assistant Professor	Specific	9/1/2018		54,000 AY	1.00
		Ronald Crocker Chair in Orchestra	Special	9/1/2018		10,000 AY	0.00
Modlin, Brad	English	Assistant Professor	Special	9/1/2018	8/31/2019	55,000 AY	1.00
		Paul W. Reynolds and Clarice Kingston Reynolds Chair	Special	9/1/2018	8/31/2019	15,000 AY	1.00
Nelson, Rebecca	Teacher Education	Assistant Professor	Specific	9/1/2018		52,000 AY	1.00
Packard, Ahna	Industrial Technology	Assistant Professor	Specific	9/1/2018		60,000 AY	1.00
Park, Taekyung	Social Work	Assistant Professor	Specific	9/1/2018		59,000 AY	1.00
Porter, Dale	Industrial Technology	Assistant Professor	Specific	9/1/2018		83,534 AY	1.00
Steinke, Annarose	English	Assistant Professor	Specific	9/1/2018		50,209 AY	1.00
Underwood, Joshua	Kinesiology and Sport Sciences	Assistant Professor	Specific	9/1/2018		55,000 AY	1.00
van den Berg, Matthew	Accounting and Finance	Assistant Professor	Specific	9/1/2018		85,000 AY	1.00
Vander Werf, Nathan	Mathematics and Statistics	Assistant Professor	Specific	9/1/2018		57,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Babe, John	Architecture	Associate Professor of Practice	Special	8/13/2018	5/14/2021	75,000 AY	1.00
Bach, Christopher	Athletics	Director, Nebraska Athletic Performance Lab	Special	9/6/2018		140,000 FY	1.00
Bartels, Amy	Management	Assistant Professor	Specific Term	8/13/2018		155,000 AY	1.00
Barutha, Philip	Durham School of Architectural Engineering and Construction	Assistant Professor	Specific Term	8/13/2018		86,000 AY	1.00
Black, Dirk	Accountancy	Assistant Professor	Specific Term	8/13/2018		225,000 AY	1.00
Brummer, Joshua	Mathematics	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	65,000 AY	1.00
Carlson, Matthew	Center on Children, Families, and the Law	Research Assistant Professor	Special	9/1/2018	8/31/2019	65,000 FY	1.00
Chan, Hau	Computer Science and Engineering	Assistant Professor	Specific Term	8/13/2018		92,000 AY	1.00
Dearden, Stuart	Accountancy	Assistant Professor	Specific Term	8/13/2018		210,000 AY	1.00
Deyong, Sarah	Architecture	Program Director Associate Professor	Special Continuous	8/13/2018 8/13/2018		8,500 AY 90,000 AY	0.00 1.00
Finch, Jenna	Psychology	Assistant Professor	Specific Term	8/13/2018		77,000 AY	1.00
Garcia, Marc	Sociology Ethnic Studies	Assistant Professor Assistant Professor	Specific Term Specific Term	8/13/2018 8/13/2018		45,000 AY 30,000 AY	0.60 0.40
Garrett, Marques	Glenn Korff School of Music	Assistant Professor	Specific Term	8/13/2018		58,000 AY	1.00
Gilbert, Ashley	Glenn Korff School of Music	Associate Professor of Practice	Special	8/13/2018	5/13/2022	58,000 AY	1.00
Griffin, Jemalyn	Advertising	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	65,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Gupta, Shivam	Supply Chain Management and Analytics	Assistant Professor	Specific Term	8/13/2018		147,500 AY	1.00
Herstein, Kelli	Durham School of Architectural Engineering and Construction	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	90,000 AY	1.00
Hughes, Michelle	Special Education and Communication Disorders	Associate Professor	Continuous	8/13/2018		140,000 AY	1.00
Johnson, Mary Ann	Nutrition and Health Sciences	Professor Chair J.S. Tintsman Professorship	Continuous Special Special	8/1/2018 8/1/2018 8/1/2018		112,727 FY 42,273 FY 10,000 FY	0.70 0.30 0.00
Konstantzos, Iason	Durham School of Architectural Engineering and Construction	Assistant Professor	Specific Term	8/13/2018		86,000 AY	1.00
LaGrange, Mary	Business and Finance	Associate Vice Chancellor and Controller	Special	7/9/2018		184,559 FY	1.00
Lahne, Ryan	Nebraska Union	Interim Director	Special	7/1/2018	6/30/2019	117,704 FY	1.00
Lan, Yingchao	Supply Chain Management and Analytics	Assistant Professor	Specific Term	8/13/2018		145,000 AY	1.00
Lenz, Lisa	Special Education and Communication Disorders	Assistant Professor of Practice	Special	8/1/2018	7/31/2020	69,350 FY	1.00
Liu, Ruomeng	Finance	Assistant Professor	Specific Term	8/13/2018		210,000 AY	1.00
Lorenz, Geoffrey	Political Science	Assistant Professor	Specific Term	8/13/2018		72,000 AY	1.00
Lorenz, Tierney	Psychology	Assistant Professor	Specific Term	8/13/2018		77,500 AY	1.00
Maresh, Kathryn	School of Accountancy	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	96,000 AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Martin, Jill	College of Journalism and Mass Communications	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	65,000 AY	1.00
Mattingly, Jacqueline	Glenn Korff School of Music	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	55,000 AY	1.00
McDowell, Jr., Tyre	Student Affairs	Assistant Vice Chancellor	Special	8/27/2018		130,000 FY	1.00
Moon, Alena	Chemistry	Assistant Professor	Specific Term	8/13/2018		75,000 AY	1.00
Moore, Keegan	Mechanical and Materials Engineering	Assistant Professor	Specific Term	8/13/2018		90,000 AY	1.00
Munoz, Laura	History	Assistant Professor	Specific Term	8/13/2018		42,000 AY	0.60
	Ethnic Studies	Assistant Professor	Specific Term	8/13/2018		28,000 AY	0.40
Pierce, Olga	News - Editorial	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	75,000 AY	1.00
Pollard, Ann Marie	Johnny Carson School of Theatre and Film	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	60,000 AY	1.00
Porter, Zachary	Architecture	Assistant Professor	Specific Term	8/13/2018		66,000 AY	1.00
Rodriguez, Amanda	Special Education and Communication Disorders	Assistant Professor	Specific Term	8/13/2018		73,000 AY	1.00
Sharif, Bonita	Computer Science and Engineering	Assistant Professor	Specific Term	8/13/2018		105,000 AY	1.00
Shenefelt, Lloyd	Architecture	Assistant Professor	Specific Term	8/13/2018		66,000 AY	1.00
Thomas, Anne	Special Education and Communication Disorders	Assistant Professor of Practice	Special	7/1/2018	6/30/2021	78,000 FY	1.00
Waisserova, Hana	Modern Languages and Literatures	Assistant Professor of Practice	Special	8/13/2018	5/14/2021	44,820 AY	1.00
Zhu, Yunxia	Supply Chain Management and Analytics	Assistant Professor	Specific Term	8/13/2018		150,000 AY	1.00



**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Auchtung, Jennifer	Food Science and Technology	Assistant Professor	Specific Term	7/1/2018		78,000 AY	1.00
Auchtung, Thomas	Food Science and Technology	Research Assistant Professor	Special	9/1/2018		70,000 FY	1.00
Caswell, Katherine	West Central Research and Extension Center	Assistant Extension Educator	Special	7/1/2018		55,000 FY	1.00
Diefes-Dux, Heidi	Biological Systems Engineering	Professor	Continuous	8/13/2018		160,000 AY	1.00
Fagan, Helen	Agricultural Leadership, Education and Communication	Assistant Professor of Practice	Special	7/1/2018		62,000 FY	0.80
Howell Jr, Terry	Food Processing Center	Research Professor	Special	7/1/2018		175,000 FY	1.00
Jung, Jooyeoun	Food Science and Technology	Assistant Professor of Practice	Special	8/13/2018		74,000 AY	1.00
Libault, Marc	Agronomy and Horticulture	Associate Professor	Continuous	8/13/2018		90,000 AY	1.00
Little, Andrew	School of Natural Resources	Assistant Professor	Special	7/1/2018		86,000 FY	1.00
Mahmood, Rezaul	School of Natural Resources	Director, High Plains Regional Climate Center (Includes stipend)	Special	7/1/2018		65,476 FY	0.50
		Professor	Continuous	7/1/2018		59,524 FY	0.50
Mcshane-Jewell, Benjamin	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	8/13/2018		58,200 FY	1.00
Napoli, Amy	Child, Youth and Family Studies	Assistant Professor	Specific Term	8/13/2018		85,000 FY	1.00
O'Donnell, Jill	Office of Vice President/Vice Chancellor	Director, Yeutter Institute	Special	7/1/2018	5/1/2021	85,000 FY	1.00

**PERSONNEL REPORT**  
**07/01/2018 - 09/30/2018**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Qi, Yi	School of Natural Resources	Assistant Professor	Specific Term	7/1/2018		87,000 FY	1.00
Sillman, Sarah	School of Veterinary Medicine and Biomedical Sciences	Assistant Professor	Specific Term	7/1/2018		110,000 FY	1.00
Sindelar, Michael	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	7/1/2018		55,000 FY	1.00
Villa Rojas, Rossana	Food Science and Technology	Assistant Professor of Practice	Special	8/1/2018		90,000 FY	1.00
Young, Rebecca	Agronomy and Horticulture	Assistant Professor of Practice	Special	8/13/2018		62,500 AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Abdalhamid, Baha	Pathology and Microbiology	Assistant Professor	Special	9/1/2018	8/31/2019	60,000	FY	1.00
		Research Scientist (Stipend)	Special	9/1/2018	8/31/2019	50,000	FY	0.00
Akerson, Jeffrey	Family Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,000	FY	1.00
Anderl, Patrick	Family Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,000	FY	1.00
Arthur, Megan	Dermatology	Assistant Professor	Health Prof	8/22/2018	6/30/2019	45,000	FY	1.00
Atherton, Kahla	College of Nursing-Omaha Division	Clinical Assistant Professor	Special	8/13/2018		101,000	FY	1.00
Berkheim, David	Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2020	45,000	FY	1.00
Besemer, Abigail	Radiation Oncology	Assistant Professor	Special	7/16/2018		128,000	FY	1.00
Betts, Kelly	College of Nursing-West Nebraska Division	Assistant Professor	Special	8/13/2018		108,000	FY	1.00
		Assistant Dean (Stipend)	Special	8/13/2018		5,000	FY	0.00
Bossert, Whitney	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY	1.00
Buddharaju, Laxmi Narayana	Internal Medicine	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY	1.00
Burleigh, Tara	Family Medicine	Assistant Professor	Health Prof	9/17/2018	6/30/2019	45,000	FY	1.00
Campos, Abraham	Emergency Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY	1.00
Cera, Jennifer	College of Nursing-Omaha Division	Assistant Professor	Special	8/13/2018	5/10/2019	71,000	AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Chien, Jung	Physical Therapy Education	Assistant Professor	Special	8/15/2018		80,000 FY	1.00
Christensen, Jason	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000 FY	1.00
Conley, Adam	Surgery	Assistant Professor	Health Prof	9/12/2018	6/30/2020	45,000 FY	1.00
Cramer, Mary	College of Nursing-Omaha Division	Professor	Special	9/4/2018		22,395 FY	0.15
Csordas, Attila	Radiology	Associate Professor	Special	8/1/2018		50,000 FY	1.00
Dai, Hongying	Biostatistics	Associate Professor	Health Prof	8/6/2018	6/30/2019	135,000 FY	1.00
Datta, Proleta	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	55,000 FY	1.00
Donovan, Timothy	Radiology	Assistant Professor	Special	7/1/2018		45,000 FY	1.00
Durden, Donald	Pediatrics	Professor	Health Prof	9/1/2018	6/30/2019	80,000 FY	1.00
		Research Scientist (Stipend)	Special	9/1/2018		200,000 FY	0.00
		Children's Hospital and Medical Center	Special	9/1/2018	8/31/2023	0 FY	0.00
		Chair of Pediatric Oncology					
Ehlers, Diane	Neurological Sciences	Assistant Professor	Health Prof	9/1/2018	6/30/2019	60,000 FY	1.00
		Research Scientist (Stipend)	Special	9/1/2018		45,000 FY	0.00
Eugenio, Emmanuel	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000 FY	1.00
Fadul, Nada	Internal Medicine	Associate Professor	Health Prof	9/1/2018	6/30/2019	50,000 FY	1.00
<sup>1</sup> Fisher, Alfred	Internal Medicine Geriatrics	Associate Professor	Health Prof	7/1/2018	6/30/2019	50,000 FY	0.88
		Neuman and Mildred Harris Professor of Geriatrics	Special	7/1/2018	6/30/2023	28,000 FY	0.00

<sup>1</sup> Remainder of salary defrayed by VA Nebraska-Western Iowa Health Care System

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Franck, Logan	Pharmacy Practice	Clinical Assistant Professor	Special	8/1/2018		109,500	FY 1.00
Freeman, Katie	Orthopaedic Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Freestone, David	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY 1.00
Geelan-Hansen, Katie	Otolaryngology-Head and Neck Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Goldstein, Amy	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY 1.00
Grammer, Shaun	Physician Assistant Education	Associate Professor	Special	7/1/2018		115,000	FY 1.00
Granader, Elon	Radiology	Assistant Professor	Special	7/1/2018		45,000	FY 1.00
Grindstaff, Daniel	Internal Medicine	Assistant Professor	Special	7/1/2018		45,000	FY 1.00
Gwon, Yeongjin	Biostatistics	Assistant Professor	Health Prof	9/11/2018	6/30/2020	115,000	FY 1.00
Hatch, Jonathan	Otolaryngology-Head and Neck Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Heinrichs-Graham, Elizabeth	Neurological Sciences	Assistant Professor Research Scientist (Stipend)	Health Prof Special	8/1/2018 8/1/2018	6/30/2019	60,000 45,000	FY 1.00 FY 0.00
Hewitt, Kyle	Genetics, Cell Biology and Anatomy	Assistant Professor Research Scientist (Stipend)	Health Prof Special	8/1/2018 8/1/2018	6/30/2019	60,000 29,000	FY 1.00 FY 0.00
Higgins, John	Internal Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY 1.00
Hoffman, Amy	College of Nursing-Omaha Division	Professor Assistant Dean (Stipend)	Continuous Special	7/1/2018 7/1/2018		148,000 5,000	FY 1.00 FY 0.00
Hong, Brian	Surgery	Assistant Professor Research Scientist (Stipend)	Special Special	9/1/2018 9/1/2018		60,000 10,000	FY 1.00 FY 0.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Huh, Sung-Ho	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	60,000	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		51,425	FY 0.00
Ives, Claire	Pediatrics	Assistant Professor	Health Prof	9/1/2018	6/30/2019	45,000	FY 1.00
Johnson, Craig	Radiology	Assistant Professor	Special	7/5/2018		95,000	FY 1.00
Jophlin, Loretta	Internal Medicine	Assistant Professor	Health Prof	8/13/2018	6/30/2019	45,000	FY 1.00
Kallam, Avyakta	Internal Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	56,000	FY 1.00
Kornitsky, Arthur	Internal Medicine	Assistant Professor	Special	7/1/2018		45,000	FY 1.00
Labrot, Zachary	Psychology	Assistant Professor	Special	8/1/2018		70,000	FY 1.00
Lastovica, Brynn	Family Medicine	Assistant Professor	Special	7/1/2018		25,000	FY 0.50
Li, Xiaowei	Neurological Sciences	Assistant Professor	Health Prof	8/1/2018	6/30/2019	50,000	FY 1.00
		Research Scientist (Stipend)	Special	8/1/2018		35,000	FY 0.00
Lobato, Robert	Anesthesiology	Associate Professor	Health Prof	9/1/2018	6/30/2020	100,000	FY 1.00
Lorenzen, Kristi	Anesthesiology	Assistant Professor	Special	8/13/2018		100,000	FY 1.00
MacKrell, Katherine	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Manatsathit, Wuttiorn	Internal Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2021	57,000	FY 1.00
Manning, Thomas	Anesthesiology	Assistant Professor	Special	8/1/2018		45,000	FY 1.00
Maresch, Andrew	Anesthesiology	Assistant Professor	Special	7/1/2018		100,000	FY 1.00
Medlin, Jennifer	Internal Medicine	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Mercier Laporte, Chantal	Anesthesiology	Assistant Professor	Special	7/1/2018		100,000	FY 1.00
Michaud, Tzeyu	Health Promotion, Social and Behavioral Health	Research Assistant Professor	Special	7/1/2018		72,000	FY 1.00
Mirza, Khurram	Internal Medicine	Assistant Professor	Special	9/1/2018		45,000	FY 1.00
Moes, Chad	Family Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,000	FY 1.00
Mullane, Ryan	Internal Medicine	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY 1.00
Mulvoy III, William	Anesthesiology	Assistant Professor	Special	7/1/2018		100,000	FY 1.00
Nabower, Aleisha	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000	FY 1.00
Nakayuenyongsuk, Warapan	Pediatrics	Assistant Professor	Health Prof	9/1/2018	6/30/2019	55,000	FY 1.00
Navaneethan, Hema	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Pawlowski, Joseph	Anesthesiology	Assistant Professor	Special	8/1/2018		100,000	FY 1.00
Pellegrino, Kaitlyn	Anesthesiology	Assistant Professor	Special	8/13/2018		40,500	FY 0.90
Poertner, Steven	Internal Medicine	Assistant Professor	Special	7/1/2018		45,000	FY 1.00
Prescott, Drew	Pharmacy Practice	Clinical Assistant Professor	Special	8/1/2018		109,500	FY 1.00
Putnam, Sara	Orthopaedic Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY 1.00
Ramos, Athena	Health Promotion, Social and Behavioral Health	Assistant Professor	Special	7/1/2018		77,664	FY 1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Reames, Bradley	Surgery	Assistant Professor	Health Prof	8/19/2018	6/30/2020	45,000 FY	1.00
Retzlaff, Billie	Center for Autism Spectrum Disorders	Assistant Professor	Special	9/1/2018		78,000 FY	1.00
Robbins, Regina	Health Promotion, Social and Behavioral Health	Assistant Professor	Health Prof	9/1/2018	6/30/2020	89,698 FY	1.00
Robinson, Jeffrey	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000 FY	1.00
Sahak, Khalid	Internal Medicine	Assistant Professor	Special	7/1/2018		45,000 FY	1.00
Shield, Cory	Internal Medicine	Assistant Professor	Special	7/1/2018		45,000 FY	1.00
Silva, Fabiana	Health Promotion, Social and Behavioral Health	Research Assistant Professor	Special	9/1/2018		50,400 FY	0.70
Skar, Gwenn	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,000 FY	1.00
Smith, Scott	Cytogenetics	Assistant Professor Associate Director, Human Genetics Laboratory (Stipend)	Health Prof Special	7/1/2018 7/1/2018	6/30/2021	129,000 FY 8,000 FY	1.00 0.00
Sneller, Hannah	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000 FY	1.00
Songster, Jeffrey	Anesthesiology	Assistant Professor	Special	7/1/2018		100,000 FY	1.00
Stohs, Erica	Internal Medicine	Assistant Professor	Health Prof	8/20/2018	6/30/2019	45,000 FY	1.00
Stone, Jeremy	Internal Medicine	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000 FY	1.00
Strunk, Elena	Emergency Medicine	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000 FY	1.00
Sutton, Adam	Dermatology	Assistant Professor	Health Prof	7/23/2018	6/30/2019	45,000 FY	1.00



**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Swaminathan, Arun	Neurological Sciences	Assistant Professor	Health Prof	7/12/2018	6/30/2019	55,000	FY	1.00
Talukdar, Andrea	Pediatrics	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY	1.00
Thompson, Jonathan	Surgery	Assistant Professor	Health Prof	8/1/2018	6/30/2020	45,000	FY	1.00
Tichenor, Jordan	Internal Medicine	Assistant Professor	Health Prof	9/1/2018	6/30/2019	45,000	FY	1.00
Trowbridge, Ryan	Dermatology	Assistant Professor	Health Prof	8/15/2018	6/30/2019	45,000	FY	1.00
Velagapudi, Poonam	Internal Medicine	Assistant Professor	Health Prof	9/1/2018	6/30/2019	45,000	FY	1.00
Vunnam, Srinivas	Internal Medicine	Assistant Professor	Special	7/1/2018		53,260	FY	1.00
Vuppala, Aditya	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	55,000	FY	1.00
Vuppala, Amrita-Amanda	Neurological Sciences	Assistant Professor	Health Prof	7/16/2018	6/30/2019	45,000	FY	1.00
Warchol, Jordan	Emergency Medicine	Assistant Professor	Health Prof	8/1/2018	6/30/2019	45,000	FY	1.00
Weiland, Nicholas	Internal Medicine	Assistant Professor	Special	8/1/2018		45,000	FY	1.00
Wiley, Michael	Environmental, Agricultural and Occupational Health	Assistant Professor	Special	8/1/2018		109,996	FY	1.00
Williams, Jasper	Anesthesiology	Assistant Professor	Special	7/1/2018		45,000	FY	1.00
Wilson, Nicholas	Anesthesiology	Assistant Professor	Special	7/1/2018		100,000	FY	1.00
Zoucha, Kenneth	Psychiatry	Assistant Professor	Special	8/1/2018		45,000	FY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Agrawal, Arvind	Marketing	Assistant Professor	Specific	8/13/2018		116,000	AY	1.00
Clayton, Jonathan	Biology	Assistant Professor	Specific	8/13/2018		92,000	AY	1.00
Clouther, Kevin	Writer's Workshop	Assistant Professor	Specific	8/13/2018		55,000	AY	1.00
Cummins, Shannon	Marketing and Entrepreneurship	Assistant Professor	Specific	8/13/2018		127,000	AY	1.00
Curtze, Carolin	Biomechanics	Assistant Professor	Specific	8/13/2018		80,000	AY	1.00
Eberhart, Amanda	Athletics	Head Coach-Softball	Special	7/6/2018		68,000	FY	1.00
Hu, Ying	Mathematics	Assistant Professor	Specific	8/13/2018		67,000	AY	1.00
Huang, Chenyu	Aviation Institute	Assistant Professor	Specific	8/13/2018		70,000	AY	1.00
Huang, Pei-Chi	Computer Science	Assistant Professor	Specific	8/13/2018		99,000	AY	1.00
Jang, Youngki	Accounting	Assistant Professor	Specific	8/13/2018		140,000	AY	1.00
Kramer, William	Psychology	Assistant Professor	Specific	8/13/2018		70,000	AY	1.00
Kulig, Teresa	School of Criminology and Criminal Justice	Assistant Professor	Specific	8/13/2018		72,000	AY	1.00
Lyon, Bethany	Psychology	Assistant Professor	Specific	8/13/2018		61,500	AY	1.00
Manning, David	Biology	Assistant Professor	Specific	8/13/2018		65,500	AY	1.00
McCaffrey, Joseph	Philosophy and Religion	Assistant Professor	Specific	8/13/2018		61,000	AY	1.00
Panos, Alexandra	Teacher Education	Assistant Professor	Specific	8/13/2018		60,000	AY	1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**NEW APPOINTMENTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Rault, Patrick	Mathematics	Associate Professor	Continuous	8/13/2018		84,000	AY 1.00
		Dr. George M. Haddix Community Chair in Mathematics	Special	9/1/2018	8/31/2021	20,000	AY 0.00
Richards, Tara	School of Criminology and Criminal Justice	Assistant Professor	Specific	8/13/2018		88,000	AY 1.00
Schafer, Josephine	Center for Public Affairs Research	Director/Chair (Includes stipend)	Special	8/1/2018		78,000	FY 0.60
		Senior Research Associate	Special	8/1/2018		44,000	FY 0.40
Setor, Tenace Kwaku	Information Systsms and Quantitative Analysis	Assistant Professor	Specific	8/13/2018		102,500	AY 1.00
Suriano, Zachary	Geography and Geology	Assistant Professor	Specific	8/13/2018		62,000	AY 1.00
Tolliver, Elizabeth	Counseling	Assistant Professor	Specific	8/13/2018		58,000	AY 1.00
Zank, Ronald	Theatre, School of the Arts	Assistant Professor	Specific	8/13/2018		55,000	AY 1.00

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

Annual salary increases are reflected in this report

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
<sup>2</sup> Akehi, Kazuma	Kinesiology and Sport Sciences	Assistant Professor	Specific	9/1/2018		56,894 AY	1.00
		Assistant Professor	Specific		8/31/2018	52,894 AY	1.00
Asay, Sylvia	Family Studies	Professor	Continuous	9/1/2018		80,226 AY	1.00
		Professor	Continuous		8/31/2018	48,136 AY	0.60
		N/A	N/A	9/1/2018		0 AY	0.00
		Department Chair (Includes stipend)			8/31/2018	37,212 AY	0.40
Aviles, William	Political Science	Professor	Continuous	9/1/2018		48,136 AY	0.60
		Professor	Continuous		8/31/2018	80,226 AY	1.00
		Department Chair (Includes stipend)	Special	9/1/2018		37,212 AY	0.40
		N/A	N/A		8/31/2018	0 AY	0.00
Benson, Scott	Human Resources Business Services	Director	Special	7/1/2018		112,000 FY	1.00
		Director	Special		6/30/2018	100,000 FY	1.00
	Human Resources	N/A	N/A	7/1/2018		0 FY	0.00
		Interim Director (Stipend)	Special		6/30/2018	15,000 FY	0.00

<sup>2</sup> Retention salary increase

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bice, Matthew	Kinesiology and Sport Sciences	Associate Professor	Specific	9/1/2018		30,638 AY	0.50
		Associate Professor	Specific		8/31/2018	61,276 AY	1.00
	Graduate Studies and Research	Interim Associate Dean (Includes stipend)	Special	9/1/2018	8/31/2019	35,760 AY	0.50
		N/A	N/A			0 AY	0.00
Campbell, Julia	Criminal Justice	Associate Professor	Continuous	9/1/2018		26,836 AY	0.40
		Associate Professor	Continuous		8/31/2018	40,252 AY	0.60
	Department Chair (Includes stipend)	Special	9/1/2018		28,601 AY	0.35	
	Department Chair (Includes stipend)	Special		8/31/2018	31,957 AY	0.40	
	Thompson Scholars Learning Community	Faculty Coordinator	Special	9/1/2018		16,772 AY	0.25
		N/A	N/A			0 AY	0.00
Dettman, Jonathan	Modern Languages	Associate Professor	Specific	9/1/2018		36,847 AY	0.60
		Associate Professor	Specific		8/31/2018	61,411 AY	1.00
	Department Chair (Includes stipend)	Special	9/1/2018		29,686 AY	0.40	
			N/A	N/A			0 AY

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Duffin, Diane	Political Science	Associate Professor	Continuous	9/1/2018		70,274 AY	1.00
		Associate Professor	Continuous		8/31/2018	42,164 AY	0.60
		N/A	N/A	9/1/2018		0 AY	0.00
		Department Chair (Includes stipend)	Special		8/31/2018	33,232 AY	0.40
<sup>3</sup> Fye, Marissa	Counseling and School Psychology	Assistant Professor	Specific	7/1/2018		55,428 AY	1.00
		Assistant Professor	Specific		6/30/2018	53,000 AY	1.00
Honeyman, Susan	English	Professor	Continuous	9/1/2018		40,113 AY	0.50
		Professor	Continuous		8/31/2018	80,226 AY	1.00
	College of Arts and Sciences	Interim Associate Dean (Includes stipend)	Special	9/1/2018		45,235 AY	0.50
		N/A	N/A			0 AY	0.00
Palmer, Noel	Management	Associate Professor	Continuous	9/1/2018		47,387 AY	0.50
		Associate Professor	Continuous		8/31/2018	94,773 AY	1.00
	Master of Business Administration Program	Director	Special	9/1/2018		47,386 AY	0.50
		N/A	N/A			0 AY	0.00

<sup>3</sup> Increase consistent with UNK collective bargaining agreement and receipt of PhD per letter of offer.

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Reece, Timothy	Physics and Astronomy	Associate Professor	Continuous	9/1/2018		61,548 AY	1.00
		Associate Professor	Continuous		8/31/2018	36,929 AY	0.60
		N/A	N/A	9/1/2018		0 AY	0.00
		Department Chair (Includes stipend)	Special		8/31/2018	29,741 AY	0.40
Rozema, David	Philosophy	Professor	Continuous	9/1/2018		83,711 AY	1.00
		Professor	Continuous		8/31/2018	50,227 AY	0.60
	Modern Languages	N/A	N/A	9/1/2018		0 AY	0.00
		Department Chair (Includes stipend)	Special		8/31/2018	38,606 AY	0.40
		Director (Includes stipend)	Special			1,944 AY	0.00
		Director (Includes stipend)	Special			1,944 AY	0.00
		Inkings Chair (Includes stipend)	Special	9/1/2018		22,000 AY	0.00
		Inkings Chair (Includes stipend)	Special		8/31/2019	22,000 AY	0.00
Seshadri, Srivatsa	Marketing and Management Information Systems	Professor	Continuous	9/1/2018		99,306 AY	1.00
		Professor	Continuous		8/31/2018	49,653 AY	0.50
	Master of Business Administration Program	N/A	N/A	9/1/2018		0 AY	0.00
		Director	Special		8/31/2018	49,653 AY	0.50

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT KEARNEY**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Steele, Janet	Biology	Professor	Continuous	9/1/2018		49,578 AY	0.60
		Professor	Continuous		8/31/2018	41,315 AY	0.50
	Physics	Interim Department Chair (Includes stipend)	Special	9/1/2018		38,174 AY	0.40
	Graduate Studies and Research	Associate Dean (Includes stipend)	Special		8/31/2018	46,437 AY	0.50
Tenkorang, Frank	Economics	Professor	Continuous	9/1/2018		47,645 AY	0.60
		Professor	Continuous		8/31/2018	47,645 AY	0.60
	Family Studies	Interim Department Chair (Includes stipend)	Special	9/1/2018		36,887 AY	0.40
	Economics	Department Chair (Includes stipend)	Special		8/31/2018	36,887 AY	0.40
Twigg, Paul	Biology	Professor	Continuous	9/1/2018		41,000 AY	0.50
		Professor	Continuous		8/31/2018	82,000 AY	1.00
	College of Arts and Sciences	Interim Associate Dean of (Includes stipend)	Special	9/1/2018		46,122 AY	0.50
		N/A	N/A			0 AY	0.00
Volpe, Vernon	History	Professor	Continuous	9/1/2018		56,402 AY	0.60
		Professor	Continuous		8/31/2018	94,003 AY	1.00
		Interim Department Chair (Includes stipend)	Special	9/1/2018		42,723 AY	0.40
		N/A	N/A			0 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA-LINCOLN**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Alexander, Dennis	Electrical and Computer Engineering	Professor	Continuous			197,451	AY	1.00
		Professor	Continuous			197,451	AY	1.00
		Kingery Engineering Professor	Special	8/13/2018	8/12/2023	10,000	FY	0.00
		Kingery Engineering Professor	Special		8/12/2018	10,000	FY	0.00
Allen, Arthur	School of Accountancy	Associate Professor	Continuous			167,274	AY	1.00
		Associate Professor	Continuous			167,274	AY	1.00
		Raymond C. Dein College Professorship	Special	8/13/2018	8/12/2023	10,000	AY	0.00
		N/A	N/A			0	AY	0.00
Allison, Deeann	University Libraries	Professor	Continuous			113,351	FY	1.00
		Professor	Continuous			113,351	FY	1.00
		Director (Stipend)	Special			1,200	FY	0.00
		Director (Stipend)	Special			1,200	FY	0.00
		Interim Chairperson (Stipend)	Special	8/1/2018	7/31/2019	10,000	FY	0.00
		N/A	N/A			0	FY	0.00
Aly Hassan, Ashraf	Civil Engineering-Lincoln	Research Assistant Professor	Special	8/15/2018	8/14/2019	87,729	FY	1.00
		Research Assistant Professor	Special		8/14/2018	86,860	FY	1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Anderson, Scott	Glenn Korff School of Music	Professor	Continuous			98,408	AY	1.00
		Professor	Continuous			98,408	AY	1.00
		N/A	N/A	9/1/2018		0	AY	0.00
		Hixson-Lied Professorship	Special		8/31/2018	3,000	AY	0.00
Asgarpoor, Sohrab	College of Engineering	Associate Dean (Includes stipend)	Special	8/13/2018		183,608	FY	1.00
		Interim Associate Dean (Includes stipend)	Special		8/12/2018	144,243	AY	1.00
Bailey, John	Glenn Korff School of Music	Professor	Continuous			110,226	AY	1.00
		Professor	Continuous			110,226	AY	1.00
		Richard H. Larson Distinguished Professor of Music	Special	8/13/2018	5/12/2023	10,000	AY	0.00
		Richard H. Larson Distinguished Professor of Music	Special		8/12/2018	10,000	AY	0.00
Barnes, Paul	Glenn Korff School of Music	Professor	Continuous			94,727	AY	1.00
		Professor	Continuous			94,727	AY	1.00
		Marguirite Scribante Professor of Music	Special	8/13/2018	5/12/2023	10,000	AY	0.00
		Marguirite Scribante Professor of Music	Special		8/12/2018	10,000	AY	0.00
Bauer, Mark	Electrical and Computer Engineering	Professor of Practice	Special	8/13/2018	5/14/2021	111,241	AY	1.00
		Professor of Practice	Special		8/12/2018	83,431	AY	0.75

