



Board of Regents Meeting

Conducted remotely in accordance with Governor's Executive Order No. 20-24



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, June 26, 2020, at 9:00 a.m. by remote electronic means as provided for in Governor Ricketts' Executive Order No. 20-24. Internet stream is available at <https://nebraska.edu>.

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

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

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

Dated: June 19, 2020

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

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Conducted remotely in accordance with Governor's Executive Order No. 20-24
Friday, June 26, 2020
9:00 a.m.

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON
APRIL 17, 2020

IV. KUDOS

Office of the University Registrar Staff Members, University of Nebraska at Kearney
Susan Oestmann, University of Nebraska-Lincoln
Hamid Shahshshan, University of Nebraska Medical Center

V. RESOLUTION

Due to the need for a remote meeting, arising from the pandemic outbreak of COVID 19, the Board of Regents, in compliance with Standing Rule 7.1, proposes to waive certain elements in its Standing Rules in order to facilitate remote public speakers in the Public Comment portion of the agenda. In the notice to this meeting, the public was informed that persons wishing to speak in any respect or on any topic should contact the Office of the Corporation Secretary no less than 24 hours prior to the meeting. The Board of Regents proposes to conform the Standing Rules for this meeting, and this meeting alone, to require the public to provide 24 hours' notice in order to speak telephonically at the meeting.

VI. HEARINGS

VII. PUBLIC COMMENT

Each person will be given up to five minutes to make his or her remarks. Public comment will be limited to a period of 30 minutes.

VIII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska

1. President's Personnel Recommendations Addendum VIII-A-1
2. Approve the academic program reviews report required by the NCCPE and approve forwarding of the program review reports to the NCCPE Addendum VIII-A-2

University of Nebraska Medical Center

3. Approval is requested to continue the Doctor of Philosophy in Biostatistics at the University of Nebraska Medical Center and to forward the associated review report and monitoring plan to the Coordinating Commission for Postsecondary Education Addendum VIII-A-3

University of Nebraska at Omaha

4. Approval is requested to continue the Bachelor of Arts in Women's and Gender Studies at the University of Nebraska at Omaha and to forward the associated review report and monitoring plan to the Coordinating Commission for Postsecondary Education Addendum VIII-A-4

B. BUSINESS AFFAIRS

University of Nebraska

1. Authorize the President to expand application of RP-3.3.12 Crisis Leave Sharing Policy to address regular and temporary employee needs related to COVID19, and ratify such expanded application, effective April 21, 2020 Addendum VIII-B-1

University of Nebraska-Lincoln

2. Approve the reappointment of Ronnie Green, Larry Miller, Bob Wilhelm, and Michael Yanney as members of the "Class C" Directors of the NICDC Board of Directors for three-year terms effective July 1, 2020 Addendum VIII-B-2

IX. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska

1. This page/item is intentionally blank Addendum IX-A-1

University of Nebraska-Lincoln

2. Approval is requested to establish the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL) Addendum IX-A-2

University of Nebraska Medical Center

3. Approval is requested to establish the Center for Intelligent Health Care at the University of Nebraska Medical Center (UNMC) Addendum IX-A-3
4. Approval is requested to discontinue the Nebraska Center for Cellular Signaling in the College of Dentistry at the University of Nebraska Medical Center (UNMC) Addendum IX-A-4

B. BUSINESS AFFAIRS

Operating Budget

1. Approve the Fund B, University Program and Facilities Fee (UPFF) 2020-21 Allocation for the University of Nebraska at Kearney (UNK) Addendum IX-B-1
2. Approve the Fund B University Program and Facilities Fees (UPFF) 2020-21 Allocation for the University of Nebraska-Lincoln (UNL) Addendum IX-B-2
3. Approve the Fund B, University Program and Facilities Fee (UPFF) 2020-21 Allocation for the University of Nebraska Medical Center (UNMC) Addendum IX-B-3
4. Approve the Fund B, University Program and Facilities Fees (UPFF) 2020-21 Allocation for the University of Nebraska Omaha (UNO) Addendum IX-B-4
5. Approve the University of Nebraska's FY2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services and unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21 Addendum IX-B-5
6. Approve the Nebraska College of Technical Agriculture's FY 2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21 Addendum IX-B-6

University of Nebraska

7. Approve RP-3.3.14 Financial Measures – Workforce and Cost Savings, providing the President and his designees the explicit authority and flexibility to implement cost saving personnel measures in response to financial shortfalls, provided that such measures are consistent with the law and the *Bylaws* of the Board of Regents Addendum IX-B-7
8. Approve the Sale of Unused Educational Broadband Service Spectrum Licenses Addendum IX-B-8
9. Approve agreement with Insight for the Microsoft Campus Agreement Addendum IX-B-9

University of Nebraska-Lincoln

10. Approve a five-year contract extension with Follett Higher Education Group, Inc. to Lease and Operate the UNL Bookstore Addendum IX-B-10

C. FOR INFORMATION ONLY

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

D. REPORTS

1. Quarterly Personnel Reports for the period January through March 2020 Addendum IX-D-1
2. Expedited Approval of the Supply Chain Analytics Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL) Addendum IX-D-2
3. Expedited Approval of the Literature and Culture Graduate Certificate in the Department of English in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-3
4. Expedited Approval of the Secondary Mathematics Specialist Graduate Certificate in the Department of Mathematics in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-4
5. Renaming the College of Education to the College of Education, Health, and Human Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-5
6. Renaming the Master of Arts in Geography to the Master of Science in Geography in the Department of Geography and Geology in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-6
7. Renaming the Master of Arts in Social Gerontology to the Master of Arts in Gerontology in the Department of Gerontology in the College of Public Affairs and Community Service (CPACS) at the University of Nebraska at Omaha (UNO) Addendum IX-D-7
8. Laboratory, Student, and Miscellaneous Fees for 2020-2021 Addendum IX-D-8
9. Change to the Fall 2020 Academic Calendar for University of Nebraska (NU) Campuses Addendum IX-D-9
10. Intermediate Design Report: University of Nebraska-Lincoln, Nebraska Hall renovation for Enterprise Technology Services and Data Solutions Addendum IX-D-10

11. Emergency Approval University of Nebraska at Kearney Dinning Services Contract Amendment with Sodexo, America, LLC Addendum IX-D-11
12. Renaming of the Leon S. McGoogan Library of Medicine and Selected spaces within the McGoogan Library of Medicine in Wittson Hall at the University of Nebraska Medical Center, pursuant to *Board of Regents Policy* RP-6.2.7.6 Addendum IX-D-12
13. Quarterly Status of Capital Construction Projects Addendum IX-D-13
14. Bids and Contracts Addendum IX-D-14
15. Quarterly Report of Gifts, Grants, Contracts and Bequests Addendum IX-D-15
16. Strategic Framework Report on State Funding and Tuition Accountability Measures Addendum IX-D-16
17. Revisions to the *Bylaws* of the Hixson-Lied College of Fine and Performing Arts at the University of Nebraska-Lincoln Addendum IX-D-17
18. Revisions to the Rules of the Faculty Assembly of the University of Nebraska Medical Center College of Dentistry Addendum IX-D-18
19. Revisions to Structure, Rules and Regulations of the Faculty of the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center Addendum IX-D-19

X. ADDITIONAL BUSINESS

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University of Nebraska-Lincoln

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The President's Personnel Recommendations

Meeting Date: June 26, 2020

New Appointment

University of Nebraska-Lincoln

Patrick M. Winter, Associate Vice Chancellor (Special) Academic Services and Enrollment Management; effective 08/17/2020, \$200,000 FY, 1.00 FTE.

Adjustment

University of Nebraska

Heath M. Mello, Vice President (Special) for External Relations, University of Nebraska; effective 7/1/2020, \$243,000 FY, 1.00 FTE. Remove title of Interim Vice President for University Affairs effective 6/30/2020. No change in salary.

University of Nebraska-Lincoln

Rick Bevins, Interim Associate Vice Chancellor (Special) Research, Professor (Continuous) Psychology; effective 7/15/2020, \$194,451 FY, 1.00 FTE. Add title of Interim Associate Vice Chancellor of Research effective 7/15/2020. Salary includes \$10,441 administrative stipend and \$10,000 Chancellor's Professorship.

University of Nebraska Medical Center and University of Nebraska at Omaha

Aileen Warren, Associate Vice Chancellor and Director of the Office of Human Resources (Special); effective July 1, 2020, \$209,671 FY, 1.00 FTE. Change title from Assistant Vice Chancellor, University of Nebraska Medical Center. No change in salary.

University of Nebraska at Omaha

Cecil Hicks, Jr., Associate Vice Chancellor and Director for Diversity, Equity, Access and Inclusion/Title IX (Special), effective July 1, 2020, \$132,082 FY, 1.00 FTE. Change title from Assistant Vice Chancellor, Human Resources. No change in salary.

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

MEETING DATE: June 26, 2020

SUBJECT: Academic Program Reviews required by the Nebraska Coordinating Commission for Postsecondary Education (NCCPE).

RECOMMENDED ACTION: Approve the academic program reviews report required by the NCCPE and approve forwarding of the program review reports to the NCCPE.

PREVIOUS ACTION: This is the 27th year of the Coordinating Commission's Program Review Process. In the previous 26 years, 2,159 programs were reviewed.

EXPLANATION: The Commission's review process focuses on degree and credit hour production. Each major slated for review has been analyzed using the productivity thresholds established by the NCCPE.

This report includes all programs reviewed at the University of Nebraska at Kearney (1), University of Nebraska-Lincoln (15), University of Nebraska Medical Center (13), and University of Nebraska at Omaha (10).

The Board of Regents is asked to approve the report and that it be forwarded to the NCCPE. It is recommended to NCCPE that all the listed degree programs be continued.

When programs do not appear to meet NCCPE's numerical thresholds, Neb. Rev. Stat. § 85-1414(5) requires that an in-depth review be conducted. Programs likely requiring such reviews are noted, and upon confirmation from NCCPE, reviews will be requested and reported to the Board in 2021.

PROGRAM COST: None

SOURCE OF FUNDS: N/A

SPONSORS: Charles J. Bicak
Senior Vice Chancellor for Academic and Student Affairs
University of Nebraska at Kearney

Elizabeth Spiller
Executive Vice Chancellor and Chief Academic Officer
University of Nebraska-Lincoln

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

H. Dele Davies
Vice Chancellor for Academic Affairs
University of Nebraska Medical Center

Sacha Kopp
Senior Vice Chancellor for Academic and Student Affairs
University of Nebraska at Omaha

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

DATE: May 21, 2020

**Summary of 2019-2020 Program Review Results at the University of Nebraska at Kearney (UNK)
Academic Year 2014/15-2018/19**

UNK Program	Degree	5-Year Mean of Degrees Granted	Undergraduate Degree ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
General Studies	BGS	21.0	N/A	Continuation	

Performance Standards:	Degrees per Year
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

**Summary of 2019-2020 Program Review Results at the University of Nebraska - Lincoln (UNL)
Academic Year 2014/15-2018/19**

UNL Program	Degree	5-Year Mean of Degrees Granted	Undergraduate Degree ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Advertising and Public Relations	BJ	195.8	1173.5	Continuation	
Broadcasting	BJ	49.2	281.4	Continuation	
Communication Studies	BA/BS	44.0	2167.9	Continuation	
	MA	0.8		Continuation	X
	PhD	5.4		Continuation	
Entomology	MS	19.2		Continuation	
	PhD	3.8		Continuation	
	Insect Biology for Educators Graduate Certificate	0.0		Continuation	
Forensic Science	BS	17.4	1679.1	Continuation	
Insect Science	BSIS	5.6	422.6	Continuation	X
Journalism/Mass Communication	MA	16.2		Continuation	
	Financial Communications Graduate Certificate	11.5		Continuation	
	Public Relations and Social Media Graduate Certificate	0.0		Continuation	
Journalism	BJ	46.0	2113.9	Continuation	
Sports Media and Communication	BJ	8.0	545.6	Continuation	

Performance Standards:	Degrees per Year
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

**Summary of 2019-2020 Program Review Results at the University of Nebraska Medical Center (UNMC)
Academic Year 2014/15-2018/19**

UNMC Program	Degree	5-Year Mean of Degrees Granted	Undergraduate Degree ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Cytotechnology	Post BS Cert	9.8		Continuation	
Environmental Health, Occupational Health and Toxicology	PhD	2.2		Continuation	X
Interdisciplinary Graduate Program in Biomedical Sciences	MS	20.2		Continuation	
	PhD	37.4		Continuation	
Medical Laboratory Science	BS	25.8	132.0	Continuation	
Medicine	BS	2.8	N/A	Continuation	X
	MD	123.8		Continuation	
Undergraduate and Graduate Nursing Programs	BSN	349.0	196.2	Continuation	
Internationally Educated Nurses	Undergraduate Certificate	0.0		Continuation	
	MSN	65.8		Continuation	
Pediatric Nurse Practitioner	Post MSN Certificate	9.8		Continuation	
	DNP	18.2		Continuation	
	PhD	5.2		Continuation	

Performance Standards	Degrees per Year
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

**Summary of 2019-2020 Program Review Results at the University of Nebraska at Omaha (UNO)
Academic Year 2014/15-2018/19**

UNO Program	Degree	5-Year Mean of Degrees Granted	Undergraduate Degree ONLY 5-Year Mean of SCH/ Instructional Faculty FTE	Recommended Action	Appears not to meet numeric CCPE criteria
Black Studies	BA/BS	2.0	364.8	Continuation	X
Communication				Continuation	
Broadcasting	BA/BS	10.2	389.6	Continuation	
Communication Studies	BA/BS	15.8	389.6	Continuation	
Journalism	BA/BS	30.2	389.6	Continuation	
Journalism and Media Communication	BA/BS	25.0	389.6	Continuation	
Speech Communication	BA/BS	12.0	389.6	Continuation	
Communication	MA	11.6		Continuation	
Human Resources and Training	Graduate Certificate	2.6		Continuation	
Technical Communication	Graduate Certificate	1.2		Continuation	
Interdisciplinary Studies	BA/BS	0.6	N/A	Continuation	X

Performance Standards	Degrees per Year
Total Bachelors	7 or greater
Total Masters	5 or greater
Total Ph.D.	3 or greater
Undergraduate SCH/Instructional Faculty FTE	300 or greater

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

MEETING DATE: June 26, 2020

SUBJECT: In-depth Program Review and Monitoring Plan for the Doctor of Philosophy (PhD) in Biostatistics at the University of Nebraska Medical Center (UNMC) as required by Neb. Rev. Stat. § 85-1414(5) and the Nebraska Coordinating Commission for Postsecondary Education (NCCPE)

RECOMMENDED ACTION: Approval is requested to continue the Doctor of Philosophy in Biostatistics at the University of Nebraska Medical Center and to forward the associated review report and monitoring plan to the Coordinating Commission for Postsecondary Education

PREVIOUS ACTION: December 8, 2011 – The Board approved the creation of a PhD in Biostatistics at UNMC.

EXPLANATION: The Biostatistics PhD program is designed to produce high-caliber graduates specialized in answering complex health questions. Biostatisticians advance the field of biostatistics as independent researchers and the advancement of health sciences in general. In addition, PhD trained Biostatisticians are essential collaborators on research teams. The quality of medical research depends on the valid statistical planning of the study, analysis of data, and reporting of results.

The UNMC Biostatistics PhD program enrolled its first students in the Fall of 2012. At the start of the program, the department faculty was quite small (six) and most faculty were heavily funded in collaborative research. Student enrollment was low, due in part to the capacity of the department and faculty resources to support and mentor students. In addition, some students left the program because they were receiving lucrative, full-time job offers after completing the required coursework. The Department of Biostatistics has conducted a careful and thorough review of the Biostatistics PhD program, identified program elements that need to be modified or developed, and has begun implementing these changes to ensure its success. Changes are being implemented in program leadership, faculty resources, faculty hires, curriculum, and student recruitment.

The program intends to provide annual monitoring reports to the University of Nebraska Board of Regents.

It is recommended that the program be continued. The Board of Regents is asked to approve this recommendation and approve forwarding the report to the NCCPE.

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

Jeffrey P. Gold Chancellor
University of Nebraska Medical Center

RECOMMENDED:

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

DATE:

May 21, 2020



May 21, 2020

Susan Fritz, Ph.D.
Executive Vice President and Provost
University of Nebraska
3835 Holdrege Street, Varner Hall, Rm 126
Lincoln, NE 68583-0743
smfritz@nebraska.edu

Dear Provost Fritz,

I am forwarding you the materials relating to the continuation of the Biostatistics PhD program for review by CCPE. The Department has conducted a thorough review of the program, and has implemented many changes as a result of this review. Changes to admissions, advising, and examinations have already taken place, with revisions to the curriculum and increased recruiting and marketing in the pipeline. Additionally, with new leadership in the department and addition of several faculty, I am confident these changes will result in a positive impact for the program, UNMC, and NU.

This proposal has been reviewed and it has my approval. I am requesting your review and approval and that it be reported to the Board of Regents at an upcoming meeting.

Sincerely,


Jeffrey P. Gold, M.D.
Chancellor

Enclosures

MEMO

TO: Jeffrey P. Gold, MD
Chancellor

FROM: H. Dele Davies, MD, MS, MHCM
Senior Vice Chancellor for Academic Affairs
Dean for Graduate Studies

DATE: May 18, 2020

RE: Continuation of Biostatistics PhD program

Attached is an in-depth report and action plan for CCPE regarding continuation of the Biostatistics PhD program. As you know, the quality of medical research depends on the valid statistical planning of the study, analysis of data, and reporting of results. This makes having a strong department and training program for PhD Biostatisticians important to the mission of UNMC. After initial struggles in recruiting and retaining students, the Biostatistics Department has conducted a thorough review of the program, making many revisions including changes to admissions, advising, examinations, and faculty additions. Under new leadership in the department, further changes are underway including a curriculum revision, as well as increased marketing and recruitment.

I have reviewed the materials and I am in support of this request.



MEMO

TO: H. Dele Davies, MD, MS, MHCM
Senior Vice Chancellor for Academic Affairs
Dean for Graduate Studies

FROM: Ali S. Khan, MD, MPH, MBA
Assistant Surgeon General (ret.), USPHS
Dean and Professor

DATE: May 1, 2020

RE: Continuation of Biostatistics PhD Program

Attached is a detailed report in response to the request from CCPE for the Biostatistics PhD program. As a new program in a new college and small department, the Biostatistics PhD program faced a number of challenges at the outset. The department has undertaken an 18-month thorough review of the program and has a detailed plan to address these challenges. This plan includes revisions to curriculum, admissions, recruitment, and advising, among other areas. I am supportive of the proposed action plan and believe these actions will ensure future success.

Therefore, we request the degree program be continued.

Response to CCPE UNMC College of Public Health Biostatistics PhD Report

Purpose

The Biostatistics PhD program is central to the mission of the University of Nebraska Medical Center (UNMC) and the College of Public Health (COPH), transforming lives and communities to create a healthy future. The Biostatistics PhD program is designed to produce high-caliber graduates specialized in answering complex health questions. Biostatisticians advance the field of biostatistics as independent researchers, which is an integral part to furthering the discipline, and the advancement of health sciences in general. In addition, PhD trained Biostatisticians are essential collaborators on research teams. The quality of medical research depends on the valid statistical planning of the study, analysis of data, and reporting of results. In addition to the information contained in this report, the letters of support will further demonstrate the importance of having a Biostatistics PhD program in Nebraska.

Program History

The UNMC Biostatistics PhD program enrolled its first students in the Fall of 2012. The creation of the program was inspired by the need to have well-trained biostatisticians at the PhD level to further advance both biostatistics research, and research in other health sciences such as medicine, clinical trials, public health and basic science. The first year of the PhD program was a “soft launch” enrolling local, part-time students who had employer sponsorship to further their education. At the start of the program, the department faculty was quite small (6) and most faculty were heavily funded in collaborative research. Student enrollment was low, due in part to the capacity of the department and faculty resources to support and mentor students. In addition, some students left the program because they were receiving lucrative, full-time job offers after completing the required coursework.

As the program has matured, and the department is under new leadership with a more intentional focus on biostatistics methodology research, several changes have taken place and others have been initiated to better position the program for success. These are discussed in more detail throughout this document.

Current Program Assessment

Student Enrollment and Graduation Data

Student enrollment data and current program status is described for academic years 2015-16 through 2019-20 in Table 1.

Table 1: Current Status of Biostatistics PhD Students by Matriculation Year

Matriculation Year	# new students	Student Status
2015-2016	4	<ul style="list-style-type: none">• 1 (Full-time) graduated August 2019• 1 (Full-time) in candidacy as of November 2019, expected graduation AY 20-21• 1 (Full-time) in candidacy as of December 2018, expected graduation AY 20-21• 1 (Part-time) in candidacy as of December 2018, expected graduation AY 20-21
2016-2017	0	
2017-2018	1	<ul style="list-style-type: none">• 1 (Part-time) committee formed December 2019
2018-2019	1	<ul style="list-style-type: none">• 1 (Full-time) in classes
2019-2020	1	<ul style="list-style-type: none">• 1 (Full-time) in classes

After the larger class of 4 in 2015-16, enrollment was limited to 1-2 per year due to faculty capacity and ability to fund new students in addition to current students. Going forward, more intentional staggering and consistency in numbers of entering students will allow for more consistent student enrollment and graduation numbers.

Graduation data for the UNMC Biostatistics PhD is shown in Table 2. Data is presented by student cohort (columns) defined as academic year of matriculation. PhD students have seven years after matriculation to complete the PhD.

Table 2: Matriculation and Graduation Data by Year of Matriculation, 2015-2020

Student Cohort		2015-16	2016-17	2017-18	2018-19	2019-20
2015-16	# Students cont/matr this academic yr	4				
	# Students withdrew, dropped, etc.	0				
	# Students graduated	0				
	Cumulative graduation rate	0.00%				
2016-17	# Students cont/matr this academic yr	4	0			
	# Students withdrew, dropped, etc.	0	0			
	# Students graduated	0	0			
	Cumulative graduation rate	0.00%	NA			
2017-18	# Students cont/matr this academic yr	4	0	1		
	# Students withdrew, dropped, etc.	0	0	0		
	# Students graduated	0	0	0		
	Cumulative graduation rate	0.00%	NA	0.00%		
2018-19	# Students cont/matr this academic yr	4	0	1	1	
	# Students withdrew, dropped, etc.	0	0	0	0	
	# Students graduated	1	0	0	0	
	Cumulative graduation rate	25.00%	NA	0.00%	0.00%	
2019-20	# Students cont/matr this academic yr	3	0	1	1	1
	# Students withdrew, dropped, etc.	0	0	0	0	0
	# Students graduated	0	0	0	0	0
	Cumulative graduation rate	25.00%	NA	0.00%	0.00%	0.00%

Nationally, a review of graduation data for Biostatistics PhD programs show small numbers of graduates. Graduation data from 45 Biostatistics PhD programs in 2018 show the average number of graduates per program as 4.6 and the median number of graduates per program as 3 (ASA, 2020). Graduation data for Biostatistics PhD programs in 2019, offered by accredited schools and programs of public health (similar to our program), shows the average number of PhD graduates per program as 4.0 and the median number of graduates per program as 2 (ASPPH Data Center, 2020). Enrollment numbers in biostatistics doctoral programs are low in part because departments of biostatistics are generally small and faculty are heavily involved in collaborative biomedical and public health research which limits a departments' capacity to train PhD students. Even though programs are small, training new PhD Biostatisticians is critical to the advancement of important health research, as outlined in the section below, and the letters of support.

Program Challenges

The Department of Biostatistics has conducted a careful and thorough review of the Biostatistics PhD program, identified program elements that need to be modified or developed, and have begun implementing these changes to ensure its success. Steps to address each of these challenges will be discussed in more detail in the actionable plan.

Leadership and Faculty Resources

- Small number of department faculty limited numbers of students admitted to the program due to mentoring capacity
- Faculty time committed to collaborative research did not allow time for independent research, which limited numbers of faculty available to advise

Curriculum

- Three required courses offered only at the UNL campus created challenges for Omaha-based students to regularly attend UNL courses
- Course scheduling was determined by UNL and sometimes courses were not available to take
- While attempting to be efficient with advanced theory courses, the UNL courses were not meeting program needs
- A Master of Science (MS) degree was required to apply for the PhD program
- Qualifying exam focused only on statistical theory and did not measure competence in application
- Qualifying exam was taken at the end of the second year and delayed feedback to students not performing well and limits remediation planning
- Comprehensive exam did not require a detailed proposal for the dissertation and prevented students from making sufficient progress in dissertation research

Recruitment and Admissions

- Application deadline was very late (April 1) delaying notification of acceptance until May or later and the strongest applicants have already committed to other programs
- Limited assistantships were available to PhD students
- Information on assistantship awards was not available and therefore not included in the acceptance letters
- No effective pipeline program existed to move students from undergraduate programs to the PhD program
- Admissions did not use a national application service

Retention

- PhD supervisors were not assigned until the second year of the program and this is very late for students to start working with a supervisory committee and delays student progress
- Part-time students took longer to complete coursework and are more likely to drop out of the program and accept a high-paying full-time position
- Some faculty do not have extensive experience in supervising doctoral students which can slow down student progress

Need for Program

Biostatistics is the development and application of statistical methods to a wide range of research topics in public health and medicine, including clinical trials. It involves study design,

data collection, management, and analysis, and interpretation of results. It is a key discipline to pursue and perform medical and public health research. Without advanced biostatistical support, conducting health research, including clinical trials, would not be possible.

Biostatistics discovers inferences to help medical researchers make clinical decisions, identify risk factors with disease susceptibility and outcomes, and predict long term impacts of treatments

The amount and complexity of data needs and availability is increasing exponentially with advances in technology. The expertise needed to design appropriate studies, monitor safety and efficacy data in clinical trials, and analyze and interpret the results of complex studies takes highly trained biostatisticians. In addition, as the complexity and quantity of data increases, new biostatistical methods are needed for both the design and analysis of innovative research. For example, as more and more health data is collected using electronic health records (EHR), advanced computational methodology, such as methods to account for missing data methods will be more and more important. Often, grant applications and manuscripts without a biostatistician listed as key personnel are rejected, and reviewers specifically advise investigators or authors to seek biostatistical support for resubmission.

The importance of biostatisticians has been made abundantly clear during the current COVID-19 crisis. DHHS, NEHII and Nebraska Medicine have all relied on advanced modeling conducted by UNMC biostatisticians to inform policy for the state of Nebraska. The availability of this degree will enhance the competitiveness of the College of Public Health at UNMC as a teaching and research institution within the State of Nebraska, nationally and internationally. All top-ranked schools of public health in the United States offer a Biostatistics PhD degree. In addition, having a PhD program in Biostatistics on UNMC campus will be critical to retain productive faculty as well as to attract promising faculty to UNMC when facing the challenge of high demand of high-caliber academia biostatisticians in this competitive job market.

The PhD program offered by the Department of Biostatistics in the College of Public Health at UNMC is the only Doctoral program in Biostatistics in the state of Nebraska. Students who wish to pursue a PhD focused on quantitative methodology research with applications to medical and public health research do not currently have an alternative within the Nebraska University system or the state. Having the PhD program in Biostatistics will largely help retain local talents in pursuing the highest degree in health data science fields in the state of Nebraska.

The most closely related PhD program offered in the state of Nebraska is the Statistics PhD degree offered by the Department of Statistics at the University of Nebraska at Lincoln. The UNL Statistics PhD program (<https://statistics.unl.edu/phd-program>) trains students to conduct theoretical research in statistics and to apply advanced statistical methods to scientific problems. The Biostatistics PhD program at UNMC differs from the Statistics program at UNL. Our program is designed to train students to conduct innovative methodological research to address complicated problems in medicine and public health and to effectively provide high-level statistical support and collaborate with medical and public health researchers. Compared to the training in statistical theory at UNL, our program exposes students to real world uses of statistics and the impact of analyses and biostatistics methodology development can have in areas such as health care policy, clinical care, and drug discovery.

Demand for Program

Career opportunities for PhD level Biostatisticians are abundant. PhD Biostatisticians find jobs in a variety of organizations, hospitals, academia, pharmaceutical and other research companies, independent research groups, technology industries, public health organizations, and government. The American Statistical Association shows an unemployment rate for Biostatisticians of 1.8% in 2014, far below the national average. The U.S. Bureau of Labor Statistics shows the projected percent change in employment for mathematicians and statisticians from 2018 to 2028 to be +30% compared to the average growth rate for all occupations of +5%. Recent increased demand for biostatisticians has reduced the unemployment rate to essentially zero. This demand from the job market makes it difficult to recruit and retain high-quality faculty, and makes training additional PhD biostatisticians even more important.

Currently, there are only 61 graduate programs (<https://sites.google.com/view/biostats-stats-programs>) nationwide that offer a PhD degree in Biostatistics. In 2018, there were only 206 Biostatistics PhD degrees granted. The demand for PhD Biostatisticians largely exceeds the available supply from the US education system, and the demand will continue to increase with the demand for big data analytics in medicine and health-related areas. PhD students in Biostatistics typically have multiple job offers before they even defend their dissertation. We include several external letters from academia (Dr. Jeff Dawson) and industry (Drs. Spencer Lourens and Wei Zhang) that attest to the demand for PhD trained biostatisticians. Due to the shortage of training biostatisticians, many biostatistics jobs are filled by people trained as more general statisticians. However, these individuals are typically missing critical components to their education such as human subjects research, clinical trials, drug discovery and health informatics, which creates a big learning curve and gap in their skills.

At UNMC, there is a great demand for Biostatistics. The Department of Biostatistics provides comprehensive biostatistics support for all UNMC colleges and Nebraska Medicine, and other research groups including some at UNL, UNO, Children's Hospital, and Boys Town National Research Hospital. Our faculty conduct independent research, as well as teach and advise students. On average, 42% of faculty FTE is devoted to extramurally funded research. The UNMC Biostatistics department is constantly short of faculty and staff manpower to fully meet the campus demand for biostatistics support. Well-trained PhD students can serve as graduate research assistants to help meet biostatistics needs across campus and other collaborations, while gaining valuable training experiences.

Actionable Plan

Following is the action plan, including steps already completed, to bring the Biostatistics PhD degree into compliance within five years. The plan focuses on faculty resources, updating the PhD curriculum, student recruitment and enrollment targets, and retention plans. A plan of

ongoing monitoring is included and outcome measures will be reported annually to the Board of Regents for 5 years.

Leadership and Faculty Resources

Leadership. Starting in July 2019, the Department of Biostatistics has had a change in leadership with the appointment of a permanent chairperson, Dr. Ying Zhang. Dr. Zhang has identified two priority areas, which include promoting independent methodology research initiatives among faculty and enhancing the biostatistics graduate education program. Prior to UNMC, Professor Zhang was Professor and Graduate Education Director in the Department of Biostatistics at Indiana University, where he developed a successful graduate education program of Biostatistics. Under his leadership, the Biostatistics graduate program at Indiana University in the past five years 1) revised the PhD curriculum, 2) graduated 25 PhD students; 3) developed an MS program in Biostatistics that has enrolled 8-12 students yearly and graduating more than 20 students since 2016; and 4) established an internationally collaborative dual MS degree in Applied Statistics/Biostatistics with a top University in China, Shanghai Jiao Tong University. We include the support letter from the interim chair of Department of Biostatistics at Indiana University, Professor Tu to attest the leadership and accomplishment that Dr. Zhang had when he was at Indiana University.

Dr. Zhang is an accomplished methodological researcher who has published impactful papers in semiparametric/nonparametric methods for panel count and interval-censored data in top statistical journals. He is also an accomplished educator. He has successfully mentored and graduated 14 PhD students in Biostatistics while working at the University of Iowa and Indiana University from 2005-2019. He is an elected fellow of the *American Statistical Association* for his outstanding contribution to statistics education and high-quality methodological research. Under the leadership of Dr. Zhang, including his record of transformational leadership of a PhD program, the department is well-positioned to make important strides in enhancing the program.

Faculty. The department has already made a number of strategic hires under the new chair increasing the size of the department. Currently, the Department of Biostatistics has 10 PhD level faculty (5 full professors, 1 associate professor, and 4 assistant professors) who are eligible to supervise PhD students. Dr. Zhang has successfully recruited two more assistant professors and one associate professor to join the department, and potentially an additional associate professor starting from Fall, 2021. In addition, all new hires have a demonstrated track record in methodology research, and two have prior experience and success in supervising PhD students. The recent addition of faculty and independent methodological research will increase capacity for teaching advanced PhD level courses, supervising students, and directing dissertation research.

PhD Curriculum Revision

Program of Study. The Department of Biostatistics has been undergoing a 12-month review and update of the PhD curriculum. The revised curriculum is shown in Table 3. We

developed three PhD core courses (BIOS 901, BIOS 902 and BIOS 941), replacing three theory-oriented PhD courses offered by UNL to make the PhD program more practice-oriented and more clearly distinguished from the Statistics PhD program at UNL. The updated PhD curriculum is particularly designed to train students to carry out collaborative medical and public health research and to conduct independent methodological research in biostatistics. In addition to being more applicable to the program, it will reduce the burden on students of commuting between Omaha and Lincoln campuses to complete their coursework. We will now also be in charge of scheduling courses so we can be sure all courses are offered when needed by doctoral students.

Previously, incoming students were required to hold a Master’s degree to apply for the PhD program. The revised program of study will allow for recruitment of outstanding students at the Bachelor’s level to be directly admitted into the PhD program. These students will be required to take extra coursework as shown in Table 3. Bringing in students straight from undergraduate programs allows us to greatly expand our recruitment network, and capitalize on existing recruitment processes within the COPH which largely target undergraduate populations.

Table 3: Biostatistics PhD Curriculum

Course Name		Credit Hours
College of Public Health Required Course*		3*
HPRO 830	Foundations of Public Health	3
PhD Biostatistics Core Courses		18
BIOS 901	Advanced Biostatistics Theory I	3
BIOS 902	Advanced Biostatistics Theory II	3
BIOS 918	Biostatistical Linear Models: Theory and Applications	3
BIOS 924	Biostatistical Theory and Models for Survival Data	3
BIOS 925	Theory of Generalized and Mixed Models in Biostatistics	3
BIOS 941	Biostatistical Consultant Application and Practice	3
Cognate Requirements (The student will work with his/her Supervisory Committee to identify appropriate cognate field courses.)		6
Electives (at least 6 credits from BIOS 900 courses)		21
Dissertation		12
Ethics - Included in Responsible Conduct in Research (RCR) course		0
TOTAL CREDITS		60

*Required for students who have not completed an MPH or taken a foundational course at a CEPH-accredited institution.

Courses in red must be completed prior to taking the Qualifying Exam.

Additional coursework required for students entering the PhD without a Master of Science degree in either statistics or biostatistics:

Course Name		Credit Hours
BIOS 801	Biostatistics Theory I	3
BIOS 802	Biostatistics Theory II	3
BIOS 818	Biostatistical Methods II	3
BIOS 823	Categorical Data Analysis	3
BIOS 824	Survival Data Analysis	3
BIOS 825	Correlated Data Analysis	3
BIOS 810	Intro to SAS Programming	3
BIOS 815	Biostatistical Computing	3
BIOS 830	Intro to Biostatistical Learning	3
TOTAL CREDITS		27

Courses in red must be taken before registering the PhD Core Courses

Upon graduation, a student with a PhD in Biostatistics should be able to address the following competencies:

- Demonstrate an increased level of knowledge and understanding of current statistical theory, methods, and practices in biomedicine and public health.
- Develop improved biostatistical methods as solutions to methodological problems in applications to biomedicine and public health.
- Generate original computer code for biostatistical methods and techniques.
- Formulate biomedical and public health related questions in statistical terms, including appropriate hypotheses, in order to develop appropriate statistical analysis plans.
- Communicate research findings, including newly developed statistical methods, effectively to various audiences in writing and through oral presentation.
- Serve as an expert biostatistician on a collaborative team of investigators addressing a research question.

Qualifying and Comprehensive Exams. The Qualifying Exam process has been updated. There are now two sections of the exam, part 1 focuses on theory and part 2 focuses on practical application. The exam will now be taken at the end of the first year. This will provide earlier identification of any students struggling with the material and provide more options for remediation during the second year of coursework. Previously the qualifying exam was taken at the end of the second year of coursework and the exam focused only on statistical theory.

Guidelines for the comprehensive exam are also changing. The format of the comprehensive exam will rely extensively on the proposal development for dissertation work. Importantly, standards will be set to judge the dissertation proposal and determine if a student is ready to move forward with fruitful research. Inadequate proposals are a key indicator of lack of student success in a PhD program. Recently, UNMC Graduate Studies has made it a requirement that students complete the comprehensive exam by the end of their third year. This addition to the requirement timeline will help students progress in a timely manner.

Recruitment, Admissions, and Retention

New Pipelines. Our PhD program in biostatistics is designed for people with strong quantitative skills and an interest in the medical and health sciences. Our goal is to recruit highly motivated, top-caliber students into the program. We are currently developing a Master of Science degree program in Biostatistics, which provides rigorous training in both statistical theory and application for students with a strong quantitative background in their undergraduate study. Outstanding MS students can be transitioned into the PhD program seamlessly; this will help to create a pipeline of students for the PhD program and enhance the enrollment for the program. Competencies and a curriculum for the Biostatistics MS are drafted. A course in Biostatistical Computing is being developed and will be reviewed by the COPH and Graduate Studies curriculum committee in Fall. Upon approval of the course, a new program request will be submitted for the Biostatistics MS. The expected timeline for the degree to begin enrolling students is 2021. Also, as previously mentioned, program revisions will allow for enrollment into the PhD program directly following completion of a Bachelor's degree. Being able to expand recruitment to undergraduate populations, and capitalize on existing recruitment efforts, will greatly expand the pool of potential applicants and students.

Recruitment. We will work with COPH recruitment and admissions staff to participate in undergraduate student recruitment activities including faculty presentations to undergraduate classes, pipeline and pathway programs, individual student counseling and admissions preparation sessions, on-campus open house and information session events, online webinars, attendance at undergraduate institution recruitment events, undergraduate enrichment and research opportunities, and attendance of national conferences with special focus on undergraduate research. Dr. Zhang has planned and participated in successful campus open house sessions at his previous institution (Indiana University at Indianapolis), which resulted in the successful recruitment of good students from surrounding areas into the Biostatistics program at Indiana University. With revisions to the program to allow applications from undergraduate students, these efforts will have the ability to be more fruitful. Dr. Zhang, has close collaborations with several international universities. He has successfully recruited doctoral students, based on these partnerships, at the previous institutions that he has worked and he will continue to use this as a method for student recruitment. COPH recently hired a Marketing specialist. We will work with the COPH marketing specialist to develop informative print and video materials to market the Department of Biostatistics and specifically the PhD program. The college will also be actively pursuing the use of social media as an effective recruitment strategy to boost brand awareness and increase enrollment numbers.

Applicants. We have moved the application deadline for doctoral applicants from April 1 to January 15. This change is in line with many PhD program nationally. Application review will begin in January and admission decisions will be communicated to the applicants no later than March 1. Previously, applicants were not receiving notification until May or later and had already committed to other doctoral programs. The original thought was that the later deadline would lead to a larger pool of applicants and this was found to be wrong. Waiting later meant the top students had already accepted other offers before we make our offer to them, and students who apply later are typically weaker students who may have already been denied admission to other programs.

In addition, availability of assistantships will be decided by March 1 and top students will be offered an assistantship in their letter of acceptance. Previously, decisions about assistantships were made after May 1 which is too late to attract top students. A powerful recruitment tool is the availability of funding. We now have several sources of funding to support Biostatistics PhD students. The Department of Biostatistics is committed to providing two Teaching Assistantships each year for doctoral students that cover tuition, fees, and stipend. Advanced PhD students will be eligible to compete for UNMC merit-based research graduate studies fellowships. Funding will be available for students from China provided by the Chinese Scholar Council, which will provide four years of funding. Increased extramural funding is a college and department priority. Extramural funding allows for the support of PhD as graduate research assistants, and we are building two mechanisms to support Graduate Assistantships based on collaborative research projects and PI-funded research to fund PhD students starting their second year. Additionally, we have past and potential future partnerships where students are funded by other units including Children's Hospital, Eppley Cancer Center, Vascular Surgery, the IdEA-CTR grant, and Pulmonology. These partnerships not only fund students, but provide them with valuable and supervised experience, and provide much needed statistical support for the unit. Continuing and expanding these partnerships will allow for funding and therefore acceptance of more students.

Applications. We recently moved the PhD application process to the Schools of Public Health Application Service (SOPHAS), the centralized application service for public health. In SOPHAS, applicants can easily locate and apply to multiple programs with the same application and for reduced cost. This is providing greater visibility for the Biostatistics PhD program, and has increased applicant numbers. The three years prior to SOPHAS, the program's application numbers were 4, 5, and 4. In the two years on SOPHAS, there have been 12 and 15 applications. Moving admissions and funding decisions earlier, combined with the increased visibility of the program in SOPHAS, is expected to increase the size of the applicant pool and we expect this will lead to increased enrollment of well-prepared students.

Student Funding. Enrollment targets are aligned with available funding and mentoring support for students. Based on current available funding support, our planned yearly enrollment is 4-5 students. Two full-time first-year students will be funded by the Department of Biostatistics as Teaching Assistants. These students will transition to Graduate Assistantships at the completion of the first year of study. One to two full-time students a year will be funded by UNMC-China CSC program. The ability to provide five full years of funding to full-time doctoral students is necessary to attract the best students and enroll full-time student rather than part-time students. The ability to guarantee funding will also positively impact retention as full-time students will complete the program in less time and maybe less likely to leave the PhD program to take a job before completing their dissertation work.

Advising. Quality student advising is a major predictor of student success and crucial to student retention. All PhD students are assigned an academic advisor at the time of enrollment. Students will identify and transition to a dissertation advisor at the end of year 1

and entering into year 2. This will allow the student to begin preparing for the comprehensive exam after passing the qualifying exam at the end of year 1. Lack of preparation for the comprehensive exam has been a major impediment in the past. Doctoral students and their supervisors are required to create an Individual Student Development Plan (IDP). The IDP is a tool for setting plans to reach professional goals. The IDP is reviewed annually to update information, evaluate progress toward career goals, and establish new goals for the coming year. It is a productive way to review coursework and the plan of study. The IDP makes up a component of the student's annual evaluation and progress report. After passing the qualifying exam, students will work closely with their dissertation advisor through literature review, independent study, research theme development, preparation of comprehensive exam and research manuscript development. Students are expected to meet with their advisor in weekly basis for these research activities.

We will also intensify our faculty development efforts to provide department faculty with the knowledge and skills they need to: advise and mentor students; help students develop a plan of study consistent with the students' abilities and interests; monitor progress toward educational goals, and; help students define and develop realistic education and career goals. There is excellent campus support for students that may be struggling. Biostatistics faculty will be made aware of available services available to students annually and encourage to refer students as needed. UNMC has an Academic Success Center that provides programming and support for incoming and first-year students for adapting to life in graduate programs. Programming offerings include developing self-directed learning, time management strategies, self-care and stress management, study skills (e.g., capturing and synthesizing classroom information, preparing for assessments, processing assessment question types), managing change, learning accommodations, and transitioning to life as a graduate student.

Strategic Plan for Ongoing Monitoring

Outcome measures will be reported annually to the Board of Regents for 5 years. COPH has an Evaluation Committee tasked with the assessment of all college programs. The following outcome measures shown in Table 5, will be monitored annually by the college. These measures will allow us to track the success of the Biostatistics PhD program and make changes as needed to ensure we meet and maintain a 5-year average of 3 PhD graduates.

Table 5: Department of Biostatistics Outcome Measures for Academic Years 2020-2021 through 2024-2025.

Outcome Measures	Goal
<i>Curriculum</i>	
Approval of Biostatistics PhD program of study	AY 20-21
Approval of Biostatistics MS program of study	AY 20-21
<i>Recruitment and Enrollment</i>	
# of recruitment activities	3 per year
# of PhD applications in SOPHAS	25 per year
# of MS applications in SOPHAS	30 per year
# of PhD students enrolled	4 per year
# of MS students enrolled	15 per year
Creation of Biostatistics marketing materials - print	AY 20-21
<i>Retention and Student Success</i>	
#, % of MS students graduating	75%
#, % of MS students transitioning to the PhD program	20%
#, % of PhD students successfully completing didactic coursework	75%
#, % of PhD students passing qualifying exam	75%
#, % of PhD students graduating	75%
#, % of PhD graduates job placement 6 mos. after graduation	95%
<i>Department</i>	
# of teaching assistantships distributed	2 per year
# of graduate assistantships distributed	1 per year
# of students in China CSC-program	1 per year



Coordinating Commission for Postsecondary Education (CCPE)
PO Box 95005
Lincoln, NE 68509-5005

RE: PhD program in Biostatistics at UNMC

Dear Commission Members:

I am writing at the request of Dr. Ying Zhang, chair of the Department of Biostatistics at the University of Nebraska Medical Center (UNMC). He had mentioned to me that the Biostatistics PhD at UNMC was being considered for possible discontinuation, and he asked me to write a letter in support of the program.

First of all, when I was an undergraduate student back in 1985, I was pleased to find out about the field of biostatistics, which was advertised at the time as a field for which there would be great employment opportunities for years to come. Thirty-five years later, this is still certainly the case, at the bachelors, masters, and doctoral levels. In fact, although bachelor- and master-level positions can lead to excellent careers for those who obtain them, doctoral-level positions tend to open the doors for the future leaders in the field, in academia, research institutions, industry, and government. Our PhD graduates have never had any trouble finding excellent jobs in desired locations in the 29 years I have been a faculty member here at the University of Iowa (UI).

Furthermore, as newer and more complex analytical methods continue to be developed, including those related to so-called analytics, data mining, and big data, a doctoral degree in biostatistics is more likely to provide the theoretical depth and breadth necessary to develop, implement, and assess such novel methods. These methods are often key to doing important work in the fields of public health and medicine. For example, in my own department alone, there are four PhD-level faculty members who have recently been requested by our state officials to do advanced modeling of the COVID-19 pandemic.

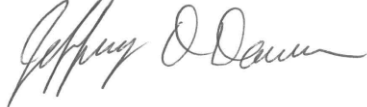
Finally, although UNMC and UI are in some sense competitors for the same potential students, I feel that there are ample students to go around. For example, this year we had 72 students apply for our PhD program, and the majority of them were well-qualified for it. We offered admission to what we judged to be the top 14 students, and 11 of those accepted our offers. This leaves many excellent students that UNMC could potentially recruit.

In summary, I feel very strongly that the field of biostatistics is very robust, and more PhD-level graduates are needed. Also, I have visited UNMC several times over the past few years, and I know

several of their faculty. I am confident that the faculty will be able to appropriate train excellent PhD students.

Thank you for your consideration.

Regards,

A handwritten signature in black ink, appearing to read "Jeffrey D. Dawson". The signature is written in a cursive style with a large, prominent initial "J".

Dr. Jeffrey D. Dawson
Professor of Biostatistics
Associate Dean for Faculty Affairs
University of Iowa College of Public Health
jeffrey-dawson@uiowa.edu
319-384-1510

April 15, 2020

Dr. Ying Zhang, Chair, Dept of Biostatistics
College of Public Health
University of Nebraska Medical Center
Omaha, NE

Dr. Zhang:

As the Vice Chancellor for Research for UNMC, I want you to know that your department, including its PhD program in Biostatistics, in the College of Public Health, is critical to UNMC's research mission and have my full support.

Biostatistics is part of every research proposal at UNMC. We cannot compete for research funding at the national level unless we continue to train PhD level biostatisticians able to jump in on and with our cutting edge research. The Biostatistics doctoral program prepares those future researchers and collaborators with the methodological and quantitative skills of biostatistics that are required, including advanced, research-oriented training in both theory and methodology. Your program is develops the type of independent researchers with skills in designing and conducting studies as well as analyzing, and interpreting the results from a wide variety of designs and data types necessary to biomedical and public health research domains.

UNMC's research funding will not continue to grow as it has, nor continue to create jobs, like the 3,200 highly skilled jobs it already has, without the help of this highly skilled workforce, a program that is unique in the state. Most of our 700 research projects underway at UNMC today, conducted by some 190 full-time investigators in bench science labs, translational research centers and clinical trials are done in collaboration with PhD-level expertise in Biostatistics.

Under your leadership as the new Chair of Biostatistics and with your track record of developing a broad range of biostatistical approaches published in top statistical and biostatistical research journals, I have already seen how you have been successful in attracting new faculty as PhD advisors as well as PhD students.

In summary, you have my full support to continue this program and I look forward to the growth of the PhD program in Biostatistics at UNMC as it is indispensable to our research enterprise at UNMC. Please let me know if you need additional information.

Sincerely,



Jennifer Larsen, M.D.

Vice Chancellor for Research and The Louise and Morton Degen Professor of Internal Medicine
University of Nebraska Medical Center
Administrative Assistant: Pamela Welch (pswelch@unmc.edu)
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April 15, 2020

Dear Members of CCPE:

I am writing with regard to the importance of and the demand for PhD level training in the field of Biostatistics. As an individual receiving his PhD in Biostatistics from the University of Iowa in 2015, I have first-hand, relatively recent experience in the job market from both the academic and non-academic perspective. There is an overwhelming amount of demand for PhD graduates in Biostatistics, and many opportunities in both the academic and industry settings for individuals having attained this level of educational training in the field. In addition, training at the PhD level in the field of Biostatistics opens many doors and allows a level of flexibility and comprehension not accessible to those at the MS level.

Obtaining my PhD in Biostatistics has allowed me to work as both the Director of a BS degree in Health Data Science and the Director of Data Analytics at the eighth largest Certified Public Accounting firm in the United States, CliftonLarsonAllen (CLA), all within the first 5 years since my original graduation date. The PhD coursework I completed in Biostatistics provided me a solid foundation in the theoretical underpinnings for creating and adjusting statistical and machine learning models which is very useful for working as a Data Scientist. However, the coursework also provided me sufficient experience in computing to be able to easily transition into more in depth software engineering and web technologies to be able to lead projects developing complicated, multi-system integration automations which save millions of dollars per annum.

I can speak first-hand that we have more work than we are able to accomplish at my current place of employment, and it is only a matter of time before we are expanding at a rapid pace. The need for quantitative skills like those learned in a PhD program in Biostatistics will not subside. If anything, the demand will only increase. I am amazed by the opportunities my friends and colleagues are offered due to their study of Biostatistics at the PhD level. I can also attest to all PhD graduates from IUPUI, where I was a faculty for nearly four years, having full time job offers upon graduation. Being unemployed in this field is literally unheard of.

Finally, our field is ever growing and adapting, not only in terms of the methods we apply to solve problems, but also the technologies utilized to bring those methods to bare. The PhD course of study provides the necessary "struggle, then flourish" environment that is necessary to succeed long term in a field such as Data Science or Biostatistics. Thus, it is with the utmost enthusiasm that I must recommend all academic institutions of reputable standing have a PhD program in Biostatistics.

Sincerely,

Spencer Lourens, Ph.D.
Director, Data Analytics
(317) 569-6135
Spencer.lourens@claconnect.com



April 14, 2020

Dear Dr. Zhang,

I am writing to express my gratitude for the support the Department of Biostatistics and your PhD program on behalf of the Department of Neurological Sciences and the Great Plains (GP) IDEa-CTR (Clinical Translational Research) network.

The Biostatistics PhD faculty and students are key members for achieving our team science mission to conduct innovative clinical, translational, and basic science research to advance knowledge and treatments for neurological disease. Headquartered at UNMC, the GP IDEa-CTR network spans Nebraska the Dakotas, with links to Kansas. Our overarching goal is to improving health across the lifespan through innovative research, the highest quality patient care, outreach to underserved populations, and premier educational programs in the areas of mind, brain, and body health.

I was glad a year ago when you were named Chair of the Biostatistics Department at UNMC, after a two-year national search. I recognize that we share similar philosophies on the integral role of biostatistics in biomedical research, from research design, to hands on processing of raw data, to modeling, hypothesis testing and development of new methods and research directions, including varieties of machine learning, strategies for approaching observational data, and team approaches for addressing complex biomedical and behavioral data.

Your experience and understanding of academic biostatistics has created great momentum and early wins in terms of excellent new faculty members and PhD student recruits. Our projects generate high-dimensional complex data that standard biostatistical consulting cannot address adequately address. We need these new Biostatistics researchers to collaborate on our challenging research projects.

I look forward to working together to strategize and realize the goals of our joint research projects, including the ongoing GP IDEa-CTR and future NIH research projects.

You have my enthusiastic support for the Biostatistics PhD program, which has a bright future given the opportunity to develop further.

Please let me know if I may be of further help.

Sincerely,

A handwritten signature in black ink that reads "Matthew Rizzo, M.D.".

Matthew Rizzo, M.D., F.A.A.N.
Frances & Edgar Reynolds Chair & Professor
Department of Neurological Sciences
Director, Neurosciences Clinical Programs
Principal Investigator of the GREAT PLAINS IDEA-CTR



DEPARTMENT OF BIOSTATISTICS

INDIANA UNIVERSITY

School of Medicine

April 6, 2020

Coordinating Commission for Postsecondary Education (CCPE)
PO Box 95005
Lincoln, NE 68509-5005

Dear Members of CCPE:

My name is Wanzhu Tu. I am Professor and Vice-Chair for Research, Department of Biostatistics, Indiana University School of Medicine. I understand that your Commission is currently reviewing the Biostatistics Ph.D. program at the University of Nebraska Medical Center (UNMC). I am writing this letter to express my strongest support for the UNMC program.

Dr. Ying Zhang, Chair of the Biostatistics Department at UNMC, is a former colleague of mine at Indiana University. I know Dr. Zhang well, and through him, I have learned the UNMC Biostatistics program is undergoing significant changes aimed at better fulfillment of its Education, Service, and Research missions. This is an exciting time in the history of that Department as Dr. Zhang starts to take steps to rejuvenate its Ph.D. program.

Based on my understanding, the UNMC group is the only educational program for Biostatistics and Health Data Science education in the great state of Nebraska. Considering the increasing importance of this scientific field, I think that the state has much to lose if it decides to discontinue its support of the Biostatistics program at UNMC:

(1) Young talents in Nebraska that are interested in pursuing advanced training in Biostatistics will go to other states to continue their education. (2) Clinical and basic science research at UNMC will suffer from a loss of quantitative scientists. (3) Essential analytical support for Public Health effort will be weakened at a time our whole nation is witnessing a crisis due to COVID-19. It is precisely the time that a robust Biostatistics program is needed!

It is true that in the past decades, the UNMC Biostatistics Ph.D. program had its fair share of setbacks and frustrations. It has struggled to produce graduates that could compete with neighboring states, including Iowa, Minnesota, and Colorado, all of which have highly reputable Biostatistics programs. While I am not in a position to diagnose the causes for UNMC Biostatistics Program's lack of educational productivity, I can say with confidence that an educational program's potential and strengths are always defined by its faculty and especially its leader. Having known Dr. Zhang as a colleague for the last five years, I could say that there is a high chance he could turn the program around and make it competitive on a regional scale.

I would like to highlight two essential reasons for my optimism.

- (1) Dr. Ying Zhang, the new Chair of the UNMC Biostatistics Department, is a dedicated educator. Five years ago, we recruited him from the University of Iowa to lead our Biostatistics Ph.D. program. In five short years, he has built up our new program so that we could compete with many other better-known programs in student recruitment, research productivity, and graduate employment. We now have a total of 22-25 current Ph.D. students, and we steadily produce 3-5 graduates each year. All of our graduates are employed by leading pharmaceutical and IT companies. A small proportion of our graduates have successfully secured academic jobs at reputable institutions such as Temple University, Ohio State University, and Duke University. Such successes attest to the strengths of our program, much of which is gained under Dr. Zhang's leadership.

Numbers alone probably do not adequately portray Dr. Zhang's contributions and the impact of his work. One personal observation that I'd like to share is Dr. Zhang has traveled to and contacted most of the colleges in the state of Indiana to attract the best and brightest students. He organized annual events that invite local students to visit our Department and interact with our faculty. These efforts have greatly raised the visibility of our new programs.

Dr. Zhang has a superb sense of the direction towards which our field is moving. In the late 1990s, long before machine learning and big data analytics are in fashion, Dr. Zhang started to create new courses on data mining and machine learning. He successfully added these courses to the MS training curriculum at the University of Central Florida and applied these techniques to several business applications. After moving to the University of Iowa, he further acquired a training grant to expand the training material to include biomedical applications. What is most remarkable, in my opinion, is that Dr. Zhang had correctly recognized the importance of algorithm-based analytical methods and started to teach these techniques long before they became popular. This, I think, speaks volumes about his vision as an educator.

- (2) Dr. Zhang's achievement in the field of Statistics comes in a fusion of methodological innovation, scientific ingenuity, and educational dedication. In each of these areas, Dr. Zhang has left his marks.

First and foremost, Dr. Zhang is a methodologist at heart. He is one of the leading scholars on the analysis of panel count and interval-censored data. Panel count data arise primarily from event history analysis, usually in the form of recurrent event counts observed in subsequent time intervals. The data contain counts of events that occurred between discrete observational points while availing no information on the precise timing of the events. Such data present unique challenges in both numerical implementation and theoretical exploration.

Dr. Zhang is a leading authority on the theory of panel count data analysis and internal censoring analysis. His papers have appeared in the most prestigious scientific journals.

With an outstanding researcher as a leader, the UNMC Biostatistics programs are likely to gain national visibility quickly. The Chair's reputation will help with student recruitment, research promotion, and graduate employment. I feel with Dr. Zhang at the helm, the state of Nebraska could soon have a highly successful Ph.D. program in Biostatistics of its own.

In summary, I see in Dr. Ying Zhang an embodiment of modern-day science educators, who through his good work, elevates the importance of his field, attracts young and talented people to his profession, and contributes directly to the innovation of methodology and science at large. UNMC is fortunate to have leaders such as Dr. Ying Zhang.

Based on the above observations, I strongly urge you to continue your support of the UNMC Biostatistics program.

Thank you for considering my input.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Wanzhu Tu". The signature is fluid and cursive, with a large initial "W" and a stylized "T".

Wanzhu Tu, Ph.D., Fellow of the American Heart Association
Professor of Biostatistics, Vice Chair for Research
Department of Biostatistics
Indiana University School of Medicine
Email: wt1@iu.edu
Office: (317) 278-6451

April 10, 2020

To Whom It May Concern:

Boehringer Ingelheim (China)
Investment Co., Ltd.

Clinical drug and vaccine development play a critical role in fighting various diseases and safeguarding the health of human kinds, which is being manifested under the COVID-19 pandemic. In the last two to three months or so, we heard many anecdotal stories of some medicines might work again the SAS-COV-2 virus, for examples, Kaletra[®] (an anti-viral drug indicated for HIV/AIDS), remdesvir (an anti-viral drug under investigation for Ebola), chloroquine / hydroxychloroquine (a drug indicated for malaria as well as lupus and rheumatoid arthritis), etc., yet none of the above has been approved by health regulatory authorities including the FDA. Evidently, it is not the lack of motivation for the regulators to approve these drugs. What is missing is the solid evidence that any of the abovementioned drug has efficacy and safety in treating COVID-19 patients.

10. April 2020

Dr. Wei Zhang

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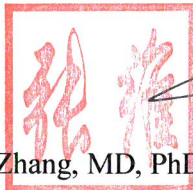
www.boehringer-ingelheim.com

How to generate solid evidence that a candidate drug/vaccine would work or not? How to design a holistic clinical development program, starting from Phase I, moving to Phase II, and eventually getting to Phase III clinical trials to test a candidate drug/vaccine's efficacy and safety? How to choose a target patient population? How to define an objective endpoint? How many patients a clinical trial would need? ... To demystify all these questions it calls for a special profession: biostatisticians. Working closely with clinicians among others, biostatisticians play a fundamental role in drug / vaccine (and medical device) development, in designing the clinical trials and analyzing the data to generate solid evidence required by health regulatory authorities to approve a new medicine or expand the use of an existing medicine.

The pharmaceutical and biotech industries are in great need of biostatisticians, especially the ones with PhD degrees. Taking the United States as example. There are a limited number of universities having PhD program in Biostatistics. The number of PhDs in Biostatistics graduated from universities was merely 201 and 206 for 2017 and 2018, respectively. The pharmaceutical and biotech industries would need to compete with academia, biomedical research institutes, and government agencies for this limited talent pool with competitive salary and compensation. In recent years, the demand of biostatistician increases significantly overseas thanks to the expansion of international pharmaceutical companies in the emerging market and booming of local startup biotech companies there. Speaking from my own experience, we successfully built a sizable group of biostatisticians in Shanghai a few years ago, majority of which are oversea returnees. Due to heated talent war here, five positions have been open for close to a year.

On the other hand, this offers universities a great opportunity to establish or expand PhD program. I wish the Coordinating Commission for Postsecondary Education could leverage this opportunity and facilitate Department of Biostatistics at UNMC in building a solid biostatistics PhD program for the State of Nebraska.

Thank you for your consideration! 



Wei Zhang, MD, PhD

wei.zhang@boehringer-ingelheim.com

Head of Medicine, The Chinese Market

Boehringer Ingelehim

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

MEETING DATE: June 26, 2020

SUBJECT: In-depth Program Review and Monitoring Plan for the Bachelor of Arts (BA) in Women's and Gender Studies at the University of Nebraska at Omaha (UNO) as required by Neb. Rev. Stat. § 85-1414(5) and the Nebraska Coordinating Commission for Postsecondary Education (NCCPE)

RECOMMENDED ACTION: Approval is requested to continue the Bachelor of Arts in Women's and Gender Studies at the University of Nebraska at Omaha and to forward the associated review report and monitoring plan to the Coordinating Commission for Postsecondary Education

PREVIOUS ACTION: June 11, 2010 – The renaming of the UNO Women's Studies major and program to the Women's and Gender Studies program was reported to the Board.
August 26, 2000 – The Board approved the Bachelor of Arts with a major in Women's Studies at UNO.

EXPLANATION: The UNO Women's and Gender Studies (WGS) curriculum offers students unique learning experiences, distinct from those offered by other NU programs. The program has identified goals, actions to meet goals, target dates, and responsible individuals, all intended to meet the overall objective of producing an average of at least seven graduates per year.
The program, in addition to focusing on online delivery, has implemented and planned actions steps in three key areas to enhance enrollment, retention, and graduation in Women's and Gender Studies: (1) Curriculum; (2) Student Recruitment; and (3) Student Retention. The completed and planned actions steps emphasize removing barriers (such as pre-requisites) to enrollment, promoting the program to Exploratory Studies students (those enrolling as first-time students without a declared major) and other targeted audiences such as a second major to complement other degrees, and enhancing student engagement and recognition.
The program intends to provide annual monitoring reports to the University of Nebraska Board of Regents.
It is recommended that the program be continued. The Board of Regents is asked to approve this recommendation and approve forwarding the report to the NCCPE.

SPONSORS: Sacha E. Kopp
Senior Vice Chancellor for Academic Affairs
Jeffrey P. Gold Chancellor
University of Nebraska at Omaha

RECOMMENDED:

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

DATE:

May 21, 2020



May 12, 2020

Ted Carter, President
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68153
president@nebraska.edu

Dear President Carter:

Attached please find the requested in-depth review report for the UNO Women and Gender Studies program and a memo from Sr. Vice Chancellor Sacha Kopp and Dean of Arts and Sciences David Booker. Sr. Vice Chancellor Kopp and Dean Booker have accepted the report and outlined next steps for the program.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jeff Gold'.

Jeffrey P. Gold, M.D.
Chancellor

JPG/dsh

cc: Susan Fritz, Ph.D., Executive Vice President and Provost
Sacha Kopp, Ph.D. Sr. Vice Chancellor for Academic Affairs
David Booker, Ph.D., Dean, College of Arts and Sciences
Deborah Smith-Howell, Ph.D., Associate Vice Chancellor for
Academic Affairs
David Jackson, Ph.D., Vice Provost

Enclosures (2)

May 4, 2020

To: Susan Fritz, Ph.D.
Executive Vice President and Provost
University of Nebraska

From: Sacha Kopp, Ph.D.
Sr. Vice Chancellor Academic Affairs *Sacha Kopp*

David Boocker, Ph.D.
Dean, College of Arts and Sciences *David Boocker*

Attached please find the summary of the in-depth review conducted by the faculty in UNO's Women's and Gender Studies (WGS) program. While the major in Women and Gender Studies does not meet the criteria for an interdisciplinary program established by the Nebraska Coordinating Commission for Postsecondary Education (CCPE), the program as offered at UNO is interdisciplinary in that there are no permanent faculty specific to Women and Gender Studies and the curriculum draws upon courses in multiple departments/programs and encourages the cross-listing of WGS specific courses with other programs.

The review and action plan developed by the program demonstrates a path to meeting the number of graduates expected of undergraduate programs. Currently, the program exceeds the expectation for SCH/FTE by faculty teaching in the program.

After careful consideration, we accept this review and current action steps with two additional observations: (1) the curriculum will be structured to be "interdisciplinary" so that all courses will be cross-listed with other programs and thus well-filled because they are needed for other majors; and (2) the College and Academic Affairs will explore alternative organizational/curriculum structures for how we offer the WGS program. At the present time, delivery of the program does not represent an additional cost because of its interdisciplinary nature.

At this time, we recommend the continuation of the WGS undergraduate major with annual monitoring by the college and UNO Academic Affairs. We recommend an update to the Board of Regents and CCPE by May of 2022. If there is significant restructuring of the program before that date, a report will be filed earlier.

2019-2020 CCPE In-depth Review

Women's and Gender Studies Bachelor of Arts Program

University of Nebraska at Omaha

The Women's and Gender Studies (WGS) Program offers the following information to fulfill the CCPE request for an in-depth review. WGS welcomes the opportunity to report annual progress to the NU Board of Regents.

Below, please find a 5-year retrospective on enrollment, degrees, and SCH/FTE, followed by a snapshot of the program as of April, 2020. Next is a review of the need and demand for the WGS major, followed by a projection of expected graduates in the next five years. Finally, WGS offers an action plan to achieve these numbers of WGS B.A. graduates.

Enrollment in the WGS major, degrees granted, and SCH per instructional faculty FTE:

Year	Enrolled majors (fall)	Enrolled minors (fall)	Degrees granted	SCH/FTE
2014-2015	11	11	1	555
2015-2016	16	14	2	505
2016-2017	15	17	4	564
2017-2018	15	13	1	573
2018-2019	19	24	3	545

Source: UNO Office of Institutional Effectiveness, Academic Department Indicators, 2018-2019

The WGS Program today:

Year	Enrolled majors	Enrolled minors	Degrees anticipated
April 2020	16	41	6

Source: UNO Office of Institutional Effectiveness, webfocus report, 4.17.2020

Need and demand:

The UNO Women's and Gender Studies (WGS) curriculum offers students unique learning experiences, distinct from those offered by other NU programs. These experiences and the education they strengthen prepare students to compete successfully in regional and national labor markets. Consistent with the campus' commitment to serving the Omaha metropolitan community, more than half of WGS courses offer service-learning experiences. In a typical semester, 50% or more of our courses are online, increasing accessibility for a wide variety of learners. Our courses and undergraduate certificate in gender and leadership are unique among NU programs.

Social assistance, alongside healthcare, is the largest industry in the plains region. It has the fastest projected growth as well (Plains region labor market review). WGS graduates are well prepared for employment in social assistance and for additional study toward health careers (e.g.

nursing). To be more specific, the demand for community and social service specialists and managers is expected to grow faster than average at both the regional and national levels (11% and 13% - 14%, respectively) (Undergraduate Certificate in Gender and Leadership). Finally, community organization and advocacy have been identified as “potential[s] to develop” for the Bachelor’s degree market, with 12% growth expected in the next 9 years (Online program opportunity).

Action plan:

The program has identified goals, actions to meet goals, target dates, and responsible individuals, all intended to meet the overall objective of producing an average of seven graduates per year.

The WGS program was described as a hidden gem in last year’s Academic Program Review of WGS. The goals and actions below will reveal this gem for potential students, while addressing barriers to enrollment and degree completion. As the actions are already underway, it is appropriate to compare this year’s number of majors with the past 5 years (see above), and to project out 5 years.

Year	Enrolled majors	Online majors [^]	No. of graduates
2019 - 2020*	21	3	6
2020 - 2021*	23	6	3
2021 - 2022*	25	9	4
2022 - 2023*	27	12	5
2023 - 2024*	29	15	6
2024 - 2025*	31	18	7

The program has implemented and planned actions steps in three key areas to enhance enrollment, retention, and graduation in Women and Gender Studies (1) Curriculum; (2) Student Recruitment; and (3) Student Retention. Offering the undergraduate major completely online is a strategy that cuts across curriculum, student recruitment, and retention. The completed and planned actions steps emphasize removing barriers (such as pre-requisites) to enrollment, promoting the program to Exploratory Studies students (those enrolling as first-time students without a declared major) and other targeted audiences such as a second major to complement other degrees, and enhancing student engagement and recognition. Students pursuing minors in WGS (currently 41 in Spring 2020) would be an especially appropriate audience for a second major.

The number of additional majors UNO can anticipate after the WGS major becomes available entirely online is very difficult to estimate: “It is just too nuanced to ask other UNO online programs for their growth numbers and apply them to an entirely different program like WGS,” according to Dr. Jaci Lindburg. However, based on the experiences of Religious Studies and Sociology, units which offer undergraduate majors entirely online, WGS expects additional interest in the program. For example, Sociology attracts 8 – 10 new students each year to the online program, and Religious Studies estimates about three additional new students each year.

Program Highlights:

The WGS Bachelor of Arts degree (WGS B.A.) is highly *cost effective*:

- Operating budget of \$5,156 (unchanged in nearly 20 years)
- No line faculty (all affiliated faculty have full-time assignments in ‘home’ departments)
- Most courses enroll at 90%+ capacity

The WGS B.A. *serves students* across the university:

- Most WGS B.A. students are double-majors
- The LGBTQ/Sexuality Studies minor, WGS minor, and Gender & Leadership certificate currently enroll over 70 students
- Both WGS introductory courses count toward general education requirements
- The program generates “an impressive number of student credit hours from non-majors” (WGS Academic Program Review Final Report, 2019)
- Applauded for its “pedagogical excellence and rigorous assessment efforts” (WGS Academic Program Review Final Report, 2019)

The WGS Bachelor of Arts degree (WGS B.A.) is *poised to grow*:

- Some of the 41 students pursuing the WGS minor will convert to the WGS B.A.
- A section of the introductory course (WGST 2010) will be offered exclusively to Exploratory Studies (undeclared) students in fall 2020; some will decide to major in WGS
- The capstone course for majors will be taught online for the first time in fall 2020; as a result, the WGS B.A. will be available entirely online
- Students increasingly seek internship and service-learning opportunities, both of which are “high-impact” educational practices (Kuh, 2008)
- The political/cultural moment (e.g., Women’s March, #MeToo) is right to engage students with the important questions and solutions raised in WGS classes
- “Drawing on IPEDs data...suggests there is room for growth in the WGST program at UNO” (WGS Academic Program Review Final Report, 2019)

UNO’s Women and Gender Studies program does not have any permanent faculty. All WGS faculty have their primary appointment in an academic department/school with most of the courses offered in the WGS programs cross-listed with other programs. Additionally, WGS has a thriving minor as well as offers key general education courses. The program will provide an annual report to the Dean and Academic Affairs tracking key metrics including: Current majors, minors, graduates, SCH/FTE, and a narrative detailing action steps implemented.

References

(AAC&U). 2008

WGS Academic Program Review Final Report, February 2019. Review Team: Jane Greer, Professor of English and Women's, Gender, & Sexuality Studies (WGSS), U of Missouri, Kansas City (UMKC) with Jack Zerbe, Director of the School of the Arts and Team Facilitator for the Academic Planning Council; Joan Latchaw, Associate Professor, Dept of English and Member of the Academic Planning Council; and Henry D'Souza, Professor, School of Social Work. Available UNO Academic Affairs.

Hanover Research. October 2019. "Plains Region Labor Market Review." Available from Alex Boryca, Assistant Director, Online Learning, UNO.

Kuh, George. 2008. High Impact Educational Practices. American Association of Colleges and Universities.

National Research Center for College & University Admissions (NRCCUA). May 2018. "Undergraduate Certificate in Gender and Leadership." Available from Alex Boryca, Assistant Director, Online Learning, UNO.

NU Online. October 30, 2019. "Online Program Opportunity." Available from Alex Boryca, Assistant Director, Online Learning, UNO.

TO: The Board of Regents Addendum VIII-B-1
Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: RP-3.3.12 Crisis Leave Sharing Policy Expansion; COVID19

RECOMMENDED ACTION: Authorize the President to expand application of RP-3.3.12 Crisis Leave Sharing Policy to address regular and temporary employee needs related to COVID19, and ratify such expanded application, effective April 21, 2020


PREVIOUS ACTION: November 22, 1997 – The Board of Regents adopted Regents Policy RP-3.3.12, Crisis Leave Sharing Policy

EXPLANATION: RP-3.3.12 provides a process pursuant to which University employees may donate a portion of their accrued vacation (up to 5 days) to an employee with a serious illness, or an employee caring for a family member with a serious illness. Due to the COVID19 pandemic, the University of Nebraska leadership has sought to deploy strategies, aimed to protect the health and safety of its students and employees during the pandemic. One such strategy is to extend the Regents’ crisis leave sharing policy and its benefits to “temporary employees,” regardless of the employees’ original probation status. In addition to needs related to serious illness, this crisis leave sharing is to be made available for employees supervising their children due to school closures, as well as other needs arising from the COVID19 pandemic. Approval of this item is effective as of April 21, 2020, and thereby ratifies and authorizes the President in his discretion and judgment, and those to whom he delegates his authority, to implement an expanded application of RP-3.3.12 for so long as he determines the needs related to COVID19 exist, and in such process and manner as he reasonably determines is in the best interests of the University and its employees.

PROJECT COST: Not applicable

SOURCE OF FUNDS: Not applicable

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

RECOMMENDED: 
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

TO: The Board of Regents Addendum VIII-B-2
Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: The reappointment of Ronnie Green, Larry Miller, Bob Wilhelm, and Michael Yanney to the Nebraska Innovation Campus Development Corporation (NICDC) Board of Directors

RECOMMENDED ACTION: Approve the reappointment of Ronnie Green, Larry Miller, Bob Wilhelm, and Michael Yanney as members of the “Class C” Directors of the NICDC Board of Directors for three-year terms effective July 1, 2020.

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved the reappointment of Michael Boehm, Tonn Ostergard, and Matt Williams as members of the “Class B” Directors of the NICDC Board of Directors for three-year terms effective July 1, 2019.

November 20, 2014 – The Board of Regents approved staggered terms for the NICDC Board of Directors.

April 16, 2010 – The Board of Regents approved the Articles of Incorporation and Bylaws of the Nebraska Innovation Campus Development Corporation. The Board of Regents also approved the original appointments of the Board of Directors of the NICDC.

EXPLANATION: The management of the affairs of the NICDC shall be vested in a Board of Directors, whose operations in governing the Corporation shall be as set forth by statute and in the Corporation’s Bylaws. No Director shall have any right, title, or interest in or to any property held in the name of, or for the benefit of the Nebraska Innovation Campus Development Corporation.

The governance recommendations in the Business Plan for Innovation Campus included a non-profit 501(c)3 entity to be created under the umbrella of the University Technology Development Corporation (UTDC). “This entity would have responsibility to assist the Board of Regents ...in the acquisition, financing, improvement, and operation of the campus, research park, and other related properties including the design, development, construction, marketing, and leasing...”

The appointment of the NICDC Board of Directors is to be made by the Board of Regents of the University of Nebraska upon the recommendation of the UNL Chancellor and the President.

If the recommended action is approved, then the classes and terms of the directors shall be as follows:

Class A Directors (term expires June 30, 2021)

Dana Bradford*

Tom Henning*

Class B Directors (term expires June 30, 2022)

Michael Boehm

Tonn Ostergard*

Matt Williams*

Class C Directors (term expires June 30, 2023)

Ronnie Green

Larry Miller*

Bob Wilhelm

Michael Yanney*

Ex-officio

Daniel Duncan

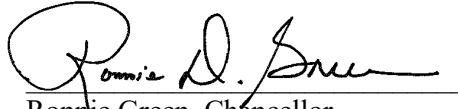
*Non-university directors

SPONSOR:

William J. Nunez

Vice Chancellor for Business and Finance

RECOMMENDED:



Ronnie Green, Chancellor

University of Nebraska-Lincoln



Walter E. Carter, President

University of Nebraska

DATE:

May 21, 2020

IX. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska

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University of Nebraska-Lincoln

2. Approval is requested to establish the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL) Addendum IX-A-2

University of Nebraska Medical Center

3. Approval is requested to establish the Center for Intelligent Health Care at the University of Nebraska Medical Center (UNMC) Addendum IX-A-3
4. Approval is requested to discontinue the Nebraska Center for Cellular Signaling in the College of Dentistry at the University of Nebraska Medical Center (UNMC) Addendum IX-A-4

B. BUSINESS AFFAIRS

Operating Budget

1. Approve the Fund B, University Program and Facilities Fee (UPFF) 2020-21 Allocation for the University of Nebraska at Kearney (UNK) Addendum IX-B-1
2. Approve the Fund B University Program and Facilities Fees (UPFF) 2020-21 Allocation for the University of Nebraska-Lincoln (UNL) Addendum IX-B-2
3. Approve the Fund B, University Program and Facilities Fee (UPFF) 2020-21 Allocation for the University of Nebraska Medical Center (UNMC) Addendum IX-B-3
4. Approve the Fund B, University Program and Facilities Fees (UPFF) 2020-21 Allocation for the University of Nebraska Omaha (UNO) Addendum IX-B-4
5. Approve the University of Nebraska's FY2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services and unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21 Addendum IX-B-5
6. Approve the Nebraska College of Technical Agriculture's FY 2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21 Addendum IX-B-6

University of Nebraska

7. Approve RP-3.3.14 Financial Measures – Workforce and Cost Savings, providing the President and his designees the explicit authority and flexibility to implement cost saving personnel measures in response to financial shortfalls, provided that such measures are consistent with the law and the *Bylaws* of the Board of Regents Addendum IX-B-7
8. Approve the Sale of Unused Educational Broadband Service Spectrum Licenses Addendum IX-B-8
9. Approve agreement with Insight for the Microsoft Campus Agreement Addendum IX-B-9

University of Nebraska-Lincoln

10. Approve a five-year contract extension with Follett Higher Education Group, Inc. to Lease and Operate the UNL Bookstore Addendum IX-B-10

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

MEETING DATE: June 26, 2020

SUBJECT: Establishment of the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approval is requested to establish the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL)

PREVIOUS ACTION: None

EXPLANATION: Resilience is the capacity of a social-ecological system to absorb or withstand perturbations and other stressors such that the system maintains its functions. The Center for Resilience in Working Agricultural Landscapes will focus research and educational programming on core concepts of resilience to address the issue of sustainability in food production. Specifically, the Center will provide a hub for collaborative interdisciplinary research, education, and outreach among UNL's programs and centers of expertise in natural resources, computer science, biological systems engineering, public and animal health, political science, law, public policy, environmental sciences, and agronomy and horticulture.

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

PROGRAM COST: \$1,336,000 for Year 1; \$5,819,681 over five years

SOURCE OF FUNDS: Existing resources; external grants and contracts

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

Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

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

DATE: May 21, 2020



April 24, 2020

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

Dear Susan,

I am forwarding materials relating to a proposal to formally establish the Center for Resilience in Agricultural Working Landscapes (CRAWL). The program will be primarily administered by IANR and the College of Agricultural Sciences and Natural Resources, with other schools and departments as collaborations are developed.

The Center is aligned with the IANR priority communities of stress biology, science literacy, healthy humans, healthy agricultural production and natural resources systems, computational sciences, and drivers of economic vitality for Nebraska. No other programs or organizational units exist in the state with a comprehensive focus on resilience in agricultural landscapes or resilience in complex systems of people and nature. The center is meant to converge new science from multiple existing disciplines.

The establishment of this new center has the approval of the IANR Vice Chancellor and Deans, and the Academic Planning Committee. This proposal has my approval and I am requesting you approve it as well.

Sincerely,

Ronnie D. Green, Ph.D.
Chancellor

- c: Jennifer Clarke, Chair, Academic Planning Committee
- Elizabeth Spiller, Executive Vice Chancellor, Academic Affairs
- Mike Boehm, Vice Chancellor, IANR
- Ron Yoder, Sr Associate Vice Chancellor, IANR
- Tiffany Heng-Moss, Dean, College of Agricultural Sciences and Natural Resources
- Chuck Hibberd, Dean/Director, Nebraska Extension
- Archie Clutter, Dean, Agricultural Research Division
- Craig Allen, Director CRAWL, School of Natural Resources
- Mike Zeleny, Associate to the Chancellor and APC Secretary
- Renee Batman, Assistant Vice Chancellor
- Suzi Tamerius, Project Coordinator
- Karen Griffin, Coordinator of Faculty Governance

University of Nebraska-Lincoln
 New Academic Center
 Academic Centers include bureaus and institutes

I. Descriptive Information

Name of Institution Proposing New Center
University of Nebraska-Lincoln
Name of Proposed Center
Center for Resilience in Agricultural Working Landscapes
Name of the Programs (majors) Involved
School of Natural Resources (NRES); Agronomy and Horticulture (AGRO); Agricultural Economics (AECN); Biological Systems Engineering (BSEN); Public Policy Institute; Computer Science and Engineering; Animal Science; School of Biological Sciences; School of Veterinary Medicine and Biomedical Sciences; School for Global Integrative Studies; College of Arts and Sciences; and College of Engineering
Other Programs Offered in this Field by Institution
There are no other programs or organizational units at the University of Nebraska or in the state of Nebraska with a comprehensive focus on resilience in agricultural landscapes, or resilience in complex systems of people and nature. The Center for Resilience in Agricultural Working Landscapes will bring together the strengths that exist individually in disparate faculty and programs in the supporting colleges and departments, enhancing the strength of each without duplicating the efforts of any. The center is meant to be synthetic and integrative, converging new science from multiple existing disciplines.
Administrative Unit(s) for the Proposed Center [e.g. college, school, division, etc.]
IANR; CASNR; schools and departments listed above and others as collaborations are developed.
Physical Location, if applicable
Keim Hall
Date Approved by the Governing Board
Proposed Date the Center will be Initiated
Summer, 2020

II. Review Criteria

A. Purpose and Context for the Center

The University of Nebraska-Lincoln is poised to lead the world in the science and practice of resilience in agricultural working landscapes. Nebraska provides the ideal experimental laboratory for UNL to continue advancing the concept of resilience. This is coming at a critical time. UNL is core member of the Resilience Alliance (RA), an international network of resilience scientists who are responsible for today's widespread use of the resilience concept, which grew from a strong theoretical foundation in ecology. Resilience is not only important to agriculture and natural resources, it permeates disciplines ranging from the natural to the physical and social sciences, and has a clear and important nexus with the goals of Nebraska One Health. UNL and the NU system have the potential to be a global leader in Resilience and One Health. One Health strengths exist in our expertise in animal sciences and veterinary medicine, as well as the diverse human health, engineering, natural sciences and social science programs across NU campuses. The Nebraska Water Center and University of Nebraska Public Policy Center, along with UNMC's Center for Global Health and Development, Center for Environmental Health and Toxicology, the Nebraska Center for Virology, and Daugherty Water for Food Institute provide linkages critical to successful Resilience and One Health initiatives. The Center for Resilience in Working Agricultural Landscapes will focus on core concepts of resilience and related theory in working agricultural landscapes. Specifically, UNL provides expertise in five unique and exciting areas: 1) application of resilience theory to agricultural systems; 2) combination of resilience and One Health; 3) application of adaptive management to agricultural systems; 4) quantification and application of resilience theory; and 5) development and application of panarchy theory. ***No other institutions have a focus and expertise in these emphases.***

Agriculture drives the Nebraska economy, with irrigated agricultural systems that are among the most efficient and productive in the world. However, these systems are less than a century old and have not yet withstood the test of time; their resilience is unknown. Nebraska is a global food producer and ensuring agricultural sustainability is critical to the state and nation. The university provides extensive expertise in water and agriculture, but integration and synthesis across academic disciplines is needed. The Center for Resilience will build upon and leverage existing resources, and set the stage for integrated and synergistic approaches that addresses the issue of sustainability in food production in the short- and long-term.

