AGENDA THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA Varner Hall Friday, October 17, 2003 1:15 p.m.

- I. CALL TO ORDER
- II. ROLL CALL DISTRIBUTION OF BALLOTS FOR PRESIDENTIAL SEARCH COMMITTEE
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON AUGUST 9, 2003
- IV. KUDOS AND RESOLUTIONS
- V. STRATEGIC OR POLICY ISSUES: PRESIDENT L. DENNIS SMITH: STATE OF UNIVERSITY ADDRESS
- VI. HEARINGS
 - 1. Approve the Amendment of Sections 1.3.1 and 1.3.3 of the *Standing Rules of the Board* of Regents of the University of Nebraska and creation of Regents' Policy 1.6.9 of the Board of Regents' Policies of the University of Nebraska creates an Audit Committee.
 - 2. Approve the Amendment of Section 3.10 of the *Bylaws of the Board of Regents of the University of Nebraska* relating to ownership, patent and commercialization of inventions and discoveries, and approve Regents' Policy 4.4.2 Regents' Patent and Technology Transfer Policy.
- VII. PUBLIC COMMENT

The Standing Rules of the Board provide that any person may appear and address the Board of Regents on any item on the agenda for this meeting. Each person will be given up to five minutes to make his or her remarks.

- VIII. COMMITTEE REPORTS AND APPROPRIATE ACTION
- IX. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - B. BUSINESS AFFAIRS
- X. UNIVERSITY ADMINISTRATIVE AGENDA
 - A. ACADEMIC AFFAIRS
 - B. BUSINESS AFFAIRS
 - C. FOR INFORMATION ONLY
 - D. REPORTS
- XI. ADDITIONAL BUSINESS

IX. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

- 1. President's Personnel Recommendations. Addendum IX-A-1
- 2. Approve the Amendment of Section 3.10 of the *Bylaws of the Board of Regents of the University of Nebraska* relating to ownership, patent and commercialization of inventions and discoveries, and approve a new patent and technology policy, RP-4.4.2 Regents' Patent and Technology Transfer Policy. Addendum IX-A-2
- 3. Approve the requests for outside employment at the University of Nebraska Medical Center. Addendum IX-A-3
- 4. Approve the request for outside employment at the University of Nebraska-Lincoln. Addendum IX-A-4
- Approve the name change from the Center for Curriculum and Instruction to the Department of Teaching, Learning and Teacher Education at UNL. Addendum IX-A-5

B. BUSINESS AFFAIRS

Central Administration

1. Approve Amendment of Sections 1.3.1 and 1.3.3 of the *Standing Rules of the Board of Regents of the University of Nebraska* and creation of Regents' Policy 1.6.9 of the *Board of Regents' Policies of the University of Nebraska* creating an Audit Committee. Addendum IX-B-1

University of Nebraska-Lincoln

- 2. Approve the name "Splinter Laboratories" for the laboratory building on the University of Nebraska-Lincoln East Campus currently named the Biological Systems Engineering Labs. Addendum IX-B-2
- 3. Approve the Resolution to authorize the expenditure of up to \$916,000 from the Replacement Fund of the UNL Parking Revenue Bonds to improve certain property and equipment. Addendum IX-B-3
- 4. Approve the Resolution to authorize expenditure of up to \$832,568 for capital improvements for the Nebraska Unions and University Housing facilities from the Replacement Fund of the Student Fees and Facilities Revenue Bonds at UNL. Addendum IX-B-4
- 5. Approve the conveyance of real property from the Board of Regents of the University of Nebraska to the Joint Antelope Valley Authority (JAVA) for the Vine Street Bridge Project and accept the City of Lincoln's appraised value. Addendum IX-B-5

- 6. Approve the conveyance of real property to the City of Lincoln for public street right-of-way in conjunction with the Vine Street Streetscape Project and accept the City of Lincoln's appraised value on the subject parcel, which is adjacent to the north boundary of Vine Street between 22nd and 23rd Streets. Addendum IX-B-6
- 7. Approve the amendment to subcontract with the Child Guidance Center of Lincoln and UNL. Addendum IX-B-7
- 8. Approve the amendment to subcontract between the Board of Regents of the University of Nebraska and Creighton University. Addendum IX-B-8

President's Personnel Recommendations Meeting Date: October 17, 2003

University of Nebraska-Lincoln

<u>Adjustment</u>

Richard Edwards, Professor (Continuous) Economics; remove title and stipend as Senior Vice Chancellor of Academic Affairs and place on Faculty Development Fellowship with full pay (administrative stipend will be removed) effective 01/01/04 to 06/30/04, \$204,486 FY current salary (includes \$20,449 FY administrative stipend), 1.00 FTE.

Leaves of Absence***

University of Nebraska Medical Center

Leaves of Absences***

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

TO:	The Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Amendment of Section 3.10 of the <i>Bylaws of the Board of Regents of the University of Nebraska</i> relating to ownership, patent and commercialization of inventions and discoveries, and approve RP-4.4.2 Regents' Patent and Technology Transfer Policy.
RECOMMENDED ACTION:	Approve the amendment of Section 3.10 of the <i>Bylaws of the Board of Regents of the University of Nebraska</i> relating to ownership, patent and commercialization of inventions and discoveries, and approve a new patent and technology policy, RP-4.4.2 Regents' Patent and Technology Transfer Policy.
PREVIOUS ACTION:	Section 3.10 was adopted with the <i>Bylaws of the Board of Regents of the University of Nebraska</i> on August 20, 1973. It was subsequently amended on June 16, 1984, and on December 10, 1994.
EXPLANATION:	It is requested that the Board of Regents approve the following amendment of Section 3.10 of the <i>Bylaws of the Board of Regents of the</i> <i>University of Nebraska</i> to clarify and reinforce the University's policy in regard to (i) the matter of ownership of inventions and discoveries resulting from the performance of duties within the scope of University employment, or resulting from the use of University personnel, property, facilities or other University Resources, and (ii) the division of net royalties and proceeds from transfer of University inventions and discoveries. The text of the amendment is as follows: 3.10 Patent Policy Ownership and Commercialization of
	3.10 Patent Policy Ownership and Commercialization of Inventions and Discoveries.

The Board encourages members of the staff to seek patents on discoveries and inventions the commercialization of inventions and discoveries arising from research activities of the University, and when appropriate, the pursuit of patents or other intellectual property protection, as a method of bringing recognition and remuneration to the individual the University's inventors and to the University itself. Patentable discoveries by staff members Every invention or discovery by members of the faculty and staff that results from the performance of duties owed to the within the scope of their University employment, or from the use of University properties personnel, property, or facilities, or other resources, except where such use is minimal, shall be offered to solely owned by the University in writing prior to making a patent application; provided that the inventor or inventors shall have a share of no less than one-third (1/3) of the net proceeds received by the University resulting from licensing or sale of University owned intellectual property rights associated with

	such invention or discovery. If the University accepts the offer
	within six months, it shall pursue the patent application with the
	help of the inventor at no cost to the latter. Royalties and other
	proceeds accruing from any successful patent shall be divided
	according to a mutually agreed upon formula, but in no case
	shall the inventor's share be less than 15% of the net revenues. If
	the Board rejects the offer, the inventor is free to pursue the
	patent application at his or her own expense. In the event that a
	third party assists the Board and the inventor in pursuing the
	patentability of a discovery or invention, the conditions and
	financial arrangements shall be specified by contract signed by
	all parties to the agreement. Further, and unless otherwise
	explicitly and specifically agreed to in writing, should by
	operation of law or otherwise it is determined that the inventor or
	inventors own any rights in the University's inventions and
	discoveries beyond that described in this section of these
	Bylaws, then it shall be a condition of employment at the
	University of Nebraska that any such rights shall be assigned to
	the University. The Board shall adopt a formal Patent and
	Technology Transfer Policy which shall govern the disclosure of
	inventions and discoveries resulting from performance of duties
	by faculty or staff within the scope of their employment, or from
	the use of University personnel, property, facilities, or resources.
	The President, or any administrative officers designated by the
	President, shall have authority to accept or reject patentable act
	for the University with respect to inventions or discoveries
	offered to owned by the University as required by this section
	and the Board's patent procedures policy Patent and Technology
	Transfer Policy.
	A copy of the proposed Patent and Technology Transfer Policy
	is attached to this addendum.
SPONGODS	I N
SPONSORS:	Jay Noren
	Executive Vice President and Provost
	Richard R. Wood
	Vice President and General Counsel
	vice i resident and Ocheral Counsel

APPROVAL:

L. Dennis Smith President

DATE:

September 25, 2003

RP-4.4.2 Regents' Patent and Technology Transfer Policy

Section 3.10 of the *Bylaws of the Board of Regents* provides that it is the policy of the Regents to encourage the commercialization of inventions and discoveries arising from research activities of the University, and when appropriate, the pursuit of patents or other intellectual property protection, as a method of bringing recognition and remuneration to the University's inventors and to the University itself. This Patent and Technology Transfer Policy is adopted for the purpose of providing general policy regulations to implement Section 3.10 of the *Bylaws of the Board of Regents*:

Section 1. <u>Ownership of Inventions Resulting From Performance of Duties of</u> <u>Employment; Prompt Disclosure to University</u>

Each invention¹ by a member or members of the faculty or staff of the University resulting from performance of duties within the scope of University employment, or resulting from the use of University personnel, property, facilities, or other University resources, except where such use is minimal,² shall be solely owned by the University. Questions concerning whether a use of University resources is minimal shall be resolved in accordance with the process set forth in Section 9 of this Policy. Each such invention and any improvement(s) made thereto while under the employment of the University shall be promptly disclosed in writing to the designated campus patent and technology transfer administrator (the "Administrator").³

A disclosure of an invention shall be properly made when it is submitted to the campus Administrator in such manner and form as may be determined by the Administrator. Any disclosure of an invention shall contain information in such detail as is deemed necessary by the Administrator to allow for a review of its patentability and commercial potential, and shall detail the specific utility or application of the invention.

Section 2. <u>The Campus Administrator</u>

³ The Bayh-Dole Act of 1980, 35 U.S.C. §§ 200-212, allows Universities and other non-profit organizations to retain title to federally-funded inventions and requires that strict reporting requirements be met. It is therefore critical that inventors provide a prompt and thorough disclosure to the University so that the University can properly evaluate the disclosure and elect to either retain or decline title to such inventions in a timely manner.

¹For purposes of this policy, the term "invention" shall mean patentable inventions or discoveries, computer software, trade secrets and all other intellectual property not addressed under Regents Policy 4.4.1.

² The determination as to whether any use of University personnel, property or facilities is or was "minimal" under this policy shall be made based on the following considerations:

a) Whether the invention was conceived of or reduced to practice pursuant to an employee or faculty member's job duties;

b) Whether any funding for the work leading to the conception or reduction to practice of the invention was provided by or facilitated through the University;

c) Whether any University facilities were utilized in the conception or reduction to practice of the invention, and if so, the extent of such use; and

d) Whether any University students or staff were utilized in or contributed to the conception or reduction to practice of the invention.

The Chancellor of each campus and/or the Chancellor's designee shall designate a campus patent and technology transfer administrator who shall be responsible for the administration of all campus patent and technology transfer activities, and who will provide a central source of information and help in handling the different aspects of patents and technology transfer.

Section 3. <u>Patent and Technology Transfer Advisory Committee</u>

The Administrator in consultation with the Chancellor and/or the Chancellor's designee shall establish an advisory committee on technology transfer (the "Committee"). The Committee will be available to assist the Administrator in the review of disclosures of inventions, and provide advice and peer group scientific review on issues relating to (i) intellectual property development and licensing or other technology transfer issues, and (ii) other related assistance as requested.

Section 4. <u>Review of Invention Disclosures; Acceptance for Technology Transfer by</u> <u>University or Transfer to Inventor</u>

The Administrator, the Committee, and/or the Administrator's designees (one or more of which are referred to herein as the "Reviewers") shall aim to evaluate all disclosures of inventions on behalf of the University within six (6) months from the date the disclosure is formally submitted to the Administrator. The disclosure shall be evaluated by the Reviewers for the ability to obtain effective intellectual property protection on the invention, and the potential of the invention to stimulate business interest and contribute to economic development. Upon the conclusion of the Reviewers' evaluation of an invention, the Administrator shall communicate to the inventor(s) any intent on behalf of the University to pursue protection of the invention. The University shall proceed, in its sole discretion, to seek appropriate intellectual property protection on the invention, and/or market the invention to interested parties. The terms of any license or agreements related to an invention, and the manner in which they may be enforced, litigated or settled shall be at the sole discretion of the University.

The inventor or inventors of a disclosed invention shall assist the University and any counsel retained by the University in the preparation, filing and prosecution of any patent applications based on inventions disclosed to the University, and shall sign any and all necessary documents, including assignments, declarations, oaths and affidavits related thereto.

At any time during the technology transfer process, the University may, for any reason which in its sole discretion it determines is in the best interests of the University, assign title to the invention to the inventor(s). In such cases, however, the University may retain a non-exclusive, paid-up, royalty-free license to the invention, if it so desires.

Although the University may assign title to an invention to the inventor(s), any improvement or modification to or separate invention derived from or based on such invention that results from the use of University personnel, property or facilities, except where such use is minimal, shall be owned by the University subject to this Policy. The inventor(s) shall promptly disclose such improvement, modification or separate invention to the Administrator in the same manner as is described in Section 1 of this Policy.

Should an inventor leave the University and wish to continue research on an invention which the inventor has disclosed to the University, the University shall provide an appropriate royalty-free, non-commercial, research only license to allow the inventor to continue his or her research.

Section 5. <u>Division of Net Royalties and Proceeds</u>

With respect to any invention subject to this Policy, the University shall first be reimbursed for any and all expenses incurred by it that are associated with evaluation of the technology, obtaining of patent or other intellectual property protection, and licensing or other technology transfer activity, including legal expenses related thereto.⁴ In the event of any infringement action or other legal action involving technology disclosed under this Policy, the University shall also be reimbursed for any and all expenses borne by the University associated with such action. After such expenses are reimbursed, royalties and other proceeds from licenses or other technology transfer activities related to an invention, or patent or other intellectual property protection based thereon, shall be distributed as follows:

- (a) One-third to the inventor or inventors; and
- (b) Two-thirds in accordance with a separate distribution policy to be established and implemented by each University campus, such policy to take effect following approval by the Board of Regents upon recommendation of the relevant campus' Chancellor.

Section 6. <u>Distribution of Equity to Inventors</u>

In the event that the University receives equity or an option to acquire equity in exchange for any license or other intellectual property, the share of such equity due to the inventor(s) shall be based upon the distribution of royalties and proceeds provided in Section 5 of this Policy. Such equity will be distributed directly to the inventor(s) once such equity is transferable. The University shall make every effort to distribute such equity in a timely manner, but the University shall not be responsible for changes in value which might occur before receipt of equity by an inventor.

In the event the University or an affiliated entity of the University receives equity or an option to acquire equity in exchange for something other than a license or other intellectual property right (e.g. performance of a service or clinical trial), the equity interest shall not be subject to distribution under Sections 5 or 6 of this Policy.

⁴ The University shall make every effort to recover all or part of these expenses from any licensee of Universityowned intellectual property upon the execution of the license agreement.

Section 7. Division of Inventor's Share Among Co- Inventors

Should there be more than one inventor per license or other source of royalties and other proceeds under Sections 5(a) and 6 of this Policy, the inventors' shares shall be divided and distributed among themselves in accordance with an agreement to be signed by the inventors and filed with the Administrator. Should the inventors fail to sign such an agreement governing distribution among themselves, then the proceeds shall be distributed equally among the sum of inventors per license or other source of royalties.

Section 8. <u>Conflicts of Interest</u>

Conflicts of interest are more likely to present themselves to inventors, University personnel and the University as an entity in the context of intellectual property licenses or other contracts related to technology transfer activities. As such it is of utmost importance that in addition to any compliance required under this Policy, that all involved in technology transfer also comply with any conflict of interest policies as required by law, Section 3.8 of the *Bylaws of the Board of Regents* or Regents Policy 3.2.8, as those requirements may exist or as they may be amended in the future.

Section 9. <u>Resolution of Issues Concerning Administration or Interpretation of this Policy</u>

Should any issue arise regarding administration or interpretation of this Policy or Section 3.10 of the *Bylaws of the Board of Regents*, the issue shall be referred to the campus vice chancellor responsible for research, sponsored programs and/or technology transfer activities (e.g. Vice Chancellor for Research or Vice Chancellor for Academic Affairs). The campus patent and technology transfer advisory committee may review the facts and circumstances surrounding any such issue and make recommendations to the Vice Chancellor. The Vice Chancellor shall then make a report and recommendation for resolution of the issue to the Chancellor, who will make the final decision on all issues concerning administration or interpretation of this Policy or Section 3.10 of the *Bylaws of the Board of Regents*. The Chancellor's decision will be final with respect to the University.

Section 10. <u>Survival of Policy</u>

The provisions of this Policy and Section 3.10 of the *Bylaws of the Board of Regents* shall survive the death or termination of employment of any inventor of intellectual property owned by the University. The provisions of this Policy shall inure to the benefit of and be binding upon the heirs and assigns of (1) any inventor of intellectual property owned by the University, and (2) all others who agree to be bound by it.

Section 11. <u>Campus Patent and Technology Transfer Policies and Procedures</u>

The Chancellor of each campus, or the Chancellor's designee, is authorized to adopt and implement more detailed campus patent and technology transfer policies and procedures that are consistent with and supplemental to Section 3.10 of the *Bylaws of the Board of Regents* and this Policy.

TO:	The Board of Regents	Addendum IX-A-3	
COMMITTEE:	Academic Affairs		
MEETING DATE:	October 17, 2003		
SUBJECT:	Requests for approval of outside employment.		
RECOMMENDED ACTION:	Approval of the following requests to participate in activit University in accordance with University policy as follow		
	COLLEGE OF MEDICINE		
	Keith J. Mueller, Ph.D., Professor, Preventive & Societal consulting for the USDA Rural Policy Research Institute project.		
	Stephen I. Rennard, M.D., Larson Professor of Medicine, Medicine, to serve on the Roche Bioscience Scientific Ad		
PREVIOUS ACTION:	This is Dr. Mueller's initial request for the permission of t Regents for this activity.	he Board of	
	The Board of Regents granted permission to Dr. Rennard for the period of April 2002 through March 2003.	for this activity	
EXPLANATION:	These requests for approval of outside activity are in acco Section 3.4.5(a) of the <i>Bylaws of the Board of Regents of a</i> <i>of Nebraska</i> specifying that University employees must ha approval of the Board of Regents if they are accepting reta other remuneration on a permanent or yearly basis as prof consultants.	<i>the University</i> ave the ainer fees or	
	Keith J. Mueller is requesting permission of the Board of work on the health panel of the RUPRI beginning October through September, 2004. These duties will not interfere Dr. Mueller's University duties and obligations as a facult	r 18, 2003 or conflict with	
	Stephen I. Rennard is requesting permission of the Board reactivate his prior approved consultancy to Roche Biosci its developmental research programs. This activity will in consultations by telephone and one annual meeting as a m Roche Bioscience Scientific Advisory Board. Dr. Rennar these duties beginning October 18, 2003 through March 2 duties will not interfere or conflict with Dr. Rennard's Un and obligations as a faculty member.	ence relating to nvolve episodic member of the d will perform 004. These	

SPONSOR:	Rubens J. Pamies, M.D. Vice Chancellor for Academic Affairs
APPROVAL:	Harold M. Maurer, M.D., Chancellor University of Nebraska Medical Center
DATE:	September 30, 2003

TO:	The Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Request for Approval of Outside Employment
RECOMMENDED ACTION:	Approval of the following request to participate in activities outside the University in accordance with University policy as follows.
	Stephen Forget, Program Manager Design Studio, J.D. Edwards Honors Program, to provide consultation services to the Nebraska Department of Agriculture.
PREVIOUS ACTION:	None
EXPLANATION:	The request by Stephen Forget for approval of outside activity is in accordance with Section 3.4.5(d) of the <i>Bylaws of the Board of Regents of the University of Nebraska</i> specifying that University employees must have the approval of the Board of Regents if they are providing professional services for remuneration to a department or agency of state government.
	Stephen Forget is requesting permission of the Board of Regents to provide consultation services for the Nebraska Department of Agriculture for the Field Assistant System. These duties will be performed beginning October 20, 2003 and will continue for an indefinite period of time. These duties will not interfere or conflict with Steven Forget's University duties and obligations as a faculty member.
SPONSOR:	Richard Edwards Senior Vice Chancellor for Academic Affairs
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln
DATE:	September 30, 2003

TO:	The Board of Regents		
	Academic Affairs		
MEETING DATE:	October 17, 2003		
SUBJECT:	Approval of proposed name change for the Center for Curriculum and Instruction to the Department of Teaching, Learning and Teacher Education at the University of Nebraska-Lincoln (UNL).		
RECOMMENDED ACTION:	Approve the name change from the Center for Curriculum and Instruction to the Department of Teaching, Learning and Teacher Education at UNL.		
EXPLANATION:	Although the present name includes the word "Center", this unit has in fact been a regular academic department within Teachers College (and now the College of Education and Human Sciences). The unit should be identified as a Department, and the proposed name more accurately describes the department's role, mission, and primary function. No other change in its status is intended or will result from this action. By vote of the faculty, there is an overwhelming consensus in favor of the name change, which is also recommended by the Academic Planning Committee.		
SPONSOR:	Richard Edwards Senior Vice Chancellor for Academic Affairs		
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln		
DATE:	September 25, 2003		

TO:	The Board of I	Regents	Addendum IX-B-1
	Business Affai	rs	
MEETING DATE:	October 17, 20	003	
SUBJECT:	<i>the Board of R</i> of Regents' Po	f Sections 1.3.1 and 1.3.3 of egents of the University of N licy 1.6.9 of the Board of Re Nebraska creating an Audit C	Vebraska and creation egents' Policies of the
RECOMMENDED ACTION:	Approve Amendment of Sections 1.3.1 and 1.3.3 of the <i>Standing</i> <i>Rules of the Board of Regents of the University of Nebraska</i> and creation of Regents' Policy 1.6.9 of the <i>Board of Regents'</i> <i>Policies of the University of Nebraska</i> creating an Audit Committee.		
PREVIOUS ACTION:	April 26, 2003 – The Board approved amendment of Sections 1.3.1 and 1.3.3 of the <i>Standing Rules of the Board of Regents of</i> <i>the University of Nebraska</i> and amendment of Regents' Policy 1.6.8 of the <i>Board of Regents' Policies of the University of</i> <i>Nebraska</i> striking the Athletic Committee and adding the Outreach and Service Committee.		
		2002 – The Board adopted the board of Regents of the University	
EXPLANATION:	It is proposed that a new committee be added to Sections 1.3.1 and 1.3.3 entitled "Audit Committee" of the <i>Standing Rules of</i> <i>the Board of Regents of the University of Nebraska</i> and be amended as follows:		
	1.3.1	The Board shall have seven committees: Executive, A <u>Audit</u> , Business Affairs, G Information Technology, F Outreach and Service. The time to time create such oth determines to be necessary	cademic Affairs, eneral Affairs, Planning, and e Board may from her committees as it
	1.3.3	The Chairperson of the Bo consulting with the other n appoint the members of the <u>Audit</u> , Business Affairs, G Information Technology, F Outreach and Service commember of each committee chairperson. Such appoint each year, after the Board's January and before its next All proposed committee ag	nembers of the Board, e Academic Affairs, eneral Affairs, Planning, and mittees and select one e to serve as its ments shall be made s annual meeting in t scheduled meeting.

	submitted by the committee chairs to the Executive Committee for approval.
	It is also proposed that RP-1.6.9 of the <i>Board of Regents'</i> <i>Policies of the University of Nebraska</i> be created as follows:
	RP-1.6.9 <u>Audit Committee</u>
	The Audit Committee shall address policies affecting operations review, accountability and audit.
SPONSOR:	David E. Lechner Vice President for Business & Finance
APPROVAL:	L. Dennis Smith President
DATE:	September 25, 2003

TO:	The Board of Regents	Addendum IX-B-2
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Naming of Building	
RECOMMENDED ACTION:	Approve the name "Splinter Laboratories" for the the University of Nebraska-Lincoln (UNL) East O named the Biological Systems Engineering Labs.	
PREVIOUS ACTION:	None	
EXPLANATION:	Dr. Splinter was the Head of the Department of B Engineering (then called the Department of Agric when the Biological Systems Engineering Lab wa early 1980s and is the University's only faculty m the National Academy of Engineering. He was a funds for the building's construction and its desig facility that houses, among other activities, the Na Laboratory.	sultural Engineering) as constructed in the nember ever elected to major factor in securing n. The building is the
	The recommendation to name the building Splinter the criteria of Regents' Policy 6.2.7.4 because Dr an individual who has performed extraordinary se as a faculty member and an administrator. This p the criterion of subpart b. of that policy that a pro- individual should not be submitted earlier than fiv- retirement of the person from the University. Altheld several interim administrative positions at the years, he officially retired on July 1,1993.	William E. Splinter is ervice to the University roposal also satisfies posal to honor such an ve years following the hough Dr. Splinter has
PROJECT COST:	None.	
SOURCE OF FUNDS:	None.	
SPONSOR:	John C. Owens Vice President and Vice Chancellor for Agricultu Resources	re and Natural
APPROVALS:	Harvey Perlman, Chancellor University of Nebraska-Lincoln	
	L. Dennis Smith President	
DATE:	October 2, 2003	

TO:	The Board of Regents	Addendum IX-B-3	
	Business Affairs		
MEETING DATE:	October 17, 2003		
SUBJECT:	Improvements for the University of Neb and Equipment	raska-Lincoln (UNL) Parking	
RECOMMENDED ACTION:	Approve the attached Resolution to auth \$916,000 from the Replacement Fund of Bonds to improve certain property and e	f the UNL Parking Revenue	
PREVIOUS ACTION:	During the last five years the Board of R requests as follows:	egents has approved similar	
EXPLANATION:	Prior ApprovalsAmountOctober, 2002\$351,039October, 2001710,926September, 2000642,848October, 1999301,980October, 1998305,285Section 6.2 of the Bond Resolution (May 1, 1984) requires the Board ofRegents to keep the "facilities" in good repair, working order andcondition, and to make all necessary and proper repairs so that theparking operations can be conducted in an efficient, sound andeconomical manner. Section 6.12 of the Resolution requires the Boardto comply with all statutes of the State of Nebraska. The improvementsand modifications detailed on the accompanying pages represent thehighest priority needs that have been identified by managers of Parking		
	Operations.		
PROJECT COST:	\$916,000		
SOURCE OF FUNDS:	Parking Revenue Bonds Surplus Fund		
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance		
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln		
DATE:	October 2, 2003		

RESOLUTION

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

- 1. The Board hereby finds and determines:
 - (a) Pursuant to its General Bond Resolution dated as of May 1, 1984, authorizing the issuance of Revenue Bonds by the Board (the "Resolution"), the Board has heretofore issued revenue bonds payable from the revenues and fees derived from the ownership and operation of the parking facilities located on the campus of the University of Nebraska-Lincoln under and pursuant to the Second Supplemental Resolution to the Second series Resolution dated as of December 15, 1992 (the "Second Series Resolution") which created a Second Series Surplus Fund in accordance with Section 3.9 of the Resolution;
 - (b) Section 6.2 of the Resolution requires the Board to operate the facilities in an efficient, sound and economical manner and to keep all facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted.
 - (c) The "Second Series Facilities" include all parking facilities and structures located and currently or hereafter existing on the campus of the University of Nebraska-Lincoln, which parking facilities require certain renewals, replacements, additions, betterments and extensions to maintain the Second Series Revenues and Fees. In order to accomplish such renewals, replacements, additions, betterments and extensions, the sum of \$916,000 should be expended from the Second Series Surplus Fund as indicated on the attached schedule.
- 2. <u>Authorization.</u> The Board hereby authorizes the transfer of up to \$916,000 from the Second Series Surplus Fund established pursuant to the Resolution to the Replacement Fund, and expenditure there from for the projects herein identified. The Vice Chancellor for Business and Finance at the University of Nebraska-Lincoln is hereby designated as the University representative who may certify to the Trustee the specific payments to be made from the Second Series Replacement Fund.
- 3. <u>Surplus Fund.</u> There currently are monies or investments in the Surplus Fund including accruals in excess of \$916,000.

PARKING IMPROVEMENT REQUESTS

Univers	sity of Nebraska	l - Lincoln	
	October 17, 20	03	
			,

Project	Location	Funding Required	Justification
Parking Operations			
Repair various City Campus surface parking lots	City Campus	\$ 230,000	Maintenance and repair
Bus replacement	City and East Campus	230,000	On-going transit system fleet replacement
Upgrade signage in surface parking lots	City and East Campus	100,000	Maintenance and repair
Repair East Campus surface parking lots	East Campus	100,000	Maintenance and repair
On-going maintenance for two parking structures	City Campus	80,000	Maintenance and repair to existing structures
Repair lot at Stadium Drive & Avery Avenue	City Campus	70,000	Maintenance and repair
14 Avery Garage Equipment	14 th & Avery Garage	50,000	Equip new structure
Computer Equip/Software Support	Parking Office	36,000	Update/Replace Systems
Security Camera Enhancement	17 R Garage	20,000	Enhance Security
Total		\$916,000	

TO:	The Board of Regents
	Business Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Capital Improvements for the Nebraska Unions and University Housing Facilities at the University of Nebraska-Lincoln (UNL)
RECOMMENDED ACTION:	Approve the attached Resolution to authorize expenditure of up to \$832,568 for capital improvements for the Nebraska Unions and University Housing facilities from the Replacement Fund of the Student Fees and Facilities Revenue Bonds at UNL.
PREVIOUS ACTION:	During the last five years the Board of Regents has approved similar requests as follows:
EXPLANATION:	Prior ApprovalsAmountAugust, 2003\$1,846,350January, 20031,855,255October, 20021,066,890October, 2001749,197September, 2000993,850October, 19991,470,989Section 6.2 of the Bond Resolution (December 1, 1964) requires the Board of Regents to keep the "facilities" in good repair, working order
	and condition, and to make all necessary and proper repairs. Section 6.12 of the Resolution requires the Board to comply with all statutes of the State of Nebraska. The improvements and modifications detailed on the accompanying pages represent the highest priority needs that have been identified by residents, user groups, and managers of these facilities.
PROJECT COST:	\$832,568
SOURCE OF FUNDS:	Student Fees and Facilities Revenue Bonds Replacement Fund
SPONSORS:	James V. Griesen Vice Chancellor for Student Affairs
	Christine A. Jackson Vice Chancellor for Business & Finance
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln
DATE:	October 3, 2003

RESOLUTION

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

- 1. The Board hereby finds and determines:
 - (a) Pursuant to its Bond Resolution dated as of December 1, 1964, authorizing the issuance of Revenue Bonds by the Board (the "Resolution"), the Board has heretofore issued revenue bonds payable from the revenues and fees derived from the ownership and operation of the dormitories and other facilities for the housing and boarding of students, student unions, student health facilities and other facilities for the activities of students located on the campus of the University of Nebraska-Lincoln, under which a 1986 Surplus Fund was created;
 - (b) Section 6.2 of the Resolution requires the Board to operate the "facilities" (as defined in the Resolution) in an efficient, sound and economical manner and to keep all Facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted.
 - (c) The "facilities" include the Nebraska Unions and all facilities and structures for the housing and boarding of students located and currently or hereafter existing on the campus of the University of Nebraska-Lincoln, which facilities require certain renewals, replacements, additions, betterments and extensions to maintain the Revenue and Fees. In order to accomplish such renewals, replacements, additions, betterments and extensions, the sum of \$832,568 should be expended from the Replacement Fund as indicated on the attached schedule.
- <u>Authorization</u>. The Board hereby authorizes the transfer of up to \$832,568 from the 1986 Surplus Fund established pursuant to the Resolution to the Replacement Fund, and the expenditure of up to \$832,568 from the Replacement Fund for the projects herein identified. The Vice Chancellor for Business and Finance at the University of Nebraska-Lincoln, is hereby designated as the University representative who may certify to the Trustee the specific payments to be made from the Replacement Fund.
- 3. <u>1986 Surplus Fund</u>. There currently are monies or investments in the 1986 Surplus Fund including accruals in excess of \$832,568.