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Behrendt, Stephen	English	Professor	Continuous			118,683	AY	1.00
		Professor	Continuous			118,683	AY	1.00
		George Holmes Distinguished Professor	Special	8/13/2018	5/12/2023	15,000	AY	0.00
		George Holmes Distinguished Professor	Special		8/12/2018	15,000	AY	0.00
Bellows, Laurie	Student Affairs	Interim Vice Chancellor (Includes stipend)	Special	7/1/2018		248,000	FY	1.00
		Interim Vice Chancellor (Includes stipend)	Special		6/30/2018	207,000	FY	1.00
	Academic Affairs	Higher Learning Commission Liaison (Stipend)	Special			12,000	FY	0.00
		Higher Learning Commission Liaison (Stipend)	Special			12,000	FY	0.00
	Educational Psychology	Professor of Practice, Graduate Studies	Special			0	AY	0.00
		Professor of Practice, Graduate Studies	Special			0	AY	0.00
Bevins, Rick	Psychology	Chairperson (Includes stipend)	Special			105,599	AY	0.60
		Chairperson (Includes stipend)	Special			105,599	AY	0.60
		Professor	Continuous			64,001	AY	0.40
		Professor	Continuous			64,001	AY	0.40
		Chancellor's Professor of Psychology	Special	8/13/2018	8/13/2023	10,000	AY	0.00
		Willa Cather Professor of Psychology	Special		8/12/2018	5,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Borstelmann, Thomas	History	Professor	Continuous			153,753	AY	1.00
		Professor	Continuous			153,753	AY	1.00
		Elwood N. and Katherine Thompson Distinguished Professor	Special	8/13/2018	5/12/2023	10,000	AY	0.00
		Elwood N. and Katherine Thompson Distinguished Professor	Special		8/12/2018	10,000	AY	0.00
Boudreau, Signe	University Libraries	Associate Professor	Continuous			64,488	FY	1.00
		Associate Professor	Continuous			64,488	FY	1.00
		Reference Coordinator (Stipend)	Special	7/1/2018	6/30/2019	2,000	FY	0.00
		N/A	N/A			0	FY	0.00
Cahan, David	History	Professor	Continuous			97,733	AY	1.00
		Professor	Continuous			97,733	AY	1.00
		Charles Bessey Professor of History	Special	8/13/2018	5/12/2023	5,000	AY	0.00
		Charles Bessey Professor of History	Special		8/12/2018	5,000	AY	0.00
Carlson, Leslie	Marketing	Professor	Continuous			204,131	AY	1.00
		Professor	Continuous			204,131	AY	1.00
		Nathan J. Gold Distinguished Professor of Marketing	Special	8/13/2018	5/12/2023	15,000	AY	0.00
		Nathan J. Gold Distinguished Professor of Marketing	Special		8/12/2018	15,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Castro, Joy	English	Professor	Continuous			70,774	AY	0.60
		Professor	Continuous			70,774	AY	0.60
	Willa Cather Professor of English	Special	8/13/2018	8/13/2023	5,000	AY	0.00	
	Susan J. Rosowski Professorship	Special		8/12/2018	5,000	AY	0.00	
	Ethnic Studies	Professor	Continuous			47,174	AY	0.40
Professor		Continuous			47,174	AY	0.40	
Combs, Gwendolyn	Management	Associate Professor	Continuous	8/13/2018		64,505	AY	0.50
		Associate Professor	Continuous		8/12/2018	129,010	AY	1.00
	Office of the Executive Vice Chancellor	Coordinator (Includes stipend)	Special	8/13/2018	1/5/2020	77,406	AY	0.50
		N/A	N/A			0	AY	0.00
Dahab, Mohamed	Civil Engineering-Lincoln	Professor	Special	8/13/2018		75,382	AY	0.51
		Professor	Special		8/12/2018	147,808	AY	1.00
Davidson, Jennifer	Economic Education	Director (Includes stipend)	Special	8/13/2018		42,828	AY	0.50
		Director (Includes stipend)	Special			42,828	AY	0.50
		Assistant Professor of Practice	Special			43,771	AY	0.50
		Assistant Professor of Practice	Special			43,771	AY	0.50
	Economics	Nebraska Bankers Association Faculty Fellow	Special	8/13/2018	5/15/2020	5,000	AY	0.00
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
De Almeida, Catherine	Landscape Architecture Program	Assistant Professor	Continuous			65,184	AY	1.00
		Assistant Professor	Continuous			65,184	AY	1.00
	College of Architecture	S.W. Killinger Faculty Sup Professorship	Special	7/1/2018	6/30/2020	2,500	FY	0.00
		N/A	N/A			0	FY	0.00
De Ayala, Rafael	Educational Psychology	Professor	Continuous	8/1/2018		137,770	AY	1.00
		Professor	Continuous		7/31/2018	67,354	FY	0.40
		N/A	N/A	8/1/2018		0	FY	0.00
		Chairperson (Includes stipend)	Special		7/31/2018	104,752	FY	0.60
Denicola, Robert	Law	Professor	Continuous			253,581	AY	1.00
		Professor	Continuous			253,581	AY	1.00
		Margaret R. Larson Professor of Intellectual Property	Special	7/1/2018	6/30/2023	15,000	FY	0.00
		Margaret R. Larson Professor of Intellectual Property	Special		6/30/2018	15,000	FY	0.00
Der Matossian, Bedross	History	Associate Professor	Continuous			74,286	AY	1.00
		Associate Professor	Continuous			74,286	AY	1.00
	Norman and Bernice Harris Center for Judaic Studies	Associate Director (Stipend)	Special	8/13/2018	5/10/2019	1,600	FY	0.00
		N/A	N/A			0	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Detweiler, Carrick	Computer Science and Engineering	Associate Professor	Continuous			122,896	AY	1.00
		Associate Professor	Continuous			122,896	AY	1.00
		Susan J. Rosowski Associate Professor	Special	8/13/2018	8/13/2023	3,000	FY	0.00
		N/A	N/A			0	FY	0.00
Edwards, Richard	Center for Great Plains Studies	Director/Chair (Includes stipend)	Special	8/13/2018		104,494	AY	0.50
		Director/Chair (Stipend)	Special		8/12/2018	5,000	AY	0.00
	Economics	N/A	N/A	8/13/2018		0	AY	0.00
	Professor	Special		8/12/2018	97,794	AY	0.50	
Endacott, Richard	Johnny Carson School of Theatre and Film	Associate Professor	Continuous			71,453	AY	1.00
		Associate Professor	Continuous			71,453	AY	1.00
		Associate Director (Stipend)	Special	8/13/2018	5/10/2019	10,000	AY	0.00
		N/A	N/A			0	AY	0.00
Francis, Charles	Housing Administration Nebraska Union	Interim Director	Special	7/1/2018	6/30/2019	150,596	FY	1.00
		Director	Special		6/30/2018	138,178	FY	1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
Fuess, Scott	Economics	Chairperson	Special	8/13/2018		62,076	AY	0.35		
		Chairperson	Special		7/31/2018	99,321	AY	0.60		
		Professor	Continuous	8/13/2018		41,384	AY	0.30		
		Professor	Continuous		8/12/2018	66,214	AY	0.40		
		Director, Intercollegiate Athletics Administration Program	Special	8/13/2018	5/14/2021	62,076	AY	0.35		
		N/A	N/A			0	AY	0.00		
		Steinhart Foundation Distinguished Professor of Business	Special			15,000	AY	0.00		
		Steinhart Foundation Distinguished Professor of Business	Special			15,000	AY	0.00		
		Goddard, Stephen	Computer Science and Engineering Office of the Executive Vice Chancellor	Chairperson (Includes stipend)	Special	9/10/2018		169,944	AY	0.60
				Coordinator	Special		9/9/2018	60,694	AY	0.25
Engineering Computer Science	Professor		Continuous	9/10/2018		97,111	AY	0.40		
	Professor		Continuous		9/9/2018	182,083	AY	0.75		
College of Engineering	John E. Olsson Professor of Computer Science and Engineering		Special			10,000	FY	0.00		
	John E. Olsson Professor of Computer Science and Engineering		Special			10,000	FY	0.00		

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Griffiths, Jason	College of Architecture	Assistant Professor	Specific Term			81,105	AY	1.00
		Assistant Professor	Specific Term			81,105	AY	1.00
	College of Architecture	W. Cecil Steward Professorship	Special	7/1/2018	6/30/2023	2,500	FY	0.00
		N/A	N/A			0	FY	0.00
Hachtmann, Frauke	Advertising	Professor	Continuous	8/18/2018		88,532	AY	1.00
		Associate Dean (Includes stipend)	Special		8/17/2018	118,206	FY	1.00
Handa, Rumiko	College of Architecture	Associate Dean	Special	8/13/2018		104,108	AY	1.00
		Interim Associate Dean (Stipend)	Special		8/12/2018	6,000	AY	0.00
	Architecture	N/A	N/A	8/13/2018		0	AY	0.00
		Professor	Continuous		8/12/2018	102,067	AY	1.00
Hansen, Tamiko	Institutional Equity and Compliance	Associate to the Chancellor	Special	7/1/2018		227,500	FY	1.00
		Assistant to Chancellor (Includes stipend)	Special		6/30/2018	183,538	FY	1.00
Harwood, David	Earth and Atmospheric Sciences	Professor	Continuous			110,825	AY	1.00
		Professor	Continuous			110,825	AY	1.00
		T. Mylan and Eunice E. Stout Distinguished Professor of Stratigraphy	Special	8/13/2018	5/12/2023	7,500	FY	0.00
		T. Mylan and Eunice E. Stout Distinguished Professor of Stratigraphy	Special		8/12/2018	7,500	FY	0.00
Hayden-Roy, Priscilla	College of Arts and Sciences	Associate Dean for Faculty (Includes stipend)	Special	7/16/2018		122,779	FY	1.00
	Modern Languages and Literatures	Professor	Continuous		7/15/2018	88,663	AY	1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Heitman, Carolyn	Anthropology	Assistant Professor	Specific Term			70,478	AY	1.00
		Assistant Professor	Specific Term			70,478	AY	1.00
	Center for Digital Research in the Humanities	Associate Director (Stipend)	Special	9/1/2018	8/31/2021	3,000	AY	0.00
		N/A	N/A			0	AY	0.00
Hillebrecht, Courtney	Political Science	Associate Professor	Continuous			82,612	AY	1.00
		Associate Professor	Continuous			82,612	AY	1.00
	Samuel Clark Waugh Professor of International Relations	Special	8/13/2018	5/12/2023	2,500	AY	0.00	
		N/A	N/A			0	AY	0.00
Hoistad, Mark	College of Architecture	Director, Landscape Architecture Program (Includes stipend)	Special	9/1/2018		128,443	AY	1.00
		Interim Director, Landscape Architecture Program (Stipend)	Special		8/31/2018	5,000	AY	0.00
	N/A	N/A	9/1/2018		0	AY	0.00	
		Professor	Continuous		8/31/2018	123,443	AY	1.00
Homp, Michelle	Center for Science, Mathematics and Computer Education	Assistant Professor of Practice	Special	8/13/2018	6/30/2019	40,571	FY	0.50
		Research Assistant Professor	Special		8/12/2018	91,410	FY	1.00
	Math Coordinator	Special	8/13/2018	6/30/2019	40,571	FY	0.50	
		N/A	N/A			0	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Hope, Debra	Psychology	Professor	Continuous			123,683	AY	1.00
		Professor	Continuous			123,683	AY	1.00
		Aaron Douglas Professorship	Special	8/13/2018	8/12/2023	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
Hoyt, Danny	Sociology	Professor	Continuous			149,057	AY	1.00
		Professor	Continuous			149,057	AY	1.00
	College of Arts and Sciences	Associate Dean for Research and Partnerships (Stipend)	Special	7/1/2018	12/30/2018	14,906	AY	0.00
		N/A	N/A			0	AY	0.00
	Social and Behavioral Sciences Research Consortium	Director (Stipend)	Special			14,906	AY	0.00
		Director (Stipend)	Special			14,906	AY	0.00
Hurwitz, Justin	College of Law	Associate Professor	Continuous			126,424	AY	1.00
		Associate Professor	Continuous			126,424	AY	1.00
		Co-Director, Space, Cyber, and Telecom Law Program (Stipend)	Special	8/13/2018		11,051	AY	0.00
		Co-Director, Space, Cyber, and Telecom Law Program (Stipend)	Special		8/12/2018	5,525	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Jagodinsky, Katrina	History	Associate Professor	Continuous			76,628	AY	1.00
		Associate Professor	Continuous			76,628	AY	1.00
		Susan J. Rosowski Professor of History	Special	8/13/2018	8/13/2023	3,000	AY	0.00
		N/A	N/A			0	AY	0.00
James, Michael	Textiles, Merchandising and Fashion Design	Chair (Includes stipend)	Special			112,266	FY	0.60
		Chair (Includes stipend)	Special			112,266	FY	0.60
		Professor	Special			64,160	FY	0.40
		Professor	Special			64,160	FY	0.40
		Ardis James Professor of Textiles, Merchandising and Fashion Design	Special	7/1/2018	6/30/2023	10,000	FY	0.00
		Ardis James Professor of Textiles, Merchandising and Fashion Design	Special		6/30/2018	10,000	FY	0.00
Kang, Tony	School of Accountancy	Associate Professor	Continuous			262,600	AY	1.00
		Associate Professor	Continuous			262,600	AY	1.00
		Deloitte Touche Chair	Special	8/13/2018	5/12/2023	10,000	AY	0.00
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Karle, David	College of Architecture	Associate Professor	Continuous			79,167	AY	1.00
		Associate Professor	Continuous			79,167	AY	1.00
		S.W. Killinger Excellence Fund Professorship	Special	7/1/2018	6/30/2020	1,250	FY	0.00
		N/A	N/A			0	FY	0.00
Karle, Sarah	College of Architecture	Associate Professor	Continuous			78,935	AY	1.00
		Associate Professor	Continuous			78,935	AY	1.00
		S.W. Killinger Excellence Fund Professorship	Special	7/1/2018	6/30/2020	1,250	FY	0.00
		N/A	N/A			0	FY	0.00
Kleppinger, Stanley	Glenn Korff School of Music	Associate Professor	Continuous			67,932	AY	1.00
		Associate Professor	Continuous			67,932	AY	1.00
	Hixson-Lied College of Fine and Performing Arts	Acting Associate Dean (Stipend)	Special	8/13/2018	5/10/2019	5,000	FY	0.00
		N/A	N/A			0	FY	0.00
Kooser, Ted	English	Professor	Continuous			56,000	AY	0.50
		Professor	Continuous			56,000	AY	0.50
		Presidential Professor	Special	8/13/2018	8/12/2019	10,000	AY	0.00
		Presidential Professor	Special		8/12/2018	10,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Kunc, Karen	School of Art, Art History and Design	Professor	Continuous			125,282	AY	1.00
		Professor	Continuous			125,282	AY	1.00
		Cather Professorship	Special	8/13/2018	5/12/2023	5,000	AY	0.00
		Cather Professorship	Special		8/12/2018	5,000	AY	0.00
Kuska, Sharon	Architecture	Professor	Continuous	8/13/2018		74,305	AY	0.70
		Professor	Continuous		8/12/2018	106,150	AY	1.00
		Associate Dean for Faculty and Academic Programs	Special	8/13/2018	5/14/2021	31,845	AY	0.30
		Interim Program Director (Stipend)	Special		8/12/2018	8,500	AY	0.00
Lahey, Stephen	Classics and Religious Studies	Chairperson (Includes stipend)	Special			53,875	AY	0.60
		Chairperson (Includes stipend)	Special			53,875	AY	0.60
		Professor	Continuous			32,653	AY	0.40
		Professor	Continuous			32,653	AY	0.40
		Happold Professor of Religious Studies	Special	8/13/2018	5/12/2023	2,500	AY	0.00
		Happold Professor of Religious Studies	Special		8/12/2018	2,500	AY	0.00
Lefferts, Peter	Glenn Korff School of Music	Professor	Continuous			88,365	AY	1.00
		Professor	Continuous			88,365	AY	1.00
		N/A	N/A	8/13/2018		0	AY	0.00
		Associate Director (Stipend)	Special		8/12/2018	14,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Lenich, John	College of Law	Professor	Continuous	8/13/2018		121,564	AY	0.75
		Professor	Continuous		8/12/2018	162,085	AY	1.00
		Earl Dunlap Distinguished Professor of Law	Special	8/13/2018	5/15/2020	11,250	AY	0.00
		Earl Dunlap Distinguished Professor of Law	Special		8/12/2018	15,000	AY	0.00
Major, Linda	Student Affairs	Assistant to the Vice Chancellor for Student Affairs	Special			116,107	FY	1.00
		Assistant Vice Chancellor for Student Affairs	Special			116,107	FY	1.00
Marks, Christopher	Hixson-Lied College of Fine and Performing Arts	Associate Dean (Stipend)	Special	7/1/2018	6/30/2018	20,000	FY	0.00
		Associate Dean (Includes stipend)	Special		6/30/2018	125,000	FY	1.00
	Johnny Carson School of Theatre and Film	Interim Director (Includes stipend)	Special	7/1/2018	6/30/2019	115,000	FY	1.00
		N/A	N/A			0	FY	0.00
Marron, Mary	College of Journalism and Mass Communications	Professor	Continuous	8/13/2018		155,809	AY	1.00
	Office of the Executive Vice Chancellor	Coordinator	Special		8/12/2018	224,473	FY	1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Mattingly, Alan	Glenn Korff School of Music	Professor	Continuous			83,174	AY	1.00
		Professor	Continuous			83,174	AY	1.00
		Assistant Director (Stipend)	Special	8/13/2018	5/10/2019	2,000	AY	0.00
		N/A	N/A			0	AY	0.00
Mendenhall, Diane	Office of the Chancellor Athletics	Associate to the Chancellor	Special	7/2/2018		215,000	FY	1.00
		Senior Associate Athletic Director	Special		7/1/2018	196,008	FY	1.00
Moser, Shane	Finance	Assistant Professor of Practice	Special			128,205	AY	1.00
		Assistant Professor of Practice	Special			128,205	AY	1.00
		Nebraska Bankers Association Faculty Fellow	Special	8/13/2018	5/15/2020	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
<sup>4</sup> Naldrett, Michael	Center for Biotechnology	Research Assistant Professor	Special	7/1/2018	9/30/2023	80,861	FY	1.00
		Research Assistant Professor	Special		6/30/2018	78,507	FY	1.00
Near, Janet	College of Business Management	Associate Dean (Includes stipend)	Special	8/13/2018	5/14/2021	208,012	AY	1.00
		Professor	Special		8/12/2018	180,880	AY	1.00

<sup>4</sup> Omitted from the 2018-2019 Annual Salary Report

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Nierman, Glenn	Glenn Korff School of Music	Professor	Continuous			118,420	AY	1.00
		Professor	Continuous			118,420	AY	1.00
		Glenn Korff Chair of Music	Special			12,000	AY	0.00
		Glenn Korff Chair of Music	Special			12,000	AY	0.00
		Associate Director	Special	8/13/2018	5/10/2019	12,000	AY	0.00
		N/A	N/A			0	AY	0.00
Omer, Thomas	School of Accountancy	Professor	Continuous			317,147	AY	1.00
		Professor	Continuous			317,147	AY	1.00
		Delman A. Lienemann Professorship	Special	8/13/2018	5/12/2023	45,000	AY	0.00
		Delman A. Lienemann Professorship	Special		8/12/2018	45,000	AY	0.00
Osterman, John	College of Arts and Sciences School of Biological Sciences	Associate Dean (Includes stipend)	Special	7/1/2018		120,069	FY	1.00
		Associate Professor	Continuous		6/30/2018	89,308	AY	1.00
<sup>5</sup> Paul, Megan	Center on Children, Families, and the Law	Research Assistant Professor	Special	7/1/2018	6/30/2019	77,457	FY	1.00
		Research Assistant Professor	Special		6/30/2018	76,200	FY	1.00

<sup>5</sup> Omitted from the 2018-2019 Annual Salary Report

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Pearson, Debra	University Libraries	Associate Professor	Continuous			86,100	FY	1.00
		Associate Professor	Continuous			86,100	FY	1.00
		Interim Chairperson (Stipend)	Special			5,000	FY	0.00
		Interim Chairperson (Stipend)	Special			5,000	FY	0.00
		Head of Libraries Facilities Planning (Stipend)	Special	7/1/2018	6/30/2021	7,200	FY	0.00
		N/A	N/A			0	FY	0.00
Piatkowski, Daniel	Community and Regional Planning	Assistant Professor	Specific Term			66,048	AY	1.00
		Assistant Professor	Specific Term			66,048	AY	1.00
	College of Architecture	Hyde Architectural Professorship	Special	7/1/2018	6/30/2020	5,000	FY	0.00
		N/A	N/A			0	FY	0.00
Pilson, Diana	School of Biological Sciences	Associate Professor	Continuous	8/13/2018		85,286	FY	1.00
		Associate Professor	Continuous		6/30/2018	26,059	FY	0.25
	Geography	Interim Director (Stipend)	Special	8/13/2018	12/30/2018	2,559	AY	0.00
	College of Arts and Sciences	Associate Dean (Includes stipend)	Special		6/30/2018	85,554	FY	0.75

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Poppo, Laura	Management	Professor	Continuous			228,375	AY	1.00
		Professor	Continuous			228,375	AY	1.00
		Donald and Shirley Clifton Chair in Leadership	Special	8/13/2018	5/12/2023	25,000	AY	0.00
		Donald and Shirley Clifton Chair in Leadership	Special		8/12/2018	25,000	AY	0.00
Potuto, Josephine	Law	Professor	Continuous			210,254	AY	1.00
		Professor	Continuous			210,254	AY	1.00
		Richard H. Larson Professor of Constitutional Law	Special	7/1/2018	6/30/2023	15,000	FY	1.00
		Richard H. Larson Professor of Constitutional Law	Special		6/30/2018	15,000	FY	1.00
<sup>6</sup> Rajca, Suchada	Chemistry	Research Assistant Professor	Special	7/1/2018	6/30/2019	55,649	FY	0.83
		Research Assistant Professor	Special		6/30/2018	51,054	FY	0.83
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	8/1/2018	6/30/2023	10,000	FY	0.00
		College of Engineering Distinguished Professor	Special		7/31/2018	15,000	FY	0.00

<sup>6</sup> Omitted from the 2018-2019 Annual Salary Report

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Ramsay, Stephen	English	Associate Professor	Continuous			103,280	AY	1.00
		Associate Professor	Continuous			103,280	AY	1.00
		N/A	N/A	8/19/2018		0	AY	0.00
		Susan J. Rosowski Professor of English	Special		8/18/2018	3,000	AY	0.00
Revelle, Rhonda	Athletics	Head Coach-Softball	Special	7/1/2018		250,000	FY	1.00
		Head Coach-Softball	Special		6/30/2018	188,827	FY	1.00
<sup>7</sup> Ronning, Kari	English	Research Associate Professor	Special	7/1/2018	6/30/2019	45,157	FY	1.00
		Research Associate Professor	Special		6/30/2018	44,497	FY	1.00
Savage, Cary	Center for Brain, Biology and Behavior	Director	Special			206,958	AY	1.00
		Director	Special			206,958	AY	1.00
	Psychology	Thompson Professorship	Special	8/13/2018	8/14/2023	15,000	AY	0.00
	Center for Brain, Biology and Behavior	Chancellor's Professorship	Special		8/12/2018	15,000	AY	0.00

<sup>7</sup> Omitted from the 2018-2019 Annual Salary Report

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Schaefer, Matthew	College of Law	Professor	Continuous			169,313	AY	1.00
		Professor	Continuous			169,313	AY	1.00
		Co-Director of Space, Cyber, and Telecom Law Program (Stipend)	Special	8/13/2018		11,051	AY	0.00
		Co-Director of Space, Cyber, and Telecom Law Program (Stipend)	Special		8/12/2018	16,576	AY	0.00
		Veronica A. Haggart and Charles R. Work Professor of International Trade Law	Special			15,000	AY	0.00
		Veronica A. Haggart and Charles R. Work Professor of International Trade Law	Special			15,000	AY	0.00
Scharmann, Lawrence	Teaching, Learning and Teacher Education	Professor	Continuous	8/13/2018		121,650	AY	1.00
		Professor	Continuous		7/31/2018	44,604	FY	0.30
		N/A	N/A	8/1/2018		0	FY	0.00
		Chairperson (Includes stipend)	Special		7/31/2018	118,946	FY	0.70
	College of Education and Human Sciences	College of Education and Human Sciences Professorship	Special	8/13/2018		10,000	AY	0.00
	Teaching, Learning and Teacher Education	Melvin C. and Jane Nore Professor of Education	Special		8/12/2018	10,000	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Scheel, Michael	Educational Psychology	Professor	Continuous	7/1/2018		38,494	FY	0.30
		Professor	Continuous		6/30/2018	104,983	AY	1.00
		Chairperson (Includes stipend)	Special	7/1/2018		102,650	FY	0.70
		N/A	N/A			0	FY	0.00
Scott, Stephen	Computer Science and Engineering	Associate Professor	Continuous			117,696	AY	1.00
		Associate Professor	Continuous			117,696	AY	1.00
		N/A	N/A	7/1/2018		0	FY	0.00
		Vice Chairperson (Stipend)	Special		6/30/2018	2,400	FY	0.00
Seiler, William	Communication Studies	Professor	Continuous	9/1/2018		65,026	AY	0.50
		Professor	Continuous		8/31/2018	130,052	AY	1.00
Shavers, Anna	College of Law	Professor	Continuous			164,715	AY	1.00
		Professor	Continuous			164,715	AY	1.00
		Cline Williams Professor of Citizenship Law	Special			15,000	AY	0.00
		Cline Williams Professor of Citizenship Law	Special			15,000	AY	0.00
		Associate Dean (Stipend)	Special	8/13/2018	5/31/2020	10,000	AY	0.00
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Shelley, Marjorie	School of Accountancy	Professor	Continuous			236,897 AY	1.00
		Professor	Continuous			236,897 AY	1.00
		BKD, LLP Professor in Accountancy	Special	8/13/2018	5/12/2023	20,000 AY	0.00
		N/A	N/A			0 AY	0.00
<sup>8</sup> Sheridan, Susan	Educational Psychology	Professor	Continuous	8/13/2018		225,000 AY	1.00
		Professor	Continuous		8/12/2018	177,801 AY	1.00
		George Holmes University Professor	Special	8/13/2018	8/31/2020	25,000 AY	0.00
		George Holmes University Professor	Special		8/12/2018	15,000 AY	0.00
	Nebraska Center for Research on Children, Youth, Families and Schools	Director (Stipend)	Special	8/13/2018		22,500 AY	0.00
		Director (Stipend)	Special		8/12/2018	15,000 AY	0.00
Sirota, Jonah	Glenn Korff School of Music	Research Associate Professor	Special			52,255 AY	1.00
		Research Associate Professor	Special			52,255 AY	1.00
		N/A	N/A	8/13/2018		0 AY	0.00
		Hixson-Lied Artist-In-Residence	Special		8/12/2018	5,000 AY	0.00
<sup>9</sup> Skomski, Ralph	Nebraska Center for Materials and Nanoscience	Research Professor	Special	7/1/2018	6/30/2019	91,644 FY	1.00
		Research Professor	Special		6/30/2018	87,956 FY	1.00

<sup>8</sup> Retention offer

<sup>9</sup> Omitted from the 2018-2019 Annual Salary Report

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Smith, Kevin	Political Science	Chairperson (Includes stipend)	Special			99,717	AY	0.60
		Chairperson (Includes stipend)	Special			99,717	AY	0.60
		Professor	Continuous			60,436	AY	0.40
		Professor	Continuous			60,436	AY	0.40
		Leland J. and Dorothy H. Olson Chair of Arts and Sciences	Special	8/13/2018	5/12/2023	10,000	AY	0.00
		N/A	N/A			0	AY	0.00
Srisa-An, Witawas	Computer Science and Engineering	Associate Professor	Continuous			122,819	AY	1.00
		Associate Professor	Continuous			122,819	AY	1.00
		Vice Chairperson (Stipend)	Special	7/1/2018		2,400	FY	0.00
		N/A	N/A			0	FY	0.00
Stenberg, Sharisse	English	Professor	Continuous	8/13/2018		58,512	AY	0.60
		Professor	Continuous		8/12/2018	95,376	AY	1.00
	Women's and Gender Studies	Professor	Special	8/13/2018		39,008	AY	0.40
		N/A	N/A			0	AY	0.00
		Acting Director (Stipend)	Special	8/13/2018	8/16/2020	2,926	AY	0.00
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Storz, Jay	School of Biological Sciences	Professor	Continuous			112,384	AY	1.00
		Professor	Continuous			112,384	AY	1.00
		N/A	N/A	8/13/2018		0	AY	0.00
		Susan J. Rosowski Professor	Special		8/12/2018	3,000	AY	0.00
Sturm, Hans	Glenn Korff School of Music	Professor	Continuous			85,928	AY	1.00
		Professor	Continuous			85,928	AY	1.00
	Hixson-Lied College Fine and Performing Arts	Hixson-Lied Professorship	Special	8/13/2018	8/12/2021	3,000	AY	0.00
		N/A	N/A			0	AY	0.00
Tang, Zhenghong	Community and Regional Planning	Associate Professor	Continuous			84,639	AY	1.00
		Associate Professor	Continuous			84,639	AY	1.00
	College of Architecture	Hyde Architectural Professorship	Special	7/1/2018	6/30/2020	15,000	FY	0.00
		Hyde Architectural Professorship	Special		6/30/2018	10,000	FY	0.00
Torquati, Julia	Child, Youth and Family Studies	Professor	Continuous	9/1/2018		26,522	AY	0.30
		Professor	Continuous		8/31/2018	88,406	AY	1.00
		Interim Chairperson (Includes stipend)	Special	9/1/2018		71,884	AY	0.70
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>	
Trainin, Guy	Teaching, Learning and Teacher Education	Professor	Continuous	8/1/2019		37,461	FY	0.30	
		Professor	Continuous		7/31/2018	102,167	AY	1.00	
		Chairperson (Includes stipend)	Continuous	8/1/2018		99,897	FY	0.70	
		N/A	N/A			0	FY	0.00	
		Melvin C. and Jane Nore Professor of Education	Special	8/1/2018	7/31/2021	10,000	FY	0.00	
		N/A	N/A			0	FY	0.00	
Tsymbal, Evgeny	Physics and Astronomy	Professor	Continuous			183,770	AY	1.00	
		Professor	Continuous			183,770	AY	1.00	
		George Holmes University Distinguished Professor	Special	8/13/2018	5/12/2023	15,000	AY	0.00	
		George Holmes University Distinguished Professor	Special		8/12/2018	15,000	AY	0.00	
		Materials Research Science and Engineering Center	Director (Stipend)	Special			15,000	AY	0.00
			Director (Stipend)	Special			15,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Turner, John	Classics and Religious Studies	Professor	Continuous	8/13/2018		59,552	AY	0.50
		Professor	Continuous		8/12/2018	119,104	AY	1.00
		Charles Mach University Professorship	Special	8/13/2018	8/31/2020	7,500	AY	0.00
		Charles Mach University Professorship	Special		8/12/2018	15,000	AY	0.00
Turner, Joseph	Mechanical and Materials Engineering	Professor	Continuous	8/13/2018		171,550	AY	1.00
		Professor	Continuous		8/12/2018	159,550	AY	1.00
		Robert W. Brightgfelt Professor of Mechanical and Materials Engineering	Special			10,000	AY	0.00
		Robert W. Brightgfelt Professor of Mechanical and Materials Engineering	Special			10,000	AY	0.00
Velandar, William	Chemical and Biomolecular Engineering	Professor	Continuous			213,883	AY	1.00
		Professor	Continuous			213,883	AY	1.00
		N/A	N/A	7/1/2018		0	FY	0.00
		College Professorship	Special		6/30/2018	15,000	FY	0.00
Viljoen, Hendrik	Chemical and Biomolecular Engineering	Professor	Continuous			152,044	AY	1.00
		Professor	Continuous			152,044	AY	1.00
		College Professor	Special	7/1/2018	6/30/2023	10,000	FY	0.00
		College Professor	Special		6/30/2018	10,000	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Waters, Clarence	Durham School of Architectural Engineering and Construction	Professor	Continuous			153,693	AY	1.00
		Professor	Continuous			153,693	AY	1.00
		Aaron Douglas Professorship	Special	8/13/2018	8/12/2023	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
Wiener, Richard	Psychology	Professor	Continuous			152,320	AY	1.00
		Professor	Continuous			152,320	AY	1.00
		Charles Bessey Professor of Psychology	Special	8/13/2018	5/12/2023	5,000	AY	0.00
		Charles Bessey Professor of Psychology	Special		8/12/2018	5,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Wolfe, Judith	University Libraries	Associate Professor	Continuous	8/1/2018		76,003	FY	1.00
		Associate Professor	Continuous		7/31/2018	30,401	FY	0.40
		N/A	N/A	8/1/2018		0	FY	0.00
		Interim Chairperson (Includes stipend)	Special		7/31/2018	55,602	FY	0.60
Zera, Anthony	School of Biological Sciences	Professor	Continuous	8/13/2018	5/15/2020	53,335	AY	0.50
		Professor	Continuous		8/12/2018	106,669	AY	1.00
		Kate Foster Professor of Biological Sciences	Special	8/13/2018	5/15/2020	5,000	AY	0.00
		Kate Foster Professor of Biological Sciences	Special		8/12/2018	10,000	AY	0.00
<sup>10</sup> Zuhlke, Craig	Electrical and Computer Engineering	Research Assistant Professor	Special	8/13/2018	5/14/2021	83,830	AY	1.00
		Research Assistant Professor	Special		8/12/2018	83,000	FY	1.00

<sup>10</sup> Omitted from the 2018-2019 Annual Salary Report

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA-LINCOLN IANR**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Agarkova, Irina	Plant Pathology	Research Assistant Professor	Special	7/1/2018	6/30/2019	53,204	FY	1.00
		Research Assistant Professor	Special		6/30/2018	51,977	FY	1.00
Awada, Tala	Agricultural Research Division	Associate Dean/Associate Director	Special	9/1/2018	8/31/2019	63,452	AY	0.50
		Associate Dean/Associate Director	Special		8/31/2018	62,669	AY	0.50
	School of Natural Resources	Professor	Continuous			57,684	AY	0.50
		Professor	Continuous			57,684	AY	0.50
Baenziger, Peter Stephen	College of Agricultural Sciences and Natural Resources	Interim Associate Dean (Includes stipend)	Special	7/1/2018	6/30/2019	114,486	FY	0.50
		Interim Associate Dean (Includes stipend)	Special		6/30/2018	112,263	FY	0.50
	Agronomy and Horticulture	Professor	Continuous			104,079	FY	0.50
		Professor	Continuous			104,079	FY	0.50
	Wheat Growers Presidential Chair	Wheat Growers Presidential Chair	Special			30,000	FY	0.00
		Wheat Growers Presidential Chair	Special			30,000	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Barksdale, Larry	College of Agricultural Sciences and Natural Resources	Assistant Professor of Practice	Special	9/1/2018	5/10/2019	59,668	AY	1.00
		Assistant Professor of Practice	Special		8/31/2018	58,630	AY	1.00
Becker, Donald	Biochemistry	Professor	Continuous			127,009	FY	0.90
		Professor	Continuous			127,009	FY	0.90
		Director (Includes stipend)	Special			27,897	FY	0.10
		Director (Includes stipend)	Special			27,897	FY	0.10
		Charles Bessey Professor	Special	7/1/2018	6/30/2023	5,000	FY	0.00
		Charles Bessey Professor	Special		6/30/2018	5,000	FY	0.00
Benken, Tracy	Eastern Nebraska Research and Extension Center	Extension Educator	Special	7/1/2018		58,443	FY	0.80
		Extension Educator	Special		6/30/2018	43,832	FY	0.60
Bradshaw, Jeffrey	Panhandle Research and Extension Center	Associate Professor	Continuous			53,868	FY	0.50
		Associate Professor	Continuous			53,868	FY	0.50
		Associate Director (Includes stipend)	Special	7/1/2018	12/31/2018	59,255	FY	0.50
		Associate Director (Includes stipend)	Special		6/30/2018	58,025	FY	0.50

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
11 Burton, Susan	Agricultural Leadership, Education and Communication	Assistant Professor of Practice	Special	9/1/2018	5/14/2021	32,842	AY	0.49
		Assistant Professor of Practice	Special		8/31/2018	67,024	FY	1.00
Ciftci, Deniz	Food Science and Technology	Assistant Professor of Practice	Special	9/1/2018	5/31/2021	74,000	AY	1.00
		Post Doc Research Associate	Other		8/31/2018	45,000	FY	1.00
D'Alessio, Matteo	Water Center	Research Assistant Professor	Special	7/1/2018	6/30/2020	65,000	FY	1.00
		Post Doc Research Associate	Other		6/30/2018	51,815	FY	1.00
DiRusso, Concetta	Research	N/A	N/A	9/1/2018		0	FY	0.00
		Interim Associate Vice Chancellor (Includes stipend)	Special		8/31/2018	175,572	FY	0.80
	Biochemistry	Professor	Continuous	9/1/2018		195,078	FY	1.00
		Professor	Continuous		8/31/2018	39,016	FY	0.20
		George W. Holmes University Professor	Special			15,000	FY	0.00
	George W. Holmes University Professor	Special			15,000	FY	0.00	

11 Change of duties

*Reflects new or ongoing appointment*

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Funston, Richard	West Central Research and Extension Center	Professor	Continuous			134,957 FY	1.00
		Professor	Continuous			134,957 FY	1.00
		Nebraska Beef Cow Calf Professorship	Special	7/1/2018	6/30/2019	10,000 FY	0.00
		Nebraska Beef Cow Calf Professorship	Special		6/30/2018	10,000 FY	0.00
<sup>12</sup> Ge, Yufeng	Biological Systems Engineering	Assistant Professor	Specific Term	9/1/2018		101,825 AY	1.00
		Assistant Professor	Specific Term		8/31/2018	92,652 AY	1.00
Giesler, Loren	Plant Pathology	Department Head (Includes stipend)	Special	9/1/2018		175,000 FY	1.00
		Professor	Continuous		8/31/2018	119,848 FY	1.00
<sup>12</sup> Groskopf, Jessica	Panhandle Research and Extension Center	Associate Extension Educator	Special	7/1/2018		65,993 FY	1.00
		Associate Extension Educator	Special		6/30/2018	61,595 FY	1.00
<sup>13</sup> Hernandez Jarquin, Juan	Agronomy and Horticulture	Research Assistant Professor	Special	7/1/2018	1/2/2019	80,000 FY	1.00
		Research Assistant Professor	Special		6/30/2018	60,000 FY	1.00
Irmak, Sibel	Biological Systems Engineering	Research Associate Professor	Special	7/1/2018	6/30/2019	79,200 FY	1.00
		Research Associate Professor	Special		6/30/2018	79,200 FY	1.00