Resilience, in theory and practice, has expanded enormously. Calls for proposals from USDA, NSF, DOD, and other agencies now routinely call out resilience, but no institution in the United States or internationally has an explicit focus on *resilience in agricultural systems*. UNL is poised to fill that void. **This is the right time for a resilience center at UNL.** There is an opportunity **right now** to establish Nebraska as the leader in this new discipline/science, with benefits to the university, state, and world.

A Center for Resilience in Agricultural Working Landscapes at the University of Nebraska will serve as the platform for guaranteeing the resilience concept meets its potential to serve the

personal and economic well-being of Nebraska's citizens and the state's valued resources. The center will put us in a position to leverage national and international interests and guide the future of science, management and policy in a manner truly capable of protecting the important agricultural resources that drive Nebraska's economy and underpin our global leadership in feeding humanity.

The Center will provide a hub for interdisciplinary interaction and collaboration among UNL's programs and centers of expertise, and will signal the strength of this research emphasis to external partners, funding organizations and the public. Importantly, a center provides leverage, visibility and credibility that enhances our potential for securing large-scale external funding, such as an NSF Science & Technology Center, and shared space for the center creates the interdisciplinary interactions required for success.

These programs converge seemingly disparate expertise (natural resources, computer science, biological systems engineering, public and animal health, political science, law, public policy, environmental sciences, agronomy and horticulture) around a few common research themes and generate a common language for communication and problem solving.

The center will build on and substantially expand this successful model, incorporating researchers from within and outside the university, non-governmental organizations, producers, corporate partners, Indigenous knowledge-holders and other stakeholders. We will build on our past successes in integrating research, teaching and extension to deliver products and train citizens to apply resilience thinking in their professions and decision-making processes.

Currently at UNL no formal teaching occurs at the undergraduate level to train students in the theory or application of resilience. To address the complex and ever-changing problems facing agriculture in the 21st century, current and future agricultural leaders need to be competent in resilience concepts and view working agricultural landscapes as complex adaptive systems. We will leverage our existing momentum in graduate training to introduce several foundational courses that broadly appeal to undergraduates across all three campuses. Any new course(s) will be developed following standard university procedures, and will be housed within an existing academic department, and approved as necessary by the appropriate college Curriculum Committee and faculty, Undergraduate Curriculum Committee, or Graduate Council.

B. Centrality to UNL Role and Mission

Agricultural production must increase greater than 70% by 2050 to meet the global demand for food, fuel and fiber. Meeting this goal will require agricultural intensification and more efficient use of marginal lands, while contending with a suite of complex and interacting drivers of global change, including extreme weather, soil degradation and biological invasions. Other programs work towards increasing productivity; no other program focuses on maintaining the resilience of production landscapes. Sustainable intensification of agriculture is a grand challenge for

humanity that will require fostering resilient working landscapes and transforming landscapes that are currently in undesirable states. The center is aligned with the IANR priority communities: stress biology, science literacy, healthy humans, healthy agricultural production and natural resource systems, computational sciences, and drivers of economic vitality for Nebraska.

C. Relationship of the proposal to the NU Strategic Framework

The Center for Resilience in Agricultural Working Landscapes will build upon recent and current successes in funding research – and educational training. Educational Training includes the current UNL – National Science Foundation, National Research Traineeship, which supports 20+ graduate students from multiple departments and focuses on recruiting under-represented groups (<https://nrt.unl.edu/>), numerous grants supporting graduate students, and pending proposals to support Research Experiences for Undergraduates, among others. Faculty members who will be involved in the proposed center if approved have been at the forefront of novel approaches to education, and are committed to delivering quality education in unique manners. Examples include an experimental team taught (5 faculty members) graduate class in complexity, and the development of a student organization focused on resilience (recently approved). The Center’s interdisciplinary focus, complex landscape focus, clear focus on the concurrent development of applied science and supporting theory, and link to international resilience centers through the Resilience Alliance (<https://www.resalliance.org/>) will enable recruitment and retention of high quality faculty and students. Resilience as a concept has grown enormously – largely due to efforts of the Resilience Alliance – yet there is little focus on landscape and/or agricultural resilience. Therefore, this is a unique opportunity, and UNL is well-situated to further develop international recognition in agricultural resilience. Additionally, an explicit link with Nebraska One Health will create an internationally unique center, while serving the needs of Nebraska citizens.

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

The mission of the Center for Resilience in Agricultural Working Landscapes is consistent with the major goals of the *Nebraska Comprehensive Statewide Plan for Postsecondary Education* in the following ways:

Meeting the Needs of Students

Nebraska colleges and universities will foster critical thinking skills and provide their graduate the knowledge and workplace skills needed to be successful employees, innovative entrepreneurs, and responsible citizens on a global stage. The resilience center will build upon our success in interdisciplinary student training that we established via a National Science Foundation Interdisciplinary Graduate Education and Research Training grant, and expanded with current National Science Foundation National Research Traineeship funding. These programs are explicitly interdisciplinary, and focus on the complex real-world problems that require answers from more than one discipline, challenges that have been characterized as “wicked” problems.

Meeting the Needs of the State

The center will fill a niche in research and student training. The center will include research, student and workforce training, and build upon a network of engaged collaborators, ranging from private ranchers to state and federal agencies, and non-governmental organizations.

Meeting Needs by Building Exemplary Institutions

Postsecondary education in Nebraska will be effective in meeting the needs of students and the state, will be efficient in its expenditure of the state's resources, and will be accountable for developing, sustaining, and demonstrating exemplary teaching, learning, research, and public service. The center for resilience in agricultural working landscapes has laid the groundwork for success in this area by building unique training approaches and tackling problems of societal importance within Nebraska.

E. Evidence of Need and Demand

The Center will provide a hub for interdisciplinary interaction and collaboration among UNL's programs and centers of expertise, and will signal the strength of this research emphasis to external partners, funding organizations and the public. Importantly, a center will provide leverage, visibility and credibility that enhances our potential for securing large-scale external funding, such as an NSF Science & Technology Center, and shared space for the center creates the interdisciplinary interactions required for success.

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F. Organizational Structure and Administration

C.R. Allen is identified as director for the Center, and is already a tenured professor of Natural Resources. Dr. Allen was formerly a research professor, with the USGS Nebraska Cooperative

Fish and Wildlife Research Unit. As such, his former responsibilities have been assumed by a new federal leader of the Coop Unit. Elizabeth Van Wormer (director, Nebraska One Health) and an assistant director (also existing faculty, TBD) will have partial administrative roles. In Dr. Van Wormer's case, she will continue with no change to her responsibilities, but will link her program with the new Center. An assistant director has not been identified at this time, but would originate from existing faculty with only a small change to include some administrative responsibility. Administrative staff will be supported by external grants (current full time professional on staff, + ongoing searches for coordinating positions) and through partnering with the Center for Grassland Studies (2 current support staff; co-location of Centers). Additional faculty will be from current searches in Natural Resources (spatial sciences) and Agricultural Economics (ecological economics), plus an additional faculty member to be hired from current National Science Foundation Funding. Thus, initially, the Center will comprise 6 core tenure-line faculty (Allen and Van Wormer, plus an internally identified assistant director, and three new hires), two staff members currently associated with the Center for Grassland Studies, a current staff member coordinating a resilience themed National Science Foundation Training Grant, and approximately three new staff members funded from new funding from the National Science Foundation EPSCoR Program.

In addition, over the first three years the Center will continue to develop a cohort of faculty members affiliated and engaged with the Center's work from across the university, visiting faculty, and post-docs and similar positions. These positions will be associated with departments and schools affiliated with the Center; in particular Allen is associated with the School of Natural Resources, Van Wormer with the School of Veterinary Medicine and Biomedical Sciences and the School of Natural Resources, the new spatial sciences hire with the School of Natural Resources and the Department of Agronomy and Horticulture, the new non-marked economist with the Department of Agricultural Economics and the School of Natural Resources, and the NSF funded new faculty hire with the Department of Agronomy and Horticulture and the School of Natural Resources. An MOU with academic departments will be in place regarding evaluation and promotion. Participating departments include: Department of Agricultural Economics, Department of Agronomy and Horticulture, Department of Animal Science, School of Biological Sciences, and the Department of Biological Systems Engineering, with conversations with faculty members from several other departments, such as Anthropology.

The director's salary and that of the two new tenure-track faculty, and the third tenure-track faculty starting in the fifth year (supported by external funds in years 1-4) will be permanently budgeted and paid for jointly by ARD and CASNR. Each line will have teaching obligations in either the School of Natural Resources, the Department of Agricultural Economics, or the Department of Agronomy and Horticulture and will have research and service obligations typical of tenure-line faculty. The teaching apportionment will be agreed on by the college deans and department chairs in these departments through an MOU at the time of hire, which will be reevaluated as needed. The annual teaching assignments will be determined by the department heads, based on what has been agreed on in the MOU.

G. Partnerships with Business

No current partnership with business exists, but if created, the principals will engage agricultural industries and businesses with a component of agricultural sustainability.

H. Collaborations with Higher Education Institutions External to the University

The international non-profit, non-governmental organization, the Resilience Alliance provides a natural conduit for exposure and collaboration (this includes numerous institutions in North America, Europe and Australia). We additionally have ongoing partnerships with the University of Montana and Michigan State University, outside of the Resilience Alliance.

I. Constituencies to be Served

Graduate and undergraduate students; producers; collaborating agencies and NGO's (e.g., Nebraska Game and Parks Commission, Department of Environmental Quality, Sandhills Task Force, The Nature Conservancy).

The Center will engage with regional, national, and global groups involved in the management of complex landscapes to create an interactive culture of exchange among academics, practitioners and industry. Communication, outreach and partnership-building are critical to our mission of creating policy-relevant solutions to complex problems.

Nebraska's agricultural producers and industries already are thinking about resilience concepts. The 2017 Fremont Corn Expo included "increasing resilience" as one of its four primary themes, although their practices are not aligned with university or internationally-leading research in this area. The Center will build on UNL's history of working with agricultural industries and producer clientele to enhance resilience literacy in agriculture and to co-develop strategies for building resilience in working lands. Communicating this work in an engaging way and fostering knowledge exchange will be an integral part of the Center. Professional communications staff will co-develop outreach materials with our collaborative partners, rather than simply transferring information from the university outward. Core partners, such as the Platte Basin Timelapse Project, will bring substantial expertise in communicating resilience in working landscapes to a broad audience.

Partnership Building

The interdisciplinary nature of the Center's work and our focus on working agricultural landscapes make external partnerships critical to our success. We will develop programs with partners whose expertise complements ours and who bring perspectives from diverse disciplines. Importantly, this will include establishing and building ties with commodity and related agricultural groups including the Corn Board, the Midwest Rowcrop Initiative, Nebraska Cattlemen's Association, the Sandhills Task Force and others. Existing relationships and collaborations include:

- State agencies: Nebraska Game & Parks Commission, Nebraska Department of Natural Resources, Nebraska Department of Environmental Quality, Nebraska Natural Resource Districts
- Non-governmental Organizations: The Nature Conservancy, Headwaters, the Resilience Alliance.

Craig Allen is on the Boards of the Nature Conservancy and the Resilience Alliance and is a founding member of the Nebraska Conservation Roundtable, which will enhance partnership opportunities, and impact.

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

Strategic Objectives

This plan is meant to cover a 5-year horizon. Our goal is to have a small core of university supported faculty members and a much larger self-sustaining component that includes research faculty, post-docs and students supported with external funding. This is the model of the Nebraska Cooperative Fish and Wildlife Research Unit, which has (federal) support for three scientists, but has 40-100 people on the payroll at any given time. We expect annual review of Center faculty, and the Center itself.

Objective 1. Establishing the Core Faculty

Target: Core faculty of 4 permanent positions.

The Center will operate with a small, highly productive core of faculty focused on high quality and high volume publishing in top journals, pursuing multiple funding opportunities, and leading in both teaching and extension.

- Director: UNL faculty position (new). Assistant Director: existing UNL faculty.
- Two (2) new faculty positions.
- Associated faculty – not fellows, but faculty with a core stake in the success of the center.

Measurement

All faculty members in place by 2021.

Strategy

- International search for competent faculty.
- Center hires post-docs and/or research professors as it grows, supported by sponsored funding.

Strategic Objective 2. Staffing

Target: Administrative Assistant and communications expertise.

Measurement: Key staff in place by 2021.

Strategy: IANR will support core staff (current support staff with the Center for Grassland Studies). Additional staff growth will be supported by sponsored funding. We currently have several externally supported personnel in place.

Strategic Objective 3. Establishing space for the Center.

Target: Sufficient space for growth of core staff, faculty, and students.

Measurement: Initial space needed is currently in place, and additional space for growth identified by the end of 2020.

Strategy: Meet with SNR Director and IANR administrators to explore options.

Strategic Objective 4. Building key partnerships

Target: Establish relationships with key partners through collaborative research, education and outreach efforts.

Measurement: Numbers of joint publications and proposals submitted with key partners.

Strategy: True partnerships grow from collaborative activities where everyone has “skin in the game” and shares in the success.

- Joint publications in top journals.
- Joint proposal submissions.
- Workshops and other activities, such as several NSF-funded Workshop (most recently in December, 2019).

Strategic Objective 5. Center Sustainability

Target: The Center will be self-sustaining by 2022 and beyond through sponsored funding.

Measurement: Meet budget goals.

Strategy: Proposals will be submitted to multiple federal (and other sources), to include USDA-NIFA, NSF-CNH, NSF-STC, and DOD-SERDP. These proposals will be submitted in the first calendar year, and we will continue to aggressively pursue external funding opportunities building upon past successes.

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

The Center will be the leading global institution in agricultural resilience, guiding the future of science, management and policy focused on protecting the agricultural systems that feed the world, and the health of the people that inhabit it. The mission will be to train future leaders in the theory of agricultural resilience; apply resilience theory to agricultural landscapes to ensure they can cope with external and internal stressors and maintain their adaptive capacity; identify win-win conservation gaps and provide guidance for closing those gaps; and position UNL as a leader in the science of agricultural resilience. The Center will provide a hub for interdisciplinary interaction and collaboration among UNL’s programs and centers of expertise, and will signal the strength of this research emphasis to external partners, funding organizations and the public. Importantly, a center provides leverage, visibility and credibility that enhances our potential for securing large-scale external funding, such as an NSF Science & Technology Center.

The resilience center embraces the diversity of backgrounds and concomitant insights needed to effectively address complex and dynamic social-ecological challenges in working agricultural landscapes. Addressing such challenges, determining and fostering resilience in agricultural landscapes is a grand challenge for humanity and critical for the sustainability of Nebraska’s agricultural landscapes, and therefore Nebraska economy.

L. Adequacy of Resources:

1. Faculty/Staff

The proposed center will include three (3) existing faculty members (as director, assistant director, and One Health director), and three additional faculty members – one funded externally, and two new hires.

2. Physical Facilities and Equipment

No additional facilities needed at this time.

3. Budget Projections *[see Table 1 and Table 2]*.

Craig Reece Allen
School of Natural Resources, 910 Hardin Hall
University of Nebraska, Lincoln, 68583-0984

Phone, day: (402) 472-0421
Cell: (402) 217-2835

Email: Allencr@unl.edu

EDUCATION: **Ph.D.**, Wildlife Ecology and Conservation, University of Florida,
December 1997. Dissertation: Scale, Pattern and Process in Biological
Invasions.
Advisors: C. S. Holling and W. M. Kitchens.

Master of Science, Wildlife Science, Texas Tech University, May 1993.
Thesis: The Response of Wildlife to Red Imported Fire Ant Population
Reductions in the South Texas Coastal Plain.
Advisors: R. S. Lutz and S. Demarais.

Bachelor of Science, Biology, University of Wisconsin - Green Bay,
December 1989. Minor: Natural and Applied Sciences.

EXPERIENCE:

Director – Center for Resilience in Working Landscapes and **Professor**, School of Natural Resources. May 2019 – Present.

VISTAS Research Scholar, Michigan State University. 2019.

Executive Board, The Resilience Alliance (<http://www.resalliance.org/>), 2015 – present. **Board of Directors**, 2002 – 2015. **Board of Science**, The Resilience Alliance, 2014 – present. The Resilience Alliance is a global consortium of institutions that seeks novel ways to integrate science and policy in order to discover foundations for sustainability. It includes universities, government and non-government agencies as partners in a program of research and communications aimed at the vital, but elusive, goal of integrated social, economic and ecological sustainability.

Board of Editors, Ecology and Society (<http://www.consecol.org/Journal/>), 2001 – present. Ecology and Society is an electronic, peer-reviewed, scientific journal devoted to the rapid dissemination of current research. Content of the journal ranges from the applied to the theoretical. Topics covered include the ecological bases for: the conservation of ecosystems, landscapes, species, populations, and genetic diversity; the restoration of ecosystems and habitats; and the management of resources. The journal seeks papers that are novel, integrative and written in a way that is accessible to a wide audience that includes an array of disciplines (biology, ecology, economics, and the social sciences) concerned with an array of issues

(conservation, sustainability, development, and ecological policy).

Board of Trustees, the Nature Conservancy Nebraska. 2014 – present. **Executive Committee**, 2017 - 2019. The Nature Conservancy is the leading conservation organization working around the world to protect ecologically important lands and waters for nature and people. TNC addresses the most pressing conservation threats at the largest scale. TNC works in all 50 states and more than 35 countries — protecting habitats from grasslands to coral reefs, from Australia to Alaska to Zambia. TNC addresses threats to conservation involving climate change, fresh water, oceans, and conservation lands. TNC’s approach is rooted in good science — aided by our hundreds of staff scientists, and pursues non-confrontational, pragmatic solutions to conservation challenges.

Leader - Nebraska Cooperative Fish and Wildlife Research Unit, July 2004 – March 2019.
Professor, School of Natural Resources, University of Nebraska.

August Larson Professor, Swedish University of Agricultural Sciences, Uppsala, Sweden, 2012 – 2017.

Science Advisory Board, James S. McDonnell Foundation, Studying Complex Systems. 2014 – December 2017.

Science Advisory Board, Powell Center for Synthesis. 2018 - 2019. The Powell Center supports research and synthesis in both applied and basic science.

BOOKS:

Four edited volumes, fifth book under contract with Island Press and near completion

PATENTS:

Fire suppression and ignition with unmanned aerial vehicles. 2018. C Detweiler, S Elbaum, J Higgins, C Laney, C Allen, D Twidwell. US Patent App. 15/768,768.

PEER-REVIEWED JOURNAL ARTICLES AND BOOK CHAPTERS:

215 peer-reviewed research publications.

Google H-factor = 48, i10 = 130

Graduate Advising:

Current or past primary or co-advisor for ~50 graduate students.

Appendix - Letters of support

- 1) Mark Button, Dean College of Arts and Sciences
- 2) Lance Perez, Dean College of Engineering
- 3) Nebraska Game and Parks Commission
- 4) Nebraska Prescribed Fire Council
- 5) The Nature Conservancy
- 6) Audubon Society
- 7) The Resilience Alliance
- 8) School of Natural Resources
- 9) Agricultural Economics
- 10) Nebraska Water Center
- 11) Andrea Basche, Agronomy
- 12) Nancy Shank, Public Policy Center



February 18, 2020

Dr. Craig Allen
Professor
School of Natural Resources, University of Nebraska-Lincoln
Lincoln, NE 68583

Dear Dr. Allen,

I am writing to express my support for the development of the Center for Resilience in Working Agricultural Landscapes. Given the importance of agriculture to the state of Nebraska and to the rest of the world, this collaborative research center will be an important contributor to ensuring the future sustainability of agricultural landscapes and natural resources in Nebraska.

Since the value and practice of resilience is important to agriculture and natural resources as well to disciplines ranging from the natural to the physical and social sciences, the College of Arts and Sciences is excited to participate in future collaborative research and teaching projects with faculty and community partners affiliated with the center.

The College of Arts and Sciences has many faculty and advanced graduate students – especially in the School of Biological Sciences, the Nebraska Center for Virology, and the newly formed School for Global Integrative Studies – who are well-poised to contribute to the success of the Center for Resilience. We look forward to assisting the Center for Resilience in leveraging our research expertise to advance the critical mission of resilience in agricultural landscapes in Nebraska and beyond.

Sincerely,

Mark Button
Dean, College of Arts and Sciences
University of Nebraska–Lincoln



February 12, 2020

Board of Regents
Varner Hall, 3835 Holdrege St
Lincoln, NE 68583

Dear Members of the Board of Regents:

As the Dean of the College of Engineering at the University of Nebraska-Lincoln, I am pleased to write this letter in support of the creation of the Center for Resilience in Agricultural Working Landscapes. As humanity continues to build increasingly complex and interconnected systems, it has been increasingly important to understand and study the resilience and sustainability of these systems. This is true of natural and man-made systems and those systems that lie at their intersection. Agricultural systems are prime examples of systems that are composed of both natural and man-made systems. Humanities increasing dependence on complex agricultural systems makes understanding their reliance and sustainability a priority.

The proposed Center for Resilience in Agricultural Working Landscapes will bring together a diverse group of faculty, academic units and external partners to study this important issue. This center will immediately put the University of Nebraska-Lincoln at the forefront of the research and education efforts in this area and will position the university to successfully compete for significant external research funding. Many engineering disciplines are becoming integral to the agricultural enterprise and it is easy to imagine many of the faculty in the College of Engineering becoming involved in this center.

I strongly support the creation of the Center for Resilience in Agricultural Working Landscapes and look forward to facilitating collaborations between it and the College of Engineering.

Sincerely,

Lance C. Pérez
Dean
Omar H. Heins Professor of Electrical and Computer Engineering



2200 N. 33rd St. • P.O. Box 30370 • Lincoln, NE 68503-0370 • Phone: 402-471-0641

December 21, 2019

Board of Regents
Varner Hall, 3835 Holdrege St
Lincoln, NE 68583

RE: Center for Resilience in Agricultural Working Landscapes

Respected Members of the Board of Regents:

Nebraska Game and Parks Commission supports the creation of a Center for Resilience in Agricultural Working Landscapes. The Nebraska Game and Parks Commission has a broad focus on the beneficial management of natural resources in the state of Nebraska. This includes managing state owned lands, but also working with local landowners, and the agricultural community, to develop and incentivize activities that provide win-win situations protect natural resources while enabling, and also enhancing, economic productivity. Current challenges in our working landscapes include coping with biological invasions (such as red cedar and other woody species, many herbaceous species, and animal species) and managing landscapes such that they can provide multiple functions and ecosystem services – such as the production of food combined with the creation of pollinator habitat.

Approaches focused on landscapes are most likely to have long-term benefits, and a landscape approach allows for the development of diverse multifunctional working lands. Nebraska has enormous untapped potential in the area, and a Center focused on working landscapes is a step in the right direction. Managing for resilience also allows us to consider threats at multiple scales, and to avoid unexpected, undesired, changes to the lands we manage.

As a state agency with a strong nexus with the goals of the Center, and strong relationships with the principals involved, we see this as a valuable step forward within the University, and we encourage and support the creation of the Center for Resilience in Agricultural Working Landscapes.

Sincerely,

A handwritten signature in black ink that reads "James N. Douglas". The signature is written in a cursive, flowing style.

Jim Douglas, Director

LOESS CANYON RANGELAND ALLIANCE

40881 S Cottonwood Rd

Curtis, NE 69025

308-367-6456

stout@curtis-ne.com

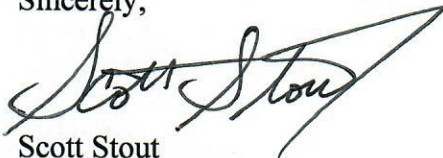
1-2-2020

The Nebraska Prescribed Fire Council (NPFC) is pleased to support the creation of a Center for Resilience in Agricultural Working Landscapes at the University of Nebraska. NPFC is a statewide landowner organization developed to promote the common good and general welfare of the people in Nebraska by educating, training, and practicing sustainable fire management. NPFC represents hundreds of landowners spanning multiple landowner cooperatives across the state. Our collective mission is to enhance the productivity and profitability of rangelands, reduce or eliminate invasive species, prevent build-up of volatile fuels, provide fire protection, and prevent wildfires and unexpected fires.

NPFC is committed to helping other ranchers deal with the multiple threats that impact rancher livelihoods. Based on recent research at UNL, we see a major opportunity to incorporate resilience thinking into our ranch planning and to become more competitive for the various government incentive programs that require resilience-based approaches to receive support. Also, a Center for Resilience provides a hub to engage agricultural producers on bigger issues. For us, our coalition of landowners focuses on how we can simultaneously improve livestock production, better protect our livelihoods against key threats, and avoid major catastrophes like wildfires that are driven by the build-up of volatile fuels and loss of rangeland production.

This bigger picture is needed and we believe other agricultural producers will similarly benefit from the establishment of a Center for Resilience. Landowners involved with NPFC regularly partner with faculty to be involved in this Center and they have a proven history of engaging landowners to make sure the science is useful for our operations. NPFC is excited about the establishment of a new Center for Resilience in Agricultural Working Landscapes and encourages the Board of Regents to support its creation.

Sincerely,



Scott Stout

President, Nebraska Prescribed Fire Council

Landowner and Board Member, Loess Canyon Rangeland Alliance

Craig Allen, Director
Center for Resilience in Agricultural Working Landscapes
University of Nebraska, Lincoln

December 26, 2019

Dear Dr. Allen,

On behalf of our Board of Trustees, our staff, and our 4,900 member households in Nebraska, I am writing in strong support of the Center for Resilience in Agricultural Working Landscapes (CRAWL) at the University of Nebraska in Lincoln.

Nebraska Chapter Trustees

Craig Allen, Crete
James Armitage, Omaha
William Carle, Bellevue
Bruce Carpenter, Omaha
Rich Fruehling, Grand Island
Mike Gloor, Grand Island
Priscilla Grew, Lincoln
Dave Gruendel, Grand Island
Matt Harris, Lincoln
Anne Hubbard, Omaha
Sara Kenny, Lincoln
Dan Klaus, Lincoln
Courtney Kreifels, Elkhorn
Matt Kreifels, Elkhorn
Sandy Lehr, Omaha
David Levy, Omaha
Karen Linder, Omaha
Laura McWha, North Platte
Cheryl Morris, Malvern IA
Kim Morrow, Lincoln
Roric Paulman, Sutherland
Ronald Schaefer, Omaha
Lee Shell, Omaha
LaReesa Wolfenbarger, Omaha

Over the past several years, The Nature Conservancy's Water & Agriculture Program in Nebraska has developed innovative partnerships with farmers, producer groups, the University of Nebraska, and some of our nation's largest agribusinesses like Cargill and Nestle-Purina, to promote greater sustainability and resiliency in Nebraska's row-crop production.

Similarly, the Conservancy has worked with grazers and livestock producers in Nebraska for decades, using our preserves like the Niobrara Valley Preserve as sites of research, innovation, and demonstration focused on building resiliency in our grassland ecosystems.

In both working lands contexts, we strive to serve both people and nature. We therefore welcome the opportunity to collaborate with CRAWL, which will help us bring a landscape approach to scaling up impacts in Nebraska as well as providing a model to inform the Conservancy's work with agriculture throughout North America and globally. CRAWL's focus overlaps broadly with two of the Conservancy's four global priorities – Providing Food & Water Sustainably and Tackling Climate Change (including adaptation to its effects).

Agriculture in Nebraska is the biggest consumer of land and water while also being one of the top sources of greenhouse gas emissions. We must work together for the future of Nebraska's people, economy, and natural heritage to focus on improving resiliency in agricultural working lands. We are very excited to work with CRAWL in this endeavor.

Sincerely yours,



Mace Hack, Ph.D., State Director for Nebraska

December 19, 2019

Board of Regents
Varner Hall, 3835 Holdrege St
Lincoln, NE 68583

RE: Center for Resilience in Agricultural Working Landscapes

Chairperson and Respected Members of the Board of Regents,

Audubon Nebraska is excited by the potential positive impact of a Center for Resilience in Agricultural Working Landscapes. The National Audubon Society is a conservation organization with a focus on birds and their conservation. Research shows that birds and many other species of wildlife are declining due to a variety of threats. Among these threats is climate change, which exacerbates many existing threats and will stress existing ecological and agricultural systems.

Successful conservation with meaningful impact must be able to address multiple threats and take a landscape approach with overarching solutions. In Nebraska, there is tremendous untapped potential to improve habitat in an agricultural context that also bolsters rural economies by improving the resiliency of our ecological and agricultural systems.

A Center for Resilience in Agricultural Working Landscapes will have the ability to take a much needed broader perspective of the challenges faced by a variety of sectors and find sustainable solutions. Focused work to maintain healthy ecosystems and improve the resiliency of Nebraska's landscapes is critically important not only for Nebraska's wildlife but also for our economic wellbeing.

As a non-profit conservation organization, we see resiliency work as the future and would consider this proposed Center a valuable partner. Audubon Nebraska encourages you to support the establishment of a Center for Resilience in Agricultural Working Landscapes.

Sincerely,



Kristal Stoner
kstoner@audubon.org
Vice President, National Audubon Society
Executive Director, Audubon Nebraska



16 December 2019

To Whom It May Concern:

I am writing in support of creating a Center for Resilience in Agricultural Working Landscapes at the University of Nebraska-Lincoln. Agriculture is, and will remain, critical to Nebraska’s economic growth and vitality, and the university is internationally recognized for expertise in this area. However, much of the university’s agricultural research, education and outreach focuses on specific species, often at the field scale. This is clearly necessary and important, but the crops and fields we manage are part of a complex social, ecological and economic system with impacts reaching far beyond the field scale or a specific species. Nebraska’s diverse agricultural working landscapes not only produce crops but also produce desirable goods and services such as clean water for drinking, habitat for wildlife and pollinators, and outdoor recreation. Changes to these complex landscapes can lead to surprising and undesirable results, so it is critical to develop an understanding of how our landscapes respond to change.

Agricultural landscapes also deserve, and in fact require, consideration and management. One unique, complimentary and appropriate lens for such an approach is resilience. Resilience is an explicitly multidisciplinary domain of science, which captures the potential for collapse (sudden transition) and recovery. History documents the collapse of agricultural landscapes all too well. Recent and local examples of collapse include the dustbowl, toxic algae in lakes, and ongoing transitions from grassland to woodland. All of these ecological collapses affect people, agriculture and our economy.

Fortunately, resilience science has developed techniques to assess and quantify resilience and to foster transformations from undesirable conditions to desirable conditions when collapse has occurred (the recovery of the landscape affected by the dustbowl is an example). Resilience and associated theories and frameworks also explicitly consider scale—the idea that what happens in a landscape is influenced by larger scales (e.g., climate) and smaller scales (e.g., cropping systems or, at very small scales, soil properties) and that all scales matter.

The Center for Resilience in Agricultural Working Landscapes offers exciting opportunities to broaden our focus on agriculture and address issues not traditionally grappled with in agriculture. The principals involved are established researchers with programs investigating resilience in agricultural landscapes, including row-crop and livestock systems. Creating this center will allow the university to further expand its nascent expertise in this area of science, with benefit to the state of Nebraska.

Sincerely,

Dr. John P Carroll
Director
Phone - +1 402-472-8368
Email – jcarroll2@unl.edu

Co-Chair IUCN-SSC Galliformes Specialist Group galliformes.org
Executive Board, National Association of University Fish and Wildlife Programs



School of Natural Resources
3310 Holdrege St., 101 Hardin Hall | Lincoln, NE 68583-0961 | 402-472-3471
snr.unl.edu



December 19, 2018

Professor Craig Allen
School of Natural Resources
University of Nebraska, Lincoln NE 68583

Dear Craig,

As Chair of the Resilience Alliance, I am pleased to write this letter in support of establishing the *Center for Resilience in Working Agricultural Landscapes* at the University of Nebraska, Lincoln.

Established in 1999, the Resilience Alliance (RA) is an international, multidisciplinary research organization that explores the link between understanding and managing complex social-ecological systems. The RA comprises about 50 individual members who collaborate to advance the understanding and practical application of resilience, adaptive capacity, and transformation of societies and ecosystems to help them cope with change and support human well-being. We focus on using local and regional context-specific studies to develop a global scale synthetic understanding about resilience theory and how to apply that understanding for sustainable futures. It is registered as a 501c(3) not-for-profit in the state of Massachusetts, and publishes the journal *Ecology and Society*.

The *Center for Resilience in Working Agricultural Landscapes* would provide a significant step forward in resilience and sustainability science. The center would address issues of resilience in agricultural systems in a broad context and dramatically expand perspectives on linking economic wellbeing, ecological resilience and human livelihoods. Direct linkages with local communities and partners to government and other stakeholders should improve local decision-making around how to maximize ecosystem services at the level of the state of Nebraska and beyond. While there are a few other landscape-based studies around the world where scientists are either trying to work directly with communities and decision-makers, or trying to improve decision-making about multiple ecosystem services, it is a new and exciting step forward to develop a network of agricultural landscapes that are linked together in a common framework to amplify and enhance learning.

I look forward to building on linkages between the Center and the RA. Such linkages involve expanding the opportunities to train the next generation of scholars and practitioners in resilience theory, adaptive management, and sustainability science. Such a generation, trained to work in across sectors (e.g., NGO, academe, government) and disciplines, has the power to fundamentally change the way Nebraska and the world monitors and manages agriculturally dominated landscapes towards economically robust and ecologically sustainable outcomes. I wish you all the best success with future development of the Center and look forward to working with you.

With all best wishes,

A handwritten signature in black ink, appearing to read "Lance Gunderson".

Lance Gunderson
Chair of the Board, Resilience Alliance
Professor and Chair, Dept. of Environmental Sciences,
Emory University, Atlanta, GA

December 17, 2019

Dear Dr. Allen:

I am writing this letter to express my support for the development of the Center for Resilience in Working Agricultural Landscapes. Given the importance of the natural resource base in Nebraska, and its use in fostering productive and resilient food, energy, water and ecosystem services landscapes, this Center will be an important player in ensuring the sustainability of our natural resource base to guarantee the economic vitality of Nebraska.

The Department of Agricultural Economics is committed to supporting the Center for Resilience in Working Agricultural Landscapes by partnering in research and outreach endeavors. We have several faculty working in the natural resource and agricultural production fields that are interested in engaging in the activities proposed by the Center. I see the Center as an exceptional facilitator in bringing the many disciplines together that are necessary to engage in this vital work.

Sincerely,



Larry W. Van Tassell
Department Head and Professor

December 17, 2019

To Whom It May Concern:

The Nebraska Water Center supports the creation of the Center for Resilience in Agricultural Working Landscapes at the University of Nebraska-Lincoln. Nebraska's economic growth and prosperity is centered on agriculture and agriculture-related industries. For long-term sustainability of the agricultural economy, the ecosystem that supports humans, plants, and biota must co-exist with production agriculture. Clean water supplies to rural residents and small towns dispersed throughout Nebraska, supporting healthy vegetation and species diversity in rivers and lakes, and providing adequate habitat for pollinators and wildlife need to co-exist with the vast cropping systems of the State. A thorough understanding of the changes to our landscapes and resulting impacts to humans and animals is critical and the university needs to develop expertise in the area. Whether row crops for food or feed production or grasslands for grazing, they all require some sort of management. The resilience theory looks into these issues in a complimentary manner. Resilience is an explicitly multidisciplinary domain of science, which captures the potential for collapse (sudden transition) and recovery of a system such as the agricultural landscapes. Some examples of collapse include the dustbowl of early 1930's, ongoing transitions from grassland to woodland (or farmland), and harmful algal blooms in lakes from excess fertilization. All of these ecological collapses affect people, animals, and our agricultural economy.

The resilience science guides us to assess and quantify resilience and to foster transformations from undesirable conditions to desirable conditions when collapse has occurred (the recovery of the landscape affected by the dustbowl is an example). Resilience and associated theories and frameworks also explicitly consider scale both at larger (e.g., climate driven) and smaller scales (farmer's fields). In a sense, all scales matter.

The scientists involved the creation of the Center for Resilience in Agricultural Working Landscapes are established researchers with programs investigating resilience in agricultural landscapes, including row-crop and livestock production systems in the soil-plant-atmosphere continuum. The Center will offer exciting opportunities to broaden our focus on agriculture and address issues not traditionally grappled within discipline based agriculture. Creating this center will allow the university to further expand its nascent expertise in this area of science, be competitive in funding, and will benefit various stakeholders in the state of Nebraska.

Sincerely,



Chittaranjan Ray, Director
e-mail: cray@nebraska.edu

January 2, 2020

Dear Dr. Craig Allen,

I am writing in support of the University of Nebraska-Lincoln's plan to create the Center for Resilience in Working Agricultural Landscapes. I have been a part of both the agriculture and climate research communities for over a decade. My research focus has been to develop cropping systems that remain productive and profitable with increasing climate risk. I believe that the visionary formation of this Center will position the University as a leading innovator in the science and practice of resilience in agriculture. This is an area that I simply do not see enough of in my scientific and professional communities, given the magnitude of change ahead of us.

I would be eager to collaborate with yourself and others associated with the Center. I would like to briefly share a research project that I am co-leading which is related but national in scope, as an example to the growth and work that the center might support. For the last two years I have co-led a pursuit team funded by the National Socio-Environmental Synthesis Center (SESYNC), a National Science Foundation supported Center based at the University of Maryland. With a team of thirteen other collaborators, our goal is to better understand the drivers of soil health related practices and to what extent public investment in these practices is achieving desired environmental outcomes, including expanding the adaptive capacity of agricultural landscapes. Through this project I have been exposed to more ecologically minded scientists and practitioners and collectively we are working toward new frameworks for advancing adaptation and resilience science. Again, while our work is more national in scope, I would be eager to collaborate with those within in region who are focused on similar questions. I strongly believe that University's formation of the Center for Resilience in Working Agricultural Landscapes could attract tremendous talent and future awards such as those undertaken by SESYNC and related Centers.

Finally, as an early career faculty member, I would look forward to the opportunities that the Center could provide for my research program and students.

Best Regards,



Andrea Basche, Ph.D.
Assistant Professor in Cropping Systems
Department of Agronomy and Horticulture
University of Nebraska-Lincoln
1875 N. 38th Street, Plant Sciences Hall 279G
Lincoln, NE 68583
402-472-6413
abasche2@unl.edu

December 17, 2019

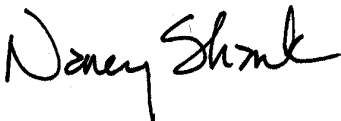
Craig Allen
Professor
School of Natural Resources
Lincoln, NE 68583

Dear Dr. Allen:

I am pleased to write this letter of support for the Center for Resilience in Agricultural Working Landscapes at the School of Natural Resources. The center will build upon NU's assets to create an academic and translational research center of excellence at the University of Nebraska. I have participated in the interdisciplinary group of faculty, across three NU campuses, to develop the nascent research vision for which the center would be the hub. Among a number of successful grant proposals developed by the interdisciplinary group has been a five-year National Science Foundation Research Traineeship supporting graduate students studying resilience.

The Public Policy Center's expertise complements the work of the new center and I look forward to many collaborative endeavors that will advance and apply the knowledge that will be developed.

Sincerely,



Nancy Shank
Associate Director

**TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT
UNL Center for Resilience in Agricultural Working Landscapes**

	(FY2021) Year 1		(FY2022) Year 2		(FY2023) Year 3		(FY2024) Year 4		(FY2025) Year 5		Total Cost
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	
Personnel											
Faculty ¹		\$140,000		\$420,000		\$430,500		\$441,263		\$452,295	\$1,884,058
Non-teaching staff: Professional ²		\$415,000		\$255,000		\$140,000		\$140,000		\$140,000	\$1,090,000
Graduate Assistants ³		\$200,000		\$200,000		\$200,000					\$600,000
Non-teaching staff: Support		\$110,000		\$110,000		\$110,000		\$60,000			\$390,000
Benefits (~40%)		\$346,000		\$394,000		\$352,200		\$256,505		\$236,918	\$1,585,623
Subtotal		\$1,211,000		\$1,379,000		\$1,232,700		\$897,768		\$829,213	\$5,549,681
Operating											
General Operating ⁴		\$120,000		\$40,000		\$40,000		\$40,000		\$10,000	\$250,000
Equipment		\$5,000		\$5,000		\$5,000		\$5,000			\$20,000
New or Renovated Space											\$0
Library/Information Resources											\$0
Other											
Subtotal		\$125,000		\$45,000		\$45,000		\$45,000		\$10,000	\$270,000
Total Expenses		\$1,336,000		\$1,424,000		\$1,277,700		\$942,768		\$839,213	\$5,819,681

¹ Includes salary for Allen, three new hires, portion of salary for Dep. Director and One Health Director. Estimate includes benefits. Position 3 is supported with external funds years 1-4, IANR year 5.

² Estimated numbers based on within-grant estimates. Sufficient to allow 2.5% annual increases for merit.

³ All graduate assistantships are supported on external grant funds.

⁴ Operating expenses included expenditures such as travel to local stakeholders, especially immediately following formation of the Center; purchases of items such as computers; and pay for graphic design, communication items, and web design.

**TABLE 2: PROJECTED REVENUES - NEW ORGANIZATIONAL UNIT
UNL Center for Resilience in Agricultural Working Landscapes**

	(FY2021) Year 1	(FY2022) Year 2	(FY2023) Year 3	(FY2024) Year 4	(FY2025) Year 5	Total
Reallocation of Existing Funds ¹	\$200,000	\$600,000	\$600,000	\$600,000	\$700,000	\$2,700,000
Required New Public Funds						
Tuition and Fees						
Other Funding ²						
1. NSF - NRT	\$600,000	\$600,000	\$600,000			\$1,800,000
2. NSF - EPSCoR T2	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000		\$4,000,000
3. NGPC - Cedar management	\$240,000					\$240,000
4. NGPC - bats	\$115,000	\$115,000				\$230,000
5. NGPC - cedar planning	\$50,000	\$50,000	\$50,000			\$150,000
6. Joint Fire Science	\$90,000					\$90,000
7. USDA-AFRI	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$750,000
Total Revenue ³	\$2,445,000	\$2,515,000	\$2,400,000	\$1,750,000	\$850,000	\$9,960,000

¹ Includes salary for existing university faculty (Director, Deputy Director, One Health Director). Year 5 includes faculty member paid via external funds in years 1-4.

² Other funding - received are grants awarded to UNL (partial list).

³ Omits grants submitted but not awarded as of Jan 2020 (partial list). NIH \$625,000; USAID \$730,000; NET \$240,000; NGPC \$930,000.

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

MEETING DATE: June 26, 2020

SUBJECT: Establishment of the Center for Intelligent Health Care at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approval is requested to establish the Center for Intelligent Health Care at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTION: None

EXPLANATION: The vision of the UNMC Center for Intelligent Health Care is to bring technology to the healthcare team, optimizing the synergy among the clinician, patient, and computer. Worldwide, there are only 22,000 Artificial Intelligence (AI) experts with many fewer who have expertise in healthcare. Thus, there is a need for scientists to be experts in AI and a need to train clinicians that can translate AI into clinical care. It is an opportunity for UNMC and the University of Nebraska to become international leaders in AI-related science and solutions for healthcare.

UNMC has world-class faculty in clinical informatics and a strong, supportive clinical partner with Nebraska Medicine. With strong academic collaboration among UNO, UNL, and UNK, UNMC will be able to bring the best algorithms and analytics in AI to improve modern healthcare. In addition, the Interprofessional Experiential Center for Enduring Learning (iEXCEL) will serve as a research and development partner for optimizing human and computer cognition.

The Center for Intelligent Health Care will:

- provide a springboard for clinical informatics, data scientists, and AI researchers to interact, publish, and compete for extramural funding;
- attract and retain the best students in healthcare with an interest in clinical informatics and AI;
- partner with iEXCEL to optimize human cognition partnering with health information technology, especially AI;
- serve as a usability and prototyping lab and clinical incubator for innovation that improves patient safety, quality, and cost; and
- serve as an economic driver for the State of Nebraska through the creation of new businesses that spin off from the Center.

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

PROGRAM COST: \$250,455 for Year 1; \$8,088,977 over five years

SOURCE OF FUNDS: Start-up funds from the Office of the Chancellor and College of Medicine for Years 1 and 2; subsequent funding from grants and contracts.

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

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

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

DATE: May 21, 2020



February 24, 2020

H. Dele Davies, M.D.
Senior Vice Chancellor
Academic Affairs
ARS 2022
Zip: 7810
dele.davies@unmc.edu

Re: Center for Intelligent Healthcare

Dear Senior Vice Chancellor Davies:

I am writing to express my support in the establishment of the Nebraska Center for Intelligent Healthcare. Please move forward with this proposal to the Board of Regents in the appropriate format and let it be known that I have agreed to fund this commitment at \$250,000 each year for the next two years for startup of the center.

With warmest personal regards,

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

Jeffrey P. Gold, M.D.
Chancellor

cc: Dr. Bradley Britigan, Dean, College of Medicine
Doug Ewald, Vice Chancellor for Business, Finance and Business Development
Susan Kraft Mann, Assistant Vice Chancellor & Director, Budget and Fiscal Analysis

March 3, 2020

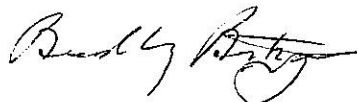
H. Dele Davies, M.D.
Sr Vice Chancellor Academic Affairs
University of Nebraska Medical Center
987810 Nebraska Medical Center
Omaha NE 68198-7810

Dear Dr. Davies:

I am writing to express my matching support in the establishment of the Nebraska Center for Intelligent Healthcare as Dr. Gold similarly outlined in his letter to you on February 24, 2020.

The College of Medicine will match Chancellor Gold's commitment of \$250,000 each year for FY 20 and FY 21 for startup of the center.

Sincerely,



Bradley Britigan, M.D.
Dean, College of Medicine

cc: Chancellor Jeffrey Gold
Doug Ewald
Susan Kraft Mann
Galen Kathol

UNMC Center for Intelligent Health Care

1. Purpose and Context of the Center.

Rationale and Significance: Following his defeat in chess to Deep Blue, Grandmaster Gary Kasparov declared the future was not human versus computer, nor computer versus computer, but human and computer working together. That concept has been well articulated in Terry Sejnowski's recent book "The Deep Learning Revolution". Our vision is to intelligently bring technology onto the healthcare team to optimize the synergy between the clinician, the patient, and the computer.

Artificial Intelligence (AI) has generated tremendous interest in all segments of our society. A recent review in the Harvard Business Review states that this is a 5 trillion dollar business and rapidly growing. Worldwide there are only 22,000 AI experts with many fewer who have expertise in healthcare. Thus, there is a great need to scientists to be experts in AI and a need to train clinicians that can translate AI into clinical care. It is an opportunity for UNMC and the University of Nebraska to become an international leader in AI-related science and solutions for healthcare. We will develop brilliant ideas then pursue the best ideas into viable products that help clinicians and patients. Becoming a world-leader takes focus. We will be a national leader in good data, one of the foundations of successful AI solutions, we will be national leaders in optimizing human and computer cognition, we will partner with other University of Nebraska schools to be leaders in algorithms and analysis with the goal of bringing about more precision in medicine (intelligently supporting clinicians and patients).

UNMC is in a unique position: We have access to world-class faculty in clinical informatics, we have a strong, supportive clinical partner with Nebraska Medicine, we have strong collaboration with our academic partners at UNO, UNL and UNK to bring in the best techniques of algorithms and analytics in artificial intelligence, and we have the Interprofessional Experiential Center for Enduring Learning (iExcel) as a research and development partner for optimizing human and computer cognition. Through the creation of the Center for Intelligent Health Care we will recruit and retain faculty to build and test great ideas and we will build the infrastructure that moves great ideas into great solutions.

Center Goal: To create healthcare solutions that intelligently supports clinicians to become more efficient and effective, and to improve the health of our patients.

Mission Statement:

The Center for Intelligent Health Care will:

1. Provide a springboard for clinical informaticists, data scientists, and artificial intelligence researchers to interact, publish, and compete for extramural funding.
2. Attract and retain the best students in Science, Technology, Engineering, and Mathematics (STEM) as well as students in healthcare with an interest in clinical informatics and artificial intelligence. This will include undergraduate, graduate and post-doctoral students.
3. Create good data that connects the DNA to diseases, seamlessly.
4. The Center will partner with iExcel to research and optimize human cognition partnering with health information technology, especially artificial intelligence.

5. Serve as a usability and prototyping lab, and clinical incubator for innovation that improves patient safety, quality and cost.
6. Serve as an economic driver for the State of Nebraska through the creation of new businesses that spin off from the Center.

Tagline: CIHC: Intelligently simplifying healthcare.

Vision: Nebraska will be a world-leader in linking human cognition and artificial intelligence, development of algorithm and analytics, and creation of good data to deliver precision in medicine. We will create innovative solutions that improve the efficiency and effectiveness of clinicians and the health of our patients. We will train the next generation of clinicians and scientists in clinical informatics, data science, and artificial intelligence.

2. Need and Demand for the Center.

At the outset it is critical to understand the difference between healthcare and health care. Healthcare is the environment where we practice medicine, health care is what we deliver to our patients.

The US healthcare system is in crisis. It is complex, expensive, and inefficient. There is an explosion in information ranging from DNA to individual disease management. The amount of information and the rate of change are too great for any individual to keep up. Further, as implemented, health information technology has led to clinician burn-out and escalating costs.

To understand the problems with the US healthcare system it is important to understand that the current healthcare system has its roots in the late 1800's when the patient's history and physical examination were the two cornerstones of patient care; an assumption that underpins care today. Add to that two events from the 1960s: Medicare, and the moon landing, and you have the triad of co-conspirators that have led to our disrupted healthcare system.

This Center will be a leader in healthcare transformation by linking brilliant, innovative scientists in clinical medicine and clinical informatics with leaders in health information technology and artificial intelligence to create a world-class clinical incubator and a unique whole-health system solutions that will facilitate the metamorphosis of the best concepts into great solutions.

We are at the beginning of the artificial intelligence revolution. There are currently no centers within the University of Nebraska System (and only a few fledgling efforts at other universities) that focuses on artificial intelligence, big data, and precision in medicine in healthcare. The Center is needed to create a critical mass that can stimulate and sustain innovation, and synergize research efforts that can then create pathways for great concepts to become great solutions that improve the quality and efficiency of clinical care and improve the health of Nebraskans. It is equally important to realize the opportunity costs lost to Nebraska if we are on the sideline artificial intelligence revolution.

The Center will be very well positioned to connect UNMC with UNO, UNL, and UNK to train the next generation of clinical informaticists, data scientists, and AI experts; not just in the theory, but in the practical application of clinical informatics, big data, and artificial intelligence through our cores in good data, precision medicine, and artificial intelligence through our prototyping laboratory and clinical incubator with the ultimate goal of bringing more precision to health care.

3. Resources. We have a strong core of clinicians, clinical informatics, health information technologists, and artificial intelligence experts across our four campuses, however there is no strategic direction or coordination. The Center will create an entrepreneurial culture that creates and sustains innovation. The Center will work with leaders and faculty across the four campuses to provide strategic focus to grow into a world-class center. The Center has been labelled as a priority “Big Idea” for the Nebraska Foundation.

The Chancellor and the Dean of the College of Medicine at UNMC have pledged support for the initial start-up of \$500,000 per year for fiscal years 2020, 2021, and 2022. Subsequent funding will be based on grants, contractual work, royalties, and foundation support. Additionally UNO, UNL, and UNK will support in kind contributions for their faculty and students.

Physical Facilities. We anticipate needing lab space to house 20 faculty, students and researcher staff in the first three years. A core of the Center will be collaboration, therefore we will need conference space that can bring together faculty and students across the three campuses.

Instructional Equipment and Informational Resources. We outfit a conference room configured for interaction with computer and audiovisual equipment to support live, distributed conferences.

4. Budget Projection and Plan for Sustainability.

Initial funding support will come from the UNMC with contributions from UNO, UNL and UNK for their faculty and students. This proposal includes start-up funding for the first two years. We expect significant income to the Center start in year two. After the initial two years of funding budget support will be approved by the oversight committee based the Center’s demonstrated value to the University of Nebraska and Nebraska Medicine. Funding will come from extramural government and non-government grants, consultative practice, contracted work, philanthropy, venture/angel investment, and royalties.

Please see **Appendix 1** for budget details.

5. Director Qualifications.

Dr. John Windle is uniquely qualified to lead the Center for Intelligent Health Care. He is the Richard and Mary Holland Distinguished Chair of Cardiovascular Science and Professor of Cardiovascular Medicine. In 1985 Dr. Windle set-up the first clinical electrophysiology laboratory in Nebraska. In 1995 he became the Assistant Dean for Continuing Medical Education, in 1998 become the inaugural Director of the Health Informatics Program at UNMC and in 2000 became the Division Chief of Cardiovascular Medicine until he stepped down in 2016. In the early 1990s as a consultant to Bard Electrophysiology he developed the first database to support the Electrophysiology Laboratory. In the late 1990s he partnered with Bob Throne and Lori Olson to develop a novel cardiac mapping system and they received National Science Foundation funding for that work. Over the subsequent 20 years Dr. Windle has received extramural funding from the National Institute of Standards and Technology, the National Library of Medicine, the National Science Foundation, the Agency for Healthcare Quality and Research and The Pew Charitable Trust Foundation. He has served as the President of the Heartland Affiliate of the American Heart Association and as the Chair of the Informatics and Health Information Technology Taskforce of the American College of Cardiology. Since 2008 he has been recognized as one of the “Best Doctors” in America for his clinical care.

Dr. Windle's biosketch is listed in **Appendix 2**.

We have also listed the biosketches of Drs. James Tchong who will be a key faculty recruit for the Center in **Appendix 3**.

6. Reporting and Organizational Structure.

The Center Director will report to the Chancellor of the University of Nebraska Medical Center.

Appendix 4 lists the proposed members of the Oversight Committee.

Appendix 5 lists initial faculty members and key collaborators across the three University of Nebraska campuses.

7. Participating Faculty and Partnerships.

The academic administrative home of the Center will be the University of Nebraska Medical Center but the Center will extend to UNL and UNO.

Collaborations with Higher Education Institutions External to the University. We already have strong working partnerships across UNMC, UNO and UNL. At the outset we intend to partner with Duke University and the University of Utah for additional clinical informatics expertise. We anticipate finding consultants in cognitive science and behavioral economics.

Partnership with Business. A core function of the Center will be to translate great concepts into great solutions. We are already working with multiple health information technology companies including IBM Watson Health, Google, Apple, Epic, and Nuance but will look at opportunities with specialty medical societies, standards organizations, government, and organizations such as Haven Healthcare.

Constituencies Served. Our Center serves the citizens of Nebraska.

8. Strategic Plan

We are witnessing two of the "most important one-time events on our history. The emergence of real, useful artificial intelligence and the connection of most of the people on the planet via a common digital network" according to authors Brynjolfsson and McAfee. There is an opening for a well-coordinated effort to bring AI effectively into healthcare,

Artificial intelligence is the ability of computers to reason and solve problems. Good AI depends on four layers working together: Algorithms, Data, Analytics, and Grounded Truth.

-The **Algorithm** is the foundational element on which AI is built. It is the mathematics and processing necessary to drive the engine.

-**Data** is how the engine gets trained. Data can come from any number of sources: genetic data, the electronic health record, or your Apple watch. The challenges are having secure data sets, and defining, building and collecting "good" data.

-The **Analytics** layer is the application of the best tools, such as machine learning, natural language processing, computer vision, robotics, etc. to solve the specific problem.

-**Grounded Truth** is the ability to know what is correct from what is erroneous. It requires content experts to make sure that right question is being asked the correct way.

UNMC has world-class expertise in data and grounded truth. UNO and UNL have strengths in AI algorithms and the analytics prove the concepts. To capitalize on the unique strengths of the

University of Nebraska these three layers will be integrated and made operational through three core areas:

Core for Good Data: Healthcare suffers because computers don't talk to one another. Good data is computable/machine readable and maintains its original semantic meaning (i.e., interoperability). To date, neither the government nor standards organizations have been able to solve this issue; current electronic health record systems only compound the problem. The Center will be a world leader in good data. We will address foundational issues related to good data to provide secure, high quality, reusable data for biomedical and AI researchers, clinicians and patients.

Core for Computational Intelligence (Algorithms and Analytics): Data is useful only if transformed into information, knowledge, and decision. This core involves data interpretation, modeling, fusion, integration, warehousing, application development and deployment powered by sound software engineering; both big data and small data research areas ranging from machine learning to simulation. UNMC will partner with our academic partners at UNO, UNL and UNK to work on optimizing computer intelligence.

Core for Human Cognition and Artificial Intelligence: Our research in human-computer interaction has allowed us to build a robust usability and prototyping lab. Work within that lab allowed us to create and validate the Nebraska Clinical Encounter Framework. This framework deconstructs the clinical encounter into dataflow, workflow and human cognition then reconstructs the clinician encounter using the framework to optimize the human-human (clinician-patient) interaction and human-computer interaction to support the encounter. The framework is will simplify health care to reduce clinician burn-out by making care more efficient and effective. The framework acknowledges that humans have limited memory and are susceptible to cognitive errors (mistakes), but computers have their own limitations – and that both need to be optimized and synchronized. The Center will be one of the first in the country to concentrate on the optimization of artificial intelligence, and human cognition in the clinical domain using our novel framework, robust usability lab, and rapid prototyping technology.

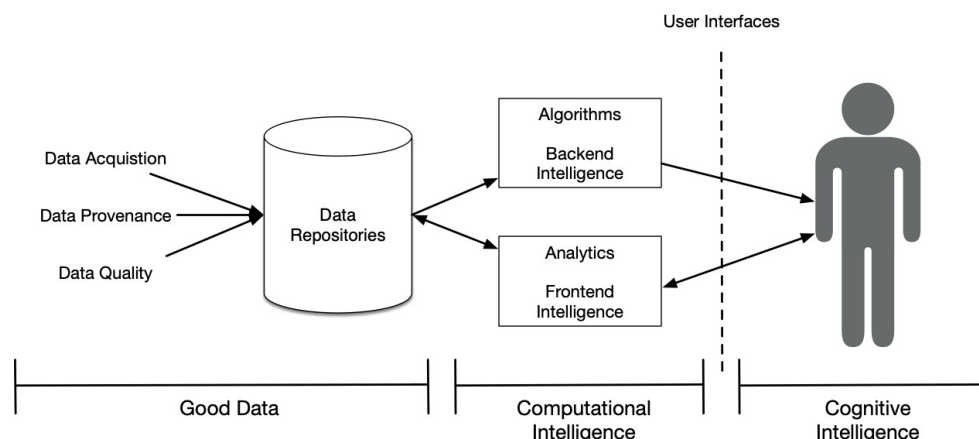


Figure 1 gives a visual representation of how we propose to link algorithms, data, analytics, and grounded truth into functional cores within the Center. It starts with the Core for Good Data (far left), utilizes analytics and artificial intelligence (middle), then designs and tests interfaces that optimize human cognition (right)

Precision in Medicine: Precision Medicine is a term developed by oncologists that link a patient's genetics and the patient's tumor to create a unique therapy. Forty years ago cancer

treatments were designed to kill rapidly dividing cells taking advantage of the knowledge that cancer cells grow faster than normal cells. However, they didn't do a very good job discriminating between cancer and normal cells, further many of the tumor cells didn't respond to chemotherapy at all and overwhelmed the body. Today we are at the cusp of a major revolution: Therapies that target specific characteristics of tumor cells versus normal cells and termed precision medicine.

This initiative is expanding the definition of precision medicine to be more inclusive. We are calling this Precision in Medicine. The powerful ability of integrating disease, the human genome, and clinical outcomes of an individual patient will transform healthcare beyond cancer therapy. We will be able to move beyond clinical guidelines to understand and build on the individual patient response.

Precision in medicine has a second definition; it means the delivery of the right information at the right time and in the right format to clinicians. Linking human cognition and artificial intelligence with good data, and the right algorithms and analytics will help us achieve that precision.

Prototyping Laboratory and Clinical Incubator: We will create the world's foremost prototyping laboratory and clinical incubator for optimizing human and computer cognition in healthcare. The prototyping lab is the functional test bed that links good data, computational and human intelligence to clinicians and patients. The prototyping team will test and validate innovative concepts created by our clinical informatics and artificial intelligence scientists and move them forward from proof of value to scalable, useful solutions. The Lab will take full advantage of our unique partnerships to link the Center with iExcel, Nebraska Medicine, and potentially Children's Hospital to facilitate investigator-initiated, industry and government-supported research and quality improvement initiatives. The Center will work closely with the Center Oversight Committee and Scientific Advisory Board to facilitate the creation of new, Nebraska-based businesses to bring great ideas to life.

The Business Model:

There is a substantial gap between the goals of traditional academic units to test and publish new concepts and the ability to transform great concepts into clinical solutions. To accomplish this goal we must create a new business model for UNMC. The origin of this model is founded on the work of two Arizona Professors, Nunamaker and Briggs who published the three levels of proof for information technology adoption: Proof of Concept, Proof of Value, and Proof of Use.

Proof of Concept is the core of the traditional academic model - the funding research through grants predicated by innovation, good methodology and original concepts. Our clinical informatics and artificial intelligence faculty will seek grant support from government and non-government sources to develop and validate proof of concept work.

Proof of Value comes from validation of the concept in a controlled population such as the patients, students, residents, and faculty who practice at Nebraska Medicine. Our prototyping team will translate proof of concept work into functional, testable prototypes that can be evaluated within the iExcel system and validated at Nebraska Medicine and other clinical research partners. Besides grants, the prototyping team will support the Center's growth through consulting and contractual work.

Proof of Use is the ultimate goal. It is when our technology solutions are adopted and used by clinicians and patients across the country and throughout the world.

The Center for Human and Computer Cognition intends to support the full range of proofs. To accomplish this we will not only support the traditional proof of concept work but also have the explicit goal and means to take the best concepts and build them into solutions that benefit our clinicians and patients. The Center will work with our clinical partners to produce good actionable data and through our incubator create value for that good data. We will work on the licensing and patenting of inventions in conjunction with UNeMed, UNeTech and work with the Nebraska Business Development Center to fully realize the business case for individual projects and create a clear return on investment strategy that will create strategic partnerships with industry. It is anticipated that the Center will spawn an LLC serve as the commercial arm of the Center and partner with start-ups and established high tech companies. The Center will help create jobs in Nebraska.

Governance:

Center Oversight Committee: The Center will report to the Chancellor of the University of Nebraska Medical Center. The Oversight Committee will be composed of senior leaders from Nebraska Medicine, the University of Nebraska System, and key business and community leaders. The Oversight Committee will be responsible for the approval of the strategic plan and the annual budget, and the evaluation of the Center's Director.

Scientific Advisory Board: We will bring together national thought leaders in artificial intelligence and biomedical informatics along with academic and community leaders in Nebraska to vet Big Ideas. Artificial intelligence development will be very competitive and fraught with dead-ends. Vigorous vetting will allow the best ideas to float to the top and create a culture of success.

Center Executive Team: The Center Executive Team will consist of the Center and Core Directors, the Administrative Director and two members of the oversight committee. This group will be responsible for the day-to-day operations of the Center including building business cases for projects and negotiation of contracts.

The Projects:

The raison d'être for the Center is take great concepts (projects) and create solutions that fundamentally transform how clinicians and patients interact with health information technology. To quote Edwin Land, "Don't undertake a project unless it is manifestly important and nearly impossible".

The exemplar foundational projects are noted in **Appendices A, B, and C**. The common theme is that these projects have been validated but they require unique expertise, substantial energy, and persistence to achieve "proof of use." This will require sustained funding and some risk, but these projects have very high ceilings that can help transform health care. Perhaps the strongest statement that can be made is that world-renowned experts in clinical informatics and intelligent health care are willing to relocate to Nebraska for the opportunity that we present. Appendix A is a demonstration project within the Good Data Core, Appendix B within the Human and Computer Cognition Core and Appendix C within the Computational Intelligence

Core. The first two years will also be used to create a strategic plan to coordinate the researchers on the three campuses into larger, sustainable functional focused units; to move from scattered individual investigators into a world-class center focused factory.

It should be noted that The Center will interface with intercampus efforts in Bioinformatics and other Big Data projects, but at the outset, we are concentrating on Clinical Informatics and artificial intelligence to optimize human and computer cognition.

9. Expected Outcomes.

The expectation is that the Center for Intelligent Health Care will be a world leader in optimizing human and computer cognition for the benefit of clinicians and patients. It starts with partnering with iExcel and Nebraska Medicine. It will require the creation of a new business model for the University of Nebraska. It is a center that relies on not only grants, contracts and philanthropy, but also the creation of new businesses and business relationships that create a self-sustaining Center and new job development for Nebraska.

10. Metrics of Success.

The metrics of success will be measured by manuscripts, grants, and contracts. It will be measured by the matriculation of undergraduate, graduate and post-docs into careers in clinical informatics and artificial intelligence. It will be measured by the success of transforming great concepts into solutions that improves the lives of clinicians and health of their patients, and the creation of new businesses in Nebraska.

Appendix 1

Budget Justification:

The Center for Intelligent Health Care is creating a completely new model for the University. We are proposing to create solutions that will fundamentally alter healthcare. Solutions that have eluded other Universities, Corporations, and the Government.

It starts with a faculty and staff with unique skills and experience. They will require substantial protected time to build out, validate, and produce viable solutions. While not represented on the above spreadsheets both UNO and UNL will contribute researcher and student time for the Center.

The Good Data Core will build off the work of Drs. Tcheng, Bray, Campbell, Campbell, and McClay to create data that has the liquidity that can be captured in the electronic health record in the course of daily work and move seamlessly to quality organizations and payers. Drs. Tcheng and Bray have strong ties to two of the best programs in the Country, Duke and Utah respectively. We anticipate using the teams at these two programs as consultants as we slowly build permanent positions within the Center.

The Algorithm and Analytics Core will pair UNO and UNL faculty with clinical and research faculty at UNMC and Nebraska Medicine to create the best solutions. We expect the Core Director for Algorithms and Analytics be a joint appointment with one of the undergraduate campuses. We expect to provide salary support so that the Director will be on a 12 month contract.

The Core for Artificial Intelligence and Human Cognition will extend the usability and prototyping lab that Dr. Windle's has established. We will make full use of the iExcel building to test and validate our solutions. The prototyping lab will allow us to test various solutions that try to optimize human and computer cognition. We expect to partner with Dr. Ash and his team to accelerate the adoption of best practices to Nebraska Medicine, this will include our faculty and staff becoming Epic-certified so that we can extend the resources of Nebraska Medicine.

A key hire will be the Administrative Director for the Center. This will require someone with a unique set of skills and will require commensurate compensation. The Administrative Director needs to have direct experience in the healthcare system, can speak to scientists and researchers, can negotiate the hierarches of the University of Nebraska and Nebraska Medicine. This person will need to work with the Nebraska Business Development Center to build business proformas, work with the NU Foundation for donors, and needs to be able to negotiate and execute on grants and contracts with industry.

There will be substantial travel involved in the development of business opportunities (contracts and consultation) through the Center. We will need to create one or two conferences annually where we bring in leaders in AI to the campus to work with our faculty.

We anticipate by year 3 we will have created revenue streams from philanthropy, grants, contracts, consultation, and royalties to reduce personnel expenses and allow growth. The oversight committee will approve budgets and new positions.

Appendix 2

BIOGRAPHICAL SKETCH

NAME John R. Windle, MD		POSITION TITLE Professor of Cardiovascular Medicine	
eRA COMMONS USER NAME (credential, e.g., agency login) John.Windle			
EDUCATION/TRAINING (Begin with baccalaureate or other initial professional education, such as nursing, include postdoctoral training and residency training if applicable.)			
INSTITUTION AND LOCATION	DEGREE (if applicable)	MM/YY	FIELD OF STUDY
University of Nebraska Medical Center, Omaha, NE		7/72-6/75	Undergraduate
University of Nebraska Medical Center, Omaha, NE	B.S., M.D.	7/75-6/79	Medicine
University of Nebraska Medical Center, Omaha	Residency	7/79-6/82	Internal Medicine
Indiana University of School of Medicine	Fellowship	7/82-6/85	Internal Medicine-Cardiology

Please refer to the application instructions in order to complete sections A, B, C, and D of the Biographical Sketch.

A. Personal Statement

Briefly describe why you are well-suited for your role in the project described in this application. The relevant factors may include aspects of your training; your previous experimental work on this specific topic or related topics; your technical expertise; your collaborators or scientific environment; and your past performance in this or related fields (you may mention specific contributions to science that are not included in Section C). Also, you may identify up to four peer reviewed publications that specifically highlight your experience and qualifications for this project. If you wish to explain impediments to your past productivity, you may include a description of factors such as family care responsibilities, illness, disability, and active duty military service.

I am currently a Professor of Cardiovascular Medicine and the Richard and Mary Holland Distinguished Chair of Cardiovascular Science. I am American Board of Internal Medicine (ABIM) certified in Internal Medicine, Cardiology, and Cardiac Electrophysiology. For sixteen years I was Chief of the Division of Cardiovascular Medicine until I stepped down in 2016. I have published extensively on cardiac electrophysiology in particular cardiac mapping, however, for the past 20 years my interests have concentrated on health information technology, more specifically improving the functionality of the electronic health record for providers and patients.

I am active in the American Medical Informatics Association and volunteer extensively with the American College of Cardiology. I am the immediate past Chair of the Informatics and Health Information Technology Taskforce and sit on the ACC National Cardiovascular Data Registry steering committee as well as the Science and Quality, and Data Quality Subcommittees. I am involved patient-centered care initiatives including sharing decision making at UNMC and participate in our Institutional Review Board. During the past 15 years I have participated in major informatics initiatives including being the site PI for a \$19M NIST grant on computerized

decision support, PI on a National Library of Medicine Grant looking at physician adoption of the electronic health record. I have been a consultant to the RAND Organization on computerized decision support, and currently serve as a consultant to Dr. James Tchong and the Pew Charitable Trust to promote interoperability, and Watson Health.

B. Positions and Honors

List in chronological order previous positions, concluding with the present position. List any honors. Include present membership on any Federal Government public advisory committee.

1973-75	Regent's Scholar, UNMC, Omaha, NE
1975-76	Medical Alumni Scholar, UNMC, Omaha, NE
1978	First Place Clinical Research, NE Student Research Forum
1983-84	Merck Fellow, American College of Cardiology
1985	Young Investigator of the Year Award, North American Society of Pacing and Electrophysiology
	University of Nebraska Medical Center in Omaha, NE
1991	Research Volunteer of the Year, American Heart Association, NE Chapter
1994	Volunteer of the Year, American Heart Association, NE Chapter
2005-pres.	Best Doctors in America
2006	Division of Cardiology Teacher of the Year
2010	Division of Cardiology Teacher of the Year
2011	Division of Cardiology Teacher of the Year
2013	Physician of Distinction Award
2017	Richard and Mary Holland Distinguished Chair of Cardiovascular Science

C. Contribution to Science

Briefly describe up to five of your most significant contributions to science. For each contribution, indicate the historical background that frames the scientific problem; the central finding(s); the influence of the finding(s) on the progress of science or the application of those finding(s) to health or technology; and your specific role in the described work. For each of these contributions, reference up to four peer-reviewed publications or other non-publication research products (can include audio or video products; patents; data and research materials; databases; educational aids or curricula; instruments or equipment; models; protocols; and software or netware) that are relevant to the described contribution. The description of each contribution should be no longer than one half page including figures and citations. Also provide a URL to a full list of your published work as found in a publicly available digital database such as SciENcv or My Bibliography, which are maintained by the US National Library of Medicine.

- 1) Innovating Cardiac Electrophysiology Mapping: Sudden cardiac death contributes to the death of 500,000 Americans annually. This work looked at ways to improve cardiac mapping to identify the source of these life-threatening cardiac arrhythmias. Much of this work was funded by the National Science Foundation.
 - a. Olson L, Throne R, Windle JR. APerformance of Generalized Eigensystem and Truncated Singular Value Decomposition Methods for the Inverse Problem of Electrocardiography. Inverse Problems in Engineering (1997) 5:239-277.
 - b. Olson LG, Throne RD, Windle JR. A comparison of techniques for the inverse problem of electrocardiography applied to data from six isolated rabbit heart

- experiments. IEEE Computers in Cardiology (1997).
- c. Throne RD, Olson LG, Windle JR. "Improved Parameter Choice Methods and Temporal Filtering for the Generalized Eigensystem Method Applied to the Inverse Problem of Electrocardiography. *Inverse Problems in Engineering*, Vol 9, pp. 339-365, 2001.
 - d. Throne RD, Windle JR. "A New Method for Incorporating Weighted Temporal and Spatial Smoothing in the Inverse Problem of Electrocardiography" *IEEE Transactions on Biomedical Engineering*. Vol. 49, No. 9, pp. 1054-1059, 2002.
 - e. Lowther DA, Throne RD, Olson LG, Windle JR. A comparison of two methods for choosing the regularization parameter for the inverse problem of electrocardiography. *Biomed Sci Instrum* 2002; 38:257-61.
- 2) Linking cellular electrophysiology and genetics to clinical outcomes: Channelopathies are a major cause of sudden cardiac death in adolescents and young adults. Our observations about the role of flecainide to alter the QT interval lead to a multicenter NIH study.
- a. Windle JR, Witt RC, Rozanski GJ. "Effects of Flecainide on Ectopic Atrial Automaticity and Conduction." Circulation (1993) 88, pt. 1:1878-1884.
 - b. Windle JR, Geletka RC, Moss AJ, Zareba W, Atkins DL. "Normalization of Ventricular Repolarization with Flecainide in Long QT Syndrome Patients With SCN5A: KPQ Mutation. Ann Noninvasive Electrocardiol. (2001) 6 (2):153-158.
 - c. Moss A, Windle JR, Hall WJ, Zareba W, Robinson JL, McNitt, S, Severski P, Rosero S, Daubert JP, Qi M, Ciecioraka, M, Manalan, AS. Safety and Efficacy of Flecainide in Subjects with Long QT-3 Syndrome (Δ KPQ Mutation): A Randomized, Double-Blind, Placebo-Controlled Clinical Trial. *Ann Noninvasive Electrocardiol.* 10:59-66. 2005.
- 3) Building bridges between big data to quality through informatics: The American College of Cardiology is a leader in data quality and data registries. This work looks a building real-world solutions to help achieve for CMS Director Don Berwick's triple aim of health care.
- a. ACC/AHA/SCAI 2014 health policy statement on structured reporting for the cardiac catheterization laboratory: A report of the American College of Cardiology clinical quality committee. Sanborn TA, Tchong JE, Vernon Anderson H, Chambers CE, Cheatham SL, Decaro MV, Durack JC, Everett AD, Gordon JB, Hammond WE, Hijazi ZM, Kashyap VS, Knudtson M, Lanzberg MJ, Martinez-Rios MA, Riggs LA, Sim KH, Slotwiner DJ, Solomon H, Szeto WY, Weiner BH, Weintraub WS, Windle JR. Volume 63, Issue 23 17 June 2014, Pages 2591-2623.
 - b. Windle, JR, Katz, AS, Dow, JP, Edward TA, et al. 2016 ACC/ASE/ASNC/HRS/SCAI Health Policy Statement on Integrating the Healthcare Enterprise. *J Am Coll Cardiol.*2016;68(12):1348-1364. Doi:10.1016/j.jacc.2016.04.017.
- 4) Using best practices in clinical informatics to create best practices in health information technology: After identifying the dissatisfaction of clinicians to health information technology we are now working on building solutions that satisfy the needs of clinicians in the clinical environment.
- a. Grabenbauer L, Fraser-Maginn RS, McClay JC, Woelfl NN, Thompson CB, Campbell JR, Windle JR. Physician Adoption of Electronic Health Records: A Qualitative Study of Academic and Private Physicians. *Applied Clinical Informatics* 2011; 2: 165-176. April 4, 2011.

- b. Grabenbauer L, Skinner A, **Windle J**. Electronic Health Record Adoption-Maybe It's not about the Money. Physician Super-Users, Electronic Health Records and Patient Care Research Article. Applied Clinical Informatics 2011; 2 4: 460-471.
- c. Windle T, McClay JC, **Windle JR**, The Impact of Doman Knowledge on Structural Data Collection and Templated Note Design. Appl Clin Inform 2013: 4: 317-330.
- d. Grabenbauer L, Fruhling A, **Windle J**. Towards a Cardiology/EHR interaction workflow usability evaluation method. Proceedings of the Forty-Seventh Annual Hawaii International Conference on System Sciences, IEEE Computer Society Conference Publishing Services. 2014.2626-2635, 6-9 Jan. 2014.
- e. **Windle, JR**, Windle, TA. Electronic Health Records and the Quest to Achieve the "Triple Aim. Journal of the American College of Cardiology. Volume. 65. No 18, 2015.

D. Research Support

List both selected ongoing and completed research projects for the past three years (Federal or non-Federally-supported). *Begin with the projects that are most relevant to the research proposed in the application. Briefly indicate the overall goals of the projects and responsibilities of the key person identified on the Biographical Sketch. Do not include number of person months or direct costs.*

Title: Power to the patient: Design and Test of Closed-Loop Interactive IT for Geriatric Heart Failure and Self-Care

FOA Number: PA14-001

FOA Title: EXPLORATORY AND DEVELOPMENTAL GRANT TO IMPROVE HEALTH CARE QUALITY THROUGH HEALTH INFORMATION TECHNOLOGY (IT) (R21)

Funding Agency: AHRQ

Date: 4/1/2017 – 9/30/2018

Total Cost: \$293,786

Principle Investigator: Richard Holden, IUPUI

Consultant: John R. Windle, M.D.

Title: Optimizing the Electronic Health Record for Cardiac Care

ID Number: 16308

Funding Agency: NIH/DDHS/AHRQ

Date: 9/1/14-8/31/19

Total Cost: \$4,710,000

Principal Investigator: John R. Windle, M.D.

Appendix 3

OMB No. 0925-0001 and 0925-0002 (Rev. 09/17 Approved Through 03/31/2020)

BIOGRAPHICAL SKETCH

Provide the following information for the Senior/key personnel and other significant contributors.
Follow this format for each person. DO NOT EXCEED FIVE PAGES.

NAME: Tcheng, James E.

eRA COMMONS USER NAME (credential, e.g., agency login): tchen001

POSITION TITLE: Professor of Medicine with tenure, Professor of Community and Family Medicine (Informatics)

EDUCATION/TRAINING (*Begin with baccalaureate or other initial professional education, such as nursing, include postdoctoral training and residency training if applicable. Add/delete rows as necessary.*)

INSTITUTION AND LOCATION	DEGREE (if applicable)	Completion Date MM/YYYY	FIELD OF STUDY
University of Cincinnati, Cincinnati, OH	B.S.	06/78	Biology (w/ High Honors)
Johns Hopkins School of Medicine, Baltimore, MD	M.D.	05/82	Medicine
Washington Univ. Dept of Medicine, St. Louis, MO	Residency	06/85	Internal Medicine
Duke University School of Medicine, Durham, NC	Fellowship	06/88	Cardiovascular Medicine

A. Personal Statement

I have both extensive experience and am highly committed to accomplishing the aims of the proposed Center. I am board-certified in clinical informatics by the American Board of Preventive Medicine (October 2013). For over 25 years, I have been a faculty member of the Duke Clinical Research Institute and the Director of the Duke Information Systems for Cardiovascular Disease (DISCC, also known as the Duke Databank). Key foci of DISCC have included the collection of data at the point of care, systems and performance improvement, and longitudinal outcomes assessment. As the Medical Knowledge Architect for the Duke University Health System (2004-2010), I developed (including the authoring of computer code) approximately 3/4 of the clinical decision support embedded in the proprietary Duke electronic medical record in use by the Duke Health System until 2013. Types of CDS included standard ordersets (including corollary ordersets with accompanying branch logic), automatic and prompted medication dose adjustment, facilitated prompting of clinical documentation based upon diagnosis, and guidelines and other evidence based treatment planning and care implementation. With the conversion to the Epic EHR system at Duke in 2013, I facilitated the review, updating, and conversion of that CDS content into the Duke Epic EHR implementation. As a member of the ACC NCDR Management Board, I was the chair of the NCDR informatics strategy working group, positioning the NCDR to move from forms-based clinical trials to interoperable data transfer based on common data elements and data standards. This infrastructure was a key enabler of the SAFE-PCI embedded pragmatic trial that leveraged real-

world data collected at the point of care. As a member of the ACC/AHA Task Force on Data Standards, I was the co-chair and primary technical developer of the common data element standards for a base cardiovascular vocabulary for electronic health records, an effort focused on the informatics dimensions needed to enable semantic interoperability across electronic health information systems. Similarly, I was the primary developer of the common data element standards for cardiovascular endpoint outcomes relevant to clinical trials and clinical care. I was the Chair of the National Academy of Medicine / Office of the National Coordinator Clinical Decision Support planning committee to define the principles, characteristics, and qualities of effective clinical decision support, with the planning committee work informing this work (and vice versa). Finally, as a practicing clinician, I experience the trials and tribulations of inefficient and ineffective information technologies on a daily basis, including procedure documentation, EHR, inventory management, and other HIT systems. The proposed body of work logically builds and leverages this body of experience, and I am completely supportive and engaged with the requirements for developing and leading the Center.