University of Nebraska - Lincoln Capital Improvement Requests October, 2003

SUMMARY	
Department	Funding Requested
Nebraska Unions	\$230,568
University Housing	602,000
Grand Total	\$832,568

NEBRASKA UNIONS

Detail of Improvement Requests

Project	Location	Funding Required	Justification
Repair Centennial Room Partitions	City Campus	\$ 4,000	Maintain to keep partitions operable
Office, Meeting Room and Lounge Furniture	City Campus	13,770	Reupholster, replace worn furniture
Refurbish Colonial Room	City Campus	17,526	Replace drapes, carpet and divider partitions
Fire Sprinklers	City Campus	50,000	Fire protection, per Fire Marshall
Refurbish South Side of Building	City Campus	4,000	Upgrade oldest part of building
Custodial, Meeting Room Equipment	City Campus	3,980	Replacements
Renovate Suites 200 & 220	City Campus	6,250	Consolidate reception areas to save labor
Food Service Equipment	East Campus	25,000	New/Replacements
Poster Printer & Laminator	City Campus	6,690	Serve advertising needs of student organizations
Computer Hardware	City Campus	9,302	Replacements for Career Services
Office Furniture	East Campus	7,265	Upgrade furnishings in Career Services
Computer Hardware	City and East Campus	41,805	Replacements and upgrades
Refurbish Great Plains Room	East Campus	15,000	New drapery and ceiling tiles
Sound System for Great Plains Room	East Campus	4,500	Replacement
Refurbish Arbor Suite	East Campus	4,000	New drapes
Meeting Room Equipment	East Campus	3,600	New conference tables

Refurbish Game Room	East Campus	7,500	Modernize
Ballroom Carpet	City Campus	6,380	Carpet 1/3 of Ballroom
Subtotal		\$230,568	

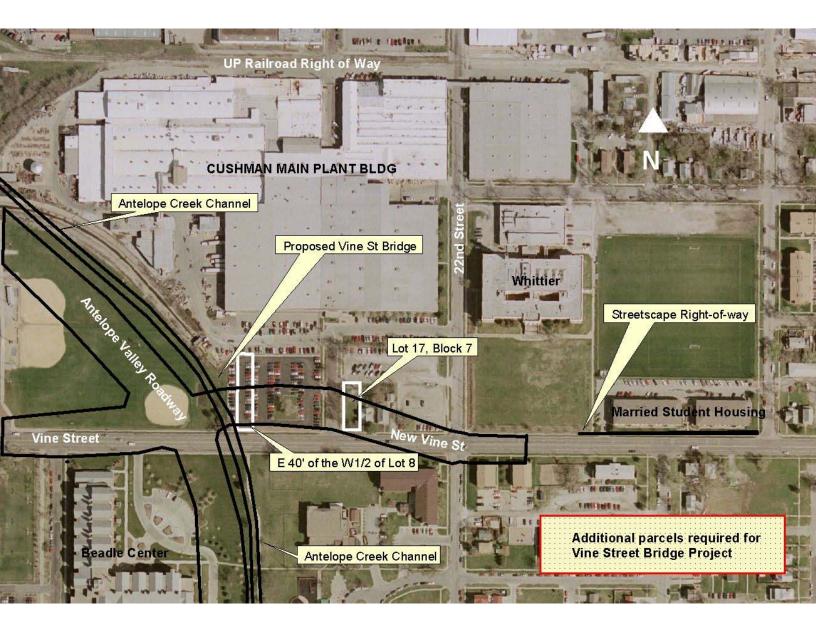
UNIVERSITY HOUSING

Detail of Improvement Requests

Project	Location	Funding Required	Justification
Asbestos Removal (system)	Harper & Selleck Halls	\$125,000	Eliminate Hazard Miscellaneous projects - hot water tanks
Tuck Point Exterior Brick (3 rd year of 4-year project)	Neihardt Hall, Colonial Terrace	95,000	Eliminate water leaks
Replace Plumbing, Electrical Doors, Kitchen Cabinets (3 rd year of 4-year project)	Colonial Terrace	60,000	Replace/remodel systems that are marginally functional
Sprinkler System (1 st year of 2-year project)	Burr-Fedde Halls	75,000	Fire and life safety
Replace Fire Alarm System (1 st year of 2-year project)	Burr-Fedde Halls	85,000	Fire and life safety. Replace antiquated system
Fire Exit - Direct to Outside	Abel Dining Service	45,000	Code compliance
Roof Replacement	Burr-Fedde Halls	32,000	Water leaks
Relocate Residence Director Apartment	Selleck Hall	35,000	Relocate prior to remodel of Selleck Hall
Replace Hot Water Tanks	Housing System, various locations	50,000	Old units failing
Subtotal		\$602,000	

TO:	The Board of Regents	Addendum IX-B-5
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Conveyance of real property from the Board of Reg of Nebraska to the Joint Antelope Valley Authority Street Bridge Project and accept the City of Lincoln	(JAVA) for the Vine
RECOMMENDED ACTION:	Approve the conveyance of real property from the B the University of Nebraska to the Joint Antelope Va (JAVA) for the Vine Street Bridge Project and accep Lincoln's appraised value.	lley Authority
PREVIOUS ACTION:	June 7, 2003 – The Board approved (i) assignment f of Nebraska Foundation of its right to purchase two comprising a portion of the former Cushman plant s Street (main plant building) and 942 North 22 nd Stre building) in Lincoln, and (ii) authorization for the Pr Reciprocal Indemnity Agreement with Cushman, In- environmental condition of the real property to be pr University.	parcels of real estate ite at 900 North 21 st eet (warehouse resident to execute a c., relating to the
	January 13, 2001 – The Board approved a Resolution President to execute Exhibit B to the Interlocal Coop for Phase One of the Implementation Period of the A Improvement Project, and (2) authorizing the Presid and other instruments for the transfer of University of for use in Phase One of the Antelope Valley Improv	peration Agreement Antelope Valley lent to execute deeds real property needed
EXPLANATION:	Approval of this agenda item will authorize the Press deeds and other instruments for the transfer of a port purchased Cushman property to JAVA for the Vine Project. The bridge project is a portion of Phase One Valley Improvement Project. Previously, Board of I surrounding the subject parcel was transferred to JA taken at the January 13, 2001 Board of Regents mee conveyance JAVA will have the necessary land requ forward with the bridge project on Vine Street.	tion of the recently Street Bridge e of the Antelope Regent land VA through actions eting. With this
	The subject parcel consists of the East 40 Feet of the A.K. Griffith's 2 nd Addition and Lot 17, Block 7, Vi all within Section 24, Township 10 North, Range 6 Lancaster County, Nebraska.	ine Street Addition
	The purchase offer of \$34,000 by JAVA is above th An appraisal of contiguous parcels is on file. Thus, City of Lincoln's appraised value is requested.	

	A map showing the proposed 13,599 square feet (0.31 acres) of real property to be conveyed to JAVA is attached.
	Members of the public and news media may obtain a copy of the proposed agreement in the Office of the University Corporation Secretary, 3835 Holdrege Street, Lincoln, Nebraska 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.
PROJECT COST:	None
SOURCE OF FUNDS:	None
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln
DATE:	October 6, 2003



TO:	The Board of Regents	Addendum IX-B-6
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Conveyance of real property from the Board of Re of Nebraska to the City of Lincoln for public street conjunction with the Vine Street Streetscape Proje	t right-of-way in
RECOMMENDED ACTION:	Approve the conveyance of real property from the the University of Nebraska to the City of Lincoln to of-way in conjunction with the Vine Street Streets accept the City of Lincoln's appraised value on the is adjacent to the north boundary of Vine Street be Streets.	for public street right- cape Project, and e subject parcel, which
PREVIOUS ACTION:	None	
EXPLANATION:	The Vine Street Streetscape Project is a beautificat and funded by the City of Lincoln's Urban Develo along Vine Street between 22 nd and 27 th Streets. T widening Vine Street to add plantings, new sidewa gutters, new lighting, and a new median in Vine St	The project involves alks, new curbs and
	To accomplish the beautification project, the City approximately 3,951 square feet (0.09 acres) of ad of-way along the south boundary of land between which is owned by the Board of Regents. Two apa for University of Nebraska-Lincoln (UNL) married occupy the land.	ditional public right- 22 nd and 23 rd Streets artment buildings used
	The City of Lincoln will pay the University \$46,52 value, for the new right-of-way and will build a sh a fence constructed on top of the retaining wall. T constructed of such materials to serve a function as while maximizing a safe courtyard for the tenants. UNL property will be seven feet (7') wide, and the Street adjacent to UNL property will be fourteen for	ort retaining wall with the fence will be s a screen from traffic The sidewalks along e turning lane in Vine
	The subject parcel is composed of a part of Lots 12 Street Addition, and a part of vacated Whittier Stree Northeast Quarter of Section 24, Township 10 Nor Lincoln, Lancaster County, Nebraska.	eet located in the
	Acceptance of the City of Lincoln's appraised value	ie is requested.

	A map showing the proposed conveyance to the City of Lincoln for public street right-of-way is attached.
	Members of the public and the news media may obtain a copy of the proposed documents in the Office of the University Corporation Secretary, 3835 Holdrege Street, Lincoln, Nebraska 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.
PROJECT COST:	None
SOURCE OF FUNDS:	None
SPONSORS:	Christine A. Jackson Vice Chancellor for Business & Finance
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln
DATE:	October 6, 2003



TO:	The Board of Regents	Addendum IX-B-7
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Amendment to Subcontract with the Child Guidance Ce and the University of Nebraska-Lincoln (UNL)	enter of Lincoln
RECOMMENDED ACTION:	Approve the amendment to subcontract with the Child O of Lincoln and UNL.	Guidance Center
PREVIOUS ACTION:	None	
EXPLANATION:	The amendment provides additional funding to continue supervision and multisystemic therapy through July 1, 2 Reading, Early Behavior grant. The original agreement funding of \$181,996, was signed on May 30, 2002.	2004 on the Early
	Members of the public and news media may obtain a coproposed agreement in the Office of the University Correctery, 3835 Holdrege Street, Lincoln, Nebraska 685 hours of 8:00 a.m. and 5:00 p.m., Monday through Frida University holidays.	poration 583, between the
PROJECT COST:	\$200,258	
SOURCE OF FUNDS:	Grant from the U.S. Department of Education	
SPONSORS:	Prem S. Paul Vice Chancellor for Research & Dean of Graduate Stud	lies
	Christine A. Jackson Vice Chancellor for Business & Finance	
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln	
DATE:	October 6, 2003	

TO:	The Board of Regents	Addendum IX-B-8
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Amendment to subcontract between the Board of R University of Nebraska and Creighton University	egents of the
RECOMMENDED ACTION:	Approve the amendment to subcontract between th of the University of Nebraska and Creighton Unive	
PREVIOUS ACTION:	None	
EXPLANATION:	The amendment provides additional funding to com Nebraska Center for Viral Pathogenesis grant throu original agreement plus amendments processed to c	gh July 1, 2004. The
	Members of the public and news media may obtain proposed agreement in the Office of the University Secretary, 3835 Holdrege Street, Lincoln, Nebraska hours of 8:00 a.m. and 5:00 p.m., Monday through University holidays.	Corporation a 68583, between the
PROJECT COST:	\$212,344	
SOURCE OF FUNDS:	Grant from the National Institutes of Health	
SPONSORS:	Prem S. Paul Vice Chancellor for Research & Dean of Graduate	Studies
	Christine A. Jackson Vice Chancellor for Business & Finance	
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln	
DATE:	October 6, 2003	

X. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

Additional Items - Central Administration

- 1. Consider the report of the Special Committee of the Academic Rights and Responsibilities Committee of the University of Nebraska-Lincoln, and render a decision In the Matter of the Academic Freedom Complaint filed by Margaret R. Bolick, Ph.D. Addendum X-A-1
- 2. Approve amendment of RP-2.1.4 relating to selection of the Presidential Advisory Search Committee to provide that each elected member of the Board of Regents shall select one member from the general public to serve on the Committee. Addendum X-A-2
- 3. Approve amendment of RP-2.1.4 relating to selection of the Presidential Advisory Search Committee to provide that the Board of Regents shall select one representatives of the general public to serve as Co-Chairperson and one member of the Board of Regents to serve as the second Co-Chairperson. Addendum X-A-3

B. BUSINESS AFFAIRS

University of Nebraska-Lincoln

1. Approve the conveyance of real property from the Board of Regents of the University of Nebraska to Lincoln Electric System for constructing a new substation. Addendum X-B-1

University of Nebraska at Omaha

2. Approve an amendment to the ground lease agreement with the Suzanne and Walter Scott Foundation providing for the construction and operation of a business and technology facility and related facilities, to add approximately four acres of adjacent land to the agreement; and authorize the President to execute all legal instruments necessary to carry out the terms and conditions of the lease amendment. Addendum X-B-2

Additional Item - Central Administration

3. (1) Approve incurrence of debt by Nebraska Health System d/b/a The Nebraska Medical Center (the "Corporation") with respect to not to exceed \$45 million aggregate principal amount Hospital Authority No. 2 of Douglas County, Nebraska Revenue Bonds (The Nebraska Medical Center) Series 2003, and (2) Consent to the pledge, pursuant to a deed of trust, of the Corporation's leasehold interest in that certain Amended and Restated Ground Lease dated April 2001 for the benefit of First National Bank of Omaha, as trustee (the "Master Trustee"), under the Master Trust Indenture dated as of November 1, 2003 between the Corporation and the Master Trustee. Addendum X-B-3

Additional Item - University of Nebraska-Lincoln

4. Approve the Program Statement for UNL Police Department relocation project to the 17th and R Parking Structure. Addendum X-B-4

TO:	Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	In the Matter of the Academic Freedom Complaint filed by Margaret R. Bolick, Ph.D.
RECOMMENDED ACTION:	Consider the report of the Special Committee of the Academic Rights and Responsibilities Committee of the University of Nebraska-Lincoln, and render a decision In the Matter of the Academic Freedom Complaint filed by Margaret R. Bolick, Ph.D.
PREVIOUS ACTION:	None.
EXPLANATION:	On August 20, 2003, a Special Hearing Committee of the Academic Rights and Responsibilities Committee of the University of Nebraska- Lincoln conducted a hearing as required by Section 4.14.2 of the <i>Bylaws of the Board of Regents</i> in regard to a complaint filed by Margaret R. Bolick, Ph.D., a member of the UNL faculty, alleging that her rights of academic freedom and tenure had been violated in connection with the decision of the University to terminate her continuous (tenured) faculty appointment in the Research Division of the State Museum at UNL with the discontinuance of the Research Division.
	On October 3, 2003, the Special Hearing Committee submitted its report and recommendations in this case. A copy of the Committee's report is attached.
	The Special Hearing Committee did not find any violation of Professor Bolick's rights of academic freedom or tenure. It is recommended that the Committee's report be accepted to the extent that it has found no violation of Professor Bolick's rights.
	The Special Hearing Committee in its final report also makes "Comments and Recommendations" that go beyond the issues to be addressed and decided by the committee under the § 4.14.2 of the <i>Bylaws</i> and the AFT-A, Claim of Academic Freedom Violation Procedures of the UNL Academic Rights and Responsibilities Committee. Included is a comment that "faculty were not sufficiently involved by upper-level UNL administrators in considering beforehand the criteria for making vertical cuts in programs." It is further recommended that this comment not be accepted. The Bylaws of the University of Nebraska-Lincoln in § 1.10.1.2 provide that the UNL Academic Planning Committee ("APC") is empowered to recommend changes in programs, including elimination." § 1.10.1.2 further provides that the APC must promulgate and follow procedures relating to program eliminations.

	Detailed written procedures relating to program reductions and eliminations entitled "Procedures to be Invoked for Significant Budget Reallocations and Reductions" have been promulgated by the APC and approved by the UNL Academic Senate and the Association of Students of the University of Nebraska (ASUN). The facts are that these procedures were followed to the letter by Chancellor Perlman and his administration in the recent budget cutting process. This process included the Chancellor setting forth in writing to the Academic Senate Executive Committee and the APC the criteria to be used for reduction or elimination of programs in accordance with the APC's written procedures.
	A decision by the Board to the effect of the foregoing is also attached.
SPONSOR:	Richard R. Wood Vice President and General Counsel
APPROVED	L. Dennis Smith, President
DATE:	October 17, 2003

ag101703bolick

Academic Senate Office 420 University Terrace, suite 202 University of Nebraska-Lincoln Lincoln, NE 68588-0684

Wednesday, 1 October 2003

L. Dennis Smith President, University of Nebraska Office of the President Varner Hall 3835 Holdrege Street Lincoln, NE 68583

Dear President Smith,

The undersigned members of the University of Nebraska-Lincoln Academic Rights and Responsibilities Panel were brought together in April 2003 by Jeffrey Keown, chair of the UNL Academic Rights and Responsibilities Committee, to form a Special Hearing Committee. We were charged to hear an AFT-A case, in which there is a claim of academic freedom violation by a member of the professional staff of the University of Nebraska-Lincoln. We elected one of our number, Dennis Kahl, as chair of this committee.

INTRODUCTION

The initial grievance to which we were asked to respond was submitted to Dr. Keown on April 15, 2003 by six tenured faculty members in the University of Nebraska State Museum, who filed a complaint against UNL Chancellor Harvey S. Perlman and Vice Chancellor for Research and Dean of Graduate Studies Prem Paul for violations of academic freedom and tenure. The Chancellor and Vice Chancellor responded to this complaint in a letter to Dennis Kahl on May 28, 2003.

As the Special Committee chair was engaged with the complainants and respondents in preparing for the hearing, five of the six original complainants withdrew from the initial grievance. The remaining complainant, Professor Margaret R. Bolick, submitted an amended complaint to Dennis Kahl on July 28, 2003, and this was responded to by the Chancellor and Vice Chancellor in a letter to Dennis Kahl on August 15, 2003. The two complaints and the two responses are included in the documentation accompanying this report.

The hearing on the amended complaint took place on Wednesday, August 20, 2003, from 1:30 pm to approximately 8:00 pm in the UNL East Campus Union. The full committee was present and accompanied by its council, ARRC attorney Mary Kay Hansen. The complainant, Professor Margaret Bolick, was present with her adviser, Professor Mary Beck. Both respondents, Chancellor Perlman and Vice Chancellor Prem Paul, were present. No witnesses other than the complainant and the two respondents were called or gave testimony. A verbatim transcript of the hearing was made by a professional court reporter and is included in the documentation accompanying this report.

In the course of the hearing, the complainant initially presented seventeen documents, numbered from 1 to 18 but omitting number 15. A written version of her testimony was accepted by all parties as an eighteenth exhibit, numbered as exhibit 19. The respondents submitted a number of documents grouped into two exhibits, entitled "Tenure Related Correspondence for Dr. Bolick" and "Correspondence Related to Finding a Position for Dr. Bolick." During the hearing a third exhibit ("Personnel Roster by Cost Object Fiscal Period July 1, 2002 Through June 30, 2003 University of Nebraska-Lincoln, pp. 145-149") was submitted by the respondents and accepted by all parties. After the hearing, the Special Committee directed the respondents to provide a number of additional documents (Dennis Kahl memo of 8/20/03, 9:28 PM), and these were delivered to the Committee during its deliberations, which took place on Friday afternoon, August 22, 2003 from 1:00 PM to 5:00 PM in the UNL East Campus Union. All of the materials and exhibits mentioned in this paragraph are provided in the documentation accompanying this report.

GRIEVANCE AND FINDINGS

The complainant is one of those tenured faculty members whose continuous appointments were terminated by Chancellor Perlman in the round of budget cuts announced on March 10, 2003. Formal letters of termination followed to each individual on March 13, 2003. Her grievance alleges that her termination does not meet the criteria for such an action according to the Regents By-Laws and she requests reinstatement of tenure. She further asserts other violations of Regents By-Laws and directives of UNL's Academic Planning Committee, and she requests that this ARRC Special Hearing Committee "recommend measures that will prevent the reoccurrence of these violations."

We will take up the individual points of the grievance in turn, numbering them as in the extended discussion of the amended grievance, which is the numbering also followed by the respondents in their amended response. Points 1 and 2 concern the validity of the termination.

1. [a.] Elimination of the State Museum's Research Division was not for educational reasons.

There are conflicting views here. Surely the loss of the Research Division, and especially its Masters in Museum Science program, hurts UNL's educational mission (complainant), but the dollars saved protect other educational programs from harm (respondents).

On account of the lack of a consensus over what constitutes the more compelling "educational reason," we find that there is not a preponderance of evidence to support this complaint. We address the general procedural issues in more detail in our section of Comments and Recommendations below.

1. [b.] Elimination of the State Museum's Research Division was not because of financial exigency.

The point is moot. There was no declaration of financial exigency.

2. Elimination of the State Museum's Research Division was not a bona fide program elimination.

In the grievance and the hearing testimony, the concept of "bona fide" was tested against both the word "program" and the word "elimination." We find that the State Museum's Research Division was, indeed, a program under the currently operative definition of that word in university documents. And while we grant that reorganization of a program might not signal its demise, we believe that what has happened to the Division's research and curatorial staff, its collections, and its degree program in Museum Studies, constitutes far more than merely reorganization. The degree program in Museum Studies was eliminated. The human and programmatic elements of the Division have been cut or dispersed, and its administration has been dismantled. This is an authentic elimination of the Division.

Because under this point, in her sections 2. A., B., and C., the respondent raises issues regarding termination for personal rather than programmatic factors, the Special Committee feels compelled to address this topic, and we will have more to say in our section of Comments and Recommendations below. Here we will say simply that in our proceedings we found no preponderance of evidence that the terminations of tenure in the State Museum announced on March 10, 2003 in any way differentially treated the faculty involved or were based on personal or personnel factors specific to certain individuals rather than on programmatic factors.

The following points in the grievance concern alleged violations of procedures and directives.

3. The complainant asserts that a confidential report of June 29, 2002 concerning the State Museum, written by its recently retired director Jim Estes and presumably requested by and intended for Prem Paul in his capacity as Dean of Graduate Studies, was used by the respondents "directly in evaluation of" the complainant and "formed the basis for the proposal . . . to eliminate [her] curatorial position." (An evidently edited version of the Estes report is the complainant's document 10. A partially blacked out excerpt of this report, varying somewhat in the legible content, is the first document in the respondents' second exhibit.)

We find that in the face of a lack of evidence, we cannot conclude whether or how the Estes report was used by the respondents. In particular, prior to March 10, 2003, the decision was made to terminate the faculty of an entire program, and we were offered no evidence that there were differing rationales for the different professional positions affected. Nor were we presented evidence that the report was used in any direct individual evaluation that affected Dr. Bolick's search for a tenure position at UNL in the weeks and months after the announcement of terminations. 4. The complainant appears to be asserting several things here. First, there is the assertion that the "potential for detrimental publicity" clause in the confidential Estes report violates her right to free speech. Second, there is the assertion that the comment in the Estes report about her research in women's studies ("She is now engaged in research in the sociology of science, specifically women in science. Unfortunately that has removed her from the mainstream of museum science.") violates her academic freedom.

We find that in the face of a lack of evidence, we cannot say whether either of these assertions has merit. We lack a preponderance of evidence that the term "potential for detrimental publicity" referred specifically to Dr. Bolick, as opposed to a general concern about the response of Nebraskans to the closure of all Museum programs.

Further, on the face of it, the statement that "sociology of science, especially women in science . . . removed her from the mainstream of museum science" might be used to violate Dr. Bolick's academic freedom. One could ask, why must a departure from the mainstream be "unfortunate"? The potentially chilling effect of this observation, however accurate it might be with respect to the "mainstream," also flies in the face of the university's stated interest in fostering interdisciplinary scholarship. However, we were offered no evidence that this statement in the Estes memo influenced the decisions of specific administrators in ranking the Biology collection for retention or elimination, or in decisions about its curator, Dr. Bolick, or in the deliberations of departments in offering Dr. Bolick any temporary or permanent position.

5. The complainant asserts there was a procedural violation by the UNL administration in regard to the APC Directive concerning dismissal of faculty impacted by the budget cut.

We find that APC guidelines were indeed violated, in letter and spirit. But we acknowledge, with the respondents, that "the APC has no authority to issue binding directives" to the Chancellor and Vice Chancellor.

6. The complainant asserts that she held tenure jointly in the School of Biological Sciences and the State Museum beginning in 1984, and therefore that she simply should have moved into SBS upon the elimination of the State Museum's Research Division.

We find that the assertion is not true. She was granted tenure only in the State Museum.

COMMENTS AND RECOMMENDATIONS

Commenting first on a topic closely allied to the individual complainant, we would like to say something about the perceived role of personal and programmatic factors in the termination of Professor Bolick, and in the subsequent efforts to find her a new professional position at UNL. As we said above in respect to point 2 of the grievance, we were presented no evidence on the basis of which to say that Professor Bolick was singled out, specifically targeted, if you like, in the decision to eliminate eight tenured faculty in the State Museum that was announced on March 10, 2003.

On the face of it, however, there is ample evidence for differentiation in the treatment of the terminated faculty after March 10, 2003, namely that the initial efforts to find new jobs for them began with efforts made on behalf of Professors Michael Voohies, Brett Ratcliffe, and Scott Gardner. Why these three? In the Chancellor's March 10, 2003 e-mail and many times thereafter, the intention was articulated to maintain some of the State Museum collections of particular distinction or Nebraska importance, including Vertebrate Paleontology, Invertebrate Paleontology, Parasitology, Botany, and Entomology. Among all those to be saved, the Chancellor identified three collections as most important, namely Vertebrate Paleontology, Parasitology, and Entomology. Already on March 10 a meeting was convened by the Chancellor to discuss how best to assist with these collections, and conversations turned to the existing curators. By the end of the week possible job opportunities had been identified for the three curators of the top priority collections (i.e., Voorhies, Ratcliffe, and Gardner), and on Friday, March 14, 2003 all three curators were called in individually by Vice Chancellor Prem Paul to discuss their rehiring in academic departments while retaining curatorial responsibilities.

The Chancellor's e-mail of Monday, March 17, 2003 was thus able to announce the development of plans to place three faculty. Only after dealing with the top priority collections and their curators did the Chancellor and Vice Chancellor turn their attention to the remaining tenured faculty. This is clearly differential treatment, which was preferential to three curators, and clearly (on the face of the evidence in the public record) it was undertaken on account of the status of their collections.

Discussions of the administration with the remaining terminated professors concerning possible departments that might offer them jobs, and informal approaches to various departments, were undertaken beginning at least by Monday, March 17, 2003. That same day, before she was made aware of any efforts being undertaken on her behalf, Dr. Bolick wrote to ask that such efforts be made. This circumstance reveals a gap in communication between the administration and the affected professors, which for several days left these faculty members uncomfortably ignorant of what was being done or might be done on their behalf while seeing some of their colleagues being immediately assisted. It is easy to understand how this could be seen as grossly unfair. Thus this Special Committee strongly recommends in future that when vertical cuts lead to the elimination of faculty positions, all the terminated faculty need to be contacted simultaneously with a document that will outline the resources and strategies available to help them and explain how the process of searching on their behalf (for new campus homes, for career retooling opportunities, etc.) will unfold for all of them.

The effort on behalf of the remaining professors became more public and formalized two weeks later, on Monday, March 31, 2003 with the issuing of identical letters to Kyle Hoagland (Director, School of Natural Resource Sciences), Mark Kuzila (Director, Conservation and Survey Division), and Jack Morris (Director, School of Biological Sciences), asking them whether they would be willing and able to offer an academic home to Dr. Margaret Bolick, Dr. Patricia Freeman, or Dr. Hugh Genoways. The same letter was sent to Kenneth Cassman (Head, Department of Agronomy and Horticulture) on behalf of Professor Bolick.

As a result, both the School of Natural Resource Sciences and the Conservation and Survey Division expressed an interest in hiring Dr. Freeman, and a position was eventually crafted for Dr. Freeman in the School of Natural Resource Sciences. The School of Biological Sciences offered all three professors (Bolick, Freeman, and Genoways) two-year probationary or untenured positions, with a tenure vote scheduled at the end of the trial period (memo to SBS faculty from Jack Morris, approved by the faculty on April 22, 2003 and forwarded to Vice Chancellor Prem Paul on April 23, 2003). Neither Professor Bolick nor Professor Genoways accepted this offer. Eventually, Dr. Genoways took early retirement.

In Agronomy and Horticulture, Dr. Cassman articulated his personal appraisal of why Dr. Bolick would not be a good fit with his department in an e-mail memo to Vice Chancellor Prem Paul on 8 April 2003. Just over five weeks later, on May 16, 2003, after an extended period of consideration, Agronomy and Horticulture's Promotion and Tenure Committee reported to the Vice Chancellor their assessment that none of their open positions were compatible with her expertise.

The processes of appointment and tenure for Profs. Voorhies, Ratcliffe, Gardner, and (eventually) Freeman appear to have been conducted in accordance with promotion and tenure guidelines, and involved consultation with the relevant faculties. Begun in March or April 2003, they were concluded in June (or in the case of Freeman, in August). We know of no evidence for prejudicial or unfair treatment, nor of any differentiation, between the remaining terminated professors, in the efforts made on their behalf to find them new academic homes at UNL.