<sup>12</sup> Equity Adjustment

<sup>13</sup> Market Adjustment

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Kerrigan, Jon	Global Engagement	Coordinator	Special	7/1/2018		69,500 FY	1.00
		Managerial/Professional	Other		6/30/2018	55,290 FY	1.00
<sup>14</sup> Kim, Surin	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	7/1/2018		85,395 FY	1.00
		Assistant Professor	Specific Term		6/30/2018	83,696 FY	1.00
<sup>15</sup> Louis, Joe	Entomology	Assistant Professor	Specific Term	9/1/2018		90,327 AY	1.00
		Assistant Professor	Specific Term		8/31/2018	82,190 AY	1.00
Lu, Mei	Food Science and Technology	Assistant Professor of Practice	Special	9/1/2018	8/31/2020	91,623 FY	1.00
		Assistant Professor of Practice	Special		8/31/2018	91,623 FY	1.00
<sup>16</sup> Luck, Joe	Biological Systems Engineering	Associate Professor	Continuous	7/1/2018		124,246 FY	1.00
		Associate Professor	Continuous		6/30/2018	110,012 FY	1.00
<sup>16</sup> Murray, Chandra	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	7/1/2018		65,085 FY	1.00
		Assistant Extension Educator	Special		6/30/2018	61,323 FY	1.00

<sup>15</sup> Change of Duties

<sup>15</sup> Market Adjustment

<sup>16</sup> Equity Adjustment

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Nemala, Humeshkar	Biological Systems Engineering	Research Assistant Professor	Special	7/1/2018	6/30/2019	61,963	FY	1.00
		Research Assistant Professor	Special		6/30/2018	61,963	FY	1.00
Park, Dongjin	Food Science and Technology	Assistant Professor of Practice	Special	9/1/2018	8/31/2020	93,585	AY	1.00
		Assistant Professor of Practice	Special		8/31/2018	93,585	AY	1.00
17 Potthoff, Katherine	4-H Youth Development	Assistant Extension Educator	Special	7/1/2018		62,706	FY	1.00
		Assistant Extension Educator	Special		6/30/2018	57,764	FY	1.00
Regassa, Teshome	Agronomy and Horticulture	Research Assistant Professor	Special	7/1/2018	6/30/2019	51,169	FY	1.00
		Research Assistant Professor	Special		6/30/2018	51,169	FY	1.00
Reimers-Hild, Connie	Rural Futures Institute	Interim Executive Director (Includes stipend)	Special	7/1/2018	6/30/2019	137,459	FY	1.00
		Associate Director	Special		6/30/2018	122,633	FY	1.00
Sandall, Leah	Agronomy and Horticulture	Assistant Professor of Practice	Special	9/1/2018	5/14/2021	65,760	AY	1.00
		Assistant Professor of Practice	Special		8/31/2018	65,760	AY	1.00
Schoengold, Karina	Agricultural Economics	Associate Professor	Continuous	7/1/2018		108,185	FY	1.00
		Associate Professor	Continuous		6/30/2018	75,730	FY	0.70
	School of Natural Resources	N/A	N/A	7/1/2018		0	FY	0.00
		Associate Professor	Special		6/30/2018	32,456	FY	0.30

17 Market Adjustment

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Shulski, Martha	School of Natural Resources	Associate Professor	Continuous			80,154	FY	0.70
		Associate Professor	Continuous			80,154	FY	0.70
		Director/Nebraska State Climate Office (Includes stipend)	Special	7/1/2018		37,789	FY	0.30
		Director/Nebraska State Climate Office (Includes stipend)	Special		6/30/2018	31,491	FY	0.25
		N/A	N/A	7/1/2018		0	FY	0.00
		Director High Plains Regional Climate Center (Includes stipend)	Special		6/30/2018	6,298	FY	0.05
Sigmon, Brandi	Plant Pathology Agronomy and Horticulture	Assistant Professor of Practice	Special	9/1/2018	8/31/2021	63,434	FY	1.00
		Research Assistant Professor	Special		8/31/2018	63,434	FY	1.00
<sup>18</sup> Stone, Gary	Panhandle Research and Extension Center	Associate Extension Educator	Special	7/1/2018		65,435	FY	1.00
		Associate Extension Educator	Special		6/30/2018	64,883	FY	1.00
<sup>18</sup> Stoner, Nicole	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	7/1/2018		61,730	FY	1.00
		Associate Extension Educator	Special		6/30/2018	58,514	FY	1.00

<sup>18</sup> Equity Adjustment

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Ulferts, David	Eastern Nebraska Research and Extension Center	Interim Associate Director (Includes stipend)	Special	7/1/2018	12/31/2018	145,478	FY	1.00
		Interim Associate Director (Includes stipend)	Special		6/30/2018	145,478	FY	1.00
Walter-Shea, Elizabeth	College of Agricultural Sciences and Natural Resources	Interim Associate Dean (Includes stipend)	Special	7/1/2018	6/30/2019	66,360	FY	0.50
		Interim Associate Dean (Includes stipend)	Special		6/30/2018	66,360	FY	0.50
	School of Natural Resources	Professor	Continuous			60,327	FY	0.50
		Professor	Continuous			60,327	FY	0.50
Wilkins, Mark	Industrial Agricultural Products Center	Director/Chair	Special			36,160	FY	0.25
		Director/Chair	Special			36,160	FY	0.25
	Biological Systems Engineering	Professor	Continuous			108,479	FY	0.75
		Professor	Continuous			108,479	FY	0.75
		Nebraska Corn Checkoff Presidential Chair	Special	7/1/2018	6/30/2023	30,000	FY	0.00
		N/A	N/A			0	FY	0.00

*Reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA MEDICAL CENTER**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Abdouch, Ivan	Family Medicine	Associate Professor	Special	7/1/2018		91,272	FY 0.60
		Associate Professor	Health Prof		6/30/2018	151,954	FY 1.00
		Associate Residency Program Director (Stipend)	Special			2,750	FY 0.00
		Associate Residency Program Director (Stipend)	Special			2,750	FY 0.00
Achutan, Chandran	Environmental, Agricultural and Occupational Health	Associate Professor	Health Prof			121,748	FY 1.00
		Associate Professor	Health Prof			121,748	FY 1.00
	College of Public Health	Director of Governing Faculty (Stipend)	Special	7/1/2018		2,500	FY 0.00
		N/A	N/A			0	FY 0.00
Allen, Keith	Psychology	Professor	Continuous			170,827	FY 1.00
		Professor	Continuous			170,827	FY 1.00
		Coordinator (Stipend)	Special			18,000	FY 0.00
		Coordinator (Stipend)	Special			18,000	FY 0.00
		Associate Director of Academic Affairs (Stipend)	Special	7/1/2018		11,000	FY 0.00
		N/A	N/A			0	FY 0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Anderson, Joseph	Radiology	Professor	Special	7/1/2018		80,457	FY 0.50
		Professor	Continuous		6/30/2018	160,813	FY 1.00
		Vice Chair	Special			0	FY 0.00
		Vice Chair	Special			0	FY 0.00
Barksdale, Aaron	Emergency Medicine	Associate Professor	Health Prof			83,000	FY 1.00
		Associate Professor	Health Prof			83,000	FY 1.00
		Research Director (Stipend)	Special	7/1/2018		10,000	FY 0.00
		N/A	N/A			0	FY 0.00
Barthold, Claudia	Emergency Medicine	Assistant Professor	Health Prof			96,241	FY 1.00
		Assistant Professor	Health Prof			96,241	FY 1.00
		Residency Program Director (Stipend)	Special			10,000	FY 0.00
		Residency Program Director (Stipend)	Special			10,000	FY 0.00
		Vice Chair of Education (Stipend)	Special	7/1/2018		10,000	FY 0.00
		N/A	N/A			0	FY 0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
Batra, Surinder	Biochemistry and Molecular Biology	Professor	Continuous	7/1/2018		321,098	FY 0.95		
		Professor	Continuous		6/30/2018	295,803	FY 0.95		
		Chairperson (Includes stipend)	Special			57,380	FY 0.05		
		Chairperson (Includes stipend)	Special			57,380	FY 0.05		
		Stokes-Shackleford Professor (Stipend)	Special	7/1/2018	6/30/2023	20,378	FY 0.00		
		Stokes-Shackleford Professor (Stipend)	Special		6/30/2018	20,735	FY 0.00		
		Associate Director of Education and Training (Stipend)	Special			5,000	FY 0.00		
		Associate Director of Education and Training (Stipend)	Special			5,000	FY 0.00		
		Bavitz, J. Bruce	Surgical Specialties	Professor	Continuous			69,477	FY 0.40
				Professor	Continuous			69,477	FY 0.40
Chairperson (Includes stipend)	Special					113,062	FY 0.60		
Chairperson (Includes stipend)	Special					113,062	FY 0.60		
Director of Oral Surgery Intern Program (Stipend)	Special			7/1/2018		10,000	FY 0.00		
N/A	N/A					0	FY 0.00		

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*Un-shaded reflects old appointment*



**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Beethe, Amy	Anesthesiology	Assistant Professor	Special	7/1/2018		45,300	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	45,200	FY 1.00
Berger, Anne Malone	College of Nursing-Omaha Division	Professor	Continuous	7/1/2018		169,346	FY 1.00
		Professor	Continuous		6/30/2018	65,924	FY 0.40
		Dorothy Hodges Olson Chair in Nursing (Stipend)	Special	7/1/2018	6/30/2023	5,000	FY 0.00
		Dorothy Hodges Olson Chair in Nursing	Special		6/30/2018	98,889	FY 0.60
		Associate Dean (Stipend)	Special			5,000	FY 0.00
		Associate Dean (Stipend)	Special			5,000	FY 0.00
Bidasee, Keshore	Pharmacology and Experimental Neuroscience	Associate Professor	Continuous			121,002	FY 1.00
		Associate Professor	Continuous			121,002	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		2,118	FY 0.00
		N/A	N/A			0	FY 0.00
Bloom Anderson, Chelsea	Pediatrics	Assistant Professor	Special	7/1/2018		36,280	FY 0.90
		Assistant Professor	Health Prof		6/30/2018	40,200	FY 1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Bonasera, Stephen	Internal Medicine	Associate Professor	Health Prof			83,513	FY 1.00
		Associate Professor	Health Prof			83,513	FY 1.00
		N/A	N/A	7/1/2018		0	FY 0.00
		Neumann and Mildred Harris Professorship (Stipend)	Special		06/30/18	25,000	FY 0.00
Bridge, Julia	Pediatrics	Professor	Special			11,789	FY 0.10
		Professor	Special			11,789	FY 0.10
	Pathology and Microbiology	Professor	Continuous			106,104	FY 0.90
		Professor	Continuous			106,104	FY 0.90
		Amelia F. and Austin L. Vickery, Jr., M.D., Chair of Pathology	Special	7/1/2018	4/30/2022	25,000	FY 0.00
		N/A	N/A			0	FY 0.00
	Britigan, Denise	Health Promotion, Social and Behavioral Health	Assistant Professor	Special	7/1/2018		4,902
Assistant Professor			Special		6/30/2018	29,410	FY 0.30

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Bronich, Tatiana	Pharmaceutical Sciences	Professor	Continuous			164,355	FY 1.00
		Professor	Continuous			164,355	FY 1.00
		Parke Davis Named Professorship (Stipend)	Special	7/1/2018	6/30/2023	10,000	FY 0.00
		Parke Davis Named Professorship (Stipend)	Special		6/30/2018	10,000	FY 0.00
	Center for Drug Delivery and Nanomedicine	Associate Director	Special			0	FY 0.00
		Associate Director	Special			0	FY 0.00
Brown, Heather	McGoogan Library of Medicine	Associate Professor	Special			71,534	FY 1.00
		Associate Professor	Special			71,534	FY 1.00
		Associate Director (Stipend)	Special	9/1/2018		15,000	FY 0.00
		Head, Collection Services (Stipend)	Special		8/31/2018	15,000	FY 0.00
Buckley-McKeown, Shannon	Genetics, Cell Biology and Anatomy	Assistant Professor	Health Prof			84,872	FY 1.00
		Assistant Professor	Health Prof			84,872	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		2,546	FY 0.00
		N/A	N/A			0	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
19 Casey, Carol	Internal Medicine	Professor	Health Prof	7/1/2018		61,664	FY 0.42
		Professor	Health Prof		6/30/2018	46,174	FY 0.32
Chaperon, Claudia	College of Nursing-Omaha Division	Associate Professor	Health Prof			98,253	FY 1.00
		Associate Professor	Health Prof			98,253	FY 1.00
		Coordinator (Stipend)	Special	7/1/2018		1,500	FY 0.00
		N/A	N/A			0	FY 0.00
Ciborowski, Pawel	Pharmacology and Experimental Neuroscience	Professor	Continuous			129,465	FY 1.00
		Professor	Continuous			129,465	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		2,913	FY 0.00
		N/A	N/A			0	FY 0.00
Cox, Roxanne	McGoogan Library of Medicine	Associate Professor	Special	7/1/2018		88,463	FY 1.00
		Associate Professor	Health Prof		6/30/2018	86,942	FY 1.00
		Associate Director (Stipend)	Special	9/1/2018		8,000	FY 0.00
		Head, Education and Research (Stipend)	Special		8/31/2018	8,000	FY 0.00

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

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Crump, Natalie	Internal Medicine	Assistant Professor	Special	7/1/2018		24,180	FY 0.60
		Assistant Professor	Special		6/30/2018	36,180	FY 0.90
<sup>20</sup> Culross, Beth	College of Nursing-Omaha Division	Assistant Professor	Special	9/1/2018		71,211	FY 0.70
		Assistant Professor	Special		5/11/2018	52,361	AY 0.70
	Learning Resource Center	Director (Stipend)	Special			3,000	FY 0.00
		Director (Stipend)	Special			3,000	FY 0.00
		Associate Director, Interprofessional Academy of Educators (Includes stipend)	Special			27,440	FY 0.30
		Associate Director, Interprofessional Academy of Educators (Includes stipend)	Special			27,440	FY 0.30
Datta, Kaustubh	Biochemistry and Molecular Biology	Professor	Continuous			127,676	FY 1.00
		Professor	Continuous			127,676	FY 1.00
	Graduate and Post-doc Committee Vice Chair (Stipend)	Graduate and Post-doc Committee Vice Chair (Stipend)	Special	7/1/2018		10,000	FY 0.00
		Graduate Committee Co-Chair (Stipend)	Special		6/30/2018	10,000	FY 0.00

<sup>20</sup> Increase due to change from Academic Year

*Shaded reflects new or ongoing appointment*  
*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
21,22 Davies, Herbert	Academic Affairs	Senior Vice Chancellor (Includes stipend)	Special	7/1/2018		233,899	FY 0.67		
		Senior Vice Chancellor (Includes stipend)	Special		6/30/2018	218,715	FY 0.67		
		Dean for Graduate Studies	Special	7/1/2018		111,730	FY 0.33		
		Dean for Graduate Studies	Special		6/30/2018	102,800	FY 0.33		
		Senior Vice Chancellor (Includes stipend)	Special	9/1/2018		273,899	FY 0.67		
		Senior Vice Chancellor (Includes stipend)	Special		8/31/2018	233,899	FY 0.67		
		Devries, Matthew	Radiology	Associate Professor	Special			180,608	FY 1.00
				Associate Professor	Special			180,608	FY 1.00
				N/A	N/A	7/1/2018		0	FY 0.00
				Resident Program Director (Stipend)	Special		6/30/2018	15,000	FY 0.00
Charles A. Dobry Professor of Radiology	Special					0	FY 0.00		
Charles A. Dobry Professor of Radiology	Special					0	FY 0.00		

<sup>21</sup> Annual Adjustment effective 7/1/2018

<sup>22</sup> Reflects additional responsibilities effective 9/1/2018 and internal equity adjustment

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
23 Dhawan, Punita	Biochemistry and Molecular Biology	Associate Professor	Health Prof	7/1/2018		94,330	FY 0.88
		Associate Professor	Health Prof		6/30/2018	52,776	FY 0.54
Dickinson, Kristin	College of Nursing-Omaha Division	Assistant Professor	Health Prof	7/1/2018	6/30/2023	105,000	FY 1.00
		Assistant Professor	Special		6/30/2018	105,000	FY 1.00
Dudley, Andrew	Genetics, Cell Biology and Anatomy	Associate Professor	Health Prof			125,385	FY 1.00
		Associate Professor	Health Prof			125,385	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		11,285	FY 0.00
		N/A	N/A			0	FY 0.00
	Office of Vice Chancellor for Research	Vice Chair, Institutional Animal Care and Use Committee (Stipend)	Special			10,000	FY 0.00
		Vice Chair, Institutional Animal Care and Use Committee (Stipend)	Special			10,000	FY 0.00
Dunaevsky-Hutt, Anna	Neurological Sciences Developmental Neuroscience	Professor	Continuous	7/1/2018		152,496	FY 1.00
		Professor	Continuous		6/30/2018	149,783	FY 1.00
Edagwa, Benson	Pharmacology and Experimental Neuroscience	Assistant Professor	Special			70,000	FY 1.00
		Assistant Professor	Special			70,000	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		38,000	FY 0.00
		N/A	N/A			0	FY 0.00

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

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
El Ramahi, Razan	Internal Medicine	Assistant Professor	Special	7/1/2018		41,275	FY 0.92
		Assistant Professor	Special		6/30/2018	45,000	FY 1.00
Evans, Joseph	Psychology	Professor	Special	9/1/2018		211,689	FY 1.00
		Professor	Special		8/31/2018	169,351	FY 0.80
		N/A	N/A	7/1/2018		0	FY 0.00
		Coordinator, Behavioral Health Education Center of Nebraska (Stipend)	Special		6/30/2018	10,000	FY 0.00
Evans, Susan	Family Medicine	Assistant Professor	Special	7/1/2018	6/30/2019	40,189	FY 0.80
		Assistant Professor	Special		6/30/2018	45,100	FY 0.90
Ferris, Cynthia	Anesthesiology	Assistant Professor	Special	7/1/2018		34,186	FY 0.80
		Assistant Professor	Special		6/30/2018	38,347	FY 0.90
<sup>24</sup> Flegle, Janice	Occupational Therapy	Associate Professor	Health Prof	7/1/2018	6/30/2019	113,527	FY 1.00
		Associate Professor	Special		6/30/2018	103,216	FY 1.00
		Director of Occupational Therapy (Stipend)	Special			10,000	FY 0.00
		Director of Occupational Therapy (Stipend)	Special			10,000	FY 0.00

<sup>24</sup> Increase to reflect promotion

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Franzen, Marcellene	Anesthesiology	Assistant Professor	Special	7/1/2018		32,462	FY 0.80
		Assistant Professor	Special		6/30/2018	28,317	FY 0.70
Freifeld, Alison	Internal Medicine	Professor	Special	7/1/2018		39,301	FY 0.40
		Professor	Special		6/30/2018	53,664	FY 0.60
	Epidemiology	Professor	Special	7/1/2018		19,357	FY 0.20
		Professor	Special		6/30/2018	14,770	FY 0.10
Garlinghouse, Matthew	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,975	FY 1.00
		Assistant Professor	Special		6/30/2018	50,875	FY 1.00
Ghosal, Gargi	Genetics, Cell Biology and Anatomy	Assistant Professor	Health Prof			82,400	FY 1.00
		Assistant Professor	Health Prof			82,400	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		2,472	FY 0.00
		N/A	N/A			0	FY 0.00
Glenn, Emily	McGoogan Library of Medicine	Associate Professor	Special	7/1/2018		70,574	FY 1.00
		Associate Professor	Health Prof		6/30/2018	69,190	FY 1.00
		Coordinator of Technology (Stipend)	Special			5,000	FY 0.00
		Coordinator of Technology (Stipend)	Special			5,000	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>	
Godfrey, Maurice	Munroe Meyer Institute	Professor	Continuous			125,113	FY 1.00	
		Professor	Continuous			125,113	FY 1.00	
		Director of Science Education Partnership (Stipend)	Special	7/1/2018		10,000	FY 0.00	
		N/A	N/A			0	FY 0.00	
Gould, Karen	Genetics, Cell Biology and Anatomy	Associate Professor	Continuous			116,203	FY 1.00	
		Associate Professor	Continuous			116,203	FY 1.00	
		Vice Chair, Graduate Education (Stipend)	Special			5,000	FY 0.00	
		Vice Chair, Graduate Education (Stipend)	Special			5,000	FY 0.00	
		Research Scientist (Stipend)	Special	7/1/2018		3,486	FY 0.00	
		N/A	N/A			0	FY 0.00	
		Academic Affairs	Co-Director, Interdisciplinary Graduate Program in Biomedical Sciences (Stipend)	Special			15,000	FY 0.00
		Academic Affairs	Co-Director, Interdisciplinary Graduate Program in Biomedical Sciences (Stipend)	Special			15,000	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
25 Graf, Frank	Ophthalmology	Associate Professor	Special	7/16/2018		57,482	FY 0.60
		Associate Professor	Special		7/15/2018	95,737	FY 1.00
Grimm, Brandon	Health Promotion, Social and Behavioral Health	Associate Professor	Health Prof			101,760	FY 1.00
		Associate Professor	Health Prof			101,760	FY 1.00
	College of Public Health	Director of Masters Program (Stipend)	Special			5,000	FY 0.00
		Director of Masters Program (Stipend)	Special			5,000	FY 0.00
		Associate Dean for Public Health Practice (Stipend)	Special	7/1/2018		25,000	FY 0.00
		N/A	N/A			0	FY 0.00

25 Discrepancy due to rounding

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
Guda, Chittibabu	Genetics, Cell Biology and Anatomy	Professor	Continuous			180,572	FY 1.00		
		Professor	Continuous			180,572	FY 1.00		
		Director, Bioinformatics and Systems Biology (Stipend)	Special			50,000	FY 0.00		
		Director, Bioinformatics and Systems Biology (Stipend)	Special			50,000	FY 0.00		
		Research Scientist (Stipend)	Special	7/1/2018		5,408	FY 0.00		
		N/A	N/A			0	FY 0.00		
			Vice Chancellor for Research	Chief, Bioinformatics and Research Computing Officer (Stipend)	Special			35,000	FY 0.00
				Chief, Bioinformatics and Research Computing Officer (Stipend)	Special			35,000	FY 0.00
		Hamlin, Ryan	Anesthesiology	Assistant Professor	Special	7/1/2018		40,400	FY 1.00
				Assistant Professor	Health Prof		6/30/2018	40,300	FY 1.00
Hankins, Jordan	Radiology	Professor	Special	7/1/2018		68,713	FY 0.50		
		Professor	Special		6/30/2018	109,622	FY 0.80		

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Hansen, Neil	Radiology	Associate Professor	Special			96,961	FY 1.00
		Associate Professor	Special			96,961	FY 1.00
		Resident Program Director (Stipend)	Special	7/1/2018		15,000	FY 0.00
		N/A	N/A			0	FY 0.00
		Jud Gurney Professor of Radiology	Special			0	FY 0.00
		Jud Gurney Professor of Radiology	Special			0	FY 0.00
Hanson, Corrine	Medical Nutrition Education	Associate Professor	Health Prof			92,990	FY 1.00
		Associate Professor	Health Prof			92,990	FY 1.00
		Associate Director (Stipend)	Special	8/1/2018		3,500	FY 0.00
			N/A		0	FY 0.00	
	College of Allied Health Professions	M. Patricia and James W. Leuschen Professor	Special			0	FY 0.00
		M. Patricia and James W. Leuschen Professor	Special			0	FY 0.00
Harlow, Elizabeth	Internal Medicine	Assistant Professor	Special	7/1/2018		21,730	FY 0.53
		Assistant Professor	Special		6/30/2018	20,400	FY 0.50
<sup>26</sup> Haynatzki, Gleb	Biostatistics	Professor	Continuous	7/1/2018		177,498	FY 1.00
		Professor	Continuous		6/30/2018	149,774	FY 1.00

<sup>26</sup> Market Adjustment

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Hessler, Karen	College of Nursing-West Nebraska Division	Associate Professor	Special	8/13/2018	5/10/2019	23,640	AY	0.30
		Associate Professor	Special		8/12/2018	61,803	AY	0.80
Hewlett, Angela	Internal Medicine	Associate Professor	Special	7/1/2018		73,938	FY	0.80
		Associate Professor	Special		6/30/2018	85,735	FY	0.93

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Hollingsworth, Michael	Eppley Institute	Professor	Continuous			240,721	FY 1.00
		Professor	Continuous			240,721	FY 1.00
		Director, Pancreatic Cancer Research Group (Stipend)	Special			22,250	FY 0.00
		Director, Pancreatic Cancer Research Group (Stipend)	Special			22,250	FY 0.00
		Director, Cancer Biomarkers Working Group (Stipend)	Special			17,750	FY 0.00
		Director, Cancer Biomarkers Working Group (Stipend)	Special			17,750	FY 0.00
		Dr. and Mrs. Tim Leon Professor of Cancer	Special			0	FY 0.00
		Dr. and Mrs. Tim Leon Professor of Cancer	Special			0	FY 0.00
		Hugh W. and Jane A. Hunt Chair of Cancer Research	Special	7/1/2018	6/30/2023	0	FY 0.00
		N/A	N/A			0	FY 0.00
		Associate Director of Basic Research (Stipend)	Special			20,000	FY 0.00
		Associate Director of Basic Research (Stipend)	Special			20,000	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Hoy, David	Anesthesiology	Assistant Professor	Special	7/1/2018		42,680	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	42,580	FY 1.00
<sup>27</sup> Hultquist, Teresa	College of Nursing-Omaha Division	Associate Professor	Continuous			115,172	FY 1.00
		Associate Professor	Continuous			115,172	FY 1.00
		Director of Evaluation (Stipend)	Special			3,000	FY 0.00
		Director of Evaluation (Stipend)	Special			3,000	FY 0.00
	College of Nursing-Academic Programs	Coordinator (Stipend)	Special	9/1/2018		750	FY 0.00
		Coordinator (Stipend)	Special		8/31/2018	1,500	FY 0.00
Johnson, Gregory	Pediatrics	Assistant Professor	Health Prof	7/1/2018	6/30/2019	45,125	FY 1.00
		Assistant Professor	Special		6/30/2018	36,000	FY 0.80
Joshi, Shantaram	Genetics, Cell Biology and Anatomy	Professor	Continuous			152,493	FY 1.00
		Professor	Continuous			152,493	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		4,575	FY 0.00
		N/A	N/A			0	FY 0.00

<sup>27</sup> Coordinator role shared with another faculty member (Carol Wahl) effective 9/1/2018

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Kamogne, Georgette	Pharmacology and Experimental Neuroscience	Professor	Continuous			127,983	FY 1.00
		Professor	Continuous			127,983	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		2,238	FY 0.00
		N/A	N/A			0	FY 0.00
Kappen, James	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,975	FY 1.00
		Assistant Professor	Special		6/30/2018	50,875	FY 1.00
Khandalavala, Birgit	Family Medicine	Associate Professor	Special	7/1/2018		57,102	FY 0.90
		Associate Professor	Special		6/30/2018	63,336	FY 1.00
<sup>28</sup> Kharbanda, Kusum	Internal Medicine	Professor	Special	7/1/2018		80,069	FY 0.75
		Professor	Health Prof		6/30/2018	78,692	FY 0.75
Kinney, Sonja	Obstetrics and Gynecology	Associate Professor	Health Prof	7/1/2018	6/30/2020	92,545	FY 1.00
		Associate Professor	Special		6/30/2018	73,956	FY 0.80
Krayner, Larissa	McGoogan Library of Medicine	Assistant Professor	Special	7/1/2018		61,549	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	60,490	FY 1.00

<sup>28</sup> Remaining salary formerly defrayed by VA Nebraska -Western Iowa Healthcare System

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Latshaw, Sandra	Medical Laboratory Science	Assistant Professor	Special			81,907	FY 1.00
		Assistant Professor	Special			81,907	FY 1.00
		Education Coordinator (Stipend)	Special	7/1/2018		3,988	FY 0.00
		Education Coordinator (Stipend)	Special		6/30/2018	2,511	FY 0.00
Lerner, Gary	Pediatrics	Associate Professor	Special	7/1/2018		25,668	FY 0.60
		Associate Professor	Special		6/30/2018	34,123	FY 0.80
Leuenberger, Donald	Business and Finance	Special Assistant to the Chancellor for Strategic Initiatives	Special			132,238	FY 0.50
		Special Assistant to the Chancellor for Strategic Initiatives	Special			132,238	FY 0.50
		N/A	N/A	8/1/2018		0	FY 0.00
		Interim Vice Chancellor	Special		7/31/2018	132,237	FY 0.50

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>	
Levy, Deborah	Epidemiology	Chairperson	Special			115,888	FY 0.51	
		Chairperson	Special			115,888	FY 0.51	
		Professor	Special			0	FY 0.00	
		Professor	Special			0	FY 0.00	
		Center for Cancer Prevention and Population Science	The Tim Hawks Chair in Cancer Prevention and Population Science	Special	8/1/2018	7/31/2023	0	FY 0.00
	N/A		N/A			0	FY 0.00	
	Director (Includes stipend)		Special			151,341	FY 0.49	
	Director (Includes stipend)		Special			151,341	FY 0.49	
Luo, Xu	Eppley Institute	Professor	Health Prof			105,740	FY 1.00	
		Professor	Health Prof			105,740	FY 1.00	
		Research Scientist (Stipend)	Special	7/1/2018		1,260	FY 0.00	
		N/A	N/A			0	FY 0.00	

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
MacDonald, Richard	Biochemistry and Molecular Biology	Professor	Continuous			151,024	FY 1.00		
		Professor	Continuous			151,024	FY 1.00		
		Vice Chair for Education (Stipend)	Special			5,000	FY 0.00		
		Vice Chair for Education (Stipend)	Special			5,000	FY 0.00		
		Medical Curriculum Director (Stipend)	Special	7/1/2018		5,000	FY 0.00		
		N/A	N/A				FY 0.00		
		Chair, Medical Student Admissions Committee (Stipend)	Special			6,000	FY 0.00		
		Chair, Medical Student Admissions Committee (Stipend)	Special			6,000	FY 0.00		
		MacQuiddy, Susan	Emergency Medicine	Assistant Professor	Special	7/1/2018		66,872	FY 0.50
				Assistant Professor	Special		6/30/2018	86,804	FY 0.65

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
Marshall, Julie	Adult Restorative Dentistry	Associate Professor	Health Prof			150,008	FY 1.00		
		Associate Professor	Health Prof			150,008	FY 1.00		
		Interim Chairperson (Stipend)	Special			10,000	FY 0.00		
		Interim Chairperson (Stipend)	Special			10,000	FY 0.00		
		College of Dentistry	Advanced Standing Program Director (Stipend)	Special			12,000	FY 0.00	
			Advanced Standing Program Director (Stipend)	Special			12,000	FY 0.00	
			William and Kathryn Greer Faculty Fellow in Dentistry	Special	7/1/2018	6/30/2023	0	FY 0.00	
			William and Kathryn Greer Faculty Fellow in Dentistry	Special		6/30/2018	0	FY 0.00	
	Marx, Jared		Emergency Medicine	Associate Professor	Health Prof			50,100	FY 1.00
				Associate Professor	Health Prof			50,100	FY 1.00
Ultrasound Director (Stipend)		Special		7/1/2018		10,000	FY 0.00		
N/A		N/A				0	FY 0.00		
May, Pamela	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,100	FY 1.00		
		Assistant Professor	Special		6/30/2018	50,100	FY 1.00		

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Monaghan, Daniel	Pharmacology and Experimental Neuroscience	Professor	Continuous			170,152	FY 1.00
		Professor	Continuous			170,152	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		23,500	FY 0.00
		Academic Affairs	N/A	N/A		0	FY 0.00
	Co-Director, Interdisciplinary Graduate Program in Biomedical Sciences (Stipend)	Special			15,000	FY 0.00	
	Co-Director, Interdisciplinary Graduate Program in Biomedical Sciences (Stipend)	Special			15,000	FY 0.00	
Morein, Marsha	Business and Finance	Chief Administrative Officer	Special	9/5/2018		34,010	FY 0.20
		Chief Administrative Officer	Special		9/4/2018	161,548	FY 0.95
	College of Public Health	N/A	N/A	9/5/2018		0	FY 0.00
		Health Services, Research and Administration	Special		9/4/2018	8,503	FY 0.05
Mosley, R. Lee	Pharmacology and Experimental Neuroscience	Professor	Continuous			113,626	FY 1.00
		Professor	Continuous			113,626	FY 1.00
	Research Scientist (Stipend)	Special	7/1/2018		23,500	FY 0.00	
	N/A	N/A			0	FY 0.00	

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Nasser, Mohd	Biochemistry and Molecular Biology	Assistant Professor	Health Prof	8/1/2018	6/30/2020	69,803	FY	1.00
		Assistant Professor	Special		7/31/2018	69,803	FY	1.00
		Research Scientist (Stipend)	Special	8/1/2018		17,746	FY	0.00
		N/A	N/A			0	FY	0.00
Natarajan, Amarnath	Eppley Institute	Professor	Continuous			169,837	FY	1.00
		Professor	Continuous			169,837	FY	1.00
		Associate Director, High-Throughput Cell Imaging Facility (Stipend)	Special			5,000	FY	0.00
		Associate Director, High-Throughput Cell Imaging Facility (Stipend)	Special			5,000	FY	0.00
		Director, Chemical Synthesis/Nuclear Magnetic Resonance Facility	Special	7/1/2018		10,000	FY	0.00
		Director, Chemical Synthesis/Nuclear Magnetic Resonance Facility	Special		6/30/2018	5,000	FY	0.00
Nelson Sheese, Amelia	Biochemistry and Molecular Biology	Assistant Professor	Health Prof	7/1/2018	6/30/2019	50,975	FY	1.00
		Assistant Professor	Special		6/30/2018	50,875	FY	1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Nielsen, Jessica	College of Nursing-Omaha Division	Assistant Professor	Special			75,034	AY 1.00
		Assistant Professor	Special			75,034	AY 1.00
		Coordinator (Stipend)	Special	7/1/2018		1,500	AY 0.00
		N/A	N/A			0	AY 0.00
Norgren, Robert	Genetics, Cell Biology and Anatomy	Professor	Continuous			153,709	FY 1.00
		Professor	Continuous			153,709	FY 1.00
		Research Scientist (Stipend)	Special	7/1/2018		4,611	FY 0.00
		N/A	N/A			0	FY 0.00
Noronha, Luke	Pediatrics	Assistant Professor	Special	7/1/2018		34,144	FY 0.80
		Assistant Professor	Health Prof		6/30/2018	42,579	FY 1.00
Osmera, Euemduan	McGoogan Library of Medicine	Assistant Professor	Special	7/1/2018		62,398	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	61,476	FY 1.00
Pare, Nadia	Neurological Sciences	Assistant Professor	Health Prof	7/1/2018	6/30/2019	53,260	FY 1.00
		Assistant Professor	Special		6/30/2018	50,875	FY 1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Pavlidis, Gregory	Internal Medicine	Professor	Special	7/1/2018		30,200	FY 0.50
		Professor	Special		6/30/2018	60,300	FY 1.00
		Miscia Chair in Interventional Cardiology	Special			0	FY 0.00
		Miscia Chair in Interventional Cardiology	Special			0	FY 0.00
Phatak, Vaishali	Neurological Sciences	Associate Professor	Health Prof	7/1/2018	6/30/2019	55,100	FY 1.00
		Associate Professor	Special		6/30/2018	55,000	FY 1.00
Premaraj, Sundaralingam	Growth and Development	Associate Professor	Continuous			138,871	FY 1.00
		Associate Professor	Continuous			138,871	FY 1.00
		Postgraduate Program Director of Orthodontics (Stipend)	Special			10,000	FY 0.00
		Postgraduate Program Director of Orthodontics (Stipend)	Special			10,000	FY 0.00
		Dr. and Mrs. Henry and Anne Cech Professor of Orthodontics (Stipend)	Special	9/1/2018	6/30/2023	8,500	FY 0.00
		William E. Ludwick Faculty Fellowship (Stipend)	Special		8/31/2018	5,000	FY 0.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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			159,735	FY 1.00
		Professor	Continuous			159,735	FY 1.00
		Director, PhD Program (Stipend)	Special	7/1/2018		3,000	FY 0.00
		Interim Director, PhD Program (Stipend)	Special		6/30/2018	3,000	FY 0.00
Remmenga, Steven	Obstetrics and Gynecology	Professor	Health Prof	7/1/2018		127,681	FY 0.86
		Professor	Health Prof		6/30/2018	117,581	FY 0.93
		McClure L. Smith, MD Professor of Gynecological Oncology	Special	7/1/2018	6/30/2023	20,813	FY 0.14
		McClure L. Smith, MD Professor of Gynecological Oncology	Special		6/30/2018	20,813	FY 0.07
		N/A	N/A	7/1/2018		0	FY 0.00
		Director of Gynecologic Oncology (Stipend)	Special		6/30/2018	10,000	FY 0.00
Rodehorst, Teresa	College of Nursing-West Nebraska Division	Associate Professor	Special	9/1/2018		99,116	FY 0.80
		Associate Professor	Special		8/31/2018	123,895	FY 1.00