B. Positions and Honors

Positions and Experience

Intern, Internal Medicine	Barnes Hospital / Washington University	1982-1983
Resident, Internal Medicine	Barnes Hospital / Washington University	1983-1985
Critical Care Physician (staff)	DePaul Health Center	1985-1986
Fellow, Division of Cardiology	Duke University Medical Center	1986-1988
Associate in Medicine	Duke University Medical Center	1988-1989
Director, Duke Information Systems For Cardiovascular Care	Duke University Medical Center	1988 – present
Assistant Professor of Medicine	Duke University Medical Center	1990-1997
Director, Performance Improvement Division of Cardiology	Duke University Medical Center	1994 - present
Associate Professor of Medicine	Duke University Medical Center	1997 - 2008
Information Architect, Duke Heart Center	Duke University Medical Center	2001 - present
Associate Professor of Community & Family Medicine (Informatics)	Duke University Medical Center	2004 - 2009
Medical Knowledge Architect Duke Health Technology Solutions	Duke University Health System	2004 – 2010
Director, Duke Translational Medicine, Biomedical Informatics Core	Duke University Medical Center	2008 - 2012
Professor of Medicine	Duke University Medical Center	2008 - present
Professor of Community and Family Medicine (Informatics)	Duke University Medical Center	2009 – present
Chief Medical Information Officer	Duke Heart Network	2015 - present

Other Experience and Professional Memberships

Reviewer: American Heart Journal; American Journal of Cardiology; Catheterization and Cardiovascular Interventions; Circulation; Journal of the American College of Cardiology; New England Journal of Medicine

Fellow, American College of Cardiology (ACC)
 ACC Informatics and Health Information Technology Task Force
 ACC Digital Steering Committee
 Board Member, National Cardiovascular Database Registry
 ACC/AHA Data Standards Task Force
 ACC Science and Quality Oversight Committee
 ACC Publications and Editorial Coordination Committee
 American Board of Internal Medicine
 Chair, Interventional Cardiology Exam Committee
 Chair, Interventional Cardiology Medical Simulation Committee
 Cardiology Specialty Board
 Fellow, Society for Cardiac Angiography and Interventions
 Fellow, European Society of Cardiology
 Member, Society of Thoracic Surgeons
 Member, Health Information Management Systems Society
 Member, North Carolina Health Information Exchange – Clinical and Technical Team (2010-2011)
 Member, Certification Commission for Health Information Technology – Cardiovascular Expert Panel (2007-2011)
 Expert Witness – medical malpractice
 Computer software programmer, computer systems consultant – medical software and solutions

Honors

Phi Beta Kappa 1978	University of Cincinnati
Outstanding People of the 20th Century 2002	International Biographical Centre Cambridge, England
Strength, Hope and Caring Award 2004	Duke University Hospital
Master Clinician / Teacher Award 2015	Duke University Health System
Distinguished Service Award 2018	American College of Cardiology

C. Contribution to Science

1. My early work focused on the clinical development programs of the platelet glycoprotein IIb/IIIa inhibitors and other antithrombotic agents to reduce complications of percutaneous coronary intervention and acute coronary syndromes. As the principal investigator of a series of phase II, phase III, and phase IV trials of both abciximab (ReoPro) and eptifibatide (Integrilin), the work to design, develop, conduct, coordinate, and analyze these trials resulted in market approval and successful commercial dissemination of this class of agents. This work informed the development of the antithrombotic class of drugs as a standard therapy in coronary disease.
 - a. The EPILOG Investigators. Platelet glycoprotein IIb/IIIa receptor blockade and low-dose heparin during percutaneous coronary revascularization. *New Eng J Med* 336:1689-96, 1997. (Co-PI and primary author)
 - b. The ESPRIT Investigators. Novel dosing regimen of eptifibatide in planned coronary stent implantation (ESPRIT): a randomized, placebo-controlled trial. *Lancet* 356: 2037-2044, 2000. (PI and primary author)
 - c. Tcheng JE, Kandzari DE, Grines CL, Cox DA, Efron MB, Garcia E, Griffin JJ, Guagliumi G, Stuckey T, Turco M, Fahy M, Lansky AJ, Mehran R, Stone GW. Benefits and risks of abciximab use in primary angioplasty for acute myocardial infarction: the Controlled Abciximab and Device Investigation to Lower Late Angioplasty Complications (CADILLAC) trial. *Circulation* 108:1316-23, 2003.

2. A second domain has been work largely internal to Duke, specifically the development of the Duke Information Systems for Cardiovascular Care (DISCC, aka the Duke Databank) cardiovascular information system, the Duke University Hospital electronic medical record system, and the Duke implementation of the McKesson Computerized Provider Order Entry system. This work anticipated the need for clinical data to be used in the conduct of clinical research, epidemiologic surveys, and for regulatory purposes, as part of a larger translational clinical environment.

- a. Tcheng JE, Blunden PB, Ross CC, Harrington JS, Stack RS, Califf RM, Hammond WE, Pryor DB. The Duke DataBank Interventional Cardiology Database. *J Am Coll Cardiol* 17:5A, 1991 (abstract).
- b. Tcheng JE, Nahm M, Fendt K. Data quality issues and the electronic health record. *Drug Info Assoc-Global Forum*. 2:36-40, 2010.
- c. Murphy SN, Dubey A, Embi PJ, Harris PA, Richter BG, Turisco F, Weber GM, Tcheng JE, Koegh D. Current state of information technologies for the clinical research enterprise across academic medical centers. *Clinical and Translational Science* 2012; 5(3):281-284.8. 200.

3. My work in informatics includes the development of cardiovascular clinical data element standards intended to span the clinical, clinical research, and regulatory sectors. Organized by the American College of Cardiology and other cardiovascular professional societies, the development of these lexicons is being accomplished with the collaboration of the academic community, clinical representatives, informatics experts, FDA, and standards development organizations. The goal is to identify the parsimonious sets of data elements relevant to clinical care, risk prediction, clinical decision support, drug and device surveillance, and other patient-centered uses, bridging the gap between administrative, ontology-based taxonomies and clinical terminology use.

- a. Weintraub WS, Karlsberg RP, Tcheng JE, Buxton AE, Boris JR, Dove JT, Fonarow GC, Goldberg LR, Heidenreich P, Hendel RC, Jacobs AK, Lewis W, Mirror MJ, Shahian DM. 2011 ACCF/AHA key data elements and definitions of a base cardiovascular vocabulary for electronic health records. *J Am Coll Cardiol* 2011; 58: 202-222.
- b. Anderson HV, Weintraub WS, Radford MJ, Kremers MS, Roe MS, Shaw RE, Pinchotti DM, Tcheng JE. Standardized cardiovascular data for clinical research, registries, and patient care; A report from the data standards workgroup of the National Cardiovascular Research Infrastructure Project. *J Am Coll Cardiol*. 2013; 61:1835-1946.
- c. Hicks KA, Tcheng JE, Bozkurt B, Chaitman BR, Cutlip DE, Farb A, Fonarow GC, Jacobs JP, Jaff MR, Lichtman JH, Limacher MC, Mahaffey KW, Mehran R, Nissen SE, Smith EE, Targum SL. 2014 ACC/AHA Key Data Elements and Definitions for Cardiovascular Endpoint Events in Clinical Trials: A Report of the American College of Cardiology/American Heart Association Task Force on Clinical Data Standards (Writing Committee to Develop Cardiovascular Endpoints Data Standards). *J Am Coll Cardiol*. 2015; 66:403-69.

4. Ultimately, accomplishing effective device evaluation requires the ubiquitous flow of data throughout the healthcare ecosystem. To this end, I have led efforts to define best practices and principles for the tight integration of workflow with data management, particularly in the cardiac catheterization laboratory procedure environment. Through this work, we have demonstrated the integrated acquisition of key clinical data (including the unique device identifier) in the cardiac catheterization laboratory, a paradigm which we are actively working to extend to other clinical care areas starting with electrophysiology. The work product of these efforts has already reduced resource requirements for documentation, improved the quality of the data, and facilitated reporting to clinical registries such as the ACC NCDR.

- a. Sanborn TA, Tcheng JE, Anderson HV, Chambers CE, Cheatham SL, DeCaro MV,

- Durack JC, Everett AD, Gordon JB, Hammond WE, Hijazi ZM, Kashyap VS, Knudtson M, Landzberg MJ, Martinez-Rios MA, Riggs LA, Sim KH, Slotwiner DJ, Solomon H, Szeto WY, Weiner BH, Weintraub WS, Windle JR. ACC/AHA/SCAI 2014 health policy statement on structured reporting for the cardiac catheterization laboratory: a report of the American College of Cardiology Clinical Quality Committee. *J Am Coll Cardiol*. 2014; 63:2591-623.
- b. Tcheng JE, Crowley J, Tomes M, Reed TL, Dudas JM, Thompson KP, Garratt KN, Drozda JP. Unique Device Identifiers for coronary stent postmarket surveillance and research: a report from the Food and Drug Administration Medical Device Epidemiology Network Unique Device Identifier Demonstration. *Am Heart J*. 2014 Oct;168(4):405-413.208.
- c. Recommendations for a National Medical Device Evaluation System. Strategically coordinated registry networks to bridge clinical care and research. A report from the Medical Device Registry Task Force & the Medical Devices Epidemiology Network. (Writing Group member.) Available at: http://www.mdepinet.org/wp-content/uploads/Recommendations-for-a-National-Medical-Device-Evaluation-System_24-Aug-2015.pdf.
- d. Optimizing Strategies for Clinical Decision Support. National Academy of Medicine Special Publication. (Tcheng JE, Chair.) Available at: <https://nam.edu/optimizing-strategies-clinical-decision-support/>

D. Additional Information: Research Support and/or Scholastic Performance

Prior Support Relevant to This Submission

8059-S06 Westat Subcontract, Clinical Research Network Feasibility Award 2/1/2009 – 1/31/2010

NIH-NCRR (PI: J. Tcheng)

Project Title: Feasibility and Economic Evaluation of Standards-based Interoperability Between Investigational Sites and Clinical Research Network Data Centers

Role: Principal Investigator

5UL1-RR024128 (PI: R. Califf)

9/30/06 – 6/30/11, with no-

cost extension

NIH-NCRR

Project Title: *CTSA UL*

Role: Director of Biomedical Informatics Core, Duke Translational Medicine Institute

1RC2HL101512-01 (PI: R. Harrington)

9/29/09 – 7/30/11, with no-

cost extension

Title: *National Cardiovascular Research Infrastructure*

Role: Co-Investigator

R24FD004411-01 (PI: J. Tcheng)

7/1/12 – 6/30/13, with no-

cost extension

Title: *Standardized Collection and Submission of Cardiovascular Endpoint Data*

Role: Principal Investigator

2U50-DD000897-03 (PI: T. Ortel)

4/1/12 – 3/31/15

Title: *Population-based Surveillance and Outcomes of Venous Thromboembolism*

Role: Co-Investigator

Current Support Relevant to This Submission

34-5224-2005-001 (PI: J. Windle)

9/1/14 – current

Title: *Optimizing the Electronic Health Record for Cardiac Care*

Role: Co-Investigator

1-U01-FD-005476-01 (PI: J. Drozda)

1/1/2016 – current

Title: *Building UDI into Longitudinal Data for Surveillance and Research (BUILD)*

Role: Co- Principal Investigator

31373 (PI: J. Tcheng)

1/17/2018 - current

Title: *Improving Healthcare Data Interoperability*

Role: Principal Investigator

Appendix 4

Center for Human and Computer Cognition Oversight Committee

Chair	Dele Davies	SVC Academic Affairs, UNMC
Committee	Rod Markin	Executive Director, UNeTech Institute
	Michael Ash	Chief Information Officer, UNMC
		Chief Transformation Officer, Nebraska Medicine
	Hesham Ali	Dean, College of IS&T, UNO
	Lance Perez	Dean, College of Engineering, UNL
	Todd Combs	Investment Manager, Berkshire Hathaway
	Patrick Duffy	President, McCarthy Capital
	Joseph Smith MD, PhD	President and CEO, Reflexion and Digital Health Corp

UNMC Faculty and Key Collaborators

University of Nebraska Medical Center

John Windle MD

Richard and Mary Holland Distinguished Chair in Cardiovascular Sciences, Professor of Cardiovascular Medicine/Internal Medicine

jrwindle@unmc.edu

Interests/Expertise (I/E): Workflow, Dataflow and Cognitive support, Deep Learning in clinical care

Jim McClay MD

Associate Professor, Department of Emergency Medicine,
Chair of Biomedical Informatics

jmccclay@unmc.edu

I/E: Controlled vocabulary, harmonizing big data sets

James Campbell MD

Professor Department of Internal Medicine

campbell@unmc.edu

I/E: Controlled vocabularies, clinical informatics

W. Scott Campbell PhD

Associate Professor, Department of Pathology and Microbiology
Director of Public Health Informatics

wcampbell@unmc.edu

I/E: Controlled medical terminology, Knowledge management, Data capture, representation, standardization

Martina Clarke PhD
Assistant Professor of Medicine, Department of Cardiovascular Medicine/Internal Medicine
mclarke@unmc.edu
I/E: Usability

Thomas A. Windle BA/BS
Informatics Researcher, Research Information Technology Office
Email: tawindle@unmc.edu
I/E: • Drug normalization across data sources, Formal Usability Evaluation

Chris Maloney MD, PhD
Professor, Department of Pediatrics
Email: cmaloney@chldrensomaha.org
Interests/Expertise: Standardized diagnostic care models to collect patient level data, Cognitive decision support systems utilizing predictive analytics

Beth Culross PhD, RN
Assistant Professor, Director, Learning Resources Center, Associate Director, Interprofessional Academy of Educators
Email: bculross@unmc.edu
I/E: iWall, Technology integration into education

Pamela Boyers PhD
Assistant Professor of Surgery
Associate Vice Chancellor for Clinical Simulation, iEXCEL
Pamela.boyers@unmc.edu
I/E:

Cheryl Bagley Thompson PhD, RN
Associate Professor, College of Nursing
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I/E: Nursing Informatics

University of Nebraska-Omaha

Ann Fruhling PhD
Charles W. and Marge H. Durham Distinguished Professor of CIST. Professor and Director,
School of Interdisciplinary Informatics
Email: afruhling@unomaha.edu
I/E: Human/Computer interactions, Agile design

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Xiaoyue Cheng PhD
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I/E: Data Visualization, data mining

Christian Haas PhD
Assistant Professor, College of Information Science and Technology
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Interests/Expertise: Machine Learning, Big Data analytics and simulation

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Department of Information Systems & Quantitative Analysis, College of Information Science & Technology.
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I/E: mobile computing

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I/E:

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I/E: Machine learning, cybersecurity

Vinodchandran Variyam PhD
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Interests/Expertise: Computational Complexity, machine learning

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I/E: multiagent modeling and simulation, intelligent data analysis

Ashok Samal PhD
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I/E: Image analytics

Stephen Reichenbach PhD
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I/E: multidimensional image analysis, web-based decision-support

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I/E: Social determinants of health, rural health

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I/E: AI and health measurements, mobile health

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I/E partial differential equations, nonlocal models, data science.

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I/E: partial differential equations and calculus of variations.

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alarios@unl.edu
I/E: scientific computation and modeling, data analysis.

Susan Hermiller PhD
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I/E geometric group theory, algorithms, machine learning.

Huijing Du PhD
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I/E: mathematical biology, big data.

Tri Lai PhD
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I/E: combinatorics, discrete mathematics, data science.

Bo Deng PhD
Professor, Department of Mathematics
bdeng@math.unl.edu
I/E: bioinformatics, dynamic systems.

Appendix A

Project Title: Achieving Data Liquidity via Good Data in Health Information Systems

Date Submitted:

Adoption Goal: __ Proof of Concept __Proof of Value _X_Proof of Use

Hypothesis/Goal: Artificial intelligence and related approaches depend on high quality, voluminous good data. Clinical data is typically inconsistent, low quality, and poorly interoperable. We propose to improve clinical data liquidity through informatics work that reduces barriers to data interoperability, including data consistency, data element representation, and capture of data through optimized clinical workflow processes.

Background: The electronic health record (EHR) “Meaningful Use” incentive program promised ubiquitous healthcare data. Instead, current EHR systems perpetuate a document (not data) model, with the EHR serving largely as a sophisticated filing cabinet for documents. The first step to ubiquitous healthcare data is defining the clinical concepts to be captured as data – and the technical specifications that assure that clinical data is semantically interoperable. Multiple initiatives led by professional societies in disciplines including cardiology, oncology, and radiology have identified clinical concepts that should be captured as data. A 2018 project conducted by the Duke Clinical Research Institute (sponsored by the Pew Charitable Trusts) to develop core clinical concepts (demographics, vital signs, laboratory results, medications, etc.) also developed the roadmap to general adoption. This predicate work informs the next steps in the process, achieving native data interoperability through technical specification of common data elements, transforming clinical workflows to integrate capture of good data as a component of normal clinical workflows, and building commercial health information documentation systems per the mantra of “capture data once, use for many purposes”.

Innovation:

The Core for Good Data will be the first to bridge across key barriers to data liquidity. The translational aspects of the work will be embraced, bridging expertise of clinician, informatician, database developer, process engineer, and vendor across an environment conducive to breaking down barriers that results in enabled data. This Core will provide the foundations for a common authoritative process to identify, define and specify common clinical data elements and an agreed upon process for governance thereof.

Methods:

Budget/Resources Requested: Included in the Core Lab budget

Nebraska Business Development Center Evaluation (Proof of Value and Proof of Use Submissions) of ROI: Pending

Appendix B

Project Title: Expansion and Validation of the Nebraska Clinical Encounter Framework

Date Submitted:

Adoption Goal: __ Proof of Concept _X_ Proof of Value __ Proof of Use

Hypothesis/Goal: The Nebraska Clinical Encounter Framework provides a structure to evaluate and optimize the workflow, dataflow and cognitive needs of patients and clinicians. We propose to test and further develop the Framework to produce real-world solutions that makes health information technology more efficient and effective for clinicians and improves patient care.

Background: Both Presidents Bush and Obama pushed for the adoption of health information technology as the solution to the US healthcare crisis, early estimates promising savings of \$70 Billion per year. Unfortunately, a decade later, the implementation of HIT has added substantially to healthcare costs and is a leading cause of clinician burn-out. Over the past 5 years we have explored the clinical world of HIT using a novel research methodology called convergent parallel mixed methods. This links quantitative, qualitative data with expert opinions to create new solutions. We have built a prototype electronic health records (EHR) for clinicians and a personal health record (PHR) for patients using best practices in information technology. These prototypes allow rapid develop and testing of functionality using simulated clinical encounters.

We are now in the last year of the AHRQ grant that supported these efforts and have allowed us to deconstruct the clinical encounter into it essential components (as determined by clinicians and patients, not the external payers) and reconstruct the encounter using the framework. Validation of the framework concept will occur in 2019.

The next step is to build out concepts of the framework that could not be tested in the original grant and apply the lessons learned to clinicians and patients at Nebraska Medicine to demonstrate proof of value and eventually proof of use.

Innovation:

The Nebraska Clinical Encounter Framework coupled with our Prototyping Laboratory allows us to establish and validate information technology solutions that do not yet exist in healthcare anywhere in the World. Specifically, we will develop solutions based on domain/expertise axis and learning styles, and the use of artificial intelligence to support adaptive learning and clinician/patient preferences.

Methods:

Budget/Resources Requested: Included in the Core Lab budget

Nebraska Business Development Center Evaluation (Proof of Value and Proof of Use Submissions) of ROI: Pending

Appendix C

Project Title: IBM Watson Health Imaging-ECG project

Date Submitted:

Adoption Goal: __ Proof of Concept __ Proof of Value _X_ Proof of Use

Hypothesis/Goal: With training, Watson can: Improve on current automated ECG reading and automated telemetry monitoring.

Background: Electrocardiography has been around for nearly 150 years and for the last 40 years several companies have provided automatic (computerized over reads) with human editing and confirmation. This reading has two limitations, first, the computer can only read the recorded waveforms and compare current to prior interpretations. The computer reading currently is Boolean. Watson has the ability to be trained first to diagnose normal versus abnormal, then to add depth to “compared to prior tracing” but ultimately, when exposed to large clinical data sets will be able to read with far greater accuracy than current technology supports.

Innovation: Watson ECG imaging has the potential to read more accurately than humans can alone and do so without fatigue. By bringing the patient’s record into analysis it will allow us to establish grounded truth and provide highly accurate readings.

Methods: In phase one An initial training set of 7000 ECG (mixed normal and abnormal) will be read by two to three ECG experts and used to train and validate Watson. In phase 2 Watson will be trained to report on serial tracings with the intent to move beyond Boolean logic to improve the accuracy and hence the automation of reading. Phase three forward will train Watson to read other aspects of the clinical condition such as cardiac arrhythmias, infraction and hypertrophy.

Budget/Resources Requested: None, this is funded by IBM Watson Health Imaging through UNMC and UNeMed

Nebraska Business Development Center Evaluation (Proof of Value and Proof of Use Submissions) of ROI: Not necessary, Dr. Markin negotiating

TABLE 1: PROJECTED EXPENSES
UNMC Center for Intelligent Health Care

Personnel	(FY2020-21) Year 1		(FY2021-22) Year 2		(FY2022-23) Year 3		(FY2023-24) Year 4		(FY2024-25) Year 5		Total
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
Director		\$0		\$0		\$0		\$0		\$0	\$0
Faculty (see operating line below) ¹	-	\$0	1.00	\$0	1.00	\$0	0.50	\$0	0.50	\$0	\$0
Non-teaching staff: Professional	1.33	\$113,269	4.25	\$430,000	4.25	\$442,900	4.25	\$456,315	4.25	\$469,872	\$1,912,356
Graduate Assistants ²	1.00	\$40,000	3.00	\$80,000	8.00	\$300,000	13.00	\$597,400	18.00	\$912,374	\$1,929,774
Subtotal	2.33	\$153,269	8.25	\$510,000	13.25	\$742,900	17.75	\$1,053,715	22.75	\$1,382,246	\$3,842,130
Benefits (21%)		\$32,186		\$107,100		\$156,009		\$221,280		\$290,272	\$806,847
Total Personnel	2.33	\$185,455	8.25	\$617,100	13.25	\$898,909	17.75	\$1,274,995	22.75	\$1,672,518	\$4,648,977
Operating											
General Operating ³		\$0		\$25,000		\$25,000		\$100,000		\$125,000	\$275,000
Equipment for Center		\$35,000		\$25,000		\$25,000		\$75,000		\$75,000	\$235,000
Consultants ⁴		\$0		\$25,000		\$25,000		\$25,000		\$25,000	\$100,000
Travel ⁵		\$30,000		\$25,000		\$25,000		\$50,000		\$50,000	\$180,000
Facilities ⁶		\$0		\$25,000		\$25,000		\$100,000		\$100,000	\$250,000
Start-up Grants ⁷		\$0		\$0		\$0		\$400,000		\$500,000	\$900,000
Subcontracts ⁸		\$0		\$0		\$0		\$500,000		\$1,000,000	\$1,500,000
Subtotal		\$65,000		\$125,000		\$125,000		\$1,250,000		\$1,875,000	\$3,440,000
Total Expenses		\$250,455		\$742,100		\$1,023,909		\$2,524,995		\$3,547,518	\$8,088,977

¹ Expenses will be adjusted to match contract/grant support.

² The first two years are covered by start-up funds; Years 3- 5 are contingent on obtaining grants.

³ Funds for computer software and hardware, and website maintenance.

⁴ The Center will rely on consultants with limited employees until secure independent funding is obtained.

⁵ Funds for travel are necessary for business and national presentations.

⁶ There is no new space identified for the Center; funds will support facility upgrades.

⁷ Pilot grants are dependent on the Center's financial sustainability.

⁸ We anticipate to support faculty at other institutions through subcontracts.

TABLE 2: PROJECTED REVENUES
UNMC Center for Intelligent Health Care

	(FY2020-21) Year 1	(FY2021-22) Year 2	(FY2022-23) Year 3	(FY2023-24) Year 4	(FY2024-25) Year 5	Total
	DDIF Admin ¹	\$500,000	\$500,000	\$0	\$0	\$0
Philanthropy ²	\$0	\$0	\$500,000	\$2,000,000	\$2,000,000	\$4,500,000
Grants ³	\$0	\$0	\$200,000	\$500,000	\$750,000	\$1,450,000
Contracts ⁴	\$100,000	\$250,000	\$500,000	\$2,250,000	\$3,000,000	\$6,100,000
Royalties ⁵	\$0	\$0	\$0	\$250,000	\$500,000	\$750,000
Total Revenue	\$600,000	\$750,000	\$1,200,000	\$5,000,000	\$6,250,000	\$13,800,000

¹ The College of Medicine (COM) will provide these funds. Funding originates from the Nebraska Medicine Academic Program Funding Agreement and the COM Department of Cellular and Integrative Physiology. (DDIF = Deans Development Investment Funds.)

² The UNMC Capital Campaign Initiative will be harnessed to provide philanthropic funding to support the Center.

³ The Center will take 18-24 months to gain extramural research funding.

⁴ The Center will build products that have commercial value either through consultation or contracts.

⁵ This anticipates royalties will be produced through product development and partnerships with industry.

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

MEETING DATE: June 26, 2020

SUBJECT: Discontinuance of the Nebraska Center for Cellular Signaling in the College of Dentistry at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approval is requested to discontinue the Nebraska Center for Cellular Signaling in the College of Dentistry at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTION: October 29, 2004 – The Board approved the establishment of the intercampus multi-disciplinary Nebraska Center for Cellular Signaling.

EXPLANATION: The Center, funded by the National Institutes of Health, Centers of Biomedical Research Excellence (CoBRE) program, was formed to build research capacity at UNMC. The three-phase, 15-year grant has ended and the research capacity created has been fully integrated into UNMC's academic and research units. There is no need to continue the Center as a separate entity.

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

PROGRAM SAVINGS: As the Center was fully grant supported, there are no funds saved by its discontinuance.

SPONSORS: H. Dele Davies
Senior Vice Chancellor for Academic Affairs
University of Nebraska Medical Center

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

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

DATE: May 21, 2020

TO: The Board of Regents

Addendum IX-B-1

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Fund B, University Program and Facilities Fee (UPFF):
2020-21 Allocation for the University of Nebraska at Kearney (UNK)

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fee (UPFF)
2020-21 Allocation for the University of Nebraska at Kearney (UNK)

UPFF Fund B Category	Approved Allocation <u>2019-2020</u>	Recommended Allocation <u>2020-2021</u>	
Health Services	\$834,000	\$825,000*	
Student Events	778,000	775,000**	
Facilities	576,000	603,000	
Union	368,000	334,000	
Wellness Center	486,000	443,000	
TOTAL	<u>\$3,042,000</u>	<u>\$2,980,000</u>	
Cost/FT Student Per Semester	\$417	\$428	<u>Increase</u> \$11/2.6%

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved the 2019-20 Fund B allocation.

EXPLANATION: General policies governing the administration of the University Program and Facilities Fees are set forth in §5.9 of *the Board of Regents' Policies of the University of Nebraska*. This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents' policy. The proposed allocations are based on the UPFF fees to be collected in 2020-21.

*The Health Services fee increase from \$112 to \$120 per semester will support increased personnel costs for mental health services.

**The Student Events (SET) fee increase from \$102 to \$107 per semester will be used to fund the UNK Spirit Squad (comprised of the Sapphire Dance Team, Cheer Team, and the Louie mascot). Oversight of the Spirit Squad transitioned from Student Affairs to Athletics during the current year. Revenue bond budget currently allocated to Spirit Squad will be eliminated.

The proposal was reviewed by the Business Affairs Committee.

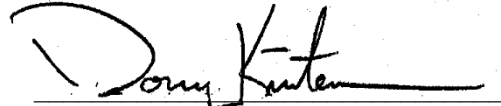
PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSOR:

Jon C. Watts
Vice Chancellor for Business and Finance

RECOMMENDED:



Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE:

May 21, 2020

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

Business and Finance

MEETING DATE: June 27, 2020

SUBJECT: Fund B University Program and Facilities Fees (UPFF):
2020-21 Allocation for the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve the Fund B UPFF 2020-21 Allocation for UNL

<u>Fund B Category</u>	<u>Approved Allocation 2019-20</u>	<u>Recommended Allocation 2020-21</u>	
Facilities:			
Nebraska Unions	\$ 1,419,376	\$ 1,419,376	
Existing Debt Service	2,826,249	2,826,249	
Campus Recreation	960,300	960,300	
Program Operations:			
Campus Recreation	8,295,701	8,330,701	
Nebraska Unions	5,118,045	5,118,045	
Transit Services	1,310,987	1,310,987	
Univ. Health Center	7,160,477	7,160,477	
TOTAL	<u>\$ 27,091,135</u>	<u>\$ 27,126,135</u>	
<u>Cost/Student/Semester:</u>			<u>Increase</u>
6 CH or less	351.23	\$479.37	\$128.14/36%
7 CH or more	597.28	\$590.86	\$6.42/1.07%

PREVIOUS ACTION: June 28, 2019 -The Board of Regents approved the 2019-2020 Fund B Allocation.

May 30, 2014 - The Board approved a five-year agreement with the City of Lincoln to provide StarTran bus service on routes connecting UNL City and East Campuses to Nebraska Innovation Campus.

EXPLANATION: General policies governing the administration of University Program and Facilities Fees are set forth in §5.9 of *the Board of Regents' Policies of the University of Nebraska*. This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents policy. The proposed allocations are based on UPFF fees to be collected in 2020-21.

This fee proposal includes a few notable modifications. First, beginning this year, a standard calculation methodology was implemented using a three year rolling average to calculate a projected number of students to whom fees will be assessed. With enrollment declines, this years' number

of students assessed this fee declined.

Second, beginning in Fall 2020, part-time student fees will increase as a result of assessing a University Health Center fee to all students. This is a consistent practice with other fees as well. Notwithstanding the current health crisis, it is essential that all students have access to proper health care and mental health services. In the current arrangement, part-time students do not have access to the University Health Center nor are they automatically assessed a fee to access the University Health Center. They are charged the fee at the time of their first or pay a charged fee-for-service for the care they receive. Generally, the health center fee is less than the fee-for-service, which is why we are recommending the health center fee be included in the overall UPFF fee assessment. When the health crisis is factored in, the justification is even more pronounced that this access, and these services, need to be provided to student community holistically.

This proposal also includes very modest movement in all Student Affairs areas including an increase in funding for student sport clubs and building cost index for facility maintenance for Campus Recreation. The overall impact for full-time students is a decrease of \$6.42 or -1.07% as funds are distributed more equitably to both full and part-time students.

The proposal was reviewed by the Business Affairs Committee.

PROJECT COST:

None

SOURCE OF FUNDS:

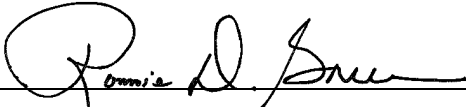
None

SPONSORS:

Laurie Bellows
Interim Vice Chancellor for Student Affairs

William J. Nunez, Ph.D.
Vice Chancellor for Business and Finance

RECOMMENDED:



Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE:

May 21, 2020

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

Business Affairs

MEETING DATE: June 26, 2020

SUBJECT: Fund B, University Program and Facilities Fees (UPFF):
2020-2021 Allocation for the University of Nebraska Medical Center

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fee (UPFF)
2020-2021 Allocation for the University of Nebraska Medical Center (UNMC)

UPFF Fund B <u>Category</u>	Approved Allocation <u>2019-20</u>	Recommended Allocation <u>2020-21</u>
Student Health Svcs	\$404,010	\$404,010
Supplemental Counseling	38,400	38,400
Campus Recreation	<u>223,125</u>	<u>223,125</u>
TOTAL	<u>\$665,535</u>	<u>\$665,535</u>

Cost/Student/Semester			<u>Increase</u>
Full-time:	\$162.25	\$162.25	0%
Part-time:	\$112.50	\$112.50	0%

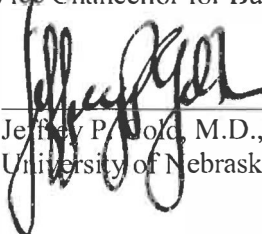
PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved the 2019-20 Fund B allocation.

EXPLANATION: The 2020-2021 recommended allocation for UPFF Fund B is the same as the 2019-2020 allocation. However, please note that UNMC Administration, in conjunction with the approval of UNMC’s Student Senate, will discontinue the Student Health Fund B Plus One and Student Health Plus Child options beginning in FY 2020-21. This rarely used option (only one student participated in both options in FY 2019-20) will have a non-material effect on UNMC’s Student Health’s Fund B allocation.

General policies governing the administration of University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents’ Policies of the University of Nebraska*. This recommended allocation was reviewed by appropriate student representatives and administrative personnel as directed by Board of Regents policy. The proposed allocation is based on 2019-20 student enrollment. Actual revenues will be higher if enrollment increases and/or more students participate. The recommendation, if approved, will maintain the Fund B Campus Recreation Facility Fee at \$62.50/semester and maintain the Fund B Student Health Services/Supplemental Counseling Fee at \$99.75/semester.

The proposal was reviewed by the Business Affairs Committee.

PROJECT COST: None
SOURCE OF FUNDS: None
SPONSOR: Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED: 

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

DATE: May 21, 2020

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

MEETING DATE: June 26, 2020

SUBJECT: Fund B, University Program and Facilities Fees (UPFF):
2020-21 Allocation for the University of Nebraska Omaha (UNO)

RECOMMENDED ACTION: Approve the Fund B, University Program and Facilities Fees (UPFF)
2020-21 Allocation for the University of Nebraska Omaha (UNO)

UPFF Fund B Category	Approved	Recommended
	Allocation	Allocation
	<u>2019-20</u>	<u>2020-21</u>
Campus Recreation	\$1,578,992	\$1,600,842
Student Activities	738,313	779,163
Milo Bail Student Center	781,444	825,294
Milo Bail Student Center Bond Issue	999,428	999,428
H&K Addition/Renovation Bond Issue	3,050,690	3,050,690
Athletics	1,742,484	1,800,967
Health Services	1,122,134	1,285,984
Facilities	653,521	653,521
Transit Services	<u>1,727,893</u>	<u>1,767,983</u>
TOTAL	<u>\$12,394,899</u>	<u>\$12,763,782</u>

<u>Cost/Student/Semester</u>	<u>2019-20</u>	<u>2020-21</u>	<u>Change</u>
6 SCH or less	\$285.00	\$292.85	\$7.85/2.75%
7 SCH or more	\$472.60	\$485.60	\$13.00/2.75%

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved the Fund B, University Program and Facilities Fees (UPFF) 2019-20 Allocation for the University of Nebraska at Omaha (UNO)

EXPLANATION: The request supports a newly created Suicide Education and Prevention Coordinator position, an additional Mental Health Counselor position, Cheer and Dance Team program support, student staffing and operating support. Overall increase is 2.75%.

General policies governing the administration of the University Program and Facilities Fees are set forth in § 5.9 of the *Board of Regents' Policies of the University of Nebraska*. This recommended allocation received appropriate student and administrative reviews as directed by Board of Regents policy. The proposed allocations are based on UPFF fees to be collected in 2020-21.

The proposal was reviewed by the Business Affairs Committee.

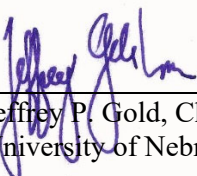
PROJECT COST: None

SPONSORS:

Daniel J. Shipp
Vice Chancellor for Student Success

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

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska at Omaha

DATE:

May 21, 2020

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

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: FY 2020-21 Operating Budget

RECOMMENDED ACTION: Approve the University of Nebraska's FY 2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21.

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved 2019-20 and 2020-21 Tuition Rates.

January 25, 2018 – The Board of Regents approved 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.

January 25, 2018 – The Board of Regents approved 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.

August 3, 2018 – The Board of Regents approved the FY 2019-20 and FY 2020-21 University of Nebraska Biennial Operating Budget request guidelines.

EXPLANATION: COVID-19 has created fiscal challenges, enrollment unpredictability and other uncertainties for colleges and universities around the country. The University of Nebraska's proposed 2020-21 operating budget represents a three-year plan to address these challenges but also position the university to emerge in a position of strength for future growth and success.

The proposed budget prioritizes affordability and access for Nebraska students, limits spending growth to basic operations, and creates long-term opportunities to invest in campus and system-wide priorities like student success, faculty salaries, diversity and inclusion, and facility maintenance.

And while the plan calls for significant permanent spending cuts – \$43 million over the next three years – the shortfall is well below what it would have been had the university not been proactive in launching strategies aimed at stabilizing enrollment to the greatest degree possible.

Key elements of the budget plan – the consensus result of months of work between the president, chancellors, and their leadership teams – include:

- A two-year, across-the-board tuition freeze in the 2021-2022 and 2022-23 academic years. The state's support helped keep tuition increases minimal in the current two-year budget cycle, including a 2.75 increase for 2020-21 that was approved by the Board last year.
- Creation of the new Nebraska Promise financial aid program, which will cover full tuition costs for Nebraska students with family incomes of \$60,000 or less. The program is expected to cover 1,000 additional low- and middle-income students, creating opportunities for Nebraska's young people and helping build a pipeline of talented future workers for the state.
- No increase in the salary pool for non-unionized faculty and staff for 2020-21. Knowing that freezing salaries will not be a sustainable strategy for recruiting and retaining talent, the budget plan includes salary increases in both FY 2021-22 and FY 2022-23.
- \$43 million in permanent state-aided spending cuts across the system, the result of lost revenue and increased expenses brought on by COVID-19. The revenue declines include a projected decline in tuition revenue from nonresident and international students. NU's Central Administration office will take a 10 percent cut to its budget, while each Chancellor will lead a campus-specific budget reduction process.
- A planned 2 percent annual increase in state support in the next biennium. The modest increase reflects the university's commitment to being a good partner to the Governor, Appropriations Committee Chairman John Stinner, and the Legislature as they work through fiscal challenges at the state level.
- \$20 million in the next biennium to advance strategic priorities of the president and chancellors, like student access and success including greater support for underrepresented students, faculty compensation and deferred maintenance.

A high degree of uncertainty will be part of the "new normal." While a three-year budget plan is being used to be as strategic and thoughtful about cuts as possible, many future variables may impact our financial position. A resurgence of COVID-19, larger than projected enrollment declines or slow economic recovery all could negatively impact the

University's budget planning. On the other hand, enrollment gains or a more rapid economic recovery could have a positive impact, providing opportunities to re-invest in priorities or reduce the scale of cuts.

The following pages provide additional details. Expenditures, including compensation, are estimated and subject to the availability of state funds appropriated to the Board of Regents. The tuition rates are based on the State of Nebraska's current budget and are subject to change if the University's state funding is cut.

SPONSORS:

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

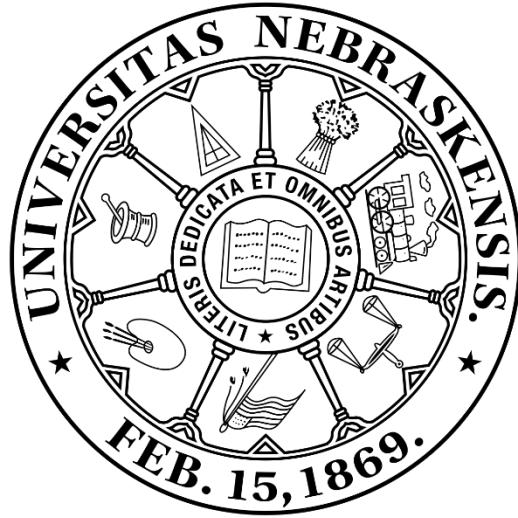
RECOMMENDED:



Walter E. Carter, President
University of Nebraska

DATE:

June 19, 2020



University of Nebraska 2020-2021 Operating Budget

**Proposal to the Board of Regents
June 26, 2020**

Operating Budget

The operating budget has two components. The first is the state-aided budget which includes the University's general operations supported by state tax appropriations and student tuition. The second component is comprised of the University's designated and restricted budgets which includes the operations for self-supporting auxiliary entities of which many are restricted by bond covenants, restricted federal research grants, restricted federal financial aid, and restricted private funds. No capital construction budgets are included in this document.

State-aided Operating Budget FY 2020-21

FY 2021-22 and FY 2022-23 Projections included for Planning Purposes Only (Operating Budget Supported Primarily by State Appropriations and Tuition Funds)

	PROJECTIONS FOR PLANNING PURPOSES ONLY												
	FY2020-21			FY2021-22			FY2022-23						
	FY 2019-20 Budget	Proposed Budget	Change Amount	Percent Change	Planning Estimates	Change Amount	Percent Change	Planning Estimates	Change Amount	Percent Change	Planning Estimates	Change Amount	Percent Change
ESTIMATED FUNDING													
State Appropriations	\$ 588,648,014		\$ 21,682,581	3.7%	\$ 622,519,951	\$ 12,189,356	2.0%	\$ 634,811,159	\$ 12,291,208	2.0%	\$ 634,811,159	\$ 12,291,208	2.0%
Tuition (less University Remissions)													
Resident	223,112,505	221,304,049	(1,808,456)	-0.8%	221,304,049	-	0.0%	223,517,089	2,213,040	1.0%	223,517,089	2,213,040	1.0%
Nonresident & International	150,003,749	134,300,667	(15,703,082)	-10.5%	134,300,667	-	0.0%	135,643,673	1,343,006	1.0%	135,643,673	1,343,006	1.0%
Tuition subtotals	373,116,254	355,604,716	(17,511,538)	-4.7%	355,604,716	-	0.0%	359,160,762	3,556,046	1.0%	359,160,762	3,556,046	1.0%
Investment Income, other cash funds	22,067,254	19,905,636	(2,161,618)	-9.8%	19,905,636	-	0.0%	19,905,636	-	0.0%	19,905,636	-	0.0%
Federal Smith/Lever Appropriations	6,201,594	6,201,594	-	0.0%	6,201,594	-	0.0%	6,201,594	-	0.0%	6,201,594	-	0.0%
Total Estimated Funding	990,033,116	992,042,541	2,009,425	0.2%	1,004,231,897	12,189,356	1.2%	1,020,079,151	15,847,254	1.6%	1,020,079,151	15,847,254	1.6%
EXPENDITURES:													
Faculty Salaries	334,663,249	335,993,509	1,330,260	0.4%	339,892,070	3,898,561	1.2%	349,708,384	9,816,314	2.9%	349,708,384	9,816,314	2.9%
Nonfaculty Salaries	331,320,270	331,320,270	-	0.0%	336,290,073	4,969,803	1.5%	346,378,775	10,088,702	3.0%	346,378,775	10,088,702	3.0%
Benefits	81,417,027	81,592,621	175,594	0.2%	82,745,509	1,152,888	1.4%	85,333,161	2,587,652	3.1%	85,333,161	2,587,652	3.1%
Health Insurance	75,432,027	78,826,469	3,394,442	4.5%	84,344,323	5,517,854	7.0%	91,091,869	6,747,546	8.0%	91,091,869	6,747,546	8.0%
Total Compensation	822,832,573	827,732,869	4,900,296	0.6%	843,271,975	15,539,106	1.9%	872,512,189	29,240,214	3.5%	872,512,189	29,240,214	3.5%
General Operations	105,969,529	99,367,101	(6,602,428)	-6.2%	100,857,608	1,490,507	1.5%	102,370,472	1,512,864	1.5%	102,370,472	1,512,864	1.5%
Utilities	48,529,040	48,529,040	-	0.0%	49,256,975	727,935	1.5%	49,995,829	738,854	1.5%	49,995,829	738,854	1.5%
Nebraska Promise	12,701,974	18,000,000	5,298,026	41.7%	18,000,000	-	0.0%	18,200,000	200,000	1.1%	18,200,000	200,000	1.1%
President & Chancellor Strategic Priorities													
Total Expenses	990,033,116	993,629,010	3,595,894	0.4%	1,021,386,558	27,757,548	2.7%	1,063,078,490	41,691,932	3.9%	1,063,078,490	41,691,932	3.9%
NET ACTIVITY	\$ -	\$ (1,586,469)	\$ (1,586,469)	-0.2%	\$ (17,154,661)	\$ (15,568,192)	-1.6%	\$ (42,999,339)	\$ (25,844,678)	-2.6%	\$ (42,999,339)	\$ (25,844,678)	-2.6%

PERMANENT SPENDING CUTS NEEDED OVER NEXT THREE YEARS TO REMAIN STRUCTURALLY BALANCED

Notes:

- (a) An estimated \$100 million of one-time carry forward funds (encumbrances and other one-time commitments) are not reflected above. Reinstatement of allotment (spending) authority for these funds will be submitted to the State of Nebraska Department of Administrative Services (DAS). Capital construction budgets are not shown.
- (b) One-time COVID related expenses not reflected.
- (c) The tuition budget includes an average 2.75% tuition rate increase. UNL nonresident tuition will increase on average 3.75%. Distance education tuition rate increases vary based on market analysis. A rather significant decline in international students has been factored into the budget. As previously announced, the University intends to freeze tuition for the next biennium, contingent on stable state support. Enrollments are projected to be flat in 2021-22 and a 1% increase in 2022-23.
- (d) Reflects an anticipated decline in investment yields.
- (e) Expenditure line items are estimated. Final budget figures may vary from figures noted above. All expenses are subject to availability of state funds appropriated to the Board of Regents.
- (f) A 4.5% base salary increase is projected for employees over the next three years. That includes a 0% increase in 2020-21, 1.5% in 2021-22 and 3.0% in 2022-23. UNO and UNK faculty increases will be governed by collective bargaining contracts which includes increases in 2020-21 but anticipated lower increases in the next biennium.
- (g) Assumes a 5.7% increase in premiums in calendar year 2021. Overall budget increase of 4.5% is based on a fiscal year period, including six months (July-Aug 2020) of current premium increases at 3.2% and six months (Jan-June 2021) at 5.7%.
- (h) Assumes no increases to general operation budgets other than four software license fee increases, the largest being a \$1.7 million increase for Microsoft licenses. A 1.5% inflationary increase is projected in the next biennium.
- (i) Assumes 0% increase in 2020-21 and a 1.5% annual increase in the next biennium.
- (j) Nebraska Promise increase reflects expanding eligibility to those with Adjusted Gross Income (AGI) of \$60,000 or below in 2020-21. Increases in the biennium are tied to anticipated enrollment increases.
- (k) President and Chancellor priorities reflects anticipated investments in strategic planning initiatives such as student success, faculty compensation and facility renewal and repairs.

-4.3%

University of Nebraska (Excluding NCTA)
Total Budget - All Funds
FY 2020-21

	FY 2019-20 Budget	FY 2020-21 Estimated Budget	Change	
			Amount	Percent
State-aided Funds	\$ 990,033,116	\$ 992,042,541	\$ 2,009,425	0.2%
Designated Cash Funds	90,295,000	92,640,000	2,345,000	2.6%
Revolving/Auxiliary Funds	679,900,000	649,050,000	(30,850,000)	-4.5%
Restricted Federal Funds	529,400,000	540,000,000	10,600,000	2.0%
Restricted Trust Funds	421,800,000	430,250,000	8,450,000	2.0%
Total Funds	2,711,428,116	2,703,982,541	(7,445,575)	-0.3%

Tuition Rates

University of Nebraska - Lincoln

Student Category	Per Tuition Unit	2018-19 Rate	2019-20 Rate	Change	2020-21 Rate	Change
Undergraduate						
Resident	Sem. Credit Hr.	\$245.00	\$252.00	\$7.00	\$259.00	\$7.00
Nonresident	Sem. Credit Hr.	\$771.50	\$800.00	\$28.50	\$830.00	\$30.00
Graduate						
Resident	Sem. Credit Hr.	\$323.25	\$332.00	\$8.75	\$341.00	\$9.00
Nonresident	Sem. Credit Hr.	\$925.25	\$960.00	\$34.75	\$996.00	\$36.00
College of Architecture Undergraduate						
Resident	Sem. Credit Hr.	\$331.25	\$340.00	\$8.75	\$349.00	\$9.00
Nonresident	Sem. Credit Hr.	\$986.00	\$1,023.00	\$37.00	\$1,061.00	\$38.00
College of Architecture Graduate						
Resident	Sem. Credit Hr.	\$428.25	\$440.00	\$11.75	\$452.00	\$12.00
Nonresident	Sem. Credit Hr.	\$1,177.25	\$1,221.00	\$43.75	\$1,267.00	\$46.00
College of Business Administration Undergraduate						
Resident	Sem. Credit Hr.	\$304.00	\$312.00	\$8.00	\$321.00	\$9.00
Nonresident	Sem. Credit Hr.	\$955.00	\$991.00	\$36.00	\$1,028.00	\$37.00
College of Business Administration Graduate						
Resident	Sem. Credit Hr.	\$400.00	\$411.00	\$11.00	\$422.00	\$11.00
Nonresident	Sem. Credit Hr.	\$1,143.75	\$1,187.00	\$43.25	\$1,232.00	\$45.00
College of Engineering Undergraduate						
Resident	Sem. Credit Hr.	\$351.25	\$361.00	\$9.75	\$371.00	\$10.00
Nonresident	Sem. Credit Hr.	\$1,005.00	\$1,043.00	\$38.00	\$1,082.00	\$39.00
College of Engineering Graduate						
Resident	Sem. Credit Hr.	\$447.00	\$459.00	\$12.00	\$472.00	\$13.00
Nonresident	Sem. Credit Hr.	\$1,193.75	\$1,239.00	\$45.25	\$1,285.00	\$46.00
Law						
Resident	Sem. Credit Hr.	\$384.75	\$395.00	\$10.25	\$406.00	\$11.00
Nonresident	Sem. Credit Hr.	\$1,016.25	\$1,054.00	\$37.75	\$1,094.00	\$40.00

Beginning in 2019-20, tuition rates will be rounded to the nearest \$1.00.

University of Nebraska at Omaha

Student Category	Per Tuition Unit	2018-19 Rate	2019-20 Rate	Change	2020-21 Rate	Change
Undergraduate						
Resident	Sem. Credit Hr.	\$223.25	\$229.00	\$5.75	\$235.00	\$6.00
Nonresident	Sem. Credit Hr.	\$699.00	\$718.00	\$19.00	\$738.00	\$20.00
Graduate						
Resident	Sem. Credit Hr.	\$299.00	\$332.00	\$33.00	\$341.00	\$9.00
Nonresident	Sem. Credit Hr.	\$777.00	\$798.00	\$21.00	\$820.00	\$22.00
College of Business Administration Undergraduate						
Resident	Sem. Credit Hr.	\$289.00	\$297.00	\$8.00	\$305.00	\$8.00
Nonresident	Sem. Credit Hr.	\$797.50	\$819.00	\$21.50	\$842.00	\$23.00
College of Business Administration Graduate						
Resident	Sem. Credit Hr.	\$372.00	\$382.00	\$10.00	\$393.00	\$11.00
Nonresident	Sem. Credit Hr.	\$917.25	\$942.00	\$24.75	\$968.00	\$26.00
College of Information Science & Technology Undergraduate						
Resident	Sem. Credit Hr.	\$267.25	\$275.00	\$7.75	\$283.00	\$8.00
Nonresident	Sem. Credit Hr.	\$836.50	\$860.00	\$23.50	\$884.00	\$24.00
College of Information Science & Technology Graduate						
Resident	Sem. Credit Hr.	\$336.75	\$346.00	\$9.25	\$356.00	\$10.00
Nonresident	Sem. Credit Hr.	\$941.25	\$967.00	\$25.75	\$994.00	\$27.00

Beginning in 2019-20, tuition rates will be rounded to the nearest \$1.00.

University of Nebraska at Kearney

Student Category	Per Tuition Unit	2018-19 Rate	2019-20 Rate	Change	2020-21 Rate	Change
Undergraduate						
Resident	Sem. Credit Hr.	\$198.00	\$203.00	\$5.00	\$209.00	\$6.00
Nonresident	Sem. Credit Hr.	\$431.00	\$443.00	\$12.00	\$455.00	\$12.00
Graduate						
Resident	Sem. Credit Hr.	\$245.50	\$252.00	\$6.50	\$259.00	\$7.00
Nonresident	Sem. Credit Hr.	\$538.75	\$554.00	\$15.25	\$569.00	\$15.00

Beginning in 2019-20, tuition rates will be rounded to the nearest \$1.00.

University of Nebraska Medical Center

Student Category	Per Tuition Unit	Programs Starting in 2019/2020	Programs Starting in 2020/2021	\$ Change
Undergraduate				
Resident	Per Credit Hour	\$252.00	\$259.00	\$7.00
NonResident	Per Credit Hour	\$793.00	\$815.00	\$22.00
Graduate				
Resident	Per Credit Hour	\$332.00	\$341.00	\$9.00
NonResident	Per Credit Hour	\$951.00	\$977.00	\$26.00
Allied Health - Cardiovascular Interventional Technology (CVIT) (Semester)				
Resident	Flat Rate	\$4,280.00	\$4,398.00	\$118.00
NonResident	Flat Rate	\$13,477.00	\$13,848.00	\$371.00
Allied Health - Clinical Perfusion (CLPR) (Semester)				
Resident	Flat Rate	\$6,502.00	\$6,681.00	\$179.00
NonResident	Flat Rate	\$16,898.00	\$17,363.00	\$465.00
Allied Health - Clinical Perfusion (CLPR) (Summer)				
Resident	Flat Rate	\$2,889.00	\$2,968.00	\$79.00
NonResident	Flat Rate	\$7,510.00	\$7,717.00	\$207.00
Allied Health - Cytotechnology (CYTO) (Semester)				
Resident	Flat Rate	\$5,267.00	\$5,412.00	\$145.00
NonResident	Flat Rate	\$13,690.00	\$14,066.00	\$376.00
Allied Health - Cytotechnology (CYTO) (Summer)				
Resident	Flat Rate	\$1,171.00	\$1,203.00	\$32.00
NonResident	Flat Rate	\$3,041.00	\$3,125.00	\$84.00
Allied Health - Diagnostic Medical Sonography (SONCAH) (Semester)				
Resident	Flat Rate	\$4,531.00	\$4,656.00	\$125.00
NonResident	Flat Rate	\$14,269.00	\$14,661.00	\$392.00
Allied Health - Diagnostic Medical Sonography (SONCAH) (Summer)				
Resident	Flat Rate	\$1,007.00	\$1,035.00	\$28.00
NonResident	Flat Rate	\$3,171.00	\$3,258.00	\$87.00
Allied Health - Genetic Counseling (GCI) (Semester)				
Resident	Flat Rate	\$6,375.00	\$6,550.00	\$175.00
NonResident	Flat Rate	\$11,216.00	\$11,525.00	\$309.00
Allied Health - Genetic Counseling (GCI) (Summer)				
Resident	Flat Rate	\$2,833.00	\$2,911.00	\$78.00
NonResident	Flat Rate	\$4,985.00	\$5,122.00	\$137.00
Allied Health - Magnetic Resonance Imaging (MRICAH) (Semester)				
Resident	Flat Rate	\$4,028.00	\$4,139.00	\$111.00
NonResident	Flat Rate	\$12,683.00	\$13,032.00	\$349.00
Allied Health - Medical Laboratory Science (MLS) (Semester)				
Resident	Flat Rate	\$5,413.00	\$5,562.00	\$149.00
NonResident	Flat Rate	\$17,043.00	\$17,512.00	\$469.00
Allied Health - Medical Nutrition (MNED) (Semester)				
Resident	Flat Rate	\$5,170.00	\$5,312.00	\$142.00
NonResident	Flat Rate	\$7,968.00	\$8,187.00	\$219.00
Allied Health - Medical Nutrition (MNED) (Summer)				
Resident	Flat Rate	\$1,724.00	\$1,771.00	\$47.00
NonResident	Flat Rate	\$2,656.00	\$2,729.00	\$73.00
Allied Health - Physical Therapy (Semester)				
Resident	Flat Rate	\$7,870.00	\$8,086.00	\$216.00
NonResident	Flat Rate	\$13,846.00	\$14,227.00	\$381.00
Allied Health - Physical Therapy (Summer)				
Resident	Flat Rate	\$4,496.00	\$4,620.00	\$124.00
NonResident	Flat Rate	\$7,912.00	\$8,130.00	\$218.00
Allied Health - Physician Assistant (Semester)				
Resident	Flat Rate	\$8,099.00	\$8,322.00	\$223.00
NonResident	Flat Rate	\$21,048.00	\$21,627.00	\$579.00
Allied Health - Physician Assistant (Summer)				
Resident	Flat Rate	\$2,249.00	\$2,311.00	\$62.00
NonResident	Flat Rate	\$5,847.00	\$6,008.00	\$161.00
Allied Health - Radiation Therapy (RTHCAH) (Semester)				
Resident	Flat Rate	\$4,531.00	\$4,656.00	\$125.00
NonResident	Flat Rate	\$14,269.00	\$14,661.00	\$392.00
Allied Health - Radiation Therapy (RTHCAH) (Summer)				
Resident	Flat Rate	\$1,007.00	\$1,035.00	\$28.00
NonResident	Flat Rate	\$3,171.00	\$3,258.00	\$87.00

University of Nebraska Medical Center

Student Category	Per Tuition Unit	Programs Starting in 2019/2020	Programs Starting in 2020/2021	\$ Change
Allied Health - Radiography (RDX) (Semester)				
Resident	Flat Rate	\$4,078.00	\$5,478.00	\$1,400.00
NonResident	Flat Rate	\$12,844.00	\$17,237.00	\$4,393.00
Allied Health - Radiography (RDX) (Summer)				
Resident	Flat Rate	\$1,813.00	\$2,434.00	\$621.00
NonResident	Flat Rate	\$5,703.00	\$7,661.00	\$1,958.00
Dentistry - Dental Hygiene				
Resident	Per Credit Hour	\$284.00	\$292.00	\$8.00
NonResident	Per Credit Hour	\$793.00	\$815.00	\$22.00
Dentistry (Semester) P4				
Resident	Flat Rate	\$13,377.00	\$14,709.00	\$394.00
NonResident	Flat Rate	\$32,826.00	\$33,729.00	\$903.00
Dentistry (Semester) P3				
Resident	Flat Rate	\$14,315.00	\$16,179.00	\$433.00
NonResident	Flat Rate	\$32,826.00	\$33,729.00	\$903.00
Dentistry (Semester) P2 & P1				
Resident	Flat Rate	\$15,746.00	\$16,179.00	\$433.00
NonResident	Flat Rate	\$32,826.00	\$33,729.00	\$903.00
Dentistry (Summer) P3				
Resident	Flat Rate	\$7,157.00	\$8,090.00	\$217.00
NonResident	Flat Rate	\$16,412.00	\$16,863.00	\$451.00
Dentistry (Summer) P2 & P1				
Resident	Flat Rate	\$7,873.00	\$8,090.00	\$217.00
NonResident	Flat Rate	\$16,412.00	\$16,863.00	\$451.00
Dentistry - ASP (Semester)				
NonResident	Flat Rate	\$34,467.00	\$35,415.00	\$948.00
Dentistry - ASP (Summer)				
NonResident	Flat Rate	\$17,233.00	\$17,707.00	\$474.00
Medicine (Semester) P4				
Resident	Flat Rate	\$16,314.00	\$17,681.00	\$1,367.00
NonResident	Flat Rate	\$25,721.00	\$28,644.00	\$2,923.00
Medicine (Semester) P3 & P2 & P1				
Resident	Flat Rate	\$17,208.00	\$17,681.00	\$473.00
NonResident	Flat Rate	\$27,877.00	\$28,644.00	\$746.00
Nursing Undergraduate (Semester)				
Resident	Per Credit Hour	\$368.00	\$378.00	\$10.00
NonResident	Per Credit Hour	\$990.00	\$1,017.00	\$27.00
Nursing Graduate/Professional Admitted Fall 2016 & Prior				
Resident	Per Credit Hour	\$512.00	\$526.00	\$14.00
NonResident	Per Credit Hour	\$1,069.00	\$1,098.00	\$29.00
Nursing Graduate/Professional Admitted Fall 2017				
Resident	Per Credit Hour	\$564.00	\$580.00	\$16.00
NonResident	Per Credit Hour	\$1,069.00	\$1,098.00	\$29.00
Nursing Graduate/Professional Admitted Fall 2018 & Forward				
Resident	Per Credit Hour	\$592.00	\$608.00	\$16.00
NonResident	Per Credit Hour	\$1,069.00	\$1,098.00	\$29.00
Pharmacy (Semester) P4				
Resident	Flat Rate	\$10,681.00	\$12,985.00	\$348.00
NonResident	Flat Rate	\$13,351.00	\$16,231.00	\$434.00
Pharmacy (Semester) P3 & P2 & P1				
Resident	Flat Rate	\$12,637.00	\$12,985.00	\$348.00
NonResident	Flat Rate	\$15,797.00	\$16,231.00	\$434.00
Public Health Doctoral Programs - Admitted Fall 2017 & Prior				
Resident	Per Credit Hour	\$332.00	\$341.00	\$9.00
NonResident	Per Credit Hour	\$951.00	\$977.00	\$26.00
Public Health Doctoral Programs - Admitted Fall 2018 & Forward				
Resident	Per Credit Hour	\$342.00	\$351.00	\$9.00
NonResident	Per Credit Hour	\$951.00	\$977.00	\$26.00
Public Health Professional Programs - Admitted Fall 2017 & Prior				
Resident	Per Credit Hour	\$435.00	\$447.00	\$12.00
NonResident	Per Credit Hour	\$1,090.00	\$1,120.00	\$30.00
Public Health Professional Programs - Admitted Fall 2018 & Forward				
Resident	Per Credit Hour	\$449.00	\$461.00	\$12.00
NonResident	Per Credit Hour	\$1,090.00	\$1,120.00	\$30.00

Beginning in 2019-20, tuition rates will be rounded to the nearest \$1.00

Beginning in 2020-21, Allied Health Radiography (RDX) program credit hours increased from 72 to 94.

Assumptions

Compensation

Salaries, Wages and Benefits

A 0.0 percent salary merit pool is proposed. For planning purposes, merit salary pools not covered by bargaining contracts are projected to go 1.5 percent in 2021-22 and 3.0 percent in 2022-23. The UNO and UNK collective bargaining contracts will be funded at their negotiated levels which may vary from the above projections. Corresponding fringe benefits were adjusted accordingly (FICA, retirement contributions, etc.).

None of the University's goals would be possible without people. Talented, dedicated, hard-working people who share a commitment to the fundamental values of public higher education. The University of Nebraska would not have the impact that it does without the 16,000 people who are working daily on behalf of students and the state.

Like most universities, personnel costs are the largest spending component of our budget, accounting for over 80% of the expenses in our state-aided budget (spending supported by state tax dollars and tuition). Thus, compensation strategy is a key priority for the University.

Although compensation is a large component of our budget, compensation costs have not been increasing due to additional employees being added to the state-aided payroll. The number of University of Nebraska employees per student has decreased over the past two decades. While we are always looking for ways to operate more cost-effectively and efficiently, the data indicates the University is doing more teaching, research and outreach with fewer employees funded from state general funds and tuition.

Health Insurance

The University of Nebraska offers a preferred provider (PPO) "self-insured" health plan providing medical, dental, and pharmacy coverage to its employees. Most employers the size of the University are self-insured for medical coverage.

Premiums charged to both the employer (University) and employees are designed to cover the plan's projected claim costs plus administrative expenses. Any potential changes in premiums, which become effective on January 1, are established by University management each fall after analyzing actuarial expense projections, which are based on a combination of University internal and external market experiences.

Based on the actuarial expense projections, premiums are projected to increase 5.7 percent in calendar year 2021, and 4.5 percent during the 2020-21 fiscal year. The overall net increase of 4.5 percent includes six months (Jan-June 2021) of premium increases at 5.7% and six months (July-Dec 2020) of the already implemented 3.2% premium increases.

Operations

General Operations - Inflation

The 2020-21 budget assumes a 0 percent inflationary increase in 2020-21. Increases in the budget reflect required software license renewals, with the largest being a \$1.7 million increase for Microsoft licenses. The Consumer Price Index for all Urban Consumers (CPI-U) has increased 0.1 percent over the last 12 months, while the Higher Education Price Index (HEPI), the inflationary index that measures the basket of goods colleges and Universities purchase (faculty, scientific equipment, library journals, utilities, etc.) has increased by about 1.4 percent this past year.

Utilities

The 2020-21 budget assumes a 0 percent increase in utility commodity prices.

Nebraska Promise

The 2020-21 proposed budget includes increases to expand eligibility for students who have a family Adjusted Gross Income (AGI) of \$60,000 or less. While the benefits of a college degree have never been clearer, cost and access are key areas of concern for Nebraska students and families. The university must continue to keep costs reasonable so that all Nebraskans can attend regardless of their economic status – while also maintaining high academic standards.

University Priorities – Next Biennium

A \$10 million annual investment is included in the planning projections for the next biennium. These funds would be utilized to support key university initiatives included in President Carter's upcoming five-year strategic plan, as well as to address Chancellor priorities and campus initiatives. Examples may include student success initiatives, diversity and inclusiveness investments, faculty salary competitiveness, and facility deferred maintenance.

TO: The Board of Regents Addendum IX-B-6
Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: FY 2020-21 Operating Budget

RECOMMENDED ACTION: Approve the Nebraska College of Technical Agriculture's FY 2020-21 Operating Budget. Reappropriate with the State of Nebraska's Department of Administrative Services any unexpended balances existing on June 30, 2020 that are committed to be spent in FY 2020-21.

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved 2019-20 and 2020-21 Tuition Rates.


August 3, 2018 – The Board of Regents approved the FY 2019-20 and FY 2020-21 University of Nebraska Biennial Operating Budget request guidelines.

EXPLANATION: The following pages provide additional details. Expenditures, including compensation, are estimated and subject to the availability of state funds appropriated to the Board of Regents. The tuition rates are based on the State of Nebraska's current budget and are subject to change if the University's state funding is cut.

SPONSORS: Michael J. Boehm
NU Vice President and IANR Harlan Vice Chancellor

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

RECOMMENDED:


Walter E. Carter, President
University of Nebraska

DATE: June 19, 2020

**State-aided Operating Budget
FY 2020-21**
FY 2021-22 and FY 2022-23 Projections included for Planning Purposes Only
(Operating Budget Supported Primarily by State Appropriations and Tuition Funds)

	PROJECTIONS FOR PLANNING PURPOSES ONLY												
	FY2019-20			FY2020-21			FY2021-22			FY2022-23			
	FY Budget	Proposed Budget	Change Amount	Change Percent	Planning Estimates	Change Amount	Change Percent	Planning Estimates	Change Amount	Change Percent	Planning Estimates	Change Amount	Change Percent
ESTIMATED FUNDING													
State Appropriations	\$ 3,456,541	\$ 3,605,038	\$ 148,497	4.3%	\$ 3,693,730	\$ 88,692	2.5%	\$ 3,826,806	\$ 133,076	3.6%			
Tuition (less University Remissions)	729,112	746,672	17,560	2.4%	746,672	-	0.0%	754,139	7,467	1.0%			
Resident	280,893	230,110	(50,783)	-18.1%	230,110	-	0.0%	232,411	2,301	1.0%			
Nonresident & International	1,010,005	976,782	(33,223)	-3.3%	976,782	-	0.0%	986,550	9,768	1.0%			
Tuition Subtotals													
Total Estimated Funding	4,466,546	4,581,820	115,274	2.6%	4,670,512	88,692	1.9%	4,813,356	142,844	3.1%			
EXPENDITURES:													
Faculty Salaries	1,540,862	1,540,862	-	0.0%	1,563,975	23,113	1.5%	1,610,894	46,919	3.0%			
Nonfaculty Salaries	1,190,121	1,190,121	-	0.0%	1,207,973	17,852	1.5%	1,244,212	36,239	3.0%			
Benefits	396,798	396,798	-	0.0%	402,123	5,325	1.3%	412,934	10,811	2.7%			
Health Insurance	383,858	401,132	17,274	4.5%	429,211	28,079	7.0%	463,548	34,337	8.0%			
Total Compensation	3,511,639	3,528,913	17,274	0.5%	3,603,282	74,369	2.1%	3,731,588	128,306	3.6%			
General Operations	434,678	434,678	-	0.0%	441,198	6,520	1.5%	447,816	6,618	1.5%			
Utilities	520,229	520,229	-	0.0%	528,032	7,803	1.5%	535,952	7,920	1.5%			
Capital	-	98,000	98,000		98,000	-	0.0%	98,000	-	0.0%			
Total Expenses	4,466,546	4,581,820	115,274	2.6%	4,670,512	88,692	1.9%	4,813,356	142,844	3.0%			
NET ACTIVITY	\$ -	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -				

Nebraska College of Agriculture (NCTA)
Total Budget - All Funds
FY 2020-21

	FY 2019-20 Current Budget	FY 2020-21 Proposed Budget	Change	
			Amount	Percent
State-aided Funds	\$ 4,466,546	\$ 4,581,820	\$ 115,274	2.6%
Revolving/Auxiliary Funds	2,050,000	2,050,000	-	0.0%
Total Funds	6,516,546	6,631,820	115,274	1.8%
State-aided expenses	4,466,546	4,581,820	115,274	2.6%
Non state-aided expenses	2,050,000	2,050,000	-	0.0%
Total Expenses	6,516,546	6,631,820	115,274	1.8%

TO: Board of Regents
Executive Committee

MEETING DATE: June 26, 2020


SUBJECT: Approval of RP-3.3.14 Financial Measures—Workforce and Cost Savings


RECOMMENDED ACTION: Approve RP-3.3.14 Financial Measures – Workforce and Cost Savings, providing the President and his designees the explicit authority and flexibility to implement cost saving personnel measures in response to financial shortfalls, provided that such measures are consistent with the law and the *Bylaws* of the Board of Regents

PREVIOUS ACTION: None.

EXPLANATION: The current COVID-19 pandemic and accompanying financial challenges have made it clear that the President and designees need the authority to authorize personnel actions that will enable good fiscal management without requiring the termination of employment of individuals whose continued employment and availability to the University are critical. The proposed policy will clarify the President’s authority to implement furloughs, FTE reductions, and salary reductions under circumstances when significant financial constraints are present. This authority is especially important for units and auxiliary enterprises that are self-sustaining when conditions prevent normal revenue-generating operations. Employees of these units remain valued members of their organizations, but the ability to pay some or all of their salaries can be seriously impaired in situations such as that created by the current pandemic. The expectation is that these tools would be limited in duration to the extent of the financial constraint.

This agenda item was reviewed by the Executive Committee of the Board of Regents.

SPONSORED BY: 
Chris J. Kabourek,
Vice President for Business and Finance | CFO

RECOMMENDED BY: 
Walter E. Carter, President
University of Nebraska

DATE: June 12, 2020

RP 3.3.14 Financial Measures – Workforce and Cost Savings

The Board of Regents adopts this policy for the purpose of clarifying the President's authority to implement workforce and cost saving measures in response to significant financial constraints faced by the University. Pursuant to its rule-making authority and powers of delegation, the Board of Regents authorizes the President to implement any workforce or cost saving measures needed to address significant financial issues or concerns identified by the President in carrying out his or her business and financial responsibilities on behalf of the University, including without limitation the responsibility and ability to make interim budget adjustments as stated in RP 6.5.3. The President may exercise this authority in situations that do not yet constitute a financial exigency as defined within Section 4.16 of the Bylaws. The measures implemented by the President may impact the terms and conditions of University employment and may include, without limitation, the implementation of involuntary furloughs, salary reductions, reduced work hours or other such programs. The President shall determine whether it is in the best interests of the University to apply such measures system-wide or to limit the measures' application instead to a particular campus or other unit. If the President determines that such measures are necessary, the President or his or her designee shall decide the type, timing, and manner of those measures, as well the amount of notice that should be provided to the affected employees before the measures are implemented. The President or his or her designee shall confer with the Chancellor of any campus that may be affected by the measures prior to making that decision. Any measures directed by the President or his or her designee must be implemented pursuant to defined policies and procedures that adhere to all applicable laws and University policies, including all non-discrimination laws.

TO: The Board of Regents

Addendum IX-B-8

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Sale of Unused Education Broadband Service Spectrum Licenses

RECOMMENDED ACTION: Approve the Sale of Unused Educational Broadband Service Spectrum Licenses

PREVIOUS ACTION: None

EXPLANATION: Educational Broadband Service (EBS) is a band of twenty microwave channels in the 2.5Ghz band licensed by the Federal Communications Commission (FCC) to be used for educational purposes. While originally intended for educational television, the FCC authorized the use of the spectrum for mobile and voice communications in 1999 and wireless networking in 2003. Generally, only accredited educational institutions and nonprofit educational organizations can hold EBS licenses, although licensees can lease their excess capacity to providers.

On July 10, 2019, the FCC approved an order (FCC 19-62) to transform the 2.5Ghz band by making unassigned licenses from EBS available for commercial use. After a tribal priority window, the remaining unassigned spectrum was made available for commercial use through competitive bidding. If license holders do not show substantial service, the licenses will be revoked and auctioned by the FCC on October 20, 2020.

The University of Nebraska holds five EBS licenses of which three are currently leased to Sprint.

Call Sign	Channels	Location	Status
WCG671	A1	Lincoln	Available
WNC617	D3-D4	Lincoln	Available
WHR724	C3-C4	Omaha	Leased to Sprint
WLX893	A1-A4	Kearney	Leased to Sprint
WNC503	D1-D4	Grand Island	Leased to Sprint


The two licenses available for lease/sale in the Lincoln market are on different spectrum groups to create a combined band of more than 33MHz. The covered population of the licenses is also more than 700,000. Combined, these licenses are very attractive to carriers seeking to deploy 4G and 5G service, making them valuable assets. Unsolicited offers to purchase the licenses have been as high as \$1.3 Million.

PROJECT COST: \$10,000

FISCAL IMPACT: Sales of licenses will generate an undetermined amount of one-time revenues.

SOURCE OF FUNDS: Auxiliary

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

RECOMMENDED: 
Walter E. Carter
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

TO: The Board of Regents Addendum IX-B-9

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Approval of agreement with Insight for Microsoft Campus Agreement

RECOMMENDED ACTION: Approve agreement with Insight for the Microsoft Campus Agreement

PREVIOUS ACTION: None

EXPLANATION: The Microsoft Campus Agreement provides access to many Microsoft software products, including *Windows*, *Microsoft Office*, and *Microsoft 365* for the University of Nebraska, for all faculty, staff, and students.

The award of this contract to Insight was recommended after a competitive bid, establishing a three-year initial term, with two optional one-year extensions, and ensuring continuity of service for the contract expiring on September 30, 2020.

The University continues to adopt modern Microsoft 365 capabilities to enhance the University's mobility, security, and endpoint protection portfolios while maintaining the software products that our University community uses on a daily basis.

With this agreement, uplifting from Microsoft 365 A3 to A5 is the lowest cost option available. The University also continues with unlimited-use licenses for specific Microsoft products, including *Windows Server* and *Microsoft SQL Server*. This removes the individual cost barrier to increase the effective use of these software products while greatly reducing the need to regulate and inventory licenses, ensuring that the University maintains compliance within the licensing guidelines.

The contract would be for a base period of three (3) years with two (2) 1-year renewal options. Future costs are variable based on faculty, staff, and student headcount and license quantities purchased. Forecasted costs based on current information are:

FY21: \$2,415,331

FY22: \$2,624,491

FY23: \$2,729,071

FY24: \$2,865,525 (optional extension)

FY25: \$2,865,525 (optional extension)

Furthermore, the University has partnered with two of the Nebraska State College System campuses (Wayne State and Peru State) to allow them to purchase licenses at the University rates.


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

PROJECT COST: Estimated \$13,499,943 over the next five fiscal years

SOURCE OF FUNDS: State Funds and Student Fees

SPONSORS: Bret Blackman
Vice President for IT and CIO

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

RECOMMENDED: 
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

**UNIVERSITY OF NEBRASKA
MASTER AGREEMENT**

This Master Agreement sets forth the terms between The Board of Regents of the University of Nebraska, a public body corporate and governing body of the University of Nebraska having an address at 3835 Holdrege Street, Lincoln, NE 68583 (the "University") and Insight Public Sector, Inc., having an address at 6820 South Harl Avenue, Tempe, AZ 85283 (the "Service Provider") with regard to the performance by Service Provider of the services contemplated herein.

RECITALS

WHEREAS, the University desires to obtain the services of the Service Provider; and

WHEREAS, the Service Provider claims to have expertise and experience to provide such services for the University;

THEREFORE, the University and the Service Provider hereby agree to the following terms, obligations and conditions:

1. Description of Services. The Service Provider agrees to perform such services, with the standard of professional care and skill customarily provided in the performance of such services, and shall use its best efforts to render the Services and provide the deliverables identified in Exhibit A (the "Services"). The Service Provider agrees to perform the Services to the satisfaction of the University during the term of this Agreement. The attachments, appendices, addendums, any exhibits and schedules, including but not limited to Exhibit A, University of Nebraska-Lincoln RFP# 3207-20-4323 RFP Microsoft EES 2020 (the "RFP"), and Insight Public Sector, Inc. response dated March 6, 2020, hereto are an integral part of this Agreement and are deemed incorporated by reference herein.

2. Pricing. All pricing contained in the Service Provider's response to the RFP will remain firm for a period of 36 months from the effective date of this Agreement. The pricing provided as part of this Agreement is attached hereto and incorporated herein as Exhibit B.

3. Payment. In full consideration for the Services performed by the Service Provider under this indefinite quantity-indefinite delivery Agreement and each engagement, the University shall pay or cause to be paid to the Service Provider the invoiced amount on an order-by-order basis. The Service Provider will invoice the University for completed deliveries and payment terms are NET 30 days, which 30-day term begins accruing upon receipt of an accurate invoice by the University. Service Provider further agrees that if/when product returns and/or exchanges are deemed necessary by the University, regardless of invoice payment status, Service Provider will work with the University to accommodate such returns and/or exchanges whenever possible. The Service Provider agrees that it is solely responsible for payment of

income, social security, and other employment taxes due to the proper taxing authorities, and that the University will not deduct such taxes from any payments to the Service Provider hereunder, unless required by law.

4. Term. The term of this Agreement shall begin on July 1, 2020 and remain in place for three years and three months (39 months). The initial term of this agreement will expire on September 30, 2023. The contract may be renewed, by mutual agreement of both parties, in writing for two (2) additional one (1) year periods upon completion of the initial base contract period, provided written mutual concurrence of both parties is exercised in writing prior to the expiration of the existing contract. The length of the contract in its entirety will not exceed 5 years and 3 months. The University reserves the right to contract certain work as needed to provide emergency or timely services, introduction of new technology and/or as a result of general market conditions.

5. Confidentiality. "Confidential Information" shall mean any materials, written information, and data marked "Confidential" by the University or non-written information and data disclosed by the University that is identified at the time of disclosure to the Service Provider as confidential and is reduced to writing and transmitted to the Service Provider within thirty (30) days of such non-written disclosure. The Service Provider agrees to use the same degree of care it uses to protect its own confidential information and, to the extent permitted by law, to maintain the Confidential Information in strict confidence for a period of three (3) years from the date of termination of this Agreement. The obligations of this paragraph do not apply to information in the public domain or information that is independently known, obtained or discovered by the Service Provider, or that is hereafter supplied to the Service Provider by a third party without restriction.

6. Ownership of Work Product and Intellectual Property Rights. The Service Provider shall have no interest in the deliverables provided under this Agreement, and the University shall be the sole owner of all such deliverables, including all works authored, produced, developed or reduced to practice by the Service Provider during its' performance of the Services (the "Work Product"). Furthermore, the University shall be the sole owner of any and all intellectual property rights, including without limitation, all patent, copyright, trademark and trade secrets rights in and to the Work Product. The University shall have the right to secure appropriate registration and protection for any and all intellectual property rights in and to the Work Product. Accordingly, the Service Provider hereby expressly assigns all right, title and interest in and to the Work Product, including any and all patent, copyright, trademark and/or trade secret rights thereto, to the University, and agrees to execute all documents required to evidence such assignment. Without limiting the foregoing, the Service Provider hereby grants to the University the sole and exclusive right throughout the world, in all languages, and in perpetuity, to use the Work Product pursuant to this Agreement. The Service Provider also hereby waives any and all claims it may now or hereafter have in any jurisdiction to so-called "moral rights" or rights of "droit moral" with respect to the use, results and/or proceeds of the Service Provider's Services and Work Product. This provision shall survive the termination of this Agreement.

7. Termination. In the event that either party commits a material breach of this Agreement and fails to remedy or cure such breach within thirty (30) days after receipt of written notice thereof from the non-breaching party, the non-breaching party may, at its option and in addition to any other remedies which it may have at law or in equity, terminate this Agreement by sending written notice of termination to the other party. Such termination shall be effective as of the date of its receipt. Additionally, either party may terminate this Agreement for its convenience upon sixty (60) days prior written notice to the other party. Upon any termination, the University shall promptly pay the Service Provider for all Services rendered and costs incurred up to and including the effective date of termination.

8. Representations and Warranties. The Service Provider represents and warrants that in performing the Services it will not be in breach of any agreement with a third party. The Service Provider also represents and warrants that no third party has any rights in, to, or arising out of, the Work Product rendered pursuant to the performance of the Services. The Service Provider

agrees to hold University and its respective assigns and licensees harmless from any loss, damage or expense, including court costs and reasonable attorneys' fees, that University and its assigns and licensees may suffer as a result of a breach or alleged breach of the foregoing warranties or as a result of claims or actions of any kind or nature resulting from the provision of the Services or any use of the Work Product.

Each party warrants and represents that it has full power and authority to enter into and perform this Agreement, and that the person signing this Agreement on behalf of each party has been properly authorized and empowered to enter into this Agreement.

9. Independent Service Provider. The Service Provider is an independent Service Provider and is solely responsible for maintenance and payment of any and all taxes, insurances and the like that may be required by federal, state or local law with respect to any sums paid hereunder. The Service Provider is not the University's agent or representative and has no authority to bind or commit the University to any agreements or other obligations.

10. Liability. Service Provider agrees to indemnify and hold the University, its regents, officers, employees, agents and students, harmless from any loss, claim, damage or liability of any kind arising out of or in connection with the performance of the Services by the Service Provider.

11. Insurance. The Service Provider shall at its own expense obtain and maintain throughout the term of this Agreement general commercial liability insurance against claims for bodily injury, death and property damage with limits of not less than one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) general aggregate, naming The Board of Regents of the University of Nebraska as an additional insured, to cover such liability caused by, or arising out of, activities of the Service Provider and its agents and/or employees while engaged in or preparing for the provision of the Services. The Service Provider shall furnish to the University certificates of insurance evidencing that such insurance has been procured prior to commencement of such work.

12. Assignment. This Agreement is non-assignable and non-transferrable. Any attempt by either party to assign its obligations hereunder shall be void.