Another issue raised by this grievance procedure remains to be commented on. The process of evaluating programs that led to the budget cuts solicited information from the faculty at large, most of which input (however variously or thoroughly collected) was then funnelled through chairs to deans and directors, and from deans and directors to Vice Chancellors and the Chancellor. Once above the faculty level, the documents thus generated were mainly treated as confidential and not shared again with faculty. We, however, saw two versions of one such document, namely the confidential Estes memo mentioned in points 3 and 4 above. In it, the activities of the staff of the State Museum are described individually. To the best of our knowledge, however, only in the case of Prof. Bolick are comments made which though factual can be construed to convey negative evaluative weight. ("It appeared that the first transition, to the biology of pollen, was successful but she then decided to move to paleopalynology of the Great Plains. That failed to result in much publication and no grant activity. She is now engaged in research in the sociology of science, specifically women in science. Unfortunately that has removed her from the mainstream of museum science."). When Prof. Bolick eventually saw these comments (and we do not know how this came about) she was justifiably upset, and her

suspicion that a knowledge of them may have influenced the efforts of senior administrators on her behalf after March 17, 2003 is entirely understandable.

Two points about this situation need stating. As faculty, our promotion and tenure guidelines state that when such evaluative comments are made about us as individuals, we must be informed of this and offered a chance to rebut them. More generally, we believe that when programs are measured in respect to quality, there are materials and data in Academic Program Reviews and other reports that can be used to consolidate the efforts of individual faculty, but do not speak about individual faculty. One obvious place for more faculty input into the long decision-making process about budget reductions could come precisely in the area of how to make such evaluations without any spotlight on individuals.

Finally, taking up another issue that has arisen upon review of this grievance, and speaking as a committee of UNL faculty, we feel compelled to observe that faculty were not sufficiently involved by upper-level UNL administrators in considering beforehand the criteria for making vertical cuts of programs. There was a clear lack of campus-wide conversation prior to March 10, 2003 about how to define what constitutes the core of UNL's academic programs (given the university's stated mission and its role in our four campus system), how to determine the distance of any program from that core (irrespective of quality or contribution to the university), and thus how to weigh competing educational reasons for the retention or elimination of a program.

Given the broad rationale for the elimination of the State Museum's Research Division (for educational reasons, without any declaration of financial exigency), we believe the University's policy on discontinuation of tenured faculty has been exposed as unacceptably vague and thus inherently holding the potential to be used to attack the roots of academic freedom. We urge that this policy be clarified with circumstances such as the one in this complaint in mind. Further, we write in the knowledge that additional terminations have been proposed, and that the kinds of legislative budget cuts that occurred in 2002 and 2003 may occur again, making urgent the need for action on this policy issue.

We do not find the faculty vote on the chancellor's May 5, 2003 proposition to be pertinent here. Our belief is that sensitivity to APC and AAUP

guidelines, resolutions and actions would have been demonstrated, instead, by greater participation of the faculty before the final decisions about budgetary reductions were reached. The vote did not address in any dimension the faculty assessment of the specific "educational considerations" used to eliminate specific programs in contrast to other programs at the University.

In saying this, we acknowledge, however, that the severe time constraints placed upon the university by the legislature played an inescapable role in how the budget reduction process unfolded in 2002 and 2003. Further, the process revealed not only what we see as inadequacies in procedures, but also inadequacies in the functioning of faculty governance on campus, and it raises deep questions about the meaning of faculty governance and where the boundaries lie in the exercise of faculty power at our university.

Respectfully yours,

Betsy S. Gabb Professor of Architecture

Dennis Kahl, Special Committee Chair Extension Educator Southeast District

Peter M. Lefferts Professor of Music History

Helen A. Moore Professor of Sociology

Reece L. Peterson Professor of Special Education and Communication Disorders

Daniel T. Walters Professor of Soil Science

BEFORE THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA

)

IN THE MATTER OF THE COMPLAINT BY MARGARET R. BOLICK, PH.D.

REGENTS' DECISION

THIS MATTER came before the Board of Regents of the University of Nebraska (the "Regents") on the 17th day of October, 2003, under the provisions of subsection (f) of Section 4.14.2 of the *Bylaws of the Board of Regents of the University of Nebraska*, and upon the complaint by Margaret R. Bolick alleging grievances which were heard by a Special Hearing Committee (the "Committee") of the Academic Rights and Responsibilities Committee of the University of Nebraska-Lincoln under the procedures for AFT-A, Claim of Academic Freedom Violation by a Member of the Professional Staff. The Committee's report in this matter, dated October 1, 2003, was filed with the Board of Regents on October 15, 2003. The Regents, having considered the Committee's report, accepts the findings therein that Professor Bolick's rights were not violated as alleged in her complaint. Accordingly, the Board of Regents finds and concludes (i) that Dr. Bolick's rights were not violated in any manner with respect to the grievances alleged in her complaint, and (ii) that her complaint should be dismissed.

IT IS THEREFORE THE DECISION of the Board of Regents that the complaint filed by Dr. Bolick before the Academic Rights and Responsibilities Committee of the University of Nebraska-Lincoln is hereby dismissed.

IT IS FURTHER NOTED by the Board of Regents that the Special Hearing Committee in its final report also makes "Comments and Recommendations" that go beyond the issues to be addressed and decided by the committee under the § 4.14.2 of the *Bylaws* and the AFT-A, Claim of Academic Freedom Violation Procedures of the UNL Academic Rights and Responsibilities Committee. Included is a comment that "faculty were not sufficiently involved by upper-level UNL administrators in considering beforehand the criteria for making vertical cuts in programs." The Board of Regents disagrees with this comment.

The Bylaws of the University of Nebraska-Lincoln in § 1.10.1.2 provide that the UNL Academic Planning Committee ("APC") is empowered to recommend changes in programs, including elimination." § 1.10.1.2 further provides that the APC must promulgate and follow procedures relating to program eliminations.

Detailed written procedures relating to program reductions and eliminations entitled "Procedures to be Invoked for Significant Budget Reallocations and Reductions" have been promulgated by the APC and approved by the UNL Academic Senate and the Association of Students of the University of Nebraska (ASUN). These procedures were followed to the letter by Chancellor Perlman and his administration in the recent budget cutting process. This process included the Chancellor setting forth in writing to the Academic Senate Executive Committee and the APC the criteria to be used for reduction or elimination of programs in accordance with the APC's written procedures

Dated this 17th day of October, 2003.

Randolph M. Ferlic, M.D. Chair, Board of Regents

ag101703bolick.dec

TO:	Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Selection of Members of the Presidential Advisory Search Committee
RECOMMENDED ACTION:	Approve amendment of RP-2.1.4 relating to selection of the Presidential Advisory Search Committee to provide that each elected member of the Board of Regents shall select one member from the general public to serve on the Committee.
PREVIOUS ACTION:	On September 6, 1991, the Board of Regents approved the current RP-2.1.4
EXPLANATION:	Regent Ferlic has requested the following amendment of RP-2.1.4 as shown in § 2.f. and § 4 of the policy:
	RP-2.1.4 Selection of Members of the Presidential Advisory Search Committee
	1. General Statement . Every effort shall be made to have the membership of the advisory search committee appointed pursuant to Section 2.1 of the Bylaws of the Board of Regents (the "Committee")representative of the State and the University.
	2. Voting Members.
	a. Central Administration . The Board shall select one (1) administrator from Central Administration to serve on the Committee.
	b. Campus Administration . Each Chancellor shall nominate two (2) individuals, with the rank of Dean or above, to serve on the Committee. The Board shall select one (1) representative from each campus. At least one (1) of the four (4) representatives shall be a Chancellor.
	c. Faculty . The Faculty senate of each major administrative unit may nominate not less than two (2), nor more than four (4) faculty members to serve on the Committee. The Board shall select one (1) of the faculty nominees from each major administrative unit.
	d. Student . The student government of each major administrative unit shall nominate two (2) students to serve on the Committee.

The Board shall select one (1) of the student nominees.

e. University of Nebraska Foundation. The University of Nebraska Foundation shall nominate two (2) individuals to represent the Foundation on the Committee. The Board shall select one (1) of the Foundation nominees.

f. General Public. Each elected Regent may nominate two (2) individuals shall select one member from the public at large to serve on the Committee, at least one (1) of whom shall be an alumnus of the University of Nebraska. The Board shall, after giving strong consideration to geographic representation of the entire State, select six (6) of the nominees to serve on the Committee.

3. **Ex Officio Members.** The Chairperson of the Board of Regents shall select a member of the Board to serve as an ex officio (nonvoting) member on the Committee.

4. **Officers.** Co-Chairpersons of the Committee - The Chairperson of the Board of Regents shall appoint one (1) of the $\frac{1}{3}$ (6) $\frac{1}{2}$ (8) representatives of the general public to serve as Co-Chairperson. The Board representative to the Committee shall serve as the second Co-Chairperson.

5. **Responsibility of the Advisory Committee.** The Committee shall be charged with the responsibility of deliberately and thoughtfully reviewing all nominations and applications for the position of President of the University of Nebraska and forwarding to the Board of Regents not less than four (4) and no more than eight (8) candidates for consideration by the Board.

SPONSOR:

Randolph M. Ferlic, M.D. Chair, Board of Regents

DATE: ag101703pres.search

October 15, 2003

T O	
TO:	Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Selection of Members of the Presidential Advisory Search Committee
RECOMMENDED ACTION:	Approve amendment of RP-2.1.4 relating to selection of the Presidential Advisory Search Committee to provide that the Board of Regents shall select one representatives of the general public to serve as Co-Chairperson and one member of the Board of Regents to serve as the second Co-Chairperson.
PREVIOUS ACTION:	On September 6, 1991, the Board of Regents approved the current RP-2.1.4
EXPLANATION:	Regent Wilson has requested the following amendment of RP-2.1.4 as shown in § 3 and § 4 of the policy:
	RP-2.1.4 Selection of Members of the Presidential Advisory Search Committee
	1. General Statement . Every effort shall be made to have the membership of the advisory search committee appointed pursuant to Section 2.1 of the Bylaws of the Board of Regents (the "Committee")representative of the State and the University.
	2. Voting Members.
	a. Central Administration . The Board shall select one (1) administrator from Central Administration to serve on the Committee.
	b. Campus Administration . Each Chancellor shall nominate two (2) individuals, with the rank of Dean or above, to serve on the Committee. The Board shall select one (1) representative from each campus. At least one (1) of the four (4) representatives shall be a Chancellor.
	c. Faculty . The Faculty senate of each major administrative unit may nominate not less than two (2), nor more than four (4) faculty members to serve on the Committee. The Board shall select one (1) of the faculty nominees from each major administrative unit.
	d. Student . The student government of each major administrative unit shall nominate two (2) students to serve on the Committee. The Board shall select one (1) of the student nominees.

e. University of Nebraska Foundation. The University of Nebraska Foundation shall nominate two (2) individuals to represent the Foundation on the Committee. The Board shall select one (1) of the Foundation nominees.

f. **General Public**. Each elected Regent may nominate two (2) individuals at large to serve on the Committee, at least one (1) of whom shall be an alumnus of the University of Nebraska. The Board shall, after giving strong consideration to geographic representation of the entire State, select six (6) of the nominees to serve on the Committee.

3. Ex Officio Members. The Chairperson of the Board of Regents shall select a member of the Board to serve as an ex officio (nonvoting) member on the Committee.

-4 <u>3</u>. Officers. Co-Chairpersons of the Committee - The Chairperson of the Board of Regents shall appoint select one (1) of the six (6) representatives of the general public to serve as Co-Chairperson. The Board representative to the Committee shall serve and one member of the Board of Regents to serve as the second Co-Chairperson. The Board of Regents' member of the Committee shall serve as an ex officio (nonvoting) member.

<u>54</u>. **Responsibility of the Advisory Committee.** The Committee shall be charged with the responsibility of deliberately and thoughtfully reviewing all nominations and applications for the position of President of the University of Nebraska and forwarding to the Board of Regents not less than four (4) and no more than eight (8) candidates for consideration by the Board.

SPONSOR: Charles S. Wilson, M.D. Board of Regents

DATE:

October 15, 2003

TO:	The Board of Regents	Addendum X-B-1
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Conveyance of real property from the Board of Rea of Nebraska to Lincoln Electric System for constru- substation.	
RECOMMENDED ACTION:	Approve the conveyance of real property from the the University of Nebraska to Lincoln Electric Syst constructing a new substation.	
PREVIOUS ACTION:	None	
EXPLANATION:	Approval of this agenda item will authorize the Preproposed offer to purchase in the amount of \$800,0 further authorize him to execute a deed and other in to convey a parcel of University real property at 17 Streets to LES.	000 from LES and will nstruments necessary
	With the addition of recently constructed facilities Nebraska-Lincoln's (UNL) city campus and the pro- growth, energy demands will continue to increase. of a new LES substation at 17 th and Holdrege will p energy for UNL, greater reliability for the surround to meet growing energy demands on campus in the	ospect of future Thus, the placement provide additional ling area and capacity
	The proposed LES substation will occupy the area currently houses the UNL Police Department. As to Department will be required to move from its current accommodate the substation, funds from the sale we department's move and pay part of the cost of reno located on the ground floor of the 17 th & R Parking	the UNL Police ent location to vill assist the votion of tenant space
	The subject parcel consists of a portion of Irregular the Northwest Quarter of Section 24, Township 10 Lincoln, Lancaster County, Nebraska.	
	An offer by LES of \$800,000 is confirmed to be a sbased upon an appraisal acquired by the University 2003. Since LES is a division of the City of Linco subdivision, the Regents' policy on the disposal of the sale of the subject parcel to LES without a public bid public sale.	y on September 11, ln, a political real property permits
	A map showing the proposed parcel to be conveyed	d to LES is attached.

	Members of the public and news media may obtain a copy of the proposed LES Offer to Purchase in the Office of the University Corporation Secretary, 3835 Holdrege Street, Lincoln, Nebraska 68583 between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.
PROJECT COST:	None
SOURCE OF FUNDS:	None
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln
DATE:	September 29, 2003

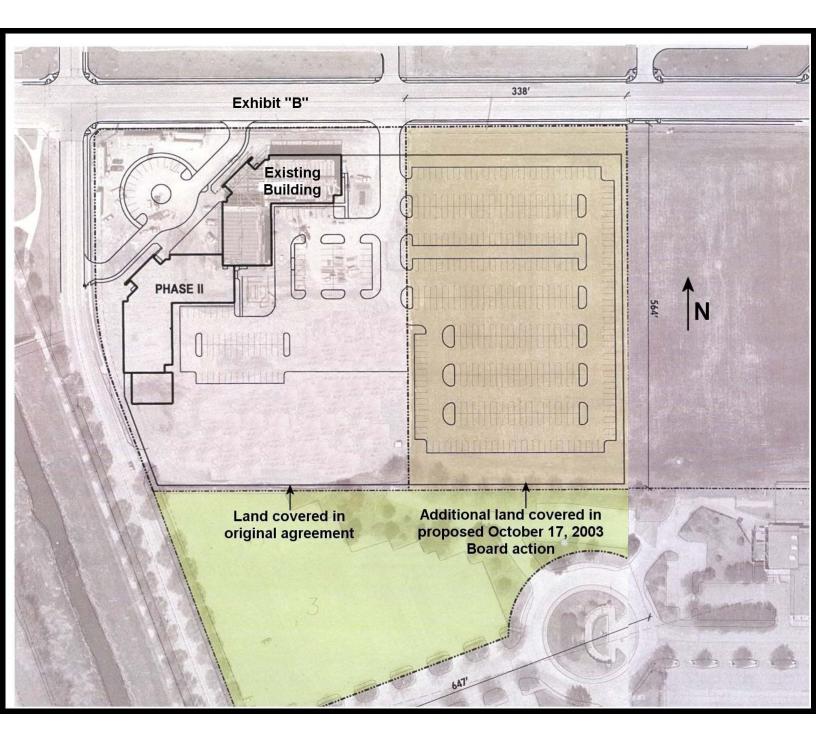


TO:	The Board of Regents	Addendum X-B-2
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Amendment to Business and Technology Facilities G Agreement with Suzanne and Walter Scott Foundatio	
RECOMMENDED ACTION:	Approve an amendment to the ground lease agreement with the Suzanne and Walter Scott Foundation providing for the construction and operation of a business and technology facility and related facilities, to add approximately four acres of adjacent land to the agreement, and authorize the President to execute all legal instruments necessary to carry out the terms and conditions of the lease amendment.	
PREVIOUS ACTION:	November 3, 2000 – The Board approved (1) the gift Ak-Sar-Ben Business and Education Campus from th Nebraska Foundation, and (2) a ground lease agreemed Suzanne and Walter Scott Foundation providing for th operation of a business and technology facility and re Lot 6, Ak-Sar-Ben Business and Education Campus; President to execute all legal instruments necessary to and conditions of the lease agreement.	e University of ent with the he construction and lated facilities on and authorized the
EXPLANATION:	The Suzanne and Walter Scott Foundation (the Scott planning to add a second business and technology (Ph the land currently leased. Approximately four acres of adjacent land is needed to provide sufficient parking to facilities, as well as potential future related facilities. The Phase II facilities will be used in the same manner facilities. The Scott Foundation will pay for all costs operation of the proposed facilities. Final plans and s be subject to approval by the President (or designee). Foundation will be responsible for management and of facilities over the term of the ground lease, including all expenses of maintenance and repair. In the event of Foundation would propose to sell its interest in the fa- to a bonafide offer to purchase, the University would refusal to purchase such interest.	hase II) facility on of additional, for these two er as the existing of construction and specifications will The Scott operation of the responsibility for that the Scott cilities in response
	The ground lease agreement expires on October 31, 2 Members of the public and news media may obtain a proposed agreement in the Office of the University C Secretary, 3835 Holdrege Street, Lincoln, Nebraska 6 hours of 8:00 a.m. and 5:00 p.m., Monday through Fr University holidays.	copy of the orporation 8583, between the

PROJECT COST:	None
SOURCE OF FUNDS:	None
SPONSORS:	Nancy Belck, Chancellor University of Nebraska at Omaha
	Richard R. Wood Vice President and General Counsel
APPROVAL:	L. Dennis Smith President

DATE:

October 2, 2003



TO:	Board of Regents
	Business Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Nebraska Medical Center
RECOMMENDED ACTION:	1. Approve incurrence of debt by Nebraska Health System d/b/a The Nebraska Medical Center (the "Corporation") with respect to not to exceed \$45 million aggregate principal amount Hospital Authority No. 2 of Douglas County, Nebraska Revenue Bonds (The Nebraska Medical Center) Series 2003.
	2. Consent to the pledge, pursuant to a deed of trust, of the Corporation's leasehold interest in that certain Amended and Restated Ground Lease dated April 2001 for the benefit of First National Bank of Omaha, as trustee (the "Master Trustee"), under the Master Trust Indenture dated as of November 1, 2003 between the Corporation and the Master Trustee.
PREVIOUS ACTION:	On September 29, 1997, the Regents (1) approved (a) the Joint Operating Agreement among Bishop Clarkson Memorial Hospital [BCMH], Clarkson Regional Health Services, Inc. [CRHS], and the Board of Regents, and the Management Agreement for BCMH and University Hospital [the "JOA"], (b) the Academic Affiliation Agreement for Education and Research between the Board of Regents and Nebraska Health System [NHS], (c) the Articles of Incorporation and Bylaws of NHS, (d) the Lease Agreement between the Board of Regents, BCMH and CRHS, as Lessors, and NHS, as Lessee, [the "Lease Agreement"]; (2) authorized the President or any administrative officer designated by the President to execute such additional documents and instruments as may be necessary to carry out the terms of the forgoing instruments; and (3) repealed the Bylaws of the Board of Governors of University Hospital.
	On November 22, 1997, the Regents approved a ground lease with Nebraska Health System to accommodate construction of a connector building between University Hospital and Bishop Clarkson Memorial Hospital.
	On September 29, 2000, the Regents approved certain amendments to the JOA and to the Lease Agreement, the most significant of which extended the terms of the JOA and the Lease Agreement from 5 years to 40 years.
	On December 9, 2000, the Regents approved(1) the merger of Clarkson Regional Health Services, Inc., Bishop Clarkson Memorial Foundation into Bishop Clarkson Memorial Hospital, and changing the name of the merged entity, (2) the First Addendum to the Joint Operating Agreement Among the Board of Regents, Bishop Clarkson Memorial Hospital and Clarkson

Regional Health Services, and the Second Addendum to the Lease Agreement Between Nebraska Health System, the Board of Regents, Bishop Clarkson Memorial Hospital and Clarkson Regional Health Services to reflect such merger and name change, and (3) amendment of the Articles of Incorporation of Nebraska Health System to reflect the merged Clarkson entity as the member of Nebraska Health System succeeding to the membership of Clarkson Regional Health Services, Inc.

On April 7, 2001, the Regents approved an amended and restated ground lease with Nebraska Health System to accommodate construction of the NHS Center for Clinical Excellence.

On October 11, 2002, the Regents approved a contingent commitment of \$10 Million from the UNMC share of future annual capital distributions to be made by Nebraska Health System pursuant to the Joint Operating Agreement to be used for construction of the NHS Center for Clinical Excellence.

On June 7, 2003, the Regents approved (1) Articles of Amendment for Nebraska Health System, (2) Amendments to the Joint Operating Agreement among the Board of Regents of the University of Nebraska, Clarkson Regional Health Services, Inc. and Nebraska Health System, (3) Amendments to the Lease Agreement between Nebraska Health System, the Board of Regents and Clarkson Regional Health Services, Inc., (4) a Resolution giving authorization for Nebraska Health System to incur debt not in excess of a specified amount, and (5) Authorization for the Officers of the Board of Regents to execute and deliver an amendment or addendum to the Lease Agreement between Nebraska Health System, the Board of Regents and Clarkson Regional Health Services, Inc., to incorporate legal descriptions of the property on which the leased premises are located.

EXPLANATION: On June 7, 2003, the Board of Regents approved a debt limit resolution for the incurrence of debt by Nebraska Medical Center (NMC) from time to time in amounts that will result in a long-term debt to net assets ratio for Corporation of not greater than 45%; provided that the incurrence of longterm debt with a maturity in excess of 5 years, requires approval in writing by the President and the Vice President for Business and Finance of the University of Nebraska, and debt in excess of \$10 million also requires approval by the Executive Committee of the Board of Regents. Since the full Board of Regents is meeting on October 17, 2003, approval by the full Board is appropriate and requested for the incurrence of debt by Nebraska Health System d/b/a The Nebraska Medical Center not to exceed \$45 million aggregate principal amount Hospital Authority No. 2 of Douglas County, Nebraska Revenue Bonds (The Nebraska Medical Center) Series. The bond proceeds will be used to refinance outstanding bonded indebtedness of Clarkson Hospital and will result \$2.6 million in savings to NMC.

The Board of Regents has leased the ground under the NMC's Center for Clinical Excellence construction project to NMC for a term of 99 years. In

	order to obtain long term financing, NMC needs to grant security in the form of a deed of trust (effectively a mortgage) in NMC's interest in its core operating assets, which will include the Center for Clinical Excellence project. The ground lease (in Article 12) requires consent of the Board of Regents in order for the NMC to assign it's interest in the building improvements.
SPONSORS:	Harold M. Maurer, M.D., Chancellor University of Nebraska Medical Center
	David E. Lechner Vice President for Business & Finance

APPROVAL:

L. Dennis Smith President

DATE: ag101703nmc October 15, 2003

TO:	The Board of Regents	
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	University of Nebraska-Lincoln (UNL) Polic project to the 17 th & R Parking Structure	e Department relocation
RECOMMENDED ACTION:	Approve the Program Statement for UNL Police Department relocation project to the 17 th & R Parking Structure.	
PREVIOUS ACTION:	None	
EXPLANATION:	The proposed project will renovate 14,021 square feet of space in the 17 th & R Parking Structure for the UNL Police Department. Following construction of the Antelope Valley Project, the current police station will lose its direct vehicular route to East Campus. This project reestablishes a direct traffic route, creates a more visible security presence on the campus, and complies with federal and state regulations for police stations. The facility will serve as the Emergency Operations Center for the campus and will provide backup space for the UNL Telecommunications Operators. Proposed start of construction: March 2004 November 2004	
PROJECT COST:	\$1,900,000	
ON-GOING FISCAL: IMPACT:	Annual Operating Costs 2% Assessment	None None
SOURCE OF FUNDS:	Auxiliary Funds Sale of Property	\$1,100,000 \$800,000
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance	
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln	
DATE:	September 25, 2003	

Renovation of 17th & R Parking Structure for the University of Nebraska-Lincoln Police Department Program Statement

University of Nebraska-Lincoln (UNL) City Campus

September 22, 2003

Prepared by: UNL Facilities Planning and The Clark Enersen Partners

Phone Number: 472-3131

1. Introduction

a. Background and History

The UNL Police Department is a full-service police agency charged with protecting the University's assets - students, faculty, staff, visitors, and buildings. The Department's public safety functions include: providing a safe and secure environment to the campus community, effectively managing emergencies, and facilitating a coordinated response to incidents and events that occur at the University.

The Department's around-the-clock operations create special facility needs generally not required by any other campus unit. These special needs, along with the University community's need for easy access to police, are not being met at the Department's current location.

The Department's current building, 1335 N 17th Street, was originally constructed as a warehouse. In 1981, the Police Department and Parking Services moved into the building after a nominal amount of renovation. The space was never designed to meet the needs of a growing police department.

In 1926, a solitary night watchman was hired by the University Physical Plant to provide security for University buildings. As the University expanded, additional night watchmen were hired to perform security and fire-watch functions. In 1974 University Police had 45 officers, several civilian office staff and numerous non-commissioned officers. Today, the Department has 28 officers, 5 dispatchers, 15 Community Services Officers, and two office support staff working three shifts a day, seven days a week to meet the ever increasing demands for campus safety.

Expectations of students and parents for campus safety after September 11 are significantly higher than ever before. Security interests for research facilities are particularly high. The Department now operates an expanded Bike Patrol, video monitoring, electronic card access monitoring, computerized dispatch, campus 'blue light' system, and campus crime protection training programs.

In July of 2003, the Lincoln Electric System (LES) approached the University about the possibility of purchasing the UNL Police facility and adjoining land in order to construct an electrical substation. This location was determined by LES to be the most appropriate to meet their needs.

Construction of the UNL 17th & R Parking Structure was completed in November of 2001. The Parking Structure was designed with approximately 14,000 square feet of space for other uses. Additional activity in a parking structure from tenant space creates a safer feeling and improves the outward appearance of an otherwise utilitarian structure. The 17th and R Parking Structure received the International Award for Parking Excellence in 2003 for its outstanding design and efficiency.

b. Project Description

The scope of this project will remodel approximately 14,021 square feet of space within the west bay of the 17th and R Parking Structure on the east side of UNL's city campus. The project will house office and support space for the University Campus Police Department. The facility will also serve as the Emergency Operations Center for the campus and will provide backup space for the UNL Telecommunications operators.

A primary design element is the need for security in the form of electronic and physical separation between the general public and police personnel and property. The security provided would reduce the potential for vandalism or violent acts directed at the police facility.

Construction will involve new flooring, walls, ceilings, doors, and windows for the space that will be designed to meet the operational requirements. Flexibility will be built into the design for changes in the mix of population of staff between sworn and non-sworn personnel. The design layout of spaces will also be affected by the requirements of privacy issues of victims, witnesses, and arrestees as they are brought into the facility.

As part of the project, the west façade of the garage will be modified to meet the needs of the police department. The aesthetic of the façade will need to relate to the existing facility's design as well as present a positive, inviting image to the public.

Accessibility (ADA) requirements will be incorporated into the design of the facility. Most of the issues relating to accessibility will be related to routing and restroom design.

2. Justification of the Project

a. Data that supports the funding request

A Business Services Peer Review of the University Police was conducted in April of this year. The Peer Review Board consisted of officers from the University of Colorado, University of Minnesota, and the Lincoln Police Department. That review, along with current planning and review of facilities and the experience of University Police indicates that an updated facility will create improvements in:

- Dispatch/Communications
- Emergency Operations
- University Police Functions

Refer to **Physical deficiencies**, Section 5-b of this document, for specific issues identified by the Peer Review Board.

b. Alternatives considered

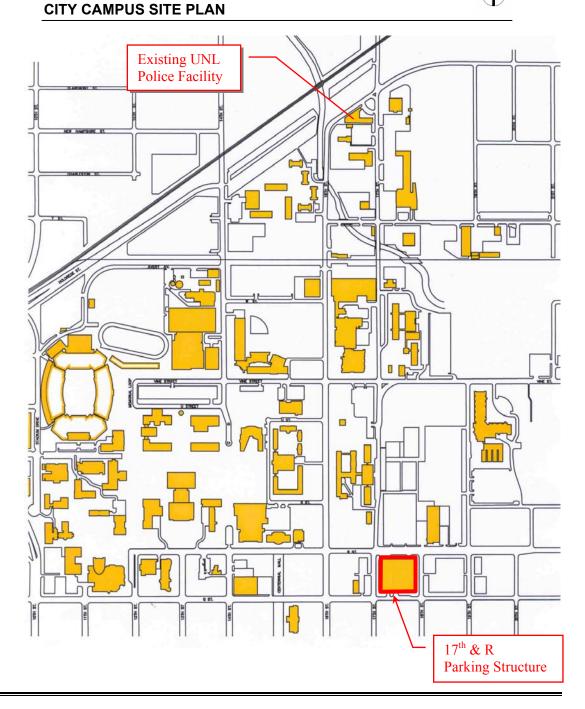
Renovation of the existing building was considered; however it was determined that the extensive renovation required could not be done without vacating the building for the duration of construction. The cost to set up the temporary location would be very high and would compromise campus security. Throughout construction police radio, dispatch, video, and alarm monitoring need to remain fully operational. Renovating existing space in the parking structure allows us to relocate equipment one time only.

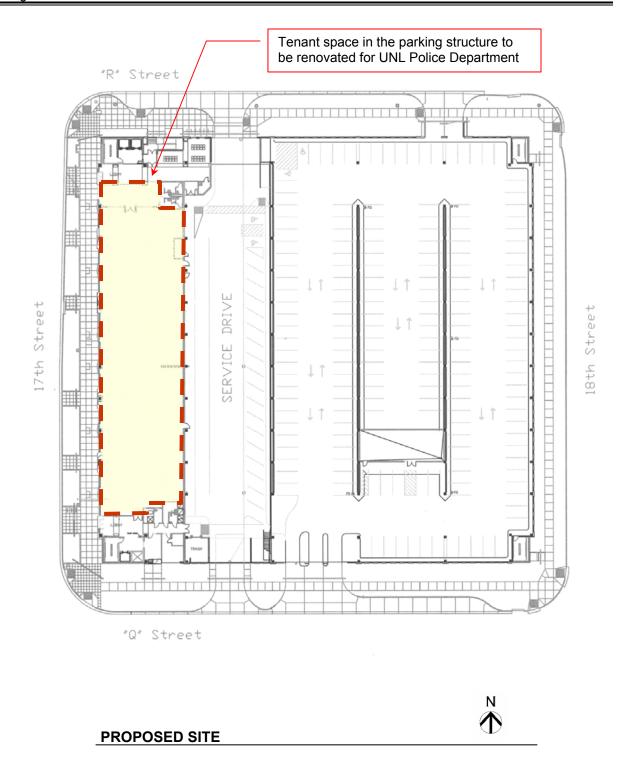
Construction of a new building at a new site would require extensive site development, such as landscaping and sidewalks, which would add additional costs to the project. Depending on the location, the cost for utility work such as chilled water, steam, and electrical services can be extremely high. A new site would displace existing functions such as recreation fields or parking lots. The cost for relocation of these functions would have to be borne by the project. Any site selected would require critical study to determine that it would not adversely impact long-term plans for the growth and development of the campus. The UNL Master Plan does not specifically identify a site for a new UNL police facility.