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
29 Schmid, Kendra	Biostatistics	Professor	Continuous	7/1/2018		87,088	FY 0.50
		Professor	Continuous		6/30/2018	68,538	FY 0.50
		Interim Chairperson (Stipend)	Special			15,000	FY 0.00
		Interim Chairperson (Stipend)	Special			15,000	FY 0.00
	Graduate Studies	Assistant Dean (Includes stipend)	Special	7/1/2018		46,125	FY 0.15
		Assistant Dean (Includes Stipend)	Special		6/30/2018	40,561	FY 0.15
	Academic Affairs	Director, Campus-wide Assessment (Includes stipend)	Special	7/1/2018		65,960	FY 0.35
		Director, Campus-wide Assessment (Includes stipend)	Special		6/30/2018	52,977	FY 0.35
Schwab, Robert	Internal Medicine	Assistant Professor	Special	9/1/2018		21,950	FY 0.20
		Assistant Professor	Special		8/31/2018	65,850	FY 0.60
Schwerdtfeger, Susan	Internal Medicine	Assistant Professor	Special	8/1/2018		86,007	FY 0.90
		Assistant Professor	Special		7/31/2018	95,563	FY 1.00

29 Market Adjustment

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Sigler, Ernest	Adult Restorative Dentistry	Assistant Professor	Health Prof			113,988	FY 1.00
		Assistant Professor	Health Prof			113,988	FY 1.00
		Dr. Harold and Marilyn Maude Faculty Fellow (Stipend)	Special	7/1/2018	6/30/2023	4,114	FY 0.00
		Dr. Harold and Marilyn Maude Faculty Fellow (Stipend)	Special		6/30/2018	4,114	FY 0.00
Smith, Sarah	Internal Medicine	Assistant Professor	Special	7/1/2018		28,303	FY 0.70
		Assistant Professor	Special		6/30/2018	24,260	FY 0.60
Smith, Shelley	Neurological Sciences	Professor	Special	7/1/2018		181,199	FY 0.75
		Professor	Special		6/30/2018	178,082	FY 0.75
	Developmental Neuroscience	N/A	N/A	7/1/2018		0	FY 0.00
		Coordinator (Stipend)	Special		6/30/2018	5,000	FY 0.00
Stobbe, Benjamin	iEXCEL	Assistant Vice Chancellor	Special	7/1/2018		200,510	FY 1.00
		Executive Director	Special		6/30/2018	190,962	FY 1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>	
Talmon, Geoffrey	Pathology and Microbiology	Professor	Health Prof			96,257	FY 1.00	
		Professor	Health Prof			96,257	FY 1.00	
		Linder Pathology Residency Director Distinguished Chair	Special			0	FY 0.00	
		Linder Pathology Residency Director Distinguished Chair	Special			0	FY 0.00	
	Academic Affairs	Director, Interprofessional Academy of Educators (Stipend)	Special			10,000	FY 0.00	
		Director, Interprofessional Academy of Educators (Stipend)	Special			10,000	FY 0.00	
	College of Medicine	Assistant Dean for Medical Education	Special	8/1/2018		0	FY 0.00	
		N/A	N/A			0	FY 0.00	
	Tibbits, Melissa	Health Promotion, Social and Behavioral Health	Associate Professor	Health Prof			105,364	FY 1.00
			Associate Professor	Health Prof			105,364	FY 1.00
Vice Chair (Stipend)			Special	7/1/2018		5,000	FY 0.00	
N/A			N/A			0	FY 0.00	

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Tompkins, Janice	Health Services Administration	Assistant Professor	Health Prof			28,975	FY 0.30
		Assistant Professor	Health Prof			28,975	FY 0.30
		Assistant Dean, Academic Affairs (Includes stipend)	Special			79,299	FY 0.70
		Assistant Dean, Academic Affairs (Includes stipend)	Special			79,299	FY 0.70
		Director, Distance Education (Stipend)	Special	8/1/2018		5,000	FY 0.00
		N/A	N/A			0	FY 0.00
Turpen, Paula	Vice Chancellor for Research	Director, Research Resources	Special	7/1/2018		96,333	FY 0.75
		Director, Research Resources	Special		6/30/2018	126,235	FY 1.00
Varghese, Joby	Anesthesiology	Assistant Professor	Special	7/1/2018		42,680	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	42,580	FY 1.00
Wahl, Carol	College of Nursing-Kearney Division	Assistant Professor	Special			76,313	AY 1.00
		Assistant Professor	Special			76,313	AY 1.00
		Master of Science in Nursing Area Coordinator (Stipend)	Special	9/1/2018		750	AY 0.00
		N/A	N/A			0	AY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Walker, Richard	Emergency Medicine	Professor	Special	7/1/2018		84,409	FY 0.50
		Professor	Health Prof		6/30/2018	168,618	FY 1.00
Wallen, Jillian	Growth and Development	Associate Professor	Health Prof			59,107	FY 0.40
		Associate Professor	Health Prof			59,107	FY 0.40
		Chairperson (Includes stipend)	Special			98,657	FY 0.60
		Chairperson (Includes stipend)	Special			98,657	FY 0.60
		Pedersen Professor of Dentistry (Stipend)	Special	7/1/2018	6/30/2023	10,000	FY 0.00
		N/A	N/A			0	FY 0.00
Waltman, Nancy	College of Nursing-Lincoln Division	Professor	Special	7/1/2018		75,870	FY 0.50
		Professor	Continuous		6/30/2018	148,400	FY 1.00
		N/A	N/A	7/1/2018		0	FY 0.00
		Master of Science in Nursing Area Coordinator (Stipend)	Special		6/30/2018	1,500	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Wehbi, Nizar	Health Services, Research and Administration	Assistant Professor	Health Prof			98,087	FY 1.00
		Assistant Professor	Health Prof			98,087	FY 1.00
	Center for Health Policy	Acting Deputy Director (Stipend)	Special			2,500	FY 0.00
		Acting Deputy Director (Stipend)	Special			2,500	FY 0.00
	College of Public Health	N/A	N/A	7/1/2018		0	FY 0.00
		Director, Governing Faculty (Stipend)	Special		6/30/2018	2,500	FY 0.00
Wilhelm, Susan	College of Nursing-West Nebraska Division	Assistant Professor	Special	9/1/2018		53,632	FY 0.50
		Assistant Professor	Health Prof		8/31/2018	107,263	FY 1.00
	N/A	N/A	9/1/2018		0	FY 0.00	
		Assistant Dean (Stipend)	Special		8/31/2018	5,000	FY 0.00
Willett, Lynn	Pediatrics	Professor	Special	8/1/2018		23,474	FY 0.55
		Professor	Health Prof		7/31/2018	42,680	FY 1.00
Williams, Guy	Anesthesiology	Assistant Professor	Special	7/1/2018		42,680	FY 1.00
		Assistant Professor	Health Prof		6/30/2018	42,580	FY 1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Wilson, Fernando	Health Services, Research and Administration	Associate Professor	Continuous			134,918	FY 1.00
		Associate Professor	Continuous			134,918	FY 1.00
	Center for Health Policy	Director (Stipend)	Special			5,000	FY 0.00
		Director (Stipend)	Special			5,000	FY 0.00
	College of Public Health	Director, Masters of Healthcare Administration (Stipend)	Special	7/1/2018		5,000	FY 0.00
		N/A	N/A			0	FY 0.00
Woods, Nicholas	Eppley Institute	Assistant Professor	Health Prof			87,441	FY 1.00
		Assistant Professor	Health Prof			87,441	FY 1.00
	Program Director Proteomics and Systems Biology (Stipend)	Special			9,000	FY 0.00	
		Special			9,000	FY 0.00	
	Vice Chancellor for Research	N/A	N/A	7/1/2018		0	FY 0.00
		Interim Director of the Mass Spectrometry and Proteomics Core Facility (Stipend)	Special		6/30/2018	15,000	FY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>		
Wysong, Ashley	Dermatology	Associate Professor	Special	7/1/2018		40,000	FY 0.80		
		Associate Professor	Special		6/30/2018	25,000	FY 0.50		
		Chairperson (Stipend)	Special	7/1/2018		100,000	FY 0.00		
		Chairperson (Stipend)	Special		6/30/2018	50,000	FY 0.00		
		William W. Bruce Distinguished Chair	Special	7/1/2018	6/30/2023	10,000	FY 0.20		
		N/A	N/A			0	FY 0.00		
		Zeger, Wesley	Emergency Medicine	Associate Professor	Health Prof			112,982	FY 1.00
				Associate Professor	Health Prof			112,982	FY 1.00
Vice Chair, Clinical Operations (Stipend)	Special			7/1/2018		10,000	FY 0.00		
N/A	N/A					0	FY 0.00		

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
<sup>30</sup> Adkins, Randall	College of Arts and Sciences	Associate Dean (Includes stipend)	Special	7/1/2018	6/30/2021	117,849	1.00
		Associate Dean (Includes stipend)	Special		6/30/2018	112,844	1.00
Allen, Joseph	Psychology	Associate Professor	Continuous			69,036 AY	1.00
		Associate Professor	Continuous			69,036 AY	1.00
		Director, Center of Applied Psychological Services (Stipend)	Special	8/13/2018	5/10/2019	10,000 AY	0.00
		N/A	N/A			0 AY	0.00
Armstrong, Todd	School of Criminology and Criminal Justice	Professor	Continuous	9/1/2018		124,811 AY	1.00
		Professor	Continuous		8/31/2018	122,327 AY	1.00
		Chair, Doctoral Program (Stipend)	Special	8/13/2018	5/14/2021	5,000 AY	0.00
		N/A	N/A			0 AY	0.00
Barone, Timi	Sociology	Associate Professor	Continuous			73,770 AY	1.00
		Associate Professor	Continuous			73,770 AY	1.00
		Director, Medical Humanities (Stipend)	Special	8/13/2018	5/10/2019	1,200 AY	0.00
		N/A	N/A			0 AY	0.00
<sup>31</sup> Barron-McKeagney, Theresa	College of Public Affairs and Community Service	Associate Dean (Includes Stipend)	Special	7/1/2018		119,115 FY	1.00
		Associate Dean (Includes Stipend)	Special		6/30/2018	139,729 FY	1.00

<sup>30</sup> Increase in stipend

<sup>31</sup> Change of contract length to 10 months

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Beldin, Kerry	School of Social Work	Associate Professor	Continuous			66,848 AY	1.00
		Associate Professor	Continuous			66,848 AY	1.00
		N/A	N/A			0 AY	0.00
		Coordinator, Master of Social Work (Stipend)	Special		9/30/2018	3,600 AY	0.00
Bulbulian, Ronald	School of Health and Kinesiology	Professor	Continuous	8/13/2018		122,488 AY	1.00
		Professor	Continuous		8/12/2018	65,328 FY	0.40
		N/A	N/A			0 AY	0.00
		Director, School of Health and Kinesiology (Includes Stipend)	Special		8/12/2018	102,790 FY	0.60
Casas, Juan	Psychology	Associate Professor	Continuous			69,400 AY	1.00
		Associate Professor	Continuous			69,400 AY	1.00
		Academic Affairs Faculty Fellow (Stipend)	Special	8/13/2018	5/10/2019	3,600 AY	0.00
		N/A	N/A			0 AY	0.00
Christensen, John	College of Education	Professor	Special	7/1/2018	6/30/2019	160,000 FY	1.00
		Chancellor Emeritus	Special		6/30/2018	296,039 FY	1.00
Christie, Richard	Educational Leadership	Assistant Professor	Special	8/13/2018	5/10/2019	36,385 AY	0.50
		Assistant Professor	Special		5/11/2018	40,780 AY	0.60
	College of Education	N/A	N/A			0 AY	0.00
		Executive Director Metro Omaha Education Consortium (Includes Stipend)	Special		5/11/2018	30,786 AY	0.40

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Co, Catherine	Economics	Professor	Continuous			114,072	AY	1.00
		Professor	Continuous			114,072	AY	1.00
		Ward Y. Lindley and George T. Lindley Professorship	Special	9/1/2018	8/31/2021	5,000	AY	0.00
		Ward Y. Lindley and George T. Lindley Professorship	Special		8/31/2018	5,000	AY	0.00
Coleman, Jason	School of Health and Kinesiology	Associate Professor	Continuous	8/1/2018		41,200	FY	0.40
		Associate Professor	Continuous		5/11/2018	70,207	AY	1.00
		Director, School of Health and Kinesiology (Includes stipend)	Special	8/1/2018		71,800	FY	0.60
		N/A	N/A			0	AY	0.00
Conces, Rory	Philosophy	Associate Professor	Special	8/13/2018	5/15/2020	67,605	AY	1.00
		Associate Professor	Special		5/11/2018	66,541	AY	1.00
		Director, Human Rights Minor (Stipend)	Special	8/13/2018	5/10/2019	1,200	AY	0.00
		Director, Human Rights Minor (Stipend)	Special		5/11/2018	1,200	AY	0.00
<sup>32</sup> Correa, Omar	Enrollment Management UNO/UNMC	Associate Vice Chancellor (Includes stipend)	Special	7/1/2018		195,716	FY	1.00
		Associate Vice Chancellor (Includes stipend)	Special		6/30/2018	161,035	FY	1.00

<sup>32</sup> Enrollment Management for UNMC colleges

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Covington, Philip	Student Success	Assistant Vice Chancellor for Student Success	Special	7/1/2018		92,044	FY 1.00
		Director, Student Conduct	Special		6/30/2018	74,800	FY 1.00
		NA	N/A	7/1/2018		N/A	FY 0.00
	University of Nebraska Medical Center	Senior Director of Student Life (Stipend)	Special		6/30/2018	15,000	FY 0.00
		Assistant Vice Chancellor for Academic Affairs (Stipend)	Special	7/1/2018		35,000	FY 0.00
		Interim Assistant Vice Chancellor (Stipend)	Special		6/30/2018	35,000	FY 0.00
Davis, Paul	Biology	Associate Professor	Continuous			67,759	AY 1.00
		Associate Professor	Continuous			67,759	AY 1.00
	College of Arts and Sciences	Director, Health Careers Resource Center (Stipend)	Special	8/13/2018	5/10/2019	15,000	AY 0.00
		Director, Health Careers Resource Center (Stipend)	Special		5/11/2018	15,500	AY 0.00
Decker, Chris	Economics	Chairperson (Includes stipend)	Special			75,461	AY 0.60
		Chairperson (Includes stipend)	Special			75,461	AY 0.60
		Professor	Continuous			47,907	AY 0.40
		Professor	Continuous			47,907	AY 0.40
		John Lucas Diamond Professorship	Special	9/1/2018	8/31/2021	5,000	AY 0.00
		John Lucas Diamond Professorship	Special		8/31/2018	5,000	AY 0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Dere, Ashlee	Geography and Geology	Assistant Professor	Specific			62,331	AY	1.00
		Assistant Professor	Specific			62,331	AY	1.00
		Program Coordinator for UNO Soils Lab and Collegiate Soils Team (Stipend)	Special	8/13/2018	5/10/2019	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
<sup>33</sup> Dufner, Donna	Information Systems and Quantitative Analysis	Associate Professor (Includes stipend)	Continuous	8/13/2018	5/15/2020	66,810	AY	0.50
		Associate Professor (Includes stipend)	Continuous		5/11/2018	132,076	AY	1.00
Edwards, Sarah	Teacher Education	Professor	Continuous			42,536	FY	0.40
		Professor	Continuous			42,535	FY	0.40
		Chairperson (Includes stipend)	Special			68,604	FY	0.60
		Chairperson (Includes stipend)	Special			68,604	FY	0.60
		Dr. Hollie Bethel Professorship of Education	Special	9/1/2018	8/31/2021	10,000	FY	0.00
		Dr. Hollie Bethel Professorship of Education	Special		8/31/2018	10,000	FY	0.00

<sup>33</sup> Began phased retirement contract

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Eldridge, Susan	Department of Accounting	Chairperson (Includes stipend)	Special			89,361 AY	0.60
		Chairperson (Includes stipend)	Special			89,361 AY	0.60
		Professor	Continuous			57,174 AY	0.40
		Professor	Continuous			57,174 AY	0.40
		Union Pacific Professor of Accounting	Special	9/1/2018	8/31/2021	10,000 AY	0.00
		Union Pacific Professor of Accounting	Special		8/31/2018	10,000 AY	0.00
<sup>34</sup> Faimon, Kristina	School of Social Work	Assistant Professor	Specific	8/13/2018		57,093 AY	1.00
		Instructor	Specific		5/11/2018	54,000 AY	1.00
French, Jeffrey	Psychology	Professor	Continuous			99,708 AY	1.00
		Professor	Continuous			99,708 AY	1.00
		Director of Neuroscience (Stipend)	Special	8/13/2018	5/10/2019	3,600 AY	0.00
		Director of Neuroscience (Stipend)	Special		5/11/2018	3,600 AY	0.00
		Varner Chair	Special			10,000 AY	0.00
		Varner Chair	Special			10,000 AY	0.00

<sup>34</sup> Increase/promotion per contract and receipt of PhD

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*



**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>	
Garcia, Washington	School of Music	Professor	Continuous			44,196 FY	0.40	
		Professor	Continuous			44,196 FY	0.40	
		Director (Includes stipend)	Special			71,094 FY	0.60	
		Director (Includes stipend)	Special			71,094 FY	0.60	
		Robert M Spire Chair of Music	Special			10,000 FY	0.00	
		Robert M Spire Chair of Music	Special			10,000 FY	0.00	
	Academic Affairs	Assistant to the Senior Vice Chancellor for Special Projects (Stipend)	Special	7/1/2018			25,000 AY	0.00
		N/A	N/A				0 AY	0.00
	Germonprez, Raymond	Information Systems and Quantitative Analysis	Associate Professor	Continuous			124,587 AY	1.00
			Associate Professor	Continuous			124,587 AY	1.00
Mutual of Omaha Distinguished Chair of Information Science and Technology			Special	9/1/2018	8/31/2021	12,000 AY	0.00	
Mutual of Omaha Distinguished Chair of Information Science and Technology			Special		8/31/2018	12,000 AY	0.00	
Heesch, Matthew	School of Health and Kinesiology	Assistant Professor	Specific	8/13/2018		65,000 AY	1.00	
		Instructor	Specific		5/11/2018	50,000 AY	1.00	
Hobbs, Anne	Juvenile Justice Institute	Director	Special	7/1/2018	6/30/2019	91,600 FY	1.00	
		Director	Special		6/30/2018	90,027 FY	1.00	

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Holloway, Carson	Political Science	Professor	Continuous			74,914 AY	1.00
		Professor	Continuous			74,914 AY	1.00
		Ralph Wardle Diamond Professorship	Special	9/1/2018	8/31/2021	3,000 AY	0.00
		N/A	N/A			0 AY	0.00
Hutt, Curtis	Religion	Associate Professor	Continuous			65,588 AY	1.00
		Associate Professor	Continuous			65,588 AY	1.00
		Director of Programming, Schwalb Center	Special	9/1/2018	8/31/2019	7,500 AY	0.00
		Coordinator, Schwalb Center	Special		8/31/2018	7,500 AY	0.00
Irwin, Jay	Sociology	Associate Professor	Continuous			65,483 AY	1.00
		Associate Professor	Continuous			65,483 AY	1.00
		Director, LGBTQ/Sexuality Studies Minor (Stipend)	Special	8/13/2018	5/10/2019	1,200 AY	0.00
		Director, LGBTQ/Sexuality Studies Minor (Stipend)	Special		5/11/2018	1,200 AY	0.00
Johanningsmeier, Charles	English	Professor	Continuous			80,030 AY	1.00
		Professor	Continuous			80,030 AY	1.00
		Isaacson Professorship	Special	9/1/2018	8/31/2021	5,000 AY	0.00
		Ralph Wardle Diamond Professorship	Special		8/31/2018	3,000 AY	0.00

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Khazanchi, Deepak	College of Information Science and Technology	Associate Dean for Academic Affairs (Includes stipend)	Special	7/1/2018		200,011	FY	1.00
		Associate Dean for Academic Affairs (Includes stipend)	Special		6/30/2018	196,777	FY	1.00
		Community Engagement and Globalization Officer (Stipend)	Special	7/1/2018	6/30/2019	10,000	FY	0.00
		Community Engagement and Globalization Officer (Stipend)	Special		6/30/2018	10,000	FY	0.00
Kilinc, Ramazan	Political Science	Associate Professor	Continuous			69,904	AY	1.00
		Associate Professor	Continuous			69,904	AY	1.00
		Director of Islamic Studies (Stipend)	Special	8/13/2018	5/10/2019	2,000	AY	0.00
		Director of Islamic Studies (Stipend)	Special		5/11/2018	1,000	AY	0.00
Lomneth, Richard	Chemistry	Professor	Continuous	8/13/2018		82,778	AY	1.00
		Professor	Continuous		5/11/2018	32,617	AY	0.40
		N/A	N/A			0	AY	0.00
		Chairperson (Includes Stipend)	Special		5/11/2018	52,527	AY	0.60
Maher, Craig	Public Administration	Director (Includes Stipend)	Special	7/16/2018	6/30/2021	92,277	FY	0.60
		N/A	N/A			0	FY	0.00
		Professor	Continuous	7/16/2018		53,518	FY	0.40
		Professor	Continuous		5/11/2018	99,232	AY	1.00

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Matthews, Michael	Mathematics	Associate Professor	Continuous			73,658 AY	1.00
		Associate Professor	Continuous			73,658 AY	1.00
		N/A	N/A			0 AY	0.00
		Dr. George Haddix Community Chair in Mathematics	Special		8/31/2018	10,000 AY	0.00
McFeely, Ashley	Art and Art History	Assistant Professor	Specific	8/13/2018		55,000 AY	1.00
		Instructor	Specific		5/11/2018	42,586 AY	1.00
<sup>35</sup> Nash, Robert	Criss Library	Professor	Continuous	7/1/2018	12/31/2019	48,044 FY	0.50
		Professor	Continuous		6/30/2018	94,873 FY	1.00
Nero, Derrick	Teacher Education	Assistant Professor	Specific	8/13/2018		68,415 AY	1.00
		Instructor	Specific		5/11/2018	51,311 AY	0.75
Neathery-Castro, Jody	Political Science	Associate Professor	Continuous			28,960 AY	0.40
		Associate Professor	Continuous			28,960 AY	0.40
		Chairperson (Includes stipend)	Special	8/13/2018	5/14/2021	47,041 AY	0.60
		Chairperson (Includes stipend)	Special		5/11/2018	46,375 AY	0.60

<sup>35</sup> Began phased retirement contract

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*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Obradovic, Lana	Political Science	Assistant Professor	Specific			62,770 AY	1.00
		Assistant Professor	Specific			62,770 AY	1.00
		Director, Holocaust and Genocide Studies Minor (Stipend)	Special	8/13/2018	5/10/2019	1,200 AY	0.00
		Director, Holocaust and Genocide Studies Minor (Stipend)	Special		5/11/2018	1,200 AY	0.00
<sup>36</sup> O'Connell, Bonnie	Art and Art History	Professor	Continuous	8/13/2018	5/10/2019	41,519 AY	0.50
		Professor	Continuous		5/11/2018	81,887 AY	1.00
Pasco, Rebecca	Teacher Education	Professor	Continuous			88,355 AY	1.00
		Professor	Continuous			88,355 AY	1.00
		Margaret Killian Diamond Professorship	Special	9/1/2018	8/31/2021	3,000 AY	0.00
		Margaret Killian Diamond Professorship	Special		8/31/2018	3,000 AY	0.00
		Graduate Program Coordinator (Stipend)	Special			6,000 AY	0.00
		Graduate Program Coordinator (Stipend)	Special			6,000 AY	0.00
Pearson, Ferial	Teacher Education	Assistant Professor	Specific	8/13/2018		64,960 AY	1.00
		Instructor	Special		5/11/2018	48,720 AY	0.75
Pelton, Julie	Sociology	Associate Professor	Continuous			65,847 AY	1.00
		Associate Professor	Continuous			65,847 AY	1.00
		Director, Sustainability Minor (Stipend)	Special	8/13/2018	5/10/2019	1,200 AY	0.00
		Director, Sustainability Minor (Stipend)	Special		5/11/2018	1,200 AY	0.00

<sup>36</sup> Began Phased Retirement Contract

*Shaded reflects new or ongoing appointment*

*Un-shaded reflects old appointment*

**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Pettid, Catherine	Division of Student Success	Assistant Vice Chancellor and Dean of Students (Includes stipend)	Special	7/1/2018		161,325 FY	1.00
		Assistant Vice Chancellor and Dean of Students	Special			131,325 FY	1.00
Pickering, Barbara	School of Communication	Professor	Continuous	8/13/2018		79,495 AY	1.00
		Professor	Continuous		5/11/2018	48,128 AY	0.50
		Academic Affairs Faculty Fellow (Stipend)	Special	8/13/2018	5/10/2019	3,600 AY	0.00
		Administrative Fellow (Includes stipend)	Special		5/11/2018	33,600 AY	0.50
Price, John	English	Professor	Continuous			80,093 AY	1.00
		Professor	Continuous			80,093 AY	1.00
		Director, Creative Nonfiction Program (Stipend)	Special	8/13/2018	5/10/2019	3,000 AY	0.00
		Director, Creative Nonfiction Program (Stipend)	Special		5/11/2018	3,000 AY	0.00
Rech, Janice	Mathematics	Associate Professor	Continuous			85,386 AY	1.00
		Associate Professor	Continuous			85,386 AY	1.00
		N/A	N/A			0 AY	0.00
		Dr. George Haddix Community Chair in Mathematics	Special		8/31/2018	10,000 AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Schaffer, Connie	Teacher Education	Associate Professor	Continuous	8/13/2018		72,558	AY	1.00
		Associate Professor	Continuous		5/11/2018	41,500	AY	0.50
		Academic Affairs Faculty Fellow (Stipend)	Special	8/13/2018	5/10/2019	3,600	AY	0.00
		Administrative Fellow (Includes stipend)	Special		5/11/2018	33,600	AY	0.50
Shultz, Steven	Department of Finance, Banking and Real Estate	Professor	Continuous			126,960	AY	1.00
		Professor	Continuous			126,960	AY	1.00
		Hollis and Helen Baright Foundation Professor of Real Estate Studies	Special	9/1/2018	8/31/2021	10,000	AY	0.00
		Hollis and Helen Baright Foundation Professor of Real Estate Studies			8/31/2018	10,000	AY	0.00
Singh, Harnoor	Division of Student Success	Interim Director, Student Development for Scott Scholars	Special	8/1/2018	7/31/2019	95,000	FY	1.00
		Coordinator, Student Collaborative Program	Mgr/Prof		7/31/2018	43,483	FY	1.00
Steiner, Amanda	Teacher Education	Assistant Professor	Specific	8/13/2018		60,000	AY	1.00
		Instructor	Special		5/11/2018	49,170	AY	1.00
Steiner, Benjamin	School of Criminology and Criminal Justice	Professor	Continuous			89,949	AY	1.00
		Professor	Continuous			89,949	AY	1.00
		Coordinator for Research (Stipend)	Special	7/1/2018	6/30/2019	8,000	FY	0.00
		Coordinator for Research (Stipend)	Special		6/30/2018	8,000	FY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

Subramaniam, Mahadevan	Computer Science	Professor	Continuous	8/13/2018		52,197	AY	0.40
		Professor	Continuous		5/11/2018	128,573	AY	1.00
		Chairperson (Includes Stipend)	Special	8/13/2018		81,897	AY	0.60
		N/A	N/A			0	AY	0.00
Venkatesh, Roopa	College of Business Administration	Associate Professor	Continuous			143,627	AY	1.00
		Associate Professor	Continuous			143,627	AY	1.00
		William C Hockett Diamond Professorship	Special	9/1/2018	8/31/2021	10,000	AY	0.00
		William C Hockett Diamond Professorship	Special		8/31/2018	10,000	AY	0.00
Volkman, David	Department of Finance, Banking and Real Estate	Chairperson (Includes stipend)	Special			86,843	AY	0.60
		Chairperson (Includes stipend)	Special			86,843	AY	0.60
		Associate Professor	Continuous			55,496	AY	0.40
		Associate Professor	Continuous			55,496	AY	0.40
		Colonel Guy M. Cloud, Jr. and Patricia Cloud Professorship of Investment Sciences	Special	9/1/2018	8/31/2022	10,000	AY	0.00
		Colonel Guy M. Cloud, Jr. and Patricia Cloud Professorship of Investment Sciences	Special		8/31/2018	10,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

Wakefield, William	School of Criminology and Criminal Justice	Professor	Continuous			110,330	AY	1.00
		Professor	Continuous			110,330	AY	1.00
		Outreach Coordinator (Stipend)	Special			5,000	AY	0.00
		Outreach Coordinator (Stipend)	Special			5,000	AY	0.00
		Director, London Study Abroad Program (Stipend)	Special	8/13/2018	5/10/2019	5,000	AY	0.00
		N/A	N/A			0	AY	0.00
Wisneski, Debora	Teacher Education	Associate Professor	Continuous			88,756	AY	1.00
		Associate Professor	Continuous			88,756	AY	1.00
		John T. Langan Community Chair in Early Childhood Education	Special	9/1/2018	8/31/2023	10,000	AY	0.00
		John T. Langan Community Chair in Early Childhood Education	Special		8/31/2018	10,000	AY	0.00
Zhong, Haizhen	Chemistry	Professor	Continuous	8/13/2018		29,046	AY	0.40
		Professor	Continuous		5/11/2018	65,975	AY	1.00
		Chairperson (Includes stipend)	Special	8/13/2018	5/14/2021	47,170	AY	0.60
		N/A	N/A			0	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA AT OMAHA**

**ADJUSTMENTS**

Zhu, Qiuming	Computer Science	Professor	Continuous	8/13/2018	127,329	AY	1.00
		Professor	Continuous	5/11/2018	50,160	AY	0.40
		NA	N/A		0	AY	0.00
		Chairperson (Includes stipend)	Special	5/11/2018	78,843	AY	0.60
		Union Pacific Chair of Information Science and Technology	Special	8/31/2021	10,000	AY	0.00
		Union Pacific Chair of Information Science and Technology	Special		10,000	AY	0.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**UNIVERSITY OF NEBRASKA ADMINISTRATION**

**ADJUSTMENTS**

**Annual salary increases are reflected in this report**

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bakken, Philip	Office of the President	Chief of Staff	Special	8/1/2018		155,000	FY 1.00
		Special Assistant to the President	Special		7/31/2018	45,575	FY 0.60
	Office of the Vice President for Business and Finance	N/A	N/A	8/1/2018		0	FY 0.00
		Interim Assistant Vice President/Budget and Fiscal Analysis	Special		7/31/2018	48,888	FY 0.40
Busch, Erin	Office of the Vice President and General Counsel	Associate General Counsel/Director of University Records	Special	8/1/2018		122,966	FY 1.00
		Associate General Counsel/Director of University Records	Special		7/31/2018	98,373	FY 0.80
Duke, Steven	International Affairs	Associate Vice President for Global Strategy and International Initiatives	Special	7/1/2018		132,648	FY 1.00
		Assistant Vice President for Global Strategy and International Initiatives	Special		6/30/2018	130,367	FY 1.00
Harper, Kimberly	Buffett Early Childhood Institute	Associate Executive Director for Operations	Special	9/24/2018		140,000	FY 1.00
	Information Technology	Assistant Vice President for IT Strategy and Planning	Special		9/23/2018	122,691	FY 1.00

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**PERSONNEL REPORT**  
**7/1/2018 - 9/30/2018**  
**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>
Justus, Michael	Audit and Advisory Services	Associate Vice President/Director of Audit and Advisory Services	Special	9/1/2018		175,000	FY 1.00
		Assistant Vice President/Director of Audit and Advisory Services	Special		8/31/2018	143,048	FY 1.00
Owen, Erin	Buffett Early Childhood Institute University Communications, University of Nebraska at Omaha	Director of Communications and Marketing	Special	8/16/2018		138,000	FY 1.00
		Executive Director and Assistant to the Chancellor	Special		8/15/2018	135,123	FY 1.00
Palsler, Stacia	Vice President and General Counsel	Deputy General Counsel	Special	9/10/2018		200,000	FY 1.00
		Interim Vice President	Special		9/9/2018	247,253	FY 1.00

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TO: The Board of Regents Addendum X-D-2  
Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: BOR Strategic Framework Metrics

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 26, 2018– The Board of Regents received reports on Faculty Diversity, Financial Aid and Graduation rates.

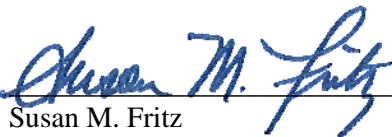
EXPLANATION: These reports provide data on the Board of Regent’s Strategic Framework metrics on Need-Based Financial Aid, Merit-Based Financial Aid, Graduation Rates and Faculty Diversity.

The current financial aid metric required that at least \$9 million in private funds were raised for both need and merit-based financial aid-- \$14.3 million was raised in need-based aid while \$40.0 million was raised in merit-based aid.

The current graduation rate metric required that each campus maintain or reach the average six-year graduation rate of its peers. UNK (61.3% graduation rate; UNK peers 51.7%) exceeded the current metric while UNO (47.1% graduation rate; UNO peers 47.5%) and UNL did not (67.9% graduation rate; UNL peers 74.2%).

The University of Nebraska has consistently maintained or increased its system-wide percentage of women faculty and faculty of color since 2001. In fall 2017, 37.14% of University of Nebraska faculty were women, slightly below the peer average percentage of 37.61%. The University of Nebraska’s system-wide percentage of faculty of color for the same period was 20.75% compared to a peer average percentage of 22.55%.

SPONSOR: Kristin E. Yates  
Associate Vice President for Institutional Research  
and Chief Data Officer

APPROVED:   
Susan M. Fritz  
Executive Vice President and Provost

DATE: December 4, 2018

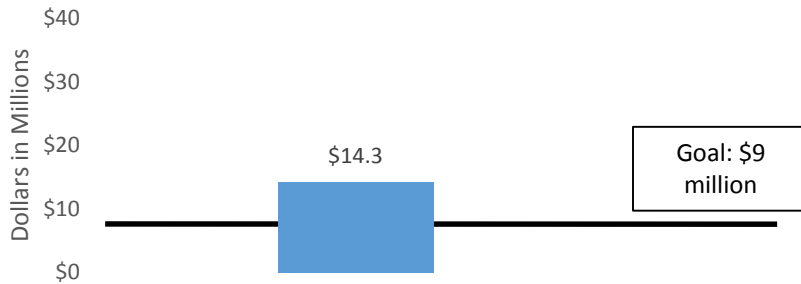
# **NEED-BASED FINANCIAL AID**

# Strategic Framework 1.a.iii Need-Based Financial Aid

## FY 2017-18 Goal:

Raise at least \$9 million in private funds (endowment and/or spendable).