13. Amendment. This Agreement constitutes the entire understanding between the Service Provider and the University with respect to the subject matter hereof and may not be amended except by an agreement

signed by the Service Provider and an authorized representative of the University.

14. Governing Law and Forum. This Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of laws provisions. Any legal actions brought by either party hereunder shall be in the District Court of Lancaster County, Nebraska.

15. Conflict of Interest. No article or service shall be purchased from any University faculty or staff member without prior approval by the Vice Chancellor of Business and Finance and any such approved purchase shall comply fully with the requirements of the conflict of interest provisions of the Nebraska Political Accountability and Disclosure Act, Neb. Rev. Stat., §§ 49-1493 through 49-14,104.

Service Provider certifies, to the best of its knowledge and belief, that there are no potential organizational conflicts of interest related to this Agreement. If Service Provider cannot so certify, it shall provide a disclosure statement to the University, which describes all relevant information concerning any potential conflict of interest under this Agreement. In the event the potential conflict of interest cannot be resolved, the University may declare this Agreement void and of no further force or effect and the University shall have no further obligations hereunder.

16. Personal Use Prohibited. University funds shall not be expended for articles or services which are for the personal use of staff or faculty members.

17. Work Status Verification. The Service Provider and its subcontractors shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. §§ 4-108 to 4-114 as amended.

18. Debarment List. No contract shall be awarded to any Service Provider/Bidder listed on the General Services Administration's List of Parties Excluded from Federal Procurement or Nonprocurement Programs in accordance with Executive Orders 12549 and 12689, "Debarment and Suspension," (the "Debarment List"). For contracts which in the aggregate exceed \$25,000, Service Provider/Bidder specifically warrants and represents that it is not included on the Debarment List. Service Provider/Bidder further agrees that should it be included on the Debarment List at the time the contract/proposal is awarded, or at any time during which it performs its contractual obligations pursuant to the contract, such listing shall be considered a material breach of the contract between the University and the Service Provider.

19. Change Proposals. Material changes in scope, rush delivery, rework of items already approved or requests for additional revision cycles, services and/or deliverables beyond those listed herein hereafter known as change orders, shall not be effective until authorized representatives of both Parties execute a mutually acceptable written change order to this Agreement. Any fees arising from change orders, additional services, or deliverables not reflected herein will be invoiced upon completion. Change orders agreed to by email shall be valid and enforceable as if made part of this Agreement.

20. Taxpayer Transparency Act. Pursuant to Nebraska's Taxpayer Transparency Act (Neb. Rev. Stat. §84-602.01, as may be amended), as of July 1, 2014, the University of Nebraska is required to provide the Nebraska Department of Administrative Services with a copy of each contract that is a basis for an expenditure of state funds, including any documents incorporated by reference in the contract. Copies of all such contracts and documents are published by the Nebraska Department of Administrative Services at www.nebraskaspending.gov. It shall be the sole responsibility of the Service Provider to notify the University of any redactions to such contracts and documents under Neb. Rev. Stat. 84-712.05(3) prior to contract execution.

21. Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). If applicable, this Service Provider and subcontractors shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime Service Providers and subcontractors to employ and advance in employment qualified protected veterans.

22. SECTION 503. If applicable, this Service Provider and any subcontractor shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime Service Providers to employ and advance in employment qualified individuals with disabilities.

23. Nondiscrimination. In accordance with the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. §48-1122, Service Provider agrees that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions or privilege of employment because of the race, color, religion, sex,

disability, or national origin of the employee or applicant.

24. Logos or University Marks. The Service Provider shall not use or display any University campus name, logo, trademark, servicemark (individually a “Mark” and collectively the “Marks”) and/or other indicia designated by the University as a source identifier, unless expressly authorized in writing by the University. Any unauthorized use of University Marks is expressly prohibited.

25. Right to Audit Privilege. The University reserves the right to audit or inspect work performed by the Service Provider under this Agreement. The University may participate directly or through an appointed representative, e.g. external auditor, in order to verify that the Services related to this agreement have been performed in accordance to the procedures indicated.

26. Continuation of Services. Service Provider agrees to continue to honor its ongoing obligations under this Agreement without interruption in the event of a bona fide dispute concerning payment or a dispute concerning any provision of this Agreement which may include time spent negotiating renewals.

27. Purchase Order Requirement. A Purchase Order shall be issued by the University to the Service Provider for payment in accordance with the terms of this Agreement. All invoice(s) submitted by the Service Provider shall make reference to the appropriate Purchase Order number to be eligible for payment.

28. Compliance. Service Provider will comply with all applicable laws, rules, regulations, ordinances and University policies in providing the Services.

29. Order of Priority. The order of priority of the documents that form this Agreement is: first, duly executed amendments to the Agreement (to the extent not superseded by a subsequent amendment), second, this Master Agreement, including incorporated exhibits, third, University of Nebraska-Lincoln RFP# 3207-20-4323 RFP Microsoft EES 2020 (the “RFP”), and fourth, Insight Public Sector, Inc. response March 6, 2020.

The rest of this page is intentionally left blank.

Notice. Any notice to either party hereunder, shall be in writing and shall be served either personally or by registered or certified mail addressed to the following individuals:

To the Service Provider:

Name: Chad Adams

Address: 6820 South Harl Avenue

Tempe, AZ 85283

Email: Chad.Adams@insight.com

Phone: 314.219.7251

To the University:

Name: Scott Stremick

Address: University of Nebraska-Lincoln
Procurement Services
1700 Y Street
Lincoln, NE 68588-0645

Email: Scott.Stremick@unl.edu

Phone: 402.472.6307

Supplier Name:

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

By: _____

By: _____

Printed Name: _____

Printed Name: _____

Title: _____

Title: _____

Appendix A – UNIVERSITY OF NEBRASKA TECHNOLOGY Software/Services Standardized Agreement Language

Introduction

The purpose of this document is to incorporate specific terms and conditions pertinent to technology at the University of Nebraska. This document addresses select topics of particular importance to Information Technology Services (“ITS”) in order to be compliant with Board of Regents Policies, as well as Nebraska State laws.

1. PILOT PROGRAM

ITS, at its sole discretion, may elect to conduct trial programs and/or proof of concepts under this Agreement (“Pilot Program”). If, after conducting a trial or proof of concept, ITS elects to continue with the full deployment, negotiations between ITS and the Service Provider regarding the requirements of the full deployment including all applicable royalties, fees, work plan, and appropriate timeline will occur. ITS makes no guarantee that such negotiations will occur. There may be fees related to the Pilot Program which will be negotiated between Service Provider and ITS on a case by case basis.

2. OWNERSHIP AND PROPRIETARY RIGHTS

2.1 Service Provider owns and retains all right, title and interest in Service Provider-Owned Materials. ITS owns and retains all right, title and interest in ITS’s Owned Materials. ITS Students own and retain all right, title and interest in ITS Student-Owned Material. ITS acknowledges and agrees that, unless otherwise agreed by Service Provider in writing, Service Provider is the sole and exclusive owner of all rights, including but not limited to all patent rights, copyrights, trade secrets, trademarks, and other proprietary rights in the systems, programs, specifications, user documentation, and other Service Provider-Owned Materials used by Service Provider in the course of its provision of services hereunder. ITS also acknowledges and agrees that in entering into this Agreement, ITS acquires no ownership rights in Service Provider-Owned Materials. ITS shall not copy, transfer, sell, distribute, assign, display, or otherwise make Service Provider-Owned Materials available to third parties. Service Provider acquires no rights of ownership in or to the ITS owned Materials or the Student-Owned Materials; or anything that is provided to Service Provider by ITS, including but not limited to business processes, software and related documentation. Any modifications or enhancements to the ITS Owned Materials or the Student-Owned Materials including those suggested or implemented by Service Provider, shall belong to ITS. Service Provider agrees that its rights to use any such materials or data provided by ITS, including all ITS-owned Materials is limited to such use as is necessary to permit Service Provider to perform Services and obligations in this Agreement.

2.2 ITS has the responsibility for providing Service Provider with the copyright notice language to appear on websites, delivered course content and/or assessments, and on any related practice and/or demonstration materials. Service Provider will have the responsibility for ensuring that the copyright notice language provided to Service Provider by ITS will appear as provided on any applicable materials. Any copyright notice language or other language acknowledging Service Provider’s ownership or other legal rights of Service Provider which appears on websites, course content and/or assessments, and in any practice and/or demonstrational materials will be limited to such language as is necessary to protect Service Provider's legal rights. Unless provided to Service Provider by ITS, no language acknowledging the legal rights of any third party shall appear on materials without the prior written consent of ITS.

2.3 Notwithstanding anything in the Agreement to the contrary, any and all Deliverables shall be the sole and exclusive property of ITS. Notwithstanding the foregoing, the intellectual capital (including without limitation, ideas, methodologies, processes, inventions and tools) developed or possessed by Service Provider prior to, or acquired during, the performance of the Scope of Work shall be Service Provider-Owned Material.

2.4 Upon ITS’s request or upon the expiration or termination of this Agreement, Service Provider shall deliver or return all copies of the Work to ITS. Service Provider is permitted, subject to its obligations of confidentiality, to retain one copy of the Work for archival purposes and to defend its work product.

2.5 Service Provider and ITS intend this Agreement to be a contract for services and each considers any tangible work products identified as Deliverables (“Deliverables”) during the Term or Terms of this Agreement to be a work made for hire. If for any reasons the Deliverables would not be considered a work made for hire under applicable law, Service Provider does hereby sell, assign and transfer to ITS, its successors, and assigns, the entire right, title and interest in and to the copyright and any registrations and copyright applications relating thereto and renewals and extensions thereof, and in and to all works based upon, derived from or incorporating the Deliverables, and in and to all income, royalties damages, claims and payments now or hereafter due or payable with respect thereto, and in and to all causes of action, either in law or equity for past, present, or future infringement based on the copyrights, and in and to all rights corresponding to the foregoing throughout the world. Service Provider agrees to execute all documents and to perform such other proper acts as ITS may deem necessary to secure for ITS the rights in the Deliverables.

2.6 Other than Deliverables and Service Provider-Owned Materials, the tangible property and work products created by Service Provider pursuant to this Agreement (“Work Product”) shall mutually belong to ITS and Service Provider and each shall be free to use such Work Product without permission of or payment of royalty to the other. As to tangible products and work products identified as Deliverables during the Term or Terms of this Agreement, all Deliverables shall be owned exclusively by ITS.

2.7 ITS recognizes that Service Provider’s business depends substantially upon the accumulation of learning, knowledge, data, techniques, tools, processes, and generic materials that it utilizes and develops in its engagements. ITS’s business also depends substantially upon the accumulation and application of learning, knowledge, data, techniques, tools, processes, and generic materials that it utilizes and develops through collaboration with Service Providers and other service providers. Accordingly, to the extent material that is used in, enhanced, or developed in the course of providing Services hereunder is of a general abstract character, or may be generically re-used, and does not contain Confidential Information of ITS, then Service Provider will own such material including, without limitation: methodologies; delivery strategies, approaches and practices; generic software tools, routines, and components; generic content, research and background materials; training materials; application building blocks; templates; analytical models; project tools; development tools; inventions; solutions and descriptions thereof; ideas; and know-how (collectively “Know-how”) developed by Service Provider and ITS will own the Know-how developed by ITS. To the extent such Know-how is contained or reflected in the Work Product, each party hereby grants the other a fully paid up, perpetual license to use such Know-how. Neither party will sublicense or sell Know-How of the other party to any third party, and will not use or exploit the Know-How of the other party to compete with the information technology and professional services of Service Provider or the educational services and delivery of the ITS.

3. DATA USE

As between the parties, ITS will own, or retain all of its rights in, all data and information that ITS provides to the Service Provider, as well as all data managed by Service Provider on behalf of ITS, including all output, reports, logs, analyses, and other materials relating to or generated by the Services, even if generated by the Service Provider, as well as all data obtained or extracted through ITS’s or Service Provider’s use of the Services (collectively, the ITS Data). The ITS Data also includes all data and information provided directly to Service Provider by ITS students and employees, and includes personal data, metadata, and user content. The ITS Data will be ITS’s Intellectual Property and Service Provider will treat it as ITS’s confidential and proprietary information. Service Provider will not use, access, disclose, or license or provide to third parties, any ITS Data, or materials derived therefrom, except: (i) to the extent necessary to fulfill Service Provider’s obligations to ITS hereunder; or (ii) as authorized in writing by ITS. Without limiting the generality of the foregoing, Service Provider may not use any ITS Data, whether or not aggregated or de-identified, for product development, marketing, profiling, benchmarking, or product demonstrations, without, in each case, ITS’s prior written consent. Upon request by ITS, Service Provider will deliver, destroy, and/or make available to ITS, any or all of the ITS Data.

4. PROPRIETARY AND CONFIDENTIAL INFORMATION

4.1 Service Provider acknowledges and understands that in connection with this Agreement, the performance of the Scope of Work and otherwise, Service Provider has had or shall have access to, has

obtained or shall obtain, or has been or shall be given the ITS's Confidential Information (as defined herein). For purposes of this Agreement, "Confidential Information" means all information provided by ITS, or ITS Students to Service Provider, including without limitation information concerning the ITS's business strategies, political and legislative affairs, students, employees, vendors, Service Providers, student records, customer lists, finances, properties, methods of operation, computer and telecommunications systems, software and documentation, student materials, student name and other identifying information which is generated by the student, such as biometrics. Confidential Information includes information in any and all formats and media, including without limitation oral communication, and includes the originals and any and all copies and derivatives of such information. Service Provider shall comply with all applicable federal, state and local laws restricting access, use and disclosure of protected information.

4.2 Service Provider shall use the Confidential Information only if and when required for the performance of the Services, and for no other purpose whatsoever, and only by Service Provider employees engaged in that performance. Service Provider may also share Confidential Information with its corporate affiliates and with agents and Service Providers who are bound by similar obligations of confidentiality and who need such information as part of Service Provider's performance under this Agreement. Service Provider shall forward any request for disclosure of Confidential Information to:

Information Technology Services
Canfield Administration Building North (ADMN) 332
Lincoln, NE 68588-0435

4.3 Service Provider acknowledges and understands that ITS is required to protect certain Confidential Information from disclosure under applicable law, including but not limited to the Family Educational Rights and Privacy Act ("FERPA"), the Gramm Leach Bliley Act ("GLBA"), or the Nebraska Public Records Law, including regulations promulgated thereunder, as the laws and regulations may be amended from time to time. The Confidential Information that is protected under FERPA was provided to the Service Provider as it is handling an institution service or function that would ordinarily be performed by ITS's employees. Service Provider agrees that it shall be obligated to protect the Confidential Information in its possession or control in accordance with the Privacy Laws and as a "school official" under FERPA. The Service Provider further agrees that it is subject to the requirements governing the use and re-disclosure of personally identifiable information from education records as provided in FERPA.

4.4 Service Provider may disclose Confidential Information as required by legal process. If Service Provider is required by legal process to disclose Confidential Information, Service Provider shall immediately notify ITS, and before disclosing such information shall allow ITS reasonable time to take appropriate legal action to prevent disclosure of the Confidential Information.

4.5 Service Provider's obligations with respect to Confidential Information shall survive the expiration or the termination of this Agreement.

4.6 Service Provider acknowledges that its failure to comply fully with the restrictions placed upon use, disclosure and access to Confidential Information may cause ITS grievous irreparable harm and injury. Therefore, any failure to comply with the requirements of this section may be a material breach of this Agreement.

4.7 Except to the extent otherwise required by applicable law or professional standards, the obligations under this section do not apply to information that (1) is or becomes generally known to the public, other than as a result of disclosure by Service Provider, (2) had been previously possessed by Service Provider without restriction against disclosure at the time of receipt by Service Provider, (3) was independently developed by Service Provider without violation of this Agreement, or (4) Service Provider and ITS agree in writing to disclose. To the extent allowed by Nebraska State Law, each party shall be deemed to have met its nondisclosure obligations under this section as long as it exercises the same level of care to protect the other's information as it exercises to protect its own Confidential Information.

4.8 Service Provider agrees to use Student-Owned Materials, ITS Owned Materials and ITS's Confidential Information only as necessary to perform its responsibilities under this Agreement, keep it confidential in

accordance with this Agreement and use reasonable commercial efforts to prevent and protect the contents of these materials, or any parts of them, from unauthorized disclosure. Further, Service Provider will take industry standard measures to protect the security and confidentiality of such information including controlled and audited access to any location where such confidential and proprietary data and materials reside while in the custody of Service Provider and employing security measures to prevent system attacks (e.g., hacker and virus attacks).

4.9 Upon termination, cancellation, expiration or other conclusion of the Agreement, Service Provider shall return all Confidential Information to ITS or, if return is not feasible, destroy any and all Confidential Information without the prior written authorization from ITS. If the Service Provider destroys the information, the Service Provider shall provide ITS with a certificate confirming the date of destruction of the data. Any data referred to in this section that is still within Service Provider's actual or constructive control shall be subject to the terms of this Agreement in perpetuity.

4.10 ITS will implement security measures at its offices and all other associated facilities to ensure the confidentiality of Service Provider's Confidential Information and materials in manner like that provided by ITS for its own information and materials identified as confidential under this Agreement. Unless otherwise provided by separate agreement, upon termination of this Agreement, ITS shall return to Service Provider all Service Provider-Owned Materials, including software, Source Code, and/or documentation provided to ITS by Service Provider; alternatively, and at Service Provider's option, ITS shall destroy any or all of the aforementioned beyond recoverability. ITS shall not retain any electronic or other copies of any Service Provider-Owned Materials or other Service Provider Proprietary and Confidential Information absent of prior written authorization from Service Provider.

4.11 Service Provider agrees to abide by the limitation on re-disclosure of personally identifiable information (PII) from education set forth in The Family Educational Rights and Privacy Act and with the terms set forth below. 34 CFR 99.33 (a)(2) states that the officers, employees and agents of a party that receives education record information from ITS may use the information but only for the purposes for which the disclosure of the information was made. Further, Service Provider agrees to protect all ITS sensitive data including all PII, financial, corporate business intelligence or intellectual property of ITS faculty, staff, and employees in accordance with generally accepted Information Security standards and best practices.

5. SOFTWARE

Service Provider hereby Warrants and Represents:

- A. That it shall perform all of the Work in a professional manner in accordance with industry standards for software development and related services, and that the software development and related services will conform to the specifications in the Agreement.
- B. Service Provider is the owner or authorized user of Service Provider software and all of its components, and Service Provider software and all of its components, to the best of Service Provider's knowledge, do not violate any patent, trademark, trade secret, copyright or any other right of ownership of any third party.
- C. Service Provider software and its components are equipped and/or designed with systems intended to prevent industry known system attacks (e.g., hacker and virus attacks) and unauthorized access to Confidential Information.
- D. Service Provider has used industry standards for vulnerability testing and software quality code reviews to ensure that software is free of any and all "time bombs," computer viruses, copy protect mechanisms or any disclosed or undisclosed features which may disable Service Provider software or render it incapable of operation (whether after a certain time, after transfer to another central processing unit, or otherwise).

6. TERMINATION

6.1 The University may terminate this Agreement upon thirty (30) days' written notice. Following termination, the University shall retain the right to (a) use the Software on the number of devices specified on {ATTACHMENT} for its own internal business purposes, (b) use and make copies of all Documentation; and (c) make a reasonable number of copies of the Software solely for back-up or archival purposes.

6.2 The University may terminate this Agreement immediately upon any breach by Service Provider of the terms of this Agreement, any Business Associate Addendum, or incorporated attachment hereto.

6.3 Service Provider may terminate this Agreement if the University intentionally and materially breaches this Agreement and then fails to correct such breach within thirty (30) days following receipt of written notice from Service Provider. In the event of an uncorrected breach by the University, the Service Provider shall be entitled to recover actual amounts owed by the University to Service Provider that accrued on or before the date of termination. Service Provider expressly waives and disclaims any right or remedy it may have to unilaterally de-install, disable or repossess any Software of any portion thereof.

6.4 The University's rights to the Software as provided in this Agreement will survive a bankruptcy claim by the Service Provider consistent with applicable laws. The rights granted under this Agreement shall be deemed a license of "intellectual property" for purposes of the United States Code, Title 11 ("Bankruptcy Code"), Section 365(n). In the event of the bankruptcy of Service Provider and a subsequent rejection of this Agreement, the University may elect to retain its license rights, subject to and in accordance with the provisions of the Bankruptcy Code or other applicable law.

6.5 The following Sections shall survive the expiration or termination of this Agreement: Grant of License; Ownership and Proprietary Rights; Warranties, Representations and covenants; Limitation of Liability; University Data; Privacy; Cyber Insurance; Termination; and Audit Rights. Any terms of this Agreement which by their nature extend beyond its termination remain in effect until fulfilled and apply to respective successors and assigns.

7. SECURITY

7.1 Service Provider will implement security measures at its offices and all other associated facilities in connection with Service Provider software to ensure the strictest confidentiality of ITS's Owned Materials, ITS's Confidential Information, and all other Confidential Information and materials. These measures will include, without limitation, encryption, use of a sign-on and access privilege system and other measures described in this Agreement, and such other measures as Service Provider deems necessary in its professional discretion. Service Provider shall impose these measures on all subcontractors used by Service Provider.

7.2 Service Provider shall endorse ITS's requirement to adhere to the University of Nebraska's (ITS) IT Security Standards (<http://idm.unl.edu/authentication-services-policy>). ITS is required to assess risks, ensure data integrity, and determine the level of accessibility that must be maintained. Specific activities include:

- A. Identification of security, privacy, legal, and other organizational requirements for recovery of institutional resources such as data, software, hardware, configurations, and licenses at the termination of the contract.
- B. Assessment of the Service Provider's security and privacy controls.
- C. Including ITS's security and privacy requirements in the agreement.
- D. Periodic reassessment of Service Provider services provisioned to ensure all contract obligations are being met and to manage and mitigate risk.

7.3 Service Provider shall (i) establish and maintain industry standard technical and organizational measures to help to protect against accidental damage to, or destruction, loss, or alteration of the materials; (ii) establish and maintain industry standard technical and organizational measures to help to protect against unauthorized access to the Services and materials; and (iii) establish and maintain network and internet security procedures, protocols, security gateways and firewalls with respect to the Services. Service Provider software and its components are equipped and/or designed with systems intended to prevent industry known system attacks (e.g., hacker and virus attacks) and unauthorized access to Confidential Information.

7.4 For the purposes of this article, a “Breach” has the meaning given to it under relevant Nebraska or federal law, for example; the Nebraska Financial Data Protection and Consumer Notification of Data Security Breach Act of 2006 (codified at Neb. Rev. Stat. § 87-802) (See 9.5). Service Provider’s report shall identify : (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) the identity of the individual or entity that received the unauthorized disclosure, (iv) any pertinent application, access, or security logs or analysis (v) the action(s) that the Service Provider has taken or shall take to mitigate any potentially negative effects of the unauthorized use or disclosure, and (vi) the corrective action(s) the Service Provider has taken or shall take to prevent future similar unauthorized uses or disclosures. Service Provider shall provide additional information in connection with the unauthorized disclosure reasonably requested by ITS.

In the event of a breach Service Provider agrees to promptly reimburse all costs to ITS arising from such breach, including but not limited to (i) costs of notification of individuals, (ii) credit monitoring and/or identity restoration services, (iii) time of ITS personnel responding to the breach, (iv) civil or criminal penalties levied against ITS, attorney’s fees, court costs, etc.

7.5 The contact for the ITS Computer Incident Response Team (CIRT) shall be identified as: 402-472-5700 or its-sec@nebraska.edu. Report any confirmed or suspected breach of University data to ITS’s CIRT within one hour of discovery or detection. Any confirmed or suspected computer security incidents not resulting in breach of University data shall be reported to ITS CIRT within 12 hours of discovery or detection.

7.6 ITS or an appointed audit firm (Auditors) has the right to audit Service Provider and its sub-vendors or affiliates that provide a service for the processing, transport or storage of ITS data. Audits will be at ITS’s sole expense which includes operational charges by Service Provider, except where the audit reveals material noncompliance with contract specifications, in which case the cost, inclusive of operational charges by Service Provider, will be borne by the Service Provider. In lieu of ITS or its appointed audit firm performing their own audit, if Service Provider has an external audit firm that performs a review, ITS has the right to review the controls tested as well as the results, and has the right to request additional controls to be added to the certified report for testing the controls that have an impact on its data.

7.7 The Federal Trade Commission has promulgated regulations collectively known as the “Red Flags Rule” with which ITS must comply. See 16 CFR 681. Under the Red Flags Rule, ITS must ensure that Service Provider either complies with ITS’s identity theft Program or that Service Provider has its own policies and procedures in place to detect and respond to identity theft Red Flags. Service Provider represents and warrants that it has reasonable policies and procedures in place to detect, prevent and mitigate identity theft. Service Provider shall review and comply with all relevant portions of ITS’s identity theft policy, if any, as well as any applicable ITS identity theft plan. Service Provider shall report any Red Flags that it detects in connection with the Agreement to ITS.

8. CYBER INSURANCE

The Service Provider agrees to purchase and maintain throughout the term of this Agreement a technology/professional liability insurance policy, including coverage for network security/data protection liability insurance (also called “cyber liability”) covering liabilities for financial loss resulting or arising from acts, errors, or omissions, in rendering technology/professional services or in connection with the specific services described in violation or infringement of any right of privacy, including breach of security and breach of security/privacy laws, rules or regulations globally, now or hereinafter constituted or amended;

Data theft, damage, unauthorized disclosure, destruction, or corruption, including without limitation, unauthorized access, unauthorized use, identity theft, theft of personally identifiable information or confidential corporate information in whatever form, transmission of a computer virus or other type of malicious code; and participation in a denial of service attack on third party computer systems;

Loss or denial of service;
No cyber terrorism exclusion;

With a minimum limit of \$3,000,000 each and every claim and in the aggregate. Such coverage must include technology/professional liability including breach of contract, privacy and security liability, privacy regulatory defense and payment of civil fines, payment of credit card provider penalties, and breach response costs

(including without limitation, notification costs, forensics, credit protection services, call center services, identity theft protection services, and crisis management/public relations services).

Such insurance must explicitly address all of the foregoing without limitation if caused by an employee of the Service Provider or an independent contractor working on behalf of the Service Provider in performing services under this Agreement. Policy must provide coverage for wrongful acts, claims, and lawsuits anywhere in the world. Such insurance must include affirmative contractual liability coverage for the data breach indemnity in this Agreement for all damages, defense costs, privacy regulatory civil fines and penalties, and reasonable and necessary data breach notification, forensics, credit protection services, public relations/crisis management, and other data breach mitigation services resulting from a confidentiality or breach of security by or on behalf of the Service Provider.

9. MISCELLANEOUS TERMS

9.1 **Accessibility** (Section 508 ADA Compliance). If the solution includes any end-user-facing human interface, such as an end-user device software component or web site form, file upload system, etc. the Service Provider hereby warrants that the products or services to be provided under this agreement comply with the accessibility guidelines of "Section 508 of the Rehabilitation Act of 1973" as amended as of the date of this agreement.

If the solution includes any end-user-facing human interface, such as an end-user device software component, web pages or site, video or audio playback, file upload system, mobile device components, etc., the Service Provider agrees to promptly respond to and resolve any complaint regarding accessibility of its products or services which is brought to its attention and the Service Provider further agrees to indemnify and hold harmless the University of Nebraska campuses and system using the Service Provider's products or services from any claim arising out of its failure to comply with the aforesaid requirements.

The University, at its discretion, may at any time test the Service Provider's products or services covered by this agreement to ensure compliance with Section 508. Testing that results in findings of non-compliance, shall result in a 25% reduction in the total cost of the products and/or services covered by this agreement if the non-compliance is not corrected within 30 days of being reported to the Service Provider in writing. All withheld amounts will be paid to the Service Provider upon correction of the non-compliance and acceptance by the University. Said acceptance not to be unreasonably withheld.

Failure to comply with these requirements shall constitute a breach and be grounds for termination of this agreement and a pro-rated refund of fees paid from the University for the remainder of original contract period.

9.2 **University & State College Participation.** In some instances, state colleges or state agencies may wish to explore the possibility of sharing in the benefits of this contract.

9.3 **Examination of Records.** ITS shall have access to and the right to examine any pertinent books, documents, papers, and electronic records such as logs of the Service Provider involving transactions and work related to this Agreement. Service Provider shall retain project records for a period of ____ years from the date of final payment.

9.4 **Assistance with Litigation or Investigation.** E-Discovery: In order to provide ITS with the ability to be compliant with e-discovery rules, Service Provider must provide the following where "relevant data" might include any data stored regarding any person affiliated with ITS, access logs, activity logs, transaction logs, changes to access rights, etc., as detailed by the system architecture and practices provided by Service Provider.

The rest of this page is left intentionally blank.

For the Board of Regents of the University of Nebraska

Signature: _____

Date: _____

Printed Name: _____

Title _____

For the Service Provider (Service Provider)

Signature: _____

Date: _____

Printed Name: _____

Title _____

I affirm that if I am an employee of the University of Nebraska, I have notified buyer of my status as such and that this contract must be completed in accordance with Board of Regents Policy 6.2.1.12, Purchases involving University Personnel.

Notice. Any notice to either party hereunder shall be in writing and shall be served either personally or by registered or certified mail addressed to the following individuals:

To the Service Provider:

Chad Adams _____

Insight Public Sector, Inc. _____

To the University:

Scott Stremick _____

University of Nebraska-Lincoln _____

6820 south Harl Avenue, Tempe, AZ 85283

Procurement Services,
1700Y Street, Lincoln NE 6858-0645

Chad.Adams@insight.com 314.219.7251

Scot.Stremick@unl.edu 402 472 6307

EXHIBIT A
Statement of Services/Work
eBid No. 3207-20-4323

1. **Description of the Goods and Services:**

Service Provider will furnish the University of Nebraska, and specific partnering State of Nebraska colleges with enrollment for the Microsoft Education Solutions Program (EES). The University of Nebraska campuses and the participating State colleges will pick their own Microsoft programs from the EES menu and furnish the required counts.

Additionally, other State of Nebraska governmental agencies or state colleges choosing to participate in this contract at a later date, will coordinate with the University of Nebraska to negotiate separately with Service Provider regarding any and all of the herein contained terms and conditions. Under no circumstances shall the University of Nebraska be contractually obligated or liable for any purchase by other institutions or state agencies associated with the Agreement.

2. **Service Performance Requirements**

The Service Provider is a Microsoft Academic Licensing Solution Provider (LSP), and will maintain this qualification for the contracted term. Provider shall maintain the ability to provide 24/7/365 technical support. Account Representative and primary backup are both based in Central time zone with business hours matching that of the University.

3. **Term of Agreement:**

The term of this Agreement shall begin on July 1, 2020 and remain in place for three years and three months (39 months). The initial term of this agreement will expire on September 30, 2023. The contract may be renewed, by mutual agreement of both parties, in writing for two (2) additional one (1) year periods upon completion of the initial base contract period, provided written mutual concurrence of both parties is exercised in writing prior to the expiration of the existing contract. The length of the contract in its entirety will not exceed 5 years and 3 months.

4. **Terms of Payment:**

The University will pay annually over the contracted period.

5. **Attachments to Exhibit A, Statement of Services**

The following documents are associated with this Exhibit A, Statement of Services, and are attached to and hereby made a part of the Agreement:

Attachment Number	Description	For Participating Institution
Exhibit A1	Microsoft #000-amygri-E-01046	UNCA
Exhibit A2	Microsoft #000-amygri-E-01048	UNK
Exhibit A3	Microsoft #BD-93627-C2Y7M6	UNL
Exhibit A4	Microsoft #000-amygri-E-01045	UNMC
Exhibit A5	Microsoft #000-amygri-E-01047	UNO
Exhibit A6	Microsoft #000-amygri-E-01044	Peru State College
Exhibit A7	Microsoft #000-amygri-E-01049	Wayne State College

Amendment to Contract Documents

Exhibit A1 UNCA

Enrollment Number

5446340

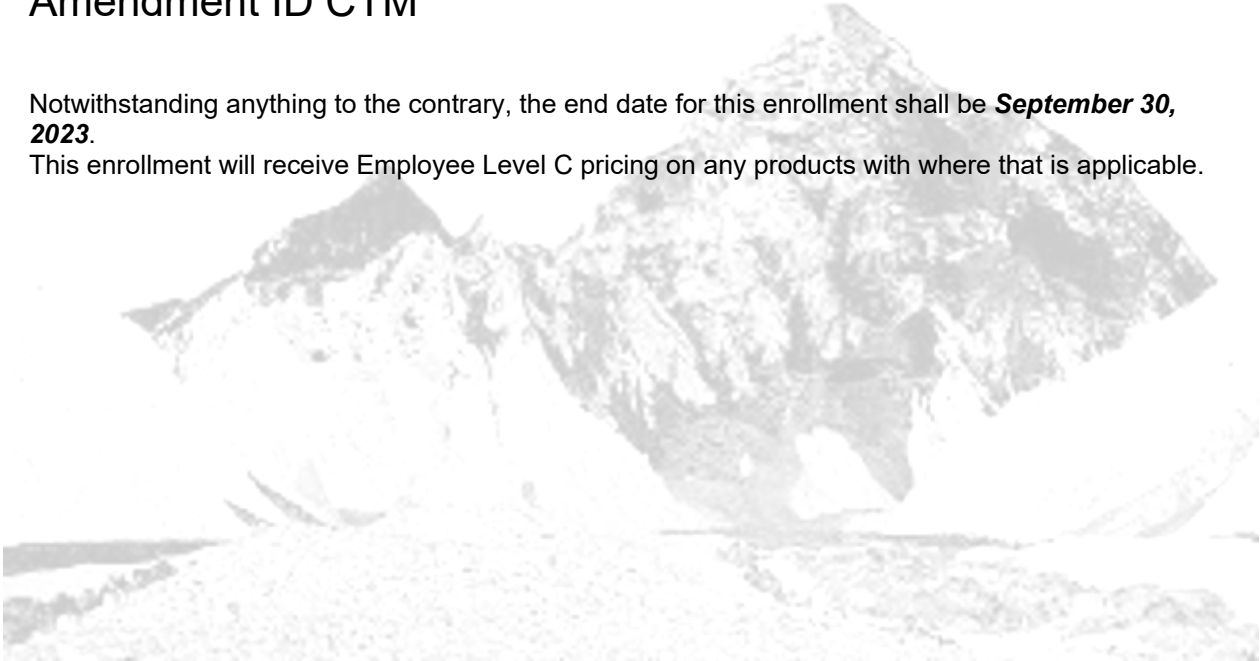
000-amygri-E-01046

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	700	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	700	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	700	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	10	700	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		5	700	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

000-amygri-E-01046 NE Board of Regents For The University of Nebraska-UNCADiscount.docx	CTM	CTM-CPT-CPL-OPT-CTC-CTL-EES49	BD
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Program Signature Form

Exhibit A1 UNCA

MBA/MBSA number

Agreement number

	01C34329
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000-amygri-E-01046

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01046 (5446340)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer
<p>Name of Entity (must be legal entity name)* Board of Regents For The University of Nebraska-UNCA</p> <p>Signature* _____</p> <p>Printed First and Last Name* _____</p> <p>Printed Title _____</p> <p>Signature Date* _____</p>
<p>Tax ID _____</p>

** indicates required field*

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A2 UNK

Enrollment Number

8009683

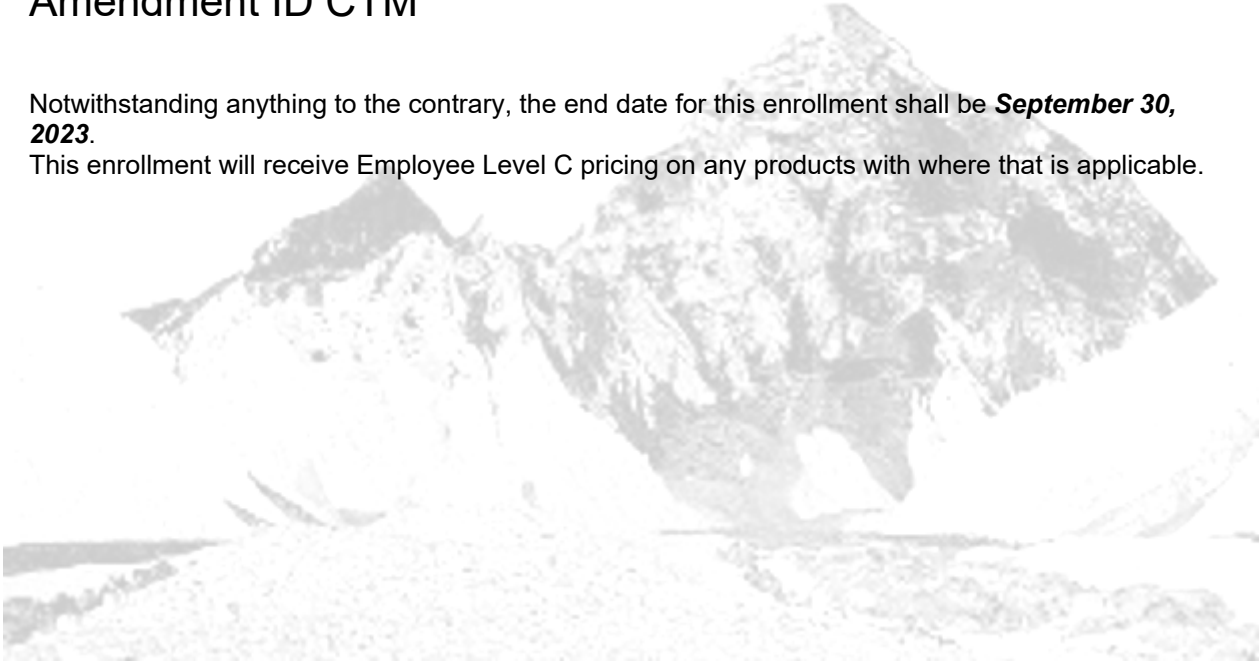
000-amygri-E-01048

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions Ramped Discount BD Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	1,350	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	1,350	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	1,350	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		10	1,350	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		5	1,350	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

000-amygri-E-01048 NE Board of Regents for the University of Nebraska - UNK discount.docx	CTM	CTM-CPT-CPL-OPT-CTC-CTL-EES49	BD
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Program Signature Form

Exhibit A2 UNK

MBA/MBSA number

01C34329

000-amygri-E-01048

Agreement number

01C34329

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01048 (8009683)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer

Name of Entity (must be legal entity name)* Board of Regents for the University of Nebraska - UNK

Signature* _____

Printed First and Last Name* _____

Printed Title _____

Signature Date* _____

Tax ID _____

** indicates required field*

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A3 UNL

Enrollment Number

9053967

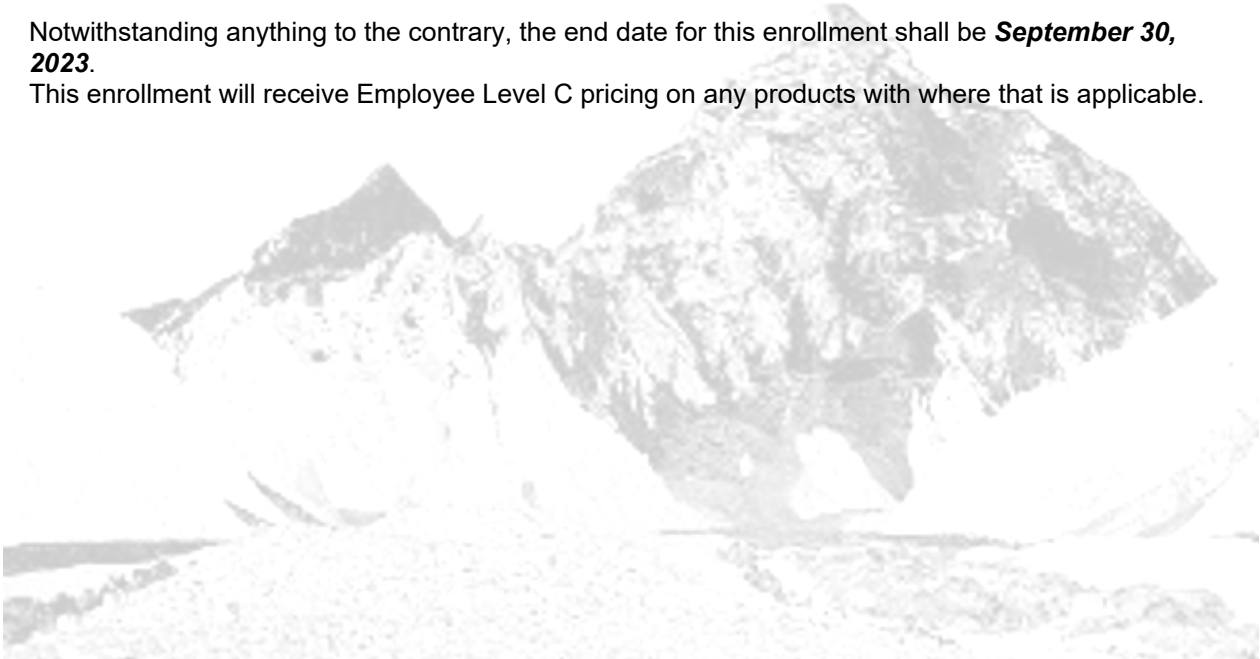
BD-93627-C2Y7M6

These amendments are entered into between the parties identified on the attached program signature form. They amend the Enrollment or Agreement identified above. All terms used but not defined in these amendments will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	10,500	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	10,500	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part Number	Name of Product	Offering (FAC/STU/ACP)	Discount as percentage off list price to Reseller	Minimum Quantity	Estimated Retail Price	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL PerUsr	FAC	20%	10,050	9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part Number	Name of Product	Offering (FAC/STU/ACP)	Discount as percentage off list price to Reseller	Minimum Quantity	Estimated Retail Price	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL PerUsr	FAC	10%	10,050	9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part Number	Name of Product	Offering (FAC/STU/ACP)	Discount as percentage off list price to Reseller	Minimum Quantity	Estimated Retail Price	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL PerUsr	FAC	5%	10,050	9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by these amendments, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in these amendments and any provision in the Enrollment or Agreement identified above, these amendments shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

Univ of Nebraska extension BD-93627-C2Y7M6.docx	CTM	CTM-CTC-CTL	BD
(EES49)EESEnrAmend(RampedDiscountBD)(WW)(ENG)(Mar2018)(IU).docx	CTM	CTM-CPT-CPC-EES49	BD

Program Signature Form

Exhibit A3 UNL

MBA/MBSA number

01C34329

BD-93627-C2Y7M6

Agreement number

01C34329

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM; CTM-EES49 - BD-93627-C2Y7M6 (9053967)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer

Name of Entity (must be legal entity name)* Board of Regents for the University of Nebraska - UNL

Signature* _____

Printed First and Last Name*

Printed Title

Signature Date*

Tax ID

** indicates required field*

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A4 UNMC

Enrollment Number

5149847

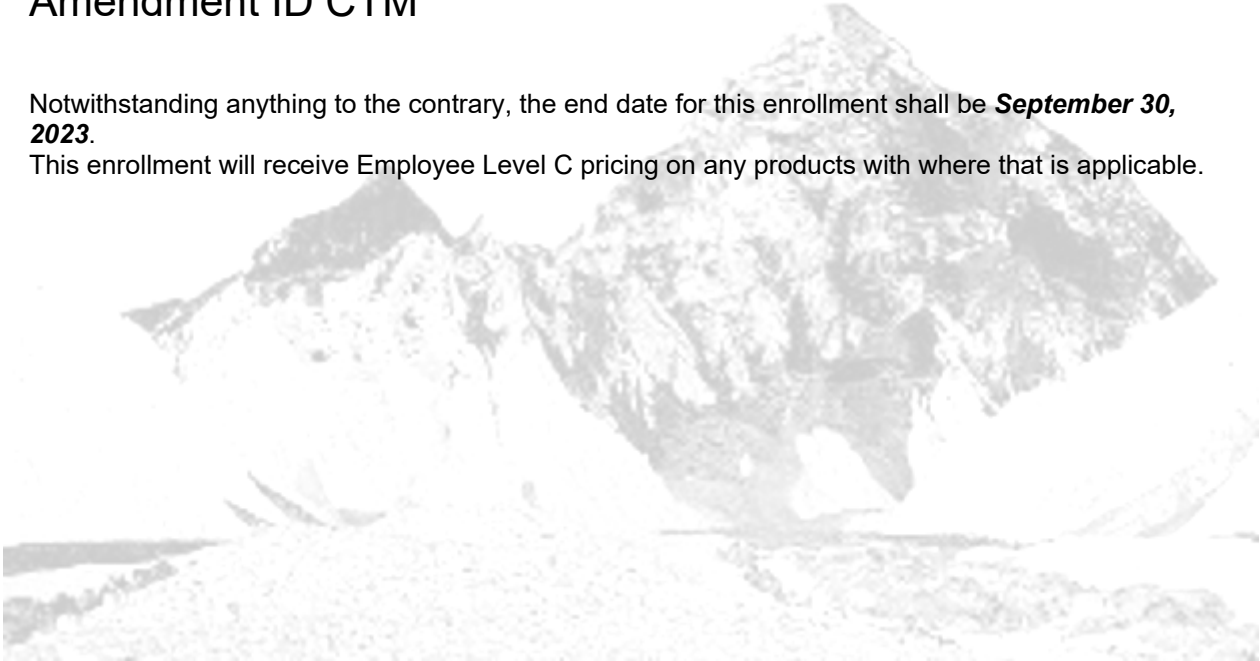
000-amygri-E-01045

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	6,150	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	6,150	\$ 4.77	USD

currency will be established by a separate agreement between Institution and its Reseller.

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	6,150	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		10	6,150	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		5	6,150	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

000-amygri-E-01045 NE Board of Regents for the University of Nebraska - UNMC discount.docx	CTM	CTM-CPT-OPT-CPL-CTC-CTL-EES49	BD
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Program Signature Form

Exhibit A4 UNMC

MBA/MBSA number

Agreement number

01C34329

000-amygri-E-01045

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01045 (5149847)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer
<p>Name of Entity (must be legal entity name)* Board of Regents for the University of Nebraska - UNMC</p> <p>Signature* _____</p> <p>Printed First and Last Name* _____</p> <p>Printed Title _____</p> <p>Signature Date* _____</p>
<p>Tax ID _____</p>

** indicates required field*

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A5 UNO

Enrollment Number

6245803

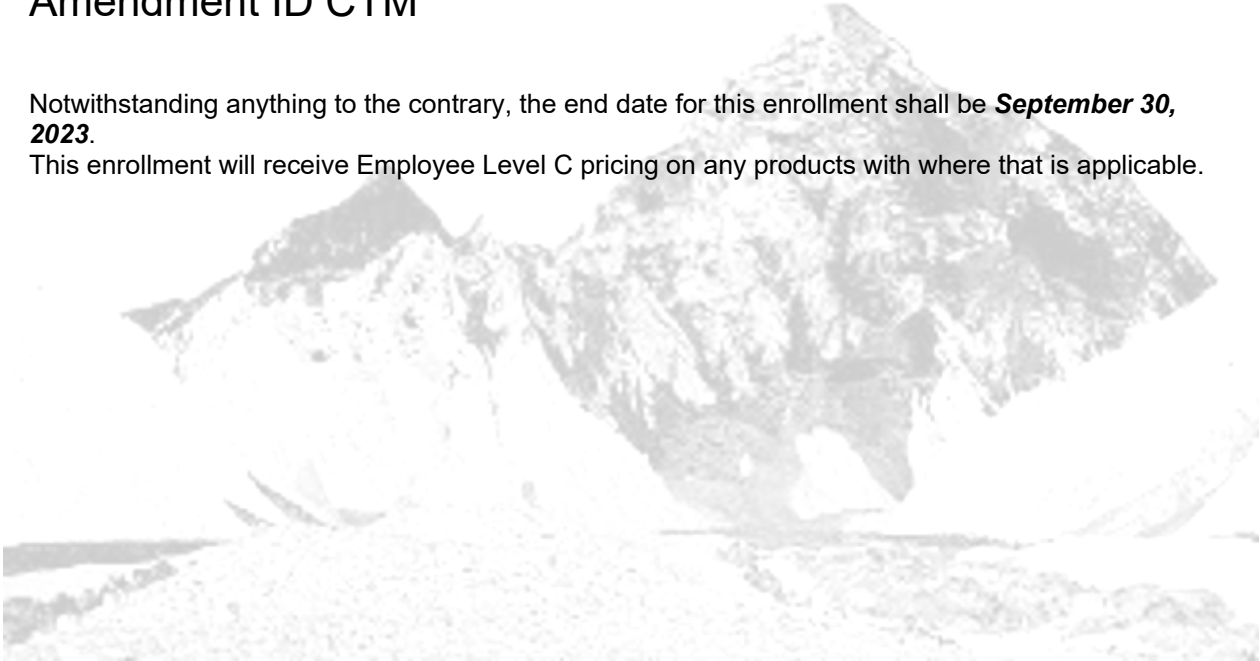
000-amygri-E-01047

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	2,500	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	2,500	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	2,500	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	10	2,500	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		5	2,500	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

000-amygri-E-01047 NE Board of Regents for the University of Nebraska - UNO discount.docx	CTM	CTM-CPT-CPL-OPT-CTC-CTL	BD
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Program Signature Form

Exhibit A5 UNO

MBA/MBSA number

01C34329

000-amygri-E-01047

Agreement number

01C34329

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01047 (6245803)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer

Name of Entity (must be legal entity name)* Board of Regents for the University of Nebraska - UNO

Signature* _____

Printed First and Last Name* _____

Printed Title _____

Signature Date* _____

Tax ID _____

** indicates required field*

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A6 Peru State College

Enrollment Number

50951170

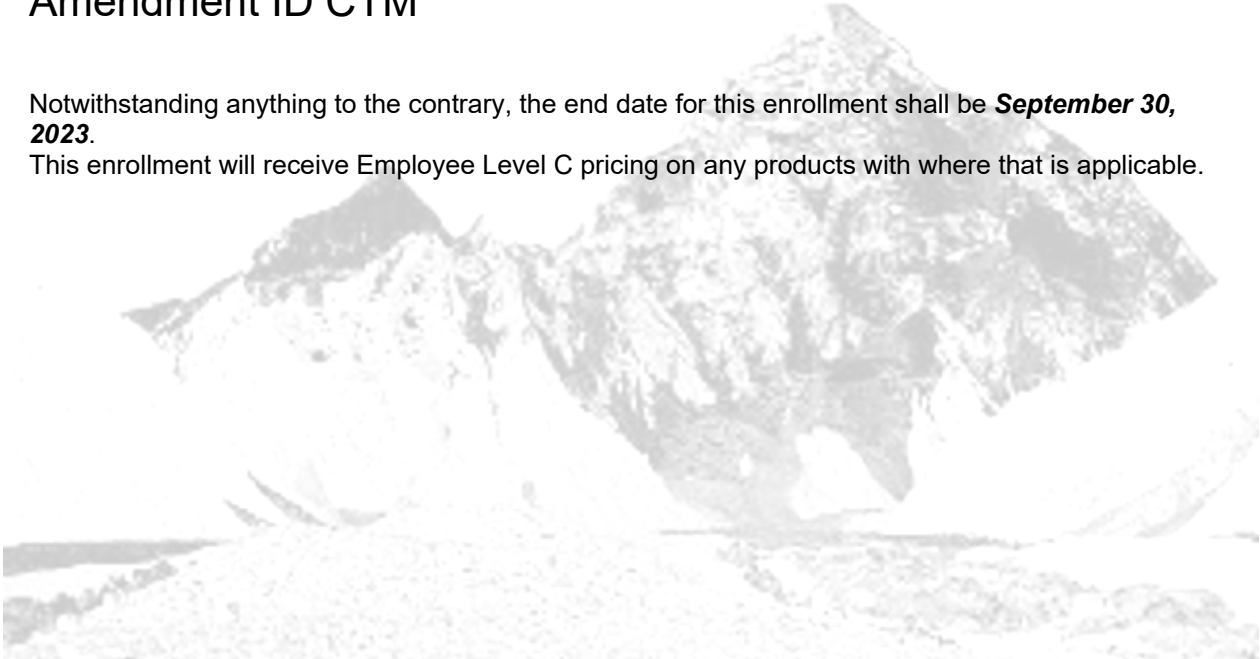
000-amygri-E-01044

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	252	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	252	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	252	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	10	252	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #FAC		5	252	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

BD-93627-C2Y7M6 NE Board of Regents for the University of Nebraska - UNL discount amendment.docx	CTM	CTM-CPT-OPT-CTC-CTL-ENR-EES49, CTM	BD
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Program Signature Form

Exhibit A6 Peru State College

MBA/MBSA number

000-amygri-E-01044

Agreement number

01C34329


Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01044 (50951170)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer	
Name of Entity (must be legal entity name)*	Board of Trustees of the Nebraska State College System dba Peru State College
Signature*	
Printed First and Last Name*	Debbie white
Printed Title	Vice President for Administration and Finance
Signature Date*	05/26/2020
Tax ID	

* indicates required field

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

Amendment to Contract Documents

Exhibit A7 Wayne State College

Enrollment Number

55318658

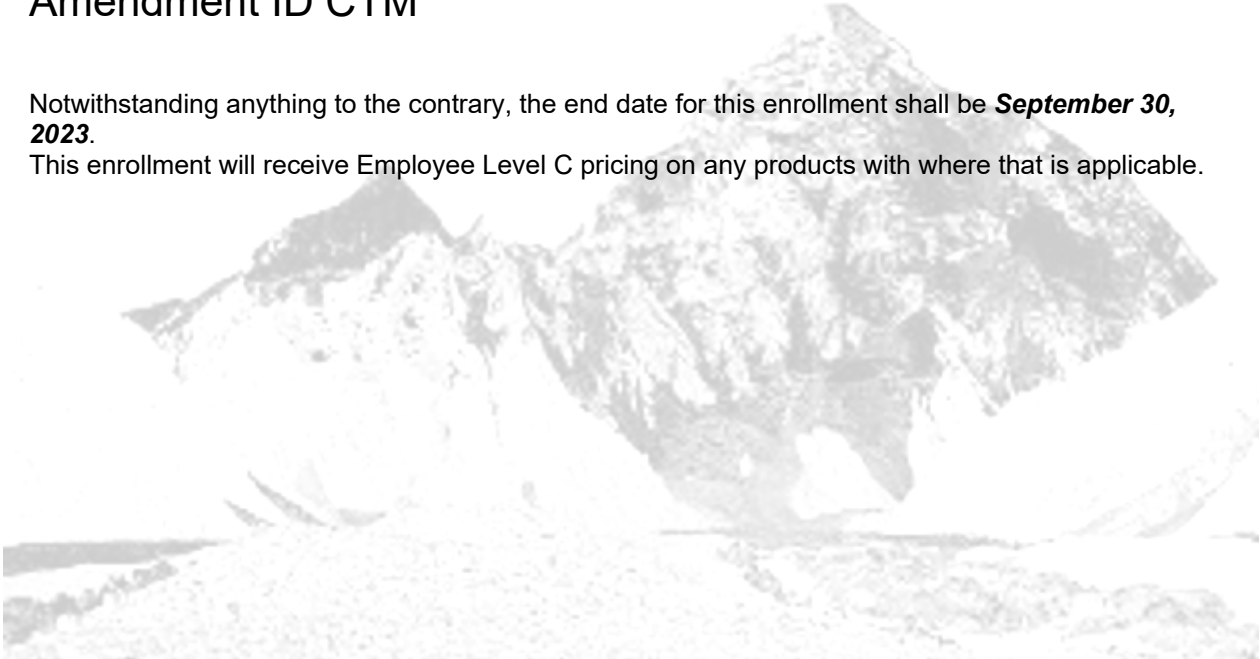
000-amygri-E-01049

This amendment (“Amendment”) is entered into between the parties identified on the attached program signature form. It amends the Enrollment or Agreement identified above. All terms used but not defined in this Amendment will have the same meanings provided in that Enrollment or Agreement.

Enrollment for Education Solutions Amendment ID CTM

Notwithstanding anything to the contrary, the end date for this enrollment shall be **September 30, 2023**.

This enrollment will receive Employee Level C pricing on any products with where that is applicable.



Enrollment for Education Solutions

Ramped Discount BD

Amendment ID EES49

The parties agree that the Enrollment or Agreement identified above is amended by adding the following new section:

Discount

Year 1: Prior to 27 June 2020, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
NDX-00001	M365EduA3StepUpUnfd ShrdSvr ALNG SubsVL MVL forECAL PerUsr	FAC	30	469	\$ 0.73	USD
AAD-38401	M365 EDU A5 Unified Step-up From M365 A3 ShrdSvr ALNG SubsVL MVL PerUsr	FAC	30	469	\$ 4.77	USD

Year 2: From 1 October 2020 to 30 September 2021, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	20	469	\$ 9.28	USD

Year 3: From 1 October 2021 to 30 September 2022, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL	FAC	10	469	\$ 9.28	USD

Year 4: From 1 October 2022 to 30 September 2023, Microsoft will apply the discount for each Product to Institution's Reseller's invoice on the condition that the Minimum Quantity or greater is being

purchased as indicated in the table below. Resellers pay a net price to purchase Products from Microsoft; that price may be lower than the Estimated Retail Price for the Products. For this Enrollment, Microsoft provided Institution's Reseller an additional discount off the Reseller's net price, and that additional discount is shown in the table below for orders placed before the date specified above. Institution's actual final price and currency will be established by a separate agreement between Institution and its Reseller.

Part number	Name of Product	Offering	Discount as percentage off list price to Reseller	Minimum Quantity	Monthly Estimated Retail Pricing	Currency
AAD-38400	M365 EDU A5 Unified ShrdSvr ALNG SubsVL MVL #	FAC	5	469	\$ 9.28	USD

Reseller Acknowledgement

Name of Reseller

Printed Name

Printed Title

Date

Reseller Signature

Except for changes made by this Amendment, the Enrollment or Agreement identified above remains unchanged and in full force and effect. If there is any conflict between any provision in this Amendment and any provision in the Enrollment or Agreement identified above, this Amendment shall control.

This Amendment must be attached to a signature form to be valid.

Microsoft Internal Use Only:

000-amygri-E-01049 NE Board of Trustees of the Nebraska State Colleges DBA Wayne State College discount.docx	CTM	CTM-CPT-CPL-OPT-CTC-CTL	BD
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Program Signature Form

Exhibit A7 Wayne State College

MBA/MBSA number

01C34329

000-amygri-E-01049

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Agreement>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
<Choose Enrollment/Registration>	Document Number or Code
Amendment	CTM - 000-amygri-E-01049 (55318658)
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code
Document Description	Document Number or Code

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer	
Name of Entity (must be legal entity name)* Board of Trustees of the Nebraska State Colleges DBA Wayne State College	
Signature*	<i>Angela Fredrickson</i>
Printed First and Last Name*	Angela Fredrickson
Printed Title	VP-Admin. & Finance
Signature Date*	05/29/2020
Tax ID	

* indicates required field

Microsoft Affiliate
Microsoft Corporation
Signature _____ Printed First and Last Name _____ Printed Title _____ Signature Date (date Microsoft Affiliate countersigns)
Agreement Effective Date (may be different than Microsoft's signature date)

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)* Signature* _____ Printed First and Last Name* _____ Printed Title _____ Signature Date* _____

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
 Dept. 551, Volume Licensing
 6100 Neil Road, Suite 210
 Reno, Nevada 89511-1137
 USA

	Year 1	Year 2	Year 3	Total Cost through FY22
NU	\$ 342,375.00	\$ 2,415,330.94	\$ 2,624,490.94	\$ 5,382,196.88
WSC	\$ 7,738.50	\$ 45,308.40	\$ 50,035.92	\$ 103,082.82
PSC	\$ 4,158.00	\$ 25,504.56	\$ 28,044.72	\$ 57,707.28

UNK	EES# 8009683	Year 1	Year 2	Year 3	Total Cost through FY22
M365 A5	1350 \$ 16.50	\$ 22,275.00	M365 A5 1350 \$ 80.16 \$ 108,216.00	M365 A5 1350 \$ 90.24 \$ 121,824.00	M365 A5 1350 \$ 95.28 \$ 128,628.00
M365 A5 Student	12000 \$ -	\$ -	M365 A5 Student 12000 \$ - \$ -	M365 A5 Student 12000 \$ - \$ -	M365 A5 Student 12000 \$ - \$ -
		MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92
		CORE CAL Device\LSA 6279 \$ 1.32 \$ 8,288.28	CORE CAL Device\LSA 6279 \$ 1.32 \$ 8,288.28	CORE CAL Device\LSA 6279 \$ 1.32 \$ 8,288.28	CORE CAL Device\LSA 6279 \$ 1.32 \$ 8,288.28
		Core Platform 1350 \$ 2.04 \$ 2,754.00	Core Platform 1350 \$ 2.04 \$ 2,754.00	Core Platform 1350 \$ 2.04 \$ 2,754.00	Core Platform 1350 \$ 2.04 \$ 2,754.00
		Core Pltform Student 6279 \$ 0.48 \$ 3,013.92	Core Pltform Student 6279 \$ 0.48 \$ 3,013.92	Core Pltform Student 6279 \$ 0.48 \$ 3,013.92	Core Pltform Student 6279 \$ 0.48 \$ 3,013.92
		SQL CAL 1350 \$ 5.76 \$ 7,776.00	SQL CAL 1350 \$ 5.76 \$ 7,776.00	SQL CAL 1350 \$ 5.76 \$ 7,776.00	SQL CAL 1350 \$ 5.76 \$ 7,776.00
		SQL Platform 1350 \$ 1.56 \$ 2,106.00	SQL Platform 1350 \$ 1.56 \$ 2,106.00	SQL Platform 1350 \$ 1.56 \$ 2,106.00	SQL Platform 1350 \$ 1.56 \$ 2,106.00
		SQL CAL Student 6279 \$ 5.76 \$ 36,167.04	SQL CAL Student 6279 \$ 5.76 \$ 36,167.04	SQL CAL Student 6279 \$ 5.76 \$ 36,167.04	SQL CAL Student 6279 \$ 5.76 \$ 36,167.04
		SQL Platform Student 6279 \$ 1.56 \$ 9,795.24	SQL Platform Student 6279 \$ 1.56 \$ 9,795.24	SQL Platform Student 6279 \$ 1.56 \$ 9,795.24	SQL Platform Student 6279 \$ 1.56 \$ 9,795.24
		\$ 22,275.00	\$ 179,390.40	\$ 192,998.40	\$ 199,802.40

UNCA	EES# 5446340	Year 1	Year 2	Year 3	Total Cost through FY22
M365 A5	700 \$ 16.50	\$ 11,550.00	M365 A5 700 \$ 80.16 \$ 56,112.00	M365 A5 700 \$ 90.24 \$ 63,168.00	M365 A5 700 \$ 95.28 \$ 66,696.00
M365 A5 Student	125 \$ -	\$ -	M365 A5 Student 125 \$ - \$ -	M365 A5 Student 125 \$ - \$ -	M365 A5 Student 125 \$ - \$ -
		Core Platform 700 \$ 2.04 \$ 1,428.00	Core Platform 700 \$ 2.04 \$ 1,428.00	Core Platform 700 \$ 2.04 \$ 1,428.00	Core Platform 700 \$ 2.04 \$ 1,428.00
		SQL CAL 700 \$ 5.76 \$ 4,032.00	SQL CAL 700 \$ 5.76 \$ 4,032.00	SQL CAL 700 \$ 5.76 \$ 4,032.00	SQL CAL 700 \$ 5.76 \$ 4,032.00
		SQL Platform 700 \$ 1.56 \$ 1,092.00	SQL Platform 700 \$ 1.56 \$ 1,092.00	SQL Platform 700 \$ 1.56 \$ 1,092.00	SQL Platform 700 \$ 1.56 \$ 1,092.00
		\$ 11,550.00	\$ 62,664.00	\$ 69,720.00	\$ 73,248.00

UNMC	EES# 5149847	Year 1	Year 2	Year 3	Total Cost through FY22
M365 A5	6150 \$ 16.50	\$ 101,475.00	M365 A5 6150 \$ 80.16 \$ 492,984.00	M365 A5 6150 \$ 90.24 \$ 554,976.00	M365 A5 6150 \$ 95.28 \$ 585,972.00
M365 A5 Student	5500 \$ -	\$ -	M365 A5 Student 5500 \$ - \$ -	M365 A5 Student 5500 \$ - \$ -	M365 A5 Student 5500 \$ - \$ -
		Windows Remote Desktop Svcs Dev CAL\LSA 10 \$ 8.16 \$ 81.60	Windows Remote Desktop Svcs Dev CAL\LSA 10 \$ 8.16 \$ 81.60	Windows Remote Desktop Svcs Dev CAL\LSA 10 \$ 8.16 \$ 81.60	Windows Remote Desktop Svcs Dev CAL\LSA 10 \$ 8.16 \$ 81.60
		MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92	MSL Academic SRVC\LSA 1 \$ 1,273.92 \$ 1,273.92
		Visio Online P2 15 \$ 24.00 \$ 360.00	Visio Online P2 15 \$ 24.00 \$ 360.00	Visio Online P2 15 \$ 24.00 \$ 360.00	Visio Online P2 15 \$ 24.00 \$ 360.00
		Project Online Pro 5 \$ 61.20 \$ 306.00	Project Online Pro 5 \$ 61.20 \$ 306.00	Project Online Pro 5 \$ 61.20 \$ 306.00	Project Online Pro 5 \$ 61.20 \$ 306.00
		Dyn365 Customer Engagement 81 \$ 414.00 \$ 33,534.00	Dyn365 Customer Engagement 81 \$ 414.00 \$ 33,534.00	Dyn365 Customer Engagement 81 \$ 414.00 \$ 33,534.00	Dyn365 Customer Engagement 81 \$ 414.00 \$ 33,534.00
		CORE CAL Device\LSA 5500 \$ 1.32 \$ 7,260.00	CORE CAL Device\LSA 5500 \$ 1.32 \$ 7,260.00	CORE CAL Device\LSA 5500 \$ 1.32 \$ 7,260.00	CORE CAL Device\LSA 5500 \$ 1.32 \$ 7,260.00
		Core Platform 6150 \$ 2.04 \$ 12,546.00	Core Platform 6150 \$ 2.04 \$ 12,546.00	Core Platform 6150 \$ 2.04 \$ 12,546.00	Core Platform 6150 \$ 2.04 \$ 12,546.00
		Core Pltform Student 5500 \$ 0.48 \$ 2,640.00	Core Pltform Student 5500 \$ 0.48 \$ 2,640.00	Core Pltform Student 5500 \$ 0.48 \$ 2,640.00	Core Pltform Student 5500 \$ 0.48 \$ 2,640.00
		SQL CAL 6150 \$ 5.76 \$ 35,424.00	SQL CAL 6150 \$ 5.76 \$ 35,424.00	SQL CAL 6150 \$ 5.76 \$ 35,424.00	SQL CAL 6150 \$ 5.76 \$ 35,424.00
		SQL Platform 6150 \$ 1.56 \$ 9,594.00	SQL Platform 6150 \$ 1.56 \$ 9,594.00	SQL Platform 6150 \$ 1.56 \$ 9,594.00	SQL Platform 6150 \$ 1.56 \$ 9,594.00
		SQL CAL Student 5500 \$ 5.76 \$ 31,680.00	SQL CAL Student 5500 \$ 5.76 \$ 31,680.00	SQL CAL Student 5500 \$ 5.76 \$ 31,680.00	SQL CAL Student 5500 \$ 5.76 \$ 31,680.00
		SQL Platform Student 5500 \$ 1.56 \$ 8,580.00	SQL Platform Student 5500 \$ 1.56 \$ 8,580.00	SQL Platform Student 5500 \$ 1.56 \$ 8,580.00	SQL Platform Student 5500 \$ 1.56 \$ 8,580.00
		Dynamics 365 Customer Engagement Production 1 \$ 2,640.00 \$ 2,640.00	Dynamics 365 Customer Engagement Production 1 \$ 2,640.00 \$ 2,640.00	Dynamics 365 Customer Engagement Production 1 \$ 2,640.00 \$ 2,640.00	Dynamics 365 Customer Engagement Production 1 \$ 2,640.00 \$ 2,640.00
		Dynamics 365 Sales 5 \$ 456.00 \$ 2,280.00	Dynamics 365 Sales 5 \$ 456.00 \$ 2,280.00	Dynamics 365 Sales 5 \$ 456.00 \$ 2,280.00	Dynamics 365 Sales 5 \$ 456.00 \$ 2,280.00
		Dynamics 365 Team Members 4 \$ 38.40 \$ 153.60	Dynamics 365 Team Members 4 \$ 38.40 \$ 153.60	Dynamics 365 Team Members 4 \$ 38.40 \$ 153.60	Dynamics 365 Team Members 4 \$ 38.40 \$ 153.60
		PowerApps P2 2 \$ 192.00 \$ 384.00	PowerApps P2 2 \$ 192.00 \$ 384.00	PowerApps P2 2 \$ 192.00 \$ 384.00	PowerApps P2 2 \$ 192.00 \$ 384.00
		\$ 101,475.00	\$ 641,721.12	\$ 703,713.12	\$ 734,709.12

Certificate Of Completion

Envelope Id: 65C597F3C5154F17AEEF1CFAD6C0D4ED	Status: Completed
Subject: Please DocuSign: Microsoft Agreements for UNCA UNK UNL UNMC UNO PERU STATE WAYNE STATE final.pdf	
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Document Pages: 52	Signatures: 2
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Time Zone: (UTC-06:00) Central Time (US & Canada)	1400 R St.
	Lincoln, NE 68588
	JULIE.SNYDER@UNL.EDU
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Signature	Timestamp
<p>Angela Fredrickson anfredr1@wsc.edu VP-Admin. & Finance Security Level: Email, Account Authentication (Optional)</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 198.133.245.65</p>	<p>Sent: 5/22/2020 12:08:43 PM Resent: 5/29/2020 8:39:58 AM Viewed: 5/29/2020 12:39:16 PM Signed: 5/29/2020 12:40:52 PM</p>

Electronic Record and Signature Disclosure:
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<p>Debbie White DWhite@peru.edu Vice President for Administration and Finance Security Level: Email, Account Authentication (Optional)</p> <p>Signature Adoption: Pre-selected Style Using IP Address: 192.132.7.5</p>	<p>Sent: 5/21/2020 11:54:12 AM Viewed: 5/26/2020 9:24:25 AM Signed: 5/26/2020 9:27:44 AM</p>
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 Accepted: 5/26/2020 9:24:25 AM
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Editor Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp

<p>Scott Stremick scott.stremick@unl.edu University of Nebraska - Lincoln Security Level: Email, Account Authentication (Optional)</p>	<div style="border: 2px solid blue; padding: 5px; display: inline-block; font-weight: bold; color: blue;">COPIED</div>	<p>Sent: 5/21/2020 11:54:11 AM Viewed: 5/29/2020 2:52:01 PM</p>
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Carbon Copy Events	Status	Timestamp
<p>Shanon Ehrisman sehrisman@nebraska.edu Strategic Sourcing Specialist University of Nebraska - Lincoln Security Level: Email, Account Authentication (Optional)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	<p>Sent: 5/21/2020 11:54:11 AM Viewed: 5/21/2020 12:25:32 PM</p>
<p>Scott Stremick scott.stremick@unl.edu University of Nebraska - Lincoln Security Level: Email, Account Authentication (Optional)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	<p>Sent: 5/29/2020 12:40:54 PM</p>
<p>Shanon Ehrisman sehrisman@nebraska.edu Strategic Sourcing Specialist University of Nebraska - Lincoln Security Level: Email, Account Authentication (Optional)</p> <p>Electronic Record and Signature Disclosure: Not Offered via DocuSign</p>	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	<p>Sent: 5/29/2020 12:40:55 PM</p>
<p>John Dunning jodunni1@wsc.edu John Dunning Security Level: Email, Account Authentication (Optional)</p> <p>Electronic Record and Signature Disclosure: Accepted: 5/22/2020 12:44:36 PM ID: 763203c2-bd7e-4233-aeda-462b18322c35</p>	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	<p>Sent: 5/29/2020 12:40:55 PM</p>

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Signing Complete	Security Checked	5/29/2020 12:40:55 PM
Completed	Security Checked	5/29/2020 12:40:55 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: todd.jensen@nebraska.edu

To advise Internet 2 OBO University of Nebraska - Lincoln of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at todd.jensen@nebraska.edu and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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- You can access and read this Electronic Record and Signature Disclosure; and
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- Until or unless you notify Internet 2 OBO University of Nebraska - Lincoln as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Internet 2 OBO University of Nebraska - Lincoln during the course of your relationship with Internet 2 OBO University of Nebraska - Lincoln.

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

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Approve a five-year contract extension with Follett Higher Education Group, Inc. to Lease and Operate the University of Nebraska-Lincoln (UNL) Bookstore.

RECOMMENDED ACTION: Approve a five-year contract extension with Follett Higher Education Group, Inc. to Lease and Operate the UNL Bookstore.

PREVIOUS ACTION: August 11, 2017 – The Board of Regents approved an Amended and Restated Agreement for Lease and Operation of the UNL Bookstore.

April 18, 2008 – The Board of Regents approved an exclusive agreement between Follett Higher Education Group, Inc. and the UNL Bookstore granting the exclusive right to lease, operate and manage the bookstore operations for ten (10) years.

EXPLANATION: UNL's contract with Follett Higher Education Group, Inc. (Follett) to operate the University Bookstore expires in June 2021. Upon a review of the rapidly changing college bookstore environment and the current stores' sales projections, negotiations were conducted with Follett to preserve the financial value of this contract to UNL in exchange for an extension of the term.

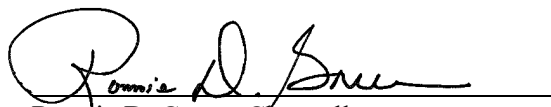
The recommended Amendment will continue an annual guaranteed commission of \$1.62 million for each of the next five years, \$30,000 annually for bookstore scholarships, and a \$100,000 signing incentive at the beginning of new five-year term. In addition, all textbook pricing parameters in the current agreement will continue.

The proposal was reviewed by the Business Affairs Committee.

PROJECT COST: None

SPONSOR: William J. Nunez, Ph.D.
Vice Chancellor for Business and Finance

RECOMMENDED:


Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: May 21, 2020

**FIRST AMENDMENT TO AMENDED AND RESTATED
UNIVERSITY OF NEBRASKA-LINCOLN
AGREEMENT FOR LEASE AND OPERATION OF UNIVERSITY BOOKSTORE**

THIS FIRST AMENDMENT TO AGREEMENT (this “**First Amendment**”) is entered into effective the ___ day of _____, 2020 (the “Effective Date”) by and between THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, a public body corporate and agency of government of the State of Nebraska (the “University”), for and on behalf of the University of Nebraska-Lincoln (“UNL”) and Follett Higher Education Group, Inc., an Illinois corporation (“Contractor”).

WHEREAS, the University and Contractor are parties to that certain Agreement for Lease and Operation of University Bookstore, effective as of July 1, 2008, and that certain Amended and Restated University of Nebraska-Lincoln Agreement for Lease and Operation of University Bookstore dated June 30, 2017 (collectively, the “Agreement”), under which Contractor leases, manages, and operates the University Bookstore pursuant to the terms of the Agreement; and

WHEREAS, the University and Contractor desire to amend the Agreement as set forth herein.

NOW THEREFORE, for and in consideration of the promises and the mutual covenants hereinafter contained, the parties hereto covenant and agree as follows:

1. **Defined Terms**. In addition to the terms defined in this First Amendment and except as modified by this First Amendment, all capitalized terms used herein shall have the respective meanings set forth in the Agreement.
2. **Term of Agreement**. The Term of the Agreement is hereby extended from July 1, 2021 through June 30, 2026 (the “Extension Term”).
3. **Annual Payment**. The Annual Payment during the Extension Term will be the greater of the Guaranteed Payment and the Percentage Payment, determined as follows:
 - a. **Guaranteed Payment**. For each Lease Year during the Extension Term, Contractor will make an Annual Payment to the University of One Million Six Hundred Twenty Thousand and No/100 Dollars (\$1,620,000.00) payable in equal monthly installments of One Hundred Thirty-Five Thousand and No/100 Dollars (\$135,000.00), due on or before the twentieth day of the month following the month for which the payment is due (e.g. July’s payment is due August 20) (the “Guaranteed Payment”).
 - b. **Percentage Payment**. The Percentage Payment shall be computed as follows:
 - i. If Contractor’s Gross Revenues are Thirteen Million and No/100 Dollars (\$13,000,000.00) or less, the Percentage Payment will equal: (A) Eight percent (8%) of Contractor’s Gross Revenues for digital course materials, plus (B) Fourteen percent (14%) of all other Contractor’s Gross Revenues; and
 - ii. If Contractor’s Gross Revenues exceed Thirteen Million and No/100 Dollars (\$13,000,000.00), the Percentage Payment will equal: (A) Eight percent (8%) of Contractor’s Gross Revenues for digital course materials, plus (B) Fifteen percent (15%) of all other Contractor’s Gross Revenues.

If, in any Lease Year during the Extension Term, the Percentage Payment exceeds the Guaranteed Payment, then Contractor shall also pay to University the difference between the Percentage Payment and the Guaranteed Payment no later than sixty (60) days following the end of the applicable Lease Year.

For purposes of this Amendment, the term Gross Revenues shall have the meaning set forth in the Agreement; provided, however, campus NCard account fees shall also be excluded from the definition of Gross Revenues for purposes of this Amendment.

4. **One-Time Payment.** On or before the commencement of the Extension Term (July 1, 2021), Contractor will pay to the University a one-time payment of One Hundred Thousand and No/100 Dollars (\$100,000.00) (the "Amendment Payment"). Should the University terminate this Agreement without cause or should Contractor terminate the Agreement for cause, the University shall pay Contractor the unamortized book value of any Amendment Payment made by Contractor as of the date of termination (based on straight-line amortization from the date of the Amendment Payment over five (5) years).
5. **Textbook Scholarships.** During the Extension Term, Contractor will continue a program in cooperation with the University whereby Contractor will provide Thirty Thousand and No/100 Dollars (\$30,000.00) annually in textbook scholarships to students designated by the University, due on or before the twentieth (20th) day of the second month of each Lease Year.
6. **Renovation Cost.** Contractor agrees to invest a minimum of One Hundred Thousand and No/100 Dollars (\$100,000.00) no later than the end of the third Lease Year of the Extension Term to maintain the Bookstore in a first-class condition (the "Renovation Cost"). Should the University terminate this Agreement without cause or should Contractor terminate the Agreement for cause, the University shall pay Contractor the depreciated book value of any actual Renovation Cost paid by Contractor as of the date of termination (based upon straight line depreciation from the date of the payment of the Renovation Cost over five (5) years).
7. **Ratification.** Except as amended by this First Amendment, all original terms and provisions of the Agreement shall continue in full force and effect and the Agreement, as amended by this First Amendment, is hereby ratified and confirmed.

[The remainder of this page is intentionally left blank. Signature page follows.]

IN WITNESS WHEREOF, the parties hereto have executed this First Amendment on the date first above written.

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

By: _____
Walter E. Carter, President

Attest: _____
Carmen K. Maurer,
Corporation Secretary

Follett Higher Education Group, Inc.

By: _____
Name: _____
Title: _____

C. FOR INFORMATION ONLY

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

TO: The Board of Regents
Academic Affairs

MEETING DATE: June 26, 2020

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: Walter E. Carter, President
University of Nebraska

DATE: June 12, 2020

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 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, and 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 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 (NSSE).*
 - 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: June 26, 2020

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: Walter E. Carter, President
University of Nebraska

DATE: June 12, 2020

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
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
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. Collegenbound Nebraska, Buffett Scholars, Thompson Learning Communities).