3. Location and site considerations

- a. County: Lancaster
- b. Town or campus: University of Nebraska-Lincoln, City Campus
- c. Proposed site:

N ♠





- d. Statewide building inventory #3984
- e. Influence of project on existing site conditions
 - Relationship to neighbors and environment This project will provide enhanced police services to the surrounding
 - campus neighborhood. These enhanced services will be in the forms of:
 (a) A strong security presence within and around the 17th and R Parking Structure.
 - (b) Faster service response by UNL Police.
 - (c) Better accessibility for UNL students, faculty, and visitors to the campus.
 - (2) Utilities

The 17th & R Parking Structure is not connected to the campus utility system with the exception of the network and communication systems. All other utilities, i.e., natural gas, water, sanitary sewer, and electrical service are City of Lincoln public utilities. This project will not require new utility service other than expansion of the existing University communications systems.

(3) Parking and circulation

Parking will be provided by the re-assignment of spaces on the west end of the ground level of the Parking Structure that is currently metered parking. These stalls were originally intended to serve the tenant space. Police vehicles will be parked within this space. Visitors will be able to park in designated stalls within the Parking Structure.

4. Comprehensive plan compliance

- a. University of Nebraska Strategic Framework The project complies with the objectives of the <u>University of Nebraska Strategic</u> <u>Framework 2000-2004</u>, adopted by the Board of Regents, February 26, 2000:
 - "Enhance the business and administrative operations of the University to support, serve and enhance the learning, research and outreach goals of the University."
- b. Strategic Agenda of the University of Nebraska-Lincoln
 - "Continue to support the development of the campus environment as a place that combines beauty with function. Recognize the contribution a well planned and maintained campus will have on our ability to recruit and retain high quality students, faculty and staff."
 - "Ensure compliance with federal and state standards of accessibility, environmental quality and work place safety in all UNL operations."
- c. Campus Master Plan for the University of Nebraska-Lincoln

• While not specifically identified in the 1998 Campus Master Plan, the project and the proposed site are consistent with the concepts and intent of the document.

5. Analysis of existing facilities

a. Functions/purpose of existing programs as they relate to the proposed project Refer to **Section 5-b** of this document for description and analysis of existing functions. The following table lists the net assignable square footage of the existing Police facility at 17th and Holdrege.

Room Name	Room Number	Existing Net Assignable Square Feet
Chief	#133	252
Assistant Chief	104	170
Captains	127	188
	125	100
Training & Crime Prevention	134	94
Investigator	122	95
	128	94
Shift Sergeants	111	166
Office Report		123
Clerical	131	172
Office Support	131	146
	133A	21
	131AA	21
Property/ Supply	201	193
	202	145
Lobby	100	114
Briefing Room	200	374
Mid-size Conference Room	130	207
Interview Rooms	120	97
	122	97
Public Gun Storage	132	128
Evidence	105	170
	105A	53
Bike storage	101	85
Armory & Weapons Maintenance	106	42
Uniform	203	164
Radio Equipment	129	69

Table 1: Existing Space

File storage	107	30
<u> </u>		
Processing	108	42
Communication	103	104
Police Dispatch	110	228
Reception/ Records	103A	117
Men's Shower Room	117B	194
Women's Shower Room	117A	180
Locker Room	117	589
Weight room	113	642
Break room	118	364
Laundry Room	118B	139
Total Net Assignable Square Feet		6,209
Total Existing Gross Square Feet		9,388

b. Physical and programmatic deficiencies

The current Police building has several significant deficiencies that can only be addressed through substantial remodeling and additional space. Many of these are personnel and community safety issues that include:

(1) Dispatch/communications center

As outlined in the Peer Review, a current weakness is that alarms do not go directly to the University Police. Instead, most alarms go directly to UNL Telecommunications Center. The Telecommunications Center in turn notifies University Police who then dispatches officers to the location. Additionally, many panic and security alarms are routed off campus to a private vendor, who then notifies UNL Telecommunications. Once again the Telecommunications Center then in turn notifies UNL Police who dispatch officers. Fire alarms also are not monitored directly by the police dispatch center. These inefficiencies create life safety issues that can be corrected by moving alarms to police dispatch. Alarms that should go directly to police dispatch include:

- Panic alarms activated by UNL office personnel during threatening or volatile situations.
- Security alarms activated by unauthorized or illegal entry into a facility.
- Equipment alarms activated by a mechanical equipment malfunction.
- Fire alarms activated by smoke, heat, or manual pull stations.

By having the campus operator answer these calls there is the possibility for delay in response introduced into the system. Monitoring of alarms by the police dispatch removes one step and allows for a more timely response to these calls. Currently, the University Police facility does not possess the space needs or the technology infrastructure to support these functions. The project would provide space to eventually move the Telecommunication Center adjacent to the police facility to streamline response time. In the meantime the space would be used as a back-up location for the Telecommunication Center.

During the tour of the police department, the Peer Review panel noted that the dispatch center was not secured in any manner. Even though the building is secured, if that security is breached, there is no additional protection for the communications center. The Peer Review panel recommended strengthening the security for this area due to the critical nature of the dispatch operation. The current building was not originally designed as a police facility. The layout of the facility and functions within the building do not make this option feasible.

(2) Emergency operations

The Peer Review panel suggested that the campus consider designating a specific emergency manager and creating additional plans for dealing with emergency preparedness on campus. Additional testing of these plans was also recommended. The University Police has been designated by the Vice Chancellor for Business & Finance as the manager of the Local Emergency Operations Plan. Re-establishing and maintaining the Emergency Operating Center would support this responsibility.

The UNL Local Emergency Operating Plan (LEOP) describes the Emergency Operating Center (EOC) in Room 211, Nebraska Hall. The EOC is listed as 196 square feet in the Operations Room and 480 square feet in the Support Room for a total of 676 square feet. Both areas would require computers, telephones, and electronic monitoring equipment such as televisions and radios, as well as audio/visual aids to facilitate planning and response.

The Operations Room would primarily contain 7 Administrative members of UNL, although it would be practical that 2 or 3 additional persons would be added depending on the event. The Support Room would contain a minimum of 23 persons including UNL Directors and outside support agencies that would be involved.

Although originally established in Nebraska Hall, remodeling and space needs have reduced or eliminated much of the space available to the EOC. Approximately 140 square feet is currently available to EOC in Nebraska Hall. Much additional space is needed to return the EOC to the size needed to address emergency needs.

- (3) University Police Functions
 - (a) Firearms
 - A unique function the University Police performs is holding firearms for safekeeping. Students and staff bring firearms into the interior space of the building where the firearms storage room is located. Bringing weapons into the interior of a police facility creates safety risks for employees and civilian visitors. The storage room should be located close to an exterior access point so armed persons do not have to enter the main police facility.
 - Officers do not have a cleaning room or area to safely unload duty weapons or confiscated firearms. For health and safety reasons police facilities normally have an armory area with walls designed to withstand accidental discharge from any type of firearm and a cleaning area where officers can safely handle the chemicals necessary for cleaning firearms.
 - (b) Property/evidence
 - Property and evidence is a high-risk function that can expose a police agency to allegations of impropriety and negligence. The physical design of a police facility should recognize the importance of the property and evidence function. Mishandled evidence exposes police departments to much liability. The current facility lacks adequate space for the storage of evidence and contraband.
 - Recent case law requires longer storage of items that have potential for DNA identification. A location for officers to process evidence is also lacking.
 - Courtroom testimony is enhanced by the use of audio-video tapes. Security cameras, in-cruiser video cameras and personal recorders are used to provide evidenciary recordings. Currently, there is no designated space for recording and copying equipment for this purpose nor storage of tapes.
 - (c) Locker rooms/showers
 - The existing facility has a single unisex locker room. Employees' uniforms, firearms, and duty equipment are stored in their lockers. To avoid issues of sexual harassment and hostile work environment, employees are required to take uniforms and equipment from their lockers into a gender specific restroom/shower room to change clothes on a daily basis, often multiple times per day. This current arrangement is a concern for civil liability.

(d) Dispatch/central station monitoring

 Video monitoring enhances the department's ability to detect, respond, apprehend, and prosecute crimes. Advances in technology provide the opportunity to use closed circuit TV (CCTV) for a force multiplier greatly expanding patrol coverage. Without increasing police officer staffing.

- Current CCTV monitoring is maximized in the available space with many available campus cameras unable to be viewed. As noted earlier, space and the building's technology infrastructure does not allow this to be done in the current facility.
- Increased use of CCTV throughout campus with integration into the University's card access program and alarm systems would allow for more efficient and faster response to life safety situations.
- (e) Meeting rooms
 - Officers attend daily briefings at the beginning of each shift (3 shifts per day) and for special events. Other agencies are often contracted to supplement University Police at special events. The current facility lacks a room large enough to comfortably accommodate these meetings.
- (f) Community access
 - The isolated location of the current Police building does not provide for convenient access for students, faculty and staff. The Antelope Valley project will further isolate the current Police building. Moving to a location closer to the population of campus would enhance interaction with the University community.
- (g) Office space
 - Several rooms are overcrowded. An example is the 10' x 10' office currently used by six patrol supervisors and a Community Service Officer supervisor.
 - Report area for officers and Community Service Officers is in a hallway immediately inside the rear door of the building. Privacy for preparing reports, court documents, or work telephone calls is nonexistent.
- (h) Interview rooms
 - Currently there is only one interview room. Often multiple people are contacted, arrested, or interviewed. The overflow goes into personal offices that have much information and items that should not be available to arrested individuals.
 - Federal and state mandates governing "sight and sound" issues are compromised when interviewing juveniles and victims of crimes.
- (i) Public fingerprinting
 - Police are receiving more requests to fingerprint individuals, particularly in the area of required employee backgrounds. (Federal law requires fingerprint backgrounds for individuals working in specific research facilities). The current police facility requires the

public to be in the evidence/property area to have the fingerprinting done.

- (j) Utilization of students, volunteers and interns
 - In order to better serve the University, the Department needs to make greater use of student workers, volunteers, and interns. There is no available space in the existing facility for these additional persons.
- (k) Training rooms
 - Police are required by statute to obtain annual training. In addition, regular in-service training is conducted throughout the year. The current facility does not have space to accommodate this need.
 - There is a need for a training area that can accommodate 30 ٠ students in flexible space that can be used for lectures, conferences, demonstrations, and physical training.
- (I) Storage
 - A need to accommodate day-to-day office supplies, specialty equipment for training, vehicle and operational equipment, and safety equipment is lacking in the current facility.
- (m) Records retention
 - Secure file and records storage space is currently lacking. Case files, both current and archival, must be maintained in a secured location to limit access and to protect them for courtroom purposes. This space does not exist in the current facility.

6. Facility requirements and the impact of the proposed project

a. Functions/purpose of the proposed program (1) Activity identification and analysis

		Note: NASF re	fers to Net Ass	signable	Square Fee
1.0	Office Sp	aces			
Space Use Category	Space Id #	Room Name	No. Of Spaces	NASF	Total NASF
310	1.01	Chief	1	140	140
310	1.02	Assistant Chief	1	140	140
310	1.03	Captains	2	120	240
	Total Off	ce Spaces			520

Table 2: Space Analysis

2.0	Office Su				
Space Use	Space Id	Room Name	No. Of	NASF	Total NASF
Category	#	Training and Crime	Spaces	NASF	NASF
3100	2.01	Prevention	1	100	100
3100	2.02	Investigation	1	220	220
3100	2.03	Shift Sergeants	1	275	275
3100	2.04	Office Report	6	60	360
3100	2.05	Interns/Students/Volunteers	1	230	230
3100	2.06	Clerical	3	50	150
3100	2.07	Office Support	1	250	250
3100	2.08	Property/Supply	1	120	120
	Total Offi	ice Support			1,705

3.0	Shared S	upport			
Space Use Category	Space Id #	Room Name	No. Of Spaces	NASF	Total NASF
3150	3.01	Lobby	1	250	250
3500	3.02	Briefing Room	1	730	730
3500	3.03	Small Conference Room	1	140	140
3500	3.04	Mid-Size Conference Room	1	310	310
3150	3.05	Interview Rooms	3	90	270
5150	3.06	Public Gun Unloading	1	50	50
5100	3.07	Public Gun Storage	1	75	75
3150	3.08	Lost and Found	1	80	80
3150	3.09	Evidence	1	230	230
5100/5150	3.11	Armory & Weapons Maint.	1	165	165
7900	3.12	Uniform	1	150	150
3150	3.13	Radio Equipment	1	50	50
3150	3.14	File Storage	1	160	160
3150	3.15	Processing	1	155	155
3150	3.16	Public Report Filing/Interview	1	80	80
3150	3.17	Observation	1	120	120
4200	3.18	Library	1	60	60
	Total Sha	red Support			3,075

4.0	Telecom	nunications			
Space Use Category	Space Id #	Room Name	No. Of Spaces	NASF	Total NASF
7100	4.01	Communications	1	500	500
7100	4.02	Police Dispatch	1	500	500
7100	4.03	Telecomm Operators	9	90	810
7100	4.04	EOC	1	700	700
3150	4.05	Reception/Records	1	400	400
	Total Tele	ecommunications			2,910

5.0	General S	Support			
Space Use Category	Space Id #	Room Name	No. Of Spaces	NASF	Total NASF
5250	5.01	Men's Locker / Shower Rooms	1	1,060	1,060
5250	0.01	Women's Locker/ Shower	1	1,000	1,000
5250	5.02	Rooms	1	1,030	1,030
5200	5.03	Weight Room	1	390	390
6150	5.04	Break Room	1	360	360
7500	5.05	Laundry Room	1	40	40
0200	5.06	Custodial	1	80	80
0301	5.07	Men's Restroom	1	60	60
0302	5.08	Women's Restroom	1	60	60
	Total Ger	neral Support			3,080
	Total Net Assignable Square Feet				
	Total Gross Square Feet				

(2) Projected occupancy/use levels

Table 3: Existing and Projected Personnel Data

	Current Adjusted Head Count	Five-Year Projected Adjusted Head Count
Academic / Administrative	1	1
Managerial / Professional	10	11
Office / Service	38	53
Student Workers	4	8

- b. Space requirements **Refer to Table 2: Space Analysis,** located in Section 6-a-1 of this document.
- c. Impact of the proposed project on existing space The existing UNL Police building will be sold to the Lincoln Electric System (LES) and demolished in order to construct a new electrical sub-station. UNL Landscape Services and Building Systems Maintenance also use a portion as a warehouse. These units will be consolidated into the recently acquired Textron facility (942 N. 22nd Street).

7. Equipment Requirements

a. List of available equipment for reuse

Existing office furniture and equipment currently in the existing Police facility will be reused when possible. A detailed list of existing furniture and equipment to be reused will be developed during the design phase and may include the following items:

- Office desks (modular systems furniture) and chairs
- Office computers, monitors and printers
- Televisions (2)
- VCR duplicating equipment
- Photocopier machine
- Fax machine and scanner
- Lateral file cabinets (6)
- Briefing room tables (12) and chairs (35)
- Dry erase boards 42" x 60" (2)
- Break room tables (6) and chairs (12)
- Conference room table 42" x 84" (1) and chairs (12)
- Weight room equipment
- Gun storage cabinet
- Ammunition safe

b. Additional equipment

(1) Fixed equipment

A precise list will be available during the design phase of the project.

(2) Movable equipment

A precise list of movable equipment will be available during the design phase of the project and will include the following items:

- Dispatch work stations
- Modular systems furniture

(3) Special or technical equipment

A precise list of special / technical equipment will be available during the design phase of the project and will include the following items:

- Phone and radio consoles
- Police dispatch computers
- Multi-screen video monitors
- EOC audiovisual computer equipment

8. Special Design Considerations

a. Construction type

Construction will comply with UNL Design Guidelines for Facilities Construction and all applicable Building Codes and Life Safety codes.

b. Heating and cooling systems

The Parking Structure was built with mechanical systems in place for the tenant space. Existing variable air volume (VAV) air handling equipment, main distribution ductwork, boilers, and parameter hydronic heat system will be utilized. New branch ductwork, VAV boxes and diffuser will be included as part of the project.

c. Life Safety/ADA

The Parking Structure currently has an existing emergency generator. A new emergency generator will be added to support the police facility.

The Parking Structure tenant space has an existing fire sprinkler system that will be modified for the new configuration in the tenant space.

New fire alarm devices will be provided throughout the space as required by NFPA and ADA guidelines. These devices will be monitored and controlled by the existing Parking Structure fire alarm system.

The proposed facility will be fully accessible under the terms of the Americans with Disabilities Act.

d. Historic or architectural significance Not Applicable e. Artwork

1% of the construction budget will not be allocated for the acquisition of works of arts. The 1% for Artwork policy applies only to university buildings that are considered to be capital construction projects funded by state appropriations and excludes service facilities.

f. Phasing

No phasing of work is anticipated.

g. Future expansion

The proposed facility meets programmatic needs significantly better than the existing space, and will address the majority of the departments' future space requirements. Should additional needs arise, however, approximately 2,400 gross square feet of space is available in the adjoining service drive to accommodate those needs.

Among those considerations, the UNL Police would like to add a sally port and additional storage space in the service drive area. The sally port would be used to transfer suspects and process vehicles as part of crime investigations.

9. Project budget and fiscal impact

- a. Cost estimates criteria
 - (1) The estimated probable costs of the project were developed based on past comparative construction cost data for other UNL projects and were corroborated by The Clark Enersen Partners and an independent third party estimating consultant.
 - (2) The estimate was prepared in September 2003 and was escalated at 5% per year to a mid-point of construction date of June 2004.

(3) Gross square feet: Net Assignable Square Feet:	14,021 11,290
(4) Total project cost per gross square foot:	\$136
(5) Construction cost per gross square foot:	\$107

b. Total project cost:

Table 4: Project Costs

1. PROBABLE CONSTRUCTION COSTS	
General:	\$724,000
Mechanical:	274,000
Energy Management System Controls:	45,000
Electrical:	302,000

	Card Access System:	20,000	
	Subtotal:	\$1,365,000	
	Utilities:	\$0	
	Site Work:	0	
	Contingency:	\$136,000	
		Total:	\$1,501,000
2	PROBABLE PROFESSIONAL FEES		<u> </u>
	Architect/Engineer Basic Service Fee:	\$100,000	
	Project Management Service:	27,000	
	Construction Inspection:	18,000	
		Total:	\$145,000
3			
		Total:	\$20,000
4			
4	SPECIAL AND TECHNICAL EQUIPMENT	Tatal	¢00.000
		Total:	\$88,000
5	LAND ACQUISITION		
		Total:	\$0
6	ARTWORK		
		Total:	\$0
7	CODE REVIEWS, TESTING & MISC. EXPENSES		
	Standard Insurance:	\$1,000	
	State Fire Marshal Plan Review:	0	
	Handicap Accessibility Review:	0	
	Moving and Relocation Costs:	10,000	
	Keying of doors:	2,000	
	Interior Signage:	3,000	
	Telecommunications:	79,000	
	Additional Services (Programming, UBC Inspection Fee, Estimating Consultant, etc.):	35,000	
	Printing, Advertising & Mailing:	9,000	
	Other Costs (Set-up, Clean-up & Etc.):	7,000	
		Total:	\$146,000
	TOTAL PROJ	ECT COSTS:	\$1,900,000

- c. Fiscal Impact based upon first full year of operation(1) Estimated additional operational and maintenance costs per year None
 - (2) Estimated additional programmatic costs per year None

(3) Applicable building renewal assessment charges Not applicable

10. Funding

- a. Total funds required: \$1,900,000
- b. Project Funding Source: Sale of property & auxiliary funds
- c. Fiscal year expenditures for project duration

2003-2004	\$1,000,000
2004-2005	900,000
Total Expenditures	\$1,900,000

11. Time line

a.	Program Statement Board of Regents Approval:	October 17, 2003
b.	Professional consultants selected: The Clark Enersen Partners (4-year firm)	October 20, 2003
C.	Design Development documents:	November 21, 2003
d.	Receive bids for construction:	January 30, 2004
e.	Award of contract and start of construction:	March 29, 2004
f.	Substantial completion of and occupancy of building:	November 1, 2004

12. Higher Education Supplement

- a. CCPE Review is not required.
- b. Method of contracting

The project will be contracted as a competitively bid project awarded to the lowest responsible prime general contractor. It is anticipated that the bid climate will be favorable. Recently competitively bid projects at UNL and elsewhere have been awarded below the estimated cost for construction. This can be attributed to fewer projects being built and increased competition for construction work.

C. FOR INFORMATION ONLY

None.

D. **REPORTS**

- 1. Universitywide Report on Gender Equity. Addendum X-D-1
- 2. Personnel Report for 2003-2004 and Quarterly Personnel Actions for the period April 1 through June 30, 2003. Addendum X-D-2
- 3. Summary Enrollment Report and Student Credit Hour Report for Fall 2003. Addendum X-D-3
- 4. Report of Name Change of the Bachelor of Science degree in the College of Agricultural Sciences and Natural Resources from Crop Protection to Plant Protection Sciences. Addendum X-D-4
- 5. Report on the Memo of Understanding Among Special Education Programs at the University of Nebraska at Kearney, the University of Nebraska-Lincoln, and the University of Nebraska at Omaha. Addendum X-D-5
- 6. Report of Bids and Contracts for the period ended September 25, 2003. Addendum X-D-6
- 7. Gifts, Grants, Contracts and Bequests for the quarter ended June 30, 2003. Addendum X-D-7
- 8. Schematic Design for the University of Nebraska-Lincoln 16th & Y Student Housing Project. Addendum X-D-8
- 9. Design Development for the University of Nebraska-Lincoln Behlen Renovation for Nanotechnology/Atomic, Molecular and Optical Physics. Addendum X-D-9
- 10. Design Development for the University of Nebraska-Lincoln Selleck Hall Dining Addition and Expansion. Addendum X-D-10



University-wide Committee on Gender Equity 2003 Report to the Board of Regents October 17, 2003

Preface

On April 19, 1991, representatives from each campus of the University of Nebraska reported to the Board of Regents certain facts and impressions concerning the status of women throughout the University of Nebraska. As a result of these reports and a reemphasized concern for the status of women at the University of Nebraska, the Board of Regents appointed a committee to reexamine policies and procedures in place and to evaluate the more recently developed measures designed to enhance gender equity, and to supplement present policies and procedures as necessary.

On September 6, 1991, Regent Charles Wilson who chaired the Board's Gender Equity Committee presented the recommendations of the committee. The Board unanimously adopted this report. The report contained seven goals and specific strategies designed to strengthen and supplement existing board policies.

In 1997, University of Nebraska President, L. Dennis Smith convened a task force to assess the University's progresses toward meeting the Gender Equity Goals and Strategies. The impact of this study was dramatic. With its visits to each campus, the committee widely distributed the goals among faculty, staff and students for the first time. The public and private hearings and subsequent discussion of goals had a noticeable impact on campus level discussion and actions regarding Gender Equity.

This year's report has been written during a challenging period of budget reductions for the University of Nebraska. It has been a concern of the committee that this period of financial difficulty not also be a time during which gains in gender equity are lost. Gender equity is as important today as it was in 1991, when the Regents adopted the Gender Equity Goals, and as important as it was in 1997, when President Smith convened the Gender Equity Task Force. The committee has focused this year on Goals 2 and 3 of the Gender Equity Goals in the hope that a focus on progress in "career development, promotion, and retention of women faculty and staff," and in "hospitable environment for women in the classroom and the workplace," will show how far we have come as well as how far we have yet to go

The University-wide Committee on Gender Equity is composed of representatives from all four campuses-UNK, UNL, UNMC and UNO. Committee members meet on a regular basis to share ideas, assess progress and make recommendations to the Board of Regents on the progress on the Gender Equity goals. The 2003-2004 University-wide Gender Equity Committee members are: Carol Lomicky, UNK, Diane Duffin, UNK, Joy Ritchie, UNL, Marjorie Lou, UNL, Myrna Newland, UNMC, Ellen Davis-Hall, UNMC, Karen Falconer Al-Hindi, UNO, and Kim Sosin, UNO

University of Nebraska Lincoln 2003 Gender Equity Annual Report

This report has been prepared by Marjorie F. Lou and Joy Ritchie of the University of Nebraska Lincoln (UNL) as a part of the University-wide Committee on Gender Equity 2003 Report to the Board of Regents. This report focuses only on progress related to Regents' Goals 2 and 3 and selected strategies relative to these goals. Data regarding faculty recruitment, rank and tenure are compared between 2001 and 2002 primarily with several additional years added in some tables.

EXECUTIVE SUMMARY

- 1. UNL must continue efforts to recruit and retain women faculty, staff, and students. Reductions in the University's budget will slow additional hiring and will increase the challenge to increase women faculty members. Attrition and low recruitment rates of female faculty and students in particular units and disciplines demand special scrutiny.
- 2. Although the University has conducted salary equity studies each year, issues were raised last year as to whether the instrument used was appropriate and a committee was formed to reexamine that instrument. Agreement has not yet been reached.
- 3. Although standardization of leave policies and greater flexibility in time-to-tenure has benefited some women, steps are needed to ensure that all women have access to these benefits.
- 4. The Dual Career Program is targeted for elimination in current budget cuts.
- 5. No progress has been made on establishing an on-campus day care, with funding and appropriate location being the primary restraints.
- 6. The Chancellor's Commission on the Status of Women (CCSW) is restructuring.
- 7. The Gay, Lesbian, Bisexual & Transgender (GLBT) Climate Survey provides important information about the climate for GLBT students on campus.
- 8. The Gallup climate survey was an effort on the part of the university to assess and to address climate issues within academic departments and other work units. Questions have been raised as to whether the survey results were an accurate reflection of the climate for women or minorities. Further examination of the survey instrument may be required.

RECOMMENDATIONS

- 1. Ensure that the budget crisis does not erase the fragile progress that has been achieved, that cuts do not disproportionately affect women, and that the university continues to vigorously pursue gender equity.
- 2. "Best practice guidelines" should be developed and used to assist administrators, faculty, and recruitment committees in recruiting women faculty and students in areas where they are under-represented
- 3. Further work is required to develop a gender equity salary study instrument that has the confidence of all parties.

- 4. Enhance efforts to ensure that women in all units have access to leave policies and tenure flexibility by developing "best practice" guidelines for both maternity/family leave and tenure to be used in further guiding administrative decisions.
- 5. Revise system for evaluating administrators, and ensure that assessments of climate and the status of women draw on multiple sources and forms of information.

Regents' Goal #2: Facilitate hiring, career development, promotion, and retention of women faculty and staff. (The committee will also include information on recruitment and retention of women students.)

 Table 1A
 All Faculty

				Increase from 1991	
year	1991	1997	2002	1997 2002	
Total Faculty	1072	1073	1003	+ 0.1%	- 6.4%
Full Prof.	436	422	468	- 3.2%	+ 7.3%
Assoc. Prof.	300	381	315	+ 27.0%	+ 5.0%
Assist. Prof.	336	240	220	- 28.6%	- 34.5%

Table 1BWomen Faculty

				Increase from 1991		
year	1991	1997	2002	1997	2002	
Total	181	224	233	+ 23.8%	+ 28.7%	
Full Prof.	28	39	65	+ 39.3%	+ 132.1%	
Assoc. Prof.	46	88	77	+ 91.3%	+ 67.4%	
Assist. Prof.	107	97	91	- 9.3%	-15%	

Because of recent debate about the sources of data used to report on gender equity at UNL, we have chosen to use data from both AAUP and IPEDS reports in order to allow readers to compare the results and in order to include staff. We caution that this data does not show comparisons with peer institutions. That information would add another important perspective to the institutional picture. We believe both sets of data suggest similar overall trends. The tables and figures below indicate that UNL made progress in recruiting and promoting women faculty and staff from 1991 to 1997, but less progress from 1997 to 2002-03.