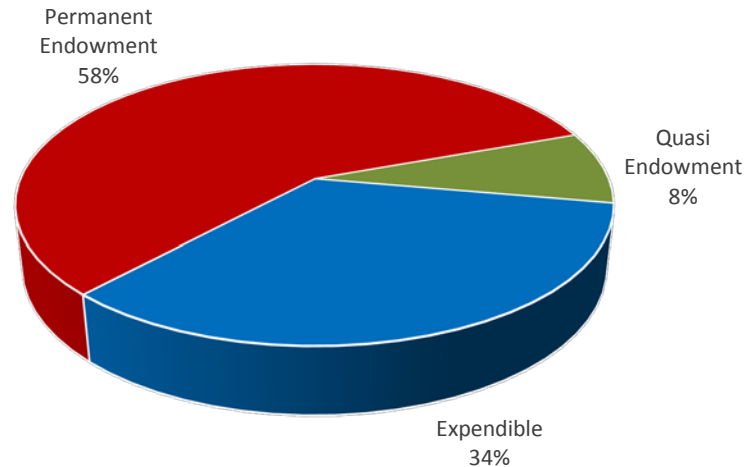
### Foundation Need-Based Aid Funds 2017-18



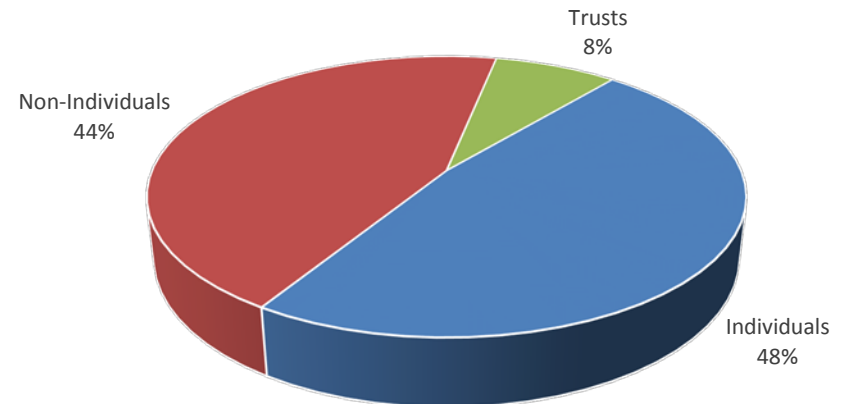
### Key Facts

- Total need-based foundation aid funds in 2017-18 equaled \$14,254,530.
- Permanent endowment funds accounted for the majority of need-based aid funds in 2017-18.
- Top sources of need-based foundation aid for 2017-18 included alumni, private foundations, trusts, and family foundations.

### Foundation Need-Based Aid by Gift Type 2017-18



### Foundation Need-Based Aid by Source 2017-18



# Proposed Accountability Measure

1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.
  - a. Maintain an affordable cost of education.
  - iii. Expand need-based financial aid and effectively market opportunity and major aid programs.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2017-18	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic
FY 2018-19	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic
FY 2019-20	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic



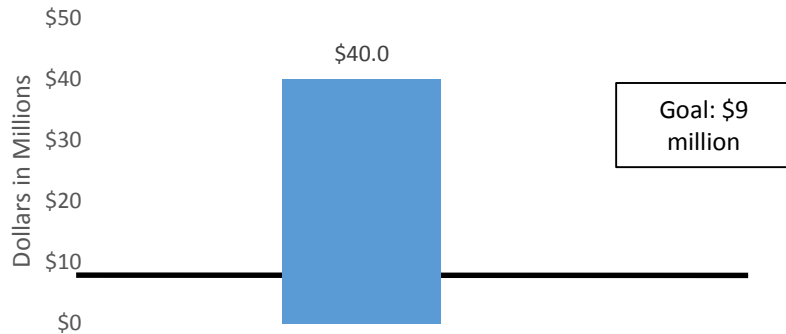
# **MERIT-BASED FINANCIAL AID**

# Strategic Framework 3.b.ii Merit-Based Financial Aid

## FY 2017-18 Goal:

Raise at least \$9 million in private funds (endowment and/or spendable).

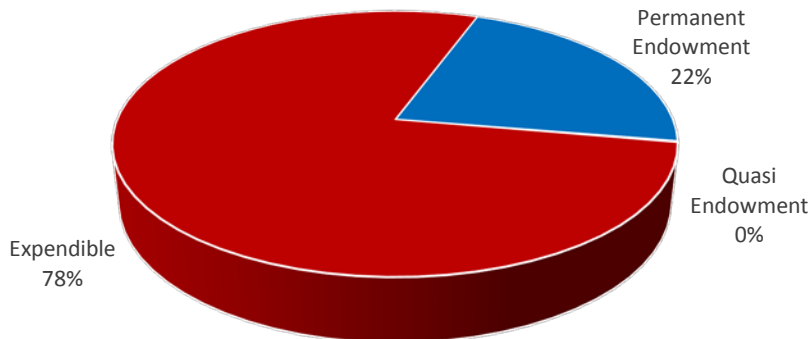
### Foundation Merit-Based Aid Funds 2017-18



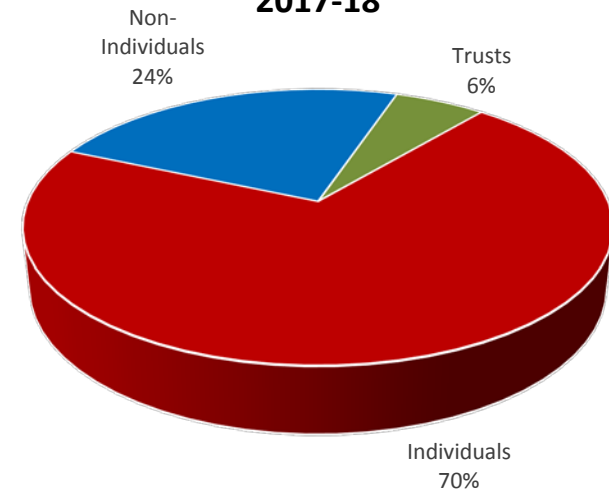
### Key Facts

- Total merit-based foundation aid funds in 2017-18 equaled \$40,043,472
- Expendable funds accounted for the majority of merit-based aid funds in 2017-18.
- Top sources of merit-based foundation aid for 2017-18 included alumni, non-alumni and corporations.

### Foundation Merit-Based Aid by Gift Type 2017-18



### Foundation Merit-Based Aid by Source 2017-18



# Proposed Accountability Measure

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.
  - b. Increase proportion of Nebraska high school students ranking in the top 25 percent of their classes that attend the University of Nebraska.

*ii. Increase support for merit-based aid*

<b>Reporting Period</b>	<b>Accountability Measure</b>	<b>Report Date</b>	<b>Reporting Committee</b>
FY 2017-18	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic
FY 2018-19	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic
FY 2019-20	Raise at least \$9 million dollars in private funds (endowment and/or spendable).	TBD	Academic

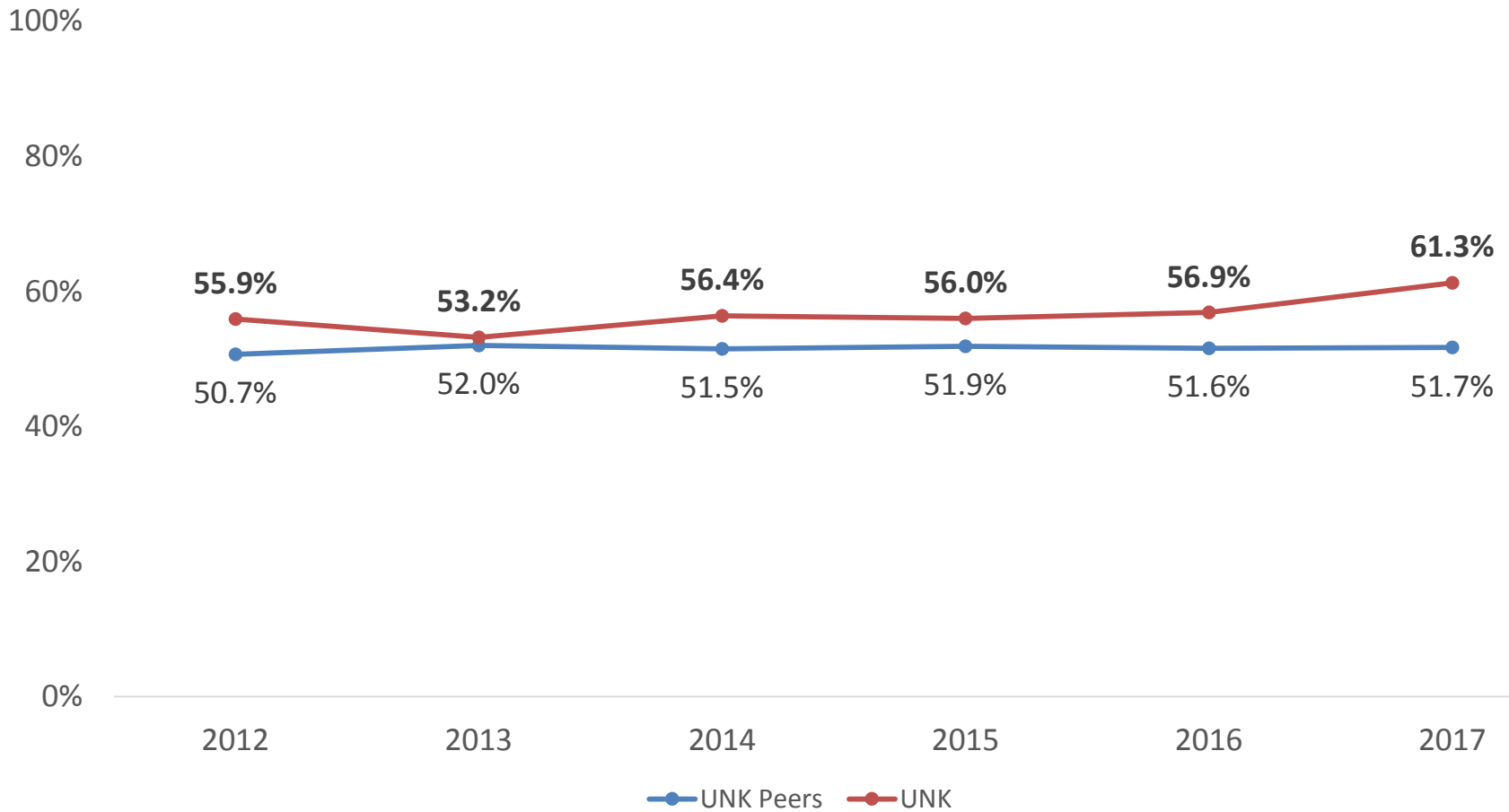
# **GRADUATION RATES**

## Strategic Framework 1.b.iii Graduation Rates

### AY 2016-17 Goal:

- 1) Each campus will maintain or reach the average six-year graduation rate of its peers.
- 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.

UNK Six-Year Graduation Rate

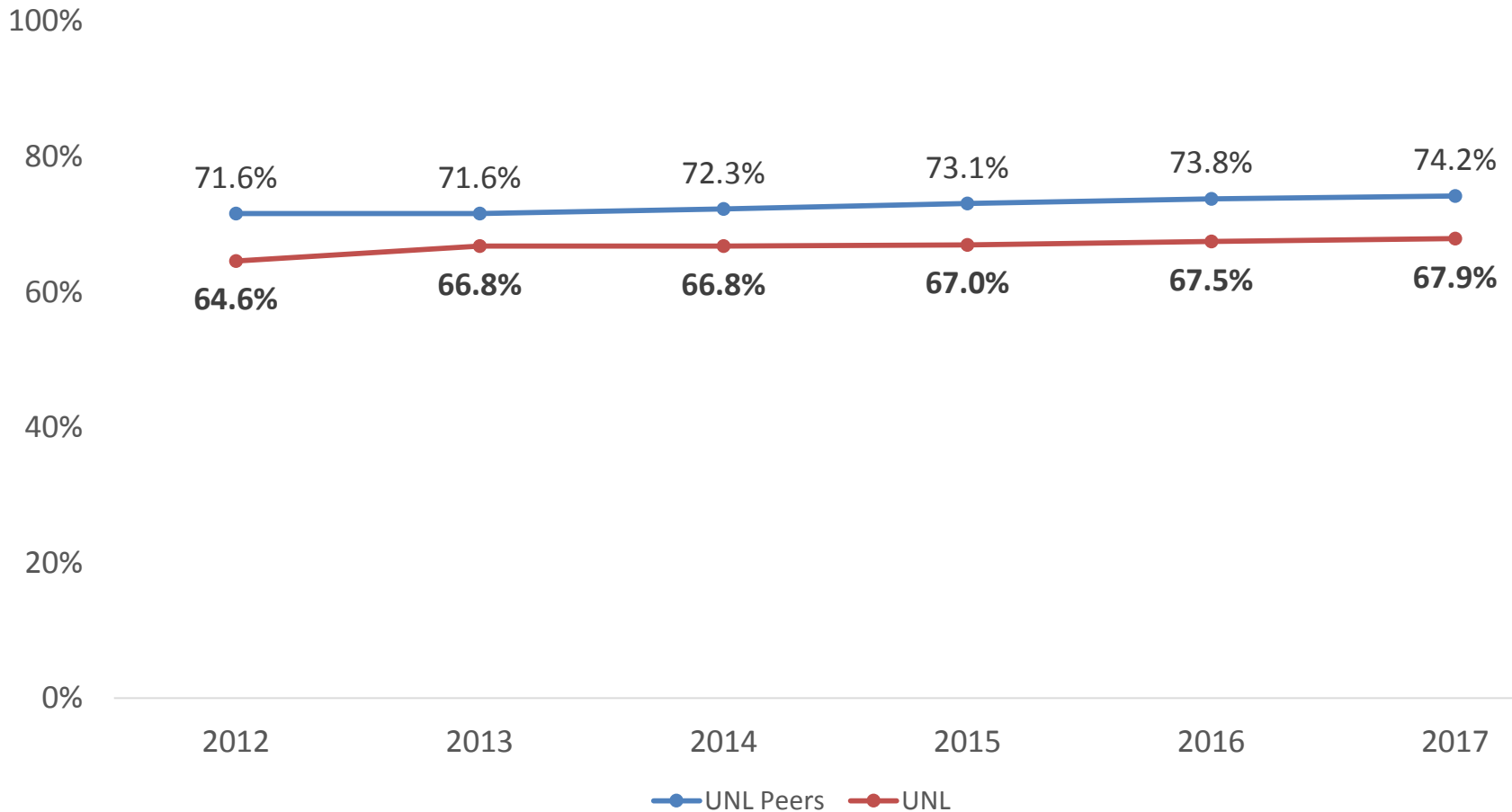


## Strategic Framework 1.b.iii Graduation Rates

### AY 2016-17 Goal:

- 1) Each campus will maintain or reach the average six-year graduation rate of its peers.
- 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.

UNL Six-Year Graduation Rate

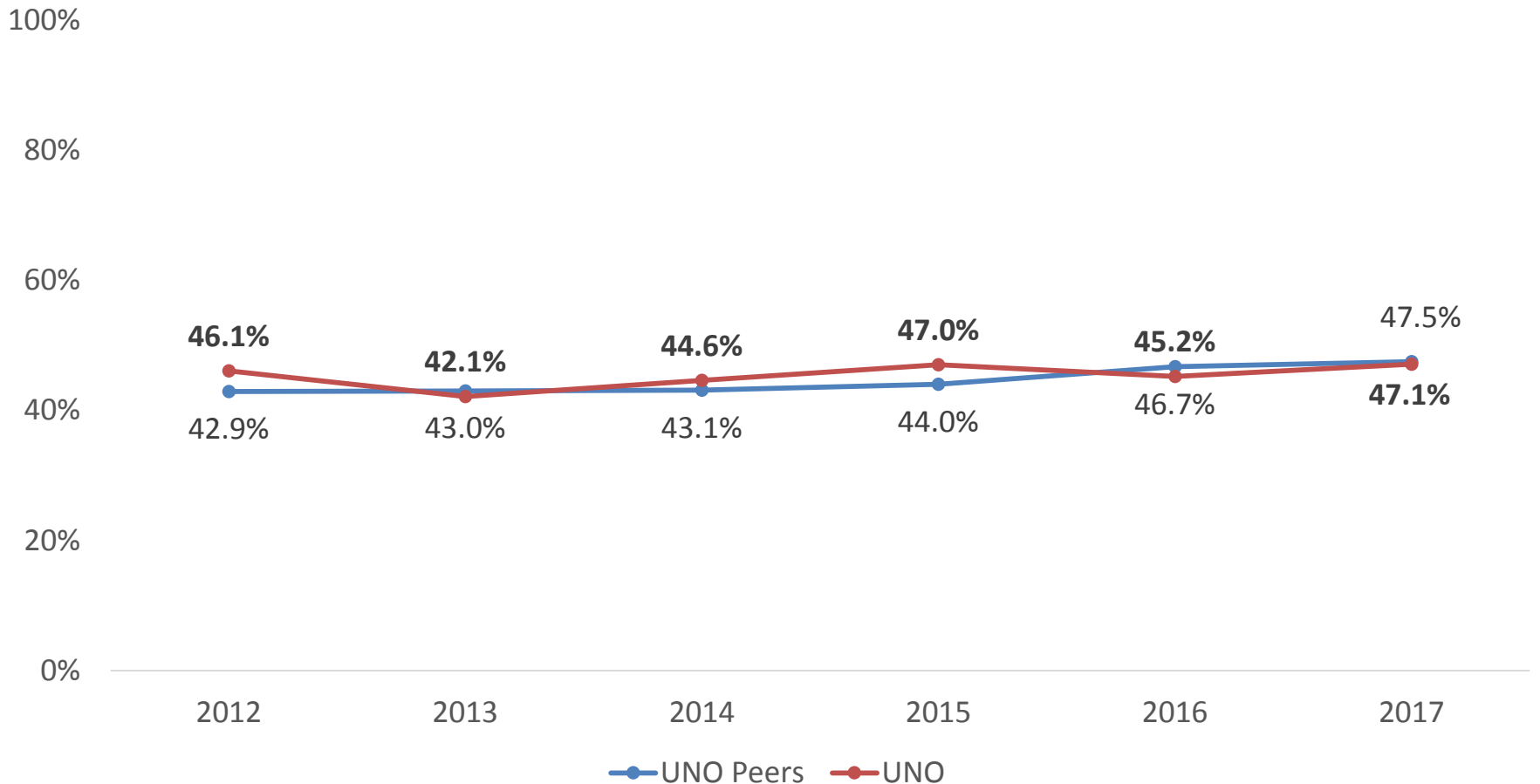


## Strategic Framework 1.b.iii Graduation Rates

### AY 2016-17 Goal:

- 1) Each campus will maintain or reach the average six-year graduation rate of its peers.
- 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.

UNO Six-Year Graduation Rate



# Proposed Accountability Measure

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

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

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

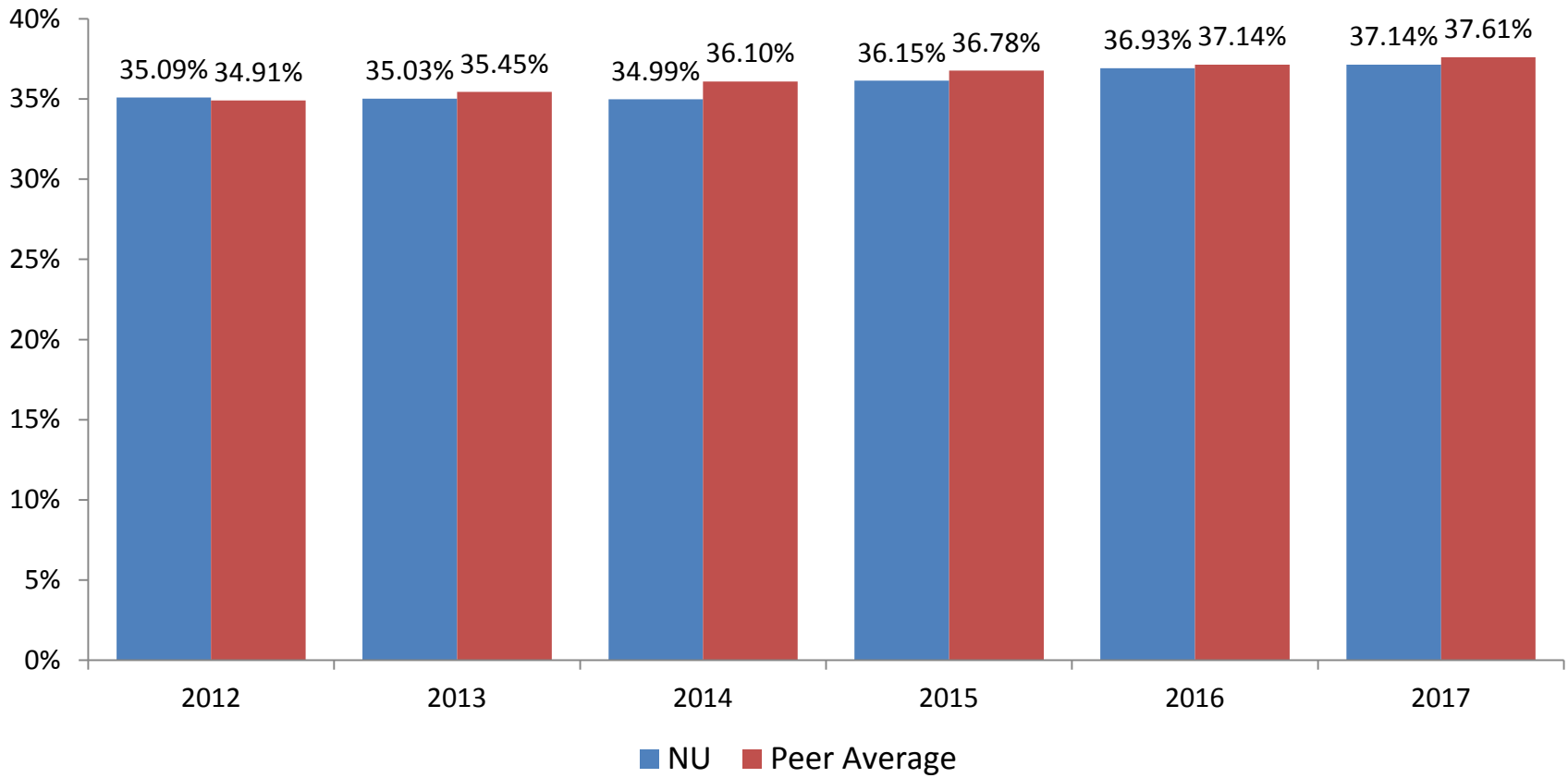
<b>Reporting Period</b>	<b>Accountability Measure</b>	<b>Report Date</b>	<b>Reporting Committee</b>
2017-18 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers.  2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee.	TBD	Academic



**Strategic Framework 2.a.iii**  
**Faculty Diversity**  
**January 2019**

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

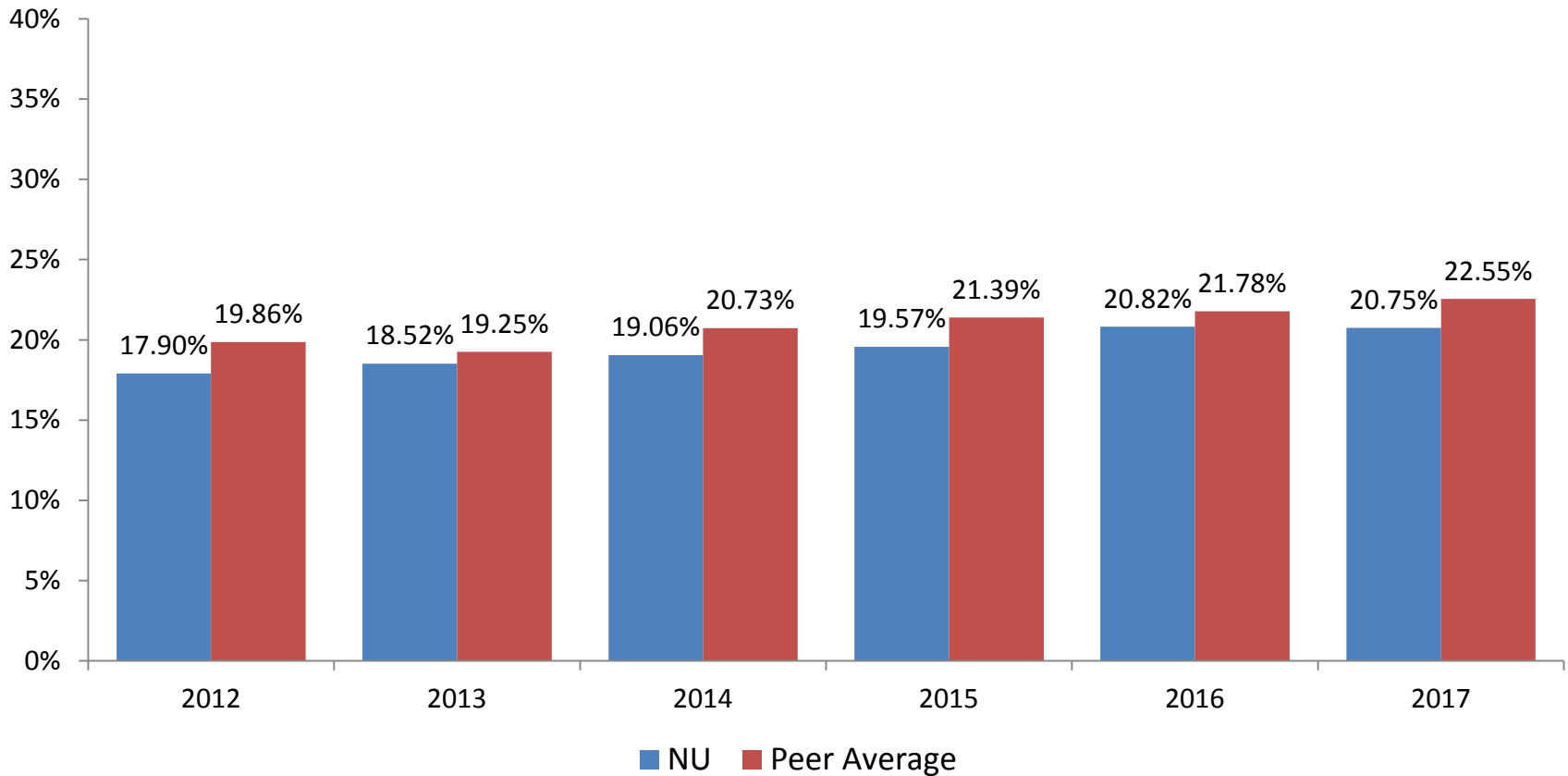
**NU-Wide Percentage of Women Faculty (2012-2017)**



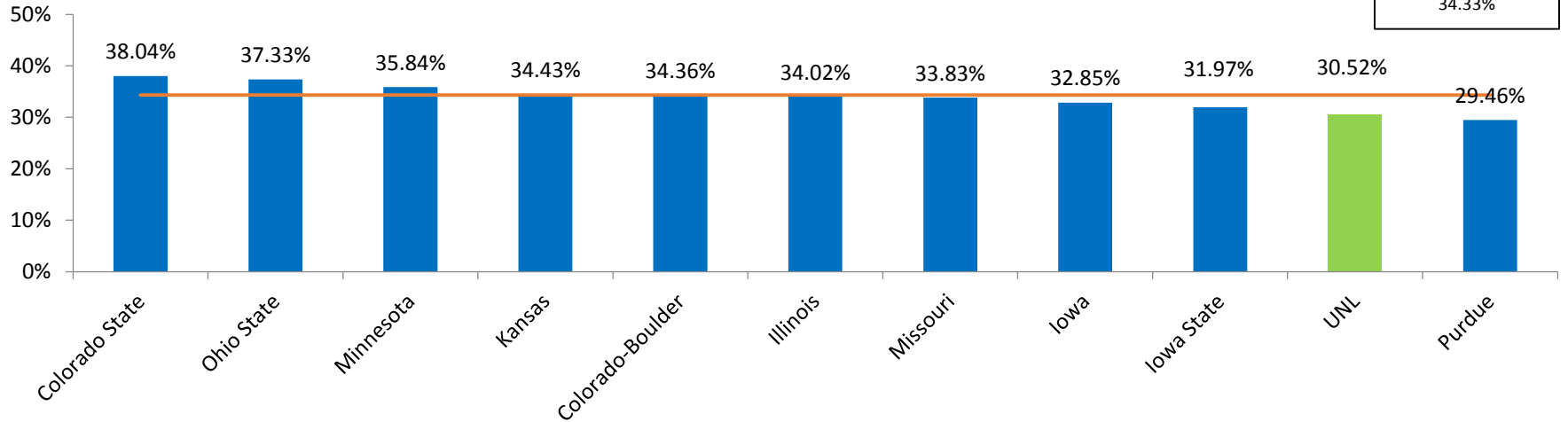
**Strategic Framework 2.a.iii**  
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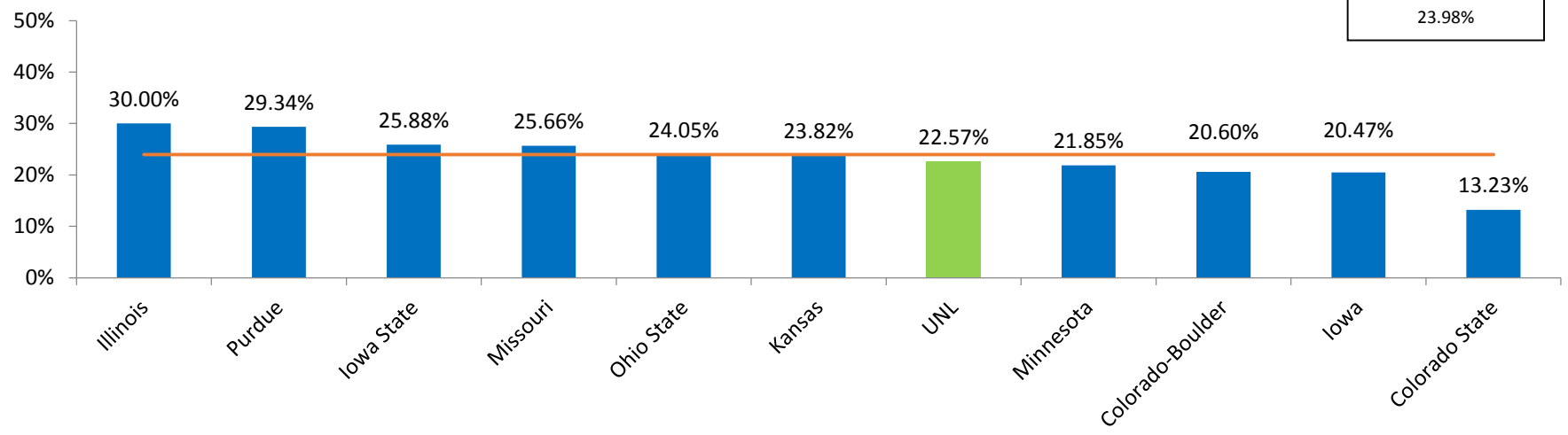
**NU-Wide Percentage of Faculty of Color (2012-2017)**



**UNL and Peer Percent Women Faculty (2017)**



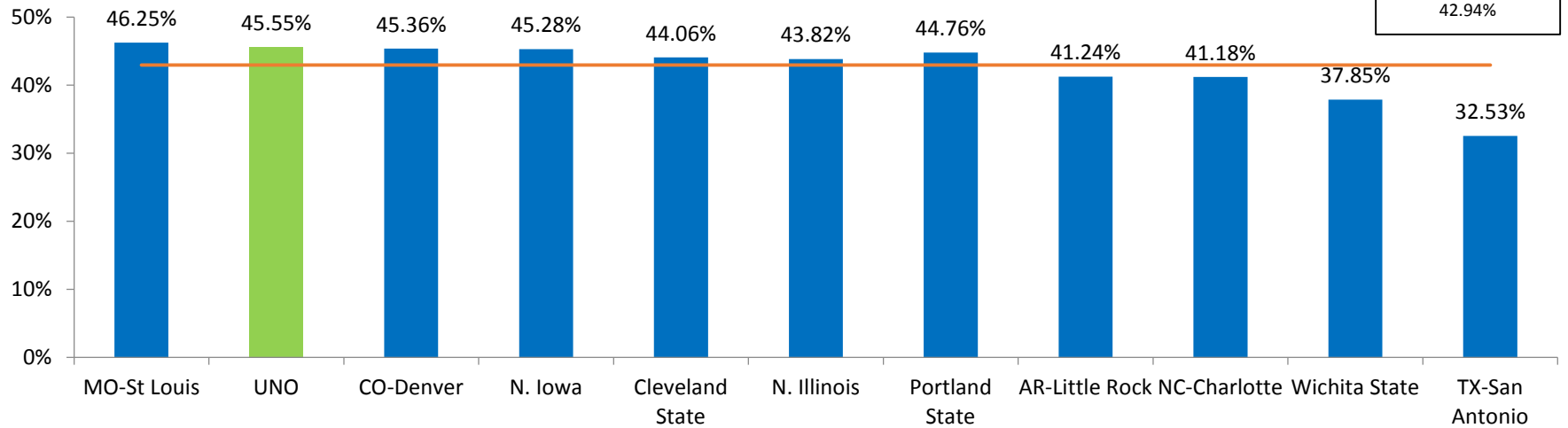
**UNL and Peer Percent Faculty of Color (2017)**



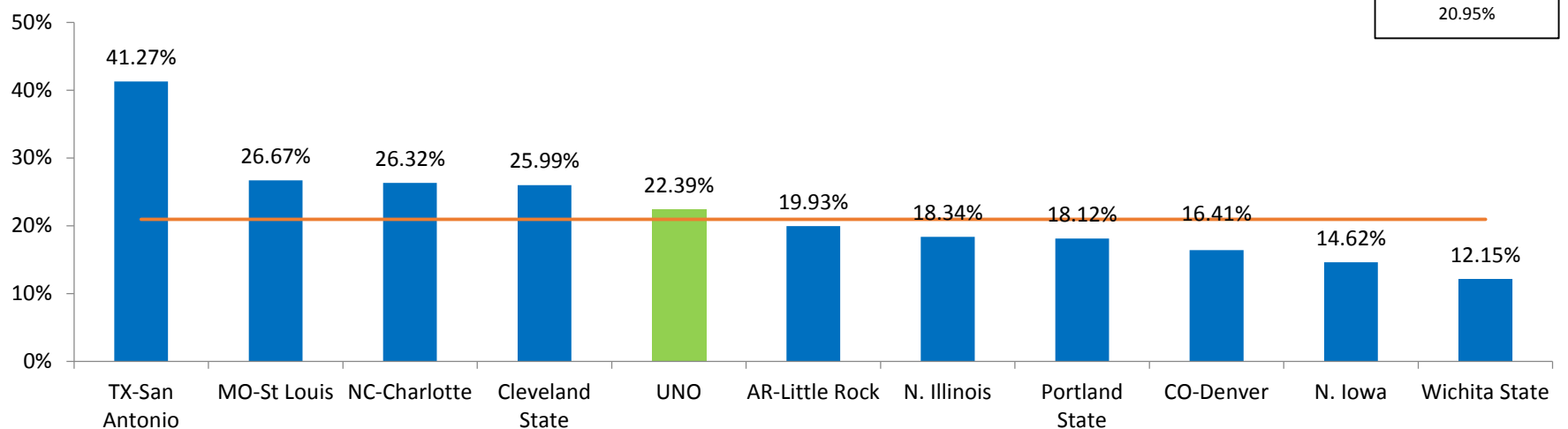
**Strategic Framework 2.a.iii**  
**Faculty Diversity**