Reporting Period	Accountability Measure	Report Date	Reporting Committee
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 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
2017-18 Academic Year	<ol style="list-style-type: none"> 1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee. 	Jan. 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
FY2019-20	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	June 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 2018	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Jan. 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 2020	Maintain enrollment of first-time freshman ranked in the top quartile of their high school graduating class to 50.0% or greater.	Dec. 2020	Academic

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

Reporting Period	Accountability Measure	Report Date	Reporting Committee
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 2020	Increase the number of domestic nonresident undergraduate students by 1.5% annually.	Dec. 2020	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 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
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
2019	Increase over previous year. Evaluate and modify annual targets as appropriate. 1) Entrepreneurship education a) Entrepreneurship student credit hours b) Number of entrepreneurship students	March 2020	Academic

	2) Entrepreneurship outreach <ul style="list-style-type: none"> a) Attendees at seminars provided b) Website visits 3) Business creation <ul style="list-style-type: none"> a) NU-affiliated companies formed 		
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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
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 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 2018-19	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 2020	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 2020	Continue progress toward doubling by 2020-21 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Dec. 2020	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 2019-20	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. 2020	Academic

TO: The Board of Regents
Academic Affairs

MEETING DATE: June 26, 2020

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: Walter E. Carter, President
University of Nebraska

DATE: June 12, 2020

Strategic Framework Accountability Measure Reporting and Update Calendar

Revised for June 1, 2020 meeting

<u>Board Meeting Date</u>	<u>Academic Affairs Committee</u>	<u>Business Affairs Committee</u>
June 26, 2020		State Funding [1-a-i] Tuition [1-a-ii] Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
August 14, 2020	Student Learning Assessment [6-g] Global Engagement - Student Abroad [3-d-i]	
October 8, 2020		Administrative/Business Efficiencies [6-c-ii] <i>(Capital Queue)</i>
December 4, 2020	Enrollment [1-b-i] Nebraska Top 25% [3-b-i] Nonresident Student Enrollment [3-c-i] International Student Recruitment [3-d-ii] Distance Education [1-g-i]	

TO: The Board of Regents
Academic Affairs

MEETING DATE: June 26, 2020

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: Walter E. Carter, President
University of Nebraska

DATE: June 1, 2020

University of Nebraska Strategic Dashboard Indicators (Updated as of April 17, 2020)

State Funding Change (1.a.i) FY2019-20		Tuition Change (1.a.ii) FY 2019-20		Enrollment Change (1.b.i) Fall 2019		Retention (1.b.i) Fall 2018		Need-Based Aid (1.a.iii) FY2018-19								
Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome							
	State funding and cost mgmt.= <6% tuition increase 2019-20 3.0%		State funding and cost mgmt.= <6% tuition increase 2019-20 2.75%		UNL= 2.9% increase		UNO= 4.5% increase		UNK= increase		UNMC= increase		80% retention rate		Raise at least \$9 million in private funds	Raised \$21.5 million
State funding and cost mgmt.= <6% tuition increase		State funding and cost mgmt.= <6% tuition increase		UNL= 2.9% increase		UNO= 4.5% increase		UNK= increase		UNMC= increase		80% retention rate		Raise at least \$9 million in private funds		Raised \$21.5 million
Women Faculty (2.a.iii) Fall 2018		Minority Faculty (2.a.iii) Fall 2018		Top 25% Enrollment (3.b.i) Fall 2019		Nonresident Students (3.c.i) Fall 2019		Merit-Based Aid (3.b.ii) FY2018-19								
Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome	Target	Outcome							
	Increase over 2017 2018=37.90% 2017=37.14%		Increase over 2017 2018=21.42% 2017=20.75%		Increase to 50%		Increase 1.5% over 2018		Raise at least \$9 million in private funds	Raised \$34.9 million		58.3%		4.2%		
Increase over 2017		Increase over 2017		Increase to 50%		Increase 1.5% over 2018		Raise at least \$9 million in private funds		58.3%		4.2%				
Study Abroad (3.d.i) AY2017-18		International Students (3.d.ii) Fall 2019		Distance Education (3.g.i) Fall 2018		Six-Year Graduation Rate (1.b.iii) AY2017-18										
Target	Outcome	Target	Outcome	Target	Outcome	Campus	Target	Outcome								
	50% increase over 2011-12 number by 2019-20 28% increase since 2011-12		Double base of 3,018 students by 2019-20 -3.2% decrease from prior year (4,110)		Resident and nonresident growth above public four-year national average Resident = 13.88% Nonresident = -.63%		UNL	Maintain or show progress toward reaching the average six-year graduation rate of peers	2018= -6.5% 2017= -6.3%							
50% increase over 2011-12 number by 2019-20		Double base of 3,018 students by 2019-20		Resident and nonresident growth above public four-year national average			UNO	Maintain or show progress toward reaching the average six-year graduation rate of peers	2018= 0.0% 2017= 0.2%							
28% increase since 2011-12		-3.2% decrease from prior year (4,110)		Resident = 13.88% Nonresident = -.63%			UNK		2018= 7.8 2017= 9.6%							
							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 April 17, 2020)

Federal Research Funding Growth (4.a.i) UNL and UNMC FY2017-18						Faculty Salaries (2.a.i) FY2018-19				
	<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	2.38%	2.13%		UNMC	5.96%	8.07%		UNL	2019= -4.0% 2018= -4.8%
								UNMC	Significant progress toward exceeding midpoint of peers	2019= -2.9% 2018= -5.0%
								UNO		*
								UNK		*

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	Four-Year Graduation Guarantee (1.b.iii) AY2017-18	All prospective and current undergraduate students are informed about the University's four-year graduation guarantee.	All campuses have posted information about the four-year graduation guarantee on their websites and also have a link to four-year graduation guarantee information on the UNCA website.
	Faculty Salaries (2.a.1) Fall 2018	Award all salary increases, to the extent possible, on the basis of merit.	Faculty salaries at UNL and UNMC may be based/granted entirely on merit, while faculty salaries at UNO and UNK are negotiated through the collective bargaining process and therefore the amount and method of distribution at UNO and UNK must be determined by agreement.
	Entrepreneurship (5.d) 2019	Increase over previous year for: 1) Entrepreneurship coursework hours 2) Entrepreneurship number of students 3) Entrepreneurship seminars provided 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) 2018=10,722; 2019=11,661 2) 2018=3,493; 2019=3,648 3) 2018=13,449; 2019=12,125 4) 2018= 65,908; 2019=149,586 5) 2018=36; 2019=46 6) 2018=207; 2019=238 (patents filed), 2018=68; 2019=137 (patents awarded) 7) 2018=7,759; 2019=8,466 8) 2018=\$4,633,472; 2019=\$1,428,133 9) 2018=\$529,880; 2019=\$253,613 10) 2018=907; 2019=1,314 11) 2018=592; 2019=639

LEGEND:



Target Met or Exceeded









Progress Toward Target



Target Not Met

University of Nebraska Strategic Dashboard Indicators (Updated as of April 17, 2020)

	<u>Indicator</u>	<u>Target</u>	<u>Outcome</u>
	Workforce Development (3.h.i and 3.h.iii) 2020	Review new internal and external research on workforce needs and update categories of employment for purposes of aligning university programs to changing needs.	Faculty and state agency research has been reviewed. The University of Nebraska continues to monitor relevant faculty and agency research to identify emerging workforce opportunities and trends in the state.
	Student Learning Assessment (6.g) Fall 2018	<ol style="list-style-type: none"> 1. Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2. Report on participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	<p>UNK, UNL and UNO currently participate in the National Survey of Student Engagement (NSSE). Performance on professional licensure examinations is 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>
	Business Process Efficiencies (6.c.ii)		
	Short Term Cash Investments December 2018	Exceed average of similar fund types.	The 2018 return on the State's Operating Investment Pool (1.2%) exceeded the benchmark value of 1.0%.
	Endowments December 2018	Exceed average of similar fund types.	Fund N endowments gained 0.5% for the year ending December 31, 2018 while the custom benchmark gained 4.8% over the same period.
	Debt December 2018	Maintain Aa2 rating and exceed 1.15 coverage.	Bond rating continues to be Aa1 and operations exceeded 1.15 debt service coverage.
	Human Resources 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 Addendum IX-C-5
Academic Affairs

MEETING DATE: June 26, 2020

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: Walter E. Carter, President
University of Nebraska

DATE: June 12, 2020

Alignment of University's Strategic Goals with Board of Regents Agenda Items
June 26, 2020

1. **The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate, and professional education.**
 - Approve recommendations relating to academic program reviews required by the NCCPE and approve forwarding of the program review reports to the NCCPE.
 - Approve the 2020-21 University Program and Facilities Fee (UPFF) Fund B allocations.
 - Report on laboratory, student, and miscellaneous fees for 2020-21.
 - Report on changes to the Fall 2020 Academic Calendar.
 - Strategic Framework report on State Funding and Tuition Accountability Measures.

2. **The University of Nebraska will build and sustain undergraduate, graduate, and professional programs of high quality with an emphasis on excellent teaching.**
 - Approve recommendations relating to academic program reviews required by the NCCPE and approve forwarding of the program review reports to the NCCPE.
 - Approve request to continue the Doctor of Philosophy in Biostatistics at UNMC and forward the associated review report and monitoring plan to the NCCPE.
 - Approve request to continue the Bachelor of Arts in Women's and Gender Studies at UNO and forward the associated review report and monitoring plan to the NCCPE.
 - Approve request to establish and approve the University of Nebraska Student Code of Conduct.
 - Quarterly personnel report.
 - Report on expedited approval of the Supply Chain Analytics Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at UNL.
 - Report on expedited approval of the Literature and Culture Graduate Certificate in the Department of English in the College of Arts and Sciences at UNO.
 - Report on expedited approval of the Secondary Mathematics Specialist Graduate Certificate in the Department of Mathematics in the College of Arts and Sciences at UNO.
 - Report on renaming the College of Education the College of Education, Health, and Human Sciences at UNO.
 - Report on renaming the Master of Arts in Geography the Master of Science in Geography in the College of Arts and Sciences at UNO.
 - Report on renaming the Master of Arts in Social Gerontology the Master of Arts in Gerontology in the Department of Gerontology in the College of Public Affairs and Community Service at UNO.
 - Reports on revisions to:
 - Rules and regulations for faculty and student self-government organizations in the Hixson-Lied College of Fine and Performing Arts at UNL.
 - Structure, rules, and regulations of the faculty in the College of Dentistry at UNMC.
 - Structure, rules, and regulations of the faculty in the College of Allied Health Professions at UNMC.

3. **The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector, and other educational institutions.**
 - Approve recommendations relating to academic program reviews required by the NCCPE and approve forwarding of the program review reports to the NCCPE.
 - Approve request to continue the Doctor of Philosophy in Biostatistics at UNMC and forward the associated review report and monitoring plan to the NCCPE.
 - Report on expedited approval of the Supply Chain Analytics Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at UNL.

- Report on expedited approval of the Literature and Culture Graduate Certificate in the Department of English in the College of Arts and Sciences at UNO.
 - Report on expedited approval of the Secondary Mathematics Specialist Graduate Certificate in the Department of Mathematics in the College of Arts and Sciences at UNO.
- 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 recommendations relating to academic program reviews required by the NCCPE and approve forwarding of the program review reports to the NCCPE.
 - Approve request to establish the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources at UNL.
 - Approve request to establish the Center for Intelligent Health Care at UNMC.
 - Approve request to discontinue the Nebraska Center for Cellular Signaling in the College of Dentistry at UNMC.
- 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.**
- Approve request to establish the Center for Resilience in Agricultural Working Landscapes to be managed by the Institute of Agriculture and Natural Resources at UNL.
 - Approve request to establish the Center for Intelligent Health Care at UNMC.
- 6. The University of Nebraska will be cost effective and accountable to the citizens of the state.**
- Approve recommendations relating to academic program reviews required by the NCCPE and approve forwarding of the program review reports to the NCCPE.
 - Authorize the President to expand application of RP-3.3.12 Crisis Leave Sharing Policy to address regular and temporary employee needs related to COVID-19 and ratify such expanded application effective April 21, 2020.
 - Approve the reappointment of Ronnie Green, Larry Miller, Bob Wilhelm, and Michael Yanney as members of the “Class C” Directors of the Nebraska Innovation Campus Development Corporation (NICDC) Board of Directors for three-year terms effective July 1, 2020.
 - Approve the 2020-21 University Program and Facilities Fee (UPFF) Fund B allocations.
 - Approve the University of Nebraska’s FY2020-21 Operating Budget. Reappropriate with the State of Nebraska’s Department of Administrative Service any unexpended balances existing on June 30, 2020 that are committed to be spent in FY2020-21.
 - Approve the Nebraska College of Technical Agriculture’s FY2020-21 Operating Budget. Reappropriate with the State of Nebraska’s Department of Administrative Service any unexpended balances existing on June 30, 2020 that are committed to be spent in FY2020-21.
 - Approve RP-3.3.14 Financial Measures - Workforce and Cost Savings, providing the President and his/her designees the explicit authority and flexibility to take personnel measures short of termination of employment in response to financial shortfalls.
 - Approve the sale of unused Educational Broadband Service spectrum licenses.
 - Approve agreement with Insight for Microsoft Campus Agreement.
 - Approve a five-year contract extension with Follett Higher Education Group, Inc. to Lease and Operate the UNL Bookstore.
 - Intermediate Design Reports for Nebraska Hall renovations for Enterprise Technology Services and Data Solutions at UNL.
 - Report on emergency approval of Dining Services Contract Amendment with Sodexo, America, LLC at UNK.

- Report on renaming the Leon S. McGoogan Library of Medicine and selected spaces within the McGoogan Library of Medicine in Wittson hall at UNMC.
- Approve or accept various regular reports including:
 - Report on bids and contracts
 - Quarterly report on status of capital construction projects
 - Quarterly report on gifts, grants, contracts, and bequests
- Strategic Framework report on State Funding and Tuition Accountability Measures.

D. REPORTS

1. Quarterly Personnel Reports for the period January through March 2020 Addendum IX-D-1
2. Expedited Approval of the Supply Chain Analytics Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL) Addendum IX-D-2
3. Expedited Approval of the Literature and Culture Graduate Certificate in the Department of English in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-3
4. Expedited Approval of the Secondary Mathematics Specialist Graduate Certificate in the Department of Mathematics in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-4
5. Renaming the College of Education to the College of Education, Health, and Human Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-5
6. Renaming the Master of Arts in Geography to the Master of Science in Geography in the Department of Geography and Geology in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO) Addendum IX-D-6
7. Renaming the Master of Arts in Social Gerontology to the Master of Arts in Gerontology in the Department of Gerontology in the College of Public Affairs and Community Service (CPACS) at the University of Nebraska at Omaha (UNO) Addendum IX-D-7
8. Laboratory, Student, and Miscellaneous Fees for 2020-2021 Addendum IX-D-8
9. Change to the Fall 2020 Academic Calendar for University of Nebraska (NU) Campuses Addendum IX-D-9
10. Intermediate Design Report: University of Nebraska-Lincoln, Nebraska Hall renovation for Enterprise Technology Services and Data Solutions Addendum IX-D-10
11. Emergency Approval University of Nebraska at Kearney Dining Services Contract Amendment with Sodexo, America, LLC Addendum IX-D-11
12. Renaming of the Leon S. McGoogan Library of Medicine and Selected spaces within the McGoogan Library of Medicine in Wittson Hall at the University of Nebraska Medical Center, pursuant to *Board of Regents Policy* RP-6.2.7.6 Addendum IX-D-12
13. Quarterly Status of Capital Construction Projects Addendum IX-D-13
14. Bids and Contracts Addendum IX-D-14

15. Quarterly Report of Gifts, Grants, Contracts and Bequests Addendum IX-D-15
16. Strategic Framework Report on State Funding and Tuition Accountability Measures Addendum IX-D-16
17. Revisions to the *Bylaws* of the Hixson-Lied College of Fine and Performing Arts at the University of Nebraska-Lincoln Addendum IX-D-17
18. Revisions to the Rules of the Faculty Assembly of the University of Nebraska Medical Center College of Dentistry Addendum IX-D-18
19. Revisions to Structure, Rules and Regulations of the Faculty of the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center Addendum IX-D-19

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

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Personnel Reports

RECOMMENDED ACTION: Report

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

EXPLANATION: A series of reports of campus personnel actions approved by each Chancellor during the 1st quarter of 2020 is attached.

PROJECT COST: None

SOURCE OF FUNDS: None

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

DATE: May 21, 2020

**PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT KEARNEY**

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Herden, Nicole	Museum of Nebraska Art	Director/Curator	Special	3/30/2020		115,000 AY	1.00
¹ Moran, Chris	Budget	Budget Officer	Special	11/1/2019		110,000 AY	1.00
White, April	G.W. Frank Museum	Director	Special	3/2/2020		44,951 AY	1.00

¹ Inadvertently omitted from 4th quarterly report.

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Asadollahipajouh, Mojdeh	Midwest Roadside Safety Facility	Research Assistant Professor	Special	1/1/2020	1/31/2023	92,000 FY	1.00
Bavarian, Mona	Chemical and Biomolecular Engineering	Assistant Professor	Specific Term	1/6/2020		95,000 AY	1.00
Jin, Congrui	Civil and Environmental Engineering	Assistant Professor	Specific Term	1/6/2020		95,000 AY	1.00
Walsh, Jessica	Journalism and Mass Communications	Assistant Professor	Specific Term	1/6/2020		65,000 AY	1.00

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN IANR

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Funk, Rebecca	School of Veterinary Medicine and Biomedical Sciences	Assistant Professor of Practice	Special	1/15/2020	12/31/2023	93,000	FY 1.00
Grummert Rasmussen, Jordan	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	3/1/2020		58,745	FY 1.00
Heller, Angela	Cooperative Extension Division	Extension Educator/Coordinator	Special	1/1/2020		91,430	FY 1.00
Larson, Andrew	4-H Youth Development	Assistant Extension Educator	Special	1/1/2020		56,800	FY 1.00
Maricle, Hilary	Cooperative Extension Division	Extension Educator/Coordinator	Special	1/1/2020		85,598	FY 1.00
McCarthy, Kacie	Animal Science	Assistant Professor	Specific Term	1/1/2020		88,000	FY 1.00
Tuller, Jason	Eastern Nebraska Research and Extension Center	Associate Extension Educator	Special	2/28/2020		66,500	FY 1.00
VanderPlas, Susan	Statistics	Assistant Professor	Specific Term	1/1/2020		88,500	AY 1.00

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Adetayo, Oluwaseun	Surgery	Professor	Health Prof	2/1/2020	6/30/2021	45,000 FY	1.00
Andersen, Christina	Pediatrics	Assistant Professor	Health Prof	1/1/2020	6/30/2021	45,000 FY	1.00
² Auerbach, Benjamin	Physical Medicine and Rehabilitation	Assistant Professor	Health Prof	1/20/2020	6/30/2021	45,000 FY	1.00
Bills, Nathan	Surgery	Associate Professor	Special	2/3/2020		75,606 FY	1.00
		Research Scientist (Stipend)	Special	2/3/2020		5,973 FY	0.00
Biven, Kara	Pediatrics	Assistant Professor	Health Prof	2/1/2020	6/30/2021	45,000 FY	1.00
Cordts, Casey	Pediatrics	Assistant Professor	Health Prof	1/15/2020	6/30/2021	45,000 FY	1.00
Franz, Douglas	Internal Medicine	Assistant Professor	Health Prof	1/1/2020	6/30/2021	45,000 FY	1.00
Goodkin, Karl	Psychiatry	Professor	Special	2/1/2020		52,000 FY	0.20
Hellman, Courtney	Ophthalmology and Visual Sciences	Associate Professor	Special	1/1/2020		50,000 FY	1.00
Howell Smith, Michelle	Academic Affairs	Education Researcher	Special	2/1/2020		87,000 FY	1.00
King, Jessica	Library of Medicine	Assistant Professor	Special	1/1/2020		53,000 FY	1.00

² Previous agenda item showed .50 of FTE defrayed by VA Nebraska-Western Iowa Health Care System.

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Krutsinger, Dustin	Internal Medicine	Assistant Professor	Health Prof	1/1/2020	6/30/2021	45,000 FY	1.00
Maass, Brian	Library of Medicine	Assistant Professor	Special	1/1/2020		53,000 FY	1.00
³ Mannon, Peter	Internal Medicine	Professor	Continuous	2/1/2020		48,125 FY	0.88
		Director of Inflammatory Bowel Disease Center (Stipend)	Special	2/1/2020		190,000 FY	0.00
Mannon, Roslyn	Internal Medicine	Professor	Continuous	2/1/2020		48,125 FY	1.00
Marshall, Jennifer	Growth and Development	Assistant Professor	Health Prof	3/1/2020	6/30/2023	120,000 FY	1.00
Marx, Caroline	Pharmacy Practice and Science	Professor	Health Prof	1/6/2020	6/30/2022	155,000 FY	1.00
		Program Director (Stipend)	Special	1/6/2020		5,000 FY	0.00
McGuire, Kevin	Medical Laboratory Science	Assistant Professor	Special	1/1/2020		75,000 FY	1.00
Pinkall, Amy	Pediatrics	Assistant Professor	Health Prof	2/1/2020	6/30/2021	45,000 FY	1.00
Puri, Ritika	Internal Medicine	Assistant Professor	Health Prof	3/1/2020	6/30/2021	45,000 FY	1.00
Ronning, Donald	Pharmaceutical Sciences	Professor	Health Prof	1/1/2020	6/30/2022	165,000 FY	1.00
Sato, Alice	Pediatrics	Assistant Professor	Health Prof	1/1/2020	6/30/2021	45,000 FY	1.00
Skrabal, Jill	Munroe-Meyer Institute	Assistant Professor	Special	1/1/2020		84,198 FY	1.00

³ Remainder of salary defrayed by VA Nebraska-Western Iowa Health Care System.

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Schnaubelt, Andrew	Neurosurgery	Assistant Professor	Special	3/1/2020		60,000 FY	1.00
		Research Scientist (Stipend)	Special	3/1/2020		30,000 FY	0.00
Stauch, Kelly	Neurological Sciences	Assistant Professor	Health Prof	1/2/2020	6/30/2021	60,000 FY	1.00
		Research Scientist (Stipend)	Special	1/2/2020		39,798 FY	0.00
Wilson, Jamie	Neurosurgery	Assistant Professor	Health Prof	3/1/2020	6/30/2021	57,000 FY	1.00
Woslager, Christopher	Medical Laboratory Science	Assistant Professor	Special	3/16/2020		74,500 FY	1.00

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA ADMINISTRATION

NEW APPOINTMENT

<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>
Swanson, Ryan	Facilities, Planning and Capital Programs	Associate Vice President	Special	3/16/2020		200,000 FY	1.00

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>		
Bice, Matthew	Kinesiology and Sport Sciences	Associate Professor	Continuous	1/1/2020		4,000 AY	0.25		
		Associate Professor	Specific		12/31/2019	31,037 AY	0.50		
	Graduate Studies	Associate Dean (Includes Stipend)	Special	1/1/2020		36,260 AY	0.25		
		Associate Dean (Includes Stipend)	Special		12/31/2019	31,036 AY	0.50		
		Director of Undergraduate Research	Special	1/1/2020		10,000 AY	0.25		
		N/A	N/A		12/31/2019	AY	0.00		
		Director of Research Compliance	Special	1/1/2020		44,740 AY	0.25		
		N/A	N/A		12/31/2019	0 AY	0.00		
		Rogoff, Noah	Music, Theatre and Dance	Associate Professor	Continuous	3/1/2020		48,608 AY	0.75
				Associate Professor	Continuous		2/29/2020	38,887 AY	0.60
N/A	N/A			3/1/2020		0 AY	0.00		
Department Chair (Includes Stipend)	N/A				2/29/2020	18,186 AY	0.20		
Director of String Project	Special			3/1/2020		16,203 AY	0.25		
Director of String Project	Special				2/29/2020	12,962 AY	0.20		

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Twigg, Paul	Biology	Professor	Continuous			41,533 AY	0.50
		Professor	Continuous			41,533 AY	0.50
	Arts and Sciences	Associate Dean (Includes Stipend)	Special			46,757 AY	0.50
		Interim Associate Dean (Includes Stipend)	Special			46,757 AY	0.50
	Music, Theatre and Dance	Interim Department Chair	Special	3/1/2020		2,612 AY	0.00
		N/A	N/A		2/29/2020	N/A AY	0.00

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Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
4 Abel, Marco	English	Professor	Continuous	1/6/2020		42,598 AY	0.40
		Professor	Continuous		1/5/2020	40,599 AY	0.40
		Chairperson	Special	1/6/2020		70,288 AY	0.60
		Chairperson	Special		1/5/2020	66,986 AY	0.60
4 Ammachathram, Thyagarajan	Nutrition and Health Sciences	Assistant Professor	Specific Term	1/6/2020		93,464 AY	1.00
		Assistant Professor	Specific Term		1/5/2020	86,464 AY	1.00
4 Ankerson, Katherine	Architecture	Dean	Special	1/1/2020		230,000 FY	1.00
		Dean	Special		12/31/2019	226,688 FY	1.00
4 Bahe, Lindsey	Interior Design	Associate Professor	Continuous	1/6/2020		92,189 AY	1.00
		Associate Professor	Continuous		1/5/2020	79,689 AY	1.00
		Program Director	Special	1/6/2020		8,649 AY	0.00
		Program Director	Special		1/5/2020	8,649 AY	0.00
4 Bosch, Brandon	Sociology	Assistant Professor of Practice	Special	1/6/2020		45,627 AY	0.75
		Assistant Professor of Practice	Special		1/5/2020	44,877 AY	0.75
	Political Science	Assistant Professor of Practice	Special	1/6/2020		15,209 AY	0.25
		Assistant Professor of Practice	Special		1/5/2020	14,957 AY	0.25

4 Benchmark and equity increase.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
⁵ Brunero, John	Philosophy	Professor	Continuous	1/6/2020		98,405 AY	1.00
		Professor	Continuous		1/5/2020	95,406 AY	1.00
		Robert R. Chambers Professorship	Special			6,000 AY	0.00
		Robert R. Chambers Professorship	Special			6,000 AY	0.00
⁵ Burnett, Amy	History	Professor	Continuous	1/6/2020		117,894 AY	1.00
		Professor	Continuous		1/5/2020	98,393 AY	1.00
		Paula and D.B. Varner Professorship	Special			15,000 AY	0.00
		Paula and D.B. Varner Professorship	Special			15,000 AY	0.00
Carlson, Matthew	Center on Children Families and the Law	Research Assistant Professor	Special	1/6/2020		49,604 AY	0.75
		Research Assistant Professor	Special		1/5/2020	66,138 AY	1.00
^{5,6} Combs, Gwendolyn	Management	Associate Professor	Continuous	1/6/2020	5/15/2020	70,166 AY	0.50
		Associate Professor	Continuous		1/5/2020	67,666 AY	0.50
	Office of Diversity and Inclusion	Director of Faculty Diversity	Special	1/6/2020		84,199 AY	0.50
		Coordinator	Special		1/5/2020	81,199 AY	0.50
	Office of the Executive Vice Chancellor						

⁵ Benchmark and equity increase.

⁶ Office of Diversity and Inclusion organization development and reorganization.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
⁷ Delserone, Leslie	University Libraries	Associate Professor	Continuous	1/1/2020		73,390 FY	1.00
		Associate Professor	Continuous		12/31/2019	72,101 FY	1.00
⁷ Der Matossian, Bedross	History	Associate Professor	Continuous	1/6/2020		77,402 AY	1.00
		Associate Professor	Continuous		1/5/2020	75,772 AY	1.00
	Harris Center for Judaic Studies	Associate Director	Special			1,600 AY	0.00
		Associate Director	Special			1,600 AY	0.00
Deyong, Sarah	Architecture	Associate Professor	Continuous			91,350 AY	1.00
		Associate Professor	Continuous			91,350 AY	1.00
	Program Director	N/A	N/A	1/6/2020		0 AY	0.00
		Program Director	Special		1/5/2020	8,500 AY	0.00
⁸ DiLillo, David	Psychology	Professor	Continuous	1/6/2020		127,680 AY	1.00
		Professor	Continuous		1/5/2020	114,000 AY	1.00
	Willa Cather Professorship	Willa Cather Professorship	Special			5,000 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	1.00

⁷ Benchmark and equity increase.

⁸ Retention.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Enkin, Elizabeth	Modern Languages and Literatures	Associate Professor	Continuous	1/6/2020		66,921 AY	1.00
		Associate Professor	Continuous		1/5/2020	26,768 AY	0.40
		N/A	N/A	1/6/2020		0 AY	0.00
		Chairperson	Special		1/5/2020	45,153 AY	0.60
Farritor, Shane	Mechanical and Materials Engineering	Professor	Continuous			133,493 AY	0.90
		Professor	Continuous			133,493 AY	0.90
	College of Engineering	Lederer Professor of Engineering	Special	3/1/2020	6/30/2020	10,000 AY	0.00
		Lederer Professor of Engineering	Special		2/29/2020	10,000 AY	0.00
⁹ Foster, Charlesette	Office of Diversity and Inclusion	Assistant Vice Chancellor of Inclusive and Student Excellence	Special	1/20/2020		110,000 FY	1.00
	Jackie Gaughan Multicultural Center	Assistant Vice Chancellor for Student Affairs	Special		1/19/2020	102,786 FY	1.00
¹⁰ Foster, Gwendolyn	English	Professor	Continuous	1/6/2020		96,000 AY	1.00
		Professor	Continuous		1/5/2020	89,366 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00

⁹ Office of Diversity and Inclusion organization development and reorganization.

¹⁰ Benchmark and equity increase.

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Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
¹¹ Frank, Tracy	Earth and Atmospheric Sciences	Professor	Continuous	1/6/2020		116,120 AY	1.00
		Professor	Continuous		1/5/2020	105,316 AY	1.00
		C. Bertrand Schultz Chair of Stratigraphy	Special			5,000 AY	0.00
		C. Bertrand Schultz Chair of Stratigraphy	Special			5,000 AY	0.00
¹² Gernhart, Zane	NUtech Ventures	Senior Technology Manager	Special	1/1/2020		104,000 FY	1.00
		Technology Manager	Special		12/31/2019	81,418 FY	1.00
¹² Gervais, Sarah	Psychology	Professor	Continuous	1/6/2020		109,029 AY	1.00
		Professor	Continuous		1/5/2020	97,627 AY	1.00
		Susan Rosowski Professorship	Special			3,000 AY	0.00
		Susan Rosowski Professorship	Special			3,000 AY	0.00
¹² Gonzalez-Allende, Iker	Modern Languages and Literatures	Professor	Continuous	1/6/2020		90,000 AY	1.00
		Professor	Continuous		1/5/2020	77,728 AY	1.00
		Leland J. and Dorothy H. Olson Professorship	Special			5,000 AY	0.00
		Leland J. and Dorothy H. Olson Professorship	Special			5,000 AY	0.00

¹¹ Benchmark and equity increase.

¹² Retention.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>		
Grouverman, Alexei	Nebraska Center for Materials and Nanoscience	Professor	Continuous	3/11/2020		112,145 AY	0.75		
		N/A	N/A		3/10/2020	0 AY	0.00		
	Physics and Astronomy	Professor	Continuous	3/11/2020		37,726 AY	0.25		
		Professor	Continuous			149,871 AY	1.00		
		Charles Bessey Professorship	Special			5,000 AY	0.00		
		Charles Bessey Professorship	Special			5,000 AY	0.00		
	Hamernik, Debora	Research	Associate Vice Chancellor	Continuous	1/1/2020		235,750 FY	1.00	
			Associate Vice Chancellor	Continuous		12/31/2019	214,318 FY	0.90	
NU Executive Vice President and Provost		NA	NA	1/1/2020		0 FY	0.00		
		Interim Vice Provost	Special		12/31/2019	21,432 FY	0.10		
		¹³ Heitman, Carolyn	Anthropology	Associate Professor	Continuous	1/6/2020		80,000 AY	1.00
				Associate Professor	Continuous		1/5/2020	77,811 AY	1.00
Associate Director of Center for Digital Research in the Humanities	Special				3,000 AY	0.00			
Associate Director of Center for Digital Research in the Humanities	Special				3,000 AY	0.00			

¹³ Benchmark and equity increase.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

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14 Hermiller, Susan	Mathematics	Professor	Continuous	1/6/2020		113,200 AY	1.00
		Professor	Continuous		1/5/2020	108,200 AY	1.00
		Charles Bessey Professorship	Special			5,000 AY	0.00
		Charles Bessey Professorship	Special			5,000 AY	0.00
14 Holz, Rosemarie	Women's and Gender Studies	Professor of Practice	Special	1/6/2020		69,000 AY	1.00
		Professor of Practice	Special		1/5/2020	63,023 AY	1.00
		Associate Director	Special			2,070 AY	0.00
		Associate Director	Special			2,070 AY	0.00
14 Hope, Debra	Psychology	Professor	Continuous	1/6/2020		127,457 AY	1.00
		Professor	Continuous		1/5/2020	126,457 AY	1.00
		Aaron Douglas Professorship	Special			5,000 AY	0.00
		Aaron Douglas Professorship	Special			5,000 AY	0.00
Jackson, Jimmy	Facilities Management and Planning	Associate Vice Chancellor, University Operations	Special	3/1/2020		225,000 FY	1.00
		Assistant Vice Chancellor, Facilities Operating and Maintenance	Special		2/29/2020	225,000 FY	1.00

14 Benchmark and equity increase.

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15 Jagodinsky, Katrina	History	Associate Professor	Continuous	1/6/2020		81,000 AY	1.00
		Associate Professor	Continuous		1/5/2020	78,028 AY	1.00
		Susan J. Rosowski Professorship	Special			3,000 AY	0.00
		Susan J. Rosowski Professorship	Special			3,000 AY	0.00
15 Jewell, Andrew	University Libraries	Professor	Continuous	1/6/2020		87,555 FY	1.00
		Professor	Continuous		1/5/2020	82,248 FY	1.00
		Interim Coordinator, Archives and Special Collections	Special			8,000 FY	0.00
		Interim Coordinator, Archives and Special Collections	Special			8,000 FY	0.00
15 Johnson Jorgensen, Jennifer	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	1/1/2020		87,144 FY	1.00
		Assistant Professor	Specific Term		12/31/2019	84,144 FY	1.00
15 Jones, Jeannette	History	Associate Professor	Continuous	1/6/2020		49,200 AY	0.60
		Associate Professor	Continuous		1/5/2020	47,630 AY	0.60
	Ethnic Studies	Associate Professor	Special	1/6/2020		32,800 AY	0.40
		Associate Professor	Special		1/5/2020	31,753 AY	0.40

15 Benchmark and equity increase.
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Karle, David	Architecture	Associate Professor	Continuous			80,948 AY	1.00
		Associate Professor	Continuous			80,948 AY	1.00
		Interim Program Director	Special	1/6/2020		4,250 AY	0.00
		N/A	N/A		1/5/2020	0 AY	0.00
¹⁶ Katz, Wendy	School of Art, Art History and Design	Professor	Continuous	1/6/2020		79,323 AY	1.00
		Professor	Continuous		1/5/2020	77,021 AY	1.00
¹⁶ Kuska, Sharon	Architecture	Professor	Continuous	1/6/2020		86,477 AY	0.70
		Professor	Continuous		1/5/2020	75,977 AY	0.70
		Associate Dean	Special	1/6/2020		37,062 AY	0.30
		Associate Dean	Special		1/5/2020	32,562 AY	0.30
¹⁶ Le Sueur, James	History	Professor	Continuous	1/6/2020		42,795 AY	0.40
		Professor	Continuous		1/5/2020	38,795 AY	0.40
		Chairperson	Special	1/6/2020		70,612 AY	0.60
		Chairperson	Special		1/5/2020	64,011 AY	0.60
		Samuel Clark Waugh Professorship	Special			5,000 AY	0.00
		Samuel Clark Waugh Professorship	Special			5,000 AY	0.00

¹⁶ Benchmark and equity increase.

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Li, Dawei	Physics and Astronomy	Research Assistant Professor	Special	1/20/2020	1/19/2021	46,800 FY	1.00
		Research Assistant Professor	Special		1/19/2020	46,800 FY	1.00
¹⁷ Li, Qingsheng	School of Biological Sciences	Professor	Continuous	1/6/2020		122,000 AY	1.00
		Professor	Continuous		1/5/2020	113,410 AY	1.00
¹⁸ Lorang, Elizabeth	University Libraries	Associate Professor	Continuous	1/1/2020		78,654 FY	1.00
		Associate Professor	Continuous		12/31/2019	77,824 FY	1.00
		Interim Associate Dean	Special			24,000 FY	0.00
		Interim Associate Dean	Special			24,000 FY	0.00
¹⁸ Mattingly, Jacqueline	Glenn Korff School of Music	Assistant Professor of Practice	Special	1/6/2020		38,443 AY	0.60
		Assistant Professor of Practice	Special		1/5/2020	57,795 AY	1.00
	Hixson-Lied College of Fine and Performing Arts	Interim Associate Dean	Special	1/6/2020		40,628 AY	0.40
		N/A	N/A		1/5/2020	0 AY	0.00
¹⁸ May, Ann Mari	Economics	Professor	Continuous	1/6/2020		135,529 AY	1.00
		Professor	Continuous		1/5/2020	130,129 AY	1.00

¹⁷ Retention.

¹⁸ Benchmark and equity increase.

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19 McDowell Jr., Tyre	Student Affairs	Assistant Vice Chancellor	Special	1/1/2020		145,600 FY	1.00
		Assistant Vice Chancellor	Special		12/31/2019	132,600 FY	1.00
20 McKitrick, Jennifer	Philosophy	Professor	Continuous	1/6/2020		40,631 AY	0.40
		Professor	Continuous		1/5/2020	35,695 AY	0.40
		Chairperson	Special	1/6/2020		67,041 AY	0.40
		Chairperson	Special		1/5/2020	58,897 AY	0.40
20 McLear, Colin	Philosophy	Associate Professor	Continuous	1/6/2020		77,402 AY	1.00
		Associate Professor	Continuous		1/5/2020	76,044 AY	1.00
20 McQuillan, Julia	Sociology	Professor	Continuous	1/6/2020		51,028 AY	0.60
		Professor	Continuous		1/5/2020	46,198 AY	0.60
		Chairperson	Special	1/6/2020		84,197 AY	0.40
		Chairperson	Special		1/5/2020	76,299 AY	0.40
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
20 Moore, Brian	Glenn Korff School of Music	Professor	Continuous	1/6/2020		90,295 AY	1.00
		Professor	Continuous		1/5/2020	79,891 AY	1.00

¹⁹ Additional duties.

²⁰ Benchmark and equity increase.

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Moos, William	Athletics	Athletic Director	Special	1/1/2020		1,100,000 FY	1.00
		Athletic Director	Special		12/31/2019	1,050,000 FY	1.00
²¹ Moser, Sheree	Child, Youth and Family Studies	Assistant Professor of Practice	Special	1/6/2020		67,786 AY	1.00
		Assistant Professor of Practice	Special		1/5/2020	57,786 AY	1.00
²¹ Nicholas, Claire	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	1/6/2020		71,658 AY	1.00
		Assistant Professor	Specific Term		1/5/2020	69,658 AY	1.00
²¹ Olson, Kristen	Sociology	Professor	Continuous	1/6/2020		107,554 AY	1.00
		Professor	Continuous		1/5/2020	102,554 AY	1.00
		Leland J. and Dorothy H. Olson Professorship	Special			15,000 AY	0.00
		Leland J. and Dorothy H. Olson Professorship	Special			15,000 AY	0.00
²² Paudel, Tula	Physics and Astronomy	Research Assistant Professor	Special	1/1/2020		56,062 FY	1.00
		Research Assistant Professor	Special		12/31/2019	54,963 FY	1.00

²¹ Benchmark and equity increase.

²² Renewal with new offer letter and salary increase.

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23 Peterson, Nora M	Modern Languages and Literatures	Associate Professor	Continuous	1/6/2020		29,000 AY	0.40
		Associate Professor	Continuous		1/5/2020	66,655 AY	1.00
		Chairperson	Special	1/6/2020		48,500 AY	0.60
		N/A	N/A		1/5/2020	0 AY	0.00
23 Pieper, Jenna	Management	Associate Professor	Continuous	1/6/2020		167,074 AY	1.00
		Associate Professor	Continuous		1/5/2020	162,074 AY	1.00
23 Potuto, Josephine	College of Law	Professor	Continuous	1/6/2020		226,960 AY	1.00
		Professor	Continuous		1/5/2020	214,460 AY	1.00
		Richard H. Larson Professorship	Special			15,000 AY	0.00
		Richard H. Larson Professorship	Special			15,000 AY	0.00
23 Radu, Petronela	Mathematics	Professor	Continuous	1/6/2020		102,311 AY	1.00
		Professor	Continuous		1/5/2020	98,311 AY	1.00
		Leland J. and Dorothy H. Olson Professorship	Special			5,000 AY	0.00
		Leland J. and Dorothy H. Olson Professorship	Special			5,000 AY	0.00

23 Benchmark and equity increase.

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24 Rajca, Suchada	Chemistry	Research Assistant Professor	Special	1/1/2020		35,568 FY	0.50
		Research Assistant Professor	Special		12/31/2019	34,059 FY	0.50
25 Rosa Rodriguez, Luis	Modern Languages and Literatures	Assistant Professor	Specific Term	1/6/2020		39,601 AY	0.60
		Assistant Professor	Specific Term		1/5/2020	38,775 AY	0.60
	Ethnic Studies	Assistant Professor	Special	1/6/2020		26,401 AY	0.40
		Assistant Professor	Special		1/5/2020	25,852 AY	0.40
Siyahian, Arpi	NUtech Ventures	Senior Technology Manager	Special	1/1/2020		104,000 FY	1.00
		Licensing Manager	Special		12/31/2019	84,162 FY	1.00
25 Stenberg, Sharisse	English	Professor	Continuous	1/6/2020		63,058 AY	0.60
		Professor	Continuous		1/5/2020	60,058 AY	0.60
	Women's and Gender Studies	Professor	Special	1/6/2020		42,029 AY	0.40
		Professor	Special		1/5/2020	40,038 AY	0.40
	Interim Director	Special			3,153 AY	0.00	
	Interim Director	Special			3,153 AY	0.00	

²⁴ Salary increase due to FSLA requirements.

²⁵ Benchmark and equity increase.

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²⁶ Stump, Jordan Matthew	Modern Languages and Literatures	Professor	Continuous	1/6/2020		111,841 AY	1.00
		Professor	Continuous		1/5/2020	108,117 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
Sukumaran, Sunil	Nutrition and Health Sciences	Assistant Professor	Specific Term	1/6/2020		75,000 AY	1.00
		Research Assistant Professor	Special		1/5/2020	16,667 FY	1.00
²⁶ Tenhumberg, Brigitte	School of Biological Sciences	Professor	Continuous	1/6/2020		89,118 AY	0.85
		Professor	Continuous		1/5/2020	78,836 AY	0.85
	Mathematics	Professor	Special	1/6/2020		15,727 AY	0.15
		Professor	Special		1/5/2020	13,911 AY	0.15
Turner, Joseph	Mechanical and Materials Engineering	Professor	Continuous			174,050 AY	1.00
		Professor	Continuous			174,050 AY	1.00
		Brightfelt Mechanical and Materials Engineering Professorship	Special	1/1/2020	6/30/2020	10,000 AY	0.00
		Brightfelt Mechanical and Materials Engineering Professorship	Special		12/31/2019	10,000 AY	0.00

²⁶ Benchmark and equity increase.

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27 Tyler, Kimberly	Sociology	Professor	Continuous	1/6/2020		125,460 AY	1.00
		Professor	Continuous		1/5/2020	110,976 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
27 Tytarenko, Olha	Modern Languages and Literatures	Assistant Professor of Practice	Special	1/6/2020		53,123 AY	1.00
		Assistant Professor of Practice	Special		1/5/2020	46,880 AY	1.00
		Vice Chairperson	Special			2,500 AY	0.00
		Vice Chairperson	Special			2,500 AY	0.00
Umstadter, Donald	Physics and Astronomy	Professor	Continuous			169,874 AY	1.00
		Professor	Continuous			169,874 AY	1.00
		Leland and Dorothy Olson Professorship	Special	1/6/2020	1/5/2025	15,000 AY	0.00
		Leland and Dorothy Olson Professorship	Special		1/5/2020	15,000 AY	0.00
27 Van Den Broeke, Matthew	Earth and Atmospheric Sciences	Associate Professor	Continuous	1/6/2020		81,187 AY	1.00
		Associate Professor	Continuous		1/5/2020	78,187 AY	1.00

27 Benchmark and equity increase.

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28 Velazquez, Maria Isabel	Modern Languages and Literatures	Associate Professor	Continuous	1/6/2020		74,000 AY	1.00
		Associate Professor	Continuous		1/5/2020	68,389 AY	1.00
		Harold E. Spencer Professorship	Special			5,000 AY	0.00
		Harold E. Spencer Professorship	Special			5,000 AY	0.00
28 Walker, Mark	Mathematics	Professor	Continuous	1/6/2020		125,000 AY	1.00
		Professor	Continuous		1/5/2020	118,950 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
28 Wals, Sergio	Political Science	Associate Professor	Continuous	1/6/2020		47,918 FY	0.60
		Associate Professor	Continuous		1/5/2020	47,054 FY	0.60
	Ethnic Studies	Associate Professor	Special	1/6/2020		31,945	0.40
		Associate Professor	Special		1/5/2020	31,369	0.40

28 Benchmark and equity increase.

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29 Walter, Katherine	University Libraries	Professor	Continuous	1/6/2020		129,588 FY	1.00
		Professor	Continuous		1/5/2020	116,105 FY	1.00
		Chairperson	Special			1,200 FY	0.00
		Chairperson	Special			1,200 FY	0.00
	Digital Research in Humanities	Director	Special			4,000 FY	0.00
		Director	Special			4,000 FY	0.00
Whitbeck, Leslie	Sociology	Research Professor	Special	3/1/2020	4/30/2021	3,776 FY	0.03
		Research Professor	Special		2/29/2020	6,298 FY	0.04
29 White, Laura	English	Professor	Continuous	1/6/2020		95,000 AY	1.00
		Professor	Continuous		1/5/2020	89,929 AY	1.00
		John E. Weaver Professorship	Special			5,000 AY	0.00
		John E. Weaver Professorship	Special			5,000 AY	0.00

29 Benchmark and equity increase.

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Yang, Yiqi	Textiles, Merchandising and Fashion Design	Interim Chairperson	Special	1/1/2020	8/14/2022	109,020 AY	0.70
		N/A	N/A		12/31/2019	0 AY	0.00
		Professor	Continuous	1/1/2020		46,723 AY	0.30
		Professor	Continuous		12/31/2019	141,585 AY	1.00
		Willa Cather Professorship	Special			5,000 AY	0.00
		Willa Cather Professorship	Special			5,000 AY	0.00
³⁰ Zimbhoff, Andrew	Textiles, Merchandising and Fashion Design	Assistant Professor	Specific Term	1/6/2020		88,960 AY	1.00
		Assistant Professor	Specific Term		1/5/2020	84,960 AY	1.00

³⁰ Benchmark and equity increase.

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31 Bassford, Jeffrey	IANR Finance and Personnel	Assistant Vice Chancellor	Special	2/1/2020		180,830 FY	1.00
		Assistant Vice Chancellor	Special		1/31/2020	168,512 FY	1.00
Berger, Aaron	Panhandle Research and Extension Center	Extension Educator	Special	1/1/2020		45,261 FY	0.60
		Extension Educator	Special		12/31/2019	75,435 FY	1.00
32 Black, Karly	Cooperative Extension Division Eastern Nebraska Research and Extension Center	Associate Extension Educator/Coordinator	Special	1/1/2020		74,867 FY	1.00
		Associate Extension Educator	Special		12/31/2019	61,700 FY	1.00
Bradshaw, Jeffrey	Panhandle Research and Extension Center	Interim Associate Director (Includes Stipend)	Special	3/20/2020		72,664 FY	0.50
		N/A	N/A		3/19/2020	0 FY	0.00
		Associate Professor	Continuous	3/20/2020		60,554 FY	0.50
		Associate Professor	Continuous		3/19/2020	121,107 FY	1.00
32 Burda, Megan	Cooperative Extension Division Eastern Nebraska Research and Extension Center	Associate Extension Educator/Coordinator	Special	1/1/2020		74,867 FY	1.00
		Assistant Extension Educator	Special		12/31/2019	60,500 FY	1.00

³¹ Equity adjustment.

³² Includes salary increase.

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Burkey, Thomas	College of Agricultural Sciences and Natural Resources	Interim Associate Dean (Includes Stipend)	Special	2/3/2020	6/30/2021	58,181 FY	0.50
		N/A	N/A		2/2/2020	0 FY	0.00
	School of Veterinary Medicine and Biomedical Sciences	Professor	Continuous	2/3/2020		52,891 FY	0.50
Cupp, Andrea	Animal Science	Professor	Continuous		2/2/2020	105,783 FY	1.00
		Professor	Continuous			154,632 FY	1.00
	College Professorship/Irvin T. and Wanda R. Omtvedt Professor of Animal Science	Special	3/1/2020	2/28/2025	10,000 FY	0.00	
	College Professorship/Irvin T. and Wanda R. Omtvedt Professor of Animal Science	Special		2/29/2020	10,000 FY	0.00	
	Douglass, Matthew	College of Agricultural Sciences and Natural Resources	Assistant Professor of Practice	Special	1/1/2020	12/31/2022	68,489 FY
		Assistant Professor of Practice	Special		12/31/2019	68,489 FY	1.00
³³ Dutton, Benjamin	Cooperative Extension Division West Central Research and Extension Center	Associate Extension Educator/Coordinator	Special	1/1/2020		79,600 FY	1.00
		Assistant Extension Educator	Special		12/31/2019	63,529 FY	1.00

³³ Includes salary increase.

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<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
³⁴ Eirich, Robert	Cooperative Extension Division Animal Science	Extension Educator/Coordinator	Special	1/1/2020		82,098 FY	1.00
		Associate Extension Educator	Special		12/31/2019	65,000 FY	1.00
³⁴ Fischer, Jean	Nutrition and Health Sciences	Associate Extension Educator	Special	1/13/2020		36,000 FY	0.40
		Associate Extension Educator	Special		1/12/2020	75,793 FY	1.00
	Cooperative Extension Division	Program Leader Human Sciences	Special	1/13/2020		54,000 FY	0.60
		N/A	N/A		1/12/2020	0 FY	0.00
³⁴ Gottschalk, Carrie	Cooperative Extension Division Eastern Nebraska Research and Extension Center	Extension Educator/Coordinator	Special	1/1/2020		91,430 FY	1.00
		Associate Extension Educator	Special		12/31/2019	70,754 FY	1.00
Grassini, Patricio	Agronomy and Horticulture	Associate Professor	Continuous	1/1/2020		109,269 AY	1.00
		Associate Professor	Continuous		12/31/2019	109,269 FY	1.00
³⁵ Headrick, James	Agricultural Leadership Education and Communication	Assistant Professor of Practice	Special	3/1/2020		55,000 FY	1.00
		Assistant Professor of Practice	Special		2/29/2020	50,000 FY	1.00
Hernandez Jarquin, Juan Diego	Agronomy and Horticulture	Research Assistant Professor	Special	1/3/2020	1/2/2021	81,760 FY	1.00
		Research Assistant Professor	Special		1/2/2020	81,760 FY	1.00

³⁴ Includes salary increase.

³⁵ Equity adjustment.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

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³⁶ Hoyt, Christina	Nebraska Forest Service	Assistant Forester	Special	3/16/2020		77,000 FY	1.00
	Nebraska Statewide Arboretum	Managerial/Professional	Other		3/15/2020	68,631 FY	1.00
³⁶ Jenkins, Jay	Cooperative Extension Division	Extension Educator/Coordinator	Special	1/1/2020		94,581 FY	1.00
	Panhandle Research and Extension Center	Extension Educator	Special		12/31/2019	86,905 FY	1.00
³⁶ Kampbell, Erin	Panhandle Research and Extension Center	Assistant Extension Educator	Special	1/1/2020		58,200 FY	1.00
		Managerial/Professional	Other		12/31/2019	37,825 FY	1.00
³⁶ Kaslon, Lisa	Cooperative Extension Division	Extension Educator/Coordinator	Special	1/1/2020		115,000 FY	1.00
	Eastern Nebraska Research and Extension Center	Extension Educator	Special		12/31/2019	98,121 FY	1.00
Pannier, Angela	Biological Systems Engineering	Professor	Continuous			127,779 FY	1.00
		Professor	Continuous			127,779 FY	1.00
		Maxcy Professor of Agriculture and Natural Resources Professorship	Special	1/1/2020	1/31/2024	10,000 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00

³⁶ Includes salary increase.

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37 Porter, John	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	1/1/2020		65,249 FY	1.00
		Assistant Extension Educator	Special		12/31/2019	32,647 FY	0.50
	Nebraska College of Technical Agriculture	N/A	N/A	1/1/2020		0 FY	0.00
		Assistant Professor	Special		12/31/2019	32,602 FY	0.50
Powell, Larkin	College of Agricultural Sciences and Natural Resources	Interim Associate Dean (Includes Stipend)	Special	1/2/2020	12/31/2019	76,023 FY	0.50
		N/A	N/A		1/1/2020	0 FY	0.00
	School of Natural Resources	Professor	Continuous	1/2/2020		69,112 FY	0.50
		Professor	Continuous		1/1/2020	138,224 FY	1.00
38 Schacht, Walter	Grassland Studies Center	Director	Special	1/1/2020	12/31/2020	85,500 FY	0.50
		Professor	Continuous		12/31/2019	148,872 FY	1.00
	Agronomy and Horticulture	N/A	N/A	1/1/2020		0 FY	0.00
		Sunkist Fiesta Bowl Distinguished Professor in Agronomy Professorship	Special		12/31/2019	15,000 FY	0.00
Twidwell Jr., Dirac	Agronomy and Horticulture	Associate Professor	Continuous	1/1/2020		111,584 AY	1.00
		Associate Professor	Continuous		12/31/2019	111,584 FY	1.00

37 Salary adjustment.

38 Includes salary increase.

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Wang, Ran	School of Natural Resources	Research Assistant Professor	Special	1/1/2020		75,000 FY	1.00
		Post-Doc Research Associate	Other		12/31/2019	50,000 FY	1.00
West, John	Biochemistry	Associate Professor	Specific Term	1/1/2020		106,000 AY	1.00
	Nebraska Center for Virology	Research Associate Professor	Special		12/31/2019	103,291 FY	1.00

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Are, Chandrakanth	Surgery	Professor	Continuous			80,098 FY	1.00	
		Professor	Continuous			80,098 FY	1.00	
		Jerald L. and Carolynn J. Varner Professor for Surgical Oncology and Global Health	Special	3/1/2020	2/28/2025	0 FY	0.00	
		Jerald L. and Carolynn J. Varner Professor for Surgical Oncology and Global Health	Special		2/29/2020	0 FY	0.00	
	College of Medicine	Associate Dean for Graduate Medical Education (Stipend)	Special			10,000 FY	0.00	
		Associate Dean for Graduate Medical Education (Stipend)	Special			10,000 FY	0.00	
	Band, Vimla	Genetics, Cell Biology and Anatomy	Professor	Continuous			162,506 FY	0.75
			Professor	Continuous			162,506 FY	0.75
Chairperson (Includes Stipend)			Special			140,789 FY	0.25	
Chairperson (Includes Stipend)			Special			140,789 FY	0.25	
Eppley Institute		Ardith and Ann Von Housen Chair	Special	3/1/2020	2/28/2025	FY	0.00	
		Ardith and Ann Von Housen Chair	Special		2/29/2020	FY	0.00	
		Program Director - Breast Cancer Research (Stipend)	Special			5,000 FY	0.00	
		Program Director - Breast Cancer Research (Stipend)	Special			5,000 FY	0.00	

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Buchanan, Lynne	College of Nursing - Omaha Division	Associate Professor	Continuous			121,006 FY	1.00
		Associate Professor	Continuous			121,006 FY	1.00
	College of Nursing Academic Programs	N/A	N/A	1/1/2020		0 FY	0.00
		Director (Stipend)	Special		12/31/2019	3,000 FY	0.00
Cera, Jennifer	College of Nursing - Omaha Division	Assistant Professor	Special			74,728 AY	1.00
		Assistant Professor	Special			74,728 AY	1.00
	College of Nursing Academic Programs	Coordinator	Special	1/1/2020		750 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00
³⁹ Clarke, Brandy	Psychology	Associate Professor	Health Prof			92,001 FY	1.00
		Associate Professor	Health Prof			92,001 FY	1.00
	Academic Affairs	Interim Director UNMC Equity Office (Stipend)	Special	11/1/2019		5,000 FY	0.00
		N/A	N/A		10/31/2019	0 FY	0.00

³⁹ Delay of entry in SAP.

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40 Cowan, Kenneth	Eppley Institute	Professor	Continuous			0 FY	0.00		
		Professor	Continuous			0 FY	0.00		
		Director (Includes Stipend)	Special	1/1/2020		400,686 FY	1.00		
		Director (Includes Stipend)	Special		12/31/2019	348,423 FY	1.00		
		Eppley Professorship of Oncology	Special			0 FY	0.00		
		Eppley Professorship of Oncology	Special			0 FY	0.00		
		Robert F. and Myrna L. Krohn Chair in Cancer Research	Special			0 FY	0.00		
		Robert F. and Myrna L. Krohn Chair in Cancer Research	Special			0 FY	0.00		
		Evans, Joseph	Psychology	Professor	Special	1/5/2020		64,777 FY	0.30
				Professor	Special		1/4/2020	215,923 FY	1.00
41 Fernandes Jr., Joseph Americo	Neurological Sciences	Associate Professor	Health Professions	1/19/2020		50,000 FY	1.00		
		Associate Professor	Health Professions		1/18/2020	1,500 FY	0.38		
		Helen Freytag Associate Professor of Amyotrophic Lateral Sclerosis Research	Special	1/19/2020		24,000 FY	0.00		
		Helen Freytag Associate Professor of Amyotrophic Lateral Sclerosis Research	Special		1/18/2020	1,500 FY	0.00		

40 Administrative adjustment.

41 Remaining salary defrayed by VA Nebraska-Western Iowa Healthcare System.

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Fox, Howard	Neurological Sciences	Professor	Continuous	1/2/2020		248,139 FY	1.00	
		Professor	Continuous		1/1/2020	248,139 FY	1.00	
	Pharmacology and Experimental Neuroscience	Research Scientist (Stipend)	Special	1/2/2020		34,630 FY	0.00	
		Research Scientist (Stipend)	Special		1/1/2020	34,630 FY	0.00	
	College of Medicine	Senior Associate Dean for Research (Stipend)	Special			45,000 FY	0.00	
		Senior Associate Dean for Research (Stipend)	Special			45,000 FY	0.00	
	Garvin, Kevin	Orthopedic Surgery	Professor	Continuous			132,022 FY	0.53
			Professor	Continuous			132,022 FY	0.53
Chairperson (Includes Stipend)		Special			71,713 FY	0.29		
		Special			71,713 FY	0.29		
L. Thomas Hood Professor of Orthopedic Surgery and Rehabilitation		Special	1/1/2020	12/31/2024	25,000 FY	0.18		
		Special		12/31/2019	25,000 FY	0.18		
⁴² Gloden Carlson, Sarah		Academic Affairs	Chief Compliance Officer	Special	1/1/2020		136,722 FY	1.00
	Chief Compliance Officer		Special		12/31/2019	126,722 FY	1.00	

⁴² Market Adjustment.

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Grimm, Brandon	Health Promotion	Associate Professor	Health Prof			122,112 FY	1.00
		Associate Professor	Health Prof			122,112 FY	1.00
	College of Public Health	Associate Dean for Public Health Practice (Stipend)	Special			25,000 FY	0.00
		Associate Dean for Public Health Practice (Stipend)	Special			25,000 FY	0.00
		N/A	N/A	1/4/2020		0 FY	0.00
		Director of Masters Program (Stipend)	Special		1/3/2020	5,000 FY	0.00
Hanna, Kathleen	College of Nursing - Omaha Division	Professor	Continuous			170,522 FY	1.00
		Professor	Continuous			170,522 FY	1.00
	College of Nursing Academic Programs	Carol M. Wilson Endowed Chair (Stipend)	Special			5,000 FY	0.00
		Carol M. Wilson Endowed Chair (Stipend)	Special			5,000 FY	0.00
		Director (Stipend)	Special	1/1/2020		3,000 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00
Hansen, Bethany	Munroe-Meyer Institute	Assistant Professor	Special			82,575 FY	1.00
		Assistant Professor	Special			82,575 FY	1.00
	Munroe-Meyer Institute	Director (Stipend)	Special	1/3/2020		10,000 FY	0.00
		Associate Director (Stipend)	Special		1/2/2020	5,000 FY	0.00

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Harrison, Jeffrey	Family Medicine	Professor	Health Prof			184,871 FY	1.00	
		Professor	Health Prof			184,871 FY	1.00	
		N/A	N/A	2/1/2020		0 FY	0.00	
		Associate Director Residency Program (Stipend)	Special		1/31/2020	2,750 FY	0.00	
		Chairperson (Stipend)	Special	1/13/2020		10,000 FY	0.00	
	Vice Chairperson (Stipend)	Special		1/12/2020	10,000 FY	0.00		
	College of Medicine	N/A	N/A	1/13/2020		0 FY	0.00	
	Associate Dean for Admissions (Stipend)	Special		1/12/2020	10,000 FY	0.00		
	Herley, Jody	College of Nursing - Northern Division	Clinical Assistant Professor	Special	3/1/2020		35,000 AY	0.50
			Clinical Assistant Professor	Special		2/29/2020	70,000 AY	1.00
Horak, Shaun	Physician Assistant	Assistant Professor	Special			114,598 FY	1.00	
		Assistant Professor	Special			114,598 FY	1.00	
		N/A	N/A	2/1/2020		0 FY	0.00	
		Interim Director (Stipend)	Special		1/31/2020	15,338 FY	0.00	
Houfek, Julia Fisco	College of Nursing - Omaha Division	Professor	Special	1/1/2020		78,015 FY	0.50	
		Professor	Special		12/31/2019	46,809 FY	0.30	

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Kilstrom, Jonathan	Physician Assistant	Assistant Professor	Special	2/1/2020		20,064 FY	0.20
		Assistant Professor	Special		1/31/2020	100,322 FY	1.00
Lanik, Aaron	Family Medicine	Assistant Professor	Health Prof			45,300 FY	1.00
		Assistant Professor	Health Prof			45,300 FY	1.00
		Director Rural Training (Stipend)	Special	2/1/2020		2,750 FY	0.00
		Associate Director Residency Program (Stipend)	Special		1/31/2020	2,750 FY	0.00
Maloney, Shannon	Health Promotion	Assistant Professor	Special	1/1/2020		47,173 FY	0.50
		Assistant Professor	Health Prof		12/31/2019	94,347 FY	1.00
⁴³ McLaughlin, Mac	Neurological Sciences	Assistant Professor	Health Prof	2/2/2020		22,900 FY	0.50
		Assistant Professor	Health Prof		2/1/2020	45,799 FY	1.00
Mormino, Matthew	Orthopedic Surgery	Professor	Health Prof			111,559 FY	1.00
		Professor	Health Prof			111,559 FY	1.00
		Residency Program Director (Stipend)	Special			10,000 FY	0.00
		Residency Program Director (Stipend)	Special			10,000 FY	0.00
		Herman Frank Johnson Professorship (Stipend)	Special	1/1/2020	12/31/2024	15,000 FY	0.00
		Herman Frank Johnson Professorship (Stipend)	Special		12/31/2019	15,000 FY	0.00

⁴³ Remaining salary defrayed by VA Nebraska-Western Iowa Healthcare System.

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44 Mudhasani, Rajini	Pathology and Microbiology	Assistant Professor	Special	3/1/2020		100,749 FY	1.00
		Assistant Professor	Special		2/29/2020	91,590 FY	1.00
Mukherjee, Maheswari	Cytotechnology	Assistant Professor	Health Prof			74,712 FY	1.00
		Assistant Professor	Health Prof			74,712 FY	1.00
		Education Coordinator (Stipend)	Special	2/1/2020		3,000 FY	0.00
		N/A	N/A		1/31/2020	0 FY	0.00
Norman, Joseph	Physical Therapy Education	Professor	Special	3/1/2020		104,737 FY	0.75
		Professor	Continuous		2/29/2020	139,649 FY	1.00
Psota, DeAnn	Pediatrics	Assistant Professor	Special	1/1/2020		36,000 FY	0.80
		Assistant Professor	Special		12/31/2019	45,000 FY	1.00
Remmenga, Steven	Obstetrics and Gynecology	Professor	Health Prof			127,781 FY	0.86
		Professor	Health Prof			127,781 FY	0.86
		McClure L. Smith, MD Professor of Gynecological Oncology	Special	1/1/2020	12/31/2024	20,813 FY	0.14
		McClure L. Smith, MD Professor of Gynecological Oncology	Special		12/31/2019	20,813 FY	0.14

44 Market adjustment.

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Retzlaff, Billie	Munroe-Meyer Institute	Assistant Professor	Special			79,560 FY	1.00
		Assistant Professor	Special			79,560 FY	1.00
		Associate Director (Stipend)	Special	1/1/2020		9,000 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00
Rodehorst-Weber, Teresa	College of Nursing - West Nebraska Division	Associate Professor	Special	1/1/2020		101,594 FY	0.80
		Associate Professor	Special		12/31/2019	114,293 FY	0.90
Sammut, Paul	Pediatrics	Professor	Special	1/1/2020		56,231 FY	0.50
		Professor	Health Prof		12/31/2019	112,462 FY	1.00
Schopfer, Lawrence	Eppley Institute	Research Assistant Professor	Special	1/1/2020		42,078 FY	0.60
		Research Assistant Professor	Special		12/31/2019	7,013 FY	0.10
⁴⁵ Shriver, Mark	Munroe-Meyer Institute	Professor	Continuous	3/1/2020		68,804 FY	0.50
		Professor	Continuous		2/29/2020	65,058 FY	0.50
		Associate Director of Education (Stipend)	Special			5,000 FY	0.00
		Associate Director of Education (Stipend)	Special			5,000 FY	0.00
	Psychology (UNO)	Director, Applied Behavioral Psychology	Special			59,803 FY	0.50
		Director, Applied Behavioral Psychology	Special			59,803 FY	0.50

⁴⁵ Additional responsibilities.

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Silva, Fabiana	Health Promotion	Research Assistant Professor	Special	1/1/2020		73,393 FY	1.00
		Research Assistant Professor	Special		12/31/2019	57,247 FY	0.78
Sitorius, Michael	Family Medicine	Professor	Continuous	1/13/2020		233,336 FY	0.88
		Professor	Continuous		1/12/2020	64,682 FY	0.23
		Milton G. Waldbaum, MD Professor of Family Practice	Special			31,689 FY	0.12
		Milton G. Waldbaum, MD Professor of Family Practice	Special			31,689 FY	0.12
		N/A	N/A	1/13/2020		0 FY	0.00
		Chairperson (Includes Stipend)	Special		1/12/2020	181,079 FY	0.65
		Academic Affairs	Senior Advisor to the Chancellor for Rural Health (Stipend)	Special			10,000 FY
	Senior Advisor to the Chancellor for Rural Health (Stipend)	Special			10,000 FY	0.00	
Strong, Sheritta	Psychiatry	Assistant Professor	Health Prof	2/1/2020		48,240 FY	0.50
		Assistant Professor	Health Prof		1/31/2020	96,479 FY	1.00
	Academic Affairs	Interim Director of Inclusion (Includes Stipend)	Special	2/1/2020		68,240 FY	0.50
		N/A	N/A		1/31/2020	0 FY	0.00

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Toews, Myron	Pharmacology and Experimental Neuroscience	Professor	Special	3/1/2020		10,941 FY	0.07
		Professor	Special		2/29/2020	6,252 FY	0.04
Tomek, Debra	Pediatrics	Associate Professor	Special	1/1/2020		4,298 FY	0.10
		Associate Professor	Special		12/31/2019	25,788 FY	0.60
Wallen, Jillian	Growth and Development	Associate Professor	Health Prof			60,142 FY	0.40
		Associate Professor	Health Prof			60,142 FY	0.40
		Chairperson (Includes Stipend)	Special			98,208 FY	0.60
		Chairperson (Includes Stipend)	Special			98,208 FY	0.60
	College of Dentistry	Dr. Merritt C. Pedersen Professor of Dentistry (Stipend)	Special			10,000 FY	0.00
		Dr. Merritt C. Pedersen Professor of Dentistry (Stipend)	Special			10,000 FY	0.00
		Assistant Dean for Extramural Activities and Outreach (Stipend)	Special	1/1/2020		7,500 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00

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UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Wang, Hanjun	Anesthesiology	Associate Professor	Health Prof			95,000 FY	1.00
		Associate Professor	Health Prof			95,000 FY	1.00
		Research Scientist (Stipend)	Special			25,000 FY	0.00
		Research Scientist (Stipend)	Special			25,000 FY	0.00
		Margaret R. Larson endowed Professorship in Anesthesiology	Special	2/1/2020	1/31/2025	0 FY	0.00
		N/A	N/A			0 FY	0.00
Wichman, Tammy	Internal Medicine	Associate Professor	Continuous			50,300 FY	1.00
		Associate Professor	Continuous			50,300 FY	1.00
		James R. O'Dell Endowed Professorship	Special	1/1/2020	12/31/2024	0 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00
⁴⁶ Yee, Gary	Pharmacy Practice and Science	Professor	Continuous			87,487 FY	0.50
		Professor	Continuous			87,487 FY	0.50
	Academic Affairs	Associate Vice Chancellor for Academic Affairs (Includes Stipend)	Special			107,487 FY	0.50
		Associate Vice Chancellor for Academic Affairs (Includes Stipend)	Special			107,487 FY	0.50
		Director Faculty Mentorship (Stipend)	Special	10/1/2019		5,000 FY	0.00
		N/A	N/A		9/30/2019	0 FY	0.00

⁴⁶ Delay of SAP entry.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Zangrillo, Amanda	Munroe-Meyer Institute	Assistant Professor	Special			93,406 FY	1.00
		Assistant Professor	Special			93,406 FY	1.00
		Interim Director of Severe Behavior (Stipend)	Special	1/3/2020		18,000 FY	0.00
		N/A	N/A		12/31/2019	0 FY	0.00

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

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Barnes, Paul	College of Education	Associate Dean (Includes Stipend)	Special			147,155 FY	1.00
		Associate Dean (Includes Stipend)	Special			147,155 FY	1.00
		Hefflinger Professorship in Counseling	Special	1/1/2020	6/30/2024	10,000 FY	0.00
		NA	NA		12/31/2019	0 FY	0.00
Cutucache, Christine	Biology	Associate Professor	Continuous			73,623 AY	1.00
		Associate Professor	Continuous			73,623 AY	1.00
		Haddix Community Chair in Science	Special			22,500 AY	0.00
		Haddix Community Chair in Science	Special			22,500 AY	0.00
	Science, Technology, Engineering and Mathematics (STEM) Teaching, Research, and Inquiry-based Learning (TRAIL) Center	STEM TRAIL Center (Stipend)	Special	1/1/2020	12/31/2024	21,000 AY	0.00
		N/A	N/A		12/31/2019	0 AY	0.00
Danielson, Kathleen	Teacher Education	Professor	Continuous	1/1/2020		50,436 FY	0.40
		Professor	Continuous		12/31/2019	94,568 AY	1.00
		Chairperson (Includes Stipend)	Special	1/1/2020		85,655 FY	0.60
		N/A	N/A		12/31/2019	0 AY	0.00
		Isaacson Professorship	Special			10,000 FY	0.00
		Isaacson Professorship	Special			10,000 FY	0.00

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

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
47 Davis, Paul	Biology	Associate Professor	Continuous			68,896 AY	1.00
		Associate Professor	Continuous			68,896 AY	1.00
		Director, Pre-Health Careers Resource Center (Stipend)	Special	1/1/2020	5/15/2020	46,703 AY	0.00
		Director, Pre-Health Careers Resource Center (Stipend)	Special		12/31/2019	22,000 AY	0.00
48 Dorn, Brian	Computer Science	Associate Professor	Continuous			106,751 AY	1.00
		Associate Professor	Continuous			106,751 AY	1.00
		Union Pacific Community Chair in Computer Science Education	Special	9/1/2019	8/31/2024	20,000 FY	0.00
		STEM Community Chair	Special		8/31/2019	20,000 FY	0.00
Duerfeldt Schutte, Wendy	Office of Academic Affairs	Director of Academic Budget	Special	1/15/2020		130,000 FY	1.00
	UNL Hixson-Lied College of Fine and Performing Arts	Chief Operations Officer	Special		1/14/2020	112,403 FY	1.00
Edwards, Sarah	Office of Academic Affairs	Assistant Vice Chancellor (Includes Stipend)	Special	1/1/2020	12/31/2022	175,000 FY	1.00
		Teacher Education	Professor		12/31/2019	43,249 FY	0.40
	Teacher Education	N/A	N/A	1/1/2020		0 FY	0.00
		Chairperson (Includes Stipend)	Special		12/31/2019	69,676 FY	0.60
47 Additional responsibilities.		N/A	N/A	1/1/2020		0 FY	0.00
48 Delay in SAP entry.		Dr. Hollie Bethel Professor of Education			12/31/2019	10,000 FY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Heerten-Rodriquez, Liam	School of Social Work	Assistant Professor	Specific	1/1/2020		60,969 AY	1.00
		Instructor	Special		12/31/2019	58,769 AY	1.00
Hutt, Curtis	Religious Studies	Associate Professor	Continuous			66,671 AY	1.00
		Associate Professor	Continuous			66,671 AY	1.00
		Director of Programming (Stipend)	Special			7,500 AY	0.00
		Director of Programming (Stipend)	Special			7,500 AY	0.00
		Director, Leonard and Shirley Goldstein Center for Human Rights (Stipend)	Special	1/2/2020	5/15/2020	5,500 AY	0.00
	N/A	N/A		1/1/2020	0 FY	0.00	
Kelley, Nancy	School of Social Work	Professor	Continuous			81,542 AY	1.00
		Professor	Continuous			81,542 AY	1.00
		David Scott Diamond Professorship	Special	1/1/2020	8/31/2022	3,000 AY	0.00
		N/A	N/A		12/31/2019	0 AY	0.00
Knopp, Lisa	English	Professor	Continuous			75,373 AY	1.00
		Professor	Continuous			75,373 AY	1.00
		Interim Director, Creative Nonfiction Program (Stipend)	Special	1/13/2020	5/15/2020	1,500 AY	0.00
		N/A	N/A		1/12/2020	0 AY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Likens, Aaron	Biomechanics	Assistant Professor	Specific	1/2/2020		88,000 AY	1.00
		Research Associate	Special		12/31/2019	48,261 FY	1.00
Morris, Amy	Art and Art History	Associate Professor	Continuous			65,082 AY	1.00
		Associate Professor	Continuous			65,082 AY	1.00
		Assistant Director, School of the Arts (Stipend)	Special	1/2/2020	5/15/2020	2,000 AY	0.00
		N/A	N/A		1/1/2020	0 AY	0.00
⁴⁹ Price, John	English	Professor	Continuous			81,381 AY	1.00
		Professor	Continuous			81,381 AY	1.00
		N/A	N/A	12/21/2019		0 FY	0.00
		Director, Creative Nonfiction Program (Stipend)	Special		12/20/2019	1,500 AY	0.00
		Regents/Foundation Professorship	Special			5,000 AY	0.00
		Regents/Foundation Professorship	Special			5,000 AY	0.00
Rodie, Amy	Marketing and Entrepreneurship	Associate Professor	Continuous	2/1/2020		141,293 AY	1.00
		Acting Associate Dean (Includes Stipend)	Special		1/31/2020	200,390 FY	1.00
		James R. Schumacher Chair of Ethics	Special			10,000 AY	0.00
		James R. Schumacher Chair of Ethics	Special			10,000 AY	0.00

⁴⁹ Delay in department processing paperwork.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020 - 3/31/2020
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Williams, Paul	Religious Studies	Associate Professor	Continuous			28,502 AY	0.40
		Associate Professor	Continuous			28,502 AY	0.40
		Chairperson (Includes Stipend)	Special			46,352 AY	0.60
		Chairperson (Includes Stipend)	Special			46,352 AY	0.60
		Assistant Director, Leonard and Shirley Goldstein Center for Human Rights (Stipend)	Special	1/2/2020	5/15/2020	5,500 AY	0.00
		N/A	N/A		1/1/2020		0 AY

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020-3/31/2020
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>
50 Buker, Andrew	Information Technology Services	Assistant Vice President, Infrastructure Services	Special	1/1/2020		161,270 FY	1.00
		Assistant Vice President, Infrastructure Services	Special		12/31/2019	153,590 FY	1.00
51 Busch, Erin	Office of the Vice President and General Counsel	Associate General Counsel and Director of University Records	Special	1/1/2020		132,175 FY	1.00
		Associate General Counsel and Director of University Records	Special		12/31/2019	125,425 FY	1.00
Carter, Walter (Ted)	Office of the President	President	Special	1/1/2020		934,600 FY	1.00
		President (Elect)	Special		12/31/2019	934,600 FY	1.00
51 Chambers, Bren	Office of the Vice President and General Counsel	Associate General Counsel	Special	1/1/2020		122,367 FY	1.00
		Associate General Counsel	Special		12/31/2019	115,617 FY	1.00
50 Fritz, Susan	Office of the Executive Vice President and Provost	Executive Vice President and Provost	Special	2/1/2020		392,000 FY	1.00
		Executive Vice President and Provost	Special		1/31/2020	357,000 FY	1.00
	Office of the Executive Vice President and Provost Office of the President	Executive Vice President and Provost	Special	1/1/2020		357,000 FY	1.00
		Interim President	Special		12/31/2019	540,000 FY	1.00

50 Equity adjustment.

51 Market adjustment.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020-3/31/2020
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>
52 Gonnerman, Laura	Office of the Vice President and General Counsel	Associate General Counsel	Special	1/1/2020		115,967	FY 1.00
		Associate General Counsel	Special		12/31/2019	109,217	FY 1.00
Hay, Brooke	Facilities Planning	Director, Capital Construction	Special	3/16/2020		175,000	FY 1.00
		Director, Capital Construction	Special		3/15/2020	138,996	FY 0.80
	Facilities and Energy Services	N/A	N/A				FY 0.00
		Interim Associate Vice President for Facilities Management	Special		3/15/2020	40,000	FY 0.20
Jackson, David	Office of the Executive Vice President and Provost	Vice Provost	Special	1/1/2020		239,700	FY 1.00
		Interim Executive Vice President and Provost	Special		12/31/2019	366,600	FY 1.00
52 Kuhl, Kylie	Office of the Vice President and General Counsel	Associate General Counsel	Special	1/1/2020		118,950	FY 1.00
		Associate General Counsel	Special		12/31/2019	112,200	FY 1.00
52 Polt, Audrey	Office of the Vice President and General Counsel	Associate General Counsel	Special	1/1/2020		115,890	FY 1.00
		Associate General Counsel	Special		12/31/2019	109,140	FY 1.00
52 Robinson, Deborah Ashley	Office of the Vice President and General Counsel	Associate General Counsel, Core Compliance	Special	1/1/2020		129,386	FY 1.00
		Associate General Counsel, Core Compliance	Special		12/31/2019	122,636	FY 1.00

52 Market adjustment.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
1/1/2020-3/31/2020
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>
53 Scrogin, Tara	Office of the Vice President and General Counsel	Associate General Counsel, Health Sciences	Special	1/1/2020		115,414	FY 1.00
		Associate General Counsel, Health Sciences	Special		12/31/2019	108,644	FY 1.00

53 Market adjustment.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

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

MEETING DATE: June 26, 2020

SUBJECT: Expedited Approval of the Supply Chain Analytics Graduate Certificate in the Department of Supply Chain Management and Analytics in the College of Business at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: October 5, 2017 – The Board approved the creation of the Master of Science in Business Analytics in the College of Business at UNL.

January 29, 2016 – The Board approved the establishment of the Department of Supply Chain Management and Analytics in the College of Business Administration at UNL.

November 14, 2013 – The Graduate Certificate in Business Analytics administered through Graduate Interdepartmental Business, Marketing, Management, and Economics, and the Graduate Certificate in Supply Chain Management in the Department of Management in the College of Business Administration at UNL were given expedited approval by President Milliken and 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.

The Master of Business Administration (MBA) at UNL was established prior to modern records of Board approvals.

EXPLANATION: The U.S. supply chain economy is large and distinct; it represents the industries that sell to businesses and the government. Supply chains are large, complicated systems made up of many different individuals and organizations which interact in a complex manner to determine the overall performance of the system. There are a wide variety of quantitative methods and analytical techniques that can be applied to assist in the design and management of supply chains. This proposed online 12 credit hour certificate program will introduce students to the quantitative and analytical models, methods and tools used by professionals in supply chain management.


The proposed graduate certificate complements existing certificates in Business Analytics and Supply Chain Management to offer a diversity of curricular choices for students and employers. Coursework associated with any of the three certificates can be used to obtain an MBA degree from UNL.

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

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Expedited Approval of the Literature and Culture Graduate Certificate in the Department of English in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

The Master of Arts in English was established prior to modern records of Board approvals.

EXPLANATION: The proposed 18 credit hour Literature and Culture Graduate Certificate is focused on the study of English Literature in conjunction with the study of culture – the historical, economic, linguistic, and comparative context in which literature is produced. The certificate meets the Higher Learning Commission’s requirements for high school teachers allowing them to be dual credit instructors in English Literature. In addition, the certificate would be attractive to local high school teachers of literature wishing to explore an MA degree and prospective students eager to study literature for personal edification and enjoyment.


Coursework taken to fulfill the requirements of the proposed graduate certificate can be applied towards an MA degree in English.

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

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Expedited Approval of the Secondary Mathematics Specialist Graduate Certificate in the Department of Mathematics in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: July 15, 2000 – The Board delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska businesses.

July 20, 1974 – The Board approved the Master of Arts for Teachers of Mathematics at UNO.

EXPLANATION: The primary impediment to offering dual enrollment quantitative literacy courses in high school is the lack of teachers who hold appropriate credentials. The Higher Learning Commission requires that instructors of college courses hold either a master's degree in the field or both a master's degree in a related area and 18 hours of graduate credit in the field. Many teachers hold a master's degree in education (which qualifies as a related area), but do not have the required 18 hours of graduate courses in the field of mathematics. The proposed 18 credit hour Secondary Mathematics Specialist Graduate Certificate would provide the necessary credentials; coursework will be offered online and in person.


The proposed graduate certificate also would act as a stepping stone for teachers who do not currently have a master's degree. All courses included in this certificate program would fulfill requirements for a Master of Arts for Teachers of Mathematics degree.

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

PROGRAM COST: \$0 (No new faculty/staff resources will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Susan M. Fritz
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Renaming the College of Education to the College of Education, Health, and Human Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: The UNO College of Education was established prior to modern records of Board approvals.

EXPLANATION: Current UNO College of Education offerings include academic and research programs in athletic training, public health, exercise science, biomechanics, speech and language pathology, and counseling. The proposed name change to the College of Education, Health, and Human Sciences more clearly represents the full portfolio of offerings across the college. A more inclusive college name will allow potential undergraduate and graduate students to recognize the diversity of programs currently being offered, increasing opportunities for marketing and enrollment across all programs within the college.

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

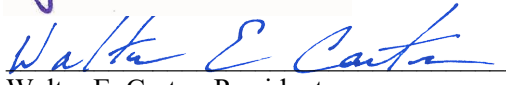
PROGRAM COST: \$0 (No new faculty, staff, or additional expenses will be required.)

SOURCE OF FUNDS: Not applicable

SPONSOR: Sacha E. Kopp
Senior Vice Chancellor for Academic Affairs

APPROVED: 

Jeffrey P. Gold, Chancellor
University of Nebraska at Omaha



Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Renaming the Master of Arts in Geography to the Master of Science in Geography in the Department of Geography and Geology in the College of Arts and Sciences at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: The Master of Arts in Geography was established prior to modern records of Board approvals.

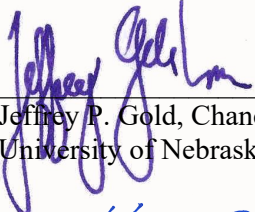
EXPLANATION: UNO faculty in the Department of Geography and Geology propose to change the Geography graduate program offering from a Master of Arts (MA) to a Master of Science (MS). UNO has been offering an MA in Geography with two tracks, thesis and non-thesis. As the study of geography is science-based, students and employers have indicated that an MS is a more desirable degree option. The change to an MS degree will help improve student recruitment and employment placements. There will be no change to the curriculum, department, or program budget.

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


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

SOURCE OF FUNDS: Not applicable

SPONSOR: Sacha E. Kopp
Senior Vice Chancellor for Academic Affairs

APPROVED: 

Jeffrey P. Gold, Chancellor
University of Nebraska at Omaha



Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

MEETING DATE: June 26, 2020

SUBJECT: Renaming the Master of Arts in Social Gerontology to the Master of Arts in Gerontology in the Department of Gerontology in the College of Public Affairs and Community Service (CPACS) at the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Report

PREVIOUS ACTION: March 12, 1988 – The Board approved a Master of Arts in Social Gerontology at UNO.

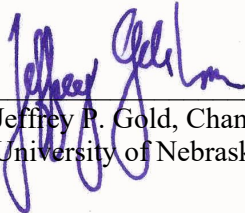
EXPLANATION: The current program name "Social Gerontology" does not sufficiently reflect the broad scope of the UNO program. In addition to Social Gerontology, faculty and instructors provide curricular content related to Biology, Law, Long Term Care Administration, Medicine, Nursing, Psychology, Public Administration, Public Policy, Social Work, and Sociology. The proposed program name "Gerontology" is less narrow and more accurately reflects the scope of UNO's curriculum.