 Table 1C
 Percentage of Women in Total Faculty

	Total			Women			% Women of Total					
Year	1991	1997	2002	2003	1991	1997	2002	2003	1991	1997	2002	2003
Total	1072	1073	1003	991	181	224	233	228	16.9	20.9	23.2	23.0
Full Prof.	436	422	468	477	28	39	65	62	6.4	9.2	13.9	13.0
Assoc. Prof.	300	381	315	314	46	88	77	83	15.3	23.1	24.4	26.4
Assist. Prof.	336	240	220	200	107	97	91	83	31.8	40.4	41.4	41.5

Full Prof. 436 422 468 477 28 39 65 62 6.4 9.2 13.9 13.0 **Assoc. Prof.** 300 381 315 314 46 88 77 83 15.3 23.1 24.4 26.4 **Assist. Prof.** 336 240 220 200 107 97 91 83 31.8 40.4 41.4 41.5 * Table 1C includes 2002-2003 data for most current information

Fig 1A Status Change in All Faculty

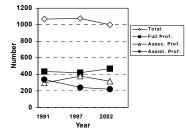
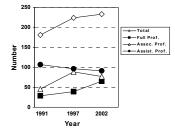


Fig 1B Status Change in Women Faculty



Based on AAUP data, the number of total faculty has been decreasing since 1991 (Table 1A and Figure 1A). The university lost 6.4% total faculty members with highest loss in assistant professors (34.5%). The percentage of faculty members who are women increased 23.8% between 1991-1997 and 28.7% between 1991- 2003 (see Table 1B). Even though the percentage has increased from 16.9% in 1991 to 23.2% in 2002 (Table 1C) that percentage remains below national averages. (From 1997-2002 the increase was 4%). More senior women faculty members have been hired or promoted. The most remarkable increase during the last 11 years is in women at rank of full professor; their number has more than doubled (132.1%, see Table 1B). Still women represent only 13.9% of the total numbers of full professors, while the national average is 22.3% (Chronicle of Higher Education, April 18, 2003 based on AAUP survey). Women associate professors have increased 67.4%, but remain 24.4 % of the total number of associate professors while the national average is 37.9%. Although the absolute number of women assistant professors decreased by 15% from 1991 to 2002, the percentage of assistant professors who are women increased from 31.8% to 41.4%. (Nat'l Average 45.9%) (See Table 1C)

Table 1D Status Change in Men Faculty								
				Increase from 1991				
year	1991	1997	2002	1997	2002			
Total	891	849	770	- 4.7%	- 13.6%			
Full Prof.	408	413	403	+ 1.23%	- 1.23%			
Assoc. Prof.	254	293	238	+ 15.4%	- 6.3%			
Assist. Prof.	229	143	129	- 37.6%	- 43.7%			

Table 2A Tenure Track plus Non-Tenure Track Faculty *

	total		men		women		% women of total	
	1991	2002	1991	2002	1991	2002	1991	2002
Full Prof.	410	541	384	442	26	99	6.3	18.3
Assoc. Prof.	349	383	280	265	74	118	21.2	30.8
Assist. Prof.	374	320	239	188	130	132	34.8	41.3
Others	320	238	195	142	121	96	37.8	40.3
Total	1453	1489	1098	1044	351	445	24.2	29.9

Table 2B Tenure Track Faculty *

	total		men		women		% women of total	
	1991	2002	1991	2002	1991	2002	1991	2002
Full Prof.	399	452	374	384	25	68	6.3	15.0
Assoc. Prof.	333	329	267	233	71	96	21.3	29.2
Assist. Prof.	331	216	213	122	113	94	34.1	43.5
Total	1063	997	854	739	209	258	19.7	25.9

	to	total		men		men	% women of total	
	1991	2002	1991	2002	1991	2002	1991	2002
Full Prof.	11	89	10	58	1	31	9.1	34.8
Assoc. Prof.	16	54	13	32	3	22	18.8	40.7
Assist. Prof.	43	104	26	66	17	38	39.5	36.5
Others	320	238	195	142	121	96	37.8	40.3
Total	390	492	244	305	142	187	36.4	38.0

Table 2C Non-Tenure Track Faculty *

* 1991 data from EEOC, 2002 data from IPED

The survey of UNL faculty status between 1991-2002 based on data from **EEOC and IPED** showed some promise in hiring and retention of women faculty. As shown in Figure 2A and Table 2A, the percentage of women who are full professors has risen from 6.3% of total faculty members in 1991 to 18.3% in 2002. Upward trends can be observed also in the associate and assistant professor levels (21.2% to 30.8% and 34.8% to 41.3%, respectively). As might be expected, numbers of women faculty increased more in the tenured/tenure-track than the non-tenure track faculty category (see Table 2B, Figure 2B and Table 2C and Figure 2C, respectively).

Fig 2A % of Women Faculty in Tenure + Non-Tenure Track

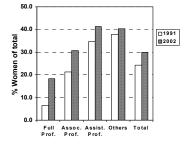


Fig 2B % of Women Faculty in Tenure Track

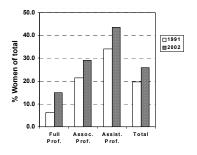
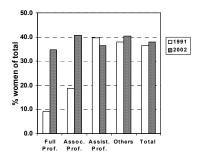


Fig 2C % of Women Faculty in Non-Tenure Track



<u>Comparisons between AAUP and IPED data</u>: AAUP data showed the total of women faculty at 23.2% of the total faculty, of which 13.9% were full, 24.4% associate, and 41.4% assistant professors (Table 1A). IPED data showed women at 29.9% of the total tenured and non-tenured faculty, with 18.3% at full, 30.8% at associate, and 41.3% at assistant professor rank (see Table 2A). This discrepancy is due to different systems used for counting faculty. AAUP includes only faculty who have full time appointments related to instruction and research, excluding librarians and others who are counted in IPEDs data, thus accounting for higher numbers of women in IPEDS data.

Women Staff & Technical Personnel

There is little difference in the numbers of women staff/technical personnel during the years of 1991-2002. The women work force remains at 50-51% level during the last 11 years (Table 3).

Table	Table 3 Survey on the Status of Staff/Technical Personnel *							
	total men women % (women of total)							
1991	3202	1547	1655	51.7				
2002	2002 3635 1801 1834 50.5							
* 1991 d	lata from E	EOC, 20	02 data fro	m IPED				

Future issues. In 1997 the Legislature passed LB 389 mandating the University of Nebraska system to dedicate a portion of its salary appropriation to recruitment and hiring of minority and women faculty members in order to place it at the twenty-five percent mark among peer institutions in the employment of women and minority faculty members.

 Table 4 Attrition Status of Faculty Members during 2001-2002

	total	men	women	% (women of total)
Total	- 46	- 30	- 16	34.8*
Full Prof.	- 7	- 6	- 1	14.3
Assoc. Prof.	- 43	- 25	- 18	41.9
Assist. Prof.	+ 4	+ 1	+ 3	75.0

* 6.9% loss of total women faculty vs 3.9% loss of total men faculty

1. Efforts to increase the number of women faculty must concentrate both on recruitment and retention. During the last few years the attrition rate for male faculty has been higher than for women faculty. However, given the smaller number of women and the need to increase the number of women, attrition remains an issue that needs to be addressed. Table 4 provides attrition data. There are always questions and ambiguities related to the motivation of faculty to leave an institution. Although exit interviews are offered to anyone who leaves the university, there remains concern that these do not always surface the actual motivation. In order to supplement this information, the Chancellor has asked the CCSW to conduct telephone interviews with each woman faculty member who left the University last year to determine if there are steps the University can take to reduce attrition in the future.

2. Although the percentage of the faculty who are women continues to increase at all ranks, the absolute number of faculty has declined. Budget reductions have reduced significantly the hiring on campus, in part because of the elimination of vacant lines but in most instances because of the reluctance to fill positions given the uncertain financial environment. It is, of course, far easier to enhance diversity of all kinds when the faculty is growing and much more difficult when it is declining in overall numbers. Intensified efforts to assure that women are considered for the declining number of open positions will be essential if progress is to continue.

3. Budget reductions have the potential to disproportionately affect women faculty and women staff. In the faculty, the highest percentage of women are found in the assistant professor rank. Most of these individuals would not have tenure. Thus the responsibility to make extra efforts to preserve tenured positions, unless carefully implemented, places women faculty at a disproportionate risk. Similarly, since women make up a higher percentage of staff (50.5%), efforts to protect faculty at the expense of staff would also disproportionately impact women. There are, of course, no easy answers to these dilemmas but the impact on gender and racial minorities must be carefully considered when budgets are reduced.

Strategy a. Develop a system of incentives ... for increased hiring and promotion of women faculty, staff, ... this should be initiated as part of the annual review.

CURRENT STATUS: **The CCSW has special concerns about accountability for gender equity at UNL.** Although administrators and managers are held accountable for the climate of their units, it is unclear whether equity in hiring is used as a criterion in annual reviews. For twelve years, Gender Equity Reports have made specific recommendations for our campus, but it is not clear who is accountable for implementing those. Setting goals for achieving excellence in recruitment and retention of women and minority faculty, staff, and students would make a strong statement to the campus community as well as to the state and the nation as to the University's commitment. **UNL has established "quality indicators" for research; quality indicators for gender equity would also demonstrate commitment and provide accountability at UNL.**

Several units report efforts to recruit women and men staff for non-traditional posts. For example, housing has recruited women for maintenance positions and men for food service positions. The University Health Center has eight women department heads.

Strategy f. Continue pursuit of salary equity.

CURRENT STATUS: A "blue ribbon" panel to study salary equity was appointed in 2002. That report continues to be under consideration by the administration. National studies have indicated that a salary gap continues to persist for women faculty although the gap is far less than in other sectors of the economy. Similarly there is significant disagreement about whether the gap is justified by factors other than bias in the administration of salary processes. It is important for the recruitment and retention of women that salary administration is perceived to be unrelated to gender and continued assessment of salary differentials is important. At the same time, efforts to construct a perfect instrument that can account for factors unrelated to gender or personal career decisions are difficult. Continued efforts to develop such an instrument are important.

Strategy g. Establish uniform maternity leave.

CURRENT STATUS: Implementation of this policy has been effective in many units, particularly on City campus. However it is also clear that the policy is not consistently accessible to all women, and some women are discouraged from applying in initial conversations at the unit level. Maternity and tenure policies have a major impact on the climate for women on campus and affect the ability of the university to recruit and retain excellent women faculty and staff. We recommend continuing efforts to ensure that women in all units on both campuses have access to these policies and the benefits they provide. The CCSW will work to develop "best practice" guidelines for both maternity/family leave and tenure in order to supplement efforts of the Vice Chancellor's office and to guide administrative decisions.

Strategy h. Increase staff time and fellowship support for the Dual Career Program.

CURRENT STATUS: UNL has had a Dual Career program for ten years. This program with a half-time coordinator and funds for faculty fellowships is targeted in the current budget cuts. With the decline in University hiring per se, there has already been a decrease in the number of fellowships offered in the past few years, (one fellowship in 2002), and the majority of the 45 clients per year seeking professional employment in the community. Nevertheless, this cut will have a serious impact on recruitment of excellent women and men faculty. Additional steps to assure that departments and other hiring units actively support the University's commitment to assistance in the dual career setting are imperative.

Strategy j. Provide support for on-campus day care for employees and full-time students.

CURRENT STATUS: While we have a University child-care program, it is off campus and inconvenient for parents who work on both City and East Campus. No progress has been made to establish an on-campus day-care to supplement the Ruth Staples Lab and YWCA programs.

Strategy k. Maintain flexibility in making recommendations for tenure before the seven-year rule, or for promotion in shorter spans of time than is the norm.

CURRENT STATUS: Although women see some improvement in time-to-tenure, concerns remain about the inflexibility of the policy itself. The academic culture traditionally has discouraged faculty from considering tenure interruption or non-standard tenure periods. This lack of flexibility places women at a disadvantage because of the nature of their research, the absence of flexibility to relocate to pursue postdoctoral fellowships, or the demands of child-raising and other family situations. There is a concern about the consistency of the application of institutional policies within and among departments. The CCSW will work with the Chancellor to examine institutional guidelines in order to increase their flexibility and consistent application throughout the university. On City Campus, Assoc Vice Chancellor Jacobson checks with each person (male and female) for whom a medical or maternity leave is signed to make sure they are aware of their rights to a tenure interruption. All unit heads are provided with instruction to ensure that any untenured female faculty member who has been granted a paid or unpaid leave of absence related to giving birth or adoption has the option of requesting an extension of her tenure probationary period and that this request ordinarily must be granted. There have been 19 tenure interruptions granted by Academic Affairs since 1999, 15 of them to female faculty, 9 for the birth of a child or adoption. Another 8 women already tenured or non-tenure track faculty also received maternity leave for birth or adoption. (These figures do not include IANR assignments.)

Strategy I. In order to increase the pool of women prepared to assume administrative roles, the chancellor's office should provide financial support for two or three women a year to attend national seminars or similar programs.

CURRENT STATUS: Budget cuts made it impossible for the Chancellor to continue these programs last year, and the internal program has been replaced by supporting attendance at the State Nebraska Women in Higher Education Leadership group.

Recruitment and Retention of Women Students

CURRENT STATUS:

• Data from 1993 to 2002* indicate that numbers of women undergraduate and graduate students have increased in line with national trends. In 2002 women represent 47.7% of undergraduate and 52.2 % of

graduate students. Data are not available by college or unit, but **additional study should be undertaken to determine where recruitment and retention should be enhanced** in particular disciplines where women continue to be underrepresented (*Source: Office of Institutional Research and Planning)

- The recent Noel Levitz study on student retention at UNL has been used to develop programs to enhance retention of women students. One of the lowest retention rates is among female transfer students. The 2000 retention rate after one year is 72.6% for males and 65% for females. The Dean of Undergraduate Studies is investigating. Focus groups are being conducted with students as to their expectations and their actual experiences.
- The CCSW urges attention to the issues of climate and curriculum in programs where women's enrollment remains low. A study of best practices in successful programs should be undertaken, including UNL's Mathematics and Statistics Department which is recognized nationally for its recruitment and retention of women students.

Regents' Goal #3: Create and maintain a hospitable environment for women in the classroom and the workplace.

CURRENT STATUS:

- <u>Restructuring The Chancellor's Commission on the Status of Women:</u> The CCSW and Chancellor Perlman have agreed to restructure the Commission in order to provide more effective, confidential dialogue between the Chancellor and women students, faculty, and staff, and to develop strategies to improve conditions for women on campus.
- <u>The University Health Center</u> conducts workshops on women's health issues and the Sexuality Education Coordinator conducts workshops for staff each semester.
- <u>Student Affairs</u> has hired a half-time Coordinator for GLBT Student Affairs (originally approved as fulltime, the position was reduced to half-time because of budget cuts).
- <u>Campus Climate for GLBT Students at UNL</u>

The September 2002 Comprehensive Study of Campus Climate for GLBT Students provides information and recommendations about the hostile climate that GLBT students experience at UNL. For example, all 80 survey respondents reported that anti-GLBT attitudes exist on campus to at least some extent with nearly half indicating they exist to a "great" or "very great" extent. The report, **available at www.unl.edu/glbtc/**, emphasizes the need for continued attention to the climate at UNL. **Domestic Partner Benefits are a critical part of the climate for faculty, staff, and students.**

- <u>The Women's Center</u> provides resources on health, safety, leadership, and other issues of importance to women students and to the campus community.
- <u>The Women's Studies Program</u> continues to provide a strong academic program for women students. A new graduate area of specialization in Women's Studies was approved and implemented in 2002.
- <u>Response to Gallup Survey</u>: The CCSW affirms the importance of conducting University-wide climate assessments since campus climate is vital to the mission and effectiveness of the University in research, teaching, and outreach. However, the CCSW has serious concerns about the limitations and validity of the Gallup process and whether its findings and the process established to address them can promote improvement in climate. The CCSW will continue to work with the Chancellor in assessing the strengths and weaknesses of the Gallup approach to determine whether it can be adjusted to fit the University environment. Among the areas of concern are:
 - 1) Whether the survey accurately reflected the climate for women;

- 2) Whether the Gallup process, which focused on neighborhood issues, was implemented in such a way as to permit raising issues that could be addressed only at the institutional level, i.e., child care; and
- 3) Whether the Gallup process, particularly the follow through after the survey results were provided, was consistently implemented among departments and other work units and allowed for honest and productive exchange within units.
- <u>Evaluation of administrators</u>: Because they can not be anonymous, women faculty and staff feel at risk in evaluating supervisors, managers, chairs, and deans, and are thus less likely to participate. Women staff feel particularly vulnerable. While anonymous evaluations may need to be scrutinized, they also may provide more honest responses. The CCSW has proposed to the Chancellor revision of the system of administrator evaluation.
- Determining the Climate and the Status of Women at UNL

The assessment of climate and the status of women at UNL can be derived from various sources of data. It is important that the University administration be open to considering a wide variety of information which includes not only survey and other quantifiable information but also the stories and experiences of women on the campus. Experiences that represent actual discrimination or harassment can only be administratively dealt with if they are processed through procedures established for that purpose so that accusations can be verified. The University must continue to work toward assuring that these procedures are open and accessible to complainants without fear of retribution. It is understood that even in the best of environments it takes considerable courage to make complaints against peers or supervisors and the University must continue to monitor its processes to assure they provide the appropriate protection.

The Chancellors Commission on the Status of Women is the appropriate forum to bring to the Chancellor's attention issues or perceptions that impact women but do not rise to an actionable complaint. The restructuring of the Commission is designed to better serve this function as well as to make progress on specific issues that can improve the University for all students and employees.

University of Nebraska Medical Center 2003 Gender Equity Annual Report

This report has been prepared by the Gender Commission of the University of Nebraska Medical Center (UNMC) as a part of the University-wide Committee on Gender Equity 2003 Report to the Board of Regents. This report focuses only on progress related to Regents' Goals 2 and 3 and selected strategies relative to these goals. Data regarding faculty recruitment, rank and tenure are compared between 1991, 1997, and 2001 primarily with several additional years added in some tables.

EXECUTIVE SUMMARY

- In the past 10 years the percentage of women professors at UNMC has doubled from 8.1% to 16.2%.
- New hires include 25% women professors compared to none in 1991.
- New hires include 42.9% women associate professors in 2001 compared to only 25% in 1991.
- UNMC provides substantial financial support for faculty and staff development.

RECOMMENDATIONS

- Continue benchmarking progress for women throughout the institution in hiring, promotion, and retention.
- Continue to provide opportunities for women to develop leadership skills both within the institution and through external programs.
- Utilize findings of Work Force Response to Environmental Assessment to strengthen and improve the climate for women at UNMC.
- Continue pursuit of salary equity.

Regents' Goal # 2: Facilitate hiring, career development, promotion, and retention of women faculty and staff.

UNMC data by gender, rank, and tenure status

The methodology used by the Department of Education's Integrated Postsecondary Education Data System (IPEDS), to report on faculty by rank, under-represents faculty in rank who are primarily in administrative roles such as deans, directors, or department chairs. Therefore, information on faculty by rank and gender at UNMC was prepared by Martha Harmon in the Office of the Vice Chancellor, UNMC. Table1 reports full-time faculty by gender and rank for comparison years 1991, 1997, and 2001. The percentage of women faculty at UNMC who are at the rank of professor has doubled from 8.1% in 1991 to 16.2% in 2001. This figure places UNMC slightly above the peer average of 16.1%. Women at rank of associate professors increased from 20.6% in 1991 to 32.2% in 2001. Assistant professors decreased slightly from 45.9% in 1991 to 43.7% in 2001. (See Table 1).

		UNMC		
	Full-Time	Regular Faculty, by	Gender and Rank	
D 1		(Spring)	1005	• • • • •
Rank	Gender	1991	1997	2001
Professor	Men	103	114	130
	Women	9	20	25
	Total	112	134	155
	% Women	8.1%	15.0%	16.2%
Associate	Men	124	161	150
Professor	Women	32	52	71
	Total	156	213	221
	% Women	20.6%	24.5%	32.2%
Assistant	Men	149	139	161
Professor	Women	126	140	125
	Total	275	279	286
	% Women	45.9%	50.2%	43.7%
Instructor	Men	15	16	23
	Women	25	28	38
	Total	40	44	61
	% Women	62.5%	63.7%	62.3%
All Ranks	Men	391	430	464
	Women	192	240	259
	Total	583	670	723
	% Women	33.0%	35.9%	35.9%

Table 1.

Source: UNMC Faculty Senate Voting Faculty Listings

Information about faculty hired during the previous twelve months with an active appointment on September 30 for each reported year is found in Table 2. Of 60 faculty hired in 1990-91 23.4% were women which compares to 27.5% women new hires in 2002-01. (See Table 2).

Table 2.

	UNMC								
Full-time Tenured and Tenure Track Faculty Hired During Previous Twelve Months with									
Active Appointments on September 30									
Year	Men	Women	Total	% Women					
1990-91	46	14	60	23.4%					
1996-97	16	8	24	33.4%					
1997-98	24	10	34	29.5%					
1998-99	29	14	43	32.6%					
1999-00	30	14	44	31.9%					
2000-01	29	11	40	27.5%					

Source: Faculty Turnover Listing

Table 3 reports the numbers and percentages of men and women hired at the full professor rank in the years listed. The numbers of faculty hired at the professor level are less than 10 for each year reported with the range of women professors hired from zero to a high of 40% in 1997-98. In 2001 women represented 25% of professors hired. (See Table 3).

Table 3

Table 5								
UNMC Full-Time Professors Hired During Previous Twelve Months with Active Appointments on September 30								
Year	Men	Women	Total	% Women				
1990-91	6	0	6	0%				
1996-97	2	0	2	0%				
1997-98	3	2	5	40.0%				
1998-99	4	2	6	33.4%				
1999-00	6	1	7	14.3%				
2000-01	6	2	8	25.0%				

Source: Faculty Turnover Listing

Hiring of women at the rank of associate professor has varied from none in 1996-97 to 42.9% in 2000-01. (See Table 4).

Table 4.

UNMC Full-time Associate Professors Hired During Previous Twelve Months with Active Appointment on September 30							
Year	Men	Women	Total	% Women			
1990-91	8	2	10	25%			
1996-97	5	0	5	0			
1997-98	9	2	11	18.2%			
1998-99	8	2	10	20.0%			
1999-00	12	2	14	14.3%			
2000-01	4	3	7	42.9%			

Source: Faculty Turnover Listing

The largest numbers of new hires for both men and women are entry level at the assistant professor level. This has ranged from a low of 26.1% women in 1990-91 to a high of 38.9% in 1996-97. The most recent report in 2000-01 is nearly the same as ten years earlier at 26.5%. (See Table 5).

Table 5.

UNMC Full-time Assistant Professors Hired During Previous Twelve Months with Active Appointment on September 30									
Year	ear Men Women Total % Women								
1990-91	34	12	46	26.1%					
1996-97	22	14	36	38.9%					
1997-98	30	12	42	28.6%					
1998-99	31	19	50	38.0%					
1999-00	28	16	44	36.4%					
2000-01	25	9	34	26.5%					

Source: Faculty Turnover Listing

UNMC has a relatively low tenure-density. The percentage of women who are tenured has remained fairly constant. Women are currently at the highest level of tenure (24.7%). in the years reported since 1991. (See Table 6).

Table 6.

UNMC Tenured Faculty, by Gender							
Year	Men	Women	Total	% Women			
1991	189	50	239	21%			
1997	197	51	248	20.6%			
1998	202	52	254	20.5%			
1999	198	47	245	19.2%			
2000	185	57	242	23.6%			
2001	189	62	251	24.7%			

Source: Annual Tenure Density Reports

In an effort to obtain information specific to the Colleges of Medicine, Dentistry, and Pharmacy a study was done in 2003 which examined UNMC faculty gender representation compared to our peer institutions. Data were obtained from 2001-2002 statistics available from the Association of American Medical Colleges, American Dental Education Association, and American Association of Colleges of Pharmacy. Findings demonstrated that women faculty in the College of Medicine were at their peer level of 26% but only 8% of professors were women compared to a national average of 13%. In the College of Dentistry 21% of faculty were women compared to 18% peers but no women were at the rank of professors. Only 15 % of faculty in the College of Pharmacy were women compared to 36% women faculty at peer institutions and no woman ranked above the level of assistant professor.

Strategy e. Encourage professional development opportunities and programs for women

Since 1997, UNMC continues to offer a comprehensive faculty development program for both men and women faculty. In 2002-2003 there were 628 faculty participants in programs that included an orientation workshop for newly hired faculty, one and two-day workshops on educational skills training, monthly noon luncheons with topics related to mentoring, career development, research skills, and other topics of interest to researchers and educators. In addition, a year-long leadership development program, the Administrative Colloquium, is in its fourth year and offers both men and women leadership training and personal management skills. Many of these participants are in positions of leadership in their departments or sections or have moved up to higher positions in this institution and others. This past year Human Resources offered a similar program for up to 35 administrative staff. Beginning in 2001 an 18-month intensive Educational Scholars Seminar was initiated and graduated its first class in June of 2003. One of the participants of the Seminar received one of three Outstanding Teaching awards for 2003 at the 2003 Annual Faculty Meeting on March 31, 2003. Success in these efforts has resulted in presentations nationally at the Association of American Medical Colleges (AAMC) annual meetings, at the Central Group on Educational Affairs of the AAMC, the national Group for Research in Pathology Education, and the national Society for Executive Leadership in Academic Medicine (SELAM). In addition, a publication highlighting our experience with a program of faculty development was published in the March, 2003 issue of Medical Teacher.

Strategy f. Provide financial support for two or three women a year to attend national seminars or similar programs designed to prepare them for administrative leadership.

Five women from the College of Medicine were provided a stipend of \$1500 each to attend national workshops on professional development and leadership sponsored by the Association of American Medical Colleges (AAMC) in 2002. In addition, one woman, an associate professor in a clinical department, has just completed a year-long Executive Leadership in Academic Medicine (ELAM) fellowship administered through MCP Hahnemann University in Philadelphia, Pennsylvania. (UNMC has supported three women faculty for this intensive, year-long program.) Another woman faculty member just completed an Equity in Opportunity Administrative Fellowship in the Office of the President of the University of Nebraska. The College of Dentistry sponsored a woman faculty member who participated in a fellowship in leadership coordinated through the American Dental Education Association (ADEA) in Washington, D.C. UNMC is unique among its peer institutions in having three participants/graduates of the ELAM currently on faculty and in leadership positions in the Medical Center. From a survey taken last year only one other of our peer institutions had as many as three individuals who were graduates of the ELAM program on one campus and two of those three were being recruited to other institutions. Since 1992 UNMC has provided funding for a total of thirty-two women faculty to attend national workshops sponsored by the AAMC.

Regents' Goal # 3: Create and maintain a hospitable environment for women in the classroom and the workplace.

Strategy c. Support mentoring of women faculty and staff.

The Work Force Response to Environmental Assessment survey found that seventy-two percent of the respondents indicated that UNMC is a place where women can advance relative to other places that they know. Overwhelmingly, written comments reflected a need for clear feedback, positive reinforcement, respect, mentoring and a dedicated effort to place women higher in the hierarchy. In 2002-2003 two programs were developed to address these needs. One is "Foundations for Success" which consists of a series of presentations designed to enhance personal skills and self-esteem. The second is an

"Administrative Colloquium" for managerial/professional employees, modeled after the program offered for the past four years to faculty. Over 35 individuals participated in the Colloquium and many others have expressed a strong interest in participating in future programs.

Relative to mentoring, the Environmental Assessment Survey found that responses valued the mentoring process and suggested more and better mentoring opportunities be made available. Only 47% of respondents indicated that they had a mentor or coach to help with their job.

Strategy e. Establish mentoring programs for all untenured faculty.

Mentoring for all new faculty is encouraged at the department level and emphasized in the new faculty orientation which takes place in the fall. In addition, several departments in the College of Medicine have initiated informal mentoring programs for faculty. Faculty members in the Departments of Family Medicine, Pediatrics, and Pathology and Microbiology have demonstrated leadership in this area. A Faculty Development luncheon workshop each year is devoted to exploring issues related to effective mentoring. An integral part of the faculty Administrative Colloquium and Educational Scholars Program is the establishment of mentoring relationships. In August, 2003, a joint Fall Career Development Seminar for women in science and medicine was co-sponsored by UNMC and Creighton University Medical Center (CUMC). The focus of the seminar was to share career experiences and advancement strategies, encourage effective networking and emphasize the importance of having a mentor.

Follow-up on Recommendations from 2002

- A campus-specific Work Force Response to Environmental Assessment Survey was completed under the leadership of Valda Ford, Director, Multicultural Affairs Community Partnership, and, an additional survey was conducted by the office of Human Resources providing valuable information on campus climate.
- Support for development and promotion of women is in place.
- Benchmarking data for women faculty throughout UNMC including rank and tenure, new hires, and promotions have been tabulated.
- A UNMC salary equity analysis needs to be completed and communicated as soon as new systems allow.

Specific recommendations for enhancing gender equity on the UNMC campus

- Continue benchmarking progress for women throughout the institution in hiring, promotion, and retention.
- Provide opportunities for women to develop leadership skills both within the institution and through external programs.
- Utilize findings of Work Force Response to Environmental Assessment Survey to strengthen and improve the climate for women at UNMC.
- Continue pursuit of salary equity

University of Nebraska at Omaha 2003 Gender Equity Annual Report

This report has been prepared by Karen Falconer Al-Hindi and Kim Sosin of the University of Nebraska at Omaha (UNO) as a part of the University-wide Committee on Gender Equity 2003 Report to the Board of Regents. This report focuses only on progress related to Regents' Goals 2 and 3 and selected strategies relative to these goals. Data regarding faculty recruitment, rank and tenure are compared between 1991 and 2002 primarily with several additional years added in some tables.

EXECUTIVE SUMMARY

The University of Nebraska at Omaha (UNO) has shown significant progress in hiring, career advancement, promotion and retention of women faculty and staff during the past decade. UNO has increased the proportion of women faculty through both increased new hires of women and higher rates of retirement separation by men.

UNO has been successful in hiring women faculty. Each search committee is presented the gender and cultural diversity hiring charge by the Assistant to the Chancellor for Diversity and Equal Opportunity and the Assistant to the Vice Chancellor for Academic Affairs. Performance evaluations of deans and vice-chancellors (but not chairs or search committee members) include evaluation of their support of gender equity in hiring. The dual-career program has had successes and the need for this program is great, given the increasing numbers of dual career couples.

In terms of retention of faculty, the trend by year of hire is almost identical for men and women. Because of age and retirement differences, the level of retention of women is consistently slightly higher than that of men. The role of salary differences is unclear, but new models to measure gender salary differences are now available and should be explored.

UNO is somewhat more successful at retaining women students than men students. Women also received more than half the academic honors awarded during UNO's recent Honors Week.

The UNO Chancellor's office has a strong record of sending women to conferences on administrative leadership; in light of recent budgetary constraints, regional and local seminars have been emphasized. In addition, other organizations such as Women's Studies, Student Organizations and Leadership Programs, the Chancellor's Commission on the Status of Women, and Women's Resource Center have sponsored excellent workshops on women's issues.

RECOMMENDATIONS

- It is crucial that recent gains in gender equity not be lost and that progress continue despite the current climate of budgetary constraints.
- Inclusive hiring would be rewarded more directly by including this criterion in all performance evaluations, including those of directors, department chairs and faculty and staff search committee members.
- Given the increasing numbers of dual-career academic households, additional resources allocated to this program in the future may pay off in more efficient recruitment and greater retention.
- A simple salary analysis suggests that it is time to take a comprehensive look at gender differences in salary and the model employed to identify gender differences. The underlying regression model has not been reviewed for some time.

- Last year the gender equity report stated, in regard to the Women's Resource Center, that "review of demand for these services and the center's ability to meet the demand is required in order to ensure that the center's resources are adequate to its charge." This review is still needed.
- Last year the gender equity report concluded that "a comprehensive needs assessment should be done to understand how much child care is needed, how much is locally available, and at what costs." This study would still be useful.

INTRODUCTION

The University of Nebraska at Omaha's (UNO) Gender Equity Report to the Regents for 2003 will focus on Regents' goals two and three (adopted in 1991) and the strategies associated with those goals, in keeping with the focus determined by the NU Gender Equity Committee. **Goal 2 is "Facilitate hiring, career development, promotion, and retention of women faculty and staff." Goal 3 is "Create and maintain a hospitable environment for women in the classroom and the workplace." Each has a number of associated strategies.** Where appropriate, we provide data snapshots for the years 1991, 1997, and 2002. The first of these is the year in which the goals were determined, the second is an approximate mid-point between 1991 and the present, and 2002 is the most recent year for which data are complete.