# UNO

**UNO and Peer Women Faculty (2017)**



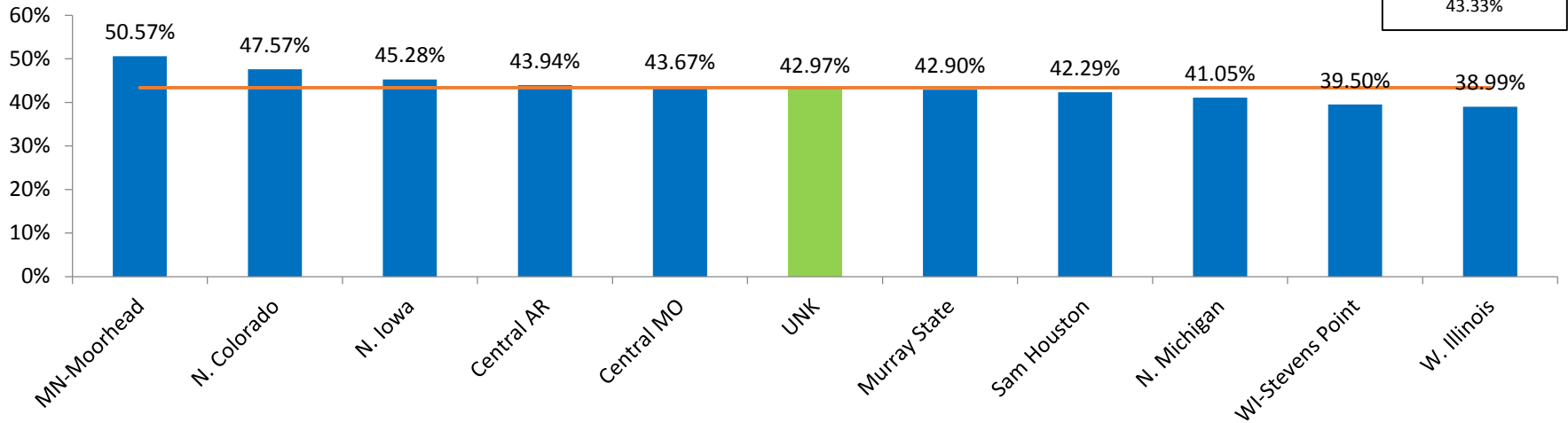
**UNO and Peers Percent Faculty of Color (2017)**



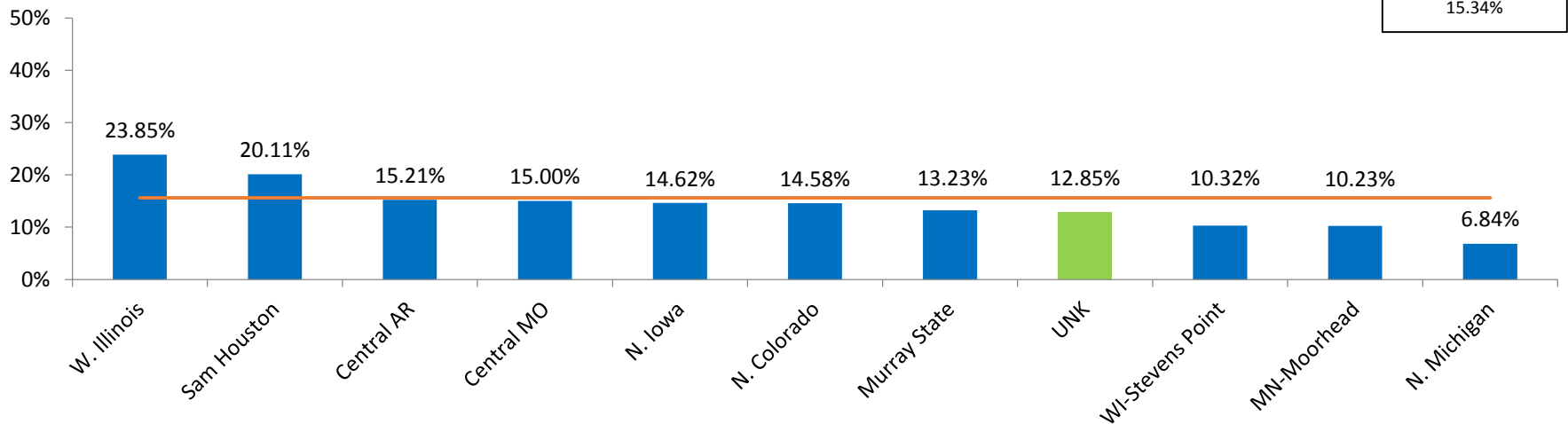
**Strategic Framework 2.a.iii**  
**Faculty Diversity**

UNK

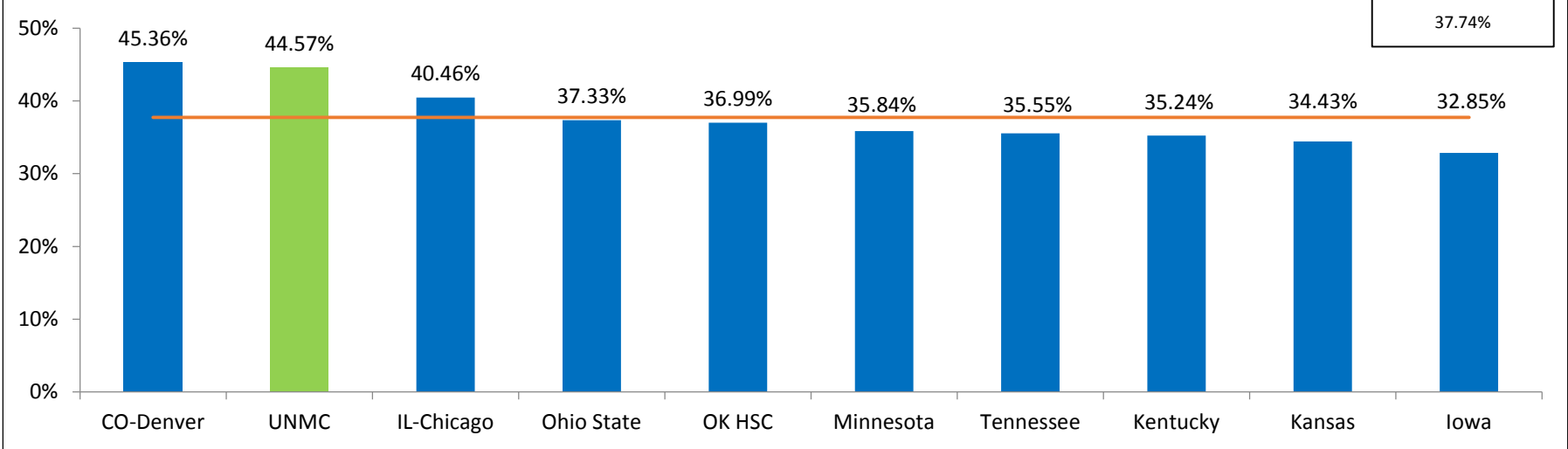
**UNK and Peer Percent Women Faculty (2017)**



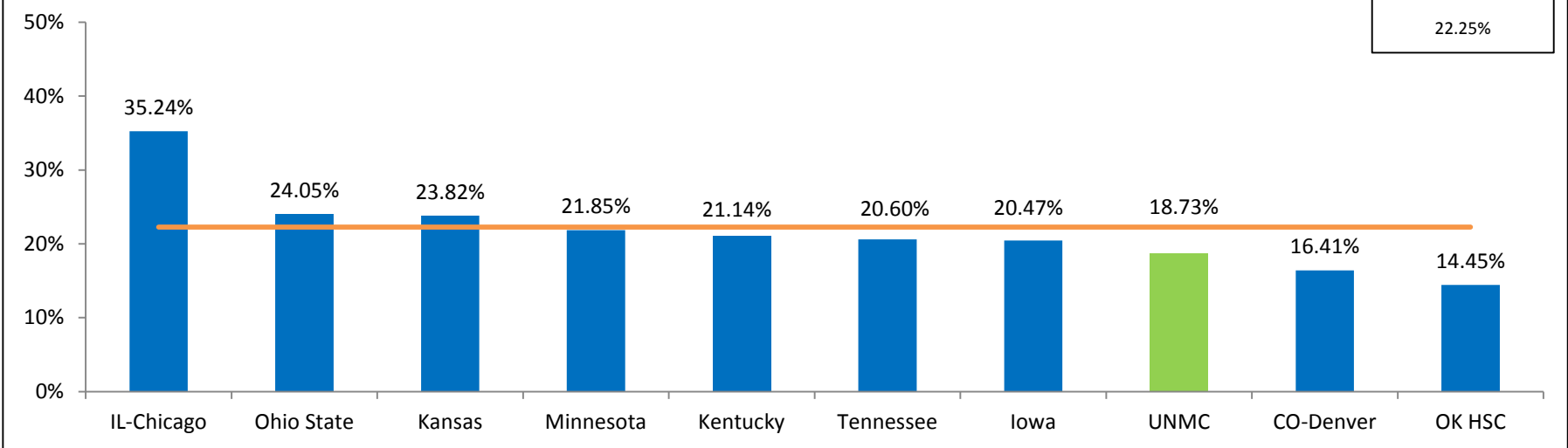
**UNK and Peers Percent Faculty of Color (2017)**



**UNMC and Peers Percent Women Faculty (2017)**



**UNMC and Peers Percent Faculty of Color (2017)**



# Proposed Accountability Measure

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2018	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	TBD	Academic
Fall 2019	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	TBD	Academic
Fall 2020	1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers.	TBD	Academic

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

Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: Tenure Density Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 25, 2018 – The Board of Regents accepted the Fall 2017 University of Nebraska Tenure Density Report.

EXPLANATION: The report includes headcounts and net changes across years for Faculty and Administrators with tenure status or in tenure-track positions on all campuses. The purpose of the report is to show the number and percentage of individuals that are tenured at each campus.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: Susan M. Fritz  
Executive Vice President and Provost

APPROVED:

  
\_\_\_\_\_  
Hank Bounds  
President

DATE: December 20, 2018



**UNIVERSITY OF NEBRASKA**  
**TENURE DENSITY**  
**Fall 2018 Compared to Selected Previous Years**

	2008	2013	2017	2018	Net Change		
					Numbers and Percentage Points		
					1-yr	5-yr	10-yr
<b>University Wide</b>							
Tenured	1,697	1,660	1,638	1,597	(41)	(63)	(100)
Tenure-Track	405	463	546	547	1	84	142
Health Professions	416	487	578	639	61	152	223
Total	2,518	2,610	2,762	2,783	21	173	265
% Tenured	67.4%	63.6%	59.3%	57.4%	-1.9%	-6.2%	-10.0%
<b>UNL</b>							
Tenured	915	882	873	855	(18)	(27)	(60)
Tenure-Track	238	280	327	323	(4)	43	85
Total	1,153	1,162	1,200	1,178	(22)	16	25
% Tenured	79.4%	75.9%	72.8%	72.6%	-0.2%	-3.3%	-6.8%
<b>UNL (city only)</b>							
Tenured	676	653	654	626	(28)	(27)	(50)
Tenure-Track	193	203	223	230	7	27	37
Total	869	856	877	856	(21)	0	(13)
% Tenured	77.8%	76.3%	74.6%	73.1%	-1.4%	-3.2%	-4.7%
<b>IANR</b>							
Tenured	239	229	219	229	10	0	(10)
Tenure-Track	45	77	104	93	(11)	16	48
Total	284	306	323	322	(1)	16	38
% Tenured	84.2%	74.8%	67.8%	71.1%	3.3%	-3.7%	-13.0%
<b>UNMC</b>							
Tenured	259	271	264	245	(19)	(26)	(14)
Tenure-Track*	-	-	-	-	-	-	-
Health Professions*	416	487	578	639	61	152	223
Total	675	758	842	884	42	126	209
% Tenured	38.4%	35.8%	31.4%	27.7%	-3.6%	-8.0%	-10.7%
<b>UNO</b>							
Tenured	336	338	332	333	1	(5)	(3)
Tenure-Track	107	97	126	131	5	34	24
Total	443	435	458	464	6	29	21
% Tenured	75.8%	77.7%	72.5%	71.8%	-0.7%	-5.9%	-4.1%
<b>UNK</b>							
Tenured	187	169	169	164	(5)	(5)	(23)
Tenure-Track	60	86	93	93	0	7	33
Total	247	255	262	257	(5)	2	10
% Tenured	75.7%	66.3%	64.5%	63.8%	-0.7%	-2.5%	-11.9%

\*Health professions faculty at UNMC are the functional equivalent of tenure-track faculty at other campuses.

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

Academic Affairs

MEETING DATE: January 25, 2019

SUBJECT: Expedited Approval of the Engineering Management Graduate Certificate in the College of Engineering at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: July 18, 2014 – The renaming of the Master of Engineering to the Master of Engineering Management and reducing the required hours for graduation from 36 to 30 in the College of Engineering at UNL was approved by Interim President Linder and Chancellor Perlman, and was reported to the Board

July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

October 23, 1998 – The Board approved a graduate program leading to the Master of Engineering at UNL.

EXPLANATION: The 12-credit hour Engineering Management Graduate Certificate is designed to equip students not seeking a full Master of Science (MS) in Engineering Management to evaluate and manage the financial, economic, and quality requirements and risks of engineering projects. All coursework is transferrable to an MS in Engineering Management program if a student subsequently wishes to pursue that degree.

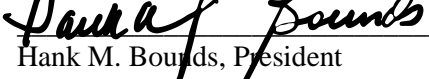
No additional funds will be required to offer the certificate.

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

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

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

APPROVED:   
Hank M. Bouds, President  
University of Nebraska

DATE: December 20, 2018

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

MEETING DATE: January 25, 2019

SUBJECT: Renaming the Joint University of Nebraska at Omaha (UNO) and University of Nebraska Medical Center (UNMC) Master of Arts (MA) in Applied Behavior Analysis to the Master of Science (MS) in Applied Behavior Analysis

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: June 28, 2018 – The Board approved the creation of the Master of Arts in Applied Behavior Analysis offered jointly by the Department of Psychology in the College of Arts and Sciences at UNO and the Department of Psychology in the Munroe-Meyer Institute at UNMC

EXPLANATION: The joint UNO/UNMC MA in Applied Behavior Analysis was approved such that students could receive a transcribed degree from either UNO or UNMC. However, as a biomedical research university, UNMC is only accredited to offer MS degrees.

There is no compelling need for the program to be offered as an MA degree; therefore, this proposal requests that the offered degree be changed to an MS for both UNO and UNMC. The request neither changes any curricular content nor results in any additional expense.


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

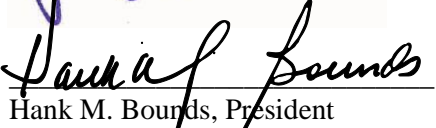
PROGRAM COST: \$0 (No new faculty, staff, or additional expenses will be required.)

SOURCE OF FUNDS: Not applicable

SPONSORS: B.J. Reed  
Senior Vice Chancellor for Academic Affairs  
University of Nebraska at Omaha

H. Dele Davies  
Senior Vice Chancellor for Academic Affairs and Dean for Graduate Studies  
University of Nebraska Medical Center

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

  
Hank M. Bourds, President  
University of Nebraska

DATE: December 20, 2018

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

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: Report of Bids and Contracts

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended December 5, 2018.

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

SPONSOR:



Chris J. Kabourek  
Vice President | CFO  
University of Nebraska

DATE: January 2, 2019

<b>Type of Action</b>	<b>Campus</b>	<b>Description</b>	<b>Funding Source</b>	<b>Approved Budget Amount</b>	<b>Contract Amount</b>	<b>Contractor / Vendor</b>	<b>Bid Review or Explanation</b>
Construction	UNK	Nebraskan Student Union Bookstore Renovation	Revenue Bond	\$377,520.00	\$377,520.00	Robert W. Sorenson Construction Company	Low Responsible Bid
Construction	UNK	Welch Hall Demolition & Ockinga Seminar Center Modifications – Phase II	Plant Funds	\$179,748.00	\$179,748.00	Duncan Theis Construction, Inc	Low Responsible Bid
Construction	UNMC	MRI installation to HCL 1 Phase 1	Cash	\$750,000	\$713,000	MCL – Meyers Carlisle Leapley	Sole Source
Personal Property	UNL	HPE 3PAR StoreServ 8400 4-node storage devices	Cash Funds and Revolving Funds	380,099.96	380,099.96	Riverside Technologies, Inc.	Low Responsible – Bid RFP 2989-18-4321
Consultant	UNL	Engineering Complex (C024) LB 957 Improvements	TBD	628,000	450,235	DLR Group Inc	A/E Consultant
Consultant	UNL	Memorial Stadium (C049) Student Athlete & Fan Experience (SAFE)	Auxiliary	734,250	340,000	The Clark Enersen Partners, Inc	A/E Consultant

TO: The Board of Regents  
 Business Affairs

MEETING DATE: January 25, 2019

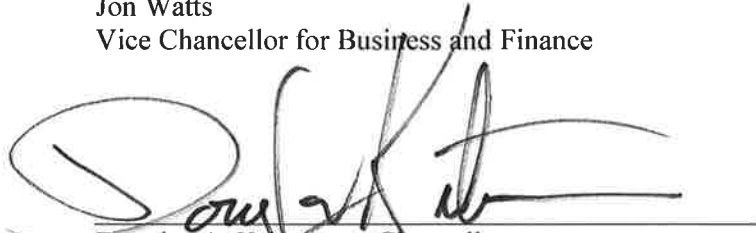
SUBJECT: University of Nebraska at Kearney  
 Report of Gifts, Grants, Contracts and Bequests accepted during the  
 Quarter July 1, 2018 through September 30, 2018.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/18-9/30/18	\$1,065,660	\$4,286,795	\$0	\$ 197,297	\$ 5,549,752
10/1/18-12/31/18	\$0	\$0	\$0	\$0	\$0
1/1/19-3/31/19	\$0	\$0	\$0	\$0	\$0
4/1/19-6/30/19	\$0	\$0	\$0	\$0	\$0
Fiscal YTD Totals	<u>\$1,065,660</u>	<u>\$ 4,286,795</u>	<u>\$0</u>	<u>\$ 197,297</u>	<u>\$ 5,549,752</u>
2017-18 Totals	<u>\$4,777,379</u>	<u>\$11,432,563</u>	<u>\$18,828</u>	<u>\$ 294,324</u>	<u>\$16,523,094</u>
2016-17 Totals	<u>\$4,620,287</u>	<u>\$10,416,945</u>	<u>\$0</u>	<u>\$1,289,956</u>	<u>\$16,327,188</u>

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

SPONSOR: Jon Watts  
 Vice Chancellor for Business and Finance

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

DATE: December 5, 2018

**University of Nebraska at Kearney**  
**REPORT OF AWARDS**  
**WHICH REQUIRE SEPARATE ITEMIZATION**  
**ACCEPTED DURING THE QUARTER July 1, 2018 through September 30, 2018**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Susan T. Buffett Foundation	Thompson Scholars 18-19	\$ 732,509
	Subtotal	\$ 732,509
	Total amount of gifts under \$100,000	<u>\$ 333,151</u>
Total Gifts for the Quarter		<u>\$1,065,660</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
US Dept. of Education	Financial Aid	Student Aid	\$3,518,969
	Subtotal		\$3,518,969
	Total amount of all Grants under \$1,000,000		\$ 767,826
Total Grants for the Quarter			<u>\$4,286,795</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal		\$ 0
	Total amount of all Contracts under \$400,000		<u>\$ 197,297</u>
Total Contracts for the Quarter			<u>\$ 197,297</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: University of Nebraska-Lincoln  
Report of Gifts, Grants, Contracts and Bequests accepted during the  
Quarter July 1, 2018 through September 30, 2018

RECOMMENDED ACTION: Report

Description	Gifts	Grants	Bequests	Contracts	Totals
	A	B	C	D	
7/1/18-9/30/2018	\$599,578	\$58,701,677	\$1,000,000	\$9,391,687	\$69,692,942
10/1/18-12/31/2018	0	0	0	0	0
1/1/19-3/31/2019	0	0	0	0	0
4/1/19-6/30/2019	0	0	0	0	0
Fiscal YTD Totals	<u>\$599,578</u>	<u>\$58,701,677</u>	<u>\$1,000,000</u>	<u>\$9,391,687</u>	<u>\$69,692,942</u>
2017-18 Totals	<u>\$2,228,251</u>	<u>\$206,899,073</u>	<u>\$0</u>	<u>\$55,539,475</u>	<u>\$264,666,799</u>
2016-17 Totals	<u>\$2,446,250</u>	<u>\$217,726,700</u>	<u>\$0</u>	<u>\$27,241,529</u>	<u>\$247,414,479</u>

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

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

C - All bequests are itemized on the attached pages

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

SPONSOR: Bob Wilhelm  
Vice Chancellor for Research & Economic Development

APPROVED:



Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

DATE: December 7, 2018



**University of Nebraska-Lincoln**  
**REPORT OF AWARDS**  
**WHICH REQUIRE SEPARATE ITEMIZATION**  
**ACCEPTED DURING THE QUARTER 07/01/18 – 09/30/18**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Estate of Sandra Johnson	Bequest: College of Law	\$1,000,000
Monsanto Co	Weed Science Research	\$400,000
	Subtotal	\$1,400,000
	Total amount of gifts under \$100,000	<u>\$199,578</u>
	Total Gifts for the Quarter	<u>\$1,599,578</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS-Admin for Child & Families	Michelle Graef Center on Children, Families and the Law	Quality Improvement Center for Workforce Development	\$3,500,000
Dept of Energy	Daniel Schachtman Center for Biotechnology	Systems Analysis of the Physiological and Molecular Mechanisms of Sorghum Nitrogen Use Efficiency, Water Use Efficiency and Interactions with the Soil Microbiome	\$2,795,299
NSF	Leen-Kiat Soh Center for Science, Mathematics & Computer Education	Adapt, Implement, and Research at Nebraska: A Statewide Implementation Study of a Researcher-Practitioner Partnership for K-8 Computer Science Education	\$2,000,000
Dept of Agriculture-FS	John Erixson NE State Forest Service	Cooperative Forestry Program	\$1,967,906
NSF	Evgeny Tsymbal Department of Physics and Astronomy	Materials Research Science and Engineering Center: Polarization and Spin	\$1,600,000
Dept of Agriculture-	Archie Clutter Dean's Office ARS for Agricultural Research Division	U.S. Meat Animal Research Center	\$1,250,000
Ne Dept of Transportation	Karla Lechtenberg Midwest Roadside Safety	NYSDOT-MASH-1: MASH 2016 Safety Hardware Evaluations - Phase I System C1 and C3	\$1,033,463

Subtotal	\$14,146,668
Total amount of all Grants under \$1,000,000	<u>\$44,555,009</u>
Total Grants for the Quarter	<u>\$58,701,677</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DOD-Missile Defense Agency	Yongfeng Lu Department of Electrical and Computer Engineering	3D-Printing of Diamond-Composite Structures using Selective Laser Semi-Melting	\$450,000
		Subtotal	\$450,000
		Total amount of all Contracts under \$400,000	<u>\$8,941,687</u>
		Total Contracts for the Quarter	<u>\$9,391,687</u>

TO: The Board of Regents

Business Affairs

MEETING DATE: January 25, 2019

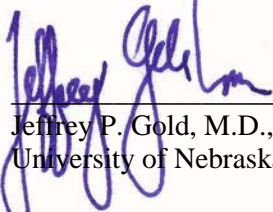
SUBJECT: University of Nebraska Medical Center  
Report of Gifts, Grants, Contracts and Bequests accepted during the  
Quarter July 1, 2018, through September 30, 2018

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/2018-9/30/2018	\$179,011	\$43,907,312	\$0	\$10,591,147	\$54,677,470
10/1/18-12/31/2018	\$0	\$0	\$0	\$0	\$0
1/1/2019-3/31/2019	\$0	\$0	\$0	\$0	\$0
4/1/2019-6/30/2019	\$0	\$0	\$0	\$0	\$0
Fiscal YTD Totals	<u>\$179,011</u>	<u>\$43,907,312</u>	<u>\$0</u>	<u>\$10,591,147</u>	<u>\$54,677,470</u>
2017-18 Totals	<u>\$635,866</u>	<u>\$102,621,022</u>	<u>\$0</u>	<u>\$54,744,727</u>	<u>\$158,001,615</u>
2016-17 Totals	<u>\$729,072</u>	<u>\$93,642,966</u>	<u>\$0</u>	<u>\$69,671,631</u>	<u>\$164,043,669</u>

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

SPONSOR: Jennifer L. Larsen, M.D.  
Vice Chancellor of Research

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

DATE: January 14, 2019

**UNIVERSITY OF NEBRASKA MEDICAL CENTER  
REPORT OF AWARDS  
WHICH REQUIRE SEPARATE ITEMIZATION  
ACCEPTED DURING THE QUARTER JULY 1, 2018 – SEPTEMBER 30, 2018**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
		\$0
	Subtotal	\$0
	Total amount of gifts under \$100,000	<u>\$179,012</u>
	Total Gifts for the Quarter	<u>\$179,012</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NIGMS	---New--- Neurological Sciences	Great Plains IDeA-CTR	\$3,979,001
DHHS/NIH/NIAID	---New--- Pathology/Microbiology	Staphylococcal Biofilm and Disease	\$1,895,813
NE DHHS - LB595	---New--- Eppley Inst Faculty	LB595 Tobacco Tax Center Research Grant	\$1,300,000
DHHS/NIH/NCI	---New--- Eppley Inst Faculty	Fred and Pamela Buffett Cancer Center Support Grant	\$2,075,035
DHHS/NIH/NHLBI	---New--- Cellular/Integrative Physiology	Neuro-Circulatory Function in Chronic Heart Failure	\$1,622,387
DHHS/CDC/NIOSH	---New--- COPH Environ, Agri & Occ Health	Central States Center for Agricultural Safety and Health (CS-CASH) NanoART Manufacture, Delivery and	\$1,918,725
DHHS/NIH/NIDA	---New--- Pharmacology/Exp Neuroscience	Pharmacokinetics for Optimizing Drug Adherence	\$1,768,353
	Subtotal		\$14,559,314
	Total amount of all Grants under \$1,000,000		<u>\$29,347,998</u>
	Total Grants for the Quarter		<u>\$43,907,312</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NE DHHS	---New--- Pathology/Microbiology	Bioterrorism Laboratory Services Agreement	\$699,751
NE DHHS	---New--- Int Med Infectious Diseases	AIDS Drug Assistance Program [ADAP] Ryan White Title II Program (Part B)	\$1,318,297
	Subtotal		\$2,018,048
	Total amount of all Contracts under \$400,000		<u>\$8,573,099</u>
	Total Contracts for the Quarter		<u>\$10,591,147</u>

TO: The Board of Regents  
 Business Affairs

MEETING DATE: January 25, 2019

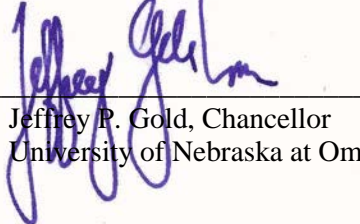
SUBJECT: University of Nebraska at Omaha  
 Report of Gifts, Grants, Contracts and Bequests accepted during the  
 Quarter July 1, 2018 through September 30, 2018

RECOMMENDED ACTION: Report

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/18-9/30/2018	\$1,511,782	\$14,305,848	\$0	\$544,449	\$16,362,079
10/1/18-12/31/2018					
1/1/19-3/31/2019					
4/1/19-6/30/2019					
Fiscal YTD Totals	<u>\$1,511,782</u>	<u>\$14,305,848</u>	<u>\$0</u>	<u>\$544,449</u>	<u>\$16,362,079</u>
2017-2018 Totals	10,379,869	\$40,438,396	\$314,925	\$1,603,259	\$52,736,449
2016-2017 Totals	\$8,846,128	\$31,331,365	\$69,260	\$1,603,925	\$41,850,678

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

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

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

DATE: December 5, 2018

**UNIVERSITY OF NEBRASKA AT OMAHA  
 REPORT OF AWARDS  
 WHICH REQUIRE SEPARATE ITEMIZATION  
 ACCEPTED DURING THE QUARTER July 1 – September 30, 2018**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Summer Scholarships	\$ 387,177
NU Foundation	ISTEM Programs Coordinator	\$ 100,767
NU Foundation	Service Learning Academy Fund	\$ 111,542
	Subtotal	\$ 599,486
	Total amount of gifts under \$100,000	<u>\$ 912,296</u>
	Total Gifts for the Quarter	<u>\$1,511,782</u>

\*\*\*\*\*

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
U.S. Department of Education	Financial Aid	Student Aid	\$ 6,623,049
	Subtotal		\$ 6,623,049
	Total amount of all Grants under \$1,000,000		<u>\$ 7,682,799</u>
	Total Grants for the Quarter		<u>\$14,305,848</u>

\*\*\*\*\*

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	
	Total Bequests for the Quarter	<u>\$0</u>

\*\*\*\*\*

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		\$ 544,449
	Total Contracts for the Quarter		<u>\$ 544,449</u>

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

Business Affairs

MEETING DATE: January 25, 2019

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:

**UNL – C. Y. Thompson Learning Commons**

Program Statement Approved: September 19, 2014  
Intermediate Design Report: December 20, 2018

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$22,500,000	\$22,500,000
Non Construction Budget:	\$6,023,000	\$5,623,000
Construction Budget:	\$16,477,000	\$16,877,000
NSF:	59,703	57,023
GSF:	61,164	62,100
Substantial Completion:	September 2016	November 2020

SPONSOR: Mark Miller  
Associate Vice President for Facilities Management

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

DATE: December 20, 2018



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

Business Affairs

MEETING DATE: January 25, 2019

SUBJECT: Naming room 151 the "Loper Think Tank" and room 132 the "Union Square" in the Nebraskan Student Union (NSU) at the University of Nebraska at Kearney

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

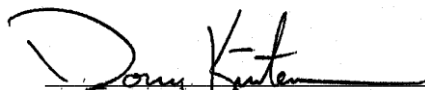
EXPLANATION: President Bounds and Chancellor Kristensen have approved namings in the Nebraskan Student Union.

In conjunction with significant renovations to the NSU, UNK Student Government seeks approval to name Room 151 the "Loper Think Tank" and Room 132 "Union Square".

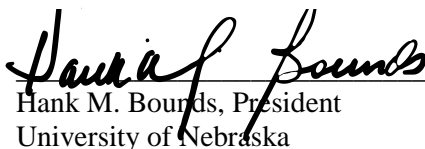
NU General Counsel has confirmed that pursuant to RP\_6.2.7, subsection 4(c)(4) these namings comply with applicable policies, laws and regulations and pursuant to RP\_6.2.7, subsection 4(c)(5) that these namings will not adversely affect existing or future tax-exempt bonds.

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

APPROVED:



Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney



Hank M. Bounds, President  
University of Nebraska

DATE: January 3, 2019

TO: The Board of Regents  
Executive Committee

MEETING DATE: January 25, 2019

SUBJECT: Report on Commitment to Free Expression

RECOMMENDED ACTION: Report


PREVIOUS ACTION: January 25, 2018 - The Board of Regents adopted *Regents Policy* 6.4.10, "Commitment to Free Expression; Guide for Facilities Use; and Education."

EXPLANATION: Attached is a report on the implementation of *Regents Policy* 6.4.10; related facilities use plans; complaints of alleged violations of the policy; and educational programs provided.

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

Jeffrey P. Gold, Chancellor  
University of Nebraska Medical Center  
and University of Nebraska at Omaha

Ronnie D. Green, Chancellor  
University of Nebraska-Lincoln

APPROVED:   
Hank M. Bounds, President  
University of Nebraska

DATE: January 10, 2019

# **Report on Commitment to Free Expression**

## **January 25, 2019**

The Board of Regents adopted Regents Policy 6.4.10, “Commitment to Free Expression; Guide for Facilities Use; and Education” on January 25, 2018.

The Board action required a report to the Board of Regents within the first calendar quarter of 2019, including (1) an update with respect to implementation of this policy; (2) the facilities use plans; (3) any complaints of alleged violations of the policy for the previous year, including action taken in response to violations of the policy, provided that such report shall respect the rights of confidentiality or privilege possessed by parties involved; and (4) educational programs provided in accordance with section three of the policy.

### **1. Implementation of the Policy**

As directed by the Board of Regents, University leadership has implanted all aspects of Regents Policy 6.4.10. As outlined below, campus-specific facility use policies have been adopted and are available on each campus’s website; alleged violations of the policy were tracked; and extensive educational programming was offered.

### **2. Facilities Use Plans**

Following the adoption of RP-6.4.10, campus-specific “facility use” policies were developed. This process involved considerable stakeholder engagement, multiple iterations, and review by the Office of the Vice President and General Counsel. The final facility use policies may be accessed on each campus’s website at the following links:

- UNK: <http://www.unk.edu/about/files/unk-policy-on-use-of-university-facilities-and-grounds.pdf>
- UNL: <https://bf.unl.edu/policy-use-university-facilities-and-grounds>
- UNMC: [https://wiki.unmc.edu/index.php/Regulations on the Use of University Facilities and Grounds](https://wiki.unmc.edu/index.php/Regulations_on_the_Use_of_University_Facilities_and_Grounds)
- UNO: <https://www.unomaha.edu/campus-policies/regulations-on-the-use-of-university-facilities-and-grounds.php>

### **3. Complaints of Alleged Violations of the Policy**

There were no complaints of alleged violations of the policy during calendar year 2018.

### **4. Educational Programs Provided**

It’s imperative that the University regularly educate itself about the First Amendment. 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. Because this exchange is so 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. Construction and the University’s support of it.

The University’s campuses offered First Amendment educational programming in a number of ways over the past year. For example, UNK’s general studies program requires completion of a course in the “Democracy in Perspective” category, which is designed for students to demonstrate “the roles that democratic concepts, including individual rights, play in a just democracy.”

Programming also was incorporated into orientation for new members of the campus community through events like Husker Dialogues at UNL, in which 3,410 first-year students participated in dialogues about how to promote respect and understanding from multiple perspectives and identities.

Campuses offered faculty and staff development programming, like UNL's leadership session on free speech and academic freedom that was turned into workshops for departments across the campus. UNL's Office of Student Affairs offered a workshop on freedom of expression in the college campus environment that explored the legal intricacies of freedom of expression and academic freedom.

Student organizations made important contributions to First Amendment educational efforts. A new student organization at UNO, Continuum, promotes civil discourse around the discussion of controversial political and social issues. UNL's student government participated in "Converge Nebraska" as part of Constitution Day, asking students to join a guided conversation with people on opposite sides of issues.

The University also engaged community partners. UNO and UNMC worked with Inclusive Communities, a nonprofit, to host fora and table talks to confront prejudice, bigotry, and discrimination in the Omaha metropolitan area. UNL's Sheldon Museum of Art participated in the "50 State Initiative" to advance art as a means of inspiring civic participation. Additionally, campuses hosted events for the community focused on relevant topics, like UNK's biennial James E. Smith Midwest Conference on World Affairs; the Lied Center for Performing Arts' panel discussion on "Dignity, Safety, and Free Speech: A conversation about freedom of expression on college campuses and beyond;" the Heurmann Lecture at UNL, which featured former U.S. Senators Chuck Hagel and Bob Kerrey to discuss civil discourse and its impact on the state's future; and the E.N. Thompson Forum on World Issues, which brought Nadine Strossen, former president of the American Civil Liberties Union (ACLU) and a professor at the New York University School of Law, to share her presentation "HATE: Why We Should Resist It with Free Speech, Not Censorship."

The University of Nebraska community will continue to provide educational opportunities related to the First Amendment for students, faculty, staff, and constituents.