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


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

SOURCE OF FUNDS: Not applicable

SPONSOR: Sacha E. Kopp
Senior Vice Chancellor for Academic Affairs

APPROVED: 

Jeffrey P. Gold, Chancellor
University of Nebraska at Omaha



Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

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

MEETING DATE: June 26, 2020

SUBJECT: Laboratory, Student, and Miscellaneous Fees for 2020-2021

RECOMMENDED ACTION: Report

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved amendments to RP-5.9 of the *Policies of the Board of Regents* (the “*Policies*”) related to student fees:

Following an audit in 2017 of student fees, it was recommended by the Board of Regents Audit Committee that the language of *Regents Policy* 5.9 be modified to include the following: (1) student fees must be expended for the purpose for which they were collected; (2) student fees revenues must be expended for purposes that directly benefit students from whom they were collected; and (3) a definition of mandatory fees, including the understanding that students paying the fee must have the opportunity to benefit from the activity supported by the fee.

Additionally, the President requested that the Executive Vice President and Provost and the Campus Chief Academic Officers review *Regents Policy* 5.9. Recommended revisions include that all fees be reviewed no less than once every four years.

EXPLANATION: Earlier this year, the President requested the Chancellors closely scrutinize fee increase requests to insure they reflect increases in costs passed through to students. The changes approved by the President for the University of Nebraska for the 2020-2021 academic year are listed on the attached reports by campus.

This report includes information on all categories of fees requested by the Board and all changes to fees that would affect the campus student body. On several campuses, a screening committee, often with student representatives, has reviewed proposed changes. Each item on the report has been reviewed and approved by campus administration.

PROGRAM COST: None

SOURCE OF FUNDS: None

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

Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

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

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center
University of Nebraska at Omaha

APPROVED:



Walter E. Carter, President
University of Nebraska

DATE:

May 21, 2020

**University of Nebraska at Kearney
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Arts and Sciences				
Art & Art History	ART 352A – Drawing III	\$ 125.00	\$ 70.00	(1)
Art & Art History	ART 352B – Drawing IV	\$ 125.00	\$ 70.00	(1)
Art & Art History	ART 352C – Drawing V	\$ 125.00	\$ 70.00	(1)
Music, Theatre, and Dance	DANC 122 – Dance Appreciation	\$ 5.00	\$ 4.00	(2)
Music, Theatre, and Dance	DANC 131 – Modern I	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 132 – Modern II	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 141 – Ballet I	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 142 – Ballet II	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 148 – Jazz I	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 149 – Jazz II	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 236 – Tap I	\$ -	\$ 33.00	(4)
Music, Theatre, and Dance	DANC 237 – Tap II	\$ -	\$ 33.00	(4)
Music, Theatre, and Dance	DANC 248 – Jazz III	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 249 – Jazz IV	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 331 – Modern III	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 332 – Modern IV	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 341A – Creative Project in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 341B – Creative Project in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 341C – Creative Project in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 343 – Ballet III	\$ 40.00	\$ 15.00	(3)
Music, Theatre, and Dance	DANC 344 – Dance Improvisation & Basic Composition	\$ 45.00	\$ 60.00	(6)
Music, Theatre, and Dance	DANC 346 – Ballet IV	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 460A – Independent Study in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 460B – Independent Study in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 460C – Independent Study in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	DANC 460D – Independent Study in Dance	\$ -	\$ 15.00	(5)
Music, Theatre, and Dance	THEA 436 – Advanced Technical Theatre	\$ 25.00	\$ 30.00	(7)
College of Education				
Teacher Education	TE 400 - Student Teaching	\$ 150.00	\$ -	(8)
Miscellaneous Other Fees				
Office of Diversity and Inclusion	Diversity & Inclusion Fee (formerly Multicultural fee)	\$ 1.50/sem	\$ 5.00/sem	(9)
Office of Undergraduate Research and Creative Activity	Undergraduate Research Fellows Fee	\$ 2.00/cr hr	\$ 3.00/cr hr	(10)

University of Nebraska at Kearney Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021				
Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
Miscellaneous Other Fees (continued)				
UNK Police	Administrative Parking Permit	\$ 230.00	\$ 235.00	(11)
UNK Police	Faculty/Professional Permit	\$ 145.00	\$ 150.00	(11)
UNK Police	Staff Permit	\$ 115.00	\$ 120.00	(11)
UNK Police	Residence Parking Permit – Zones A & C	\$ 130.00	\$ 135.00	(11)
UNK Police	Commuter and Village Flats Parking Permit	\$ 105.00	\$ 110.00	(11)
UNK Police	Perimeter Parking Permit	\$ 75.00	\$ 80.00	(11)
UNK Police	Motorcycle Parking Permit	\$ 45.00	\$ 50.00	(11)

(1) This fee is being reduced to cover the cost of consumable supplies only. Consumables include: white sulphite paper sheets, conte sketching pencils, drawing pencils, natural craft paper roll, pastel blending set, mars block erasers, kneadable erasers, Krylon workable fixative, blending stumps, white charcoal pencils, and pastel color sticks. Cost per student \$71.14.

(2) This fee is being reduced as the expenses it supports have changed. The fee now covers consumables such as studio first aid supplies, sanitizer, Lysol wipes, marley tape, and marley cleaners. It will also help defray expenses for the dance sub floor and Harlequinn Allegro dance floor, which are portable equipment. Cost of equipment allocated based on course usage. Cost per student \$3.69.

(3) This fee is being reduced as the expenses it supports have changed. The fee now covers consumables such as studio first aid supplies, sanitizer, Lysol wipes, marley tape, and marley cleaners. It will also help defray expenses for the dance sub floor and Harlequinn Allegro dance floor, which are portable equipment. Cost of equipment allocated based on course usage. Cost per student is \$14.74.

(4) This fee covers consumables such as studio first aid supplies, sanitizer, Lysol wipes, marley tape, and marley cleaners. It will also help defray expenses for the dance sub floor and Harlequinn Allegro dance floor. Additionally, a dance-specific tap square for each student must be placed over the existing marley floor to make the appropriate tap sounds. All three of these items are portable equipment. Cost of equipment allocated based on course usage. Cost per student is \$32.89.

(5) This fee covers consumables such as studio first aid supplies, sanitizer, Lysol wipes, marley tape, and marley cleaners. It will also help defray expenses for the dance sub floor and Harlequinn Allegro dance floor, which are portable equipment. Cost of equipment allocated based on course usage. Cost per student is \$14.74.

(6) This fee covers consumables such as studio first aid supplies, sanitizer, Lysol wipes, marley tape, and marley cleaners. It will also help defray expenses for the dance sub floor and Harlequinn Allegro dance floor, which are portable equipment. Cost of equipment allocated based on course usage. Additionally, students choreograph and present a dance piece, which have expenses for costumes, props, and special lighting. Cost per student is \$61.07.

(7) Fee increase will cover the increased cost of super casting kits (Alumilite) and lumber used by students in class projects. Cost per student is \$30.00.

(8) The fee is no longer needed as the course will now be offered online.

(9) The fee increase reflects the significant growth in UNK's diverse/multicultural student population over the last 10 years. This has created a greater need for support through additional staffing. Also, increased funding will allow for more recognized speakers and additional and more high-caliber events. Overall, this will help the Office of Diversity & Inclusion better meet the strategic diversity vision and goals that have been set by the campus and the University system.

(10) The fee increase reflects the growth in the program and the need to provide participation opportunities to all students who pay the fee in accordance with Board of Regents Policy. The fee helps cover student registration and travel costs to undergraduate research conferences, fund the on-campus Student Research Day event, and provide funding to students and their mentors to perform the research.

(11) The fee increases will be used for parking services operations and renewal of parking lots on campus.

**University of Nebraska-Lincoln
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Agricultural Sciences and Natural Resources				
Agronomy and Horticulture	AGRO 278 (new course)	\$ -	\$ 40.00	(12)
Natural Resources	NRES 322	\$ -	\$ 55.00	(13)
Natural Resources	NRES 415/815 (new course)	\$ -	\$ 50.00	(14)
Natural Resources	NRES 450/850	\$ -	\$ 10.00	(15)
College of Arts and Sciences				
Biological Sciences	BIOS 206	\$ 5.00	\$ -	(16)
Biological Sciences	BIOS 381	\$ 20.00	\$ 40.00	(17)
Biological Sciences	BIOS 385	\$ 25.00	\$ 40.00	(18)
Biological Sciences	BIOS 416/816	\$ -	\$ 10.00	(15)
College of Business				
College of Business	BSAD 50	\$ 30.00	\$ -	(19)
College of Education and Human Sciences				
Educational Psychology	EDPS 975	\$ 25.00	\$ 60.00	(20)
Nutrition and Health Sciences	NUTR 384	\$ -	\$ 20.00	(21)
Special Education and Communication Disorders	SLPA 150	\$ 35.00	\$ 45.00	(22)
Teaching, Learning and Teacher Education	TEAC 380	\$ 10.00	\$ -	(23)
Textiles, Merchandising and Fashion Design	TMFD 104	\$ 10.00	\$ -	(23)
Textiles, Merchandising and Fashion Design	TMFD 313	\$ 10.00	\$ -	(23)
Textiles, Merchandising and Fashion Design	TMFD 412/812	\$ 10.00	\$ -	(23)
Textiles, Merchandising and Fashion Design	TMFD 413/813	\$ 30.00	\$ -	(23)
College of Journalism and Mass Communications				
College of Journalism and Mass Communications	SPMC 450/850	\$ -	\$ 40.00	(24)
College of Law				
College of Law	LAW 761	\$ -	\$ 120.00	(25)
Hixson-Lied College of Fine and Performing Arts				
Theatre and Film	THEA 402/802	\$ 25.00	\$ 60.00	(26)
Theatre and Film	THEA 412/812	\$ 50.00	\$ 175.00	(27)
Theatre and Film	THEA 444/844 (new course)	\$ -	\$ 200.00	(28)
Theatre and Film	THEA 446/846 (new course)	\$ -	\$ 175.00	(29)
Theatre and Film	THEA 447/847 (new course)	\$ -	\$ 75.00	(30)

(12) The fee is required to replace student consumables and to purchase plant or flower material, which cannot be maintained in our green houses. The microscopes used in the lab, purchased in 1996, also require maintenance. Expenses include: slides (\$500); coverslips (\$300); dissecting tools (\$50); microscope maintenance (\$700); flowers (\$150); instructional slides (\$75); mist bench (\$300); and plants (\$250). Total expenses: \$2,325/year. Enrollment: 50 students/year. Proposed fee: \$40. Total revenue: \$2,000/year.

(13) This fee will cover the cost of workbooks for Project WET (\$600); Project Learning Tree (\$600); and miscellaneous materials (colored pens, plastic containers, soil, seed, rocks, dishes, and teaspoons) (\$171). Total expenses: \$1,371/year. Enrollment: 24 students/year. Proposed fee: \$55. Total revenue: \$1,320/year.

(14) This course uses ArcGIS software throughout the semester; the ArcGIS Classroom license is \$13,750. The cost of the software is shared by students (18%), the department (32%), and faculty researchers (50%). Total expenses: \$13,750/year. Enrollment: 40 students/year. Proposed fee: \$50. Total revenue: \$2,000/year.

(15) Students use Rstudio Server which runs on an Elastic Cloud Server within Amazon Web Services to enable use of all types of computing devices (Mac/PC/tablet/etc.). Elastic Cloud is shared between NRES 450/850 and BIOS 416/816 to keep costs low. Elastic Cloud fee: \$525.65. Total expenses: \$525.65/year. Enrollment: 20 students/year. Proposed fee: \$10. Total revenue: \$200/year.

(16) This fee was used for a software license for a computer program; it is no longer needed for this course.

(17) Supplies include: Kelp Holdfast (\$1,000), and dissecting microscope replacement (age 1994 or earlier) and light sources (\$1,300). Total expenses: \$2,300/year. Enrollment: 20 students/year. Proposed fee: \$40. Total revenue: \$800/year.

(18) Supply costs have risen dramatically over the past few years. Supplies include: microscope slides (\$500/5 years); microscopes (\$12,000/10 years); lab materials (\$100/year); and LED light sources (\$200/5 years). Total expenses: \$1,440/year. Enrollment: 20 students/year. Proposed fee: \$40. Total revenue: \$800/year.

(19) Course changed from an in-person class taught in computer labs to an online mastery class. Fee is no longer needed.

(20) Fee does not meet the increased costs including Strengths Finder (\$299.90); Myers-Brigg (\$314.25); Strong Inventory (\$149.25); and Elevate (\$195). Total expenses: \$958.40/year. Enrollment: 15 students/year. Proposed fee: \$60. Total revenue: \$900/year.

(21) Fee will be used to upgrade nine DartFish licenses (\$3,560 each) during a five to six year cycle. With a 75% discount negotiated to upgrade all of the software licenses, the total cost is \$8,010/5 year replacement cycle. Total expenses: \$1,600/year. Enrollment: 70 students/year. Proposed fee: \$20. Total revenue: \$1,400/year.

(22) The Master Clinician Network (MCN) provides peer-reviewed examples of evidence based practice in speech language pathology and audiology for observation and clinical discourse. MCN license fee increasing from \$35 to \$45 per student. Total expenses: \$5,400/year. Enrollment: 120 students/year. Proposed fee: \$45. Total revenue: \$5,400/year.

(23) Fee is no longer needed.

(24) Fee is for access to national random sampling data (survey responses). Survey responses: \$4,000. Total expenses: \$4,000/year. Enrollment: 90 students/year. Proposed fee: \$40. Total revenue: \$3,600/year.

(25) A stipend to compensate trial actors. Actor stipends: \$7,200 and Courthouse security fee: \$1,500. Total expenses: \$8,700/year. Enrollment: 72 students/year. Proposed fee: \$120. Total revenue: \$8,640/year.

(26) The fee to take the Skills Proficiency Test with the Society of American Fight Directors has risen from \$25 to \$60 per student. Total expenses: \$720/year. Enrollment: 12 students/year. Proposed fee: \$60. Total revenue: \$720/year.

(27) Course materials include: foam core (\$150); scale lumber (\$200); scale brass (\$200); paints and dyes (\$150); illustration board (\$200); shop supplies including cutting blades, surfaces, guides, sandpaper, adhesives, and other bits of consumable elements needed for scale modeling (\$200); printer ink and paper (\$250); and tools and shop space (\$250). Total expenses: \$1,600/year. Enrollment: 8 students/year. Proposed fee: \$175. Revenue: \$1,400/year.

(28) Materials for the course include: foam core (\$250); art board (\$250); 3D printing resin (\$300); resin tray (\$240); scale lumber (\$200); scale brass (\$200); paints (\$125); and shop consumables including sandpaper, solder, tape, adhesives, dremel bits, etc. (\$100). Total expenses: \$1,665/year. Enrollment: 6 students/year. Proposed fee: \$200. Total revenue: \$1,200/year.

(29) Supplies for this course include: 3D printer resin (\$350); ink (\$600); plotter paper (\$300); and 3D printer tanks (\$600). Total expenses: \$1,850/year. Enrollment: 10 students/year. Proposed fee: \$175. Total revenue: \$1,750/year.

(30) Supplies for this course include: ink (\$600) and paper (\$300). Total expenses: \$900/year. Enrollment: 12 students/year. Proposed fee: \$75. Total revenue: \$900/year.

**Nebraska College of Technical Agriculture
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
ASI	ASI 2612 - Equine Reproduction	\$ 250.00	\$ -	(31)
ASI	ASI 2621 - Equine Reproduction II	\$ 10.00	\$ 250.00	(32)
VTE	VTE 1111 - Stock Dog Training I	\$ 5.00	\$ 10.00	(33)
VTE	VTE 2101 - Dog Training	\$ -	\$ 10.00	(34)
VTE	VTE 2111 - Stock Dog Training II	\$ 5.00	\$ 10.00	(35)
VTS	VTS 1403 - Anatomy and Physiology	\$ 8.00	\$ 8.00	(36)
VTS	VTS 1511 - Large Animal Techniques I	\$ -	\$ 10.00	(37)
VTS	VTS 1521 - Large Animal Techniques II	\$ -	\$ 10.00	(38)
VTS	VTS 1604 - Intro to Laboratory Science	\$ 10.00	\$ 10.00	(39)
VTS	VTS 2243 - Vet Tech Internship	\$ -	\$ 50.00	(40)
VTS	VTS 2533 - Large Animal Techniques III	\$ 8.00	\$ 10.00	(41)
VTS	VTS 2662 - Hematology	\$ 10.00	\$ 10.00	(42)
VTS	VTS 2823 - Radiology II	\$ 10.00	\$ 40.00	(43)
VTS	VTS 2954 - Surgery	\$ 10.00	\$ 10.00	(44)

(31) Fee deleted as reviewed and approved by the NCTA Academic Council.

(32) This course number changed from VTE 2611 to ASI 2621 and the name has changed from Equine Reproduction to Equine Reproduction II. The fee is the same as for ASI 1351, or \$250 to cover costs. Credit hours: 1. Enrollment: 15 (spring) per year. Total revenue: \$3,750/year.

(33) This course name has changed from Stock Dog Seminar I to Stock Dog Training I. The course is required for all students participating on the stock dog team and assists in covering expenses for livestock leasing, feed for the dogs and livestock, and kennel maintenance. The fee increase is requested to cover cost increases. Credit hours: 1. Enrollment: 10 (fall) per year. Total revenue: \$100/year. Total FY cost estimate: \$250.

(34) The fee for this elective class will assist in covering expenses such as behavioral training aids, DVDs, treats, collars, leashes, agility equipment, poop bags, and the occasional muzzle. Credit hours: 1. Enrollment: 16/year. Total revenue: \$160/year. Total FY cost estimate: \$250.

(35) This course name has changed from Stock Dog Seminar II to Stock Dog Training II. The course is required for all students participating on the stock dog team for a second year and assists in covering expenses for livestock leasing, feed for the dogs and livestock, and kennel maintenance. The fee increase is requested to cover cost increases. Credit hours: 1. Enrollment: 18 (fall) per year. Total revenue: \$180/year. Total FY cost estimate: \$250.

(36) This course was previously VTS 1404. The requested course number change to VTS 1403 was reviewed and approved by the NCTA Academic Council. Credit hours will change from 4 to 3, but no change in fee amount is requested.

(37) This course was previously ASI 1011 (Intro to Animal Science) and has been changed to VTS 1511 (Large Animal Techniques I). The course was taught utilizing very few supplies or live animals with no fee. To meet AVMA essential skill requirement standards, new and updated equipment and supplies are required. The number of animals used in the course has been increased. This course includes AVMA required skills that the students must be able to practice and perform. The fee will assist with covering the cost of the following consumables and supplies: medications, vaccine, syringes, needles, blood tubes, vacutainers, thermometers, thermometer probe covers, gauze, cotton, tissue, exam gloves, disinfectants, paper towels, and trash bags. Credit hours: 1. Enrollment: 33 (fall) per year. Total revenue: \$330/year. Total FY cost estimate: \$1,000.

(38) This course was previously Production Animals I and has been changed to VTS 1521 (Large Animal Techniques II). The course was taught utilizing very few supplies or live animals with no fee. To meet AVMA essential skill requirement standards, new and updated equipment and supplies are required. The number of animals used in the course has been increased. This course includes AVMA required skills that the students must be able to practice and perform. The fee will assist with covering the cost of the following consumables and supplies: medications, vaccine, syringes, needles, blood tubes, vacutainers, thermometers, thermometer probe covers, gauze, cotton, tissue, exam gloves, disinfectants, paper towels, and trash bags. Credit hours: 1. Enrollment: 29 (spring) per year. Total revenue: \$290/year. Total FY cost estimate: \$1,000.

(39) This course was previously VTS 1603 and has changed to VTS 1604 with no change in fee requested. Credit hours: 4 (previously 3). Enrollment: 41 (fall) per year. Total revenue: \$410/year.

(40) This course includes AVMA required and essential practical skills that students must be able to practice and perform off site. The fee will assist in offsetting the cost of required instructor travel to visit internship sites. Credit hours: 3. Enrollment: 32 (spring) per year. Total revenue: \$4,800/year. Total FY cost estimate: \$7,000.

(41) This course was previously Large Animal Techniques (only) and has been changed to Large Animal Techniques III. The prior fee of \$8 is requested to be increased to \$10 to be consistent with the fees for Large Animal Techniques I and II. To meet AVMA essential skill requirement standards, new and updated equipment and supplies are required. The number of animals used in the course has increased. This course includes AVMA required and essential skills that the students must be able to practice and perform. The fee will assist with covering the cost of the following consumables and supplies: medications, vaccine, syringes, needles, blood tubes, vacutainers, thermometers, thermometer probe covers, gauze, cotton, tissue, exam gloves, disinfectants, paper towels, and trash bags. Credit hours: 3. Enrollment: 34 (fall) per year. Total revenue: \$340/year. Total FY cost estimate: \$1,000.

(42) This course was previously VTS 2672. NCTA Academic Council approved request for the course number change to VTS 2662. Credit hours remain the same with no change in fee amount requested.

(43) This course has a current fee of \$10. Radiology I (VTS 1822) has a fee of \$40. The student X-ray film badges are paid from the fee account. Radiology II is not covering the costs as is Radiology I; therefore, this fee is requested to be increased. Credit hours: 3. Enrollment: 40/year. Total revenue: \$4,800/year. Total FY cost estimate: \$6,000.

(44) This course was previously VTS 2953. NCTA Academic Council approved request for the course number change to VTS 2954. Credit hours remain the same with no change in fee amount requested.

**University of Nebraska Medical Center
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Fee Type	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
Course Fees				
College of Allied Health Professions				
Course Fees	Cardiovascular Interventional Technology			
	CVIT Spring Course Fee	\$ 87.00	\$ -	(45)
Course Fees	Diagnostic Medical Sonography			
	DMS Spring Course Fee	\$ 35.00	\$ 71.00	(46)
Course Fees	Physical Therapy			
	PT1 Fall Course Fee	\$ 10.00	\$ -	(47)
	PT1 Spring Course Fee	\$ 45.00	\$ 58.00	(48)
	PT1 Summer Course Fee	\$ 15.00	\$ 30.00	(49)
	PT2 Fall Course Fee	\$ 15.00	\$ 37.00	(50)
	PT2 Spring Course Fee	\$ 62.00	\$ 22.00	(51)
Course Fees	Radiography			
	RAD1 Fall Course Fee for Omaha Students	\$ 215.00	\$ 275.00	(52)
College of Dentistry				
Course Fees	Dental Student Books & Instruments D4 Students	\$ 3,920.00	\$ 2,875.00	(53)
College of Medicine				
Course Fees	Molecular Genetics and Cellular Biology			
	MGCB 815 Tools and Algorithms in Bioinformatics	\$ -	\$ 157.00	(54)
Course Fees	Pathology and Microbiology			
	PAMM 509	\$ 15.00	\$ -	(55)
	PAMM 550	\$ 15.00	\$ -	(55)
College of Nursing				
Course Fees	NRSG316 NRSG401 NRSG411 NRSG413 NRSG421 NRSG412 NRSG419 NRSG422 NRSG351W NRSG386W NRSG415 NRSG424 NRSG426W NRSG443W NRSG451W NRSG452W-Leadership in Healthcare Outcomes	\$ 20.00	\$ -	(56)
	NRSG311 NRSG313 NRSG331 NRSG333 NRSG438 NRSG312 NRSG314 NRSG332 NRSG334 NRSG444	\$ 10.00	\$ -	(56)
	NRSG311A	\$ 80.00	\$ -	(56)

**University of Nebraska Medical Center
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Fee Type	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Nursing (continued)				
	NRSG600/800 NRSG624/824 NRSG652/852 NRSG673/873 NRSG703 NRSG934 NRSG602/802 NRSG625/825 NRSG653/853 NRSG676/876 NRSG704 NRSG935 NRSG603/803 NRSG627/827 NRSG654/854 NRSG677/877 NRSG709 NRSG936 NRSG604/804 NRSG628/828 NRSG655/855 NRSG678/878 NRSG731 NRSG937 NRSG605/805 NRSG629/829 NRSG656/856 NRSG681/881 NRSG755 NRSG998 NRSG609/809 NRSG634/834 NRSG657/857 NRSG682/882 NRSG909 NRSG999 NRSG614/814 NRSG637/837 NRSG659/859 NRSG683/883 NRSG910 NRSG615/815 NRSG638/838 NRSG662/862 NRSG684/884 NRSG914 NRSG616/816 NRSG639/839 NRSG663/863 NRSG685/885 NRSG916 NRSG617/817 NRSG640/840 NRSG664/864 NRSG688/888 NRSG917 NRSG618/818 NRSG641/841 NRSG665/865 NRSG691/891 NRSG923 NRSG619/819 NRSG642/842 NRSG667/867 NRSG692/892 NRSG928 NRSG620/820 NRSG643/843 NRSG668/868 NRSG693/893 NRSG930 NRSG621/821 NRSG648/848 NRSG669/869 NRSG694/894 NRSG931 NRSG623/823 NRSG651/851 NRSG671/871 NRSG701 NRSG932 NRSG633/833 NRSG672/872 NRSG702 NRSG933 NRSG689/889 Special Topics (Clinical) in Primary Health Care Nursing NRSG606/806 Applied Pharmacology for Advanced Practice Nurses	\$ 20.00	\$ -	(56)
	CON Undergraduate (Traditional and Accelerated) Course Fee	\$ -	\$ 210.00	(57)
	CON Professional, Graduate, and PhD Course Fee	\$ -	\$ 85.00	(57)
College of Pharmacy				
Course Fees	PHPR 659 Pharmacy-Based Immunization Delivery	\$ -	\$ 125.00	(58)
College of Public Health				
Course Fees	CPH 539/HPRO 895 Leadership and Advocacy	\$ -	\$ 100.00	(59)
	ENV 800	\$ 70.00	\$ -	(60)
Laboratory Fees				
College of Allied Health Professions				
Laboratory Fees	Medical Laboratory Science			
	MLS 500 Applications and Interpretation of Clinical Lab Data	\$ 25.00	\$ -	(61)
Laboratory Fees	Physical Therapy			
	PT1 Summer Lab Fee	\$ 86.00	\$ 73.00	(62)
	PT2 Fall Lab Fee	\$ 74.00	\$ 70.00	(63)
	PT2 Spring Lab Fee	\$ 79.00	\$ 256.00	(64)

University of Nebraska Medical Center Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021				
Fee Type	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Medicine				
Laboratory Fees	Genetics, Cell Biology and Anatomy			
	GCBA Anatomy for PA	\$ 875.00	\$ 920.00	(65)
	GCBA Anatomy for PT	\$ 875.00	\$ 920.00	(65)
	GCBA 814 Neuroanatomy Lab (Master's in Medical Anatomy)	\$ 123.00	\$ 129.00	(66)
	GCBA 825 Histology (Master's in Medical Anatomy)	\$ 183.00	\$ 192.00	(67)
	GCBA 909 Gross Anatomy Lab (Master's in Medical Anatomy)	\$ 1,824.00	\$ 1,915.00	(68)
	GCBA 913 Cross-Sectional Anatomy (Master's in Medical Anatomy)	\$ 1,824.00	\$ 1,915.00	(68)
Miscellaneous Fees				
College of Medicine				
Other Fees	COM Anatomy and Neuroanatomy Fee (first year only) - 1st semester	\$ 1,004.00	\$ 1,054.00	(69)
	Technology Fee - All Master's in Medical Anatomy students	\$ 173.00	\$ 181.00	(70)
College of Nursing				
Other Fees	CON ATI Learning System - Levels 01-05	\$ 30.00	\$ 35.00	(71)
	CON Technology Fee	\$ 100.00	\$ -	(72)
Student Success				
Other Fees	Student Access and Success Fee (Fall & Spring only)	\$ -	\$ 60.00	(73)

(45) The program no longer requires the activity that was funded by the fee for students.

(46) The increase correlates directly with a \$36 per student cost for access to "My Clinical Exchange," a software application being implemented by our clinical partner, Children's Hospital. The access to this software is discipline-specific; the charge is based on access needed.

(47) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. Total course fees for the 3-year curriculum are unchanged. The \$10 from this fee are shifting to PT2 Fall Course Fee.

(48) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. Total course fees for the 3-year curriculum are unchanged. The \$13 of this fee increase are shifting from PT2 Spring Course Fee.

(49) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. Total course fees for the 3-year curriculum are unchanged. All \$15 of this fee increase are shifting from PT2 Spring Course Fee.

(50) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. Total course fees for the 3-year curriculum are unchanged. \$10 of this fee are shifting from PT1 Fall Course Fee and the remaining \$12 of the increase come from the PT2 Spring Course Fee.

(51) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. Total course fees for the 3-year curriculum are unchanged. \$13 of this fee are shifting to PT1 Spring Course Fee, \$15 to PT1 Summer Course Fee, and the remaining \$12 of the increase come to the PT2 Fall Course Fee.

(52) This \$60 increase will cover the fee for "My Clinical Exchange," which is a software application required for Omaha campus students for their clinical rotations at Children's Hospital. The access to this software is discipline-specific; the charge is based on access needed.

(53) The program moved from a 5-term program to a 4-term program. There are no longer courses for the 5th term spring semester.

(54) This new fee will cover the cost of a 6-month access to the Microsoft cloud, which will allow students to access the educational tools needed through their own devices. The 6-month access covers the length of the course along with pre-course and post-course access for instructors to develop lessons to meet the learning objectives of this course.

(55) The fee balance related to this course is large enough to justify eliminating this fee for now. Anticipated changes to the course in the near future will determine whether or not the fee needs re-introduced.

(56) A per semester course fee is being instituted, replacing the previous individual course fees. As such, these individual course fees are being eliminated.

(57) A per semester course fee is being instituted, replacing the previous individual course fees. This change creates a more streamlined approach to expense accountability. Course fees will be used to pay the salary and benefits of a Clinical Placement Coordinator to seek and coordinate clinical sites for students to complete their clinical practica and Academic Success Coaches at each of the five divisions across the state to provide students with additional support to help them succeed academically and ultimately pass the licensure exam upon graduation.

(58) This fee is required to access course content from the American Pharmaceutical Association, which recently increased to \$125 per student.

(59) This \$100 fee will be used to cover the costs of three assessments completed by each student during the course: \$40 for MBTI Step II; \$25 for TKI (Thomas Killmann Conflict Mode Instrument); and \$35 for the ISI (Influence Style Indicator).

(60) Due to low course enrollments, this fee has only been charged once since January 2013. The fee is being eliminated.

(61) This course no longer has a lab component, and so the fee is no longer needed.

(62) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. The \$13 of this fee reduction are shifting to PT2 Spring Lab Fee.

(63) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. The \$4 of this fee reduction are shifting to PT2 Spring Lab Fee.

(64) PT has revised its curriculum. Some labs and courses are now delivered to students at different times during the program. This fee change reflects the shifting of expenses to the term in which they occur. \$13 of this fee increase are shifting from PT1 Summer Lab Fee and \$4 are shifting from PT2 Fall Lab Fee. The remaining \$160 of the increase reflects the cost of equipment charges related to replacement, repair, and maintenance that has grown beyond what existing fees in the PT program can cover.

(65) Anatomy lab fees continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. Coupled with a planned decrease in expenses of nearly \$14,000, this increased fee will cause revenues to outpace expenses by nearly \$4,000. This will eliminate the anticipated negative carryforward balance in this account. Total projected expenses: \$44,060.

(66) Anatomy lab fees continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. This increased fee will still leave an uncovered gap of nearly \$8,000 for 2020-21. Prior year carryforward will cover this gap. Total projected expenses: \$2,812.93.

(67) Anatomy lab fees continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. This increased fee will still leave an uncovered gap of nearly \$8,000 for 2020-21. Prior year carryforward will cover this gap. Total projected expenses: \$4,186.68.

(68) Anatomy lab fees continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. This increased fee will still leave an uncovered gap of nearly \$8,000 for 2020-21. Prior year carryforward will cover this gap. Total projected expenses: \$41,757.79

(69) Anatomy lab fees continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. Despite a planned expense reduction of more than \$19,000 for next year, this increased fee will still leave an uncovered gap of just over \$13,000 for 2020-21. Prior year carryforward will cover this gap.

(70) This technology fee for Master's in Medical Anatomy students will continue to be increased to allow the College of Medicine to increase revenues to come closer to matching the expenses. This increased fee will still leave an uncovered gap of nearly \$8,000 for 2020-21. Prior year carryover will cover this gap. Note: UNMC does not have an over-arching Technology Fee; the fee exists in each college.

(71) ATI product pricing is set annually for each cohort of students. It's been determined that the \$35 per credit hour fee will cover the expenses for the Fall 2020 BSN Traditional Cohort for the four semesters they are in the program and for the Spring 2021 Accelerated Cohort for the three semesters they are in the program.

(72) The fee will be placed on moratorium in AY 2020-21. The fund balance will be used to purchase high fidelity simulators, a ventilator for the Omaha skills lab, holographic boxes for the four divisions outside Omaha, and cover classroom equipment maintenance agreements. Prior to the conclusion of AY 2020-21, the need for further moratoria will be evaluated.

(73) This new fee will fund a variety of support services and positions for students. Student Senate has reviewed and voted to support this new fee. Items to be funded by the fee include the following for students on all UNMC campuses and those online:

- * Coordinator of Academic Success Center (1.0 FTE)
- * Gender and Sexuality Resource Center Coordinator (0.5 FTE) and program support
- * Communication Specialist (1.0 FTE)
- * Expand Financial Aid Counselor position (from 0.8 to 1.0 FTE)
- * Student Disability Services and Counseling support
- * Student Wellness support
- * Tutoring program expansion
- * New Student Onboarding and Orientation
- * Texting Service
- * Writing Center annual contract with UNO Writing Center
- * Inclusivity Programming for students
- * Food Pantry to address food insecurity
- * Engage annual software contract
- * Financial Aid support - Financial Aid TV

**University of Nebraska at Omaha
Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021**

Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Arts and Sciences				
Biology	BIOL 1020 Principles of Biology (per student)	\$ 5.00	\$ 10.00	(74)
Biology	BIOL 1450 Biology I (per student)	\$ 15.00	\$ 20.00	(75)
Biology	BIOL 1750 Biology II (per student)	\$ 15.00	\$ 20.00	(76)
Biology	BIOL 3340/8345 Ecology (per student)	\$ 15.00	\$ 20.00	(77)
Biology	BIOL 3530/8535 Flora of the Great Plains (per student)	\$ 15.00	\$ 20.00	(78)
Biology	BIOL 4130/8136 Molecular Genetics (per student)	\$ 75.00	\$ 90.00	(79)
Biology	BIOL 4210/8216 Fire Ecology (per student)	\$ 15.00	\$ 20.00	(77)
Biology	BIOL 4790/8796 Mammalogy (per student)	\$ 30.00	\$ 35.00	(80)
Biology	BIOL 4840/8846 Herpetology (per student)	\$ 15.00	\$ 65.00	(81)
Biology	BIOL 4980/8986 Ornithology (per student)	\$ 40.00	\$ 80.00	(82)
Biology	BIOL 8190 Communities and Ecosystems (per student)	\$ 15.00	\$ 20.00	(77)
Chemistry	CHEM 1014 Chemistry in the Environment and Society Laboratory (per student)	\$ 16.00	\$ 50.00	(83)
Chemistry	CHEM 1144 Fundamentals of College Chemistry Laboratory (per student)	\$ 20.00	\$ 50.00	(83)
Chemistry	CHEM 1184 General Chemistry I Laboratory (per student)	\$ 35.00	\$ 50.00	(83)
Chemistry	CHEM 1194 General Chemistry II Laboratory (per student)	\$ 36.00	\$ 50.00	(83)
Chemistry	CHEM 2214 Fundamentals of Organic Chemistry Laboratory (per student)	\$ 34.00	\$ 65.00	(84)
Chemistry	CHEM 2274 Organic Chemistry Laboratory (per student)	\$ 80.00	\$ 130.00	(85)
Chemistry	CHEM 2404 Quantitative Analysis Lab (per student)	\$ 40.00	\$ 65.00	(84)
Chemistry	CHEM 3354 Physical Chemistry I Laboratory (per student)	\$ 35.00	\$ 65.00	(84)
Chemistry	CHEM 3364 Physical Chemistry II Laboratory (per student)	\$ 30.00	\$ 65.00	(84)
Chemistry	CHEM 3514 Inorganic Preparations (per student)	\$ 48.00	\$ 65.00	(84)
Chemistry	CHEM 3654 Fundamentals of Biochemistry Laboratory (per student)	\$ 36.00	\$ 65.00	(84)
Chemistry	CHEM 4404 Instrumental Analysis Laboratory (per student)	\$ 40.00	\$ 65.00	(84)
Chemistry	CHEM 4654 Biochemistry I Laboratory (per student)	\$ 50.00	\$ 65.00	(84)
Chemistry	CHEM 4664 Biochemistry II Laboratory (per student)	\$ 55.00	\$ 65.00	(84)
College of Communication, Fine Arts and Media				
Art and Art History	ART 1810 Watercolor I (per student)	\$ -	\$ 25.00	(86)
Art and Art History	ART 1820 Watercolor II (per student)	\$ -	\$ 25.00	(86)
Art and Art History	ART 3200 The Hand Produced Book I: Typography and Book Design (per student)	\$ 60.00	\$ 98.00	(87)
Art and Art History	ART 3230 Book Structures: Introduction to Bookbinding (per student)	\$ 50.00	\$ 88.00	(88)
Music	MUS 1090 Music Appreciation (per student)	\$ 3.00	\$ -	(89)
Music	MUS 1100 Music of the People: Jazz (per student)	\$ 3.00	\$ -	(89)
Music	MUS 1600 Introduction to Music Education (per student)	\$ 25.00	\$ -	(89)

University of Nebraska at Omaha Laboratory, Student, and Miscellaneous Fee Changes for 2020-2021				
Department	Course Number	Current Fee 2019-2020	Proposed Fee 2020-2021	
College of Education				
Biomechanics	BMCH 4990 Capstone Design in Biomechanics II (per student)	\$ -	\$ 100.00	(90)
Teacher Education	TED/STEM 2800 Science Methods and Design (per student)	\$ -	\$ 20.00	(91)
College of Public Affairs and Community Service				
Aviation	AVN 1020 Private Pilot Theory (per student)	\$ 165.00	\$ 160.00	(92)
Aviation	AVN 2170 Instrument Flight Theory (per student)	\$ 165.00	\$ 160.00	(92)
Aviation	AVN 2180 Commercial Pilot Theory (per student)	\$ 165.00	\$ 160.00	(92)
Aviation	AVN 3070 Air Traffic Control (per student)	\$ -	\$ 27.00	(93)
Aviation	AVN 3190 Certified Flight Instructor Theory (per student)	\$ 330.00	\$ 320.00	(94)
Miscellaneous Fees				
Academic Affairs	Access and Success Fee (per student)	\$ 104.15	\$ 109.00	(95)
Business and Finance	Surface Parking	\$ 285.00	\$ 300.00	(96)
Business and Finance	West Parking Structure	\$ 265.00	\$ 280.00	(96)
Business and Finance	East Parking Structure	\$ 280.00	\$ 295.00	(96)
Business and Finance	Pacific Parking Structure	\$ 265.00	\$ 280.00	(96)
Business and Finance	Resident Parking	\$ 265.00	\$ 280.00	(96)

(74) Fee increase will cover the increased number of inquiry-based laboratory exercises (14) which come with an increase in expenses. Cost per student \$10.00.

(75) Fee increase will cover consumable materials, equipment repair, equipment maintenance, and equipment replacement. These are direct costs associated with teaching the laboratory course. Cost per student \$20.00.

(76) Fee increase will cover consumable materials and specimen maintenance. Cost per student \$20.00.

(77) Fee increase will cover a number of environmental sampling devices which require consumables. In addition, there are several instruments that have a limited use life and will quickly break. Equipment in this course that requires frequent maintenance, resupply, or replacement includes: weather related equipment (Kestral: temp humidity, etc.); tree ring boring bits; prescribed fire equipment; pyrometers; soil coring tools (moisture tins); engineering stakes; sweep nets for insect collections; insect mounting supplies (alcohol, pins, tags); light meters; infrared thermometers; penetrometer for soil hardness; thermometers; field supplies (clipboards, plot frames, trowels); pitfall trap supplies (cans, bait); and plant growth experiment supplies (seeds, potting soil, drying oven tins). There also are travel expenses for field trips. Cost per student \$20.00.

(78) Fee increase will cover the added activities and field trips to enhance the course; it will enable the continuation of these activities and supplies for students to participate in the primary final project that tests all the skills learned in the course. The lab fee remains the same. Cost per student \$20.00.

(79) Fee increase will bring it in line with the other upper-level molecular biology lab offerings and will help offset the high cost of this course. Cost per student \$90.00.

(80) Fee increase will cover the field trip to the Badlands and purchase of skulls that are needed in the lab. Cost per student \$35.00.

(81) Fee increase will cover consumable materials, educational field trips, and specimen maintenance. These are direct costs associated with teaching the laboratory course. Cost per student \$35.00.

(82) Fee increase will align with the undergraduate section of this course. Cost per student \$80.00.

(83) Fee increase will cover the increasing cost of consumables (chemicals, glassware, and equipment) needed for the labs. Cost per student \$50.00.

(84) Fee increase will cover the increasing cost of consumables (chemicals, glassware, and equipment) needed for the labs. Cost per student \$65.00.

(85) Fee increase will cover the increasing cost of consumables (chemicals, glassware, and equipment) needed for the labs. Cost per student \$130.00.

(86) Fee increase will cover consumable materials to learn and understand traditional and contemporary watercolor techniques. Cost per student \$25.00

(87) Fee increase will cover supplies for individual book and print projects as well as basic lab materials that cost less per student when ordered in bulk rather than purchased from local vendors or ordered individually by students. Cost per student \$98.00.

(88) Fee increase will cover supplies for individual book and print projects as well as basic lab materials that cost less per student when ordered in bulk rather than purchased from local vendors or ordered individually by students. Cost per student \$88.00.

(89) The listening lab is no longer in existence.

(90) This fee will be used for the materials, supplies, and resources needed to build the prototype design in the course. Cost per student \$100.00.

(91) Fee increase will cover consumables for each semester. Enrolled students are required to successfully conduct high-altitude balloon (HAB) near-space experiments (NSEs). A HAB launch requires a weather balloon, lifting gas, and GPS (global positioning system) tracking (monthly subscription). Student-developed NSEs require payload modules, single-board microprocessors, and appropriate experiment components (e.g., sensors and dependent variable platforms). HAB NSEs require materials such as payload security (e.g., tape, Velcro, and nylon cable ties), payload harnesses (e.g., paracord, tape, and carabiners), and batteries (i.e., AA and AAA). Cost per student \$20.00.

(92) This fee will cover PSI testing (personalized system of instruction), computer and other testing center equipment maintenance, and general costs associated with the flight training program. Cost per student \$160.00.

(93) This fee will cover payment to Webinar Vendor used for classroom teaching in lieu of a textbook. Cost per student \$27.00.

(94) Fees are used to support the flight training program, which includes operation of the Aviation Resource Center and the Flight Simulation Facility. The funds support technology upgrades and the acquisition of learning materials related to flight instruction. Cost per student \$320.00.

(95) The increase will cover anticipated salary pool and increased benefits costs for current staff funded by the fee. Additionally, the fee will fund a UNO Suicide Education and Prevention Coordinator. Cost per student \$109.00.

(96) Fee increases will cover the rising operating cost of services such as MavRide, the University shuttle system, and parking and transit management systems, as well as supporting ongoing maintenance and repairs and existing debt service.

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

MEETING DATE: June 26, 2020

SUBJECT: Change to the Fall 2020 Academic Calendar for University of Nebraska (NU) Campuses

RECOMMENDED ACTION: Report

PREVIOUS ACTION: December 3, 2015 – The 2020-2030 Academic Calendar was reported to the Board of Regents.

EXPLANATION: To mitigate potential impacts of COVID-19 on the NU Community, the University-wide Calendar Committee has recommended and the Executive Vice President and Provost has approved a modification to the Fall 2020 academic calendar. Each campus has developed a specialized fall calendar based on academic and student needs. Modalities of both instruction and delivery of class finals remain the purview of individual campuses. The University-wide Calendar Committee noted that faculty might need to accommodate different coursework and final exam schedules for students registered on multiple NU campuses.

This proposed calendar has been approved by the Council of Academic Officers.

SPONSOR: University-wide Calendar Committee

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

DATE: May 21, 2020

Proposed Fall, 2020 Academic Calendar*

Key dates	Current academic calendar	UNL proposed academic calendar	UNK proposed academic calendar	UNO proposed academic calendar	UNMC proposed academic calendar
First day of classes	August 24	August 17 remote instruction begins	August 24	August 24	August 24 – primary date May 11 – Pharmacy 4 (actual beginning of fall sessions for this group)
Second week of classes		August 24 in-person instruction begins			
Labor Day	September 7	Classes meet	Classes meet	Classes meet	September 7
Fall break	October 19-20	Classes meet	October 19-20	Classes meet	October 19-20 – Nursing, Health Professions Teaching & Technology
Preparation for finals week **		November 19-20 November 23-24 – College of Law	November 30-December 9	December 7-12	
Final exams week	December 14-18	November 21-25 November 30-December 16 – College of Law	December 10 - 16	December 14-18	December 14-18 – primary date
Student holiday	November 25	Last day of final exams November 25 – College of Law	November 25	November 25	November 25
Thanksgiving vacation	November 26-28	November 26-28	November 26-28	November 26-28	November 25-28 - Nursing November 26-28 - Pharmacy
					November 30-December 4 remote instruction
Last day of classes	December 12	November 20	December 9	November 30-December 11	December 14
Holiday close down	December 24-January 3	December 24-January 3	December 24-January 3	December 24-January 3	UNMC does not close down

*Considered a pilot, all commencements remain as scheduled.

**Often referred to as “Dead Week”/“Prep Week”/“Fifteenth Week.”

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

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Business and Finance Committee Approval of Intermediate Design Report

RECOMMENDED ACTION: Report


PREVIOUS ACTION: On February 7, 2020, the Board of Regents approved the Program Statement.

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

University of Nebraska-Lincoln – City Campus
Enterprise Technology Services and Data Solutions Renovation
Program Statement Approved: February 7, 2020
Intermediate Design Report: June 26, 2020

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$5,100,000	\$5,100,000
Non-Construction Budget:	1,824,000	1,824,000
Construction Budget:	3,276,000	3,276,000
NSF:	27,742	28,308
GSF:	30,516	29,384
Substantial Completion:	November 2020	November 2020

SPONSOR: Brooke Hay, PE
Assistant Vice President for Facilities Planning and Capital Programs

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

DATE: June 21, 2020

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

MEETING DATE: June 26, 2020

SUBJECT: Emergency Approval University of Nebraska at Kearney Dining Services Contract Amendment with Sodexo, America, LLC

RECOMMENDED ACTION: Report

PREVIOUS ACTION: June 28, 2019 – the Board approved the University of Nebraska at Kearney’s dining services contract with Sodexo, America, LLC. For the five-year period from May 17, 2019 to June 30, 2024

EXPLANATION: Due to recent restrictions and changes in the University environment due to COVID-19, UNK partnered with Sodexo America, LLC, its dining services provider, on a program to meet the new needs of the campus. As a committed, University partner, Sodexo has worked to ensure that the needs of students are continually met, and social distancing guidelines are followed. However, with the early departure of residential students this put a significant financial strain on Sodexo and UNK alike.

The proposed amendment has been negotiated for the period of March 1, 2020 – July 31, 2020. With this amendment, UNK will reimburse Sodexo for all costs directly associated with UNK’s dining needs. This amendment will allow UNK to collaborate with Sodexo to meet the changing needs of all students on campus. In addition, Sodexo will still be able to meet UNK’s needs, retain its key management team, and not experience a financial loss that could jeopardize the future stability of the UNK account.

UNK and Sodexo find this amendment to be an example of true partnership during these unprecedented times. This amendment has been reviewed and approved by NU General Counsel, and the original terms of the agreement will tentatively be reenacted on August 1, 2020.

With the variable meal costs known for March and April, the estimated costs of this amendment are approximately \$650,000.

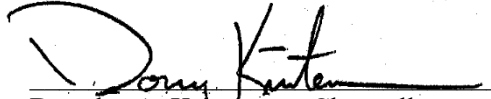
To enable UNK to compensate Sodexo for actions already taken and to ensure uninterrupted dining services, emergency approval under RP-6.3.1.6 was received by Chairman Pillen after consultation with a majority of the Executive Affairs Committee.

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

SPONSORS:

Jon C. Watts
Vice Chancellor for Business & Finance

APPROVAL:



Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE:

May 21, 2020

**SECOND AMENDMENT TO UNIVERSITY OF NEBRASKA
AT KEARNEY LICENSE TO MANAGE AND OPERATE
UNIVERSITY DINING SERVICES**

THIS SECOND AMENDMENT TO LICENSE TO MANAGE AND OPERATE UNIVERSITY DINING SERVICES (this "Second Amendment") is entered into effective the 27th day of April, 2020 (the "Effective Date") by and between THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, a public body corporate and agency of government of the State of Nebraska for and on behalf of the University of Nebraska at Kearney (the "University" or "UNK"), and Sodexo America, LLC ("Contractor").

WHEREAS, the University and Contractor are parties to that certain License to Manage and Operate Dining Services, effective as of May 17, 2019, as amended by that certain Amendment Number One to License Agreement executed as of March 9, 2020 (collectively, the "Agreement"), under which Contractor manages and operates the UNK's Dining Services pursuant to the terms of the Agreement; and

WHEREAS, the University and Contractor desire to amend the Agreement as set forth herein.

NOW THEREFORE, for and in consideration of the promises and the mutual covenants hereinafter contained, the parties hereto covenant and agree as follows:

1. **Defined Terms.** In addition to the terms defined in this Second Amendment and except as modified by this Second Amendment, all capitalized terms used herein shall have the respective meanings set forth in the Agreement.
2. **Alternate Payment Period.** Notwithstanding anything in the Agreement to the contrary, for the period commencing March 1, 2020 and ending July 31, 2020 (the "Alternate Payment Period"), the Parties agree to the following payment terms in lieu of the payment terms set forth in the Agreement:
 - a. **Reimbursement of Operating Expenses.** The University will reimburse Contractor for Contractor's costs and expenses in connection with UNK's Dining Operations (the "Operating Expenses"). For purposes of this Second Amendment, Operating Expenses shall include but not be limited to: (i) invoiced amounts to Contractor for goods and services to be used during the Alternate Payment Period (including food, beverages, cleaning products, supplies and other contracted services), less any rebates allowances or other payments received by Contractor for such purchases, (ii) Contractor's labor expenses, including salaries (and bonuses, if any), wages, taxes, health benefits, payroll processing, retirement plans and the cost of administering such plans and services for labor performed during the Alternate Payment Period, (iii) amortization of the Investment during the Alternate Payment Period, (iv) charges for workers' compensation and general liability insurance, and other insurance related to the Dining Operations, in the amounts in place prior to the commencement of the Alternate Payment Period, and (iv) taxes associated with the Dining Operations during the Alternate Payment Period. Any additional Operating Expenses not stated must relate directly to UNK's Dining Operations and may require additional justification upon request by the University prior to reimbursement.

- b. Credit Toward Operating Expenses. Contractor will credit Twenty-Seven Thousand Five Hundred and No/100 Dollars (\$27,500.00) to the University toward Operating Expenses each month during the Alternate Payment Period.
 - c. Management Fee. Contractor will not charge a management fee during the Alternate Payment Period.
 - d. Payment. For each calendar month during the Alternate Payment Period:
 - i. to the extent revenues exceed Operating Expenses, the excess shall be credited toward the next month's Operating Expenses, with any excess revenues at the end of the Alternate Payment Period to be remitted to the University within thirty days after the end of the Alternate Payment Period, and
 - ii. to the extent revenues are less than Operating Expenses, Contractor will invoice the University for such deficit, which amount will be paid by the University to the Contractor within thirty (30) days after receipt of such invoice.
3. Ratification. Except as amended by this Second Amendment, all original terms and provisions of the Agreement shall continue in full force and effect and the Agreement, as amended by this Second Amendment, is hereby ratified and confirmed.

IN WITNESS WHEREOF, the parties hereto have executed this Second Amendment on the date first above written.

The Board of Regents of the University of Nebraska

Approved in Accordance with RP 6.3.1.6

By: W.E. Carter
Walter E. Carter, President

By: James D. Pillen
James D. Pillen, Chairman

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

Sodexo America, LLC

By: Rodney K. Brown
Name: Rodney Brown
Title: COO Universities, North America, West

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

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Renaming of the Leon S. McGoogan Library of Medicine and selected spaces within the McGoogan Library of Medicine in Wittson Hall at the University of Nebraska Medical Center, pursuant to *Board of Regents Policy RP-6.2.7.6*

RECOMMENDED ACTION: Report

PREVIOUS ACTION: August 11, 2017 - The Board of Regents approved the program statement and budget for the renovation of Wittson Hall on the campus of the University of Nebraska Medical Center in Omaha.

September 8, 1978 – The Board of Regents passed a resolution naming the University of Nebraska Medical Center Library the “Leon S. McGoogan Library of Medicine”.

EXPLANATION: President Carter and Chancellor Gold have approved the renaming of the Leon S. McGoogan Library of Medicine to the Leon S. McGoogan Health Sciences Library. The renaming of the library recognizes the changes in academic health center libraries across the country. Due to the extensive renovation of the library, they also approve renaming the following areas within the library:

Donor: Drs. James and Wendy Linder
Previous Location and Name:
Linder Library Lounge, Level 6
New Locations and Name:
Wendy Linder, M.D. Reading Room, Level 7
James and Karen Linder Maker Studio, Level 6

Donor: Peyton T. Pratt, M.D.
Previous Location and Name:
Peyton T. Pratt, M.D., '44 Group Study
Rooms, Level 7
New Location and Name:
Peyton T. Pratt, M.D. Study Room, Level 7

Donor: Family of Dr. Rudolph F. Sievers, M.D., Ph.D.
Previous Location and Name:
Sievers Facility for Interactive Instruction, Level 8
New Location and Name:
Rudolph F. Sievers, M.D. Technology Commons, Level 7

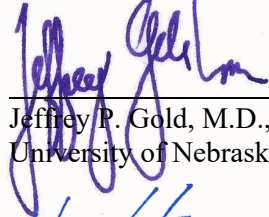
Donor: Leo J. McCarthy, M.D.
Previous Location and Name:
Leo J. McCarthy, M.D. Special Collections Suite, Level 8
New Location and Name:
Leo J. McCarthy, M.D. Special Collections Suite, Level 8 (different location on Level 8)

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

SPONSOR:

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

APPROVED:



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



Walter E. Carter, President
University of Nebraska

DATE:

May 21, 2020

TO: The Board of Regents Addendum IX-D-13

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Quarterly Status of Capital Construction Projects

RECOMMENDED ACTION: Report


EXPLANATION: This is a summary report of projects included in the Quarterly Capital Construction Report required by state statute. Inclusion in the report commences with Board of Regents approval and ends one year following substantial completion.

The report fulfills the requirements of R.P.6.3.6.2.e and R.P. 6.3.6.4 and contains the campus and project name, designer and contractor, contracting method, contract status, stage of construction, and approved budget categories for the period ending March 31, 2019.

The report is available at:

<https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/docs/facilities/reports/2020-03-31quarterlystatusofcapitalconstructionprojects.pdf?la=en>

SPONSOR: Brooke Hay, PE
Assistant Vice President for Facilities Planning and Capital Programs

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

DATE: May 21, 2020

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2020

KEARNEY

Otto Olsen Replacement Building (LB957)

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
1/27/2017									\$24,276,500		
Construction Start:	5/30/2018		BCDM Architects	4/18/2017	\$1,458,000			A/E Consultant Selection	Non Construction:	\$5,723,500	
Construction Complete:	10/31/2019	4/16/2020	Hausmann Construction	6/22/2018	\$24,229,898	8	\$155,695	CM at Risk	Total Project Cost:	\$30,000,000	
Phase:	Construction									% funds expended:	72%
									Funding Source		
									State Appropriations	\$30,000,000	
									Total Funding	\$30,000,000	

Plambeck Early Childhood Education Center (LB957)

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
1/27/2017									\$6,305,000		
Construction Start:	8/28/2018		RDG Planning & Design	2/8/2017	\$545,000	3	\$111,400	A/E Four Year Consultant	Non Construction:	\$1,495,000	
Construction Complete:	10/30/2019	9/2/2019	Hampton Enterprises	8/28/2018	\$5,088,365	3	\$214,646	Low Responsible Bid	Total Project Cost:	\$7,800,000	
Phase:	Warranty									% funds expended:	88%
									Funding Source		
									Private/Trust	\$1,000,000	
									State Appropriations	\$2,000,000	
									Revolving	\$4,800,000	
									Total Funding	\$7,800,000	

**University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects**

As of March 31, 2020

LINCOLN

Barkley Memorial Center Expansion and Renovation (2019)

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
12/5/2019									\$8,206,000	
Construction Start:	11/30/2020		Alley Poyner Macchietto Architectu		\$641,250			A/E Four Year Consultant	Non Construction:	\$1,794,000
Construction Complete:	6/30/2022		Contractor TBD					CM at Risk	Total Project Cost:	\$10,000,000
Phase:	Design								% funds expended:	1%
									Funding Source	
									Private/Trust	\$10,000,000
									Total Funding	\$10,000,000

C.Y. Thompson Dinsdale Family Learning Commons

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
9/19/2014									\$16,877,000	
Construction Start:	7/1/2019		DLR Group Inc	2/11/2015	\$1,260,000	2	\$135,160	A/E Consultant Selection	Non Construction:	\$5,623,000
Construction Complete:	11/30/2020	10/20/2020	Sampson Construction Company	8/26/2019	\$15,779,000	3	(\$1,424,446)	Low Responsible Bid	Total Project Cost:	\$22,500,000
Phase:	Construction								% funds expended:	29%
									Funding Source	
									Private/Trust	\$20,000,000
									Campus Funds	\$2,500,000
									Total Funding	\$22,500,000

Carson Center for Emerging Media Arts

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
10/5/2017									\$5,953,000	
Construction Start:	8/8/2018		HDR Architecture, Inc.	10/20/2017	\$600,000	2	\$27,221	A/E Four Year Consultant	Non Construction:	\$3,047,000
Construction Complete:	7/31/2019	8/15/2019	Hampton Enterprises	8/9/2018	\$4,676,290	10	\$725,636	Low Responsible Bid	Total Project Cost:	\$9,000,000
Phase:	Warranty								% funds expended:	90%
									Funding Source	
									Private/Trust	\$9,000,000
									Total Funding	\$9,000,000

Devaney Sports Center, Francis Allen Training Complex

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
8/11/2017									\$11,583,000	
Construction Start:	8/1/2018		The Clark Enersen Partners	10/23/2017	\$896,000			A/E Consultant Selection	Non Construction:	\$2,493,000
Construction Complete:	12/1/2019	2/8/2020	Hausmann Construction	7/31/2018	\$11,059,000	12	\$6,642	Low Responsible Bid	Total Project Cost:	\$14,076,000
Phase:	Warranty								% funds expended:	92%
									Funding Source	
									Auxiliary	\$14,076,000
									Total Funding	\$14,076,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2020

LINCOLN

Hamilton Hall 3rd Floor North Renovation

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
12/4/2018									\$2,838,000		
Construction Start:	12/30/2019		The Clark Enersen Partners	5/23/2019	\$243,000			A/E Four Year Consultant	Non Construction:	\$562,000	
Construction Complete:	8/31/2020	6/27/2020	Cheever Construction	12/17/2019	\$2,103,000			Low Responsible Bid	Total Project Cost:	\$3,400,000	
Phase:	Construction									% funds expended:	16%
										Funding Source	
										Campus Funds	\$3,400,000
										Total Funding	\$3,400,000

Kiewit Hall, Phase 2 College of Engineering Building

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
10/25/2019									\$68,859,000		
Construction Start:	3/31/2021		Consultant TBD					A/E Consultant Selection	Non Construction:	\$16,141,000	
Construction Complete:	6/30/2023		Contractor TBD					CM at Risk	Total Project Cost:	\$85,000,000	
Phase:	Planning									% funds expended:	0%
										Funding Source	
										Private/Trust	\$85,000,000
										Total Funding	\$85,000,000

Life Sciences Annex Gnotobiotic Vivarium Addition

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
12/4/2018									\$4,159,000		
Construction Start:	8/30/2019		The Clark Enersen Partners	12/10/2018	\$289,000			A/E Four Year Consultant	Non Construction:	\$841,000	
Construction Complete:	7/30/2020	9/4/2020	Cheever Construction	8/29/2019	\$3,609,000	2	\$9,976	Low Responsible Bid	Total Project Cost:	\$5,000,000	
Phase:	Construction									% funds expended:	34%
										Funding Source	
										Private/Trust	\$5,000,000
										Total Funding	\$5,000,000

Mabel Lee Hall Replacement Building (LB957)

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
6/1/2017									\$36,450,000		
Construction Start:	10/1/2019		Sinclair Hille Architects	10/11/2017	\$2,450,000	1	\$307,846	A/E Consultant Selection	Non Construction:	\$9,550,000	
Construction Complete:	5/1/2021	4/14/2020	Hausmann Construction	1/30/2020	\$28,541,600			Low Responsible Bid	Total Project Cost:	\$46,000,000	
Phase:	Construction									% funds expended:	7%
										Funding Source	
										Private/Trust	\$6,000,000
										State Appropriations	\$40,000,000
										Total Funding	\$46,000,000

**University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects**

As of March 31, 2020

LINCOLN

Nebraska East Union Renovation

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	10/5/2017	Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	\$24,086,000	
Construction Start:	10/1/2018		RDG Planning & Design	3/20/2018	\$1,510,000	1	\$206,000	A/E Consultant Selection	Non Construction:	\$4,509,000	
Construction Complete:	8/1/2020	6/5/2020	Hausmann Construction	10/17/2018	\$15,000	4	\$21,959,501	CM at Risk	Total Project Cost:	\$28,595,000	
Phase: Construction										% funds expended:	69%
								Funding Source			
								Campus Funds		\$7,100,000	
								Auxiliary		\$1,100,000	
								Campus Funds		\$1,995,000	
								Revenue Bonds		\$18,400,000	
								Total Funding		\$28,595,000	

Nebraska Hall (LB957) East Enterprise Technology Services and Data Solutions Renovation

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	2/7/2020	Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	\$3,276,000	
Construction Start:	6/1/2020		The Clark Enersen Partners		\$275,000			A/E Four Year Consultant	Non Construction:	\$1,824,000	
Construction Complete:	11/30/2020		Contractor TBD					Low Responsible Bid	Total Project Cost:	\$5,100,000	
Phase: Design										% funds expended:	0%
								Funding Source			
								State Appropriations		\$5,100,000	
								Total Funding		\$5,100,000	

North Stadium Expansion (2019)

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	\$103,778,000	
Construction Start:	6/1/2020		Consultant TBD					A/E Consultant Selection	Non Construction:	\$51,222,000	
Construction Complete:	4/1/2023		Contractor TBD					CM at Risk	Total Project Cost:	\$155,000,000	
Phase: Planning										% funds expended:	0%
								Funding Source			
								Revenue Bonds		\$50,000,000	
								Private/Trust		\$105,000,000	
								Total Funding		\$155,000,000	

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2020

LINCOLN

Outdoor Track Replacement

BoR Schedule Dates		Contracts					Contracting Method		Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.		Construction:	
2/7/2020			The Clark Enersen Partners		\$675,000	1	\$12,900	A/E Four Year Consultant		\$13,865,000
3/1/2020									Non Construction:	\$2,635,000
3/31/2021			Contractor TBD					Low Responsible Bid	Total Project Cost:	\$16,500,000
Phase: Design									% funds expended:	2%
									Funding Source	
									Private/Trust	\$16,500,000
									Total Funding	\$16,500,000

Scott Engineering Center Renovation & Link Replacement (LB957)

BoR Schedule Dates		Contracts					Contracting Method		Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.		Construction:	
8/3/2018			RDG Planning & Design	11/30/2018	\$5,651,000			A/E Consultant Selection		\$65,355,000
6/17/2019									Non Construction:	\$10,101,000
9/16/2022		1/15/2023	Hausmann Construction	11/26/2018	\$35,000	3	\$61,099,918	CM at Risk	Total Project Cost:	\$75,456,000
Phase: Construction									% funds expended:	10%
									Funding Source	
									Private/Trust	\$5,456,000
									State Appropriations	\$70,000,000
									Total Funding	\$75,456,000

**University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects**

As of March 31, 2020

MEDICAL CENTER

Davis Global Center for Advanced Interprofessional Learning

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
10/9/2015									\$76,093,898	
Construction Start:	1/10/2017		The Clark Enersen Partners	3/7/2016	\$4,480,000	10	\$1,696,771	A/E Consultant Selection	Non Construction:	\$45,707,102
Construction Complete:	11/25/2018	12/15/2019	Sampson Construction Company	5/24/2017	\$60,633,000	48	\$10,954,389	Low Responsible Bid	Total Project Cost:	\$121,801,000
Phase: Warranty		4/28/2017	Hausmann Construction	1/10/2017	\$1,794,000	4	\$323,394	Low Responsible Bid	% funds expended:	89%
Funding Source										
									Federal	\$16,931,000
									Private/Trust	\$79,870,000
									State Appropriations	\$25,000,000
									Total Funding	\$121,801,000

Durham Outpatient Center Dentistry Clinic Expansion

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
8/3/2018									\$1,639,000	
Construction Start:			Schemmer Associates, Inc.	1/9/2018	\$82,560			A/E Four Year Consultant	Non Construction:	\$986,574
Construction Complete:		8/8/2020	Meyers-Carlisle-Leapley Constructio	3/13/2019	\$1,015,400	1	\$158,519	Low Responsible Bid	Total Project Cost:	\$2,625,574
Phase: Construction			Patterson Dental Supply, Inc.	11/6/2018	\$631,275			Sole Source	% funds expended:	84%
Funding Source										
									Campus Funds	\$2,625,574
									Total Funding	\$2,625,574

Williams Science Hall Renovation (LB957)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
6/1/2017									\$10,462,000	
Construction Start:	10/1/2018		RDG Planning & Design	10/2/2017	\$602,000	1	\$164,000	A/E Consultant Selection	Non Construction:	\$2,211,000
Construction Complete:	5/31/2020	8/28/2020	Meco-Henne Contractors, Inc.	4/22/2019	\$9,321,000			Low Responsible Bid	Total Project Cost:	\$12,673,000
Phase: Construction									% funds expended:	32%
Funding Source										
									Private/Trust	\$2,673,000
									State Appropriations	\$10,000,000
									Total Funding	\$12,673,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2020

MEDICAL CENTER

Wittson Hall Renovation & Wigton Heritage Center (LB957)

BoR Schedule Dates		Contracts					Approved Budget			
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:	
	8/11/2017								\$21,844,000	
Construction Start:	11/1/2018		HDR Architecture, Inc.	10/13/2017	\$1,018,500			A/E Consultant Selection	Non Construction:	\$4,156,000
Construction Complete:	7/1/2021	12/2/2020	Hausmann Construction	2/26/2019	\$19,730,000	1	\$1	Low Responsible Bid	Total Project Cost:	\$26,000,000
Phase: Construction									% funds expended:	43%
									Funding Source	
									Private/Trust	\$8,000,000
									State Appropriations	\$18,000,000
									Total Funding	\$26,000,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of March 31, 2020

OMAHA

Arts & Sciences Hall Renovation (LB957)

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
10/5/2017									\$10,184,729		
Construction Start:	7/15/2018		Farris Engineering	2/13/2018	\$649,000	1	\$48,250	A/E Four Year Consultant	Non Construction:	\$1,815,271	
Construction Complete:	8/1/2020	7/31/2020	Meco-Henne Contractors, Inc.	10/9/2018	\$6,020,000	7	\$1,662,979	Low Responsible Bid	Total Project Cost:	\$12,000,000	
Phase:	Construction									% funds expended:	63%
										Funding Source	
										Revenue Bonds	\$12,000,000
										Total Funding	\$12,000,000

Biomechanics Research Building Addition

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
8/11/2017									\$9,751,800		
Construction Start:	5/1/2018		Schemmer Associates, Inc.	8/14/2017	\$648,000	4	\$81,794	A/E Four Year Consultant	Non Construction:	\$1,858,200	
Construction Complete:	9/1/2019	8/8/2019	Meyers-Carlisle-Leapley Constructio	1/22/2018	\$24,380	1	\$9,505,428	CM at Risk	Total Project Cost:	\$11,610,000	
Phase:	Warranty									% funds expended:	91%
										Funding Source	
										Private/Trust	\$11,610,000
										Total Funding	\$11,610,000

Durham Science Center Renovation

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
10/25/2019									\$25,665,000		
Construction Start:	3/1/2021		Consultant TBD					A/E Consultant Selection	Non Construction:	\$9,335,000	
Construction Complete:	4/30/2023		Contractor TBD					CM at Risk	Total Project Cost:	\$35,000,000	
Phase:	Planning									% funds expended:	1%
										Funding Source	
										Private/Trust	\$35,000,000
										Total Funding	\$35,000,000

Mammel Hall Addition

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
10/3/2018									\$12,849,000		
Construction Start:	9/1/2019	4/30/2021	Weitz Company, LLC	8/7/2019	\$12,000,000			Design-Build	Non Construction:	\$4,151,000	
Construction Complete:	4/1/2021								Total Project Cost:	\$17,000,000	
Phase:	Construction									% funds expended:	23%
										Funding Source	
										Private/Trust	\$17,000,000
										Total Funding	\$17,000,000

**University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects**

As of March 31, 2020

OMAHA

Munroe-Meyer Institute Facility Replacement (LB957)

BoR Schedule Dates		Contracts					Approved Budget				
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
10/25/2019									\$46,398,688		
Construction Start:	6/1/2019		Altus Architectural Studios	9/13/2018	\$2,389,932			A/E Consultant Selection	Non Construction:	\$44,686,522	
Construction Complete:	6/1/2020	1/27/2021	Meyers-Carlisle-Leapley Constructio	11/15/2019	\$40,233,600			CM at Risk	Total Project Cost:	\$91,085,210	
Phase:	Construction									% funds expended:	44%
Funding Source											
									Private/Trust	\$73,585,210	
									Auxiliary	\$5,000,000	
									Campus Funds	\$2,500,000	
									State Appropriations	\$10,000,000	
									Total Funding	\$91,085,210	

Strauss Performing Arts Center Addition & Renovation (LB957)

BoR Schedule Dates		Contracts					Approved Budget				
Project Approved:		Sub. Comp.	Provider	Date	Amount	CO No.	CO Amt.	Contracting Method	Construction:		
7/22/2016									\$14,083,000		
Construction Start:	6/23/2017		HDR Architecture, Inc.	9/7/2016	\$1,200,000	4	\$41,060	A/E Consultant Selection	Non Construction:	\$4,217,000	
Construction Complete:	12/31/2018	1/21/2019	Weitz Company, LLC	4/1/2015	\$13,724,000	5	\$469,741	CM at Risk	Total Project Cost:	\$18,300,000	
Phase:	Warranty									% funds expended:	96%
Funding Source											
									Private/Trust	\$9,000,000	
									State Appropriations	\$9,000,000	
									Campus Funds	\$300,000	
									Total Funding	\$18,300,000	

TO: The Board of Regents Addendum IX-D-14

Business Affairs

MEETING DATE: June 26, 2020

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 April 21, 2020.

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

APPROVED:



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

DATE: May 5, 2020

Business and Finance Committee Report – Bids and Contracts over \$1,000,000

November 26, 2019 to February 14, 2019

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Scientific Equipment	UNMC	Two Mass Spectrometers for the Heart and Vascular Research Center	Cash	\$2,580,000	\$2,576,843.20	Thermo Fisher Scientific	Pre-negotiated Contract Pricing
Personal Property	UNCA – Information Technology	Server Host System hardware	9229100011 Infrastructure SC Reserve	N/A	\$1,365,648.64 for one year	Riverside Technology	RFP # 3153-19-4321

Business and Finance Committee Report – Bids and Contracts over \$1,000,000

November 26, 2019 to February 14, 2019

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Scientific Equipment	UNMC	Two Mass Spectrometers for the Heart and Vascular Research Center	Cash	\$2,580,000	\$2,576,843.20	Thermo Fisher Scientific	Pre-negotiated Contract Pricing
Personal Property	UNCA – Information Technology	Server Host System hardware	9229100011 Infrastructure SC Reserve	N/A	\$1,365,648.64 for one year	Riverside Technology	RFP # 3153-19-4321

Construction Contracts over \$1,000,000 February 15, 2020 to April 17, 2020
 NU Facilities Planning and Capital Programs (UNK, UNL, UNMC, UNO)
 Business and Finance Report – Bids and Contracts

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction	UNL	21st & Vine Recreation Complex (C188) Support Buildings and space	Auxiliary	\$3,340,000	\$2,929,000	Cheever Construction Company	Low Bid Construction

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

TO: The Board of Regents Addendum IX-D-15

Business and Finance

MEETING DATE: June 26, 2020

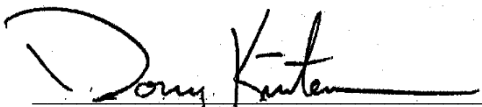
SUBJECT: University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests accepted during the Quarter
January 1, 2020 through March 31, 2020.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/19-9/30/19	\$ 917,265	\$4,092,088	\$0	\$ 71,127	\$ 5,080,480
10/1/19-12/31/19	\$1,543,729	\$ 818,534	\$0	\$ 7,500	\$ 2,369,763
1/1/20-3/31/20	\$1,753,759	\$3,351,895	\$0	\$ 3,000	\$ 5,108,654
4/1/20-6/30/20	\$0	\$0	\$0	\$0	\$ 0
Fiscal YTD Totals	<u>\$4,214,753</u>	<u>\$ 8,262,517</u>	<u>\$0</u>	<u>\$ 81,627</u>	<u>\$12,558,897</u>
2018-19 Totals	<u>\$4,385,676</u>	<u>\$ 9,727,239</u>	<u>\$0</u>	<u>\$ 430,257</u>	<u>\$14,543,172</u>
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>

- 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: May 21, 2020

**University of Nebraska at Kearney
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER January 1, 2020 through March 31, 2020**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
University of NE Foundation 1,436,655	Scholarships	\$
	Subtotal	\$1,436,665
	Total amount of gifts under \$100,000	<u>\$ 317,094</u>
Total Gifts for the Quarter		<u>\$1,753,759</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	\$3,188,691
	Subtotal		\$3,188,691
	Total amount of all Grants under \$1,000,000		<u>\$ 163,204</u>
	Total Grants for the Quarter		<u>\$3,351,895</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>\$ 3,000</u>
	Total Contracts for the Quarter		<u>\$ 3,000</u>

TO: The Board of Regents

Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter January 1, 2020 through March 31, 2020

RECOMMENDED ACTION: Report

Description	Gifts	Grants	Bequests	Contracts	Totals
	A	B	C	D	
7/1/19-9/30/2019	\$258,807	\$62,367,571	\$0	\$7,788,785	\$70,415,163
10/1/19-12/31/2019	207,308	31,144,540	0	7,723,840	39,075,866
1/1/20-3/31/2020	949,858	38,572,860	0	8,632,530	48,155,218
4/1/20-6/30/2020	0	0	0	0	0
Fiscal YTD Totals	<u>\$1,415,943</u>	<u>\$132,084,971</u>	<u>\$0</u>	<u>\$24,145,155</u>	<u>\$157,646,069</u>
2018-19 Totals	<u>\$1,877,849</u>	<u>\$230,135,752</u>	<u>\$1,000,000</u>	<u>\$38,187,669</u>	<u>\$271,257,639</u>
2017-18 Totals	<u>\$2,228,251</u>	<u>\$207,034,899</u>	<u>\$0</u>	<u>\$55,546,173</u>	<u>\$264,809,323</u>

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

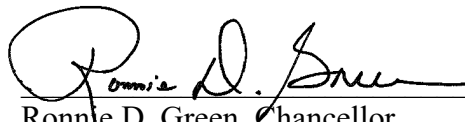
B - Grants of \$1,000,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages

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

SPONSORS: Bob Wilhelm
Vice Chancellor for Research & Economic Development

APPROVED:



Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: May 21, 2020

University of Nebraska-Lincoln
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER 01/01/2020 – 03/31/2020

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Sunseo		
Omega 3 Inc	Student Computer Fund	\$160,000
Johnny Carson Foundation	Student Computer Fund	\$100,000
Corteva Agriscience	Combine and Seed Counters	\$154,800
	Subtotal	\$414,800
	Total amount of gifts under \$100,000	<u>\$535,028</u>
	Total Gifts for the Quarter	<u>\$949,828</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Justin Chase Brown Vice Chancellor for Student Affairs (Department)	Undergraduate Scholarships FY 19-20	\$7,422,735
DHHS-Nat Inst Gen Medical Sci	Kirk Dombrowski Department of Sociology	Rural Drug Addiction Research Center	\$2,363,140
DOD-Office of Naval Research -MURI	Alexander Sinitskii Department of Chemistry	DNA-Enabled Hierarchical Assembly of Graphene Electronics	\$1,500,000
Ne Dept Health & Human Serv	Jean Ann Fischer Department of Nutrition and Health Sciences	Supplemental Nutrition Assistance Program Education: Nutrition Education and Obesity Prevention Grant	\$1,377,382
Dept of Agriculture -ARS	Archie Clutter Dean's Office for Agricultural Research Division	Support Effort for Developing Scientific Information and New Technology to Solve High Priority Problems for U.S. Beef, Sheep and Swine Industries	\$1,000,000

Dept of Agriculture -ARS	Archie Clutter Dean's Office for Agricultural Research Division	Support Effort for Developing Scientific Information and New Technology to Solve High Priority Problems for U.S. Beef, Sheep and Swine Industries	\$1,000,000
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Subtotal	\$14,663,257
Total amount of all Grants under \$1,000,000	<u>\$23,909,603</u>
Total Grants for the Quarter	<u>\$38,572,860</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Hawaii Dept of Transportation	Ronald Faller Midwest Roadside Safety	Crash Testing of Various Bridge Guardrails and Transitions, Phase II	\$2,100,000
Natl Strategic Rsch Inst (NSRI)	David Berkowitz Department of Chemistry	Medical Countermeasure Drug Discovery and Development	\$618,617
Dept of Commerce -NOAA	Rezaul Mahmood School of Natural Resources	High Plains Regional Climate Center	\$562,500
DOD-Defense Threat Reduction Agency	Sina Balkir Department of Electrical and Computer Engineering	Low-Power Signal-Processing Electronics for Unattended Radiation Monitoring Sensors	\$503,637
		Subtotal	\$3,784,754
		Total amount of all Contracts under \$400,000	<u>\$4,847,776</u>
		Total Contracts for the Quarter	<u>\$8,632,530</u>

TO: The Board of Regents

Business and Finance

MEETING DATE: June 26, 2020

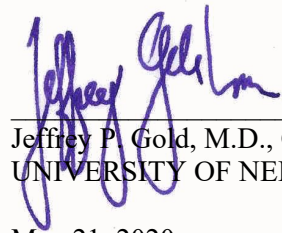
SUBJECT: UNIVERSITY OF NEBRASKA MEDICAL CENTER
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter January 1, 2020, through March 31, 2020

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/2019-9/30/2019	\$25,093	\$44,612,311	\$0	\$19,531,459	\$64,168,863
10/1/19-12/31/2019	\$218,355	\$16,543,918	\$0	\$12,999,134	\$26,761,407
1/1/2020-3/31/2020	\$253,314	\$26,919,224	\$0	\$21,418,131	\$48,590,669
4/1/2020-6/30/2020	\$0	\$0	\$0	\$0	\$0
Fiscal YTD Totals	<u>\$496,762</u>	<u>\$88,075,453</u>	<u>\$0</u>	<u>\$53,948,724</u>	<u>\$142,520,939</u>
2018-19 Totals	<u>\$936,187</u>	<u>\$117,019,088</u>	<u>\$0</u>	<u>\$43,384,698</u>	<u>\$161,339,973</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>

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: May 21, 2020

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER JANUARY 1, 2020 – MARCH 31, 2020**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Sammy's Superheros	Pediatric Cancer Research	\$110,000
	Subtotal	\$110,000
	Total amount of gifts under \$100,000	\$143,315
	Total Gifts for the Quarter	<u>\$253,315</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NIGMS	---New--- Eppley Inst Faculty	Nebraska Center for Molecular Target Discovery and Development	\$2,270,230
DHHS/NIH/NIMH	---New--- Pharmacology/Exp Neuroscience	Chronic HIV Infection and Aging in NeuroAIDS (CHAIN) Center	\$1,512,315
	Subtotal		\$3,782,545
	Total amount of all Grants under \$1,000,000		\$23,136,679
	Total Grants for the Quarter		<u>\$26,919,224</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Mount Sinai Hospital	---New--- Pathology/Microbiology	WMD ECHO Detector	\$1,685,286
NE DHHS	---New--- Pathology/Microbiology	Bioterrorism Laboratory Services Agreement	\$745,371
DHHS/ASPR/BARD A	---New--- Vice Chancellor for Research	Training, Simulation and Quarantine Services (TSQC)	\$1,777,516
U.S. Army/CDMRP	---New--- Eppley Inst Faculty	Targeting a Novel EHD2-SOCE Prometastatic Axis in TNBC	\$1,535,000
NE DHHS	---New--- Int Med Infectious Diseases	AIDS Drug Assistance Program [ADAP] Ryan White Title II Program (Part B)	\$3,990,495
George Washington University	---New--- Int Med DEM	Continuation of Glycemic Reduction Approaches in	\$792,025

Genentech, Inc.	---New--- COP Pharmacy Practice and Science	Diabetes: A Comparative Effectiveness Study (GRADE) Outcomes associated with a collaborative, pharmacy-based influenza like illness disease management service Treatment practices and outcomes of adults with therapy- related acute myeloid leukemia (AML) and AML with myelodysplasia related changes (VNT_JazzCPX351 study)	\$1,294,941
Jazz Pharmaceuticals	---New--- Int Med Oncology/Hematology	Fielding Proof of Concept: En Route Care Acute Respiratory Distress System (ARDS) Mitigation Using Oxygenated Microbubbles (OMB)- Modification, Period 1	\$465,800
National Strategic Research Institute	---New--- Surgery-General Surgery		\$795,513
	Subtotal		\$13,081,947
	Total amount of all Contracts under \$400,000		<u>\$8,336,184</u>
	Total Contracts for the Quarter		<u>\$21,418,131</u>

TO: The Board of Regents
 Business and Finance

MEETING DATE: June 26, 2020

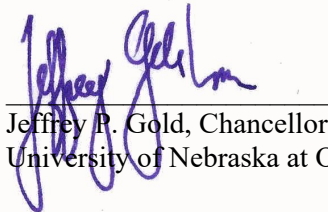
SUBJECT: University of Nebraska at Omaha
 Report of Gifts, Grants, Contracts and Bequests accepted during the
 Quarter January 1, 2020 through March 31, 2020.