Goal 2: Facilitate hiring, career development, promotion, and retention of women faculty and staff

UNO has shown progress in hiring, career advancement, promotion and retention of women faculty and staff during the past decade. Table 1 and Chart 1 show that, from 1991 to 2002, women faculty as a percentage of total faculty increased from 24% in 1991 to 38% in 2002.

		1991	2002	
	Men	Women	Men	Women
Professor	32%	4%	27%	6%
Associate Professor	24%	7%	17%	12%
Assistant Professor	16%	9%	13%	14%
Instructor	3%	4%	6%	6%
Overall Percent	76%	24%	62%	38%
Total by Gender	298	96	278	168
Total Faculty	394			446

Table 1: Faculty by Gender as a Percent of Total Faculty*

Source: UNO Office of Institutional Research. *Faculty data are AAUP basis.



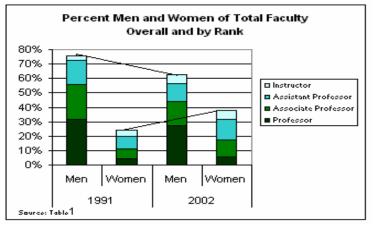


Chart 1 shows that, at all ranks, the percentage of women increased over each period. The greatest gains have been in the associate and assistant professor categories; the proportion of women full professors has increased only 2%. Continued career development and promotion to full professor for those now at lower ranks will aid considerably in future hiring and retention, and in the climate for all women on campus.

	Men	Women	Total
New Hires, Cumulative 1991 to 2002	193	179	372
Separations, Cumulative 1991 to 2002	-220	-113	-333
Voluntary Separations **	-126	-89	-215
Retirements	-75	-16	-91
Partial Retirements (on staff, 2002)	-8	-4	-12
Deceased	-4	-1	-5
Left Faculty Status	-7	-3	-10
Became Faculty Status ***	7	6	13
Net Change, 1991 to 2002	-20	72	52

Table 2: Full-time Instructional Faculty Change from Fall 1991 to Fall 2002*

Source: UNO Office of Institutional Research. *Faculty data are AAUP basis. **Includes faculty who did not receive tenure. ***Not new hires, but existing employees who changed to faculty status over the period.

UNO has experienced an increase in the proportion of women faculty through both increased new hires of women and higher rates of separation by men. Table 2 shows that about 8% more men than women were newly hired from 1991 to 2002. The percentage comparisons of separations show that men also left UNO at greater rates than women. In particular, men retired in greater numbers; this makes sense when one considers that over 50% of the female faculty is under age 45, but about 75% of the males are over 45 years of age. Adding retirements and partial retirements, 83 men (38% of men's separations) compared to only 20 women (18% of women's separations) left full-time faculty status through retirement. Voluntary separations tell a different story, with 89 or about 79% of women's separations voluntary, while only about 57% of men's separations voluntary. Most of the voluntary separations reflect faculty choices to work elsewhere, although those not receiving tenure at UNO will also be included in this category because they voluntarily leave before being released. The net result shown in Table 2 is that UNO faculty had 20 fewer men and 72 additional women faculty members in 2002 compared to 1991, a strong positive trend towards gender equity.

Shifting attention to turnover and including all categories of university employees, an examination of turnover in 1997 and 2002 measured as separations as a percent of employees does not show any pattern of differences by gender in faculty or in other major employment categories (administration, managerial/professional, and office/services).

A more detailed analysis of faculty retention and separations is shown in the following two charts. Chart 3 below shows, by gender, the percent of faculty currently on staff of those hired in each year beginning in 1991. The largest gender difference is in the cohort hired in 1992; UNO continues to employ 9 of the 15 women but only 4 of the 17 men hired in 1992. A combination of factors, including local (for example, specific disciplines hiring that year) as well as large-scale ones (such as the economy), likely explains the 1996 "dip" in the trend. Overall, the trend of retention of men and women is almost identical.

Chart 3

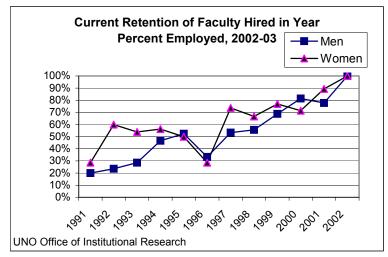
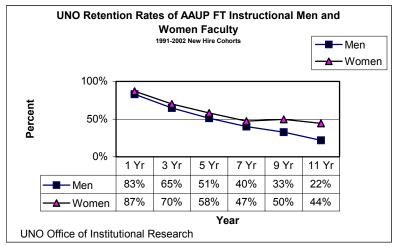


Chart 4 below shows retention from the perspective of the number of years new hires have been retained. Of all new hires from 1991 to 2002, 83% of the men and 87% of the women were still employed at UNO one year later, while, of all hires from 1991 to 1994 (9 years ago), about 33% of the men and 50% of the women were still employed last year, nine years later. The pattern of retention by length of time is similar for men and women; however, retention of women is consistently higher than that of men. As shown in Table 2 and discussed above, this difference can be primarily attributed to higher retirement levels by men.





Discussion of Progress on Strategies of Goal 2:

Strategy "a" calls for the development of incentives to reward administrators and departments for increased hiring and promotion of women faculty, staff, and administrators, and increased enrollment of women students. One way to reward inclusive hiring would be to include this criterion in all UNO performance evaluations. Currently, dean and vice chancellor evaluations at UNO do include the criterion of inclusive hiring, but most evaluation instruments do not. While a formal system of incentives is not in place, performance evaluations show impressive efforts in a few cases where supervisors have encouraged diverse and inclusive hiring processes and outcomes. Such processes have resulted in hires that are real assets to their departments; through positive experiences unit members become convinced of the benefits of gender equity and diverse hiring.

Establishing a pool of faculty lines for distribution, with consideration of need, to departments which are able to recruit outstanding women faculty, especially senior faculty and faculty in areas where women are now underrepresented, is **strategy "b**". Over the past three years, UNO has hired 10 diverse female faculty using diversity dollars.

Strategy "c" suggests that programs be established to assist with spousal employment. Similarly, **strategy "h**" asked that staff time be increased and fellowship support be provided for the Dual Career program, which UNO has done. UNO's Dual Career Program has assisted nine partners of new faculty members, either beginning in fall 2002 or fall 2003, to connect with local business, K-12, or university employment opportunities. Given the expectation of increasing numbers of dual-career academic households, additional resources allocated to this program when more resources are available might pay off handsomely in more efficient recruitment and greater retention.

Several of the strategies for Goal 2 are designed to support family needs. Development of "family support" policies, including relief from the tenure timetable, family leave, day care, geriatric day care, etc., is **strategy "d."** UNO has extended the tenure timetable (by a year per child) at the employee's discretion. At the same time, **strategy "k"** asks for flexibility in making recommendations for tenure before the seven year rule, or for promotion in shorter spans of time than is the norm so that faculty may advance as soon as their records merit. Nearly every year there are between two and four cases of "early" promotions and/or tenures among women faculty at UNO. **Strategy "e"** asked that family-friendly policies be clarified and standardized across campuses. **Strategy "j"** calls for the support of on-campus day care for employees and full-time students. UNO has a very good child care center, and could

probably fill another facility if the funding existed. Last year the gender equity report concluded that "a comprehensive needs assessment should be done to understand how much child care is needed, how much is locally available, and at what costs." This study would still be useful. **Strategy "g"** calls for the establishment of uniform maternity leave with maximum of paid six weeks and unpaid leave of up to the equivalent of one semester available to any woman who has been employed at the university at least one year. (Pregnancies resulting in medical problems and illness that prevent one from working are treated under the provisions for medical leave.) UNO has achieved this goal.

UNO sponsors and supports participation in a variety of professional development opportunities and programs for women (**strategy "e"**). These include Emerging Leaders (for students, most participants are women), Leadership Omaha, and UNO Women of Color Awards (inaugurated in 2003). A limited staff training program remains despite the elimination of its funding last year.

Salary equity is the concern of **strategy "f"**. Staff salaries are monitored for gender equity on an ongoing basis, and disparities are "addressed when finances allow." Tables 3 and 4 show that women tenure-track faculty continue to receive lower average pay by rank than men. Associate professor women were paid slightly more than men (102%) in 1991, but by 2002, they were at only 95% of men's salaries. At the other ranks, women in 1991 had a much lower average salary comparatively, with some progress evident since 1991. It is important to note that part of the differences in averages may reflect larger concentrations of men in higher paying academic fields. These are therefore academic areas where special efforts should be made to hire more women. Each fall at the beginning of contract negotiations, an agreed-upon regression equation is applied to all UNO faculty salaries to test for gender disparities. Disparities are recognized if gender salary differences are statistically significantly different than zero (although they are not sample-based). The underlying regression model has not been reviewed for some time and should be reevaluated for possible improvements.

Table 5: Average Salaries in Donars, 1991 and 2002							
	1	1991		002			
Rank	Men	Women	Men	Women			
Professor	49,691	45,343	73,261	69,584			
Associate Professor	41,570	42,384	63,216	59,718			
Assistant Professor	38,938	36,579	52,125	49,868			

Table 3: Average Salaries in Dollars, 1991 and 2002

Note: *Total Salary are the combined 9-month and converted 12-month salary.

Data Source: AAUP Faculty Compensation Survey, 1991-2002.

Source: Office of Institutional Research.

Table 4: Salary	/ Comparisons, Pe	ercent Women's	Salary of	Men's
Damle		400	4 400	7 0/

Rank	1991	1997	2002
Professor	91%	92%	95%
Associate Professor	102%	96%	95%
Assistant Professor	94%	91%	96%

Note: Lecturers and faculty with no rank are not included.

Data Source: AAUP Faculty Compensation Survey, 1991-2002.

According to **strategy "i"**, to increase the pool of women prepared to assume administrative roles, the Chancellor's office should provide financial support for two or three women a year to attend national seminars or similar programs designed to prepare them for administrative leadership. The UNO Chancellor's office has a strong record in this regard; in light of recent budgetary constraints, regional and local seminars have been emphasized.

Strategy "m" calls for the provision of summer grants for research or curricular development projects enhancing the success of women in traditional and non-traditional fields. Three women faculty at UNO have been awarded NSF EPSCoR Women in Science program grants for this year and others have won other external grants and University Committee for Research grants. Although UNO does not offer grants that specifically promote the success of women or girls in specific fields, IS&T has conducted technology camps for girls headed by female faculty.

Goal 3: Create and maintain a hospitable environment for women in the classroom and the workplace.

Introduction:

More information, collected directly from students, is needed in order to assess the environment for women in the classroom. If something about classroom environment can be inferred from comparing gender retention rates, then UNO's classrooms appear to be comfortable for women. As Table 5 shows, UNO is somewhat more successful at retaining women students than men students. Women also received more than half the academic honors awarded during UNO's recent Honors Week: 51 women and 38 men received awards. Women students are doing outstanding work, are being nominated for academic honors, and are winning awards.

Overview Statistics: Student retention by gender.

	Initia	al Cohort	Returned Following Spring		Returned Following Fa	
			Percent Percent		Percent	Percent
SEMESTER	Men	Women	of Men	of Women	of Men	of Women
FALL 1991	605	637	84.8%	85.1%	59.5%	59.8%
FALL 1997	570	615	83.3%	87.8%	65.1%	69.3%
FALL 2001	743	868	86.1%	88.1%	69.6%	70.3%

Table 5: First-Time Full-Time Degree-Seeking Student Retention By Gender

Data Sources: administrative-site First-time Full-time Degree-seeking Students Source: UNO Office of Institutional Research

UNO has a Women's Resource Center that is directed and supported by Student Government. Most universities have professionally-staffed Women's Resource Centers with resources to address the needs of women students, staff, and faculty. Last year's report stated that a "review of demand for these services and the center's ability to meet the demand is required in order to ensure that the center's resources are adequate to its charge." UNO should consider and investigate the possibility that a professionally-staffed center could be an important component of the effort to maintain a supportive climate for women.

Discussion of Progress on Strategies for Goal 3:

Strategy "a" recommends the provision of education sessions for managers, directors, department heads, faculty and administrators on gender equity issues, sexual harassment, etc. UNO offers training nearly every semester on sexual harassment and other diversity issues. Prohibited discrimination issues (sex, race, national origin, etc.) are integral to such discussions. The provision of training for chairs on gender equity issues is **strategy "d."** Each faculty search committee is presented the gender and cultural diversity hiring charge by the Assistant to the Chancellor for Diversity and Equal Opportunity and the Assistant to the Vice Chancellor for Academic Affairs. Their message is clear: search (don't just wait) for

outstanding minority and women candidates. The Vice Chancellor of Academic Affairs personally calls the Dean and Chair of Search Committee if no women or minorities appear on the finalist list.

Supporting workshops for women's issues is identified by **strategy "b"**. UNO offers a variety of such workshops. Last year's presentation by the Chancellor's Commission on the Status of Women (CCSW) and Women's Studies, *The Yellow Dress* (on domestic violence), was followed this year by their co-sponsorship of STAND: Survivors of Sexual Abuse and Assault. CCSW and Women's Studies have also cosponsored a series of four "coffeehouses" on women's issues. Women's Studies sponsors a monthly colloquium series that showcases faculty and student research and creative activity concerning women's lives. Women's Studies sponsored a student conference (with campus wide support). Together with the Women's Resource Center, Women's Studies is establishing a network for UNO students who are also parents in order to enhance these students' classroom performance. Such workshops, talks, conferences and projects are increasingly challenging to organize since the loss of the part-time secretary position to Women's Studies in last year's round of budget cuts.

Strategy "c" calls for mentoring of women faculty and staff, the major topic of last year's report. CCSW is investigating the mentoring situation on campus for women faculty, staff and students through development of a survey to gather data from the 3 groups about mentoring experiences on campus. It is a project that will continue into next fall. Mentoring programs have been established throughout UNO for untenured women and men faculty (**strategy "e"**).

CONCLUSION

The University of Nebraska at Omaha (UNO) has shown progress in hiring, career advancement, promotion and retention of women faculty and staff during the past decade. UNO has increased the proportion of women faculty through both increased new hires of women and higher rates of retirement separation by men. Over 50% of the female faculty members are under age 45, but about 75% of the males are over 45 years of age.

UNO has been successful in hiring women faculty. Each search committee is presented the gender and cultural diversity hiring charge by the Assistant to the Chancellor for Diversity and Equal Opportunity and the Assistant to the Vice Chancellor for Academic Affairs. Performance evaluations of deans and vice-chancellors include evaluation of their support of gender equity in hiring, a criterion that should be extended to other faculty and staff. The dual-career program has had successes and the need for resources for this program will be growing in the future, given the increasing numbers of dual career couples.

In terms of retention of faculty, the trend by year of hire of retention of men and women is almost identical. The level of retention of women is consistently slightly higher than that of men because of age and retirement differences. The role of salary differences is unclear, but new statistical models to measure gender salary differences are now available and should be explored.

UNO is somewhat more successful at retaining women students than men students. Women also received more than half the academic honors awarded during UNO's recent Honors Week.

Needs assessments are suggested for two UNO services that are primarily for women, both of which were called for in the report last year. First, the 2002 gender equity report concluded that "a comprehensive needs assessment should be done to understand how much child care is needed, how much is locally available, and at what costs." Second, an assessment of the UNO Women's Resource Center, particularly with respect to staffing by professionals, should be considered.

The UNO Chancellor's office has a strong record of sending women to conferences on administrative leadership; in light of recent budgetary constraints, regional and local seminars have been emphasized. In addition, other organizations such as Women's Studies, Student Organizations and Leadership Programs,

the Chancellor's Commission on the Status of Women, and Women's Resource Center have sponsored excellent workshops on women's issues.

The University of Nebraska at Omaha has made important gains during the past ten years in the struggle for gender equity. In the current fiscal environment it is crucial that progress toward gender equity continues.

University of Nebraska at Kearney 2003 Gender Equity Annual Report

This report has been prepared by the Chancellor's Advisory Committee for Gender Equity of the University of Nebraska at Kearney (UNK) as a part of the University-wide Committee on Gender Equity 2003 Report to the Board of Regents. This report focuses only on progress related to Regents' Goals 2 and 3 and selected strategies relative to these goals. Data regarding faculty recruitment, rank and tenure are compared between 1991, 1997, and 2001 primarily with several additional years added in some tables.

EXECUTIVE SUMMARY

- 1. Women faculty continue to be under-represented at UNK. The widest discrepancy exists between male and female faculty at the full and associate professorship levels.
- 2. UNK has successfully recruited women faculty at the assistant professor level; however, the situation should be monitored over the next several years to ensure that women faculty remain at UNK and earn promotion.
- 3. Disproportionate numbers of women faculty are clustered in the non-tenure lecturer and instructor ranks.
- 4. The committee recognizes that many factors impact budget decisions; however, it is concerned that the two administrative positions eliminated at UNK were held by women.
- 5. Gender differences are dramatic in the skilled craft and secretarial/clerical categories as well as among part-time office/service personnel. Women hold a disproportionate number of secretarial/clerical and part-time office/service positions.
- 6. Women students represent slightly more than half of all undergraduate students and a much larger proportion of the graduate student pool at UNK.
- 7. After two years of operation, demand exceeds capacity at the UNK on-campus day care center.
- 8. The Chancellor is in the process of establishing an ad hoc committee to conduct a climate survey at UNK. To that end, UNK has no basis for identifying and assessing climate issues.

RECOMMENDATIONS

- 1. Non-tenure track lecturer and instructor positions should be converted to tenure-track positions, whenever and wherever the budget permits.
- 2. UNK should hire women faculty at higher ranks and/or promote them to higher ranks.
- 3. Administrative budgetary decision-making requires sensitivity to gender. Budget-related personnel reductions should be scrutinized to ensure equability across gender for all staff and technical personnel positions.
- 4. A climate survey should be conducted among faculty, office/service staff, and students at UNK.

5. Men and women faculty as well as staff and administrators should be hired and/or promoted in fields traditionally dominated by one gender.

INTRODUCTION

The 2003 Gender Equity Report to the University of Nebraska Board of Regents from the University of Nebraska at Kearney focuses on goals 2 and 3 as a lens through which we examine recruitment and retention of women faculty, staff, and students. In 1991, the Board adopted gender equity goals and strategies and revised them in 1997. Using these dates, as well as data from 2002, as benchmarks, we examine progress toward reaching Regents' goals 2 and 3 on the UNK campus.

This report discusses the strategies specific to Goals 2 and 3, which the members of the UNK Chancellor's Advisory Committee for Gender Equity (CACGE) believe need attention on this campus. This past year the CACGE also examined UNK's progress toward meeting all of the Gender Equity Goals and Strategies. This portion of our report will be appended to this document as a part of the permanent record.

WOMEN FACULTY

From 1991 to 2002, the total number of faculty at UNK decreased slightly from 255 to 250 (2%). During that same period, however, the number of women faculty increased, with women representing 20% of the faculty in 1991, nearly 27% of the faculty in 1997, and nearly 35% of the faculty in 2002 (Table 1). While it is encouraging that the percentage of total women faculty has increased 67.3% from 1991 to 2002, women still are under-represented among the UNK faculty. The discrepancy between male and female faculty is even more alarming at the full and associate professor levels. For example, in 2002, 12 full professorships were held by women, and 35 women faculty were associate professors—this represents only 16% and 37.2% of the total faculty who hold ranks of full professor and associate professor, respectively. At the assistant professorships. Noteworthy also is that women in all ranks increased over the past 11 years— although the number of women full professors, which increased 140% from 1991 to 2002, represents a growth in real numbers from only 5 to 12.ⁱ

These data demonstrate that UNK has been successful in recruiting women faculty at the assistant professor level. However, over the next several years this situation bears monitoring to ensure that women faculty both stay and earn promotion. As a positive indicator in response to this concern, we note that in 2002, out of the 20 women faculty who applied, 18 (90%) received either tenure or promotion. By contrast, among the 11 men faculty who applied in 2002, 6 (55%) received either tenure or promotion.ⁱⁱ This information clearly indicates that women at UNK merit promotion and tenure.

	1991	1997	2002	∆ 1991-1997	Δ 1991-2002
All Faculty	255	261	250	2.4%	-2.0%
All Women Faculty	52	70	87		
	(20.4%)	(26.8%)	(34.8%)	34.6%	67.3%
Professor: All	81	86	75	6.2%	-7.4%
Professor: Women	5	13	12		
	(6.2%)	(15.1%)	(16.0%)	160.0%	140.0%
Associate Professor: All	82	88	94	7.3%	14.6%
Associate Professor: Women	15	18	35		
	(18.3%)	(20.5%)	(37.2%)	20.0%	133.3%
Assistant Professor: All	92	87	81	-5.4%	-12.0%
Assistant Professor: Women	32	39	40		
v	(34.7%)	(44.8%)	(49.4%)	21.9%	25.0%

Table 1. Growth in Female Faculty, Total and by Rank, 1991-2002

SOURCE: AAUP

The U.S. Department of Education makes available data on numbers of non-tenure track positions as well as numbers of faculty at the instructor/lecturer level (Table 2).ⁱⁱⁱ Although such numbers at UNK are small, we discern a distinct trend in the data. Although the total number of faculty at the non-tenure track assistant professor rank increased from 7 to 8 from 1991 to 2002, women faculty in non-tenure track assistant professor positions increased from 1 individual in 1991 to 6 in 2002. Proportionately, this represents an increase from 14% of the total faculty at this rank 11 years ago to 75% last year. At the instructor/lecturer levels, both tenure- and non-tenure track numbers of faculty in those positions increased from 41 in 1991 to 57 in 2002. Noteworthy is that the number of women at the non-tenure track instructor/lecturer increased—from 20 to 31 in the past 11 years. Although the percentage of women faculty among all faculty at this level decreased (nearly 77% in 1991), in 2002 women still comprised nearly 61% of all faculty at the lower ranks. This is not gender equity. We do not suggest hiring additional men at the lower ranks to achieve equity. Rather, these positions should be converted to tenure-track positions, whenever and wherever the budget permits.

	1991	2002
Professor: All	81	75
Professor: Women	5	12
	(6.2%)	(16.0%)
Associate Professor: All	82	94
Associate Professor: Women	15	35
	(18.3%)	(37.2%)
Assistant Professor: All (Tenure track)	85	73
Assistant Professor: Women	31	34
(Tenure track)	(36.5%)	(46.6%)
Assistant Professor: All	7	8
(Non-tenure track)		
Assistant Professor: Women	1	6
(Non-tenure track)	(14.3%)	(75.0%)
Instructor/Lecturer: All	15	6
(Tenured/tenure track)		
Instructor/Lecturer: Women	8	5
(Tenured/tenure track)	(53.3%)	(83.3%)
Instructor/Lecturer: All	26	51
(non-tenure track)		
Instructor/Lecturer: Women	20	31
(Non-tenure track)	(76.9%)	(60.8%)

Table 2. Women as a Proportion of Faculty by Rank, 1991 and 2002

SOURCE: Integrated Post-secondary Education Data System, U.S. Department of Education

To determine if women leave UNK in higher proportions, we examined faculty departures from 2000 through 2002.^{iv} Table 3 presents numbers of departures for the past three years as a proportion of total departures for each rank. These data reveal that men are a larger proportion of departing faculty at every rank. For example, of the 17 full professors who departed in the past three years, 11 of them (65%) were men, in contrast to 6 women professors (35%). However, as noted, the total number of women faculty at the full professor rank has and continues to be low: 5 in 1991, 13 in 1997, and 12 in 2002. As another dimension of attrition, we calculated the average years of service at UNK for departing male and female faculty members during this same period. These data indicate that men and women appear to be staying at the university for comparable amounts of time.

	Professor	Associate Professor	Assistant Professor	Lecturer	Total
Total	17	13	23	28	81
Mean Years of Service (Standard Deviation)	32 (17)	10 (7)	8 (11)	9 (10)	14 (13)
Men	11 (65%)	8 (62%)	15 (65%)	17 (61%)	51 (63%)
Mean Years of Service (Standard Deviation)	34 (4)	9 (3)	7 (11)	11 (12)	14 (14)
Women	6 (35%)	5 (38%)	8 (35%)	11 (39%)	30 (37%)
Mean Years of Service (Standard Deviation)	27 (10)	12 (10)	10 (10)	7 (4)	13 (11)

Table 3. Faculty Departures by Rank and Gender, 2000-2002

SOURCE: SAP, the University's financial accounting system

Table 4 presents the numbers of departures for the past three years as a proportion of the total number of faculty within each rank. To illustrate, of the 68 men at the full professor rank, 11 left (16% of all men at the rank). Of the 12.5 women at the full professor rank, 6 left (48% of all women at the rank). We note, however, that 4 of the 6 female full professors left UNK because of retirement—and these women had been at UNK from 26 to 35 years. What is most disturbing about these numbers is that, unless female faculty are brought in at the full professor level or promoted to that rank, even fewer women will be represented at UNK at the full professor rank. We find less dramatic a disparity in the proportion of departures for men and women faculty at the associate and assistant professor ranks. This, combined with the data presented in Table 3, suggest to us that nothing in the climate or policies at UNK drives women faculty to leave in larger proportions than men.

Table 4. Faculty Departure Rates by Rank and Gender, 2000-2002

	Professor	Associate Professor	Assistant Professor
Mean Number of Men at Rank, 1997-2002	68	65	44.5
Departures by Men, 2000-2002	11 (16.2%)	8 (12.3%)	15 (33.7%)
Mean Number of Women at Rank, 1997-2002	12.5	26.5	39.5
Departures by Women, 2000-2002	6 (48%)	5 (19%)	8 (20.3%)

SOURCES: AAUP and UNK

In summary, the data regarding faculty suggest these key concerns:

- women are under-represented on the UNK faculty with male faculty members representing nearly 65% of the total;
- women are over-represented within the non-tenure track instructor/lecturer rank (61%);
- women are under-represented within the ranks of associate and full professor (37% and 16%, respectively); recent retirements of women at the full professor rank could greatly exacerbate this situation.

WOMEN STAFF & TECHNICAL PERSONNEL

Women have held roughly half of the positions on administrative and professional staffs at UNK in 1997 and 2001 (Table 5). Women hold proportionately fewer posts in the executive/administrative/managerial category. Women comprised nearly 36% and 42% of those positions in 1997 and 2001, respectively—although total numbers of individuals in the executive/administrative/managerial category are small. The actual number of women in the executive/administrative/managerial category remained unchanged in 1997 and 2001, although there was a decrease of two positions, from 14 to 12, in the same years.

The committee is concerned about the impact of budget cuts on women in administrative positions at UNK. Specifically, two senior administrative positions have been eliminated this past academic year, both of which were held by women. This could create the appearance that women administrators are less valuable than men. We do not suggest that gender become the basis for administrative reorganization decisions; however, we strongly recommend increasing sensitivity to gender.

	1997	2001	Δ 1997-2001
Executive/Administrative/Managerial: All	14	12	-14.3%
Executive/Administrative/Managerial: Women	5	5	
	(35.7%)	(41.7%)	0.0%
Other Administrative: All	25	38	52.0%
Other Administrative: Women	12	19	
	(48%)	(50%)	58.3%
Other Professional: All	104	120	15.4%
Other Professional: Women	60	64	
	(57.7%)	(53.3%)	6.7%

Table 5. Growth in Female Executive, Administrative and Professional Staff, 1997-2001

SOURCE: UNK Factbook

As reported in Table 6, the University saw an overall decrease from 236 to 224 employees (5%) among full-time office/service staff from 1997 to 2001. Although the numbers of full-time office/service women decreased from 154 to 150 in the same years, the proportion of women serving in these positions increased overall from 65% to 70%. Women represented nearly half of the service/maintenance staffs for both years, and although the total number of employees decreased slightly, the number of women comprising this category increased from nearly 43% to 47% for the two years reported.

Table 6. Growth in Full-time Female Office/Service Staff, 1997-2001

	1997	2001	△ 1997-2001
Full-time Office/Service: All	236	224	-5.1%
Full-time Office/Service: Women	154	150	
	(65.3%)	(70%)	-2.6%
Service/Maintenance: All	82	70	-14.3%
Service/Maintenance: Women	35	33	
	(42.7%)	(47.1%)	-5.7%
Skilled Craft: All	32	32	0.0%
Skilled Craft: Women	2	4	
-	(6.3%)	(12.5%)	100.%
Technical/Professional: All	9	12	33.3%
Technical/Professional: Women	4	8	
	(44.4%)	(75%)	100%
Secretarial/Clerical: All	113	110	-2.7%
Secretarial/Clerical: Women	113	105	
	(100%)	(95.5%)	-7.1%
Part-time Office/Service: All	22	18	-1.8%
Part-time Office/Service: Female	21	16	
	(95.5%)	(88.9%)	23.8%

SOURCE: UNK Factbook

Gender differences are most dramatic in the skilled craft and secretarial/clerical categories as well as among part-time office/service personnel. For example, among the 32 skilled craft workers for 1997 and 2001, only 2 and 4 women, respectively, comprised the work force. By contrast, all 113 secretarial/clerical employees were women in 1997, and in 2001 women represented 95.5% of the 105-person staff—which means that 5 men served in secretarial/clerical positions in 2001. Part-time office/service workers were nearly all women for both years.

In terms of gender equity, it would appear that there is room for improvement in the technical/professional and secretarial/clerical staff positions. We also recommend that budget-related personnel reductions be scrutinized to ensure equability across gender for all staff and technical personnel positions.

WOMEN STUDENTS

Although the number of total graduate and undergraduate students has declined from 1991 to 2002, women students have consistently represented slightly more than half of all undergraduate students for the years reported: 3,906 (55%) in 1991, 3,414 (nearly 56%) in 1997, and 2,938 (54.7%) in 2002. The number of graduate students at UNK has decreased from 1,191 in 1991 to 1,022 in 1997, but showed a slight increase in 2002 to 1,029 students. However, for all three years reported, women represent a much larger proportion of the graduate student pool at UNK. For example, there were 795 (nearly 67%) women graduate students in 1991, 699 (68%) in 1997, and 730 (70%) in 2002. ^v Thus, of greatest concern is that women will bear the brunt of changes in UNK's graduate offerings as budget reductions threaten to merge some programs and/or eliminate others.

Women's Studies Program

Inasmuch as universities offering Women's Studies (WS) programs frequently consider such programs to serve a recruitment and/or retention function, we include a brief summary of the UNK Women's Studies Program, which began in 1989. The data represent the three years reported:

- 1991: 2 minors, 5 WS-designated courses, 153 student credit hours, and 31-student credit hours/course;^{vi}
- 1997: 4 minors, 11 WS-designated courses, 564 student credit hours, and 51-student credit hours/course;
- 2002: 10 minors, 14 WS-designated courses, 1,242 student credit hours, and 89-student credit hours/course.

With student credit hours generated for each WS course nearly tripling since 1991, it is clear that students other than the Women's Studies minors are increasingly enrolling in courses dealing with gender issues. This also suggests that the Women's Studies Program helps UNK to serve its larger mission of liberally educating students.