Lincoln, Nebraska  
December 20, 2018

The Board of Regents of the University of Nebraska met on December 20, 2018, at 11:00 a.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.

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 on December 12, 2018.

Regents present:

Timothy Clare, Vice Chairman  
Hal Daub  
Howard Hawks  
Paul Kenney  
Bob Phares  
Jim Pillen  
Robert Schafer, Chairman  
Bob Whitehouse  
Logan Krejdl, University of Nebraska at Kearney  
Hunter Traynor, University of Nebraska-Lincoln  
Sarah Hotovy, University of Nebraska Medical Center  
Renata Valquier Chavez, 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, Vice President for Business and Finance | CFO  
James P. Pottorff, Vice President and General Counsel  
Michael J. Boehm, Vice President for Agriculture and Natural Resources

**I. CALL TO ORDER**

**II. ROLL CALL**

The Board convened at 11:00 a.m. in the boardroom of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska. Attendance is indicated above.

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

Motion Moved by Phares and seconded by Whitehouse to approve the minutes and ratify the actions of the regularly scheduled meeting on December 4, 2018.

Action Student Opinion: Voting Aye: Krejdl, Traynor, Valquier Chavez, and Hotovy. Voting Aye: Daub, Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, and Clare. Motion carried.

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

**IV. PUBLIC COMMENT**

None

President Bounds made brief comments regarding the appointment of Tiffany Heng-Moss as Dean of the College of Agricultural Sciences and Natural Resources, and Jeffrey Gold as Chancellor of the University of Nebraska at Omaha.

There was discussion

**V. UNIVERSITY CONSENT AGENDA**

Motion Moved by Daub and seconded by Kenney to approve item V-A-1

**A. ACADEMIC AFFAIRS**

University of Nebraska

V-A-1 President's Personnel Recommendations

Action Student Opinion: Voting Aye: Traynor, Valquier Chavez, Hotovy, and Krejdl. Voting Aye: Hawks, Kenney, Phares, Pillen, Schafer, Whitehouse, Clare, Daub. Motion carried.

**VI. ADJOURNMENT**

There being no further business, the meeting was adjourned by Chairman Schafer at 11:24 a.m.

Respectfully submitted,

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Carmen K. Maurer  
Corporation Secretary

---

Robert M. Schafer  
Chairman of the Board

**UNIVERSITY OF NEBRASKA BOARD OF REGENTS  
JANUARY 25, 2019**

**FACULTY SENATE PRESIDENTS**

**Grace Mims**, University of Nebraska at Kearney, Professor and Department Chair, Counseling and School Psychology Department

**Kevin Hanrahan**, University of Nebraska-Lincoln, Associate Professor, Voice and Vocal Pedagogy

**Corrine Hanson**, University of Nebraska Medical Center, Associate Professor, Division of Medical Nutrition Education, College of Allied Health Professions

**Chris Kelly**, University of Nebraska at Omaha, Associate Professor, Department of Gerontology

**COMMITTEE SPEAKERS**

**ACADEMIC AFFAIRS COMMITTEE PRESENTATIONS**

Topic: Meeting the Medical Education and Training Needs of Rural Nebraskans

**Medical Education – Dr. Bradley Britigan** is the Stokes-Shackleford Professor and Dean of the College of Medicine at the University of Nebraska Medical Center in Omaha, Nebraska. From January 2014 until August 2016 he also served as the President of Nebraska Medicine, the healthcare system formed by the integration of The Nebraska Medical Center, Bellevue Medical Center, and UNMC-Physicians, the latter the adult faculty practice plan of UNMC. Since 2011 he also has co-directed the UNMC pediatric faculty practice plan, Children’s Specialty Physicians, with the CEO of Children’s Hospital of Omaha. He joined UNMC in 2011 after seven years at the University of Cincinnati, where he was the Taylor Professor and chair of the department of internal medicine. Prior to that, he spent 17 years at the University of Iowa where he was director of infectious diseases and fellowship program director for 11 years. He also has been a staff physician in the Department of Veterans Affairs for over 25 years. Dr. Britigan received a B.A. from Cornell University and his M.D. from the University of Southern California. He completed internal medicine residency at Rhode Island Hospital in Providence, Rhode Island, followed by an infectious diseases fellowship at the University of North Carolina at Chapel Hill. He is board certified in both internal medicine and infectious diseases.

**Simulation in Motion-Nebraska (SIM-NE) – Dr. Paul Paulman** is from Sutherland, Nebraska. He attended Kearney State College in Kearney, Nebraska, and went on to earn his medical degree in 1977 from the University of Nebraska Medical Center College of Medicine. Dr. Paulman completed his residency in family practice at Broadlawns Medical Center in Des Moines, Iowa, where he was Chief Resident from 1979-1980. Dr. Paulman is associate dean for clinical skills and quality at the UNMC College of Medicine. He is a tenured professor in the Department of Family Medicine and is a family physician with UNMC and Nebraska Medicine. He is the principal investigator on a \$5.5 million grant from The Leona M. and Harry B. Helmsley Charitable Trust that funded four high-tech simulation trucks as part of the Simulation in Motion Nebraska (SIM-NE) program. The trucks provide training on life-saving procedures for rural emergency medical providers and hospitals. In 2017, he was honored with one of the inaugural Impact in Education Awards from the UNMC Office of Academic Affairs that recognizes individuals who demonstrate ingenuity, courage and creativity in teaching. In 2010, he was awarded the University-wide Outstanding Teaching and Instructional Creativity award. Dr. Paulman, alongside his wife and fellow family physician Dr. Audrey Paulman, was integral in creating and growing the UNMC Sharing Clinic (Student Health Alliance Reaching Indigent Needy Groups). The student-run clinic provides care to the underserved in Omaha and is

nationally recognized as a model for student-run clinics. Dr. Paulman is a member of the Department of Family Medicine writing team and has edited 12 clinical textbooks which have been translated into five languages.

Topic: Closing the Broadband Access Gap for Rural Nebraska

**Dr. Connie Reimers-Hild** is the Interim Executive Director of the Rural Futures Institute (RFI) at the University of Nebraska after serving three years as Associate Executive Director of the Institute. Since joining RFI, Dr. Reimers-Hild has led the development of the RFI Engagement Nexus and fostered a relationship with Microsoft focused on the future of economic development and technology. She also is the host of the Rural Futures podcast, which has more than 4,000 downloads nationwide in just 20 episodes. Dr. Reimers-Hild has authored or co-authored 55 publications, 10 workbooks, six videos, six coaching tools, three books and one book chapter. In total, her digital publications have been downloaded by 3,300 institutions more than 70,000 times throughout 175 countries. She has taught more than 25,000 learners from around the world.

**Charlotte Narjes** is a Special Projects Manager for the University of Nebraska-Lincoln's Department of Agricultural Economics and is aligned with Extension's Community Vitality Initiative. Charlotte was Co-PI for the \$2.5 million Nebraska Broadband Planning grant funded through the Nebraska Public Service Commission by U.S. Department of Commerce National Telecommunications and Information Administration Broadband Planning. Charlotte facilitates and develops educational programs, visioning and networking opportunities for rural communities. Originally from a farm near Sidney, Nebraska, Charlotte previously worked at US West and the Nebraska State Legislature. She has a B.A. in economics and M.S. in Leadership Development from UNL.

**Connie Hancock**, is a Nebraska Extension Educator working in the area of Community Vitality since the 1980's when the Ag Crisis hit rural Nebraska. Over the past 25 years, she has developed digital literacy skills by co-creating online curriculum and providing workshops and trainings across the state. She was co-PI of the \$2.5 million Broadband Planning grant with a Statewide Team including Nebraska Information Technology Commission, Nebraska Public Service Commission, Nebraska Department of Economic Development, USDA Rural Development and the AIM Institute. Today, she is helping create the Nebraska Entrepreneur Initiative to help communities move from traditional economic development strategies to an entrepreneurial development strategies.

Topic: University of Nebraska Graduate Workforce Outcomes

**Kristin Yates** is the Associate Vice President for Institutional Research and Chief Data Officer for the University of Nebraska. Institutional Research is housed within the Office of the Executive Vice President and Provost and provides data and decision support for the University of Nebraska system office. In her role as Chief Data Officer, Dr. Yates is responsible for overseeing Enterprise Information Management (EIM) as well as establishing policies, standards, organization and enforcement of concepts related to EIM. She received a Juris Doctorate in 1998 and a Ph.D. in Educational Psychology in 2006 from the University of Nebraska-Lincoln and has worked for the University of Nebraska since 2004. In addition to her work at the University, Dr. Yates is currently a Commissioner for the Nebraska Equal Opportunity Commission and a member of the Southeast Community College Board of Governors.



# Impact of UNMC College of Medicine on Rural Nebraska

Bradley Britigan, M.D.  
Dean, UNMC College of  
Medicine  
January 25, 2019



**University of Nebraska  
Medical Center**

COLLEGE OF MEDICINE

# Major Healthcare Challenges for Rural Nebraska



- **Workforce Shortage**
  - Nebraska Area Health Education Program (AHEC) Annual Manpower Survey of Nebraska – February 2018
    - 253 physicians per 100,000 population—an 11% increase over the prior 10 years
    - However, **13 out of 93 counties do not have any primary care physician**
    - **All counties except Douglas and Lancaster** have been designated by the State of Nebraska to be **shortage areas for at least one type of primary care specialty**
      - **58 out of 93 counties are designated shortage areas for family physicians**



# Major Healthcare Challenges for Rural Nebraska



- **Workforce Shortage**
  - Even areas with adequate primary care physicians often lack specialists in key area
  - AHEC Recommendations:
    - Existing pipeline programs and educational initiatives that incentivize health professionals to practice in rural communities should be supported and enhanced.
    - Subsidize investments in telecommunications and other infrastructure capacity to support telehealth adoption and utilization in rural areas.
- **Access to specialty and subspecialty expertise**
- **Survival of rural hospitals**



# Training and Attracting Physicians to Practice in Rural Nebraska

- Best predictors of who will practice in rural Nebraska
  - Experience and family in rural Nebraska
    - If you are from a rural area you are much more likely to practice there
  - Where completed specialty training
    - Most physicians begin practice within 50-100 miles of where they complete residency/fellowship training



# Training and Attracting Physicians to Practice in Rural Nebraska

- 55% of physicians practicing in Nebraska completed some of their training at UNMC (medical school, residency, and/or fellowships)
- 53% of physicians practicing in rural Nebraska compared to 53% in Douglas/Sarpy and 63% in Lancaster County
- For other health professions numbers in rural counties are dentists (85%), pharmacists (61%), physician assistants (48%), nurse practitioners (63%), clinical nurse specialists (67%)



# UNMC COM Rural Pipeline Programs

- **Summer Health Professions Education Program (SHPEP)**
  - Summer program that offers freshman and sophomore college students intensive and personalized health professions education and experience
- **Summer Undergraduate Research Program (SURP)**
  - Summer opportunities for undergraduate students to become members of research teams and discover first-hand the broad spectrum of UNMC research activities
  - Internal medicine program as 2 positions focusing on agricultural health

**R**ural  
**H**Health  
**O**pportunities  
**P**rogram

*Celebrating 20 years of educating  
rural Nebraska students  
to become health care professionals  
for rural communities.*

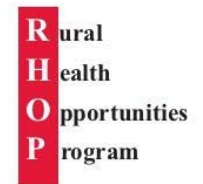
Deadline to apply is December 1

**CSC** Chadron State College  
Wayne State College  
University of Nebraska Medical Center  
Revised October 2019



# UNMC COM Rural Pipeline Programs

- **Rural and Kearney Health Opportunities Programs (RHOP and KHOP)**
  - Graduating high school students from rural communities who plan to practice in rural areas of Nebraska
  - Attend Chadron State, Wayne State or UNK
    - Receive undergraduate scholarship
  - Guaranteed admission to UNMC COM
    - Contingent on meeting undergraduate performance standards
  - Excellent outcomes
    - Over its twenty plus years, 45% of graduates are practicing in rural Nebraska



*Celebrating 20 years of educating rural Nebraska students to become health care professionals for rural communities.*

Deadline to apply is December 1



Revised October 2019



# Medical Education Admissions and Curriculum Components to Increase Rural Physicians

- COM Class of 2022
  - 1,865 applicants for a class of 132
  - 88% of class Nebraska residents
  - 279 applications from NE residents
    - 40/81 rural applicants were accepted and 39 enrolled
    - 79/198 Douglas, Lancaster or Sarpy County applicants were accepted and 71 enrolled
    - Over last 3 years, rural students in entering class were 26, 36, and 39, respectively, with stable overall class size





## Medical Education Admissions and Curriculum Components to Increase Rural Physicians

- All medical students complete 6-8 week rural clerkship in family medicine
- Elective rural preceptorship of 3-4 weeks between year 1 and 2
  - Pediatrics, surgery, and internal medicine
- UNMC Family Medicine/Internal Medicine Primary Care Program
  - Tuition remission for 4<sup>th</sup> year medical students planning and completing internal medicine or family medicine training and then practicing in a rural area – 6 students accepted/year
  - Since 1993, of the 82 family med graduates, 76% are practicing in rural Nebraska



# Post-graduate Specialty Training (Residencies) Pursued by UNMC Graduates

- Class of 2018 Choice of Specialties
  - **58% - Primary care specialties (internal med, family med, pediatrics, and OB/Gyn)**
  - 14% - Hospital-based specialties (anesthesiology, emergency medicine, radiology, pathology)
  - 18% - Surgical specialties (gen surgery, neurosurgery, ortho, urology, ophthalmology, otolaryngology)
  - 4% Other specialties (neurology, psychiatry, dermatology, PM&R)
  - **38% stayed in Nebraska for residency**



# Post-Graduate Training Programs to Increase Rural Physician Workforce

- **Seven UNMC residency programs have rural training experiences and/or formal training tracks**
- **Family Medicine (FM)**
  - All FM residents (24/year) have required 8-week experience at rural site (Albion, Lexington, McCook, St. Paul)
  - Rural Training Track Residency Programs
    - Inception 1992. 1-2 Residents per site for years 2 and 3 of Family Medicine Training
    - Sites - Grand Island; Kearney; North Platte; Scottsbluff; Norfolk
    - 129 Resident Graduates, 86% are practicing in rural communities in Midwest, majority in Nebraska



# Post-Graduate Training Programs to Increase Rural Physician Workforce

- **Otolaryngology**
  - Kearney
  - Since beginning this rotation we have placed 6 Otolaryngologists in rural Nebraska in practice. (Kearney – 2; Grand Island – 2; Scottsbluff- 1; Columbus – 1)
  - Previously state had no one practicing ENT west of Lincoln in rural NE



# Residency/Fellowship Programs to Increase Rural Physician Workforce

- **Internal Medicine**
  - Resident rotations in Fremont, Grand Island
  - GI Fellowship planned in partnership with Kearney planned
- **Emergency Medicine**
  - Resident Rotations in Fremont, Scottsbluff, North Platte Hastings
- **Pediatrics**
  - All residents have 1 week required rotation in Hastings, Scottsbluff, Columbus, Grand Island or Fremont
- **Psychiatry**
  - BHECH supports rural residency training positions in psychiatry
- **Surgery**
  - Resident rotations in Hastings



# Continuing Education for Rural Practitioners Through UNMC Center for Continuing Education

- 105 Outreach activities for physicians and other healthcare providers CY 2016-2018
  - 88 managed by CCE
  - 17 managed by BHECN and supported by CCE



# Continuing Education for Rural Practitioners Through UNMC Center for Continuing Education

- 1937 individual/unique learners completed 5189 learning occurrences:
  - 1704 learners from Nebraska
    - 728 learners – Omaha
    - 71 learners – Lincoln
    - 116 learners – Bellevue, Elkhorn, Gretna, LaVista, Papillion
    - **789 learners from rural Nebraska (211 different cities)**
  - 233 learners coming from 33 other states and 6 countries
- Weekly teaching conferences from a number of different departments are streamed to allow providers from across the state to participate



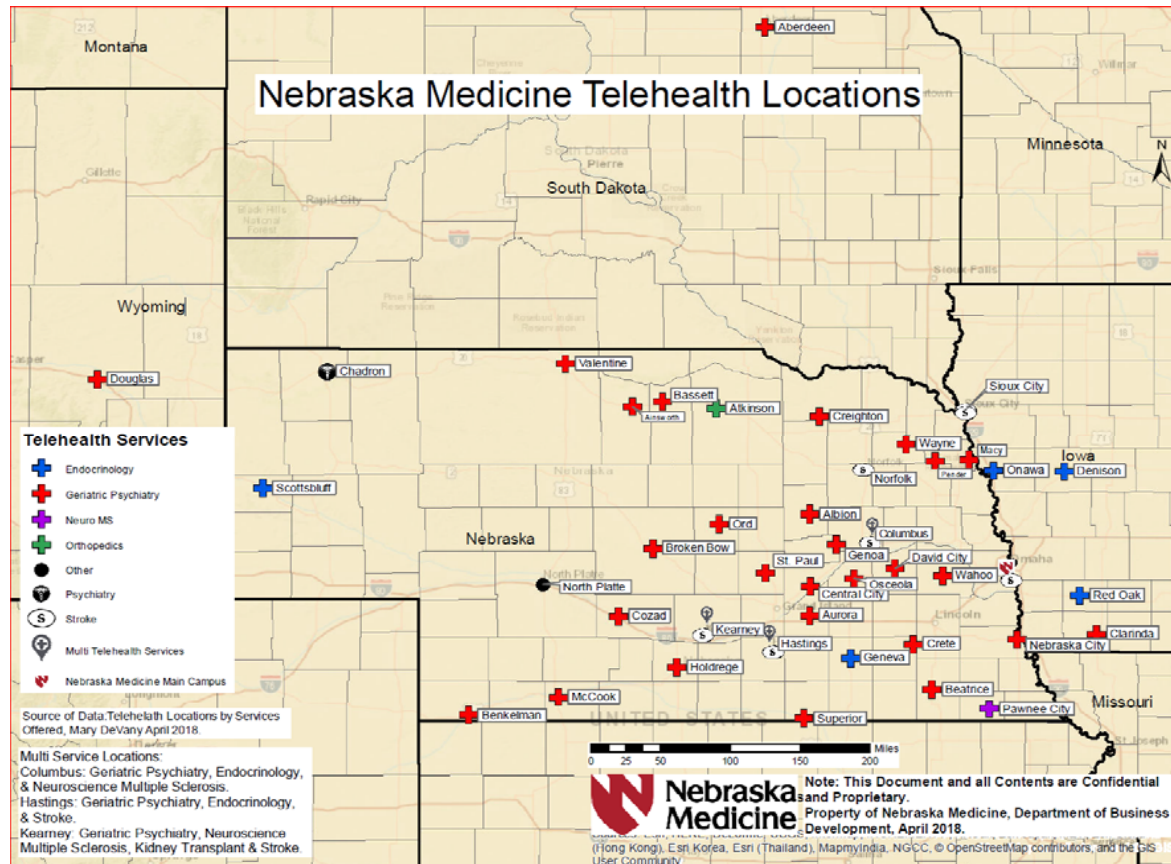
# UNMC Faculty Physicians Provide Support for Rural Patients and Providers

- Direct Patient Care
  - Through Nebraska Medicine and Children's Hospital
- Telehealth
  - Through Nebraska Medicine and Children's Hospital
- Support Services
  - Clinical Laboratory
  - Hospital Quality and Safety Initiatives
- Rural focused Research



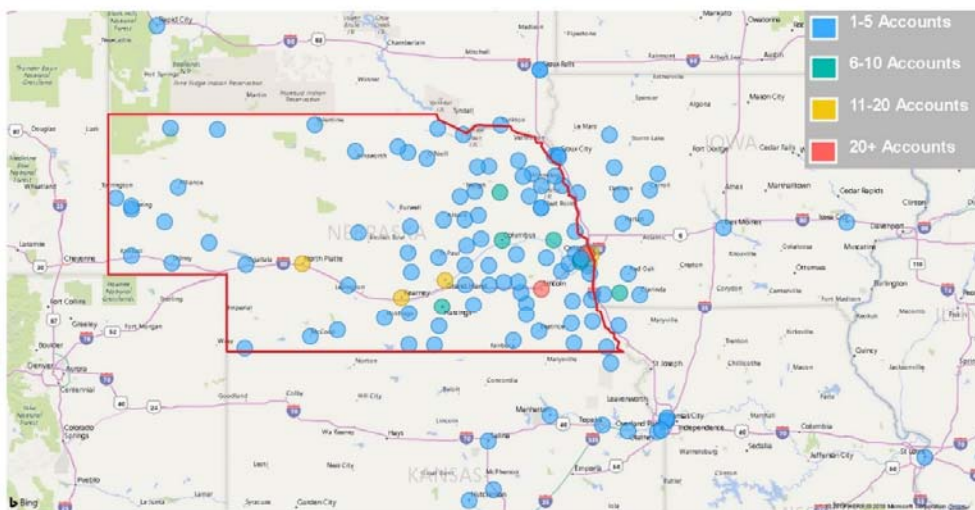


# UNMC Faculty Provide Telehealth Services Through Nebraska Medicine



# UNMC Regional Pathology Services Supports Rural Medical Lab Needs

Outreach (RPS): Hospitals and Clinics



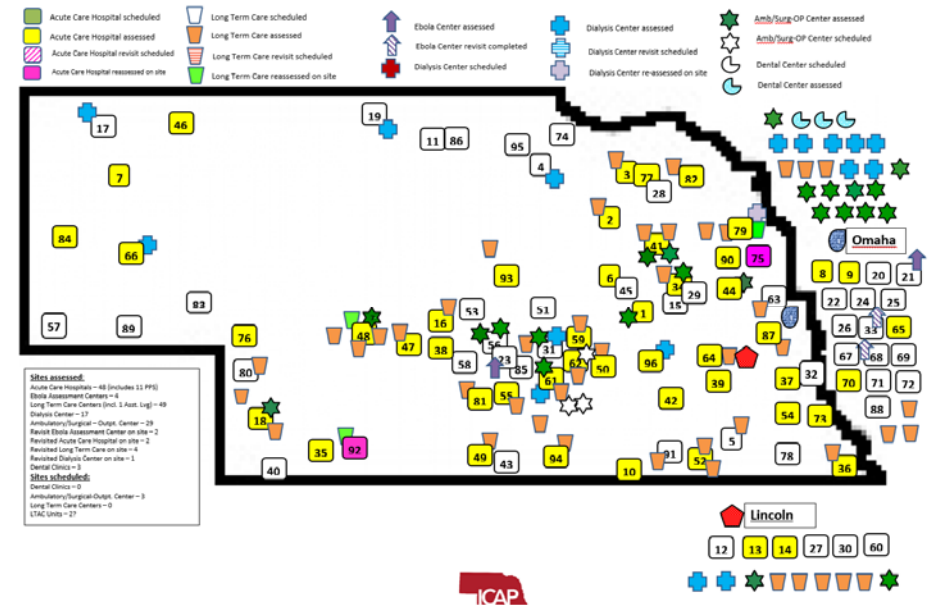
Service totals by state	AL	AR	AZ	CA	CO	CT	DC	DE	FL	GA	IA	ID	IL	IN	KS	KY	LA	MA	MI	MN	MO		
	3	2	6	5	5	1	1		1	4	5	40	1	5	1	15	2	1	1	2	1	9	
	NC	NE	NV	NY	OH	OK	OR	PR	RI	SC	SD	TN	TX	UT	VA	WI	WY						
	2	465	1	1	7	1	1		1	1	1	7	5	8	1	3	2	1	Grand Total 619				

- **Mission:** Provide rapid access to high complexity laboratory tests throughout the state
- Provide information technology interfaces to improve data flow for patient care
- Support community hospitals in developing outreach programs
- Consultation for expansion of local services
  - e.g. Microbiology at Kearney Regional Medical Center



# Nebraska Infection Control Assessment and Promotion Program (ICAP)

- Joint effort of UNMC, Nebraska Medicine and NE DHHS, supported by the Nebraska DHHS HAI program
- UNMC infectious diseases faculty lead the program
- Assess infection prevention and control programs in various healthcare facilities
- Identify infection control gaps and make recommendations for improvement
- Analyze collective gaps and design strategies for improvement throughout the state
- Recruitment for site visits are on voluntary basis
- Conduct follow-up assessments to ensure successful implementation of recommended interventions and provide further assistance as needed



# Nebraska Assess Antimicrobial Stewardship Programs (ASAP)

- A joint effort of UNMC, Nebraska Medicine and NE DHHS, supported by the Nebraska DHHS HAI.
- UNMC infectious diseases faculty lead the program.
- Currently involves 10 Acute Care Hospital and 14 long-term care facilities in Nebraska.
- Assess antimicrobial stewardship programs (ASP) in various health care facilities.

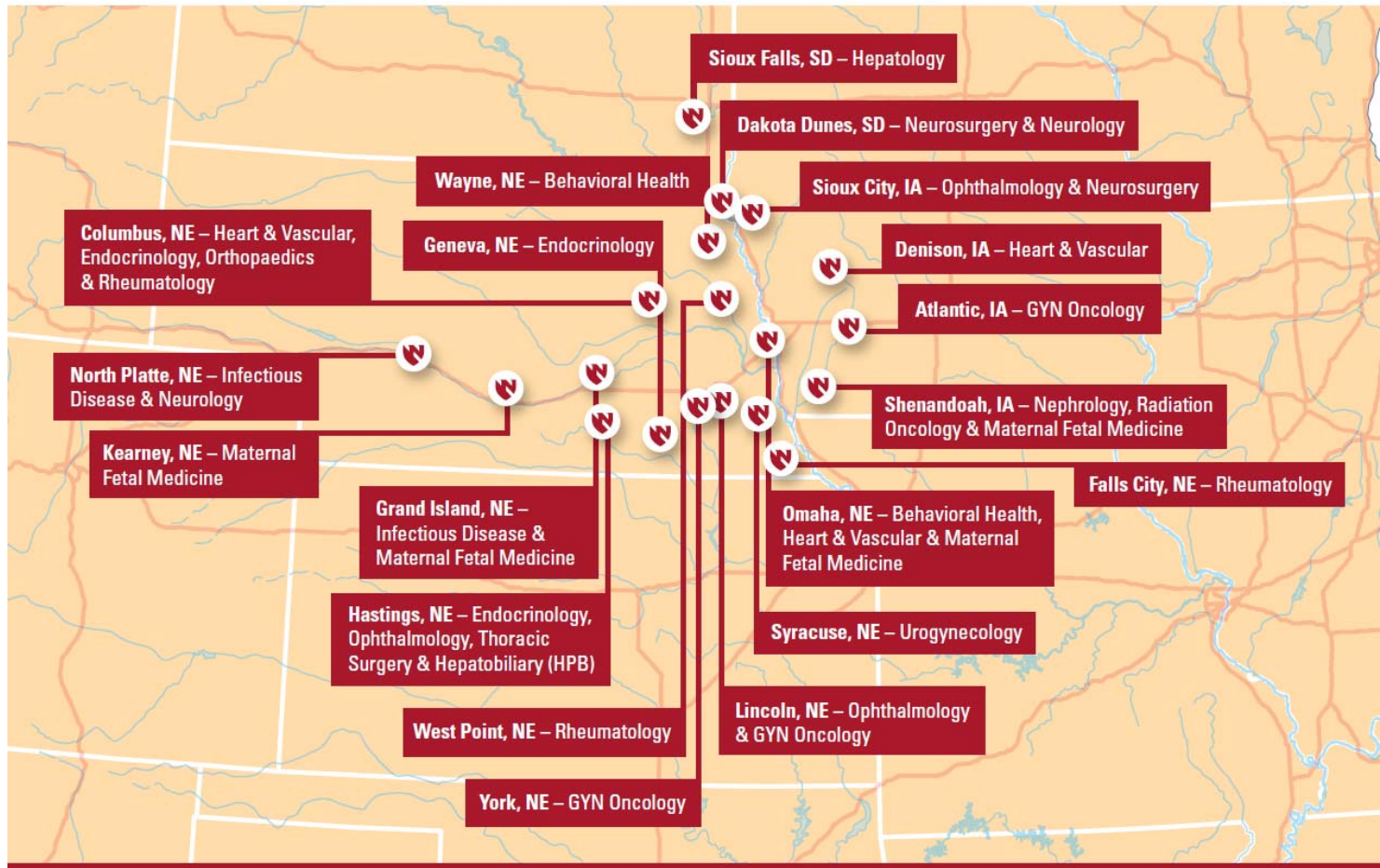


# Nebraska Assess Antimicrobial Stewardship Programs (ASAP)

- Identify gaps, implement and provide ongoing support for antimicrobial stewardship efforts in acute and long-term facilities utilizing video-conferencing.
- Develop patient and provider educational resources related to appropriate antibiotic use.
- Collaborate with regional organizations and healthcare facilities on educational efforts to improve antibiotic prescribing practices in outpatient setting.

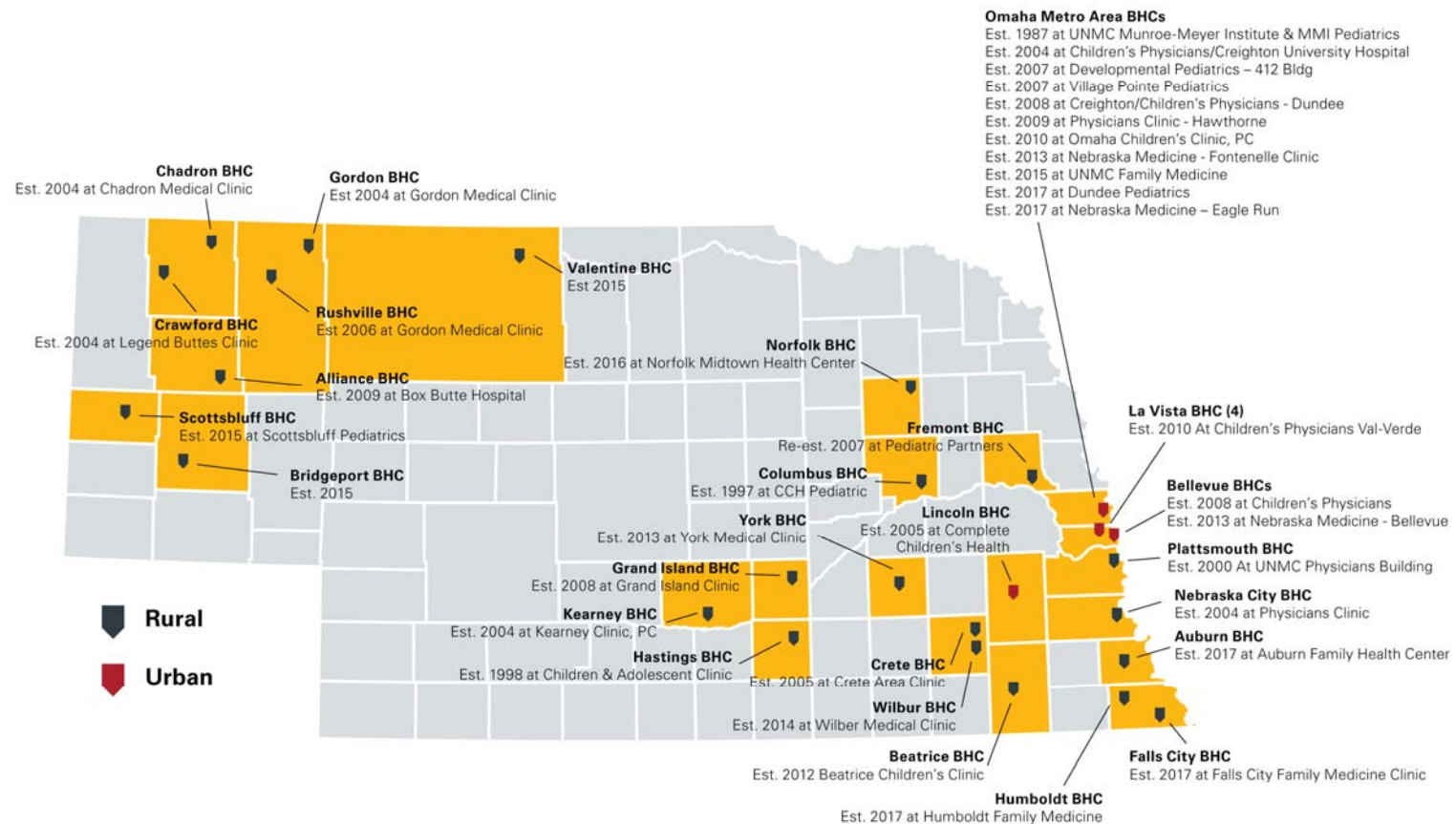


# UNMC Faculty Physician/Nebraska Medicine Physician Outreach Clinics



# Behavioral Health Education Center of Nebraska (BHECN)

## Integrated BH Care in Primary Care Settings



# Project Echo

- Creating local expertise in special clinic areas:
  - Hepatitis C
  - Mental health
  - Diabetes
  - Addiction medicine
- Partnerships with UNMC clinical experts
  - Distance education
  - Clinical case discussion
  - Distance consultation





## Clinical Cancer Research Trials

Through a first of its kind program, the [Fred & Pamela Buffett Cancer Center](#) at UNMC is working with hospitals in Grand Island, North Platte, Scottsbluff, Kearney, Lincoln and Hastings to bring its [cancer clinical trials](#) to patients in their own communities.



## Central States Center for Agricultural Safety and Health

Includes basic and translational research programs in which UNMC faculty from COM and COPH are seeking to understand how repeat exposure to dusts in agriculture over a long period of time can result in chronic inflammation and lung disease.



# UNMC College of Medicine

- **Service to the Community of Rural Nebraska**
  - Education
  - Research
  - Clinical Care





# SIMNE

Simulation In Motion-Nebraska

A Partnership for Emergency Patient Care

*A matter of minutes, miles and medical training.*

**Paul Paulman, MD**  
**Department of Family Medicine, UNMC**  
**SIM-NE Principal Investigator**

Presentation Goals:

- Provide information about Nebraska EMS units
- Provide information about Simulation in Motion-Nebraska (SIM-NE) program



# SIM-NE



Simulation In Motion – Nebraska seeks to enhance the quality and accessibility of emergency medical education to rural/frontier areas by delivering high-quality, technologically advanced simulation training to the Emergency Medical Care Providers in Critical Access Hospitals and ambulance services across the entire state.

Agencies can pick training objectives that are most relative to them from a menu of over 60 scenarios, from childbirth to cardiac care.

Training is held in the local community of the requesting agency.

Training is provided at no cost to the agencies as a result of a generous start up grant from The Leona M. and Harry B. Helmsley Charitable Trust.