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/19-9/30/2019	\$2,655,242	\$19,666,239	\$0	\$140,824	\$22,462,305
10/1/19-12/31/2019	\$1,656,554	\$4,457,630	\$0	\$997,111	\$7,111,295
1/1/20-3/31/2020	\$6,523,119	\$13,927,268	\$20,000	\$197,116	\$20,667,503
4/1/20-6/30/2020	-	-	-	-	-
Fiscal YTD Totals	<u>\$10,834,915</u>	<u>\$38,051,137</u>	<u>\$20,000</u>	<u>\$1,335,051</u>	<u>\$50,241,103</u>
2018-2019 Totals	\$10,327,027	\$35,974,794	\$0	\$1,517,318	\$47,819,139
2017-2018 Totals	\$10,379,869	\$40,438,396	\$314,925	\$1,603,259	\$52,736,449

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

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

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

DATE: May 21, 2020

**UNIVERSITY OF NEBRASKA AT OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER *January 1 – March 31, 2020***

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	First Semester Professorships	322,633
NU Foundation	Fall, 2019 Scholarships	2,345,780
NU Foundation	Anonymous Donor	142,698
NU Foundation	IS&T Code Crush	115,869
NU Foundation	Spring, 2020 Scholarships	1,798,280
NU Foundation	Service Learning Academy	301,804
NU Foundation	Spring, 2020 Scholarships	516,412
	Subtotal	\$5,543,476
	Total amount of gifts under \$100,000	<u>\$979,643</u>
	Total Gifts for the Quarter	<u>\$6,523,119</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	\$7,274,135
	Subtotal		\$7,274,135
	Total amount of all Grants under \$1,000,000		<u>\$6,653,133</u>
	Total Grants for the Quarter		<u>\$13,927,268</u>

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Estate of Leonard Yelinek	Unrestricted	\$20,000
	Subtotal	<u>\$20,000</u>
	Total Bequests for the Quarter	<u>\$20,000</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		197,116
	Total Contracts for the Quarter		<u>\$197,116</u>

TO: The Board of Regents Addendum IX-D-16
Business and Finance

MEETING DATE: June 26, 2020

SUBJECT: Strategic Framework Report on State Funding and Tuition
Accountability Measures

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: Attached is a report on FY 2020-21 state funding and tuition
accountability measure performance.

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

APPROVED: Walter E. Carter, President
University of Nebraska

DATE: May 21, 2020

STATE FUNDING AND TUITION ACCOUNTABILITY MEASURES REPORT

2020-21 Targets

State Funding (1-a-i) and Tuition (1-a-ii)

Secure state funding sufficient to support access to high quality programs, keep tuition increases moderate and predictable for students and families, consistent with goals of both access and quality.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2020-21	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2020	Business

2020-21 Performance

State Funding



The Governor and the Legislature affirmed their strong support of affordable, excellent education for the 52,000 students of the University by funding the University’s budget request, resulting in state funding increases of 3% in 2019-20 and 3.7% for 2020-21.

Cost Management

While pleased with the support from the state – coming on the heels of multiple rounds of cuts that have necessitated \$28 million in administrative and programmatic reductions – NU’s budget request was not enough to cover all its needs. Adjusted for inflation, the university’s 2019-20 budget will be flat or down for a second consecutive year.

Tuition

The State’s partnership is a key reason NU will be able to hold tuition increases to an average of 2.75% over the past two years. With the minimal increases, tuition rates at NU campuses will continue to be well below those at peer institutions.

State Funding Change (1-a-i) FY 2019-20			Tuition Change (1-a-ii) FY 2019-20		
	<u>Target</u>	<u>Performance</u>		<u>Target</u>	<u>Performance</u>
	State funding + cost mgmt. = <6% tuition increase	3.7%		State funding + cost mgmt. = <6% tuition increase	2.75%

TO: The Board of Regents Addendum IX-D-17

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Revisions to the *Bylaws* of the Hixson-Lied College of Fine and Performing Arts at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Report

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

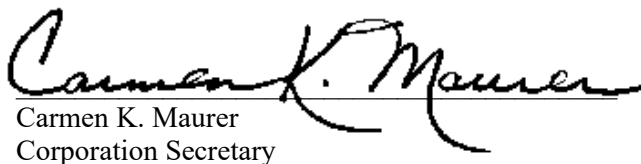
EXPLANATION: The *Bylaws of the Board of Regents* Section 1.2 as amended on January 10, 2010 state, “In any case where any officer, group or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

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

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

- Amend the revisions to the *Bylaws* of the Hixson-Lied College of Fine and Performing Arts at the University of Nebraska-Lincoln. Attached is a summary of the proposed amendments and a redline copy of the revised document.

REPORTED BY:


Carmen K. Maurer
Corporation Secretary

DATE: June 12, 2020

BYLAWS

APPROVED BY COLLEGE FACULTY - MARCH 31, 2004
APPROVED BY BOARD OF REGENTS - AUGUST 7, 2004
AMENDED BY COLLEGE FACULTY – APRIL 5, 2006
AMENDED BY COLLEGE FACULTY – NOVEMBER 2, 2006
AMENDED BY COLLEGE FACULTY – APRIL 4, 2007
AMENDED BY COLLEGE FACULTY – APRIL 8, 2011
AMENDED BY COLLEGE FACULTY – APRIL 4, 2014
AMENDED BY COLLEGE FACULTY – NOVEMBER 13, 2015
AMENDED BY COLLEGE FACULTY – APRIL 6, 2018
AMENDED BY COLLEGE FACULTY – APRIL 3, 2020

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1.0 NAME

The name of the organization shall be the Hixson-Lied College of Fine and Performing Arts, University of Nebraska-Lincoln (sometimes referred to as the College or H-LCFPA in these Bylaws).

2.0 CONSTITUENTS

The Hixson-Lied College of Fine and Performing Arts shall consist of three academic units (the School of Art, Art History & Design, the Glenn Korff School of Music, the Johnny Carson School of Theatre and Film) and two centers (the Johnny Carson Center for Emerging Media Arts and the Mary Riepma Ross Media Arts Center).

3.0 AFFILIATES

Units affiliated with the College are the Center for Great Plains Studies Art Collection, the Lentz Center for Asian Culture, the Lied Center for Performing Arts, and the Sheldon Memorial Art Gallery and Sculpture Garden.

4.0 GOVERNANCE

The governance of the College lies with two groups, the faculty and the administrative component.

5.0 FACULTY

5.1 Powers of the faculty

The faculty of the College is the general approving body for matters not specifically assigned to the administrators by the Board of Regents. Within the limits of federal and state law, the Bylaws of the University of Nebraska Board of Regents, the UNL Bylaws, policies established by the office of the Chancellor, the Academic Senate, and the Graduate College¹, the faculty shall:

- 5.1.1 establish rules for the conduct of its business.
- 5.1.2 establish committees, assign their functions and responsibilities, and choose their members.
- 5.1.3 establish and amend the College Bylaws.
- 5.1.4 establish and regulate instructional content, including:

¹In case of a conflict among these entities, the “supremacy” of provisions is in the following order: (1) applicable law, (2) bylaws and policies of the Board of Regents, (3) UNL bylaws, (4) bylaws and rules of the College.

- 5.1.4.1 requirements for degrees (undergraduate and graduate).
- 5.1.4.2 the academic programs for majors and minors.
- 5.1.4.3 courses to be offered for credit in the College.
- 5.1.5 establish procedures and regulations for students in the College regarding such matters as:
 - 5.1.5.1 admission.
 - 5.1.5.2 probation.
 - 5.1.5.3 dismissals.
 - 5.1.5.4 reinstatement.
 - 5.1.5.5 other matters related to the maintenance of proper academic standards.
- 5.1.6 make recommendations for honorary degrees.
- 5.1.7 consider other business brought before it by the Dean, the Executive Committee, individual faculty, or other authorized persons according to procedures outlined in these Bylaws.
- 5.1.8 consider other items of broad interest to the welfare of the faculty.
- 5.2 Voting membership
 - 5.2.1 The voting membership of the College shall consist of faculty who hold continuous, specific term, or regular/non-temporary special appointments of 0.5 FTE or greater and who are not working toward an advanced degree at the University of Nebraska-Lincoln.
 - 5.2.2 Faculty associated with more than one department shall vote in the department designated on the personnel action form as the home or tenured home department.
 - 5.2.3 Faculty members in other colleges shall not be voting members unless specifically authorized by action of the faculty of the Hixson-Lied College of Fine and Performing Arts.

6.0 COLLEGE ADMINISTRATION

- 6.1 The administrative component of the College shall include:
 - 6.1.1 the Dean.

6.1.2 the Associate Dean.

6.1.3 the Assistant Dean and/or one or more Special Assistants to the Dean.

6.1.4 the Administrative Council.

6.2 Duties of the College administrative component

The College Administrative Component is charged with the broad responsibility of leadership for the College, toward the broad goal of assisting the students and faculty of the College to achieve their goals in learning, teaching, research/creative activities, and service. Specifically it deals with:

6.2.1 maintaining effective communication with the Central Administration and other important campus constituencies.

6.2.2 overseeing academic programs, to include those that are collaborative with other campus units.

6.2.3 providing directives for college-wide strategic planning for the College.

6.2.4 coordinating all activities pertaining to admission and advising.

6.2.5 facilitating governance of all College affairs by the faculty.

6.3 The Dean

6.3.1 General responsibilities

The Dean, as chief administrative officer for the College, is responsible for the oversight of all aspects of the operation of the College, to include academic programs, personnel, physical facilities, student affairs, faculty governance, and the management of fiscal resources.

6.3.2 Performance reviews

The Dean's performance is reviewed annually by the Dean's immediate supervisor with a cumulative review ordinarily conducted after each five years of service. Reviews are conducted in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

6.4 The Associate Dean

6.4.1 Appointment and term of service

The Associate Dean is appointed by the Dean with input from the College Executive Committee. In the terms of the Bylaws of the Board of Regents (sections 3.1 and 4.4), the

appointment as Associate Dean is a special appointment to the academic-administrative staff of the University.

6.4.2 General responsibilities

6.4.2.1 The Associate Dean reports to the Dean and is directly responsible for all matters pertaining to academic and student affairs in the College, including the following:

6.4.2.1.1 degree programs and curriculum.

6.4.2.1.2 accreditation and academic program review.

6.4.2.1.3 advising.

6.4.2.1.4 admissions.

6.4.2.1.5 academic distinction and awards.

6.4.2.1.6 summer sessions.

6.4.2.1.7 College-wide assessment.

6.4.2.1.8 College mentoring program.

6.4.2.1.9 special projects, programs and activities.

6.4.2.2 The Associate Dean serves as Acting Dean in the Dean's absence and assists the Dean as needed with the day-to-day operation of the College.

6.4.3 Performance reviews

The Associate Dean's performance is reviewed annually by the Dean. A cumulative review is conducted every three to five years in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

6.5 Assistant Dean for Business and Fiscal Affairs and/or Special Assistants to the Dean

6.6 Administrative Council

6.6.1 The Administrative Council serves as the management team for the College, and consists of the following individuals:

6.6.1.1 the Dean

6.6.1.2 the Associate Dean for Academic Affairs

6.6.1.3 the Director of the School of Art, Art History & Design

6.6.1.4 the Director of the Johnny Carson School of Theatre and Film

6.6.1.5 the Director of the Glenn Korff School of Music

6.6.1.6 the Director of the Johnny Carson Center for Emerging Media Arts

6.6.1.7 the Assistant Dean of Business and Fiscal Affairs

6.6.2 The Administrative Council meets regularly during the academic year as deemed necessary and appropriate by the Dean.

7.0 COLLEGE FACULTY MEETINGS

7.1 The College faculty shall meet at least once each semester.

7.2 Presiding at meetings

7.2.1 The Dean shall preside at meetings of the faculty.

7.2.2 In the absence of the Dean, the Associate Dean shall preside.

7.2.3 In the absence of the Dean or the Associate Dean, the faculty shall elect a representative to chair the meeting.

7.3 Secretary

The Administrative Assistant to the Dean shall serve as the Secretary for the College Faculty Meetings.

7.4 Parliamentarian

The Dean shall appoint a Parliamentarian at the first meeting of each academic year.

7.5 A meeting of the College Faculty and Staff may be called by:

7.5.1 the Dean.

7.5.2 the Executive Committee, upon formal request to the Dean.

7.5.3 a written request by at least ten (10) of the College's voting membership.

7.6 Notification requirements

- 7.6.1 A call for a meeting shall be distributed in writing to the faculty by the Dean no less than one week before the meeting.
 - 7.6.2 Copies of the agenda and pertinent information shall be provided to the faculty no less than three working days prior to the meeting.
 - 7.6.3 These requirements may be waived by a quorum in the case of an emergency meeting.
 - 7.6.4 The agenda of each meeting is to be sent to the Undergraduate Student Advisory Board and the Graduate Student Advisory Board. (see 7.11)
- 7.7 Meeting agenda.
- Items may be placed on the agenda as follows:
- 7.7.1 by the Dean
 - 7.7.2 by the Executive Committee, upon written request to the Dean
 - 7.7.3 by at least five (5) of the voting membership, who shall submit the item in writing to the Dean's office no less than two weeks prior to the scheduled meeting
 - 7.7.4 by action from the floor, provided that no substantive matter introduced at the meeting be voted on during the same meeting
- 7.8 Quorum
- 7.8.1 A quorum of at least five (5) voting members from each of the academic units must be present before any business can be transacted.
 - 7.8.2 If an item has been presented in advance at two successive meetings at which a quorum has not been present, then the membership present shall constitute a quorum for the purpose of acting on that particular item.
- 7.9 Mail/e-mail ballots
- 7.9.1 A motion to refer an item to a mail/e-mail ballot of the faculty shall be in order after the call for the question but before the vote is taken on any substantive matter before the faculty.
 - 7.9.2 A motion to have a mail/e-mail ballot shall be adopted providing twenty-five (25) percent of the members present or ten (10) members, whichever is greater, favor it.
 - 7.9.3 A mail/e-mail ballot may be used only for substantive issues.

7.9.4 In the case of a mail/e-mail ballot, a summary of the arguments germane to the motion's issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the College faculty.

7.10 Elections

7.10.1 All elections, including those conducted through mail/e-mail ballots, shall be decided by majority vote of all members voting.

7.10.2 If a majority is not reached on the first ballot, a second balloting on the two candidates receiving the highest number of votes shall be held.

7.11 Student representation

Two student organizations may have representation at the College faculty meetings.

7.11.1 Undergraduate Student Advisory Board

7.11.2 Graduate Student Advisory Board

7.11.3 Guidelines for participation:

7.11.3.1 Representatives are non-voting.

7.11.3.2 Representatives shall be selected from their respective memberships.

7.11.3.3 A maximum of two representatives from either organization may attend.

7.11.3.4 Representatives must be majoring in a program in the Hixson-Lied College of Fine and Performing Arts.

7.12 Limitations

Except when otherwise provided in these Bylaws, all procedures shall be in accord with the latest edition of Robert's Rules of Order.

8.0 REGULATIONS GOVERNING ALL COLLEGE COMMITTEES

8.1 Standing committees

There shall be the following standing committees and student organizations in the College:

8.1.1 Executive Committee

8.1.2 Apportionment Committee

- 8.1.3 Curriculum Committee
- 8.1.4 Academic Distinction and Awards Committee
- 8.1.5 Grading Appeals Committee
- 8.1.6 Program Advisory Council
- 8.1.7 Faculty Research Travel Committee
- 8.1.8 Technology Committee
- 8.1.9 Undergraduate Student Advisory Board
- 8.1.10 Graduate Student Advisory Board

- 8.2 Rules regulating other standing committees
 - 8.2.1 All other standing committees will be established, modified, or terminated, as needed, by the majority vote of those present and voting at a College faculty meeting.
 - 8.2.2 The faculty shall prescribe the responsibilities and method of selection of such committees.
 - 8.2.3 Each standing committee shall report to the faculty at least once each year.

- 8.3 Ad-hoc committees
 - 8.3.1 The College may establish ad-hoc committees with appointment by the Dean after consultation with the Administrative Council and Executive Committee in order to effectively manage College affairs.
 - 8.3.2 All ad-hoc committees will be given a specific charge and time frame for the execution of their responsibilities.

- 8.4 General term regulations
 - 8.4.1 Terms of office on all committees, except those held by permanent appointment, shall be staggered.
 - 8.4.2 Faculty members shall be elected and student members shall be appointed in the spring semester.
 - 8.4.3 All terms will begin with the opening of the fall semester, except in the cases of members appointed by the Dean to fill unexpected vacancies.

9.0 REGULATIONS GOVERNING STANDING COMMITTEES

9.1 Executive Committee

9.1.1 Membership

9.1.1.1 the Dean

9.1.1.2 the Associate Dean

9.1.1.3 three members (at least one must be an art historian*) nominated and elected from and by the School of Art, Art History & Design

9.1.1.4 three faculty members (at least one must be a faculty member whose research/creative activity is dedicated at least 50 percent to scholarly research and publication*) nominated and elected from and by the Glenn Korff School of Music

9.1.1.5 three faculty members nominated and elected from and by the Johnny Carson School of Theatre and Film

*Should such a faculty member be either unavailable or unwilling to serve, then that position may be filled by any qualified faculty member from that school.

9.1.2 Rules of membership

9.1.2.1 All Executive Committee members must be full-time, tenured faculty members in the College.

9.1.2.2 No Executive Committee member may be a director.

9.1.2.3 Term of office shall be four years.

9.1.2.4 Elections shall be held in the spring semester and terms shall begin in the fall semester.

9.1.2.5 Persons who have served two consecutive terms may not succeed themselves on the committee.

9.1.2.6 Temporary vacancies shall be filled for the duration of the vacancy through appointment by the appropriate director in consultation with the Dean.

9.1.2.7 Other vacancies occurring, except those by expiration of term, shall be filled by vote of the faculty in the school represented by the vacating member.

9.1.2.8 If such a school election cannot take place immediately, the position may be filled by appointment of the Dean with the concurrence of the Executive Committee.

9.1.3 Functions and responsibilities

9.1.3.1 The Executive Committee shall meet at least three times each semester.

9.1.3.2 The Committee shall serve in an advisory capacity to the Dean, and shall discuss and act upon issues involving College business and the general welfare of the College, including:

9.1.3.2.1 consideration of action on recommendations for tenure and promotions in rank (Tenure and promotion guidelines will adhere to those published in the Bylaws of the Board of Regents and those policies in the Guidelines for the Evaluation of Faculty: Annual Evaluations, Promotion, and Tenure of the University of Nebraska-Lincoln).

9.1.3.2.2 consultation with the Dean on selections of directors.

9.1.3.2.3 service as an appeals committee for individual staff members who desire clarification of their status within the College.

9.1.3.2.4 service as an appeals committee for directors of schools regarding budget or any other matter affecting the welfare of the or school.

9.1.3.2.5 presentation at the appropriate time to the faculty for its vote nominees for membership on the Academic Senate Committee on Committees.

9.1.4 Governance procedures

9.1.4.1 The Dean shall be chair of the Executive Committee.

9.1.4.2 In the Dean's absence, the Associate Dean shall act as chair.

9.1.4.3 Either the Dean or the elected faculty member with the most seniority rank and total years of service in the College may convene the Committee.

9.1.4.4 In an unusual circumstance, a majority of the elected members of the Executive Committee may call a meeting to deliberate and make judgments on any issue dealing with the business or general welfare of the College.

9.1.4.5 The results of these deliberations may be presented to the College as a whole, as well as to other administrative levels in the University.

9.2 Apportionment Committee

9.2.1 Membership

9.2.1.1 all elected members of the Executive Committee.

9.2.2 Rules of Membership

9.2.2.1 rules of Executive Committee membership (9.1.2) will apply

9.2.3 Functions and responsibilities

The Committee shall serve as the College's apportionment grievance committee, as stipulated in the Board of Regents Bylaws [4.3 (b)(2)(i)].

9.2.4 Governance procedures

9.2.4.1 At the first Executive Committee meeting of the academic year, elected committee members will elect an Apportionment Committee chair from amongst themselves for that academic year.

9.2.4.2 The chair will convene the Apportionment Committee in the event of a submitted grievance.

9.2.4.3 Any Executive Committee member who is party to a grievance must recuse himself or herself from the deliberations and decision.

9.2.4.4 For each grievance, the faculty member and the unit administrator will individually submit their cases in writing to the chair of the Apportionment Committee. Upon its review of the submitted narratives, the Apportionment Committee may request additional documents, data, or material from either or both individuals. In addition, the Apportionment Committee may request to meet with one or both of the individuals involved, either together or separately.

9.2.4.5 As stipulated in the Board of Regents Bylaws, "the committee shall consider the positions of each party in relation to the departmental and college missions, as well as the faculty member's overall areas of professional competence and expertise. The committee shall decide whether the apportionment of the faculty member's responsibilities shall be changed and, if so, in what manner. The decision of the committee shall be reasonably within the faculty member's overall areas of professional competence and expertise; it shall be in writing and it shall not violate the rights and responsibilities of the faculty member provided in Sections 4.1 and 4.2 of these [Regental] Bylaws. It shall be final, subject only to review by the committees established by Sections 4.13, 4.14, and 4.15 of these Bylaws."

9.2.4.6 In so much as the responsibilities of "the committees established by Sections 4.13, 4.14, and 4.15" (Grievance Committee, Academic Freedom and Tenure Committee, and Professional Conduct Committee) are subsumed under the purview of the Academic Rights and Responsibilities Committee at UNL, any further pursuit of the grievance (should either party be dissatisfied with the decision of the College Apportionment Committee) should be directed to the ARRC.

9.3 Curriculum Committee

9.3.1 Membership

9.3.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.3.1.2 one faculty member elected by the faculty in the School of Art, Art History & Design

- 9.3.1.3 one faculty member elected by the faculty in the Glenn Korff School of Music
- 9.3.1.4 one faculty member elected by the faculty in the Johnny Carson School of Theatre and Film
- 9.3.1.5 one full-time undergraduate student majoring in a program in the College (selected by the Undergraduate Student Advisory Board)
- 9.3.1.6 one graduate student majoring in a program in the College (selected by the Graduate Student Advisory Board)
- 9.3.1.7 College Advising Coordinator (Ex Officio)
- 9.3.2 Rules of Membership
 - 9.3.2.1 faculty members shall serve for three years
 - 9.3.2.2 student members shall serve for one year
 - 9.3.2.3 faculty members shall have been members in this College at the rank of assistant professor/assistant professor of practice, or higher, for at least two years prior to selection.
 - 9.3.2.4 directors of schools are not eligible, but associate directors may be elected
 - 9.3.2.5 committee members may not serve for more than two consecutive terms
 - 9.3.2.6 temporary vacancies shall be filled by the Dean, with the concurrence of the Executive Committee
 - 9.3.2.7 other vacancies shall be filled by election of the Faculty of the unit in which the vacancy has occurred
 - 9.3.2.8 an empty position awaiting election shall be filled through appointment by the Dean with the concurrence of the Executive Committee
 - 9.3.2.9 a faculty member appointed to complete an unexpired term, who serves less than one-half the regular three-year extent of that term is eligible to serve for two subsequent three-year terms
- 9.3.3 Guests from other units or Colleges may be invited to attend meetings of the Curriculum Committee.
- 9.3.4 The Executive Secretary shall distribute the agendas for and minutes of all Curriculum Committee meetings to the directors and to the curriculum chairs of each of the academic units in the College; to the Dean's office, and to each of the affiliated arts units.
- 9.3.5 Functions and responsibilities

The Committee's general responsibility is to supervise undergraduate curricula in the

College. The committee shall consider student need, duplication, intellectual content, and relationships with other College and university programs. The committee's specific duties are to:

- 9.3.5.1 approve additions, deletions, and revisions of courses.
- 9.3.5.2 determine the applicability of courses toward degree requirements.
- 9.3.5.3 interpret degree requirements in cases of uncertainty.
- 9.3.5.4 encourage the improvement of curricular programs within the College.
- 9.3.5.5 serve, along with the Executive Committee, as the overall academic planning group for the College.
- 9.3.5.6 concern itself with the quality of the course offerings within the College and to promote their excellence.
- 9.3.5.7 establish a subcommittee on "Special Student Requests" that would be charged with adjudicating independent petitions of a non-routine nature related to student academic programs referred to it by the Dean's Office. (An example of such a petition would be a request to waive College-wide academic requirements. The subcommittee may have members who are not members of the Curriculum Committee.)
- 9.3.5.8 ensure that courses are accurately described in the UNL Bulletin.
- 9.3.5.9 review and recommend general and liberal education requirements for students in the Hixson-Lied College of Fine and Performing Arts.
- 9.3.5.10 review and recommend general and liberal education course offerings for students outside of the Hixson-Lied College of Fine and Performing Arts.
- 9.3.5.11 review and recommend all credit-granting programs with specific arts focus, that are proposed by affiliated units.

9.4 Academic Distinction and Awards Committee

9.4.1 Membership

- 9.4.1.1 the Associate Dean, who serves as the non-voting Executive Secretary
- 9.4.1.2 one faculty member selected by the Faculty in the School of Art, Art History & Design
- 9.4.1.3 one faculty member selected by the Faculty in the Glenn Korff School of Music
- 9.4.1.4 one faculty member from selected by the Faculty in the Johnny Carson School of Theatre and Film

- 9.4.1.5 one representative from the four affiliated units (chosen by the Dean in consultation with the heads of the affiliate units)
- 9.4.1.6 one full-time undergraduate student majoring in a degree program in the College (selected by the Undergraduate Student Advisory Board)
- 9.4.1.7 one graduate student majoring in a degree program in the College (selected by the Graduate Student Advisory Board)
- 9.4.1.8 College Advising Coordinator (Ex Officio)
- 9.4.2 Rules of membership
 - 9.4.2.1 The faculty members from the academic units shall be elected by the faculty in their respective academic units.
 - 9.4.2.2 The term of office for faculty members shall be three years.
 - 9.4.2.3 The term of office for student members is one year.
 - 9.4.2.4 Faculty members shall be elected during the spring semester and terms shall begin with the opening of the fall semester.
- 9.4.3 Functions and responsibilities
 - 9.4.3.1 Within general criteria set by the faculty, make decisions regarding the awarding of Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean.
 - 9.4.3.2 Select:
 - 9.4.3.2.1 students to be nominated by the College for special scholarships and fellowships.
 - 9.4.3.2.2 the recipients of College Distinguished Teaching Awards.
 - 9.4.3.2.3 nominees to be forwarded for campus-wide and university-wide Distinguished Teaching and Research Awards.
 - 9.4.3.2.4 nominees for honorary degrees and Master's Week honorees.
 - 9.4.3.3 design and publicize its criteria and procedures for award nominations and selection.
- 9.5 Grading Appeals Committee
 - 9.5.1 Membership

The Grading Appeals Committee shall consist of five voting members, three faculty and two students as follows:

- 9.5.1.1 the Associate Dean, who serves as the non-voting Executive Secretary
 - 9.5.1.2 one faculty member and one alternate elected by the Faculty in the School of Art, Art History & Design
 - 9.5.1.3 one faculty member and one alternate elected by the Faculty in the Glenn Korff School of Music
 - 9.5.1.4 one faculty member and one alternate elected by the Faculty in the Johnny Carson School of Theatre and Film
 - 9.5.1.5 one graduate teaching assistant student and one alternate majoring in a degree program in the College, selected by the Graduate Student Advisory Board
 - 9.5.1.6 one full-time undergraduate student and one alternate majoring in a degree program in the College, selected by the Undergraduate Student Advisory Board
- 9.5.2 Rules of membership
- 9.5.2.1 Faculty members shall serve staggered three-year terms.
 - 9.5.2.2 The committee chair must be a member of the faculty.
 - 9.5.2.3 The committee chair is to be chosen by the committee at the last meeting of the preceding academic year.
 - 9.5.2.4 The term of office for student members is one year.
- 9.5.3 Guests
- 9.5.3.1 The committee will routinely invite a liaison member of the Dean's office staff to be present during consideration of a case. He or she will not have a vote.
- 9.5.4 Functions and responsibilities
- 9.5.4.1 The function of the Grading Appeals Committee is as follows:
 - 9.5.4.1.1 to serve as the College appeal committee beyond the school grading appeals committees.
 - 9.5.4.1.2 to stand as the final grading appeals committee in the College.
 - 9.5.4.1.3 to create and maintain a set of rules, procedures, and standards for the judgment of cases.
 - 9.5.4.1.4 to seek conciliation as well as judgment in considering the cases brought before it.
 - 9.5.4.2 The Grading Appeals Committee's responsibility is to ensure due process in grading procedure. In the case of a disputed final course grade, the committee

task is to attempt, through examination of evidence and consultation with both disputants, to protect students against arbitrary, capricious or prejudiced evaluation on the part of the instructor or others in the department, if such evaluation can be shown to have had an impact on the course grade.

9.5.4.3 The Grading Appeals Committee must accept an appeal only if it is satisfied that there is reason to suspect that the awarding of the grade may have involved a denial of due process through capricious or prejudiced action. Therefore, it shall not:

9.5.4.3.1 undertake to resolve disputes about a student's knowledge of a particular subject matter. (Indeed, the obligatory removal of faculty from hearings involving their disciplines divests the committee of competence to judge learning accomplishment.)

9.5.4.3.2 take a role in a case solely based on the ground that failure to change a grade will prevent graduation or cause the loss of financial assistance.

9.5.4.4 The Grading Appeals Committee will not consider appeals involving:

9.5.4.4.1 violation of law,

9.5.4.4.2 violation of University rules or regulations,

9.5.4.4.3 disruptive or insubordinate behavior,

9.5.4.4.4 cheating on examinations, or

9.5.4.4.5 general complaints about the way the course was conducted.

9.5.4.5 For information about tribunals of recourse for complaints not addressed by the Grading Appeals Committee, the aggrieved party should contact Student Affairs or the Academic Senate Office.

9.5.5 Disqualification regulations

9.5.5.1 In cases involving a member of one of the schools represented on the committee:

9.5.5.1.1 that school's representative must absent him/herself from the College committee's deliberations.

9.5.5.1.2 disqualified committee members may nevertheless appear to provide evidence.

9.5.5.1.3 the Dean of the College will appoint a replacement for a disqualified faculty.

9.5.5.2 In cases involving a student member of the committee:

- 9.5.5.2.1 such students must absent him/herself from the deliberations.
 - 9.5.5.2.2 a disqualified graduate student member will be replaced, for that case only, by action of the Graduate Student Advisory Board.
 - 9.5.5.2.3 a disqualified undergraduate student will be replaced, for that case only, by action of the Undergraduate Student Advisory Board.
- 9.5.6 Procedures for initiating appeals
- 9.5.6.1 A student or faculty member wishing to appeal to the Grading Appeals Committee of the Hixson-Lied College of Fine and Performing Arts should:
 - 9.5.6.1.1 present to the Dean of the College or to any one of the faculty members on the committee a written statement of the grounds of his or her appeal.
 - 9.5.6.1.2 do so before the end of the semester following the semester in which the grade was assigned and at least two weeks in advance of the time a hearing is desired.
 - 9.5.6.2 The statement should provide the following data:
 - 9.5.6.2.1 an account of the facts surrounding the awarding of the grade
 - 9.5.6.2.2 evidence that the appellant has sought to resolve the case in consultation with the other party
 - 9.5.6.2.3 evidence that the appellant, failing to resolve the case in consultation with the other party, has attempted to resolve it within the confines of the school by recourse to the school's grading appeals committee
 - 9.5.6.2.4 evidence that the appellant has carried through the appeal with the greatest expedition possible under the circumstances
- 9.5.7 Reception of appeals by the committee
- 9.5.7.1 Upon receiving the appellant's application, the Dean or committee chair will forward it to the committee as a whole.
 - 9.5.7.2 On receipt of an appeal, the College committee will request from the relevant school agency all records of its deliberations, including documentary evidence gathered in the case.
 - 9.5.7.3 Whether an appeal was brought by a student or a faculty member, the opposite party will be notified of the filing of the appeal and of his or her right to examine a copy of the appeal.
- 9.5.8 Disposition of appeals by the committee

After preliminary examination of a case, the committee may choose among the following courses of action:

- 9.5.8.1 It may decide the case without a hearing based upon the written submissions of the parties.
- 9.5.8.2 It may refer the case back to the instructor, the school, or the student, with the proposal that a resolution lies within the power of the student and faculty member or the student and the school.
- 9.5.8.3 It may accept the case unconditionally. If so, the committee shall:
 - 9.5.8.3.1 if necessary, solicit from the faculty member, student and/or the school committee written statements addressing any questions and issues that the committee believes to require further clarification. If clarification of departmental committee material is necessary, the committee must consult both parties to the dispute.
 - 9.5.8.3.2 if necessary, supplement this information with interviews with the chair of the departmental committee or any of its members, with the parties to the dispute, and with anyone else whose testimony is relevant to the case.
 - 9.5.8.3.3 grant a hearing before the committee at the request of either party.
 - 9.5.8.3.4 consider the full body of evidence.
 - 9.5.8.3.5 pronounce a decision based on the evidence.

9.5.9 Execution of decisions by the committee

- 9.5.9.1 A decision by the committee shall be rendered as soon as possible.
- 9.5.9.2 The decision shall be communicated in writing to both the student and the faculty member.
- 9.5.9.3 The letter to the party whose position was rejected by the committee shall provide reasons and justification for the decision.
- 9.5.9.4 An additional copy of this letter shall be sent to the Dean of the College for his/her record.

9.5.10 Right to re-appeal

- 9.5.10.1 Either students or faculty members may appeal an adverse ruling one time.
- 9.5.10.2 As the College committee is the final appeal committee, an appeal of one of its decisions would go back to the committee for reconsideration.
- 9.5.10.3 Such a petition to re-open the case must be done within 30 days of an adverse ruling.

9.5.10.4 Possible justifications for appeal (as determined by the committee) include:

9.5.10.4.1 submission of significant new evidence

9.5.10.4.2 new interpretation of evidence considered in the earlier appeal

9.5.10.5 A re-appeal statement should conform to the following conditions:

9.5.10.5.1 be as specific as possible in its information, supplying dates, places and times when memory provides them

9.5.10.5.2 supply whatever documentary evidence may be available

9.5.10.5.3 not include unsubstantiated charges

9.5.10.6 A re-appeal statement is to serve as a source of information for the Dean, members of the committee, and the other party concerned.

9.5.11 Procedures for grade change

9.5.11.1 Committee decisions that call for a change of grade shall be communicated in writing to the Dean of the Hixson-Lied College of Fine and Performing Arts.

9.5.11.2 It shall be the responsibility of the Dean to make the change of grade.

9.5.12 Scheduling of an appeals hearing

9.5.12.1 The Grading Appeals Committee shall normally only accept appeals that have been initiated in the semester following the awarding of the grade.

9.5.12.2 Unless there are special circumstances, the committee will not hear appeals during the summer.

9.6 Program Advisory Council

9.6.1 Membership

9.6.1.1 the Dean

9.6.1.2 the Associate Dean

9.6.1.3 the Director of the School of Art, Art History & Design

9.6.1.4 the Director of the Glenn Korff School of Music

9.6.1.5 the Director of the Johnny Carson School of Theatre and Film

9.6.1.6 the Director of the Center for Great Plains Studies or the Curator of the Great Plains Art Museum

9.6.1.7 the Director of the Lied Center for Performing Arts

9.6.1.8 the Director of the Sheldon Museum of Art

9.6.1.9 the Director of the Mary Riepma Ross Media Arts Center

9.6.1.10 additional members may be added on an as-needed basis to include representatives from other areas or sub-areas of the College.

9.6.2 Voting

The Program Advisory Council is a non-voting body.

9.6.3 Functions and responsibilities

9.5.3.1 to exchange information and opinions on subjects of interest to and pertinent to the welfare of the College, the affiliated units, and the Fine and Performing Arts.

9.5.3.2 to act as a forum for developing cooperative programming.

9.5.3.3 to coordinate responses from the arts units to requests for their involvement in special programs or activities.

9.7 Faculty Research Travel Committee

9.7.1 Membership

9.7.1.1 The Faculty Research Travel Committee will consist of the following:

9.7.1.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.7.1.1.2 two faculty members elected by the faculty in the School of Art, Art History & Design

9.7.1.1.3 two faculty members elected by the faculty in the Glenn Korff School of Music

9.7.1.1.4 two faculty members elected by the faculty in the Johnny Carson School of Theatre and Film

9.7.1.2 Committee members will serve three-year staggered terms.

9.7.2 Functions and responsibilities

The function of the Faculty Research Travel Committee is to evaluate applications submitted by qualified faculty seeking support for off-campus research and creative activity, and to determine which applications merit funding.

- 9.8 Technology Committee
 - 9.8.1 Membership
 - 9.8.1.1 the Dean, who serves as the Committee Chair
 - 9.8.1.2 the Associate Dean
 - 9.8.1.3 one faculty member elected by the faculty in the School of Art, Art History & Design
 - 9.8.1.4 one faculty member elected by the faculty in the Glenn Korff School of Music
 - 9.8.1.5 one faculty member elected by the faculty in the Johnny Carson School of Theatre and Film
 - 9.8.1.6 the College Coordinator of Technology
 - 9.8.1.7 a representative from the campus IS division (in an advisory capacity)
 - 9.8.1.8 one full-time undergraduate student from the College Undergraduate Student Advisory Board (endorsed by the School Director)
 - 9.8.1.9 one graduate student from the College Graduate Student Advisory Board (endorsed by the School Director)
 - 9.8.2 Rules of Membership
 - 9.8.2.1 faculty members shall serve for a three-year term, renewable once consecutively
 - 9.8.2.2 student members shall serve for a one-year term, renewable once consecutively
 - 9.8.2.3 directors of schools are not eligible, but associate directors may be elected
 - 9.8.2.4 temporary vacancies shall be filled by the Dean, with the concurrence of the Executive Committee
 - 9.8.2.5 other faculty vacancies shall be filled by election of the Faculty of the unit in which the vacancy has occurred
 - 9.8.2.6 a faculty member elected or appointed to complete an unexpired term, who serves less than one-half the regular three-year extent of that term is eligible to serve for two subsequent three-year terms
 - 9.8.2.7 faculty terms of service will be staggered
 - 9.8.3 Guests from other units or Colleges may be invited to attend meetings of the Technology Committee.

9.8.4 Functions and responsibilities

The Committee's general responsibility is to serve as needed in an advisory role to the Dean and as liaison between the Dean's office and the College units on all matters pertaining to technology in the College. The committee's specific duties are to:

- 9.8.4.1 provide advice relative to curriculum in digital media courses and programs, as well as in those curricular matters that involve the use of technology to a significant degree
- 9.8.4.2 provide advice relative to grant proposals that are dependent on the use of technology
- 9.8.4.3 provide input into the development of position descriptions for faculty and staff whose primary responsibilities lie in the area of technology
- 9.8.4.4 make recommendations regarding the development of new and/or innovative technology-related curricula, programs and activities, as well as to encourage the improvement of technology-related curricula and programs already in place
- 9.8.4.5 provide advice relative to maintenance of the College website
- 9.8.4.6 make recommendations regarding programs for faculty and staff development
- 9.8.4.7 provide advice relative to technology-related collaborative opportunities between the College and other campus units
- 9.8.4.8 serve as a liaison on matters of technology to curriculum committees in each of the College's academic units
- 9.8.4.9 provide input into the long range planning process for sustaining technology support in the College
- 9.8.4.10 provide advice, as appropriate, to other campus units and personnel on matters of technology in the arts

9.9 Undergraduate Student Advisory Board

9.9.1 Membership

- 9.9.1.1 four undergraduate students from the School of Art, Art History & Design
- 9.9.1.2 four undergraduate students from the Glenn Korff School of Music
- 9.9.1.3 four undergraduate students from the Johnny Carson School of Theatre and Film

9.9.2 Rules of membership

- 9.9.2.1 Members must be full-time undergraduate students majoring in a College degree program.
- 9.9.2.2 Members are elected in accordance with the Association of Students at the University of Nebraska guidelines.
- 9.9.2.3 Members serve a two-year staggered term and are eligible for election to a second two-year term.
- 9.9.2.4 Terms begin in May.
- 9.9.3 Functions and responsibilities
 - 9.9.3.1 advocate undergraduate educational quality of the College
 - 9.9.3.2 establish and maintain a liaison of communication with undergraduate students in order to gain student opinions and concerns and to inform students of current College issues
 - 9.9.3.3 provide opportunities for formal and informal contact for undergraduate students with the Dean and the College faculty
 - 9.9.3.4 appoint undergraduate members to College standing committees
 - 9.9.3.5 provide assistance to the Dean with selected College-wide programs as appropriate
- 9.10 Graduate Student Advisory Board
 - 9.10.1 Membership
 - 9.10.1.1 two graduate students from the School of Art, Art History & Design
 - 9.10.1.2 two graduate students from the Glenn Korff School of Music (one must be a doctoral student)
 - 9.10.1.3 two graduate students from the Johnny Carson School of Theatre and Film
 - 9.10.2 Rules of membership
 - 9.10.2.1 Members must be full-time graduate students majoring in a College degree program.
 - 9.10.2.2 Members serve a two-year staggered term.
 - 9.10.2.3 Members are appointed to the Board by the Dean, upon the recommendation of their respective unit head.
 - 9.10.2.4 Terms begin at the start of the fall semester.

9.10.3 Functions and responsibilities

9.10.3.1 serve as a liaison between the Dean and the graduate student body in the College

9.10.3.2 represent the educational interests of the graduate student body in the College

9.10.3.3 provide opportunities for formal and informal contact for graduate students with the Dean and the College faculty

9.10.3.4 appoint graduate members to College standing committees

9.10.3.5 provide assistance to the Dean with selected graduate-level events in the College as appropriate

10. SCHOOL ADMINISTRATIVE ORGANIZATION

10.1 Director

10.1.1 Appointment

10.1.1.1 Directors are recommended for appointment by the Dean to the Executive Vice Chancellor and Chief Academic Officer.

10.1.1.2 Unit faculty must be consulted by the Dean as a part of the appointment process.

10.1.2 Review

10.1.2.1 A Director's performance is reviewed annually by the Dean, with input from faculty and staff in the Director's unit. A cumulative review is conducted after each three to five years of service. Reviews are conducted in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

10.1.2.2 The Dean has the prerogative of reviewing the performance of directors at any time during their term of office.

10.2 Bylaws

10.2.1 Schools must adopt their own bylaws and procedures and in them attempt to denote, as specifically as possible, policies of the school concerning such issues as:

10.2.1.1 duties and responsibilities of its officers, faculty, and committees.

10.2.1.2 criteria for promotion and tenure.

10.2.1.3 conduct of school meetings.

10.2.2 Such bylaws must be in agreement with the Bylaws of the Board of Regents, the Bylaws of the University of Nebraska-Lincoln, and the Hixson-Lied College of Fine and Performing Arts Bylaws.

10.3 Graduate Committees

10.3.1 Each administrative unit authorized to offer major work leading to the Master's or Doctor's degree shall have a Graduate Committee.

10.3.2 Graduate committees must conform to the following guidelines:

10.3.2.1 They shall consist of no fewer than three Graduate Faculty Members, one of whom is designated as the committee chairperson.

10.3.2.2 Graduate Committee members and the committee chairperson are appointed by the Office of Graduate Studies, based on recommendations by the administrative unit through the chairperson of the interdepartmental area, school director, or academic Dean, as appropriate.

10.3.2.3 Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

10.3.2.4 The chairperson of the Graduate Committee has administrative duties, which may include the following responsibilities:

10.3.2.4.1 approving applicants to graduate programs,

10.3.2.4.2 coordinating graduate advising, and

10.3.2.4.3 recruitment for graduate teaching assistantships.

10.4 Other administrative entities

10.4.1 Other school officers

10.4.1.1 The director may recommend the appointment of an additional officer or officers to assist in the administration of the school, if necessary.

10.4.1.2 A chief adviser may be appointed to coordinate advising of undergraduate majors in the school. The prerogatives of such an advisor may include the portioning out of advising assignments.

10.4.2 Other committees

The school may establish other committees, standing or ad hoc, for the conduct of school affairs.

10.4.2.1 Advisory or Executive Committee (especially recommended)

10.4.2.1.1 Role of an advisory or executive committee

10.4.2.1.1.1 to assist the director in the performance of school business

10.4.2.1.1.2 to provide the director consultation that represents the beliefs and preferences of the unit's faculty

10.4.2.1.2 Governance

10.4.2.1.2.1 The committee would normally be elected by a majority of the unit's faculty.

10.4.2.1.2.1 The committee meets at stated intervals.

10.4.2.1.2.1 The duties and responsibilities of the committee are articulated clearly in the bylaws of the academic unit.

10.4.2.2 Additional committees

Additional committees may be elected by the school or appointed by the director. Some typical school standing committees, in addition to an advisory or executive committee, are:

10.4.2.2.1 Curriculum Committee

10.4.2.2.2 Grading Appeals Committee

10.4.2.2.3 Scholarship Committee

10.4.2.2.4 Library Committee

10.4.3 Faculty meetings

10.4.3.1 A school shall have regular faculty meetings scheduled at the convenience of its members.

10.4.3.2 The term "faculty," in this context, includes all faculty who hold appointments of 0.5 FTE or greater.

10.4.3.3 Representation with voting rights from graduate and undergraduate students is permitted at the discretion of the school.

10.4.3.4 Matters to be considered at faculty meetings primarily consist of policies concerning the academic program and the general welfare of the school and the College.

10.4.3.5 A record of the agenda for each meeting should be kept, and minutes of meetings should be distributed.

10.4.4 Actions required by the College of schools

10.4.4.1 Provide the College a recommendation on reappointment for all tenure-leading faculty members and professors of practice

10.4.4.2 Provide the College recommendations for awarding tenure

In order to assure that the important process of consideration for tenure be carried out in a fair and equitable manner, each school is to have in place a systematic, well-defined procedure through which all faculty who are untenured and/or who have not reached the full professor rank are evaluated and considered as candidates for promotion and/or tenure.

10.4.4.2.1 Publicize the particulars of this procedure to its faculty

10.4.4.2.2 State clearly to faculty members at the time they are under scrutiny for tenure the outcome of the application of these procedures to their cases as part of their annual review with the director

10.4.4.3 Provide the College recommendations based on annual reviews of all tenured faculty

10.4.4.4 Set up an in-house procedure to consider student grading appeals

11. POLICY ON STUDENT CHEATING

- 11.1 Students are expected to be honest in all aspects of their academic work.
- 11.2 Academic judgments about a student's work (including questions of cheating) are the responsibility of the instructor. (Normally disagreements are resolved by means of a conference between the student and the instructor.)
- 11.3 When a student has been judged by the instructor to have cheated the student may be given a grade of an F on that assignment by the instructor and if the work in question is the final examination or some large proportion of the work for the course, the F may be given for the whole course.
- 11.4 If the student disputes the instructor's finding of academic dishonesty, the matter shall be referred to the UNL Judicial Officer as required by the UNL policy on Academic Dishonesty.
- 11.5 Appeal rights of the student
 - 11.5.1 The instructor must inform a student of the right of appeal at the time the student is accused of cheating.

- 11.5.2 If a student feels he or she is treated unjustly, the student may take the case to his or her school's Grading Appeals Committee.
- 11.5.3 The student may appeal the school committee's decision to the College Grading Appeals Committee if he or she is not satisfied.

12. INTERDEPARTMENTAL CURRICULUM OPTION

The College permits the development of interdepartmental programs of study impossible within the purview of any one department, school or program or through a regular major or minor. Such programs would be interdisciplinary, interdepartmental inventions that draw upon the resources and strengths of the College's academic units and that are fashioned in combinations not regularly established.

12.1 Guidelines for development

- 12.1.1 Programs of study are to be initiated by groups of interested faculty, and presented as a formal proposal to the Dean
- 12.1.2 The Dean then appoints an ad hoc planning committee to work out the particulars of a proposal
- 12.1.3 The proposal must gain approval of the following authorities in the order in which they are listed:
 - 12.1.3.1 directors of all schools involved in the proposal
 - 12.1.3.2 the Dean
 - 12.1.3.3 the College Executive Committee
 - 12.1.3.4 the College Curriculum Committee
 - 12.1.3.5 the College Faculty at an open meeting

12.2 Guidelines for program supervision and review

- 12.2.1 The planning committee is to be appointed as an area study committee, which has responsibility for the following:
 - 12.2.1.1 reviewing the program requirements periodically
 - 12.2.1.2 advising students in the program
 - 12.2.1.3 assisting with scheduling
 - 12.2.1.4 preparing and reviewing material contained in the university catalogue

13. RELATIONSHIP OF THE COLLEGE TO THE GRADUATE COLLEGE

There is an over-arching Graduate College for the entire University of Nebraska. It encompasses graduate studies and research and creative activity in every academic unit of the university and adjudicates graduate issues of system-wide significance. Within the University of Nebraska-Lincoln, in parallel with the University Graduate College, the UNL Graduate College presides over all UNL graduate activities. Both have a Dean and a deliberative and executive faculty body. Both of these bodies bear the name Graduate Council. The greater, system-wide council is the Executive Graduate Council. The lesser of the two is the Graduate Council of the University of Nebraska-Lincoln which, acting as the agent of the graduate faculty on the Lincoln campuses, governs the graduate components of the various academic units of those campuses. The various graduate programs of the Hixson-Lied College of Fine and Performing Arts are subject to the regulations of the UNL Graduate College as articulated by the UNL Graduate Dean and the UNL Graduate Council.

13.1 In planning its graduate program each school in the Hixson-Lied College of Fine and Performing Arts is obliged to operate within the regulations of the Graduate College.

13.2 Graduate curriculum proposals

13.2.1 Courses of the College carrying graduate credit must have the approval of the UNL Graduate Council.

13.2.2 College schools must address directly the UNL Graduate Council for acceptance of new graduate courses and changes in graduate courses.

13.2.3 College schools must notify the College Curriculum Committee of their proposals involving graduate courses.

13.2.4 When graduate courses are approved by the UNL Graduate Council, notification is forwarded to the Executive Graduate Council.

13.3 UNL Policy for appointing Graduate Faculty (Effective June 9, 2003)

13.3.1 The "Graduate Member" and "Graduate Fellow" designations are replaced by one designation: "Graduate Faculty." Graduate Faculty possess all of the potential roles and responsibilities previously associated with Graduate Fellow.

13.3.2 Every current Graduate Member and Graduate Fellow is automatically granted Graduate Faculty status. This includes all current Members and Fellows, regardless of academic rank or appointment.

13.3.3 Every current and future tenure-line faculty member is automatically granted Graduate Faculty status. No application or review process of any kind is required. In the case of future hires, it is assumed that the department faculty are making a conscious decision to grant Graduate Faculty status simultaneous with the hiring decision.

- 13.3.4 The faculty member must be in a tenured or tenure-leading position, possess a terminal degree and hold a primary appointment in a department that houses a graduate major.
- 13.3.5 Faculty members who are hired “ABD” will not be granted Graduate Faculty status until the terminal degree has been awarded. When the terminal degree has been completed, the faculty member is automatically granted Graduate Faculty status without an application or review process.
- 13.3.6 Non-tenure-line faculty (any full- or part-time appointment that does not hold the potential for tenure) who are not automatically granted Graduate Faculty status in 13.3.2 above must apply for Graduate Faculty status.
- 13.3.7 Masters degree committees are now composed of at least three Graduate Faculty; doctoral committees are now composed of at least four Graduate Faculty. The Office of Graduate Studies will keep an official list of the Graduate Faculty.

14. POLICIES ON HANDLING BYLAWS

- 14.1 The Dean shall ensure that each member of the faculty receives a copy of the College Bylaws as well as copies of subsequent changes adopted by the membership.
- 14.2 Passage of a motion to change the Bylaws requires a favorable vote by two-thirds of the members of the College faculty voting.
- 14.3 Additional processes related to the amendment of the College Bylaws may be required by the Board of Regents Bylaws, which should be consulted in conjunction with any proposal to amend the College’s Bylaws.

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THE INDIVIDUAL FACULTY MEMBER

15. RIGHTS AND RESPONSIBILITIES

15.1 Obligations

Faculty members have at least three obligations to the College and University.

15.1.1 Obligation to the faculty/student relationship within and outside of the classroom

Faculty members must:

15.1.1.1 competently present the material of their disciplines.

15.1.1.2 be available to their students for additional direction and counsel.

15.1.1.3 adhere to the pedagogical responsibilities of a faculty member as stated in the Bylaws of the Board of Regents, Chapter IV, 4.1.

15.1.1.4 be informed of and comply with all policies and practices concerning student records as stated in the Student Records Policy in the University of Nebraska-Lincoln Bulletin.

15.1.2 Obligation to maintain professional competence by:

15.1.2.1 maintaining command of developments in their fields.

15.1.2.2 developing their capacities for research or creative activity in which they are professionally trained.

15.1.2.3 pursuing that research or creative discipline.

15.1.3 Obligation to render administrative service usually through participation as follows:

15.1.3.1 on committees at school, college and university levels.

15.1.3.2 in the Academic Senate.

15.1.3.3 development of new programs

15.1.3.4 professional or scholarly service outside the university, etc.

15.2 Mentors for new faculty

15.2.1 Each faculty member on joining the College shall be assigned a mentor.

15.2.2 The mission of the mentor is to help new faculty adapt to the campus setting by serving as a resource in matters concerning the Research Council and teaching grants, reappointment files, campus traditions, and university policies and politics.

15.2.3 Appointments

15.2.3.1 Mentors shall be appointed by the Dean in consultation with the directors of the new faculty members.

15.2.3.2 Mentors shall be chosen from the College.

15.2.3.3 Mentor appointments normally shall be for one year, but longer terms are possible.

15.2.4 Meetings

15.2.4.1 The Dean shall arrange one occasion in the fall term for mentors and new faculty to come together.

15.2.4.2 Otherwise, meetings are at the discretion of the newcomer and mentor.

15.3 Procedures in advising

15.3.1 Advisers are assigned by school coordinators.

15.3.2 Advisers generally have two responsibilities:

15.3.2.1 Counseling during the early registration period during which the faculty member seeks to help students identify courses that best correspond to their individual interests and satisfy requirements in their major and other fields.

15.3.2.2 A more general advising role in which the faculty member discusses with the student his or her academic interests, talents, and personal goals.

16. FACULTY EVALUATION

16.1 Evaluation Entities and General Procedures

16.1.1 Criteria, policies, and practices with regard to promotion and tenure differ among schools in the College. It is the responsibility of the school to develop specific criteria applicable to the faculty within that unit, and to disseminate those criteria to all faculty in that unit when they are hired or when any changes are made in the criteria. The following outlines the procedures common to all units within the College.

16.1.2 At the school level, the staffing evaluations of different classifications of faculty are made by the following entities.

- 16.1.2.1 Staffing decisions concerning non-tenure-leading faculty are made by the directors. This authority pertains to routine temporary and part-time appointments but not necessarily to special appointments such as those of visiting experts.
 - 16.1.2.2 Recommendations regarding reappointment and/or promotion of tenure-leading faculty and professors of practice are made by the faculty of the reviewed person's school, who rank higher than the faculty member under review.
 - 16.1.2.3 Recommendations regarding tenure are voted on only by tenured faculty members in a school.
- 16.1.3 For reappointment decisions of tenure-leading faculty, the following represents the reporting and recommendation process.
- 16.1.3.1 Eligible voting faculty make a recommendation to the director.
 - 16.1.3.2 The director makes an independent assessment and recommendation to the Dean.
 - 16.1.3.3 The Dean, upon review of the recommendations in 16.1.2.1 and 16.1.2.2 (above) makes the decision on reappointment.
- 16.1.4 For tenure and/or promotion decisions of tenure leading faculty and for promotion decisions of professors of practice, the following represents the reporting and recommendation process.
- 16.1.4.1 Eligible voting faculty review the materials, make a recommendation, and forward the file to the director.
 - 16.1.4.2 The director makes an independent assessment and recommendation.
 - 16.1.4.3 The faculty recommendation, the director recommendation, and the file are forwarded to the Dean and the College Executive Committee.
 - 16.1.4.4 The College Executive Committee reviews the file and makes a recommendation to the Dean.
 - 16.1.4.5 The Dean makes an independent assessment and recommendation.
 - 16.1.4.6 The faculty member's file, including the recommendation from the eligible voting faculty, the director, the College Executive Committee, and the Dean, is forwarded to the Executive Vice Chancellor and Chief Academic Officer (EVC).
 - 16.1.4.7 The EVC makes a recommendation to the Chancellor.
- 16.1.5 At every step in the process, the faculty member must be given copies of all recommendations. The candidate may request reasons for adverse recommendations or request reconsideration of the decision by the group or individual not recommending promotion or tenure. Results of such requests should be provided to the candidate in writing. No negative recommendation shall be forwarded until the reconsideration is complete. The department or college shall establish time lines for the candidate to request either a statement of reasons or reconsideration of a decision. If the candidate requests a statement of reasons or requests reconsideration of a decision within these time lines, such request shall be granted as expeditiously as possible. Departments and colleges

must schedule the review process so that any reconsideration shall be completed in time to meet established submission deadlines to the next level of consideration. The purpose of the statement of reasons is to give an unsuccessful candidate an opportunity to prepare a rebuttal argument.

16.2 Guidelines Concerning the Clarity of Recommendations and the Recording of Votes and Recommendations

16.2.1 Clarity of recommendations

Because some reviewers of the material are unlikely to be closely acquainted with the disciplines of the individuals being considered or the particular expertise of the person whose promotion or tenure is being proposed (reviewers such as the College Executive Committee, the Executive Vice Chancellor and Chief Academic Officer, and the Chancellor), the school must take great care to:

16.2.1.1 accompany all recommendations for promotion and/or tenure with documentary support materials that are presented in a clear and readily understood format.

16.2.1.2 be explicit about the factors upon which recommendations are based.

16.2.2 Vote information

Recommendations submitted to the Dean and the College Executive Committee must include:

16.2.2.1 the vote count of the eligible voting members of the school, recording all positive votes, negative votes, and/or abstentions.

16.2.2.2 an indication of the reasons for negative as well as positive votes, if there is a significant number of negative votes.

16.2.3 Minority opinion

Members of the voting faculty body who differ from the majority may submit in writing to the Dean and the College Executive Committee the reasons for their dissent, provided a copy is given to the individual being considered for his/her response.

16.3 Criteria For Evaluation

16.3.1 Introduction

Over the course of their careers, faculty will be evaluated for the purposes of ~~annual~~ reappointment, annual performance evaluations, promotion in rank, the granting of tenure, and post-tenure review. The process of evaluation will consider each of the following three areas: teaching, research/creative activity, and service (including community outreach and administration), with consideration given to the specific apportionment of duties.

Assessment is made first at the department level and is determined both as appropriate to the discipline, and appropriate to this point in the faculty member's career. Specific criteria for evaluating faculty performance are determined by the faculty in the individual departments. However, all assessment at the University is part of a process of review at several levels with built in checks and balances, and assessments or recommendations, made at all levels -- from the faculty body or promotion and tenure committee, to the director, to the College Executive

Committee, to the Dean, to the Executive Vice Chancellor and Chief Academic Officer, and to the Chancellor. The purpose of the review at the college level (and the vice-chancellor level) is especially to insure that proper standards are being applied.

The foundational documents for evaluation procedures of faculty are the Bylaws of the Board of Regents, in particular Chapter IV: Rights and Responsibilities of Professional Staff (http://www.nebraska.edu/board/board_bylaws_full.html) and UNL's Guidelines for the Evaluation of Faculty (<https://executivevc.unl.edu/faculty/evaluation-recognition/guidelines>).

16.3.2 Terminology

The following terms are to be used for all stages of the review process. This is not a grading system in the standard sense, since College expectations are high and since the faculty hiring process itself is extremely selective. It is assumed that the College will attract and keep only meritorious, hard-working faculty members, and that new hires will maintain or raise the over-all standards of teaching, research/creative activity, and service of the individual units.

It is important to note that these terms are to be applied to the evaluation procedure for the faculty member as appropriate at that point in his or her academic career, and based on apportionment of duties.

16.3.2.1 Exceptional Performance

Denotes exceptionally high performance or recognition, in one or more areas, at or near the top of his or her field nationally or internationally, that likely would not be duplicated every year.

16.3.2.2 Exceeds Expectations

Denotes superior performance or recognition, in one or more areas, exceeding the high expectations of the department and the college that likely could be repeated in successive years.

16.3.2.3 Meets Expectations

Denotes performance, in all areas, at a level of excellence demonstrating that a faculty member is living up to the promise shown at the time he or she was hired. Thus, "meets expectations" tends to be the normal, typical, most frequent description of faculty performance.

16.3.2.4 Needs Improvement

Denotes performance, in one or more areas, that is questionable and is not consistently meeting the high standards of the college.

16.3.2.5 Unacceptable

Denotes poor performance or neglect, in one or more areas.

16.3.3 Scope of evaluation

It is assumed that faculty will document yearly activity in the areas of teaching, research/creative achievement and service. Some projects take more than a calendar year to complete. In fact, it is expected that post-tenure faculty may engage in more adventurous and expansive projects that may take several years to bear fruit. The annual evaluation, therefore, must look not only at the specific tangible achievements for that calendar year but consider progress on larger projects and the faculty member's articulated plan for on-going and anticipated future activity in all areas in which duties have been apportioned. Evaluations for promotion and tenure will consider the entire academic career of the candidate to that point.

16.3.4 Criteria for tenure and for promotion to specific ranks

16.3.4.1 Tenure

The College expects faculty members to be productive over their entire careers in the three important areas of teaching, research/creative activity, and service. The College sees the interdependence of these three as fundamental and expects achievement in these three areas to carry national or international significance, as appropriate. A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate the likelihood of continuation after an award of tenure.

In order to attain tenure, faculty performance in the areas of teaching, research/creative activity and service must meet the requirements of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. However, achievement in all areas must at least meet expectations at the time of tenure. (see 16.3.2.3)

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria, the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding the granting of tenure.

16.3.4.2 Promotion to specific ranks for tenure-leading faculty

In order to attain promotion, faculty performance in the areas of teaching, research/creative activity and service must meet the expectations of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. In respect to the terminology for evaluation, at the time of promotion to associate or full professor, achievement in all areas must, at the very least, "meet expectations."

16.3.4.2.1 Assistant Professor

Appointment to the rank of assistant professor signifies that a faculty member is well qualified to launch upon a full-fledged academic career. Qualifications include completion of a terminal degree or equivalent experience in the practice of the discipline. Unless the letter of appointment designates one as holding a Special Appointment pursuant to Regents

Bylaws 4.4.1, assistant professors will be on both promotion and tenure tracks. In the period between appointment as an assistant professor and promotion to associate professor, terms expressed in the letter of offer, in the position description, and in the annual evaluations provide guidance regarding professional development to the faculty member and to peers and administrators charged with judging progress toward promotion.

16.3.4.2.2 Associate Professor

To attain the rank of associate professor, the candidate should be an accomplished teacher, where teaching is an assigned responsibility, have a significant record of scholarly/creative work in keeping with the individual's job responsibilities, and have a significant record of service. Time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years. Earlier promotion is quite unusual and implies that a candidate has accomplished in the shorter time period what normally would be expected in the longer one.

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria (particularly involving the probability of continued achievement and the attainment of national or international recognition), the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding granting of tenure.

Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers.

16.3.4.2.3 Professor

The rank of professor is the highest academic rank in the University. The rank of professor is reserved for those faculty members whose achievements in research/creative activity (including pedagogy) are sufficient to merit recognition as distinguished authorities in their field and who hold the professional respect of their colleagues in their discipline. Usually, the candidates have been awarded tenure. Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers. Ordinarily, it is highly unusual for faculty to move from associate professor to professor in less than seven years.

To attain the rank of professor, most phases of the candidate's work must evince a level of sustained accomplishment. Such accomplishment is of the sort that would merit national recognition in appropriate arenas. That does not mean that the subject of the work must be of national character or scope.

The subject may well be regional or local, but the importance of the work should be sufficient to merit significant recognition.

Peers and administrators evaluating a candidate for professor should review documentation of the entire academic career to date. That record will include outside evaluations. The record of a successful candidate for professor must show evidence of sustained excellence over an extended period of time. A recommendation for promotion should be made only if the faculty member's attainment is not only of sufficient significance, but also indicates the likelihood of continuation after promotion to this rank.

16.3.4.3 Promotion to specific ranks for professors of practice

In order to attain promotion, faculty performance in the areas of teaching and service must meet the expectations of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. In respect to the terminology for evaluation, at the time of promotion to associate or full professor of practice, achievement in both areas must, at the very least, "meet expectations."

16.3.4.3.1 Assistant Professor of Practice

Appointment to the rank of assistant professor of practice signifies that a faculty member holds the appropriate terminal degree and has demonstrated success in academic or professional instruction.

16.3.4.3.2 Associate Professor of Practice

To attain the rank of associate professor of practice, the candidate must hold the appropriate terminal degree, achieved success in academic or professional instruction, and contributed to advancing learning in the field. The candidate must have demonstrated excellence in academic or professional instruction, evidenced e.g. by student evaluations, portfolio, peer review, and student learning outcomes. The candidate must provide evidence of leadership in instructional activity that has had significant impact on the department, college, or University.

16.3.4.3.3 Professor of Practice

The rank of professor of practice is reserved for those faculty members who meet a very high performance standard. In addition to the requirements for associate professor of practice, the minimum expectation is for national visibility for the candidate's instructional activities and/or practice, achievable through, e.g. leadership in professional organizations, instructional methods and/or materials disseminated nationally, and grant funding for instructional activities/innovation.

Peers and administrators evaluating a candidate for professor of practice should review documentation of the entire academic career to date. That record will include outside evaluations.

16.3.5 Criteria for triggering post-tenure review

If a tenured faculty member receives an “unacceptable” evaluation for two consecutive years in the category of teaching or the category of research/creative activity, the unit administrator will initiate the post-tenure review process.

16.4 Record Keeping For Faculty Activities and Achievements

16.4.1 Records concerning each faculty member are maintained in files kept by the individual faculty member, the faculty member's school, and the College.

16.4.2 Faculty inform their directors of their activities and achievements in the form of materials that will become the basis for the annual evaluation related to merit salary adjustments, and also for evaluations concerned with reappointment and progress toward tenure, promotion, the awarding of Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.

16.4.3 Information about individual faculty activities and achievements is conveyed in three bodies of documentation that the faculty member provides. They are:

16.4.3.1 The Cumulative Faculty Record

16.4.3.1.1 This record is initiated by the faculty member upon commencing employment at the university in order to provide a continuous record of the faculty member's activities, accomplishments, and honors.

16.4.3.1.2 This record is updated and submitted yearly as part of the annual review of faculty for determining merit salary adjustments.

16.4.3.1.3 The Cumulative Faculty Record and its updates are kept on file by the College in the Dean's Office. Copies are also to be kept on file by the school in the director's office, and by the individual faculty member.

16.4.3.2 The annual faculty evaluation file

16.4.3.2.1 This file, maintained by the individual faculty member, is submitted yearly as part of the annual review of faculty for determining merit salary adjustments, and contains, in addition to a copy of the Cumulative Faculty Record, additional materials deemed relevant by the individual academic unit to its faculty member's remuneration and status.

16.4.3.3 The faculty career achievement file

16.4.3.3.1 The materials assembled in the annual evaluation file, including all student evaluations, shall be preserved by the faculty member and shall cumulatively form the core of the faculty career achievement file, which is the documentation provided by the faculty member for evaluations concerning reappointment, progress toward tenure, promotion, awarding Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.

16.4.3.3.2 Faculty members shall have access to all material submitted for their evaluation (except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member) and the opportunity to respond in writing.

16.4.3.4 The college file and the school file

16.4.3.4.1 The College file

16.4.3.4.1.1 The College shall maintain a file on each faculty member consisting of the yearly Cumulative Faculty Record and any additional relevant materials.

16.4.3.4.1.2 Faculty members have a right to see and respond to the contents of their College file, except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.2 The school file

16.4.3.4.2.1 The school shall maintain a file or files on each faculty member consisting of the initial letters of offer and acceptance, memoranda of reappointment, promotion, tenure, copies of the yearly Cumulative Faculty Record and Performance Evaluation Summary, the Personnel Action Form and Personal Data Form, similar personnel documents, and any additional relevant materials.

16.4.3.4.2.2 Faculty members have a right to see and respond to the contents of their school file(s), except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.3 Faculty members may petition their director or dean to have material removed from their school or college file.

16.5 Reappointment, Promotion and Tenure Files

16.5.1 Faculty members are required to create a record of accomplishment for the purposes of reappointment, tenure and promotion.

16.5.2 Reappointment files are prepared ~~annually~~ by ~~tenure-leading probationary~~ faculty ~~during each of their specific-term (probationary) appointments~~ and ~~in the penultimate term year~~ by professors of practice ~~and research professors in the penultimate year of their contract~~. They are primarily constituted from the materials that document achievement in the areas of teaching, research/creative activity, service, and outreach. The files are cumulative and must contain the appropriate documentation and executive reviews from all years leading to tenure and promotion decisions. The reappointment process is separate from that of tenure and promotion; however, untenured faculty members and professors of practice should be advised of the University's tenure and promotion documentation requirements when assembling their materials for reappointment ~~each year~~.

16.5.3 Candidates for tenure and promotion must provide materials in accordance with the Documentation Request form that emanates from the office of the Executive Vice Chancellor and Chief Academic Officer. Although the request includes items within the following general categories, candidates must refer to the current Documentation Request form for the specific requirements and to specific guidelines described in their respective school governance documents.

16.5.3.1 Professional summary and employment history.

16.5.3.2 Evidence of and analysis of the quality and significance of quality and effectiveness of teaching.

16.5.3.3 Evidence of and analysis of the quality and significance of scholarly, professional, and creative activity, including awards, prizes and other noteworthy recognition. (Tenure-leading faculty only.)

16.5.3.4 Evidence of and analysis of the quality and significance of professional and institutional service, outreach activities, and related recognitions.

16.6 Rights of Access and Contribution To Materials Used In Personnel Evaluations

16.6.1 Anyone (including the candidate) with relevant information for inclusion into the file may proffer that information at any level of consideration to the person responsible for conducting the review. That person shall determine, after consultation with the candidate, whether to include the material.

16.6.2 The rights of access and written response are guaranteed by Sections 2.9.8 of the UNL Bylaws and 4.6 of the Bylaws of the University of Nebraska Board of Regents, which states that "Faculty members shall have access to all material submitted for their evaluation and the opportunity to respond in writing." The exception is material from external peer reviewers for which the faculty member has waived review rights.

16.6.3 Faculty members being evaluated shall have the right of access to all material used to assist in any evaluations of their professional performance, with certain exceptions as noted below.

16.6.3.1 Consequently, all evaluation material must be made available for the inspection of the person being evaluated.

16.6.3.2 The right of access shall embrace not only factual documentation but also interpretive commentary, solicited or unsolicited, coming from any source, unless the faculty member has waived access (see 16.6.12 below).

16.6.3.3 The primary repository of evaluation material and therefore the most notable body of data to which the access right applies is the faculty member's evaluation file. This file is compiled by schools to assist the various evaluating bodies to form annual performance evaluations and recommendations as to promotion, tenure, reappointment, non-reappointment, termination, or merit salary increase.

16.6.3.4 The faculty member under evaluation shall be notified of the identities of contributors of commentary, with certain exceptions as noted below.

- 16.6.4 The person being evaluated must be notified of the identities of persons or groups to whom material used in evaluation is made available.
- 16.6.5 If separate evaluative commentary is solicited or received from individuals not through a "regular, normal process," the interpretations of this document do apply.
- 16.6.6 Anonymity
 - 16.6.6.1 Anonymous contributions shall neither be solicited nor consulted in any evaluation or review.
 - 16.6.6.2 The general prohibition against anonymity in evaluation materials shall not apply to evaluatory compilations that, though possibly including individual statements that are anonymous, emerge from groups known as a whole to the person being evaluated. Such groups include the following two instances:
 - 16.6.6.2.1 student evaluations of faculty teaching performance, when they are collected through a regular, normal process either required or facilitated by a unit of UNL; and
 - 16.6.6.2.2 evaluation of administrative performance, when the materials are collected through a regular, normal process, particularly in meeting the requirements of the UNL Bylaws, Section 2.3.2.1.
- 16.6.7 Rights to append written responses
 - 16.6.7.1 Opportunity must be provided to allow the person under review to attach written responses to evaluative material not exempted by waiver.
 - 16.6.7.2 Access to material must be granted for an interval of time reasonably sufficient to allow for the composition of written responses, before the file becomes available to persons or groups charged to evaluate and/or recommend.
- 16.6.8 These rules are not intended to limit oral discussion in a meeting of a group charged to conduct a review and produce a recommendation, provided that:
 - 16.6.8.1 the discussion is based preponderantly upon materials already accumulated in the file.
 - 16.6.8.2 new material of such a substantive nature as to adversely affect the decision shall not be introduced at any meeting unless the candidate is to be given an opportunity to respond.
- 16.6.9 It is the responsibility of the individual conducting the meeting to:
 - 16.6.9.1 make necessary judgments concerning the substantives of new material.
 - 16.6.9.2 divulge to the person being evaluated any new material offered to the evaluating group.
 - 16.6.9.3 make sure that the person under scrutiny has opportunity to respond to new material, if necessary, by delaying the vote or decision.
- 16.6.10 A synopsis of discussion at such a meeting is given to the person being evaluated.

16.6.11 These rules are not intended to restrict the right of any evaluating group to vote its recommendation by secret ballot.

16.6.12 Waiver options

16.6.12.1 A person under evaluation may waive any or all rights of access to:

16.6.12.1.1 any information or materials accumulated for a review file.

16.6.12.1.2 any portions of said information or materials.

16.6.12.1.3 knowledge of the identity of any or all informants.

For example, a person under evaluation may:

16.6.12.1.3.1 waive the right to inspect written comments solicited from outside peer reviewers.

16.6.12.1.3.2 claim the right to inspect the reviews but waive the right to know the identity of the reviewers.

16.6.12.1.3.3 waive the right to know the identity of student evaluators.

16.6.12.2 Waivers shall be:

16.6.12.2.1 attached to the file.

16.6.12.2.2 written specifically, clearly indicating what portion of a document is included in the waiver.

16.6.12.2.3 executed prior to the solicitation or accumulation of material.

16.6.12.2.4 submitted voluntarily.

16.6.12.3 It is forbidden to coerce staff members into executing waivers, either directly or indirectly. Waivers must not be required, neither by request of the person or persons conducting the review nor by the establishment of unit policies or procedures that require or assume the granting of waivers.

16.6.13 Notification to contributors of rights of access

16.6.13.1 Individuals invited or required to contribute to an evaluation file must be notified, prior to handing over their material, of the rights of access and inspection and/or of any waivers of those rights that have been executed.

16.6.13.2 This right to be notified shall be granted all persons contributing material -- students, colleagues, supervisors, and committees within the university as well as peer reviewers solicited from the university.

16.6.14 Exceptions to the rule of rights of access

- 16.6.14.1 These regulations and the relevant Bylaws sections shall not apply in the case of a current university staff member becoming a candidate for another position within the university. The rights of access to materials accumulated in behalf of candidacy shall be the same for all a position's candidates and shall be rendered neither more nor less restrictive for university employees than for external candidates.
- 16.6.14.2 Pledges of confidentiality granted by the university and duly constituted university officials prior to these interpretations of Bylaw provisions shall not be rescinded even if they violate the current interpretations. (Retroactive application of interpretations of Bylaw text would surely compel the university to violate pledges of confidentiality made in good faith. Undoubtedly, university records contain material the collection of which was accompanied by promises of confidentiality sanctioned by Bylaw interpretations previous to those of this document. The old pledges should be honored; recommendations derived according to past procedures should not be rescinded; no effort should be made to "purge" files retroactively.)
- 16.6.15 Resolutions of disputes about staffing recommendations shall be adjudicated individually by the appropriate supervisor, each on its own merits.
- 16.6.16 The provisions of Section 2.9.4 of the UNL Bylaws shall not diminish the availability of material to persons or groups legitimately charged with the responsibility to review files and to participate in consultation leading to recommendations for personnel actions.

16.7 Assessment of Teaching

The faculty believe that a variety of techniques and materials are important in the appraisal of teaching effectiveness.

16.7.1 Student evaluations

- 16.7.1.1 Evaluations by students shall be administered in every course of a faculty member's regular teaching load, every semester, except as indicated in 16.7.1.2. These will be used to assess the quality of the courses including the quality of a faculty member's teaching.
- 16.7.1.2 Evaluations of courses that do not contribute to the faculty member's teaching load credit are not required, for example, dissertation hours, continuing education courses, individual research, or individual reading courses.
- 16.7.1.3 While graduate students are to have the opportunity to evaluate their formal courses, each unit is allowed to modify evaluation mechanisms to take into account differences between undergraduate and graduate instructional procedures.
- 16.7.1.4 Each school shall be free to devise whatever evaluation form it deems appropriate, provided that the form includes questions calling for response to the following topics:
 - 16.7.1.4.1 The instructor's handling of the class, for example:
 - 16.7.1.4.1.1 Were the course requirements made clear?
 - 16.7.1.4.1.2 Was the instructor in the class during the scheduled class times?

- 16.7.1.4.1.3 Was there an opportunity (keeping in mind class size) for questions?
- 16.7.1.4.1.4 Were the examinations related to topics covered in the classroom, laboratory, or studio, and in reading assignments?
- 16.7.1.4.1.5 Were exams, projects, and papers returned in a reasonable time?
- 16.7.1.4.2 The instructor's skill in communication, for example:
 - 16.7.1.4.2.1 If the class was primarily lecture, were the lectures clear and well-organized?
 - 16.7.1.4.2.2 If the class was primarily discussion, were the discussions focused and well-guided?
 - 16.7.1.4.2.3 Was the instructor enthusiastic about the subject?
 - 16.7.1.4.2.4 Was the instructor helpful in clarifying problems or difficult points?
 - 16.7.1.4.2.5 Were answers to questions to the point and understandable?
 - 16.7.1.4.2.6 Was the use of instructional equipment appropriate for the subject matter?
- 16.7.1.4.3 the student's perception of the extent of the learning experience
- 16.7.1.4.4 the degree to which the student feels interest and thinking have been stimulated
- 16.7.1.4.5 In December, 1993, the UNL Academic Senate passed the following resolution: "In departments where the Teaching & Learning Center evaluation form is not used, the Senate calls for each department to use a summative form that requests the student to indicate if the faculty member has treated students with fairness and respect or has discriminated against a group of students on irrelevant grounds, particularly groups that have traditionally been subject to discrimination and are listed in the Regents Bylaws, section 4.1.b., or in the Professional Ethics Statement adopted by the Academic Senate (adopted April 17, 1990). Language that addresses this resolution must be included in all school student evaluations surveys.
- 16.7.1.5 Procedure for administering pencil-and-paper student evaluations
 - 16.7.1.5.1 The instructor or a designee shall distribute the evaluation forms during a class period.
 - 16.7.1.5.2 The instructor or designee shall be absent from the room while students fill out the evaluations.
 - 16.7.1.5.3 Students shall always have the option to sign or not sign the evaluation forms.

- 16.7.1.5.4 A volunteer from among the students in the class shall collect the completed evaluation forms and deliver them to the school office in a sealed envelope provided by the instructor.
- 16.7.1.5.5 The evaluations shall be provided to the instructor after final course grades have been submitted, and the instructor shall assure the students that this measure protective of their freedom of expression will be implemented.
- 16.7.1.6 Those interpreting the evaluations should give due consideration to the differing circumstances under which signed and unsigned evaluations were written.
- 16.7.1.7 Before student evaluations are given to the director or an authorized faculty committee for review, the faculty member being evaluated shall have opportunity to append any explanations or additional information he or she may want to accompany the evaluation packet.
- 16.7.1.8 The faculty member's response should be included with the raw data for any review.
- 16.7.1.9 Once the evaluations have been used for the annual evaluation of the faculty member and/or tenure and promotion procedures, those evaluations become the property of the individual faculty member.
- 16.7.2 External peer review of teaching
 - 16.7.2.1 If external peer review of teaching is required by the school (see below), the director must submit materials to be evaluated which includes responses from at least three evaluators, external to the campus. This list of respondents may include people suggested by the faculty member, supplemented by other names at the discretion of the director.
 - 16.7.2.2 External peer review of research/creative activity is required for all College faculty for tenure and promotion, but not for reappointment evaluations.
 - 16.7.2.3 Schools in the College may require external peer review of teaching as part of that unit's criteria for promotion and/or tenure.
- 16.7.3 The following are examples of other categories of information that the Faculty believes to be useful for evaluating teaching:
 - 16.7.3.1 Self-evaluation by the individual faculty member.
 - 16.7.3.2 Evaluations of courses that are linked in discipline-specific sequences: an indication of the quality of student work in courses that follow from the courses under scrutiny.
 - 16.7.3.3 Growth and development of student accomplishment in attaining course objectives as measured by pre- and post-testing.
 - 16.7.3.4 Curriculum development and innovations.
 - 16.7.3.5 Review of teaching materials, examining such issues as their ideological currency, academic soundness, relationship to course objectives, and conceptual sophistication.
 - 16.7.3.6 Interpretation of student complaints, provided that the content and nature of any complaint be made known to the faculty member under review, that the faculty member

have opportunity to respond in writing, and that the response be incorporated into his or her permanent file.

16.7.3.7 Classroom visitation

16.7.3.7.1 If a program of classroom visitation is adopted, the following safeguards must be followed:

16.7.3.7.1.1 Choice of visitors shall be from among the faculty responsible for reviewing pedagogical performance and shall not include the director.

16.7.3.7.1.2 The individual under review shall be free to invite as observers any additional members of the faculty responsible for his or her review.

16.7.3.7.1.3 The department shall present in writing to the observers and the individual under review a checklist of the attributes to be appraised.

16.7.3.7.1.4 The faculty member shall have the right to see the report(s) of the observer(s) before submission to the director and/or authorized faculty committee and to write a response that shall be attached to the report(s).

16.7.3.7.1.5 No anonymous reports will be accepted.

16.7.4 Academic freedom in relation to teaching

The boundaries that academic freedom places upon what is said in and out of the classroom are described in the Bylaws of the Board of Regents, Chapter IV, 4.2.