GOAL 2 DISCUSSION

Regents' Goal #2: Facilitate hiring, career development, promotion, and retention of women faculty and staff.

Strategy a. Develop a system of incentives ... for increased hiring and promotion of women faculty, staff, ... this should be initiated as part of the annual review.

An incentive system has not been made part of the annual performance review for administrators at UNK. Recommendation: incentives should be put into place for administrators for increased hiring and promotion of men and women faculty as well as staff and administrators in fields traditionally dominated by one gender. Increased enrollment of men and women students in fields traditionally dominated by one gender also should be included on annual performance reviews of administrators and departments.

<u>Strategy b.</u> <u>Establish a pool of faculty lines for distribution . . . which are able to recruit</u> outstanding women faculty, especially senior faculty and faculty in areas where women are now underrepresented.

The committee is aware that funding is available through the Diversity Program from President Smith's office for "opportunity hires" when a department finds a qualified female or minority candidate for a specific position. CACGE suggests that the funds also be made available for staff positions. Guidelines should be published that describe the availability of the funds as well as how to access them.

Strategy d. Continue development of "family support" policies including relief from tenure timetable, family leave, day care, geriatric day care, etc.

Recommendation: family support policies and benefits should be extended to domestic partners.

Strategy e. Encourage professional development opportunities and programs for women.

There are various professional development opportunities offered throughout the campus but no central system of reporting those opportunities. Specific opportunities that can be highlighted include "Honoring Women's Voices" and "Making a Difference" conferences. Currently, there are groups forming that will provide opportunities to different populations on the campus: Women in Higher Education (tenured faculty, non-tenured faculty, and staff directors). Recommendation: as budgets allow, more opportunities should be provided; deans, department chairs, administrators, and directors are encouraged to share what opportunities have been provided to a central reporting system; i.e., the Chancellor's Advisory Committee for Gender Equity.

Strategy f. Continue pursuit of salary equity.

UNK recently provided salary data to the Nebraska State Auditor for review, but the results of this study have not been made available to the campus community. **Recommendation: Salaries of employees at UNK should be periodically and regularly reviewed using a review process similar to the OFCCP (Office of Federal Contract Compliance Program).**

Strategy j. Provide support for on-campus day care for employees and full-time students.

UNK established an on-campus day care center in 2001. The center currently serves 47 families (children of 26 students and 21 faculty/staff), which includes 50 children. The Center has reached maximum enrollment for infants and toddlers and is close to capacity for pre-school children. The Center has a waiting list of 24 children. Plans include pursuing additional space to increase capacity for 12 more children, beginning the National Association for the Education of Young Children (NAEYC) accreditation process, and pursuing additional funding to upgrade the playground.

Strategy I. In order to increase the pool of women prepared to assume administrative roles, the Chancellor's office should provide financial support for two or three women a year to attend national seminars . . .

The Chancellor has provided funds as funds were available. **Recommendation: the Diversity** & Equity Fellowship Program should be more widely publicized at UNK, and individuals should be encouraged to apply. UNK should offer a version of the fellowship program for employees to learn about administrative roles.

Strategy m. Provide summer grants for research . . . enhancing the success of women in traditional and non-traditional fields.

UNK does not provide specific funds for women. Recommendation: the Office of Sponsored Programs is encouraged to find grants for research and curricular development projects enhancing the success of women in traditional and non-traditional fields and to encourage different individuals or departments to apply for those grants.

GOAL 3 DISCUSSION

Regent's Goal #3: Create and maintain a hospitable environment for women in the classroom and the workplace.

The most recent, and, to the committee's knowledge—the only—climate survey completed at UNK took place in 1991. At the urging of the CACGE and the Office of AA/OE the Chancellor is in the process of establishing an ad hoc committee to conduct a climate survey at UNK. This survey will provide some of the quantitative data about climate issues at UNK that University Administration and the Board of Regents have requested. Until that occurs, however, qualitative and anecdotal information relating to climate is the only information available, which is collected through the Office of AA/OE.

Exit Interviews

From October 2002 to the present, out of 39 exit surveys distributed to departing employees, 15 (8 females and 7 males) responded. The most frequent reasons cited by respondents for leaving the university were: lack of advancement, salary, lack of spouse/partner opportunities.^{vii} One person provided a negative response about gender/race climate. Of the 11 surveys sent to applicants who either withdrew or declined employment at UNK, 6 responses were returned (2 from females, 4 from males). The most frequently mentioned reason for declining a position at UNK related to family issues.

Strategy a. Initiate appropriate education sessions for managers, directors, department heads, faculty and administrators on gender equity issues, sexual harassment, etc.

UNK lacks formalized training sessions related to gender equity, sexual harassment, and the maintenance of a hospitable environment for women. However, the director of the Office of AA/OE meets with each search committee to discuss hiring guidelines and Affirmative Action policies. Individuals impacted by inequity may file a complaint through the Office of AA/OE; however, the committee notes that this process can be intimidating due to retaliatory concerns, especially for untenured faculty and staff. **Recommendation: recognizing that education alone does not ensure gender equity, UNK should, however, assert its commitment to gender equity by establishing a campus-wide training program related to sexual discrimination, harassment, and grievance procedures. Training sessions should be held quarterly for managers, directors, department heads, faculty, and administrators.**

Strategy b. Support workshops on women's issues.

UNK recently established the CORE program (Creating Opportunities for Respect & Equity) on campus with plans to offer the first session in summer 2003. **Recommendation: Participation should be mandatory for all campus entities (including students), and especially those in administrative and managerial roles.**

Strategy c. Support mentoring of women faculty and staff.

Department chairs are responsible for assigning mentors for new faculty. However, mentoring is inconsistent across campus. **Recommendation: a formalized and uniform campus-wide mentoring process should be established for women faculty and staff. Mentors should be carefully matched with new faculty.**

Strategy d. Provide training for chairs on gender equity issues.

Recommendation: department chairs should be provided an annual program that covers gender equity issues, sexual harassment issues and other pertinent human resource issues.

Strategy e. Establish mentoring programs for all untenured faculty.

Mentoring practices are inconsistent across the UNK campus. **Recommendation: a formal and** uniform mentoring program should be established on campus for all untenured faculty members. Untenured faculty must receive proper mentoring appropriate for their discipline, while balancing their workload assignments in the areas of service, scholarship, and teaching. ⁱⁱInformation from the Office of the Senior Vice Chancellor of Academic Affairs. To maintain confidentiality of the applicants, data for tenure and promotion were combined.

ⁱⁱⁱThe source for IPEDS data is the U.S. Department of Education.

^{iv}Data for Table 5 were compiled from information provided by SAP, the university's financial accounting system. Data in Table 5 do not include faculty who departed because an expired appointment. Data for Table 6 were provided by AAUP and the UNK Factbook through the Office of Institutional Research. Because data are based on different criteria among the various reporting services, the departure rates from 2000 to 2002, as reported in Table 6, were calculated using mean numbers of faculty at each rank for 1997 to 2002.

^vSource: UNK Factbook, which is compiled by the UNK Office of Institutional Research.

^{vi} The Women's Studies program does not offer a bachelor's degree at this time.

^{vii}Exit survey information failed to denote any particular or overriding reason for people leaving the Kearney campus

Information for Tables 1 and 2 is provided by the UNK Office of Institutional Research and is based on data Association of University Professors (AAUP) and the Integrated Post Secondary Education System (IPEDS). AAUP data includes only those faculty who have full-time appointments related to instruction and research. AAUP data does not include non-tenure track positions or faculty at the instructor/lecturer level. IPEDS data includes non-tenure track positions and instructor/lecturer level faculty positions.

Appendix A

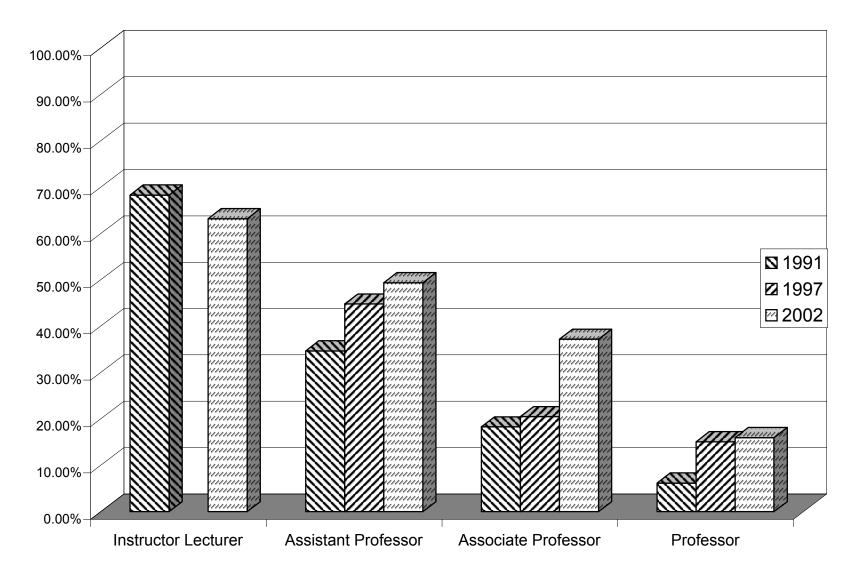
University of Nebraska at Kearney Report on

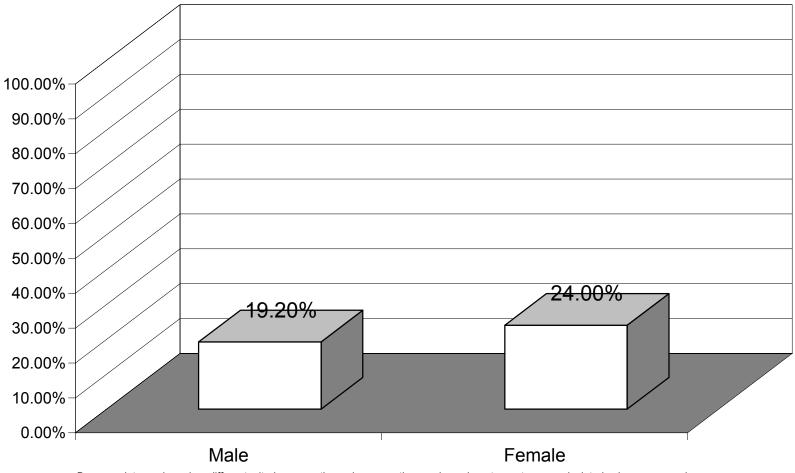
Board of Regents Gender Equity Goals and Strategies

Figures 1-4

- Figure 1. Women as a Proportion of Faculty by Rank, 1991-2002
- Figure 2. Faculty Departure Rate by Gender, 2000-2002
- Figure 3. Women as a Proportion of Staff by Classification, 1997-2001
- Figure 4. Women as a Proportion of Students, 1997-2002







Because data are based on different criteria among the various reporting services, departure rates are calculated using mean numt of faculty for 1997 and 2002.

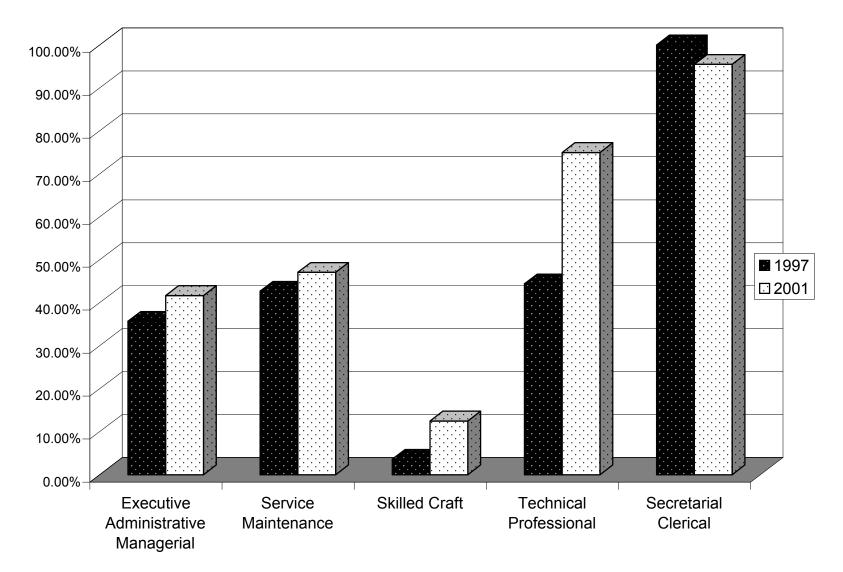
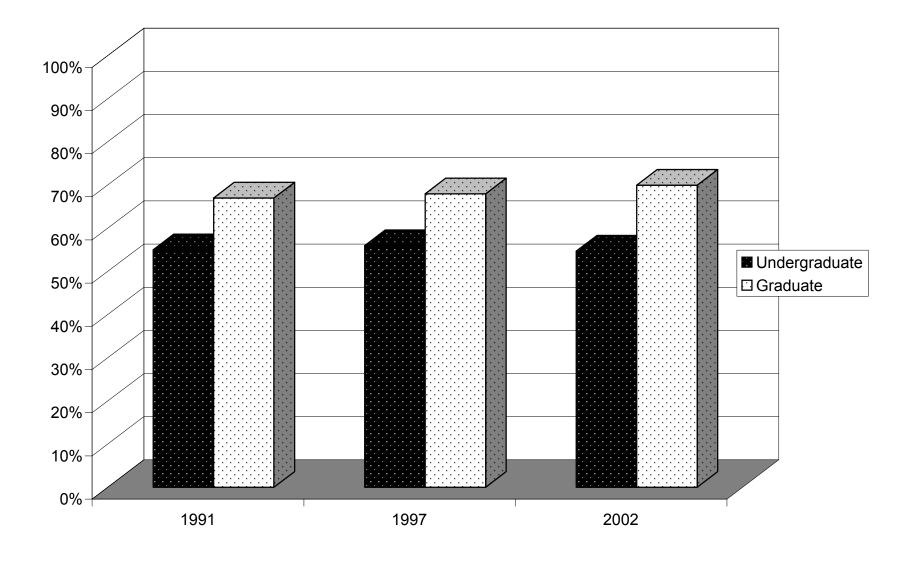


Figure 3. Women as a Proportion of Staff by Classification, 1997-2001



Appendix B

University of Nebraska at Kearney Report on

Board of Regents Gender Equity Goals and Strategies

Goal 1: Achieve gender representation throughout the University of Nebraska, including faculty, staff, students and administration, which reflects a position of leadership among similarly situated institutions.

a. Create incentives for departments in the recruitment of women.

At the present time, for departments that hire women, UNK is supposed to receive 1/2 of a woman's salary from Central Administration which is supposed to be distributed to the department. There is no incentive beyond this for departments to hire women.

RECOMMENDATION

Clarify whether or not this is happening, what incentives are currently in place, and what other incentives might be offered for the recruitment and retention of women.

b. Establish Equal Opportunity/Affirmative Action review of job searches before beginning and again after screening, and especially before offer of employment is made.

According to UNK hiring guidelines, EEO/AA signs off on all personnel justifications and recruitment plans prior to advertising. EEO/AA again signs off on all shortlists before interviews can begin. According to the guidelines, EEO/AA is supposed to see the names before offers are made, but usually doesn't and signs off after the offer is made and accepted.

RECOMMENDATION

Stronger attention should be given to this procedure so that the EEO/AA is brought into the reviewing process after screening, and especially before the offer of employment is made.

c. Implement continual, periodic EEO/AA training/educational programs for administrative personnel, designed to account for participation, which shall be strongly encouraged.

The office of Affirmative Action meets once a year with the Administrative Council to go over the Affirmative Action Plan.

RECOMMENDATION

Compile annual information so that the Administrative Council can utilize information for remedial and evaluative purposes to further develop the Affirmative Action Plan.

d. Implement continual, period EEO/AA training/educational programs for faculty and staff, designed to account for participation, which shall be strongly encouraged.

Not in compliance. This does not occur except through the EEO/AA office's presentations with every search committee on the campus.

RECOMMENDATION

Evaluate whether there is consistency in presentation and request for information by search committees. Provide guidelines as needed based on information gathered.

e. Encourage enrollment of women students in those fields of study in which women are now underrepresented.

Not in compliance-there are no guidelines in place.

RECOMMENDATION

Evaluate whether procedures and methods to establishing guidelines are needed.

f. Direct all campus chancellors to distribute annually the Regents' "Gender Equity Goals and Strategies" to vice chancellors, deans, and chairs/directors at meetings or workshops in which the implementation of the strategies is discussed.

In compliance.

g. Establish a pool of funds on each campus to support competitive hiring offers to women candidates (for use in salary offers, set up costs, research grants, reduced teaching loads, travel allowances, etc.)

It is not clear if such a fund was established, or whether the "Special Opportunity Hire" program includes a fund for women candidates.

RECOMMENDATIONS

- Clarify whether such a fund was established and created for women candidates.
- Clarify the "Special Opportunity Hire" with printed guidelines and publicly available information. Define the eligibility in terms of minority/gender/diversity.
- Research and compare offers made to men and women in different departments.
- Research topics should include salary range, contact hours, reduced teaching loads for research, accepting previous teaching years towards tenure or rank, moving allowances, etc.

• Establish printed guidelines for salary offers, contact hours, reducing teaching load for research, etc., accepting previous teaching years towards tenure or rank, and moving allowances.

Goal 2: Facilitate hiring, career development, promotion and retention of women faculty and staff

a. Develop a system of incentives to reward administrators and departments for increased hiring and promotion of women faculty, staff, and administrators, and increased enrollment of women students, where there are deficits; this should be initiated as part of the annual performance review.

Not in compliance. To the committee's knowledge, an incentive system has not been made part of the annual performance review.

RECOMMENDATION

Incentives for administrators and departments for increased hiring and promotion of men and women faculty, staff and administrators in fields traditionally dominated by one gender and increased enrollment of men and women students in fields traditionally dominated by one gender SHOULD be included on annual performance review of administrators and departments.

b. Establish a pool of faculty lines for distribution, with consideration of need, to departments which are able to recruit outstanding women faculty, especially senior faculty and faculty in areas where women are now underrepresented.

Each campus in the university system is aware of the moneys available through the Diversity Program from President Smith's office. Those moneys can be accessed by the campus for "opportunity hires" when a department finds a qualified female or minority for a specific position.

RECOMMENDATIONS

- The committee would suggest that the funds be made available for staff positions as well.
- The committee recommends that guidelines should be published describing the opportunity or diversity funds available and how to access those funds.

c. Establish programs to assist with spousal employment.

Completed at UNK in June 1998 with the inauguration of the Dual Career Program, designed to assist accompanying partners at UNK.

d. Continue development of "family support" policies including relief from tenure timetable, family leave, day care, geriatric day care, etc.

All of these policies have been implemented with the exception of geriatric day care. University employees may purchase long-term care insurance for employees' parents and grandparents.

RECOMMENDATION

The committee recommends that family support policies and benefits be extended to domestic partners.

e. Encourage professional development opportunities and programs for women.

There are various professional development opportunities offered throughout the campus but no central system of reporting those opportunities. Specific opportunities that we can highlight include "Honoring Women's Voices" and "Making a Difference" conference. Currently, there are three groups forming that will provide opportunities to different populations on our campus: Women in Higher Education (tenured faculty, non-tenured faculty, and staff directors).

RECOMMENDATION

The committee recommends that as budgets allow that more opportunities are provided and that deans, department chairs, administrators, and directors are encouraged to share what opportunities have been provided to a central reporting system; i.e., chair of the Gender Equity Committee for this report.

f. Continue pursuit of salary equity.

This is an ongoing process. The Chancellor is currently forming an ad hoc committee to survey the climate on our campus for gender and minority issues, which will include a review of pay equity on campus.

RECOMMENDATION

The committee recommends that an annual salary equity audit be performed using OFCCP (Office of Federal Contract Compliance Program) guidelines.

g. Establish uniform maternity leave with maximum of paid six weeks and unpaid leave of up to the equivalent of one semester available to any woman who has been employed at the university at least one year. (Pregnancies resulting in medical problems and illness that prevent one from working for health reasons will be treated under the provisions for medical leave.)

In compliance.

h. Increase staff time and fellowship support for the Dual Career Program at Lincoln and extend this program to all campuses in the system.

In compliance as of June 1998—see strategy c.

i. Clarify and standardize policies about stopping the tenure clock in the case of medical, maternity or family leave.

In compliance—see faculty tenure and promotion guidelines.

j. Provide support for on-campus day care for employees and full-time students.

In compliance as of 2001.

k. Maintain flexibility in making recommendations for tenure before the seven year rule, or for promotion in shorter spans of time than is the norm so that faculty may advance as soon as the record merits.

In compliance—flexibility in the tenure process is available.

RECOMMENDATION

The committee recommends that the policy for stopping the tenure clock should be more widely publicized.

1. In order to increase the pool of women prepared to assume administrative roles, the Chancellor's office should provide financial support for two or three women a year to attend national seminars or similar programs designed to prepare them for administrative leadership.

This is an ongoing effort. The Chancellor has provided funds as requests have been brought forward and funds were available.

RECOMMENDATIONS

The committee recommends that the Diversity & Equity Fellowship Program designed by Central Administration to be more widely publicized on the UNK campus and that individuals be encouraged to apply for this fellowship.

• The committee recommends that UNK offer a version of the fellowship program on our own campus for employees to learn about administrative roles.

m. Provide summer grants for research or curricular development projects enhancing the success of women in traditional and non-traditional fields.

Women are encouraged to work with the Office of Sponsored Programs to secure grant funding for different projects. However, the UNK campus does not provide specific funds except through the Scholarly Activity Support Programs sponsored by the Office of Graduate Studies and Research.

RECOMMENDATION

The committee recommends that the Office of Sponsored Programs be encouraged to find grants for research and curricular development projects enhancing the success of women in traditional and non-traditional fields and then encourage the different individuals or departments to apply for those grants.

Goal 3: Create and maintain a hospitable environment for women in the classroom and workplace.

a. Initiate appropriate education sessions for managers, directors, department heads, faculty and administrators on gender equity issues, sexual harassment, etc.

UNK lacks formalized training sessions related to gender equity, sexual harassment, and the maintenance of a hospitable environment for women. However, the director of Affirmative Action meets with each search committee on campus to discuss hiring guidelines and Affirmative Action policies as they relate to gender equity. Individuals impacted by inequity may file a complaint through the Affirmative Action Office; however, the committee notes that this process can be intimidating due to retaliatory concerns, especially for untenured faculty and staff.

RECOMMENDATION

Recognizing the fact that education alone doesn't ensure gender equity on campus, the committee recommends that UNK asserts its commitment to gender equity by establishing of a campus-wide training program related to sexual discrimination, harassment, and grievance procedures. Training sessions should be held quarterly and offered to managers, directors, department heads, faculty and administrators.

b. Support workshops on women's issues.

UNK recently established the CORE program (Creating Opportunities for Respect & Equity) on campus with plans to offer the first session in summer 2003.

RECOMMENDATION

The committee recommends that UNK support workshops on women's issues and pursue the establishment of an annual workshop covering equity issues. Attendance of such workshop should be made mandatory for all campus entities (including students), and especially those in administrative and managerial roles should be strongly encouraged to attend a CORE session.

c. Support mentoring of women faculty and staff.

Currently, department chairs are responsible for assigning mentors for new faculty. There seems to be inconsistent application of this policy across campus, and mentors should be carefully matched with new faculty for a successful mentoring process to take place.

RECOMMENDATION

The committee recommends that a formalized and uniform campus-wide mentoring process be established for women faculty and staff.

d. Provide training for chairs on gender equity issues

Not in compliance.

RECOMMENDATION

Provide department chairs with an annual program that covers gender equity issues, sexual harassment issues and other pertinent human resource issues.

e. Establish mentoring programs for all untenured faculty.

As stated previously, mentoring practices are inconsistent across the UNK campus.

RECOMMENDATION

The committee recommends that a formal and uniform mentoring program be established on campus for all untenured faculty members. Untenured faculty must receive proper mentoring appropriate for their discipline, while balancing their workload assignments in the areas of service, scholarship, and teaching.

Goal 4: Improve and maintain a safer campus environment for all.

a. Optimize campus safety, lighting.

In compliance with the Campus Security Act of 1990, 20 U.S.C. § 1092. There is considerable information on the web site <u>http://www.unk.edu/offices/pub_safety/drugscrime/righttoknow.htm</u> where policies and procedures are clearly detailed. Links to the last three years of incident statistics at UNK are available on the web page. Assuming these policies and procedures are followed, campus safety should be optimized.

However, there is no information on the Public Safety web site as to a campus lighting plan. Inquiries requesting information on such a plan revealed an active campus lighting plan developed by Campus Facilities. Consequently, it appears UNK is in compliance with the lighting section of Goal 4a. Further inquiries indicated there are some areas of campus in need of lighting improvements.

RECOMMENDATION

The committee recommends the installation of sensor lights near buildings currently experiencing safety/lighting issues including Copeland, Founders Hall, the library, and the communications building.

b. Establish or redirect channels for reporting and/or adjudication of student and staff sexual harassment complaints.

The Affirmative Action/Equal Opportunity office maintains a web page at http://www.unk.edu/offices/aaeo/policy11.html that includes links to guidelines for faculty and staff, defining sexual harassment, a source of assistance, resource materials, the employee assistance program, and the US Department of Education, Office for Civil Rights. The Public Safety web site cites the offices of Public Safety, Counseling, REACH-UP, Residence Life, and the UNK Student Affairs Office as sources of information and assistance for sex offense victims. Therefore, it appears UNK is in compliance with Goal 4b. However, discussions with faculty, staff and students seem to indicate there is a general lack of awareness of these resources.

RECOMMENDATIONS

- The committee recommends to achieve successful redirection of channels for reporting sexual harassment; sexual harassment procedures need to be explained to all students and faculty.
- The committee reviewed the University's procedure for adjudicating complaints of discrimination and/or sexual harassment and prepared recommendations to make the process more accessible to students and staff. Those recommendations were shared with the UNK Office of Affirmative Action, which has initiated formal procedures to reform the adjudication process.

c. Find methods to improve student awareness of avenues for help, e.g. advertising in campus newspaper, production of fliers.

The Student Counseling Center and the Student Health Center are actively offering programs to increase student awareness of avenues for help via classes on alcohol, anger management, relationships, sexual assault, and the REACH UP Program. There does seem to be a lack of utilization of the student newspaper for this goal.

RECOMMENDATION

The committee recommends the establishment of one phone number to decrease confusion among students and faculty. The number should be easy to remember such as 865-SAFE. Additionally, Resident Advisors should receive training to direct those in need of help to the appropriate resource(s).

Goal 5: Establish open and effective channels for review of gender equity issues.

a. Appoint Chancellor's Commission on the Status of Women for each campus and University-wide.

It is unclear whether UNK is in compliance. While a formally named Commission on the Status of Women does not exist on this campus, the Chancellor's Advisory Committee for Gender Equity appears to be undertaking many of the tasks otherwise accorded to a Commission.

RECOMMENDATION

Review the charges of the current Gender Equity Committee and restructure it to meet this goal. Since the extant Gender Equity Committee is accomplishing many of the tasks of a Commission on the Status of Women, rename the current Gender Equity Committee as the Chancellor's Commission on the Status of Women to allow it to take on the broader function of such a Commission and establish Gender Equity as a Commission sub-committee.

b. Establish Ombudsperson for each campus.

UNK appears to be in compliance, establishing the position of an Ombudsperson for the campus in 1992.

c. Support forums on women's issues at each campus.

UNK appears to be in compliance, supporting forums on women's issues. There is however, concern about the level of publicity and the frequency of the forums.

RECOMMENDATION

- Produce better publicity targeted at a broader audience.
- Organize the forums each semester to allow better attendance.

d. Initiate regular central administration participation and oversight of EEO/AA activities through regular University-wide meetings, possible central administration EEO/AA liaison individual (new or designated).

Non-applicable. This is a goal that Central Administration must accomplish.

RECOMMENDATION

Encourage Central Administration to become involved and establish regular meetings.

e. Design informational programs and distribute materials to educate and assist faculty, staff and students about the proper channels through which to pursue gender equity.

UNK appears to be in partial compliance with this goal. The AA/EO office has brochures and posters, and distributes information at new employee orientation and to hall directors. The Undergraduate Catalogue has some relevant sections. The "A to Z Websites" page, accessible from the UNK homepage, has a link to "Affirmative Action/Equal Opportunity" and a new "Gender Equity" link which leads to a page describing UNK's Gender Equity Committee. Information on UNK's Title IX coordinator (see

http://www.usdoj.gov/crt/cor/coord/TitleIXQandA.htm) is not being publicized. Designated

coordinator of Title IX is not part of the job title of the Associate Athletic Director, Laure Smith, although Ms. Smith works in conjunction with the Athletic Director on evaluating compliance with the law.

RECOMMENDATIONS

- Give a new title to the web pages on grievance procedures to communicate that informal procedures exist. One possibility: "Issue Resolution and Complaint Procedures for Sexual Harassment and Other Prohibited Discrimination."
- Increase transparency about complaint procedures by putting a link to the web pages on grievance procedures (see above) on UNK's Gender Equity Committee's web page. Currently the web pages on grievance procedures are only easily accessible by going through the AA/EO web page. Many people, students in particular, may not know what the AA/EO office does and may not try the AA/EO link.
- Publicize the name, office, address and telephone number of the employee(s) designated to serve as the Title IX coordinator.

f. Examine existing policies and practices to insure that they are sensitive to gender issues.

This goal is stated in very broad terms and its scope is not clear.

RECOMMENDATION

Central administration and the Office of Affirmative Action are encouraged to look at the policies and procedures every year.

Goal 6: Establish and maintain appropriate data bases on gender equity.

RECOMMENDATIONS

- In the spirit of the mandate of Goal 6, which is to *establish and maintain appropriate data bases on gender equity*, data should be annually evaluated and reported. Data relative to faculty should include: gender, salary, rank, time in rank, time at the university, total years of experience, and terminal degree for the discipline. For managerial/professional and office service personnel, data should include: gender, salary, job classification, and time in position. The data also should be reported in terms of numbers of people hired as well as numbers of people who leave the university relative to position, gender, and time served at the university.
- Review budget-related personnel reductions to ensure equability across gender.
- Change all references herein to "office staff" to "office service staff."
- a. Establish exit interviews for faculty in the Office of the Academic Vice Chancellor.

In compliance.

b. Establish exit interviews for managerial/professional and office services personnel at Human Resources/Personnel.

In compliance.

c. Determine why women faculty and administrators decline offers from the university.

In compliance.

d. Establish proper and uniform format for reporting among the campuses and University Administration.

The Affirmative Action/Equal Opportunity Office is not familiar with the exit interview practices occurring at other campuses. The questions at this campus were developed and are used at UNK.