# Nebraska Emergency Medical Services

- Volunteers staff nearly 100% of EMS agencies located outside metropolitan or 1<sup>st</sup> class city areas
- More than 40%,  $\leq 10$  volunteers
- Some agencies run 5 calls/year



# Emergency Medical Services Problems in 2019



- Current volunteer ranks are aging
- Society not volunteering as much
- Volunteer's time to attend continuing education is at a premium
- Recruitment and retention of volunteers
- Availability of high-tech continuing education
- Costs incurred by an agency or volunteer for one individual to attend an in state continuing education conference:
  - +\$1,000 in mileage, registration, meals and lodging
  - 4.5 days away from their home and response area



# SIM-NE as a solution

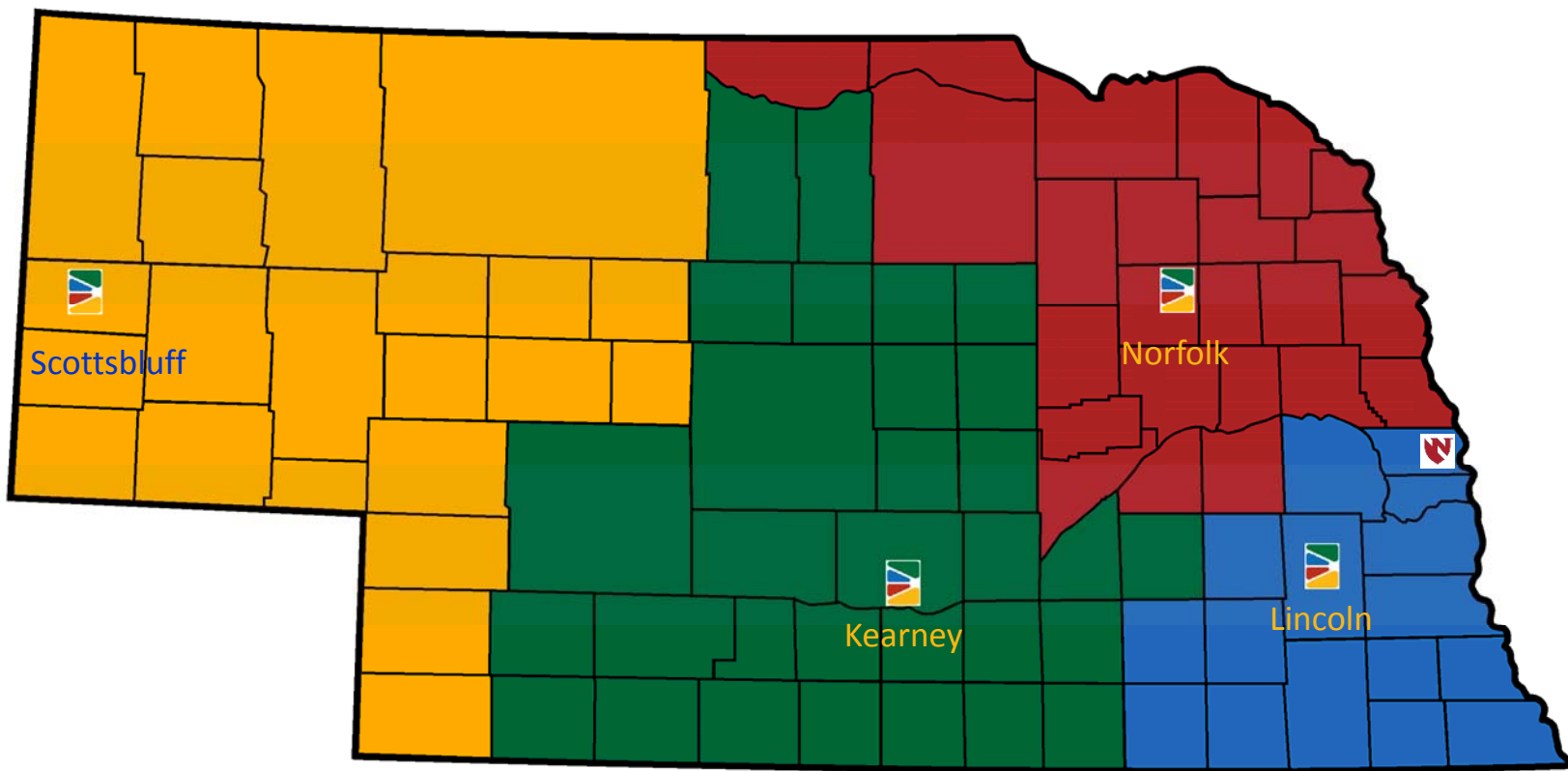


- SIM-NE brings the training right to the volunteer agency's town, alleviating the need to travel and be away from home.
- SIM-NE trains the entire agency in one session.
- SIM-NE brings excitement into continuing education classes which aids in retaining current members and recruiting new members.
- SIM-NE offers cutting edge, high fidelity simulation training not otherwise available in rural areas.
- SIM-NE's start up grant funding allows for the training to be provided free of charge to rural agencies.





# Truck Storage Locations



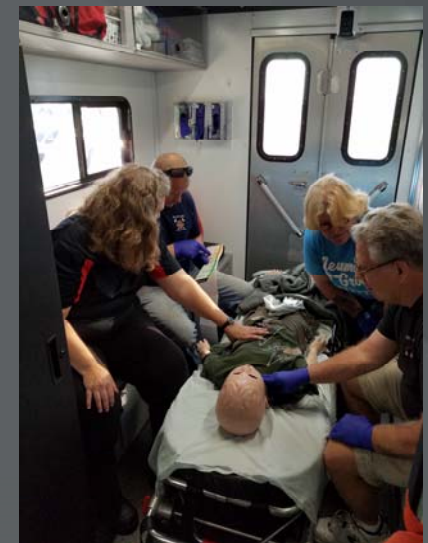
# The SIM-NE Trucks



# Inside the trucks

Emergency room

Control Room



Ambulance Area



# The Patient Simulators





## SIM-NE in the future

### Other/future uses:

- In July 2018, SIM-NE program oversight was integrated under the Interprofessional Experiential Center for Enduring Learning (iEXCEL) program. This integration will allow iEXCEL innovations (i.e. augmented reality, virtual reality, HoloLens) to enhance SIM-NE program offerings to rural ambulance services and critical access hospitals, in their communities, via the SIM-NE statewide mobile platform.
- Difficult delivery/infant resuscitation at critical access hospitals
- Head injury simulation for HS football coaches/trainers
- Left ventricular assist device training in patient's home community
- Recruitment and retention of volunteers for EMS units



# BROADBAND & BEYOND: INVESTING IN NEBRASKA'S FUTURE

Connie Reimers-Hild, Ph.D.  
Rural Futures Institute  
at the University of Nebraska

Connie Hancock  
University of Nebraska Extension

Charlotte Narjes  
University of Nebraska Extension



# WHY BROADBAND?

Attraction and retention of people

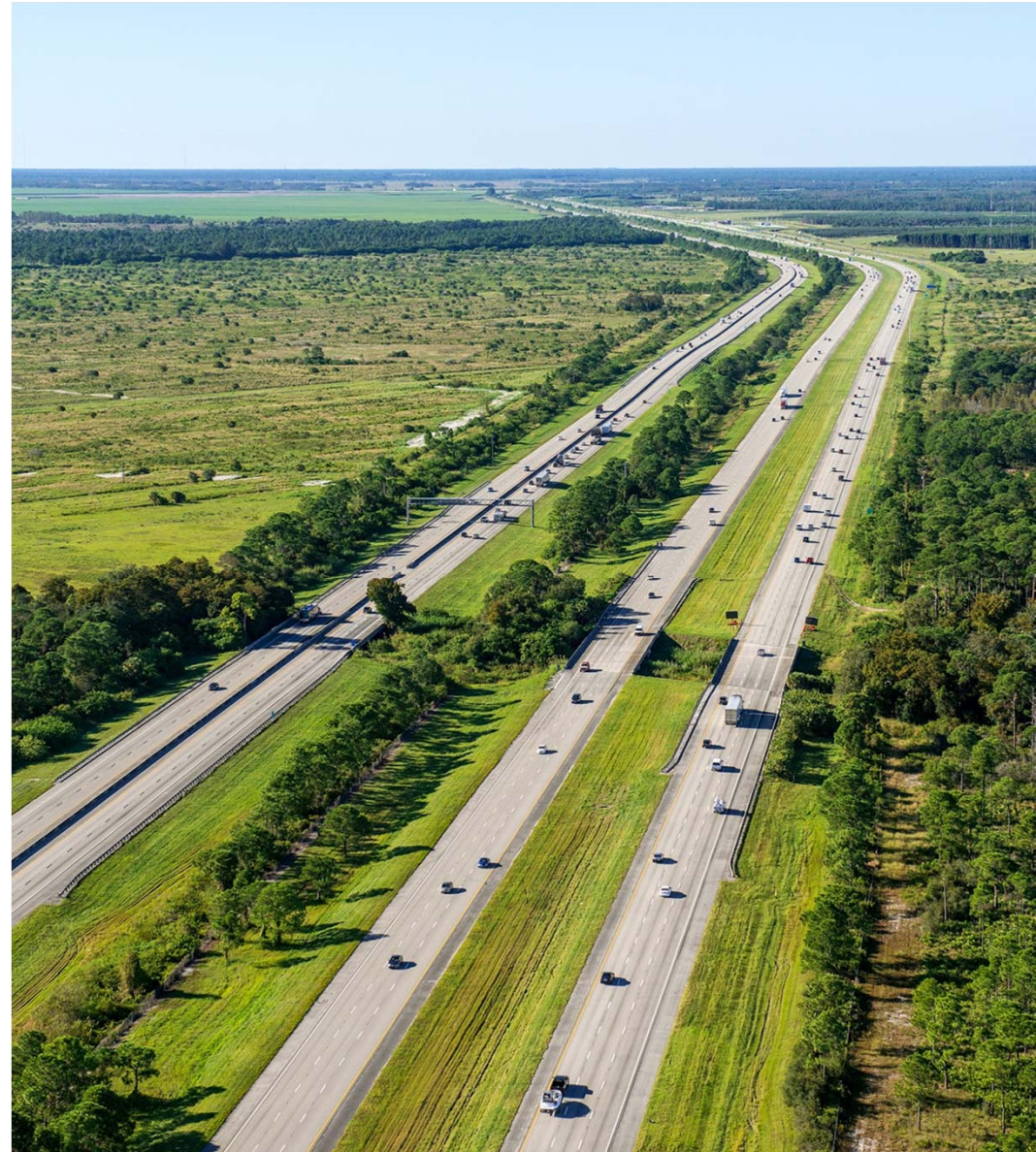
Economic diversity and business growth

Workforce development

Access to education, healthcare, goods, services and employment

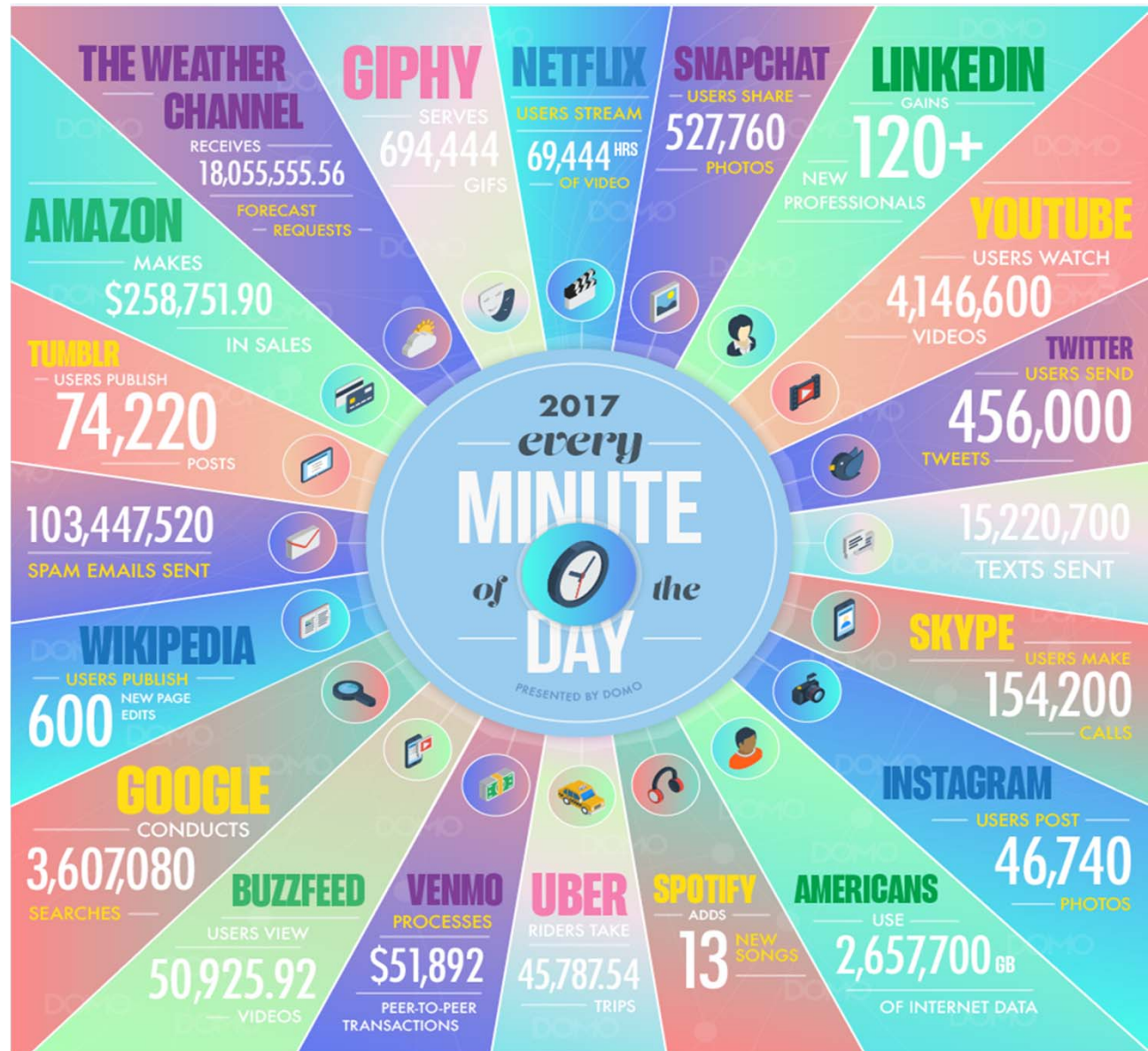
Community and civic engagement

**It is the Future of Nebraska**



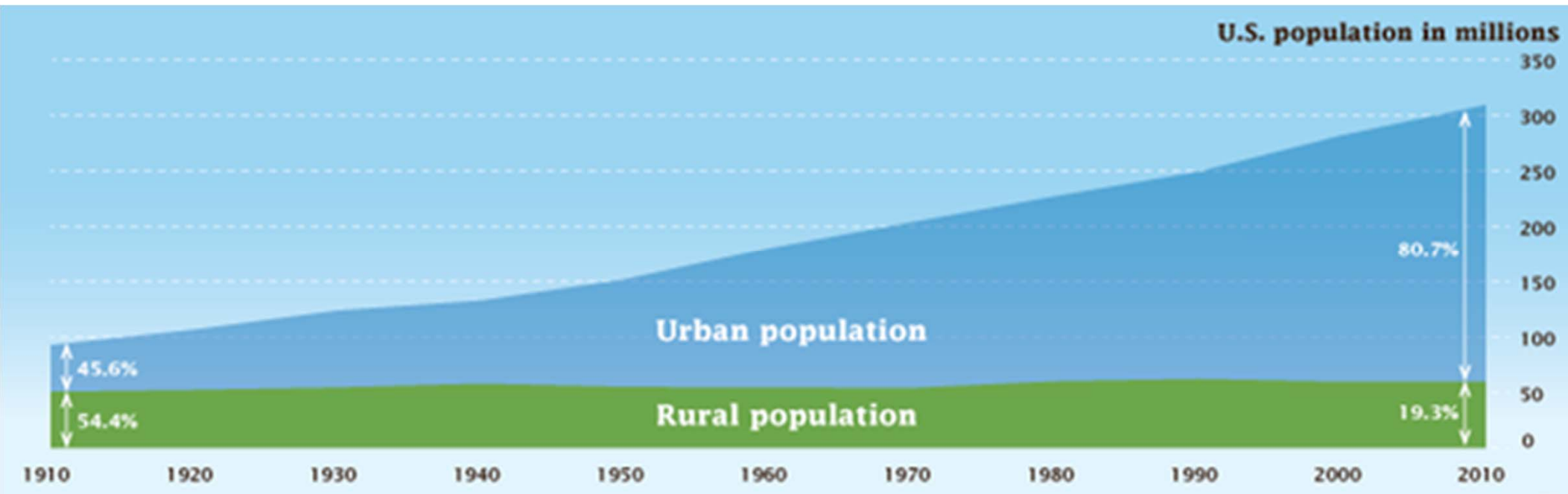


90% of all data today was created in the last 2 years



Domo, Data Never Sleeps 2.0 (2017)

# Change in Rural and Urban Population Size: 1910-2010



**Rural depopulation is a global challenge**  
**The University of Nebraska is Positioned to Lead**

New data from the FCC shows that **87% of Nebraskans**, but **only 58% of rural Nebraskans** have broadband at 25 Mbps down/3 Mbps up available as of December 2017.

**Nebraska lags the U.S. and all of our neighboring states except Wyoming** in the percent of population and the percent of rural population with broadband at 25 Mbps down/3 Mbps up available.

Anne Byers, *eHealth and Community IT Manager*  
Nebraska Information Technology Commission

FCC, Communications Marketplace Report (2018)

# History of Extension's Collaboration

- 1990s
  - Technologies across Nebraska formed to help Nebraska communities and businesses make informed decisions regarding information technology
    - Community IT Planning Mini-grants
    - Nebraska Broadband
- 2000s
  - conNEcting Nebraska Digital Literacy Team
    - BIT Mobile and Digital Literacy Curriculum
  - Nebraska Broadband Initiative
  - National eCommerce Initiative
- 2010s
  - Broadband Planning Grant
    - Statewide & Regional Plans created
    - Benchmark Data
  - National Digital Education Extension Team

**30 years of  
engagement  
and education**

# Gauging Digital Readiness Now

There is not a significant difference between urban and rural households regarding digital resourcefulness and utilization.

But,

There is a divide between metropolitan and rural Nebraska households when it comes to internet access and devices.

**Just think if access was the same, what rural Nebraska could do...**





A SOCIAL MEDIA STRATEGY PLAN FOR

---

# ASHLAND, NEBRASKA

---

ALEX BURCH, STANFORD SWANSON,  
 CARISSA LAUBER & BRYONNA JOHNSON

8



# Possibilities - Technology - Expert Networks - Entrepreneurship

## MakerSpaces Can Lead to Economic Opportunities



# Engagement

- Building community relationships
- Making connections with faculty and students
- Enhancing the virtual discussions
- Empowering businesses and communities to explore new ways
- Collaborating with external partners
  - i.e. - NITC, PSC, NLC







**This thing wouldn't even have gotten off the ground without access to the internet and being able to reach people through social media. It just would be impossible.**

**Matt Dennis**

Co-Owner, Handlebend | O'Neill, Neb.  
University of Nebraska–Lincoln Graduate

# An Inclusive Fourth Industrial Revolution

**“The long-term economic impact of rural broadband will be how it shapes what the economy becomes in the future.”**

— The Economic Impact of Rural Broadband  
Kuttner (2016), Hudson Institute

# THANK YOU

**Connie Reimers-Hild, Ph.D.**  
Rural Futures Institute  
at the University of Nebraska

**Connie Hancock**  
University of Nebraska  
Extension

**Charlotte Narjes**  
University of Nebraska  
Extension



@UNLExtension



@ruralfutures

The background features a bokeh effect of warm, out-of-focus lights in shades of orange, yellow, and red. On the right side, there is a white geometric pattern consisting of overlapping squares and triangles. In the top-left corner, there is a grey triangle pointing right. In the top-center, there is a small white triangle pointing up. In the bottom-right corner, there is a white triangle pointing down.

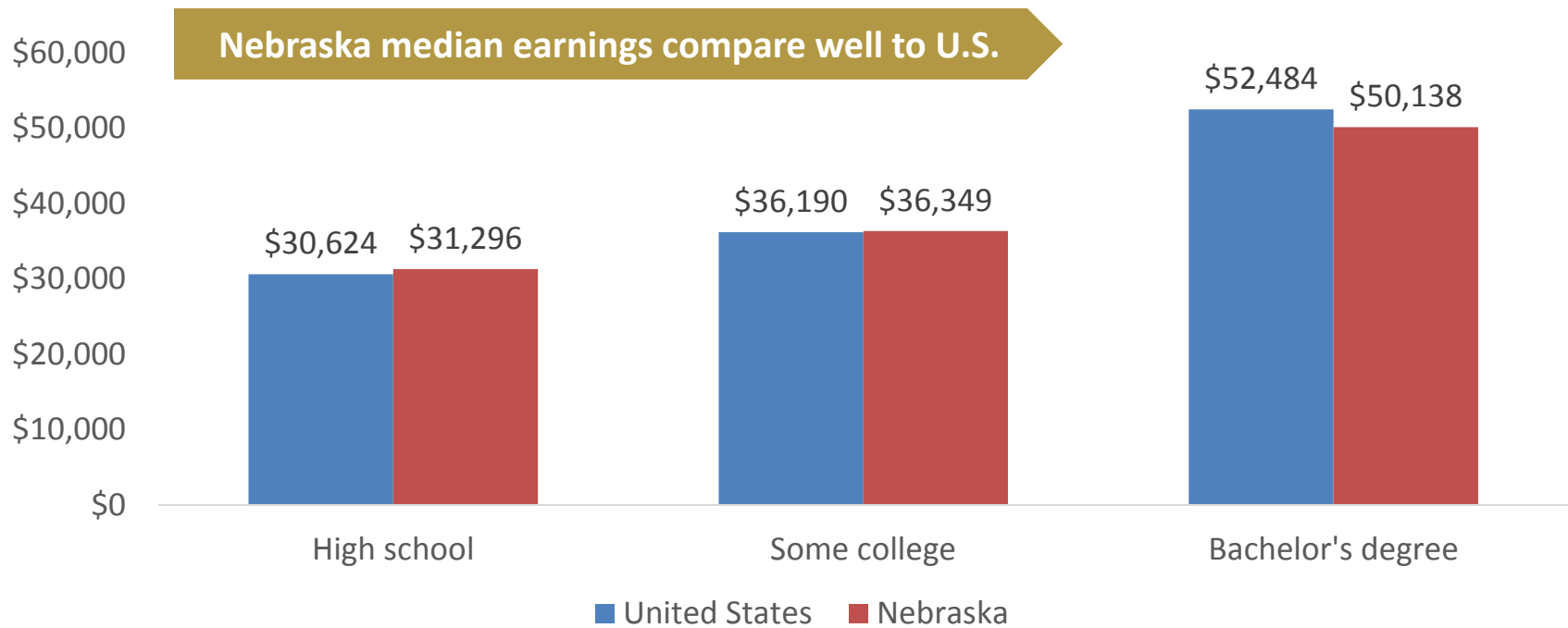
***Building Nebraska's Workforce:  
Outcomes for University of Nebraska Graduates***

▶▶▶

Office of the Executive Vice President and Provost

January 25, 2019

# Nebraska and National Median Average Earnings by Education Level (2017)\*

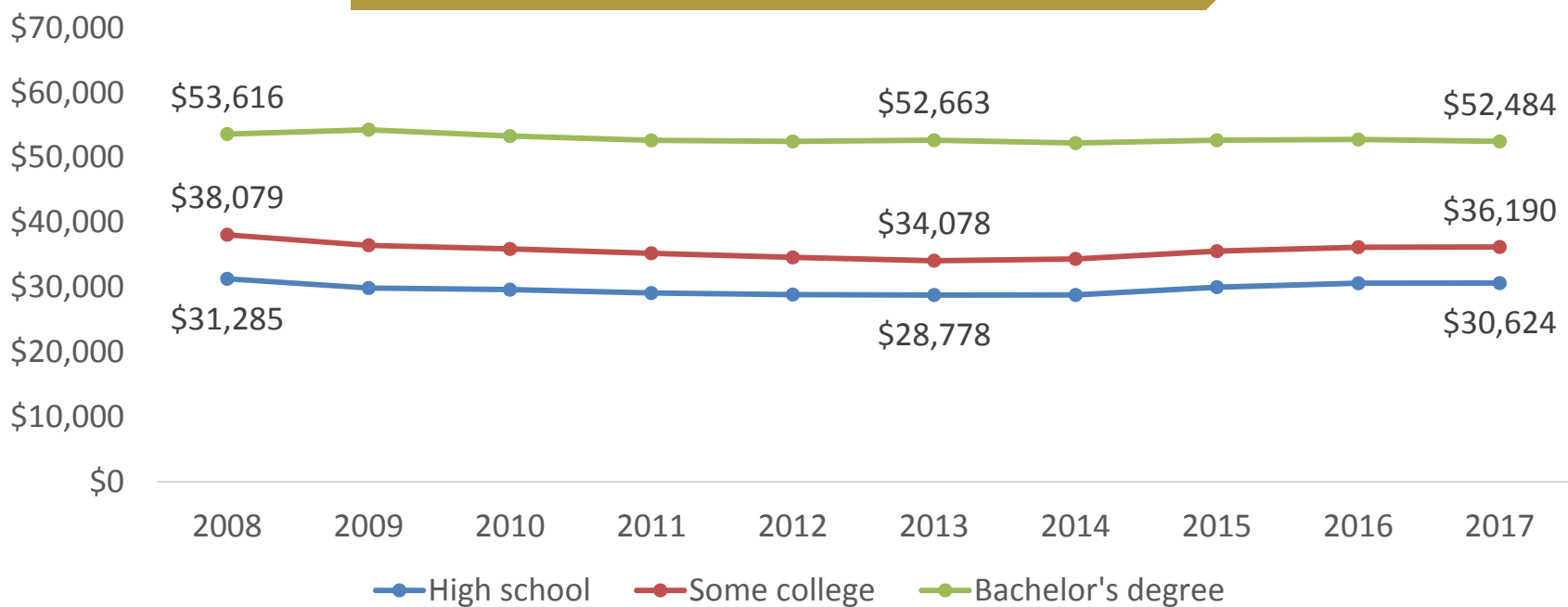


Source: U.S. Census Bureau, American Community Survey

\*Population 25 years and over

# National Median Annual Earnings Trend 2008-2017\*

Clear degree premium BUT wage stagnation

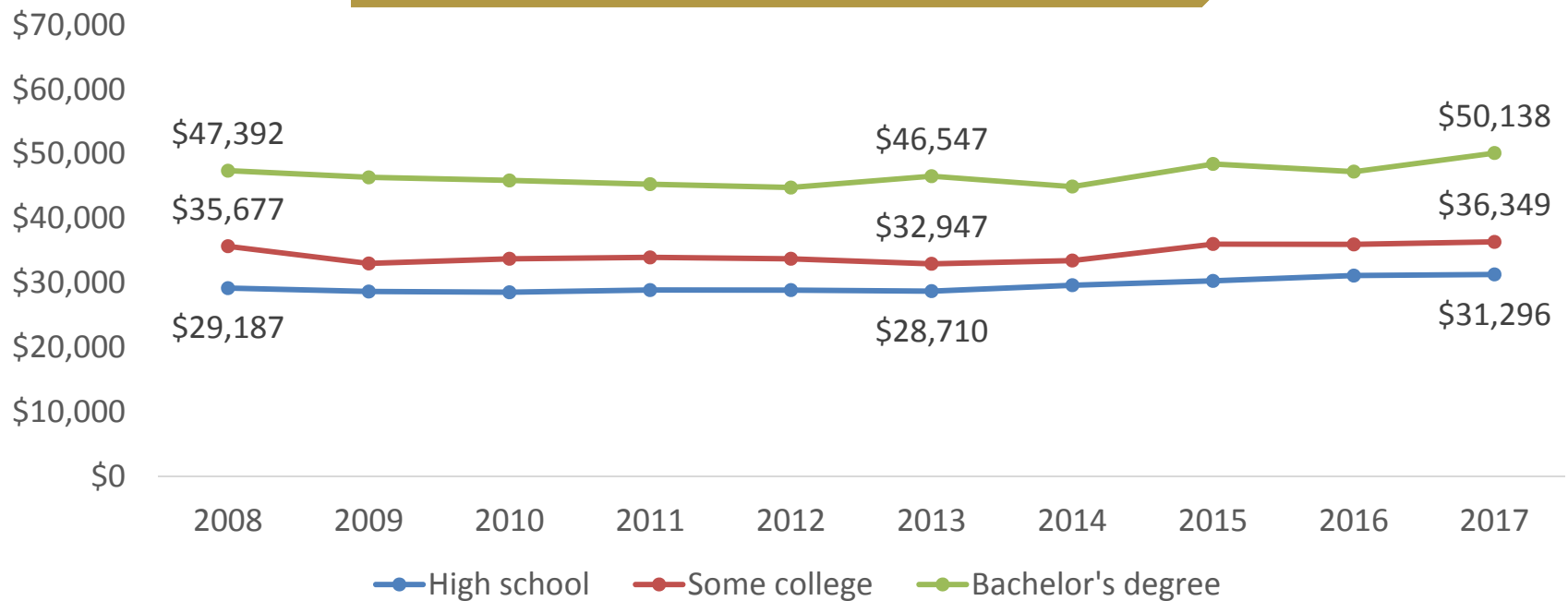


Source: U.S. Census Bureau, American Community Survey

\*Population 25 years and over; dollar values adjusted for inflation

# Nebraska Median Annual Earnings Trend 2008-2017\*

Clear degree premium AND wage growth



Source: U.S. Census Bureau, American Community Survey

\*Population 25 years and over; dollar values adjusted for inflation



# ***NU WORKFORCE OUTCOMES***





## Nebraska Workforce Study: Quick Takeaways

**18,643**

First-time, full-time  
freshmen (2004-06)

**18%**

Undergraduate  
student body

**58%**

Graduated within  
6 years

**\$53K**

Degree premium  
over 5 years

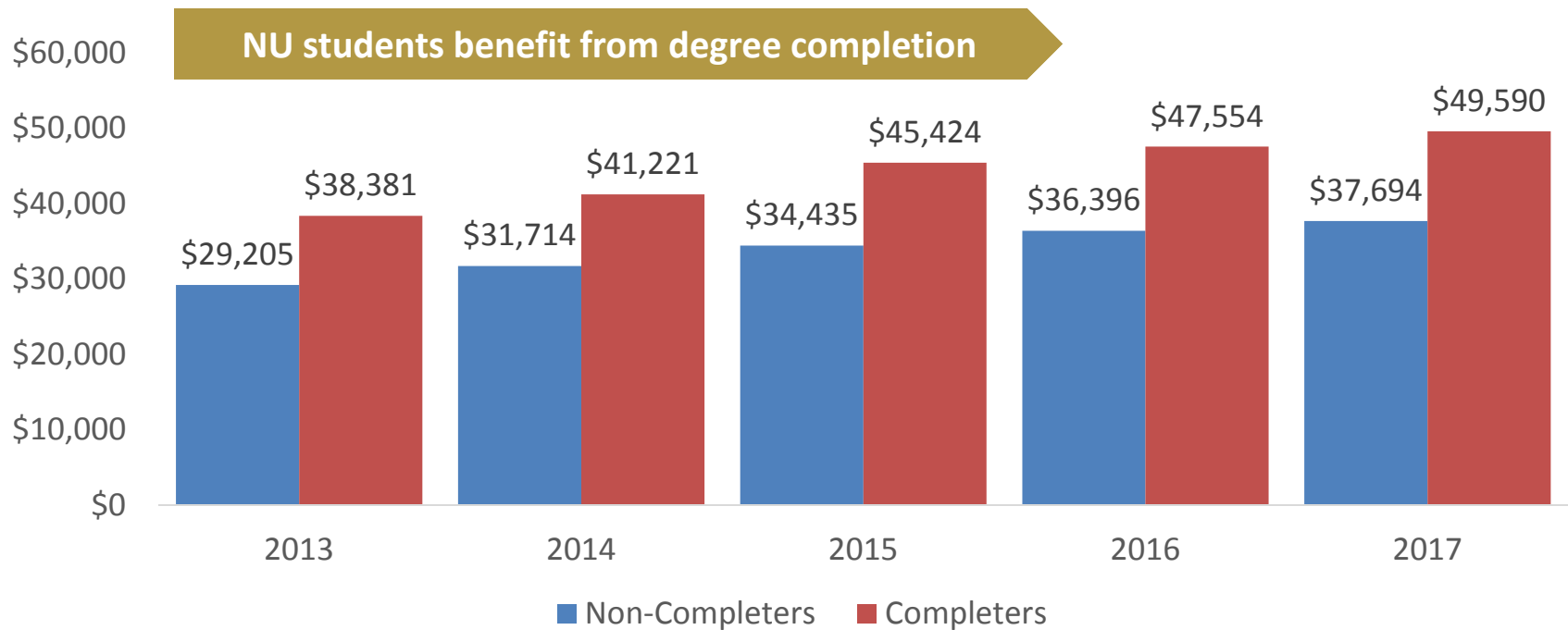
**29%**

Wage increase  
over 5 years

**\$1.2B**

Gross wages  
over 5 years

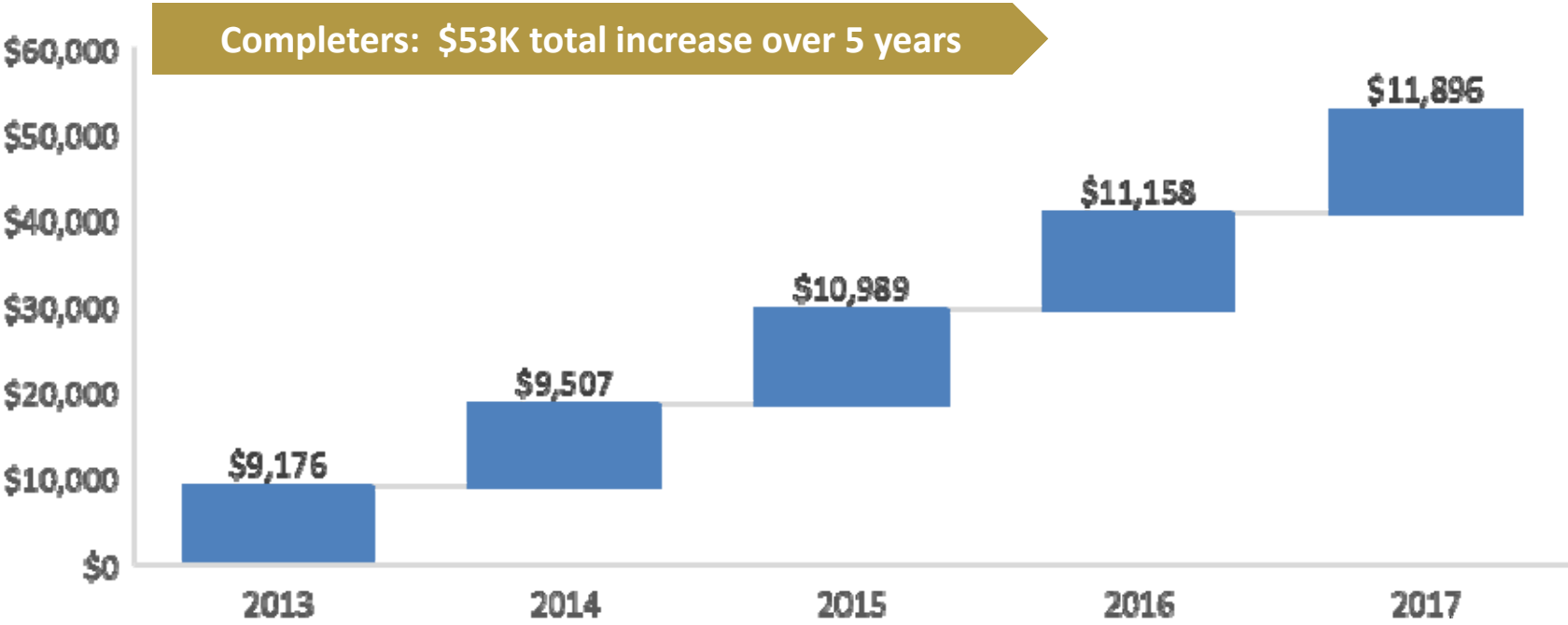
# University of Nebraska Median Earnings Difference: Bachelor's Degree Completers vs Non-Completers\*



Source: Nebraska Department of Labor Data

\*Bachelor's degree graduates; dollar values adjusted for inflation

# Five-Year Effect of Bachelor's Completion



Source: Nebraska Department of Labor Data

\*Bachelor's degree graduates; dollar values adjusted for inflation

# *Workforce Focus: Healthcare*

- 2004-2006 Full-Time, First-Time Freshmen students at time of initial NU enrollment
- Students from these cohorts received 1,027 healthcare degrees
  - 536 Bachelor's degrees
  - 148 Master's degrees
  - 343 Doctoral/Professional degrees
- Cohort produced 385 Nursing degrees (344 Bachelor's, 37 Master's, 4 Doctoral)

Source: Nebraska Department of Labor Data

# *TABLEAU DEMONSTRATION*

UNIVERSITY OF  
**Nebraska.**