17. DEPARTMENTAL PROCEDURES FOR EVALUATION OF TENURE-LEADING FACULTY FOR THE PURPOSE OF REAPPOINTMENT

17.1 All tenure-leading faculty who have not been awarded tenure are reviewed during each of their specific-term (probationary) appointments annually for the purpose of reappointment decisions. ~~Each p~~Probationary appointments, ~~unless specified in his/her contract, is for one year and~~ shall carry no presumption of renewal, and will terminate at the end of the stated term, according to the policies and procedures of the Bylaws of the Board of Regents, section 4.4.2.

17.2 Evaluation for reappointment is based on a reappointment file, assembled by the faculty member, according to the guidelines contained in Section 16.5 - Reappointment, Promotion and Tenure Files. For reappointment decisions of non-tenure faculty, external peer evaluation (16.7.2) is not required.

17.3 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and

independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:

- 17.3.1 the reappointment year of the faculty member being evaluated.
 - 17.3.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 17.3.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.
 - 17.3.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 17.3.5 the action recommended by the voting faculty, the options of which are reappointment or non-reappointment.
- 17.4 The letter from the director must include the following information:
- 17.4.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 17.4.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are reappointment or non-reappointment.
- 17.5 Rules governing the evaluative comments
- 17.5.1 As required by UNL Bylaws and Board of Regents' Policies, these comments are to make specific recommendations for improvement and professional development in teaching, scholarly and/or creative activity, and service that will enhance the faculty member's chances of eventually achieving tenure at the end of the probationary period.
 - 17.5.2 Care should be taken that a positive annual review is not understood as a promise of eventual tenure. A positive evaluation should be interpreted as a prognosis merely favorable, not binding on the part of the university. It is important to recognize that sustained positive contributions are critical for the awarding of tenure.
 - 17.5.3 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)
- 17.6 Importance of clarity in the evaluative comments
- It is vital that the evaluative comments of the eligible voting faculty and the director be clear and specific, because, in addition to their decision function, they fill two informational roles. One of those roles is to provide guidance to the faculty member being evaluated of his/her progress toward tenure and/or promotion. The other role is to provide a historical context helpful to those charged with future evaluations of the faculty member's progress from year to year. The more

specific and succinct the comments, the more useful they will be both to the faculty member and to subsequent evaluators. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

- 17.7 As per UNL bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on reappointment.
- 17.8 The Dean shall make the final decision on reappointment of tenure-leading faculty.

18. DEPARTMENTAL PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSE OF GRANTING TENURE

- 18.1 Procedures for creating a tenure application file (See 16.4 and 16.7)

The faculty member under consideration must assemble a tenure file, in accordance with the school, College, and university timelines, containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the tenure judgment. Its contents should be as follows:

- 18.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)
 - 18.1.2 data regarding the three areas by which tenure decisions are made: teaching, research/creative activity, and service
- 18.2 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.
 - 18.3 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion and tenure committee—to provide advice on the assembly of the tenure file to ensure that no important information has been overlooked.)
 - 18.4 A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate likelihood of continuation.
 - 18.5 The total period of service prior to a "continuous appointment" for a member of the faculty is described in the Bylaws of the Board of Regents, Chapter IV. 4.10. The "mandatory" evaluation

for a tenure decision is the sixth year of total full-time service, as defined in the Bylaws of the Board of Regents, Section 4.10. It is possible in truly exceptional instances, for a faculty member to request consideration for the granting of tenure before the mandatory year. Through past practice, the University has indicated the granting of early tenure will be awarded only to extraordinary faculty members who have substantially exceeded the criteria for tenure.

18.6 The following policies are procedures to be followed in any tenure evaluation:

18.6.1 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:

18.6.1.1 the reappointment year of the faculty member being evaluated.

18.6.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

18.6.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.

18.6.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.6.1.5 the action recommended by the voting faculty, the options of which are "for tenure" or "against tenure" or "abstention."

18.7 The letter from the director must include the following information:

18.7.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.7.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for tenure" or "against tenure."

18.8 Rules governing the evaluative comments

18.8.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

18.8.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include reference to student evaluations used and how they were interpreted.

18.9 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on tenure.

18.10 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

19. DEPARTMENTAL PROCEDURES FOR EVALUATION OF TENURED AND TENURE-LEADING FACULTY FOR THE PURPOSE OF PROMOTION

(Refer to 16.3.4.2 for the College criteria for promotion to specific ranks.)

19.1 Since an application for promotion may occur without application for tenure, or after tenure is granted, this section of the bylaws is included separately.

19.2 As a general guideline, it is expected that faculty will remain in each rank of assistant professor and associate professor for six years while preparing for advancement. It is possible, however, for applications for "early" promotion to be considered in truly exceptional cases. In such instances, all established criteria for promotion must be met or exceeded.

19.3 In many instances application for promotion to associate professor and application for tenure occur at the same time. In these cases, the faculty member's file is evaluated for both simultaneously, and the evaluative letters from the eligible voting faculty and the director should speak to both issues, tenure and promotion. If it is not the mandatory year for consideration of the faculty member's tenure, it is possible for the voting faculty and/or the director to recommend "for promotion" and "against tenure."

19.4 Procedures for creating a promotion application file. (see 16.4 and 16.7)

19.4.1 The faculty member under consideration must assemble a promotion file containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the judgment. Its contents should be as follows:

19.4.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)

19.4.1.2 data regarding the three areas by which promotion decisions are made: teaching, research and/or creative activity and service.

19.5 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

- 19.6 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion and tenure committee – to provide advice on the assembly of the promotion file to ensure that no important information has been overlooked.)
- 19.7 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean).
- 19.7.1 The letter from the voting faculty must include the following information:
- 19.7.1.1 the reappointment year of the faculty member being evaluated.
 - 19.7.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 19.7.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against" and the number of abstentions.
 - 19.7.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 19.7.1.5 the action recommended by the voting faculty, the options of which are "for promotion" or "against promotion" or "abstention."
- 19.7.2 The letter from the director must include the following information:
- 19.7.2.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 19.7.2.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for promotion" or "against promotion."
- 19.7.3 Rules governing the evaluative comments
- 19.7.3.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)
 - 19.7.3.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

- 19.7.4 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on promotion.
- 19.7.5 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

20. DEPARTMENTAL PROCEDURES FOR EVALUATION OF PROFESSORS OF PRACTICE FOR THE PURPOSE OF REAPPOINTMENT

- 20.1 Professors of practice are reviewed in the penultimate year of their term for the purpose of reappointment decisions. Appointments for assistant professor of practice range from one to three years; associate professor of practice, one to four years; and professor of practice, one to five years. The appointments shall carry no presumption of renewal, and will terminate at the end of the stated term, according to the policies and procedures of the Bylaws of the Board of Regents, section 4.4.8.
- 20.2 Evaluation for reappointment is based on a reappointment file, assembled by the faculty member, according to the guidelines contained in Section 16.5 - Reappointment, Promotion and Tenure Files.
- 20.3 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:
 - 20.3.1 the reappointment year of the faculty member being evaluated.
 - 20.3.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 20.3.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.
 - 20.3.4 specific evaluative comments on the faculty member's teaching and service.
 - 20.3.5 the action recommended by the voting faculty, the options of which are reappointment or non-reappointment.
- 20.4 The letter from the director must include the following information:
 - 20.4.1 specific evaluative comments on the faculty member's teaching and service.
 - 20.4.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are reappointment or non-reappointment.

20.5 Rules governing the evaluative comments

20.5.1 As required by UNL Bylaws and Board of Regents' Policies, these comments are to make specific recommendations for improvement and professional development in teaching and service that will enhance the faculty member's chances of eventually achieving tenure at the end of the probationary period.

20.5.2 Care should be taken that a positive annual review is not understood as a promise of reappointment. A positive evaluation should be interpreted as a prognosis merely favorable, not binding on the part of the university.

20.5.3 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

20.6 Importance of clarity in the evaluative comments

It is vital that the evaluative comments of the eligible voting faculty and the director be clear and specific, because, in addition to their decision function, they fill two informational roles. One of those roles is to provide guidance to the faculty member being evaluated of his/her progress toward promotion. The other role is to provide a historical context helpful to those charged with future evaluations of the faculty member's progress from year to year. The more specific and succinct the comments, the more useful they will be both to the faculty member and to subsequent evaluators. The evaluations should be specific in their discussions so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

20.7 As per UNL bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on reappointment.

20.8 The Dean shall make the final decision on reappointment.

21. DEPARTMENTAL PROCEDURES FOR EVALUATION OF PROFESSORS OF PRACTICE FOR THE PURPOSE OF PROMOTION

(Refer to 16.3.4.3 for the College criteria for promotion to specific ranks.)

21.1 As a general guideline, it is expected that faculty will remain in each rank of assistant professor of practice and associate professor of practice for six years while preparing for advancement. It is possible, however, for applications for "early" promotion to be considered in truly exceptional cases. In such instances, all established criteria for promotion must be met or exceeded.

21.2 Procedures for creating a promotion application file. (see 16.4 and 16.7)

- 21.2.1 The faculty member under consideration must assemble a promotion file containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the judgment. Its contents should be as follows:
 - 21.2.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)
 - 21.2.1.2 data regarding the two areas by which promotion decisions are made: teaching and service.

- 21.3 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

- 21.4 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion committee -- to provide advice on the assembly of the promotion file to ensure that no important information has been overlooked.)

- 21.5 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean).
 - 21.5.1 The letter from the voting faculty must include the following information:
 - 21.5.1.1 the reappointment year of the faculty member being evaluated.
 - 21.5.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 21.5.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against" and the number of abstentions.
 - 21.5.1.4 specific evaluative comments on the faculty member's teaching and service.
 - 21.5.1.5 the action recommended by the voting faculty, the options of which are "for promotion" or "against promotion" or "abstention."
 - 21.5.2 The letter from the director must include the following information:
 - 21.5.2.1 specific evaluative comments on the faculty member's teaching and service.
 - 21.5.2.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for promotion" or "against promotion."
 - 21.5.3 Rules governing the evaluative comments

21.5.3.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

21.5.3.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

21.5.4 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on promotion.

21.5.5 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

22. COLLEGE AND EXECUTIVE COMMITTEE PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSES OF REAPPOINTMENT, PROMOTION, AND GRANTING TENURE

22.1 Reappointment

After reappointment reviews are completed and recommendations are formulated by both the eligible voting faculty and the director, those recommendations are forwarded to the College office. After receiving the recommendations of the voting faculty and the director, and a copy of the faculty member's current Curriculum Vitae, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean's recommendation is forwarded to the Executive Vice Chancellor and Chief Academic Officer. A copy of the recommendation must be provided to the faculty member and the director.

22.2 Promotion/Tenure

After promotion and/or tenure reviews are completed and recommendations are formulated by both the eligible voting faculty and the director, those recommendations are forwarded, along with the candidate's tenure and/or promotion file, to the College office.

22.3 When the file and the recommendations are received in the Dean's office, both the Dean and the members of the College Executive Committee will be notified and the initial examination of all materials will be completed on an individual basis.

22.4 The College Executive Committee then meets as a whole to discuss the faculty member's application, the supporting materials, and the letters from the school faculty and the director. Unless additional information is requested, the Committee formulates a letter of recommendation,

with detailed reasons for their recommendation, and submits it to the Dean, to be transmitted to the Executive Vice Chancellor and Chief Academic Officer, with the applicant's file. Except as noted in section 22.5, below, each of the nine members on the College Executive Committee has one vote.

- 22.5 When a promotion or tenure recommendation is being considered, the College Executive Committee members from the candidate's home school shall:
- 22.5.1 not vote.
 - 22.5.2 withdraw from the meeting room so that their presence not be construed as inhibiting free discussion.
- 22.6 The College Executive Committee expects to concur with the school recommendations unless there are strong reasons not to do so. If the Committee does have questions about a promotion and/or tenure recommendation from a school or feels the evidence supporting such a recommendation is inadequate, the following steps are to be taken:
- 22.6.1 the director is to be given an opportunity to present additional materials that might help clarify the position taken by his/her school, prior to the final vote of the College Executive Committee. New material of such a substantive nature as to adversely affect the decision shall not be introduced unless the candidate is to be given an opportunity to respond. It is the responsibility of the individual conducting the meeting to make the necessary judgments concerning the substantive nature of any new material, to convey new information to the person being evaluated and, if necessary, to delay the vote or decisions until the person has had the opportunity to respond.
 - 22.6.2 If the recommendation of the College Executive Committee and the school and/or the director are in opposition:
 - 22.6.2.1 the school or chairperson may appeal for reconsideration.
 - 22.6.2.2 the appeal may be made by the school or director, or by the faculty member under review.
 - 22.6.2.3 The faculty member involved:
 - 22.6.2.3.1 should be consulted by the director to seek his or her input in the appeal.
 - 22.6.2.3.2 may join personally in the appeal.
 - 22.6.3 If the College Executive Committee disagreement with the school remains after any subsequent review or appeal, the reasons for disagreement must be provided in writing to the director and to the individual concerned.
 - 22.6.4 If the College Executive Committee recommends against promotion or tenure, the candidate must be informed of the ability to obtain reasons and request reconsideration as

described in 16.1.5. No negative recommendation shall be forwarded until the reconsideration is complete.

- 22.6.5 After receiving the recommendations of the voting faculty, the director, and the College Executive Committee, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean will forward his/her recommendation and all requested file materials to the Executive Vice Chancellor and Chief Academic Officer, the candidate, the College Executive Committee, and the director. If the Dean recommends against promotion or tenure, the candidate must be informed of the ability to obtain reasons and request reconsideration as described in 16.1.5.
- 22.6.6 The faculty member under consideration has the right to withdraw the application for tenure and/or promotion at any step in the process, without prejudice. If it is the candidate's mandatory year for tenure consideration, withdrawal from consideration implies that the candidate will not seek tenure and his/her contract will expire at the end of the probationary period.

23. POST-TENURE REVIEW

(University of Nebraska-Lincoln Guidelines for the Evaluation of Faculty 9/30/97; amended 9/16/98)

Special Peer Review

23.1 Purpose

The special peer review process is intended to assist tenured faculty in achieving their professional goals and maximizing their Contributions to the University throughout their professional careers, to provide assurance to the public that tenured faculty are accountable for their performance, and to provide continued peer involvement in the review of tenured faculty members. (It remains the responsibility of the Executive Vice Chancellor and Chief Academic Officer and the Vice Chancellor for the Institute of Agriculture and Natural Resources, respectively, to ensure that annual reviews referred to herein are conducted in all departments in a rigorous and equitable manner.)

23.2 Applicability of review process

The special peer review process is applicable to all members of the faculty who have been on a continuous contract pursuant to Board of Regents Bylaws 4.4.3 for a period of three years or more. A faculty member shall not be subject to or eligible for a special peer review more than once every four years. A faculty member shall be reviewed in accordance with the special peer review process in either of the following circumstances:

- 23.2.1 A faculty member receives (after the third year of being on continuous contract):

- 23.2.1.1 A written annual evaluation from the unit administrator that identifies a substantial and chronic deficiency in the faculty member's performance and clearly states that if the faculty member does not make substantial, acceptable progress toward remedying the deficiency by the next annual evaluation, a post-tenure review will be initiated; and
- 23.2.1.2 Notification deriving from the next annual review that the unit administrator has determined that the substantial and chronic deficiency identified in the previous evaluation has not been remedied, that a post-tenure review is appropriate, and that the dean concurs. Ordinarily, the faculty member shall be provided notification by June 30 that a review will be scheduled for the following academic year. Upon recommendation of the unit administrator and approval of the dean, a faculty member subject to post-tenure review under this section may be exempted or deferred for review if there are clearly extenuating circumstances (such as health problems) and an alternate plan for addressing the problems is adopted.
- 23.2.2 A faculty member requests a review in accordance with the special peer review process. The purpose of such a review would be to provide helpful evaluation and assistance to the faculty member in planning a prospective program by which the faculty member can maximize his or her contributions to the University and more fully realize his or her professional goals.
- 23.3 Initiating the review process
 - 23.3.1 Whenever a special peer review is initiated, either by the faculty member or the unit administrator, the unit administrator shall first consult with the faculty member and then shall establish a schedule for the conduct of the review. Ordinarily, the review shall be scheduled for the academic year, and preferably the fall term, following notification of, or request by, the faculty member.
 - 23.3.2 For a review initiated under 21.2.1 above, the unit administrator shall construct a special peer review file containing a clear identification and description of the deficiency or deficiencies, copies of the faculty member's last three annual reviews, such other materials as are relevant, and a document suggesting ways in which the deficiency could be removed. For a review initiated under 21.2.2 above, the unit administrator shall provide the Review Committee with a file containing copies of the faculty member's previous three annual reviews and such other materials as are relevant.
 - 23.3.3 The faculty member shall have the opportunity to supplement the special peer review file throughout the review process by including any information the faculty member believes to be material and helpful to the Review Committee or to administrators involved in the review process. The unit administrator shall cooperate with the faculty member to provide relevant information and shall periodically notify the faculty member of additions to the file. The faculty member shall be given access to all materials in the special peer review file. If the faculty member acknowledges a deficiency in performance, he or she is encouraged to include in the file a plan to remedy the deficiency or to otherwise maximize the faculty member's achievement of professional goals and contribution to the unit's mission, with specific goals and timetables for their achievement.

- 23.3.4 The faculty member and the unit administrator may include in the file a response to material provided by the other.
 - 23.3.5 The unit administrator shall provide the Review Committee with a copy of the procedures and schedule for the special peer review.
- 23.4 Appointing the Review Committee
- 23.4.1 A Review Committee shall be selected to conduct the review of the faculty member's performance. The Committee shall be composed of an appropriate group of tenured faculty from within and outside the unit who hold an academic rank at least equal to that of the faculty member to be reviewed. The Committee shall include some representation of the discipline and mission of the faculty member under review. Ordinarily the Committee should be composed of 3 individuals capable of providing a fair and unbiased assessment of the faculty member's performance.
 - 23.4.2 Initially, the unit administrator and the faculty member shall meet and attempt to agree on the composition of the Committee, which must be approved by the dean.
 - 23.4.3 If the unit administrator and the faculty member are unable to agree on the composition of the Committee, the Committee shall be chosen by an appropriate elected faculty committee within the unit, or, for departments with fewer than ten full-time faculty members, within the College; the composition of the Committee is subject to approval by the dean. Each unit, in its by-laws or otherwise, shall have previously designated the appropriate elected faculty committee for this purpose.
- 23.5 Conducting the review
- 23.5.1 The Review Committee shall review the file constructed for this purpose and may meet with the unit administrator and the faculty member, either together or separately. The Committee may consult other sources of information not included in the file with the approval of the unit administrator and the faculty member.
 - 23.5.2 Evaluation by peers external to the campus is required when research productivity is an issue; evaluation by peers external to the campus may be used when teaching and/or service/extension productivity is in question. If the Review Committee determines that evaluation by external peers is required or would be useful, the Committee shall notify the unit administrator and the faculty member. Thereafter, such outside reviews shall be obtained in accordance with the same procedure utilized by the unit to obtain outside reviews for purposes of making tenure decisions.
 - 23.5.3 In accordance with the schedule for the review established by the unit administrator, the Review Committee shall make a written report of its findings and recommendations, if any.
 - 23.5.4 If the special peer review is conducted at the request of the unit administrator pursuant to section 21.2.1 of this procedure, the written report of the Review Committee shall be provided to the unit administrator, the faculty member's dean, and the faculty member.

23.5.5 If the special peer review is conducted at the request of the faculty member pursuant to section 21.2.2 of this procedure, the written report of the Review Committee shall be provided solely to the faculty member. The faculty member, at his or her discretion, may keep the Report confidential, share it with the unit administrator, or share it with the unit administrator and dean. If requested by the faculty member, the unit administrator and dean shall provide a written response to the Report, indicating the extent to which he or she agrees or disagrees with the findings and recommendations of the Report and why. At the request of the faculty member, the Report and any response from administrators shall be made part of the faculty member's permanent personnel record. The faculty member, the unit administrator, and the dean shall work together to implement those recommendations on which they mutually agree. Nothing in the Report shall be used in any university evaluation without the consent of the faculty member. However, the faculty member may not attempt to utilize only a portion of the Report or any edited version of the Report in other university evaluations.

23.6 Preparing the Review Committee report

23.6.1 The purpose of the Review Committee Report is to provide an assessment of the performance of the faculty member subject to review and, where appropriate or necessary, to provide recommendations to maximize the faculty member's contributions to the unit and the University. The Review Committee Report is advisory. The Report shall include part (1) below and, as appropriate, parts (2) through (5):

- (1) An assessment of the strengths and weaknesses of the faculty member's performance;
- (2) Recommendations for ways, if any, in which the faculty member could enhance achievement of his or her professional goals and his or her contributions to the mission of the unit, including suggestions, where appropriate, for adjustment in the faculty member's responsibilities, goals and timetables for meeting the goals, and criteria for assessing the faculty member's achievement of enhanced performance.
- (3) An evaluation of any proposed plan submitted by the unit administrator or the faculty member to remedy any deficiency in the faculty member's performance and any recommended modification to such a plan.
- (4) Recommendations for ways, if any, in which the unit administrator could provide professional development support to assist the faculty member in enhancing achievement of his or her professional goals and his or her contribution to the mission of the unit.
- (5) For a review initiated under 21.2.1 above, any recommendations for sanctions to be imposed upon the faculty member for performance characterized by substantial and chronic deficiency.

23.6.2 The Review Committee, if it believes that inappropriate criteria have been used to evaluate the faculty member, shall also indicate that fact in its Report.

23.6.3 For a review initiated under 21.2.1 above, the Review committee shall make one of the following findings, to be clearly stated in its Report:

23.6.3.1 The faculty member has not identified substantial and chronic deficiencies. If the Review Committee finds that the faculty member's performance does not reflect any substantial and chronic deficiency or deficiencies for the period under review, the faculty member and the unit administrator will be so informed in writing and the review is thereby completed.

23.6.3.2 The faculty member has substantial and chronic deficiencies. The Review Committee shall state and describe the deficiency or deficiencies in its Report, which shall include all the elements listed under 21.6, items (1) through (5). The Committee shall provide a copy to the faculty member and the unit administrator.

23.6.4 The unit administrator shall allow the faculty member being reviewed an opportunity to provide a written response to the Review Committee Report. Except when the review was conducted at the faculty member's request, the Report and any response from the faculty member shall be made a part of the faculty member's permanent personnel record.

23.7 Completing the review process under a finding of substantial and chronic deficiency

23.7.1 Upon receipt of a Review Committee report and the faculty member's response, if any, the unit administrator shall meet with the faculty member reviewed to consider the report and any recommendations therein. The unit administrator shall then provide the faculty member and the dean with a written appraisal of the faculty member's performance, together with all documentation pertaining to the faculty member's review, including the file constructed for the review, the Review Committee's Report, and the faculty member's written response to the review, if any. The appraisal shall include, where appropriate:

23.7.1.1 the extent to which the unit administrator accepts or rejects the findings and recommendations of the Review Committee Report and the reasons for doing so; the unit administrator may reject the Review Committee's findings only for compelling reasons, communicated in writing to the faculty member and the dean.

23.7.1.2 a plan outlining the expectations of the unit administrator as to how the faculty member can remedy any deficiency in performance or enhance the faculty member's professional goals and contribution to the unit, including specific goals and time tables for achieving such goals and the criteria to be applied in making such a determination;

23.7.1.3 the resources the unit administrator is willing and able to provide the faculty member to assist in implementing the plan;

23.7.1.4 any adjustment in assignment or responsibilities of the faculty member; and

23.7.1.5 any sanction to be imposed on the faculty member related to his or her performance. Sanctions governed by Regents Bylaws shall only be imposed following the procedure prescribed in the by-laws.

- 23.7.2 The dean, after review and consultation, may accept, modify, or reject the unit administrator's written appraisal and recommendations, but where the dean's appraisal differs from that provided by the Review Committee or where the dean accepts recommendations that differ from those provided by Review Committee, the dean may modify or reject only for compelling reasons, communicated in writing. The dean's response shall be provided to the faculty member and to the unit administrator.
- 23.7.3 A faculty member dissatisfied with the results of the special peer review and the unit administrator's subsequent appraisal, or the dean's acceptance, modification or rejection of it, may pursue any appeal or remedy otherwise available to faculty members relating to matters that affect their employment status (21.2).
- 23.7.4 Progress towards achieving the goals and timetables set out in the unit administrator's plan, as approved by the dean, will be reviewed in subsequent annual reviews. If the faculty member fails to achieve the goals and timetables defined in that plan, those administrative processes defined by the Regent's Bylaws (and different from special peer review) may be initiated as appropriate. Special peer review is not a prerequisite for initiation of those other administrative processes.

23.8 Review of the special peer review

In the academic year following its fifth full year of operation, the Special Peer Review system shall be reviewed by a joint taskforce of administrators and faculty members. The taskforce shall assess the system's efficacy, fairness, and overall contribution to institutional betterment. (21.1). The standards for substantial and chronic deficiency shall be determined by the faculty in each unit and, when approved by the appropriate unit administrator, Dean and Executive Vice Chancellor, shall become part of its evaluation procedures.

Adopted August, 1993

Amended at College Faculty meeting on 12/3/93 (Changes approved by vote at meeting)

Amended at College Faculty meeting on 4/23/97 (Changes approved by mail ballot)

Amended at College Faculty meeting on 10/8/97 (Changes approved by mail ballot)

Amended at College Faculty meeting on 4/5/00 (Changes approved by vote at meeting)

Revised, 2002-2004 (Changes approved by vote at College Faculty meeting on 3/31/04)

Amended at College Faculty meeting on 4/5/06 (Change approved by unanimous vote at meeting)

Amended at College Faculty meeting on 11/2/06 (Change approved by unanimous vote at meeting)

Amended at College Faculty meeting on 4/4/07 (Change approved by vote at meeting)

TO: The Board of Regents Addendum IX-D-18
Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Revisions to the Rules of the Faculty Assembly of the University of Nebraska
Medical Center College of Dentistry

RECOMMENDED ACTION: Report

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

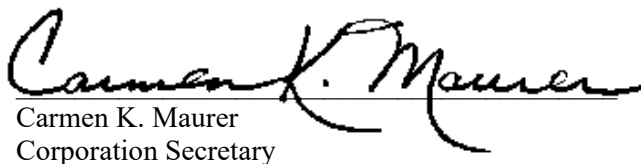
EXPLANATION: The *Bylaws of the Board of Regents* Section 1.2 as amended on January 10, 2010 state, “In any case where any officer, group or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

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

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

- Amend the revisions to the Rules of the Faculty Assembly of the University of Nebraska Medical Center College of Dentistry. Attached is the proposed amendments and a redline copy of the revised document.

REPORTED BY:


Carmen K. Maurer
Corporation Secretary

DATE: June 12, 2020

RULES of the
FACULTY ASSEMBLY of the
UNIVERSITY OF NEBRASKA MEDICAL CENTER
COLLEGE OF DENTISTRY
Revised January 31, 2020
Revised April 26, 2003
(Approved by Board of Regents on October 12, 1984)

ARTICLE I

Name

Section 1. The name of this organization shall be the Faculty Assembly of the University Of Nebraska Medical Center College Of Dentistry.

ARTICLE II

Purpose

Section 1. The purpose of the Faculty Assembly of the University Of Nebraska Medical Center College Of Dentistry is to provide the immediate government for the College, subject to the powers vested in the Board of Regents or delegated to its administrative officers.

Section 2. The Faculty Assembly shall have power to govern, promote and protect the academic mission of the College of Dentistry as defined by the Board of Regents.

Section 3. The Faculty Assembly shall formulate policies, programs, goals and standards in dental education for implementation by the administrative officers of the College of Dentistry.

ARTICLE III

Membership

Section 1. Membership in the Faculty Assembly is open to all members of the College of Dentistry faculty holding the rank of Instructor, ~~and above~~ **Assistant Professor, Associate Professor, Professor**; or other persons specifically included by action of these voting members. Voting members of the Faculty Assembly shall hold an appointment of ~~ninety percent~~ **fifty percent** FTE or more.

ARTICLE IV

Officers

Section 1. The officers of this organization shall consist of a president, secretary and parliamentarian.

Section 2. President

The Dean of the College of Dentistry shall serve as president of the Faculty Assembly. He/she shall preside at all meetings at which He/she is present. In the Dean's absence, the Dean will appoint a presiding officer.

Section 3. Secretary

The secretary for the Faculty Assembly shall be the Administrative Assistant to the Dean. In the secretary's absence, a temporary secretary may be appointed by the presiding officer. The secretary shall take roll, record the minutes of the assembly's meetings and update the bylaws when changes are approved by the Faculty Assembly.

Section 4. Parliamentarian

The parliamentarian for the Faculty Assembly shall be elected from the assembly membership to serve a term of two (2) years. In the parliamentarian's absence, a temporary parliamentarian will be appointed by the presiding officer. The parliamentarian shall maintain order, rule on points of order and serve as resource person to the presiding officer.

ARTICLE V Meetings

Section 1. Regular Meetings

The Faculty Assembly will meet at least three (3) times each year. Notice of regular meetings, together with a complete agenda, shall be transmitted to the members, in writing, at least one (1) week prior to the time designated for a regular meeting.

Section 2. Special Meetings

Special meetings of the Faculty Assembly will be held upon the call of 25% of the voting members of the Faculty Assembly or the call of the Dean. Additional meetings will be scheduled as requested of the Dean by the Executive Faculty Committee.

Section 3. Place of Meetings

The meetings of the Faculty Assembly shall be held at the College of Dentistry building, or at other places as directed in the call thereof.

Section 4. Quorum

Twenty-five percent of the voting members of the Faculty Assembly shall constitute a quorum at regular or special meetings and may transact business.

ARTICLE VI

Amendments and Parliamentary Authority

Section 1. All proposed amendments to these rules shall be presented in writing and read to the membership.

They shall be deferred to a subsequent meeting before being submitted to a vote. A two-thirds

affirmative vote of those voting, a quorum being present, shall be required for the adoption of

any amendments to the rules. Voting may be conducted by voice, show of hands, written ballot, or electronic ballot. Electronic balloting is permitted apart from a regular or special meeting provided that a notice is given and at least five working days are allowed for eligible College of Dentistry Faculty members to register their votes. ~~Such amendments will not become effective until approved by the Board of Regents.~~

Section 2. ROBERT'S RULES OF ORDER, NEWLY REVISED shall be the parliamentary authority for all matters of procedure not specifically covered by the Rules of the Faculty Assembly.

Section 3. All amendments to these rules shall conform to the Bylaws of the Board of Regents.

ARTICLE VII

Faculty Committee Procedural Guidelines

Section 1. Purpose

Faculty Committees are primarily concerned with the academic programs of the College, faculty development and student relationships. Appropriate matters to be considered by these committees may be proposed by the Dean and other members of the Faculty Assembly. In all matters, these committees report their activities to the Executive Faculty Committee as well as to the originator of each item considered.

Section 2. Committee Appointments

All faculty members of committees listed within this article, except for the Executive Faculty Committee, are appointed by the Executive Faculty Committee unless otherwise indicated.

Nominations for appointment to College of Dentistry faculty committees shall be solicited from department Chairs and COD faculty with administrative appointments. Faculty may also self-nominate to fill committee vacancies. Administrators who are designated members shall be invited to serve in their designated capacity on an annual basis by the Executive Faculty Committee. Faculty members serving on committees shall hold an appointment of ~~eighty~~ **fifty** percent FTE or more. Faculty appointed at less than ~~eighty~~ **fifty** percent FTE may petition for committee membership through their department chair.

Section 3. Terms of Service

Faculty members will be appointed to three-year terms commencing on July 1 of the year of appointment, except when the appointment is to fulfill an unexpired term. Faculty appointments will be staggered. Student members, where designated, will be elected yearly by their respective classes.

Section 4. Quorum

A majority of the committee members eligible to vote shall constitute a quorum and may take

official action on matters before the committee.

Section 5. Voting at Meetings

An affirmative vote by a committee will require a simple majority. Ex-officio committee members have voting privileges unless stipulated otherwise.

Section 6. Committee Officers

Following the appointment of committee members by the Executive Faculty Committee for the new academic year, each committee must elect a chairperson, vice-chair and secretary. These elections must be held before the end of the current academic summer session. Officers will be elected by a majority vote unless otherwise designated. The persons being nominated for chairperson must give their consent to serve as chairperson prior to being elected. Election results should be given in writing to the Executive Faculty Committee for inclusion in the College of Dentistry Operations Manual.

Article VIII Faculty Committees

Section 1. Executive Faculty Committee

The Executive Faculty Committee shall consist of ~~thirteen (13) members~~ eleven (11) members. Each Department shall elect one (1) representative other than the chairperson. The Dean shall serve as an ex-officio member; and the remaining members will be elected from the faculty at large. Unexpired terms on this committee shall be filled by the appropriate departmental faculty electing a departmental representative or by election by the faculty at large. The committee shall be the representative voice of the non-administrative faculty.

Faculty representatives will be able to bring issues of individual, departmental or college concern before the committee, after following appropriate communication channels. The recommendations of the committee will be communicated to the Dean and the individual(s) initiating the concern(s). This committee shall act as the committee on committees and shall appoint all other standing faculty committees of the College. The Executive Faculty Committee shall maintain contact with all College faculty committees. On an annual basis, the chairperson of each standing faculty committee will submit a report of the activities, concerns and recommendations of the committee to the Executive Faculty Committee. The Executive Faculty Committee can make recommendations to the faculty concerning the activity of committees.

Section 2. Admissions Committees

The Dental Admissions Committee of the College of Dentistry shall consist of seven (7) faculty members. The ~~Executive Associate Dean~~ Associate Dean for Education, the Director of Admissions and the Advanced Standing Program Director shall assist the committee and serve as ex-officio members with no voting privileges. An affirmative vote of four (4) faculty Admissions Committee members must be recorded for acceptance or rejection of any applicant. The Dental Admissions Committee shall (1) recommend to the Dean all entering ~~undergraduate dental~~ dental students and advanced standing students; (2) recommend to the faculty and administration the pre-dental admission requirements and the guidelines for selection of ~~undergraduate dental~~ dental students and advanced standing students and (3) participate in the review and selection of candidates to be interviewed at the College of Dentistry.

A Dental Admissions Interview Committee will be comprised of Faculty, Staff, Students and other College of Dentistry associated individuals to be assembled by the Director of Admissions as an administrative committee. This committee will participate in the interview process under the direction of the Director of Admissions. Faculty members who are a part of the Dental Admissions committee may also serve on the Dental Admissions Interview Committee

~~The Dental Hygiene Admissions Committee shall consist of three (3) College of Dentistry faculty members appointed by the Chairperson of the Department of Dental Hygiene and the Director of Admissions. The committee shall consist of one (1) faculty member from the Department of Dental Hygiene and two (2) dental faculty members from departments other than Dental Hygiene.~~ The Dental Hygiene Admissions Committee shall consist of three (3) College of Dentistry faculty members nominated by the Chairperson of the Department of Dental Hygiene and appointed by the Executive Faculty Committee. The Chairperson of the Department of Dental Hygiene, Director of Admissions and the Associate Dean for Education shall assist the committee and will serve as ex-officio members with no voting privileges. The Dental Hygiene Admissions Committee shall (1) recommend to the Dean all entering undergraduate students; and (2) recommend to the faculty and administration the pre-dental hygiene admission requirements and the guidelines for selection of undergraduate students and (3) participate in the review and selection of candidates to be interviewed at the College of Dentistry.

~~Section 3. Social Events Committee~~ This committee will become an “Administrative Committee”
~~The Social Events Committee will be comprised of one (1) faculty member who will serve as chairperson, three (3) other faculty and/or staff, and a representative from each dental and dental hygiene class. This committee will be responsible for planning and implementing college-wide social events.~~

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~~Section 4. Grade Appeals Committee Combined to create the "Conflict Resolution Committee~~

~~The Grade Appeals Committee shall consist of one (1) faculty member from each department and one (1) third-year dental student. A total of five (5) committee members is needed to hear an appeal (the chairperson plus four (4) others, including the student). Four (4) conditions may affect the committee structure: (1) the faculty member involved in a specific grade appeal may not serve to hear that appeal; an ad hoc chairperson, elected from the remaining members of the Committee, will be chosen if the Committee Chairperson is from the department involved; (2) an ad hoc student committee member will be appointed if the student member is involved in the appeal; (3) any case under deliberation shall take precedence over the appointed term of any committee member; (4) if the appeal involves a dental hygiene or postgraduate student, the third-year dental student on the committee will be temporarily replaced by a dental hygiene or postgraduate student, respectively, chosen by the Executive Faculty Committee.~~

~~The purpose of this committee is to provide the procedure by which students may appeal an academic evaluation that they believe is prejudiced or capricious. Such procedure shall provide for changing of a student's academic evaluation, upon the committee's finding, that an academic evaluation by a member of the faculty has been improper. This is in accordance with Section 5.3 of the Board of Regents Bylaws. The actual mechanism to be followed is outlined in the document "UNMC Procedural Guidelines for Handling Student Appeals" located in the Office of the Executive Associate Dean.~~

~~Section 3. Conflict Resolution Committee~~

~~The Conflict Resolution Committee shall consist of five (5) faculty members, one (1) faculty member from each department. Committee members will hold all matters brought before the committee in strictest confidence. This committee will oversee matters that may include, but are not limited to, appeals of academic evaluations, disciplinary actions against students, and faculty grievances relating to the operation of the College of Dentistry.~~

For matters concerning grade appeals and disciplinary action against students, one (1) third year dental student and one (1) second year dental hygiene student will be added as ad hoc members of the committee.

For matters concerning faculty grievances one (1) administrative faculty member (department chairperson, dean, or administrator) elected by the Leadership Council will be added as an ad hoc member of the committee. In the event of a potential conflict of interest with any faculty member serving on the Conflict Resolution Committee, the Executive Faculty Committee will be responsible for replacing that member.

For grade appeals matters, the Conflict Resolution Committee will provide the procedure by which students may appeal an academic evaluation that they believe is prejudiced or capricious. Such procedure shall provide for changing of a student's academic evaluation, upon the committee's finding, that an academic evaluation by a member of the faculty has been improper. This is in accordance with Section 5.3 of the Board of Regents

Bylaws. The actual mechanism to be followed is outlined in the UNMC Student Policy “Appeals of Academic Evaluations”. This policy is available online or through the Office of the Associate Dean of Education. Four (4) conditions may affect the committee structure: (1) the faculty member involved in a specific grade appeal may not serve to hear that grade appeal; an ad hoc chairperson, elected from the remaining members of the Committee, will be chosen if the Committee Chairperson is from the department involved; (2) an ad hoc student committee member will be appointed if the student member is involved in the appeal; (3) any case under deliberation shall take precedence over the appointed term of any committee member; (4) if the appeal involves a third year dental student, another third year dental student will serve as the ad hoc member. If the appeal involves a dental hygiene or postgraduate student, a dental hygiene or post graduate student will be, respectively, chosen by the Executive Faculty Committee.

The Conflict Resolution Committee will also hear matters concerning disciplinary action against students. (See the Code of Student Discipline and the Scholastic Regulations in the current Operations Manual of the College of Dentistry, UNMC). In the event the faculty member proposing the disciplinary action, or the student against whom such action is proposed is a member of the Conflict Resolution Committee, the Executive Faculty Committee shall designate another faculty member or student to serve during the period when that particular matter is being discussed. In the event the action is against a postgraduate student, the Executive Faculty Committee shall designate two (2) students from the postgraduate programs to replace the two (2) undergraduate student members during the hearing of the particular matter.

For faculty grievance matters, if a committee member or party involved is concerned about potential conflict of interest, the Executive Faculty Committee or the Leadership Council will be responsible for appointing a replacement(s) to hear the case in question. The faculty members shall each serve a three-year term. If at the end of a three-year term a grievance is being heard, a committee member will serve until all outstanding grievances are settled.

Section 4. Curriculum Committee

The Curriculum Committee shall consist of one (1) faculty member from each department and **two (2) additional COD faculty members (first consideration shall be for faculty participating in predoctoral direct patient care)**. The ~~Executive Associate Dean~~ **Associate Dean for Education and Associate Dean for Clinics shall serve** as ex-officio members. **Student members of the committee will include** one (1) second-year dental student, one (1) third-year dental student, one (1) fourth-year dental student, and one (1) second-year dental hygiene student. Student members will not have voting privileges and will not be included in determining a quorum. **The Associate Dean for Education will serve as a permanent member of the committee and will serve as the chairperson.** This committee shall approve the ~~undergraduate~~ **curricula for the dental and dental hygiene programs** and coordinate the Curriculum Management Plan for the College of Dentistry.

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Section 5. Research Committee

The Research Committee shall consist of eight (8) faculty members, including the Associate Dean for Research, plus two ex-officio members, the ~~Executive Associate Dean~~ Associate Dean for Education and the Director of Clinical and Translational Research. The Associate Dean for Research will serve as a permanent member of the committee and will serve as the chairperson. This committee shall formulate the research policies of the College and advise the Associate Dean for Research regarding procedures and the operation of general research support facilities (basic biomedical, clinical, translational and educational research areas) at the College. In addition, the committee shall review and make recommendations on the approval and funding of proposals for faculty seed research grants, summer research fellowships and dentistry research projects.

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Section 6. Teaching and Faculty Development Committee

The Teaching and Faculty Development Committee shall consist of one (1) faculty member from each department and the ~~Executive Associate Dean~~ **Associate Dean for Education** serving as an ex-officio member. This committee will ~~provide opportunities for learning, scholarly productivity, improvement of teaching skills and personal growth for faculty.~~ **enhance our faculty's knowledge of and skills in clinical and classroom teaching, research, scholarship, leadership and service; and promote faculty wellness.**

~~It will organize regularly scheduled programs during officially provided time on the College calendar. The committee will also inform faculty concerning the availability of organized regional or national teaching improvement programs. In addition, the committee shall review and make recommendations on the approval and funding of proposals for faculty seed teaching grants.~~ **The activities of the committee will include, but are not limited to investigation and recommendation of programs and opportunities for faculty development to reflect the changing challenges of oral health education. Development of a plan for ongoing, coordinated faculty development programs to include but not limited to: workshops, faculty retreats, professional meetings, and other learning opportunities related to the committee's stated aims. The committee will oversee "junior faculty" development and orienting/onboarding/mentoring activities.**

In addition, the Teaching and Faculty Development Committee will be responsible for the selection of faculty members for teaching excellence. The persons selected will be recognized and receive awards for teaching on Professionals' Day. The criteria for the selection of a faculty person for the teaching award will be formulated by the Teaching and Faculty Development Committee.

Section 7. Scholarships and Awards Committee

This committee shall consist of ~~four (4)~~ **five (5)** faculty members (one of whom shall be the Director of Admissions and another of whom shall be a member of the Dental Hygiene Admissions Committee **and one of whom shall be the Director of the Dental Hygiene Program and at least one biomedical sciences faculty member.**

The UNMC Financial Aid Advisor and the Administrative Director for Business and Clinical Affairs of the College of Dentistry are ex-officio members. This Committee shall consult with students as needed to obtain information about individual students who may be candidates for particular scholarships and awards. Three (3) faculty members shall constitute a quorum for this committee.

All scholarships and awards granted to students by the College of Dentistry, except research grants and other awards specifically designated by the College Administration, shall be the responsibility of the Scholarship and Awards Committee. In addition to selecting qualified students according to established policies, this committee shall establish the selection policies and procedures for the granting of all scholarships and students awards, except where such policies are already established by the granting agent.

This committee shall have the authority to appoint other appropriate faculty and administrators to select award recipients, however, this committee is ultimately responsible for the selection of award recipients and recommending them to the College Administration.

The chairperson of this committee will destroy all information pertaining to the awarding of scholarships at the end of each academic year. The chairperson will, however, transfer a list of all current scholarships and awards under the committee's responsibility, the committee's annual report and any other information deemed appropriate to his/her successor.

Section 8. Scientific Program Planning Committee

The Scientific Program Planning Committee shall consist of four (4) faculty members (one of which shall be from the Dental Hygiene Department): one (1) staff representative from Learning Resources, one (1) staff member, and two (2) ex-officio faculty members who serve as course directors of OB 620 and DH 302. This committee shall select judges, organize and supervise the annual student **scientific program**. **Students will present their research findings in the areas of basic biomedical, clinical, translational or educational research** ~~table-top demonstrations of techniques and procedures~~ concerned with some phase of dental research, diagnosis ~~and~~ or treatment.

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Section 9. Promotion and Tenure Committee

The Promotion and Tenure Committee shall consist of ~~nine (9)~~ **seven (7)** faculty members (**associate and full professors with tenure**). ~~The committee shall include five (5) full professors (tenured), three (3) associate professors (tenured), and one (1) assistant professor~~ **The committee shall include at least three (3) full professors.**

Voting privileges in matters of promotion are extended to those committee members voting for promotion to like rank or lower. Voting privileges in matters of continuous appointment are extended to those committee members with continuous appointment (tenure). If a member of the Promotion and Tenure Committee is being reviewed for promotion ~~and/or continuous appointment (tenure)~~, the **Executive Faculty Committee** will replace said member for the remainder of the member's term of appointment. **The committee reviews the application materials for each candidate and makes a recommendation to the Dean regarding promotion and/or tenure.**

All members of the professional teaching staff of the College of Dentistry are eligible for promotion and tenure based on their academic accomplishments. Promotion and tenure recommendations are formulated during the first semester of each school year and forwarded to the Promotion and Tenure Committee at the appropriate time. It is understood that criteria for teaching, research and service may vary slightly from one department to another. However, the information gathered from the chairpersons, student and peer evaluations should be consistent throughout the College.

Information regarding the formal procedure is contained in the documents, "Guidelines for Promotion and/or Continuous Appointment (Advancement) in the College of Dentistry, University of Nebraska Medical Center" and "University of Nebraska Medical Center Guidelines for Submitting Academic Promotion and Tenure Recommendations."

Student Faculty Hearing Board and Grievance Committees were combined to form the Conflict Resolution committee above.

~~Section 11. The Student Faculty Hearing Board~~

~~The Student Faculty Hearing Board shall consist of seven (7) voting members, two (2) of whom shall be full-time students of the College of Dentistry. The two (2) students shall consist of a second-year dental hygiene student and a fourth-year dental student, each elected by their classmates to a one-year term. The five (5) remaining members shall be full-time members of the faculty of the College of Dentistry other than Administrative Deans.~~

~~The committee shall be responsible for disciplinary action against students. (See the Code of Student Discipline and the Scholastic Regulations in the current Operations Manual of the College of Dentistry, UNMC). In the event the faculty member proposing the disciplinary action, or the student against whom such action is proposed is a member of the Hearing Board, the Executive Faculty Committee shall designate another faculty member or student to serve during the period when that particular matter is being discussed. In the event the action is against a postgraduate student, the Executive Faculty Committee shall designate two (2) students from the postgraduate programs to replace the two (2) undergraduate student members during the hearing of the particular matter.~~

~~Section 12. Grievance Committee~~

~~The Grievance Committee shall consist of three (3) faculty members, two (2) faculty members appointed by the Executive Faculty Committee, and one (1) administrative faculty member (department chairperson, dean, or administrator) elected by the Leadership Council. The chairperson will be elected by the Grievance Committee for a one-year term.~~

~~This committee shall be responsible for hearing faculty grievances which relate to the operation of the College of Dentistry. Faculty members have the option of filing any grievance in writing with the College of Dentistry Grievance Committee and/or the UNMC Grievance Committee.~~

~~Grievance Committee members are charged to hold all matters brought before the committee in strictest confidence. If a committee member or party involved is concerned about potential conflict of interest, the Executive Faculty Committee or the Leadership Council will be responsible for appointing a replacement(s) to hear the case in question. The faculty members shall each serve a three-year term. If at the end of a three-year term a grievance is being heard, a committee member will serve until all outstanding grievances are settled.~~

Section 10. Special Faculty Committees

Special faculty committees may be needed from time to time to study and make recommendations concerning areas of interest to the faculty of the College of Dentistry. The EFC will appoint special faculty committee members and Chair and provide guidance for the time-lines for completing their work assignment. Students or others may be asked to serve as appropriate. The special faculty committee Chair shall submit a written report to the EFC summarizing committee activities and containing recommendations for Faculty Assembly action.

Section 11. Administrative Committees

Administrative Committees are the purview of the Dean of the College of Dentistry. Administrative committees are those which assist the administrators of the College to perform their designated responsibilities. The Dean may appoint administrative committees as deemed necessary and designate their membership, responsibilities and terms of appointment. Students, alumni and others may be asked to serve as appropriate. Discharge of administrative committees shall be at the discretion of the Dean.

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TO: The Board of Regents Addendum IX-D-19

Academic Affairs

MEETING DATE: June 26, 2020

SUBJECT: Revisions to the Structure, Rules and Regulations of the Faculty of the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center

RECOMMENDED ACTION: Report

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

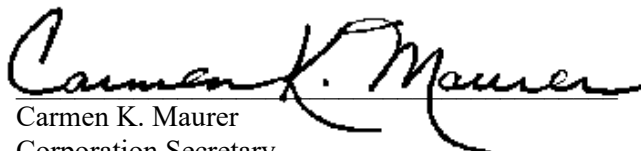
EXPLANATION: The *Bylaws of the Board of Regents* Section 1.2 as amended on January 10, 2010 state, “In any case where any officer, group or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

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

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

- Revisions to the Structure, Rules and Regulations of the Faculty of the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center. Attached is the proposed amendments and a copy of the revised document.

REPORTED BY:


Carmen K. Maurer
Corporation Secretary

DATE: June 12, 2020

UNIVERSITY OF NEBRASKA
MEDICAL CENTER

COLLEGE OF ALLIED HEALTH PROFESSIONS

STRUCTURE, RULES
AND REGULATIONS
OF THE FACULTY

July 1, 2020

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**STRUCTURE, RULES AND REGULATIONS OF THE FACULTY
COLLEGE OF ALLIED HEALTH PROFESSIONS (CAHP)
University of Nebraska Medical Center**

I. GOVERNANCE AND ADMINISTRATION

A. The Faculty

The Faculty of the College of Allied Health Professions (here-in-after referred to as the "Faculty") shall be charged with participation in governance responsibilities for the College of Allied Health Professions (here-in-after referred to as the "College"). The immediate government of the College shall be by its own faculty. Without limiting the generality of the foregoing statement, such power shall include adoption of attendance rules, determination of requirements for graduation, recommendations of candidates therefore, developing research and extension programs, discipline of students for conduct solely affecting the College, and providing to the Board recommended admission requirements, courses of study and other relevant material for meeting statutory requirements. The Faculty will also participate in governance of the College will be through the Collaborative Governance Committees functioning under direction of the Dean of the College of Allied Health Professions.

1. Members. The members of the Faculty shall be Professors, Associate Professors, Assistant Professors, and Instructors with either full or part-time employment, whose primary academic appointments are in the College. For the purposes of this document, individuals with adjunct and courtesy appointments are not considered members of the Faculty.
2. Meetings. Meetings of the Faculty shall be held as necessary to conduct the business of the Faculty in the College. Additional meetings may be called by the Dean or by any member of the Faculty upon the transmission of a written request to the Office of the Dean.
3. Voting Privileges. The voting membership of the Faculty shall consist of all members. Emeritus faculty will not be considered voting members. A majority vote shall control all actions.
4. Quorum. A simple majority of the voting faculty shall constitute a quorum for any actions requiring a vote. If such numbers are not present, the vote may be taken by electronic ballot.
5. Duties and Responsibilities of the Faculty. Faculty duties and responsibilities specific to the administration of the constituent programs of the College will be conducted under the direction of the Program Directors and Department Chairs and reported to the Leadership and Executive Councils. The Faculty shall:
 - a. Implement the strategic initiatives of the College.
 - b. Implement the policies and procedures of the College.
 - c. Propose and promote programs and activities of the College.
 - d. Approve and adopt action affecting academic and professional policies.
 - e. Recommend to the Leadership Council the establishment of Special Committees to study and resolve specific issues of the Faculty that are not the prerogative of the Standing Committees.

- f. Receive updates from the Collaborative Governance Committees.
- g. Participate in governance of the College through Collaborative Governance Committees.
- h. Review and approve the list of graduates of the College.
- i. Periodically review, amend, and approve the Structure, Rules and Regulations of the College of Allied Health Professions.
- j. Comply with all policies and procedures of the College and the University of Nebraska Medical Center including but not limited to those set forth in Appendix B.

B. Leadership Council

1. Membership. Membership shall consist of the Dean, Associate Dean(s), Assistant Dean(s), Program Directors, and Directors. The Chair of the Leadership Council shall be the Dean of the College. Non-voting members may attend Leadership Council meetings at the request of the Chair.
2. Terms of Membership. Each member will be appointed to indefinite terms based on retention of the positions described.
3. Meetings. Meetings shall be monthly throughout the fiscal year. Additional meetings may be called by the Dean or by any member of the Leadership Council upon the transmission of a written request to the Office of the Dean. If a program director or director is unavoidably unable to attend the meeting, they may send a designee.
4. Voting Privileges. The voting membership of the Leadership Council shall consist of all members. A majority shall control all actions.
5. Quorum. A simple majority of the voting membership shall constitute a quorum for any actions requiring a vote. If such numbers are not present, the vote may be taken by electronic ballot.
6. Duties and Responsibilities of the Leadership Council. The Leadership Council shall:
 - a. Establish administrative policies and procedures and coordinate their implementation in conjunction with the Collaborative Governance Committees.
 - b. Review, revise and vote on recommendations from the Collaborative Governance Committees.
 - c. Recommend members for Collaborative Governance Committees.
 - d. Review and approve the Leadership Council meeting minutes.
 - e. Consider the establishment of Committees as needed.
 - f. Periodically review, and update the mission, vision, and strategic goals of the college in alignment with that of UNMC.
 - g. Review and approve Adjunct Faculty Appointments.
 - h. Support the collective interests of the College.

C. Executive Council

1. Membership. Membership shall consist of the Dean, Associate Dean(s), Assistant Dean(s), and the Department Chairs in the College of Allied Health Professions. The Chair of the Executive Council shall be the Dean of the College. Nonmembers may attend Executive Council meetings at the request of the Chair.

2. Terms of Membership. The Dean, Associate Dean(s), and Assistant Dean(s) will be appointed to indefinite terms based on retention of the positions described. Department chairpersons will serve as a member during their term of service in the role.
3. Meetings. Meetings shall be scheduled quarterly throughout the fiscal year. Additional meetings may be called by the Dean or by any members of the Executive Council upon the transmission of a written request to the Office of the Dean.
4. Duties and Responsibilities of the Executive Council. The Executive Council shall:
 - a. Develop, advance, and revise the mission, vision, and strategic goals of the College of Allied Health Professions.
 - b. Advise the Dean on matters pertaining but not limited to the members' specific areas of administrative responsibility, capital needs and expenditures, strategic opportunities for the college, and crisis management.
 - c. Engage in ongoing environmental scanning to determine long-range strategic planning in areas to include but not limited to fiscal, personnel, research, leadership succession, and programmatic planning to advance the growth and sustainability of the College.
 - d. Develop, review and oversee the deployment of communication mechanisms and strategies in the College.
 - e. Recommend the development and charge of Committees.

D. Dean of the College

1. Duties and Responsibilities of the Dean of the College. The Dean of the College shall:
 - a. Be responsible to the Chancellor, President and Board of Regents for providing leadership and management of the College to ensure it fulfills its mission, vision, and strategic goals.
 - b. Serve as the primary ambassador for the CAHP to the UNMC campus, the University of Nebraska President and Board of Regents, the University of Nebraska Foundation and other regional and national entities, serving both to provide information, and to advocate on behalf of the CAHP.
 - c. Provide direct supervision for the members of the Executive Council providing routine communication, clear expectations, guidance, feedback, support, and recognition. The Dean ensures the accountability of these personnel in meeting the goals of the CAHP, as well as in providing effective administration for the programs.
 - d. Serve as the chief strategist in leading the CAHP to develop a shared vision and strategy for advancement, through maintenance of current knowledge of trends in allied health education, engagement in network-building activities at the national level, development of the administrative infrastructure necessary for the advancement of the CAHP, and the promotion of a culture of collegiality and support.
 - e. Function as the chief financial officer for the College by ensuring the operational stability and fiscal solvency of the College and its constituent programs and departments through oversight and management of the College budget, and procurement of resources necessary to secure these outcomes,

as well as the achieve new strategic initiatives for advancing the College within the budgetary constraints of the College.

- f. Serve as the principal liaison to the University of Nebraska Foundation and engage in ongoing development activities.
- g. Keep the Faculty apprised of the accomplishments and progress of the College in achieving its purpose and goals.
- h. Establish, manage and expand as necessary the relationships between the College and external entities, particularly clinical partners that support the clinical education of students in the College.
- i. Provide through the Office of the Dean, the necessary administrative support to the Faculty, Leadership Council and Standing and Special Committees, to ensure the successful accomplishment of the respective governance functions.

E. Departments

The Department will be the primary academic unit in the College, as approved by the Board of Regents. The designation of constituent programs within a given department will be based on both related areas of curricular content and clinical responsibilities.

1. Department Chair. The special appointment shall be in accordance with the Bylaws of the Board of Regents. Each department will have a department chairperson to serve as the principal agent of the department, working closely with the Program Directors, Dean, Associate Dean(s), Assistant Dean(s) and Directors to ensure ongoing success of each educational program or strategic initiative. The Department Chair must also serve as a Program Director for a constituent program housed within the department.
2. Term of Service. The Department Chair is a special appointment for a three-year term. Following the initial three-year term, the Department Chair appointment may be extended annually for up to three consecutive years upon the approval of the Dean in consultation with the Faculty of the Department, but shall be limited to a total of six consecutive years. At the completion of a consecutive term of service, a Department Chair will be eligible for reappointment following at least one 3-year intervening term (special circumstances may be granted upon the approval of the Dean in consultation with the Faculty of the Department). The Department Chair will retain the appointment of Program Director throughout, and upon completion of their term(s) as Chair. The Department Chair will serve as a member of the Executive Council for the duration of the special appointment and will report to the Dean.
3. Duties and Responsibilities of the Department Chair. The Department Chair shall:
 - a. Provide leadership and direction for academic activities of the Faculty within the Department.
 - b. Oversee the distribution of faculty duties and responsibilities based on the departmental workload policy.
 - c. Conduct annual reviews of the Program Directors within the Department.
 - d. Advise the Dean and Assistant Dean for Finance & Administration on matters related to the budget of the constituent programs of the Department. .
 - e. Work in collaboration with the Program Director and Assistant Dean for Finance & Administration to negotiate new or renew existing contracts with each Faculty member in conjunction with the Program Director, where appropriate or required.

- f. Support, the development of research programs, undergraduate, graduate, and continuing education programs, and clinical partnerships as appropriate.
- g. Work in conjunction with the Program Directors to ensure ongoing accreditation of the program.
- h. Work in conjunction with the Program Directors to ensure program faculty adherence to University, UNMC, and CAHP policies and procedures, including all compliance requirements.
- i. Be responsible to the Dean for the functions of the Department.
- j. Serve on the College Executive Council in representation and support of the constituent programs within the respective Department.

4. New Departments.

- a. The Executive Council in collaboration with the Department Chairs will determine the appropriate Department placement of any new health profession or degree program added to the College.
- b. The Executive Council in collaboration with the Leadership Council will be responsible to determine, based on the number of health profession or degree programs added to the College and the presence of sufficient faculty and student enrollment or opportunities or demands for education, research and/or service whether a new Department should be created.
- c. Approval of the new Department or reconstituting the constituent programs of the Departments based on the creation of a new Department will require majority approval by the Faculty.

F. Programs

Each health professions education program will hold specific requirements for degree or certificate completion and individual programmatic accreditation, where applicable. The Program Director will provide the primary administration of an educational program. The Program Director will hold the appropriate licensure and academic qualifications as specified by accreditation standards. The Program Director will report to the Department Chair.

1. Duties and Responsibilities of Program Director. The Program Director shall:

- a. Provide leadership and administration of programmatic activities including but not limited to accreditation, faculty recruitment, hiring and development, curriculum development and revision, effort distribution, research, and community engagement.
- b. Serve as a member of the Leadership Council and/or Executive Council if holding dual appointments as Program Director and Department Chair.
- c. Recommend to the Dean candidates for academic appointment within the program.
- d. Recommend to the Faculty, Promotion and Continuous Appointment Committee Faculty members for promotions and/or tenure.
- e. Mentor Faculty by developing an annual profile of responsibilities and expectations with accompanying metrics for outcome evaluation, and conduct annual faculty evaluations.
- f. Participate in faculty recruitment and hiring activities, and in collaboration with the Department Chair and the Assistant Dean for Finance & Administration, negotiate new, or renew employment contracts with each Faculty member where appropriate or required.
- g. Monitor the annual expense budget of the program.
- h. Plan and conduct health care programs, research programs, and

undergraduate, graduate, and continuing education programs, as appropriate.

- i. Work in conjunction with the Department Chair to ensure ongoing accreditation of the program.
- j. Work in conjunction with the Department Chair to ensure program faculty adherence to University, UNMC, and CAHP policies and procedures, including all compliance requirements.

G. Collaborative Governance Committees

There shall be two categories of Committees: Standing Committees and Special Committees.

1. Standing Committees. The College shall maintain the following Standing Committees:

Curriculum – *Required by Board of Regents*

Faculty Promotion and Continuous Appointment – *Required by Board of Regents*

Faculty-Student Appeals (Grievance) – *Required by Board of Regents*

Student Discipline Hearing Board – *Required by Board of Regents*

Admissions

Assessment & Outcomes

Clinical Coordinators

Communication

Financial Stewardship & Operations

Research Development & Management

Well-being & Recognition

Subcommittees may be added to or removed from Standing Committees under the direction of the Leadership Council in order to meet the needs of the College.

- a. Membership. Members may be recommended by the Faculty, the Leadership Council, and the Executive Council for approval by the Leadership Council. Each Standing Committee will aim to have no fewer than five members.
- b. Terms of Membership. Membership shall be for a three-year term. A member shall be eligible for no more than two consecutive terms with the exception of ex-officio members. A period of at least one year must elapse before a previous member may again be eligible. Individuals who are appointed to a committee based on their position/job description will retain their membership until replaced in that position. The chair of the committee may be appointed for a variable term. Exceptions to the terms of membership may be considered upon the transmission of a written request to the Leadership Council.
- c. Duties and Responsibilities of the Standing Committees. The Standing Committees shall carry out all duties and responsibilities including but not limited to those set forth in Appendix A.

2. Special Committees. Special committees and members shall be recommended by the Faculty or the Leadership Council acting on behalf of the Faculty.

- a. Membership. Members may be recommended by the Faculty, the Leadership Council, and the Executive Council for approval by the Leadership Council.

- b. Terms of Membership. Individuals who are appointed to a Special Committee will retain their membership until the Special Committee charge(s) has been completed or until the individual has completed a three-year term. A member shall be eligible for no more than two consecutive terms. A period of at least one year must lapse before a previous member may again be eligible. Exceptions to the terms of membership may be considered upon the transmission of a written request to the Leadership Council.
- c. Duties and Responsibilities of the Special Committees. Special Committees study and resolve specific problems, issues or proposals of the Leadership Council not within the prerogative of existing Standing Committees.

II. AMENDMENTS

Upon recommendation of the Faculty or the Leadership or Executive Councils, the “Structure, Rules and Regulations of the Faculty of the College of Allied Health Professions” may be amended at any regular or special meeting of the Faculty.

Any proposed amendment must be provided to each voting member at least thirty days in advance of the meeting. Such communications may be electronic and shall constitute due notice of an impending vote on the Amendment.

Amendments shall become effective when reviewed by the Chancellor of the Medical Center, the President of the University of Nebraska, and reported to the University of Nebraska Board of Regents.

APPROVALS

Approved by the SAHP General Faculty	February 28, 1975
Approved by the Board of Regents	February 14, 1976
Approved as amended by the SAHP Faculty Board	March 18, 1987
Approved as amended by the SAHP General Faculty	April 28, 1987
Approved as amended by the College of Medicine Faculty Council	August 5, 1987
Approved as amended by the College of Medicine General Faculty	November 18, 1987
Approved by the Board of Regents	February 13, 1988
Approved as amended by the SAHP Leadership Council	September 2009
Approved as amended by the SAHP General Faculty	September 2009
Approved as amended by the College of Medicine Faculty Council	September 2009
Approved as amended by the College of Medicine General Faculty	September 2009
Approved by the Board of Regents	October 2009

APPENDIX A

Collaborative Governance Committees

Curriculum Committee.

The Curriculum Committee is responsible for the review and approval of all new courses and programs of study in the College, as well as the development and coordination of interprofessional curricula across the College, creating uniform mechanisms for curriculum evaluation, annual student and employer surveys, and ongoing review of assessment and outcomes data.

Faculty Promotion and Continuous Appointment Committee. The Faculty Promotion and Continuous Appointment Committee is responsible for evaluating faculty for promotion and/or tenure, in accordance with established guidelines and procedures (e.g., the Advisory Committee), and submitting recommendations to the Dean based on evaluation results. The committee is responsible to develop, modify as appropriate, and disseminate the College's faculty evaluation process and metrics, and make recommendations to the Dean for faculty development programming.

Faculty-Student Appeals (Grievance) Committee.

The Faculty-Student Appeals (Grievance) Committee shall provide a dispute resolution process consistent with Section 5.3 or the Bylaws of the Board of Regents for the University of Nebraska for students who believe that evaluation of their academic progress has been prejudiced or capricious. Such procedure shall provide for changing a student's evaluation upon the committee's finding that an academic evaluation by a member of a faculty has been improper. This committee shall provide a mechanism by which students have an opportunity to report their perceptions of courses and the methods by which they are being taught, provided, however, that such mechanism shall protect members of the faculty from capricious and uninformed judgments.

Student Discipline Hearing Board.

The Student Discipline Hearing Board shall investigate and conduct hearings on specific disciplinary actions of a student. The procedures and composition of the board members will follow guidelines set forth in the UNMC policy.

Admissions Committee.

The Admissions Committee is responsible for developing student recruitment materials and processes, evaluating application and admissions data, developing and implementing standardized, best practice admission procedures, and implementing College-wide procedures to increase student diversity.

Assessment & Outcomes Committee.

The Assessment & Outcomes Committee is responsible to oversee the collection, compilation and management of educationally related data, including but not limited to, applicant, matriculant and graduate outcomes data. The Assessment & Outcomes Committee, in collaboration with the Assistant Dean for Academic Affairs and the Assistant Dean for Student Affairs will establish and monitor relevant outcomes as well as establish appropriate measurement and reporting processes, to ensure outcomes data continuously informs the educational processes of the College.

Clinical Coordinator’s Committee.

The Clinical Affairs Committee is responsible for developing and evaluating strategic initiatives to more fully integrate the CAHP’s faculty and students in the delivery of clinical care with the College’s clinical partners and to develop and disseminate to the extent allowed by programmatic accreditation standards, standardized practices in clinical education and preceptor education.

Communication Committee.

The Communication Committee is responsible for College-wide event planning, oversight of media strategies, maintenance and improvements to the College-related websites, creation of the College’s Annual Report, creation of marketing materials and other publications.

Financial Stewardship & Operations.

The Financial Stewardship Committee advises the Dean and Assistant Dean for Finance & Administration regarding financial management and planning for the College.

Research Development & Management Committee.

The Research Development and Management Committee is responsible for setting the research and scholarly activity agenda for the College, for faculty development activities as they pertain to research, and for ongoing monitoring of data related to the research enterprise. The committee will coordinate the annual EBM Research Forum and select the recipient of the CAHP Researcher of the Year award.

Well-being & Recognition Committee.

The Well-being & Recognition Committee is responsible for overseeing College-wide wellness initiatives and recognizing the outstanding contributions of CAHP faculty and staff to education, research, and clinical service.

APPENDIX B

UNMC CODE OF CONDUCT. [UNMC Policy 8006](#) guides UNMC faculty, staff and students in carrying out daily activities within appropriate ethical and legal standards. Professional and ethical conduct emphasizing respect and dignity must be shown in all relationships. Reporting of potential misconduct is encouraged and there is no retaliation permitted for filing complaints.

NON-DISCRIMINATION, INCLUDING SEXUAL HARASSMENT, POLICY. [UNMC Policy 1099](#) and the Sexual Misconduct Policy, [UNMC Policy 1107](#), which state that discrimination, harassment and sexual misconduct are not allowed in the workplace and that UNMC has reporting and investigation procedures for reported discrimination, harassment, and sexual misconduct.

DRUG FREE WORKPLACE. [UNMC Policy 1003](#) prohibits the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and/or a controlled substance on UNMC property. The term “substance” refers to drug or chemical compounds that are controlled by local, state, or federal law. UNMC complies with the Drug-Free Workplace Act of 1988, as amended.

CONFLICT OF INTEREST. [UNMC Policy 8010](#) applies to potential conflict of interest arising in any UNMC activity, including but not limited to research, teaching, patient care, outreach to underserved populations and the associated business activities in support of them. Covered Persons shall disclose all financial interests related to their University of Nebraska responsibilities so that an analysis of potential conflict of interest may be conducted. Covered Persons shall receive an e-mail notification from the Compliance Department to complete the UNMC Annual Disclosure of Financial Interest Questionnaire annually, and should update this form within thirty (30) days of discovering or acquiring a Significant Financial Interest.

Lincoln, Nebraska
April 17, 2020

The Board of Regents of the University of Nebraska met on April 17, 2020, at 9:00 a.m. by remote electronic means as provided by in Governor Ricketts' Executive Order No. 20-03, 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 (page 17).

In compliance with the provisions of *Neb. Rev. Stat.* § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted on the front of the first floor entrance of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on April 10, 2020.

Regents present:

Timothy Clare
Howard Hawks
Paul Kenney, Vice Chair
Elizabeth O'Connor
Bob Phares
Jim Pillen, Chair
Robert Schafer
Barbara Weitz
Nicole Kent, University of Nebraska at Kearney
Emily Johnson, University of Nebraska-Lincoln
Keith Ozanne, University of Nebraska Medical Center
Aya Yousuf, University of Nebraska at Omaha

University officials present:

Walter E. Carter, 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
Heath M. Mello, Interim Vice President for University Affairs and
Director of State Relations-elect
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 9:00 a.m. by remote electronic means as provided by in Governor Ricketts' Executive Order No. 20-03. Attendance is indicated above.

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS

Motion Moved by Pillen and seconded by Clare to approve the minutes and ratify the actions of the regularly scheduled meeting on February 7, 2020.

Action Student Opinion: Voting Aye: Kent, Ozanne, Yousuf, and Johnson. Voting Aye: Hawks, Kenney, O'Connor, Phares, Pillen, Schafer, Weitz, and Clare. Motion carried.

Chairman Pillen announced the location of the Notice of Meeting and Open Meetings Act posted on the front entry of Varner Hall.

IV. RESOLUTIONS OF RECOGNITION

Regent Clare presented the following resolution

WHEREAS, Nicole Kent has served with distinction as a member of the University of Nebraska Board of Regents and President of the Associated Students of the University of Nebraska at Kearney; and

WHEREAS, through thoughtful and reflective leadership, Regent Kent has earned the trust and respect of students, faculty and administration; and

WHEREAS, under Regent Kent's leadership, Student Government passed resolutions in support of bills in the Nebraska legislature that directly benefit the University of Nebraska, and resolutions encouraging the University Foundation to explore divestment; and

WHEREAS, Regent Kent consistently supported and represented student interests in the transition of campus dining providers and planning for the future of UNK dining; efforts to update UNK's academic amnesty policy; working with Faculty Senate to enact student-centered finals week policies; and ongoing efforts with UNK Police and Parking to formalize flexible parking policies; and

WHEREAS, Regent Kent oversaw the placement of hammocks at various campus locations, an endeavor that has proven very popular with students; led initial design team planning for installation of sand volleyball courts; and supported True Blue Game Day, encouraging Loper Pride on game days; and

WHEREAS, with the help of the executive cabinet, Regent Kent planned and successfully executed the "Play it Forward" volleyball tournament which collected donations for Kearney's Crossroads Shelter, and "The Big Event," which engages students in volunteer projects at job sites throughout Kearney; and

WHEREAS, Regent Kent exemplifies the best of the best: a student who maintains a 4.0 grade point average; scored in the 99th percentile on the MCAT; presented research on rural healthcare at the Asian Undergraduate Research Symposium in Japan; and, to top it off, is a multi-time intramural champion;

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents expresses its sincere appreciation for the exemplary contributions of Regent Nicole Kent during her term of office and wishes her well in the promising future that awaits her.

Regent Phares presented the following resolution

WHEREAS, Student Regent Emily Johnson has served with distinction as a member of the University of Nebraska Board of Regents and as President of the Association of Students of the University of Nebraska (ASUN) for the 2019-2020 term; and

WHEREAS, Regent Johnson worked with students and administrators to improve overall student mental health by increasing the number of fee-covered visits at Counseling and Psychological Services and leading projects to reduce the stigma surrounding mental healthcare; and

WHEREAS, Regent Johnson has served as a member of the UNL Collaborative on Sexual Misconduct and as a co-chair of the Student Committee on Sexual Misconduct in an effort to reduce sexual and gender violence among college students; and

WHEREAS, Regent Johnson collaborated with ASUN Student Government, UNL Student Affairs, and General Counsel to develop a revised Student Code of Conduct that emphasizes student rights and readability; and

WHEREAS, Regent Johnson has led environmental sustainability projects both within ASUN Student Government and across the University system; and

WHEREAS, Regent Johnson represented University of Nebraska-Lincoln students in advocacy efforts at the local, state, and federal levels discussing topics such as healthcare access, college affordability, and student rights; and

WHEREAS, Regent Johnson served on the Board of Regents Audit, Risk and Compliance Committee and on the Presidential Transition Committee; and

WHEREAS, through thoughtful and reflective leadership, Regent Johnson has represented her 26,000 fellow Huskers to the best of her ability;

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents expresses sincere appreciation for Regent Emily Johnson's dedicated service and effective leadership as a member of the Board, and wishes her well in all future endeavors.

Regent Weitz presented the following resolution

WHEREAS, Keith Ozanne has served as a member of the University of Nebraska Board of Regents and as President of the University of Nebraska Medical Center Student Senate during the 2019-2020 term; and

WHEREAS, Regent Ozanne represented himself, his institution and his fellow students with dignity and integrity during board meetings and events, and has served as a vocal and unwavering advocate for students throughout UNMC and the NU system; and

WHEREAS, during his time as a student at UNMC, Regent Keith Ozanne has held multiple campus leadership positions beyond President/Regent while balancing the demands of medical school and traveling extensively for residency interviews; and

WHEREAS, Regent Ozanne continued to improve on engaging with senators from UNMC campuses in Scottsbluff, Kearney, Norfolk and Lincoln via online meeting involvement and planning future events; and

WHEREAS, Regent Ozanne helped implement UNMC Omaha campus-wide student communication on campus, leading to the establishment of the weekly UNMC Vitals student engagement newsletter with plans on expanding the communication tool to all UNMC campuses; and

WHEREAS, Regent Ozanne provided feedback for two proposed fees and helped facilitate meaningful decision among the UNMC senators, ultimately leading to the approval of the Student Access and Success Fee and the rejection with proposed feedback and alterations to the proposed technology fee; and

WHEREAS, Regent Ozanne helped coordinate and lead an advocacy retreat which had representation from 60 students from all four campuses and also helped promote and host I Love NU day at the state capitol and participated in many letter writing campaigns and advocacy on behalf of the students at UNMC and the NU system abroad;

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents expresses its sincere appreciation for Regent Keith Ozanne's dedicated service and effective leadership as a member of the board, and wishes him success in all of his future endeavors.

Regent Kenney presented the following resolution

WHEREAS, Aya Yousuf has served with distinction as a member of the University of Nebraska Board of Regents and President of the University of Nebraska at Omaha Student Government for the 2019-20 term; and

WHEREAS, during her time as a student at UNO, Aya Yousuf has held multiple campus leadership positions beyond President/Regent while balancing the demands of a student; and

WHEREAS, in all of her leadership roles, especially as a member of the University of Nebraska Board of Regents, Aya Yousuf has actively listened and elevated the voices of her fellow students to inform decisions made by the Board of Regents, and was selected to speak at Interim President Fritz's installation, the first woman president at the University of Nebraska; and

WHEREAS, Aya Yousuf, as president, has worked diligently to include diverse perspectives and ways of thinking to improve the student experience at UNO; and

WHEREAS, during her term as President, Aya Yousuf led UNO's Student Government with integrity, empathy, and a focus on elevating the student experience; and

WHEREAS, through socially responsible leadership, a critical eye, and grace under pressure, Regent Aya Yousuf has gained the admiration and respect of UNO administration, faculty, staff, and students;

NOW, THEREFORE, BE IT RESOLVED, that the University of Nebraska Board of Regents commend Regent Aya Yousuf for her outstanding service and her dedication to the University of Nebraska, and wish her success in all of her future undertakings.

Resolutions Adopted There being no objection, the above resolutions were approved and adopted by the general consent of the Board.

Regent Pillen recognized and thanked the outgoing Faculty Senate Presidents: Kevin Hanrahan, Associate Professor, University of Nebraska-Lincoln; Matthew Hale, Assistant Professor, University of Nebraska at Omaha; Dawn Mollenkopf, Associate Professor, University of Nebraska at Kearney; and Allison Cushman-Vokoun, Associate Professor, University of Nebraska Medical Center.

V. HEARINGS

None

VI. PUBLIC COMMENT

Motion Regent Pillen moved that the portion of the Standing Rules providing for the public's physical presence at a meeting be waived and that the processes for public comment at this meeting conform to the meeting notice provided to the public one week ago. Seconded by Weitz.

Action Student Opinion: Voting Aye: Ozanne, Yousuf, Johnson, and Kent. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Weitz, and Clare. Absent: Hawks. Motion carried.

Ms. Ivy Harper spoke on the topic of administrative salaries.

Mr. Ricky Fulton spoke on the topic of purposed Husker facility project and related fund development at UNL.

President Carter made remarks, including and announcement of the initiation of the "Nebraska Promise" program, which will guarantee free tuition to Nebraska students with a family income of \$60,000 or less. President Carter also made remarks concerning the University's actions and involvement concerning the COVID-19 pandemic.

VII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

Motion Moved by Pillen and seconded by Yousuf to approve items VII-A-1, VII-A-2, VII-A-3, VII-A-4, VII-A-5, VII-B-1 and VII-B-2.

University of Nebraska

- VII-A-1 President's Personnel Recommendations
- VII-A-2 Approve the amendments to RP-5.8.5 (attached) of the *Policies of the Board of Regents* (the "*Policies*") related to undergraduate Regents Scholarships

University of Nebraska-Lincoln

- VII-A-3 Approval is requested to eliminate the Classical Languages Major associated with the Bachelor of Arts and Bachelor of Science degrees in the Department of Classics and Religious Studies in the College of Arts and Sciences at UNL

University of Nebraska Medical Center

- VII-A-4 Approval is requested to create a Doctor of Public Health in the College of Public Health at UNMC
- VII-A-5 Approval is requested to create a Master of Diagnostic Cytology in the College of Allied Health Professions at UNMC

B. BUSINESS AFFAIRS

University of Nebraska

- VII-B-1 Approve the new *Board of Regents Policy* RP-6.8, External Financing

University of Nebraska Medical Center

- VII-B-2 Approval to establish a quasi-endowment from the unrestricted residual funds of the Medical Student Aid Program to establish the "UNMC Student Success Scholarship"
- Action Student Opinion: Voting Aye: Yousuf, Johnson, Kent and Ozanne. Voting Aye: O'Connor, Phares, Pillen, Schafer, Weitz, Clare, Hawks and Kenney. Motion carried.

VIII. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

B. BUSINESS AFFAIRS

- Motion Moved by Phares and seconded by Ozanne to approve item VIII-B-1

University of Nebraska Medical Center

- VIII-B-1 Approve a scope and privately funded budget change of \$4,660,000 for the Wittson Hall Renovation/Wigton Heritage Center Project on the University of Nebraska Medical Center campus
- Action Student Opinion: Voting Aye: Johnson, Kent, Ozanne and Yousuf. Voting Aye: Phares, Pillen, Schafer, Weitz, Clare, Hawks, Kenney and O'Connor. Motion carried.

Vice President Kabourek offered remarks with respect to the status of facility projects, given the economic impact of the pandemic.

C. FOR INFORMATION ONLY

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

D. REPORTS

- VIII-D-1 Quarterly Personnel Reports for the period October through December 2019
- VIII-D-2 Spring 2020 Enrollment report
- VIII-D-3 Strategic Framework report on Workforce Opportunities and Academic Program Alignment [3-h-i & iii]
- VIII-D-4 Strategic Framework reports on Entrepreneurship [5-d]
- VIII-D-5 Expedited Approval of the Museum Studies Graduate Certificate in the Department of Anthropology in the College of Arts and Sciences at the University of Nebraska-Lincoln (UNL)
- VIII-D-6 Naming the Women’s Team Room at the new gymnastics facility at the University of Nebraska-Lincoln “The Cory Wiedel Family Team Room,” pursuant to *Board of Regents Policy* RP-6.2.7.3.b
- VIII-D-7 Naming the genetics conference center within the Munroe-Meyer Institute “the Warren G. Sanger Conference Center,” pursuant to *Board of Regents Policy* RP-6.2.7.3b
- VIII-D-8 Quarterly Status of Capital Construction Projects
- VIII-D-9 Members of the University of Nebraska Project Review Board Pool
- VIII-D-10 Bids and Contracts
- VIII-D-11 Quarterly report of Gifts, Grants, Contracts and Bequests
- VIII-D-12 Naming of the Hoehner Family Conference Room at the University of Nebraska at Kearney
- VIII-D-13 Approve naming of the new Science, Technology, Engineering, and Mathematics Building as “Discovery Hall”

VIII-D-14 Report on exercise of emergency authority in RP-6.3.1., paragraph 6.b., to authorize contract

IX. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Pillen at 10:51 a.m.

Respectfully submitted,

Carmen K. Maurer
Corporation Secretary

James D. Pillen, Chair

ATTACHMENT 1



NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, April 17, 2020, at 9:00 a.m. by remote electronic means as provided by in Governor Ricketts' Executive Order No. 20-03. Audio stream is available at <https://nebraska.edu>.

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

Any member of the public wishing to speak in the Public Comment portion of the meeting must contact the Office of the Corporation Secretary no less than 24 hours prior to the commencement of the meeting. The public may so contact the Office of the Corporation Secretary by leaving a voice mail message at 402-472-7146 or by e-mailing adibbert@nebraska.edu. Upon receipt of such notice, the Office of the Corporation Secretary will provide instruction on remote participation in this public meeting.

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

Dated: April 10, 2020

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

Board of Regents

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