RECOMMENDATION

Procedures should be established so that this strategy is in accordance with Board of Regents policy.

e. Require the Office of the Vice Chancellor for Academic Affairs to request an exit interview with all departing members of the tenure-track faculty, and the Office of Human Resources to request an exit interview with all departing members of the full-time managerial/professional, and office staff who leave after at least one year at UN.

In compliance.

f. Require an annual report to the Board of Regents about the number and nature of exit interviews conducted and any pattern of results found in them.

The AA/OE Office annually provides reports summarizing exit interview information and survey data from people who decline offers for employment at UNK to the Chancellor and Vice Chancellors. This information is contained in the Report on Gender Equity, which is presented annually to the Board of Regents.

Goal 7: Establish accountability for achievement of gender equity goals

a. Initiate appropriate education sessions for managers, directors, department head, and administrators on gender equity issues.

In partial compliance. There have been sporadic education sessions over the years, but no department makes sure they happen on a consistent basis.

RECOMMENDATION

The committee recommends that Affirmative Action or Human Resources be designated as the department to initiate appropriate education sessions at UNK.

b. Include progress toward gender equity in annual performance reviews of administrators at all levels

In partial compliance. Some administrators are reviewed yearly on gender equity issues and others are not.

RECOMMENDATION

The committee recommends that all administrators should be reviewed annually using the following questions:

- 1. Does the administrator demonstrate an effective commitment to affirmative action and gender equity issues?
- 2. Does the administrator recognize and value diversity in his or her college or department?

c. Annual report to Board of Regents

In compliance.

RECOMMENDATION

The committee recommends that the Board of Regents re-evaluate the current goals and reporting

method.

d. Make gender equity a Board of Regents agenda item each year

In compliance

e. Evaluate implementation of performance reviews of managers at all levels, and of all ranks and descriptions, reflecting the views and evaluations of those under the direction of the reviewed manager.

In partial compliance. Some managers are reviewed annually on gender equity issues, and others are not.

RECOMMENDATION

The committee recommends that anyone in a supervisory position (including directors, chairs, deans, associate deans, managers, etc.) should be evaluated yearly using the following questions.

- 1. Does the manager demonstrate an effective commitment to affirmative action and gender equity issues?
- 2. Does the manager recognize and value diversity in their department?

f. Appoint a person on each campus with line responsibility for gender equity who will report directly to the Chancellor

In compliance.

TO:	The Board of Regents	Addendum X-D-2
	Academic Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Personnel Reports for 2003-2004	
RECOMMENDED ACTION:	Report	
PREVIOUS ACTION:	On December 10, 1994, the Board of Regents amended the <i>Bylaws of the Board of Regents</i> to delegate to the P administrative officers designated by the President, aut appointments in the Academic-Administrative staff to f and to administrative positions below the rank of Dean ranks. Executive Memorandum No. 13 subsequently d to the Chancellors to make Academic-Administrative a below the level of Dean. Such appointments at the rank professor or above are required by the <i>Bylaws of the Bo</i> be reported to the Board after each quarter and maintain public record in the Office of the Corporation Secretary	resident, or hority to make faculty positions and equivalent elegated authority ppointments k of assistant <i>bard of Regents</i> to ned on file as
EXPLANATION:	This report includes the campus personnel actions for t 1, 2003 through June 30, 2003.In addition, there is a listing of new Continuous and Pr appointments which have been made for the academic a 2003-2004.Finally, a listing of salaries for academic and administr with the rank of Assistant Professor or equivalent and a academic and fiscal year 2003-2004 is provided.	omotion and fiscal year ative personnel
APPROVAL:	L. Dennis Smith President	
DATE:	September 25, 2003	

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

NAME	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE	END DATE	<u>SALARY</u>		<u>FTE</u>
⁽¹⁾ Bernholz, Charles	Libraries	Assistant Professor	Specific Term	01/02/03		41,004	AY	1.00
Boehm, Marcus	Athletics	Exec. Assoc. Athletic Director	Special	05/27/03		150,000	FY	1.00
Lyons, Karen	Honors Program	Associate Director	Special	06/01/03		48,868	FY	1.00
Wang, Ligen	Physics & Astronomy	Research Assistant Professor	Special	06/01/03	05/31/04	35,000	FY	1.00

⁽¹⁾Academic salary was reported in error as \$55,000 last quarter.

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA-LINCOLN IANR

NEW APPOINTMENTS

<u>NAME</u>	DEPARTMENT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY	FTE

No new appointments to report.

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	DEPARTMENT	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE	END DATE	<u>SALARY</u>	<u>FTE</u>
Asojo, Oluwatoyin	Eppley Institute	Research Assistant Professor	Special	05/12/03		50,000 F	Y 1.00
⁽¹⁾ Kandel, Laurence B.	Surgery	Associate Professor	Health Prof	05/01/03	06/30/05	40,000 F	Y 0.50
Lackner, Rudy P.	Surgery	Associate Professor	Health Prof	05/01/03	06/30/06	80,000 F	Y 1.00

⁽¹⁾ Remainder of Dr. Kandel's salary defrayed by Veterans Administration Hospital.

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA AT OMAHA

NEW APPOINTMENTS

<u>NAME</u>	DEPARTMENT	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE	END DATE	SALARY	FTE

No new appointments to report.

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA AT KEARNEY

NEW APPOINTMENTS

NAME	DEPARTMENT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY	FTE

No new appointments to report.

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	DEPARTMENT	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE END DATE	<u>SALARY</u>	<u>/</u>	<u>FTE</u>
Belasco, Susan	English	Professor	Continuous		84,270	AY	1.00
		Professor	Continuous		84,270	AY	1.00
	Women's Studies	N/A	N/A	06/01/03	0	AY	0.00
		Director/Chair	Special		2,880	AY	0.00
Carlson, Deborah	Center for Instruction	Research Assistant Professor	Special	05/17/03	46,006	FY	1.00
		Research Assistant Professor	Special		30,177	FY	0.80
	Educational Psychology	N/A	N/A		0	FY	0.00
		Lecturer	Special		15,829	FY	0.20
Herzinger, Sandra	University Libraries	Professor	Continuous	05/01/03	39,015	FY	0.50
		Professor	Continuous		30,632	FY	0.40
		N/A	N/A		0	FY	0.00
		Chair	Special		47,398	FY	0.60
Karahaliloglu, Koray	Electrical Engineering	Research Assistant Professor	Special	06/01/03	45,000	AY	1.00
		Research Assistant Professor	Special		42,000	AY	1.00
Logan-Peters, Kay	University Libraries	Professor	Continuous		27,568	FY	0.40
		Professor	Continuous		68,920	FY	1.00
		Chair	Special	06/01/03	41,352	FY	0.60
		N/A	N/A		0	FY	0.00
		Chair Stipend	Special		2,000	FY	0.00
		N/A	N/A		0	FY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

NAME	DEPARTMENT	<u>TITLE</u>	APPT TYPE	BEGIN DATE END DATE	<u>SALARY</u>		FTE
Osborn, Alan	University Museum	Research Assistant Professor Research Assistant Professor	Special Special	06/01/03	62,000 49,600	FY FY	1.00 0.80
Desti Carro	Mid America Transmentation Contar		-	06/01/02	,		
Pesti, Geza	Mid-America Transportation Center	Research Assistant Professor Research Assistant Professor	Special Special	06/01/03	72,793 65,514	FY FY	1.00 0.90
	Civil Engineering	Research Assistant Professor	Special		0	FY	0.00
		Research Assistant Professor	Special		7,279	FY	0.10
Spalding, Jody Lou	Special Education & Communications	Coordinator	Special	06/01/03	34,080	FY	0.60
		Coordinator	Special		28,400	FY	0.50

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA-LINCOLN IANR

ADJUSTMENTS

<u>NAME</u>	DEPARTMENT	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE	END DATE	<u>SALARY</u>		<u>FTE</u>
Hinrichs, Kayla M.	NEREC	Asst. Extension Educator	Special	05/01/03		34,200	FY	1.00
		Assoc. Extension Assistant	Mgr/Professional		04/30/03	30,780	FY	1.00
Mahar, Carla J.	PHREC	Assoc. Extension Educator	Special	06/01/03		52,494	FY	1.00
		Assoc. Extension Educator	Special		05/31/03	42,115	FY	0.80
Novoselov, Sergey	Biochemistry	Research Assistant Professor	Special	06/01/03	06/30/06	31,000	FY	1.00
		Post-Doc	Other		05/31/03	31,000	FY	1.00
Van Etten, James	Plant Pathology	Professor	Continuous			135,957	FY	1.00
		Professor	Continuous			135,957	FY	1.00
		University Professorship	Special	04/01/03	03/31/08	15,000	FY	0.00
		University Professorship	Special		03/31/03	15,000	FY	0.00

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

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

NAME	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE E	ND DATE	<u>SALARY</u>		<u>FTE</u>
Hawkins, Frank E.	Anesthesiology	Assistant Professor	Special	06/05/03		90,000	FY	1.00
		Assistant Professor	Special			45,000	FY	0.50
Kador, Peter F.	COP - Pharmaceutical Sciences	Professor	Continuous	06/01/03		115,000	FY	1.00
		Professor	Continuous			46,000	FY	0.40
		N/A	N/A	06/01/03		0	FY	0.00
		Chairperson	Special			69,000	FY	0.60
		N/A	N/A	06/01/03		0	FY	0.00
		Chairperson (stipend)	Special			10,000	FY	0.00
Kaste, Ann M.	Library of Medicine	Assistant Professor	Special	05/06/03		16,750	FY	0.50
		Assistant Professor	Health Prof			33,500	FY	1.00
Lydiatt, Daniel D.	Otol - Head & Neck Surgery	Professor	Special	06/01/03		32,733	FY	0.33
		Professor	Health Prof			99,192	FY	1.00
Lydiatt, William M.	Otol - Head & Neck Surgery	Associate Professor	Special	06/01/03		30,761	FY	0.33
		Associate Professor	Health Prof			93,214	FY	1.00
O'Leary, Edward L.	Internal Medicine	Assistant Professor	Health Prof	06/15/03		79,376	FY	1.00
		Assistant Professor	Health Prof			30,163	FY	0.38
Richards, Alan T.	Otol - Head & Neck Surgery	Associate Professor	Special	06/01/03		26,400	FY	0.33
		Associate Professor	Health Prof			80,000	FY	1.00

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

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	DEPARTMENT	<u>TITLE</u>	<u>APPT TYPE</u>	BEGIN DATE	END DATE	<u>SALARY</u>		<u>FTE</u>
⁽¹⁾ Sitorius, Michael A.	Family Medicine	Professor	Continuous	04/01/03		44,388	FY	0.23
		Professor	Continuous			44,388	FY	0.23
		Chairperson	Special	04/01/03		115,761	FY	0.60
		Chairperson	Special	01/01/05		115,761		0.60
		Chairperson (stipend)	Special	04/01/03		5,000	FY	0.00
		Chairperson (stipend)	Special				FY	0.00
		Named Professorship	Special	04/01/03	03/31/08	30,020	FY	0.17
		Named Professorship	Special	04/01/00	03/31/03	30,020	FY	0.17

⁽¹⁾ Waldbaum Professor of Family Practice.

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

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

NAME	DEPARTMENT	TITLE	APPT TYPE	BEGIN DATE END	SALARY	FTE

No adjustments to report.

⁽¹⁾ Promotion consistent with UNO collective bargaining agreement and receipt of Ph.D. degree.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

NAME	<u>DEPARTMENT</u>	TITLE	<u>APPT TYPE</u>	BEGIN DATE	END DATE	<u>SALARY</u>		FTE
Bicak, Charlie	Biology	Professor	Continuous	05/17/03		39,874	AY	0.60
		Professor	Continuous			66,456	AY	1.00
		Chair	Special	05/17/03		29,980	AY	0.40
		N/A	N/A			0	AY	0.00
		Chair (stipend)	Special	05/17/03		3,398	AY	0.00
		N/A	N/A			0	AY	0.00
Hertner, John	Biology	Professor	Continuous	05/17/03		69,200	AY	1.00
		Professor	Continuous		05/16/03	41,520	AY	0.60
		N/A	N/A	05/17/03		0	AY	0.00
		Chair	Special		05/16/03	27,680	AY	0.40
		N/A	N/A	05/17/03		0	AY	0.00
		Chair (stipend)	Special		05/16/03	3,398	AY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA MEDICAL CENTER

EMERITUS STATUS

DEPARTMENT	TITLE

BEGIN DATE

Dworak, Carol Lou

NAME

SAHP - Div of Radiation Science Technology Education

Assistant Professor

05/31/03

CHANCELLOR'S PERSONNEL REPORT 04/01/03 - 06/30/03 UNIVERSITY OF NEBRASKA AT OMAHA

EMERITUS STATUS

<u>NAME</u>	DEPARTMENT	TITLE	BEGIN DATE
Dalstrom, Harl A.	History	Professor	05/17/03
Flocken, John	Physics	Professor of Physics Dean, College of Arts & Sciences	02/28/03
Millimet, Ray	Psychology	Professor	05/17/03

Continuous Appointment University of Nebraska at Kearney

Name	Department	Present Rank	Effective Date
College of Business & Technology			1
Bridges, Deborah	Economics	Associate Professor	August 18, 2003
Luthans, Kyle	Management/Marketing	Associate Professor	August 18, 2003
Palmer, David	Management/Marketing	Associate Professor	August 18, 2003
College of Fine Arts & Humanities			
Buckner, Nathan	Music & Performing Arts	Associate Professor	August 18, 2003
Hartman, Mark	Art and Art History	Assistant Professor	August 18, 2003
Tassi, Marguerite	English	Associate Professor	August 18, 2003
College of Natural & Social Sciences			
Ailes, Mary Beth	History	Associate Professor	August 18, 2003
Albrecht, Marc	Chemistry	Associate Professor	August 18, 2003
Blauwkamp, Joan	Political Science	Associate Professor	August 18, 2003
Darveau, Scott	Chemistry	Associate Professor	August 18, 2003
Kime, Katherine	Mathematics & Statistics	Associate Professor	August 18, 2003

Continuous Appointment University of Nebraska-Lincoln

Name	Department	Present Rank	Effective Date
College of Arts & Sciences			
Batelaan, Bernard	Physics & Astronomy	Assistant Professor	August 18, 2003
Burnett, Stephen	Classics	Assistant Professor	August 18, 2003
Cerutti, Heriberto	Biological Sciences	Assistant Professor	August 18, 2003
Choueiry, Berthe	Computer Science & Engineering	Assistant Professor	August 18, 2003
Doudin, Bernard	Physics & Astronomy	Assistant Professor	August 18, 2003
Gallagher, Chris	English	Assistant Professor	August 18, 2003
Le Sueur, James	History	Assistant Professor	August 18, 2003
Minter, Deborah	English	Assistant Professor	August 18, 2003
Orti, Guillermo	Biological Sciences	Assistant Professor	August 18, 2003
Ramamurathy, Byrav	Computer Science & Engineering	Assistant Professor	August 18, 2003
Scalora, Mario	Psychology	Assistant Professor	August 18, 2003
Scott, Stephen	Computer Science & Engineering	Assistant Professor	August 18, 2003
Spencer, Nicholas	English	Assistant Professor	August 18, 2003
Wagner, William	Biological Sciences	Assistant Professor	August 18, 2003
College of Business Administration			
Siau, Keng	Management	Associate Professor	August 18, 2003
College of Engineering & Technology			
Feng, Ruqiang	Engineering Mechanics	Assistant Professor	August 18, 2003
Yang, Jiashi	Engineering Mechanics	Assistant Professor	August 18, 2003

Continuous Appointment University of Nebraska-Lincoln

Name	Department	Present Rank	Effective Date
College of Fine & Performing Arts			
Dominguez, Eddie	Art & Art History	Assistant Professor	August 18, 2003
White, Darryl	School of Music	Assistant Professor	August 18, 2003
College of Law			
Henderson, Alecia	Law	Assistant Professor	August 18, 2003
Libraries			
Boudreau, Signe	Libraries	Assistant Professor	July 1, 2003
Martin, Charity	Libraries	Assistant Professor	July 1, 2003
Teachers College			
Ramsey, Claire	Special Education	Assistant Professor	August 18, 2003
Institute of Agriculture and Natural Ra	esources		
Barbuto, John	Ag Leadership, Education & Communication	Assistant Professor	July 1, 2003
Clemente, Thomas	Agronomy & Horticulture	Assistant Professor	July 1, 2003
Doberman, Achim	Agronomy & Horticulture	Associate Professor	July 1, 2003
Giannakas, Konstantinos	Agricultural Economics	Assistant Professor	August 18, 2003
Hefle, Susan	Food Science & Technology	Assistant Professor	July 1, 2003
Hu, Qi Steven	School of Natural Resource Sciences	Assistant Professor	July 1, 2003
Lindquist, John	Agronomy & Horticulture	Assistant Professor	July 1, 2003

Continuous Appointment University of Nebraska Medical Center

Name	Department	Present Rank	Effective Date
College of Medicine			
Shinohara, Toshimichi Ophthalmology		Professor	July 1, 2003

Continuous Appointment University of Nebraska at Omaha

Name	Department	Present Rank	Effective Date
College of Arts & Sciences			
Adkins, Randall	Political Science	Assistant Professor	August 18, 2003
Bacon, Nora	English	Assistant Professor	August 18, 2003
Barone, Timi	Sociology/Anthropology	Assistant Professor	August 18, 2003
Boucher, Lisa	Biology	Assistant Professor	August 18, 2003
Gascoigne, Carolyn	Foreign Languages	Associate Professor	August 18, 2003
Matache, Valentin	Mathematics	Assistant Professor	August 18, 2003
Oyinlade, Olu	Sociology/Anthropology	Associate Professor	August 18, 2003
Ritter, Beth	Sociology/Anthropology	Assistant Professor	August 18, 2003
Roslanowski, Andrzej	Mathematics	Assistant Professor	August 18, 2003
Stack, Douglas	Chemistry	Assistant Professor	August 18, 2003
Villamil, Maria	Foreign Languages	Assistant Professor	August 18, 2003
Wood, Sharon	History	Assistant Professor	August 18, 2003
College of Business Administration			
Co, Catherine	Economics	Associate Professor	August 18, 2003
College of Education			
Landis, Melodee	Teacher Education	Assistant Professor	August 18, 2003
Noble, John	Health, Physical Education & Recreation	Assistant Professor	August 18, 2003
Thompson, Franklin	Teacher Education	Assistant Professor	August 18, 2003

Continuous Appointment University of Nebraska at Omaha

Name	Name Department		Effective Date
College of Information Science & Technology			
Davis, Sidney	Information Systems & Quantitative Analysis	Assistant Professor	August 18, 2003
Dufner, Donna	Information Systems & Quantitative Analysis	Assistant Professor	August 18, 2003

Promotion University of Nebraska at Kearney

Name	Department	Present Rank	New Rank	Effective Date
College of Business & Technology	,			
Burkink, Timothy	Management/Marketing	Assistant Professor	Associate Professor	August 18, 2003
Broekemier, Greg	Management/Marketing	Associate Professor	Professor	August 18, 2003
Swinney, Laurie	Accounting/Finance	Associate Professor	Professor	August 18, 2003
College of Education				
Batenhorst, Elaine	Teacher Education	Assistant Professor	Associate Professor	August 18, 2003
Dinsmore, Julie	Counseling & School Psychology	Associate Professor	Professor	August 18, 2003
Potthoff, Dennis	Teacher Education	Associate Professor	Professor	August 18, 2003
Unruh, Scott	Health, PE and Recreation	Assistant Professor	Associate Professor	August 18, 2003
College of Fine Arts & Humanitie	S			
Brown, Ruth	Communications	Assistant Professor	Associate Professor	August 18, 2003
Craig, Herbert	Modern Languages	Associate Professor	Professor	August 18, 2003
Hartman, Mark	Art and Art History	Assistant Professor	Associate Professor	August 18, 2003
Rozema, David	Philosophy	Associate Professor	Professor	August 18, 2003
Schnoor, Neal	Music & Performing Arts	Assistant Professor	Associate Professor	August 18, 2003
College of Natural & Social Scien	ces			
Albrecht, Marc	Biology	Assistant Professor	Associate Professor	August 18, 2003
Anderson, John	Political Science	Associate Professor	Professor	August 18, 2003
Borchard, Kurt	Sociology	Assistant Professor	Associate Professor	August 18, 2003
Carlson, Joseph	Criminal Justice	Associate Professor	Professor	August 18, 2003

Promotion University of Nebraska at Kearney

College of Natural & Social Sci	iences (continued)			
Darveau, Scott	Chemistry	Assistant Professor	Associate Professor	August 18, 2003
Forrest, Krista	Psychology	Assistant Professor	Associate Professor	August 18, 2003
Hoback, Wyatt	Biology	Assistant Professor	Associate Professor	August 18, 2003
Scott, James	Political Science	Associate Professor	Professor	August 18, 2003
Willis, Barton	Mathematics & Statistics	Associate Professor	Professor	August 18, 2003

Promotion University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
College of Arts & Sciences	· · · · · · · · · · · · · · · · · · ·			
Batelaan, Herman	Physics	Assistant Professor	Associate Professor	August 18, 2003
Burnett, Stephen	Classics	Assistant Professor	Associate Professor	August 18, 2003
Cerutti, Heriberto	Biological Sciences & Plant Pathology	Assistant Professor	Associate Professor	August 18, 2003
Chouiery, Berthe	Computer Science & Engineering	Assistant Professor	Associate Professor	August 18, 2003
Doudin, Berndard	Physics	Assistant Professor	Associate Professor	August 18, 2003
Gallagher, Chris	English	Assistant Professor	Associate Professor	August 18, 2003
Garbin, Calvin	Psychology	Associate Professor	Professor	August 18, 2003
Le Sueur, James	History	Assistant Professor	Associate Professor	August 18, 2003
Minter, Deborah	English	Assistant Professor	Associate Professor	August 18, 2003
Orti, Guillermo	Biological Sciences	Assistant Professor	Associate Professor	August 18, 2003
Ramamurthy, Byrav	Computer Science & Engineering	Assistant Professor	Associate Professor	August 18, 2003
Scalora, Mario	Psychology	Assistant Professor	Associate Professor	August 18, 2003
Scott, Stephen	Computer Science & Engineering	Assistant Professor	Associate Professor	August 18, 2003
Spencer, Nicholas	English	Assistant Professor	Associate Professor	August 18, 2003
Wagner, William	Biological Sciences	Assistant Professor	Associate Professor	August 18, 2003
Woodward, Gordon	Mathematics & Statistics	Associate Professor	Professor	August 18, 2003
College of Engineering & Technolog	gy .			
Barton, John	Mechanical Engineering	Associate Professor	Professor	August 18, 2003
Dzenis, Yuris	Engineering Mechanics	Associate Professor	Professor	August 18, 2003
Feng, Ruqiang	Engineering Mechanics	Assistant Professor	Associate Professor	August 18, 2003
Lu, Yongfeng	Electrical Engineering	Assistant Professor	Associate Professor	August 18, 2003
Meagher, Michael	Chemical Engineering	Associate Professor	Professor	August 18, 2003

Promotion University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
College of Engineering & Technolog	gy (continued)			
Rosson, Barry	Civil Engineering	Associate Professor	Professor	August 18, 2003
Yang, Jiashi	Engineering Mechanics	Assistant Professor	Associate Professor	August 18, 2003
College of Human Resources & Fam	ily Sciences			
* Schnepf, Marilyn	Nutritional Science & Dietetics	Associate Professor	Professor	July 1, 2003
College of Fine & Performing Arts				
Dominguez, Eddie	Art	Assistant Professor	Associate Professor	August 18, 2003
Starr, Pamela	School of Music	Associate Professor	Professor	August 18, 2003
White, Darryl	School of Music	Assistant Professor	Associate Professor	August 18, 2003
College of Law				
Henderson, Alecia	Law	Assistant Professor	Associate Professor	August 18, 2003
Libraries				
Boudreau, Signe	Libraries	Assistant Professor	Associate Professor	July 1, 2003
Martin, Charity	Libraries	Assistant Professor	Associate Professor	July 1, 2003
Teachers College				
Doll, Beth	Education Psychology	Associate Professor	Professor	August 18, 2003
Ramsey, Claire	Special Ed & Comm Disorders	Assistant Professor	Associate Professor	August 18, 2003
Institute of Agriculture and Natural	Resources			
Barbuto, John	Ag Leadership, Education & Comm	Assistant Professor	Associate Professor	July 1, 2003
Carson, Sheryl	Panhandle Research & Ext Center	Asst. Extension Educator	Assoc. Extension Educator	July 1, 2003
Clemente, Thomas	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2003
DeLoughery, Richard	Northeast Research & Extension Center	Asst. Extension Educator	Assoc. Extension Educator	July 1, 2003
Giannakas, Konstantinos	Agricultural Economics	Assistant Professor	Associate Professor	August 18, 2003

Promotion University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
nstitute of Agriculture and Natural	l Resources (continued)			
Gosselin, David	School of Natural Resource Sciences	Associate Professor	Professor	July 1, 2003
Hayes, Michael	School of Natural Resource Sciences	Research Asst. Professor	Research Assoc. Professor	July 1, 2003
Hefle, Susan	Food Science & Technology	Assistant Professor	Associate Professor	July 1, 2003
Hejny, Terence	South Central Research & Ext Center	Assoc. Extension Educator	Extension Educator	July 1, 2003
Hu, Qi Steven	School of Natural Resource Sciences	Assistant Professor	Associate Professor	July 1, 2003
Kappler, Brady	Southeast Research & Ext Center	Asst. Extension Educator	Assoc. Extension Educator	July 1, 2003
Lackey, Susan	Conservation & Survey Division	Associate Geoscientist	Geoscientist	July 1, 2003
Lindquist, John	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2003
McCallister, Dennis	Agronomy & Horticulture	Associate Professor	Professor	July 1, 2003
Miller, Phillip	Animal Science	Associate Professor	Professor	July 1, 2003
Peterson, Amy	Southeast Research & Ext Center	Assoc. Extension Educator	Extension Educator	July 1, 2003
Ringenberg, Carol	Southeast Research & Ext Center	Assoc. Extension Educator	Extension Educator	July 1, 2003
Schoenholz, Phyllis	South Central Research & Ext Center	Asst. Extension Educator	Assoc. Extension Educator	July 1, 2003
Seymour, Ronald	South Central Research & Ext Center	Asst. Extension Educator	Assoc. Extension Educator	July 1, 2003
Szilagyi, Jozsef	Conservation & Survey Division	Assistant Professor	Associate Professor	July 1, 2003

* Recommended by Academic Affairs and the Institute of Agriculture and Natural Resources.

Promotion University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
Library of Medicine				
Cox, Roxanne R.	Library of Medicine	Assistant Professor	Associate Professor	July 1, 2003
Gensichen, Thomas F.	Library of Medicine	Assistant Professor	Associate Professor	July 1, 2003
College of Medicine				
Abdouch, Ivan G.	Family Medicine	Assistant Professor	Associate Professor	July 1, 2003
Bennett, Robert G.	Internal Medicine	Instructor	Assistant Professor	July 1, 2003
Boust, Susan J.	Psychiatry	Assistant Professor	Associate Professor	July 1, 2003
Chung, Induk	Surgery	Instructor	Assistant Professor	July 1, 2003
DiBaise, John K.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2003
Donovan, John M.	Surgery	Assistant Professor	Associate Professor	July 1, 2003
Fey, Paul D.	Internal Medicine and Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Ghorpade, Anjua	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Iwen, Peter C.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Kratochvil, Christopher J.	Psychiatry	Assistant Professor	Associate Professor	July 1, 2003
Landmark, James D.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Lydiatt, Daniel D.	Otolaryngology-Head & Neck Surgery	Associate Professor	Professor	July 1, 2003
Magnuson, Thomas M.	Psychiatry	Instructor	Assistant Professor	July 1, 2003
Mahanna, Gordon K.	Otolaryngology-Head & Neck Surgery	Associate Professor	Professor	July 1, 2003
McComb, Rodney D.	Pathology & Microbiology	Associate Professor	Professor	July 1, 2003
McNeilly, Dennis P.	Psychiatry	Assistant Professor	Associate Professor	July 1, 2003
Moore, Gary F.	Otolaryngology-Head & Neck Surgery	Associate Professor	Professor	July 1, 2003
Persidsky, Yuri	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Piquette, Craig A.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2003

Promotion University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
College of Medicine (continued)				
Poluektova, Larisa Y.	Pathology & Microbiology	Instructor	Assistant Professor	July 1, 2003
Raman, Natarajan V.	Radiation Oncology	Instructor	Assistant Professor	July 1, 2003
Rubocki, Ronald J.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Singh, Rakesh K.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
Stevens, R. Brian	Surgery	Assistant Professor	Associate Professor	July 1, 2003
Thiele, Geoffrey M.	Internal Medicine	Associate Professor	Professor	July 1, 2003
Williams, Cheryl A.	Radiology	Assistant Professor	Associate Professor	July 1, 2003
Wyatt, Todd A.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2003
Zheng, Jialin	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2003
College of Nursing				
Pullen, Carol H.	Gerontological, Psychosocial & Community Health Nursing	Associate Professor	Professor	July 1, 2003
School of Allied Health Professions	,			
Muellenberg, Phyllis A.	Division of Medical Technology	Associate Professor	Professor	July 1, 2003
Richards, Julie A.	Division of Medical Technology	Clinical Instructor	Clinical Assistant Professor	July 1, 2003
Eppley Research Institute				
Lewis, Robert E.	Eppley Research Institute	Associate Professor	Professor	July 1, 2003
Lockridge, Oksana	Eppley Research Institute	Associate Professor	Professor	July 1, 2003
Solheim, Joyce	Eppley Research Institute	Assistant Professor	Associate Professor	July 1, 2003

Promotion University of Nebraska at Omaha

Name	Department	Present Rank	New Rank	Effective Date
College of Arts & Sciences				
Adkins, Randall	Political Science	Assistant Professor	Associate Professor	August 18, 2003
Arbelaez, Maria	History	Assistant Professor	Associate Professor	August 18, 2003
Bacon, Nora	English	Assistant Professor	Associate Professor	August 18, 2003
Barone, Timi	Sociology/Anthropology	Assistant Professor	Associate Professor	August 18, 2003
Boucher, Lisa	Biology	Assistant Professor	Associate Professor	August 18, 2003
Matache, Valentin	Mathematics	Assistant Professor	Associate Professor	August 18, 2003
Ritter, Beth	Sociology/Anthropology	Assistant Professor	Associate Professor	August 18, 2003
Roslanowski, Andrzej	Mathematics	Assistant Professor	Associate Professor	August 18, 2003
Smith-Howell, Deborah	Communication	Associate Professor	Professor	July 1, 2003
Stack, Douglas	Chemistry	Assistant Professor	Associate Professor	August 18, 2003
Villamil, Maira	Foreign Languages	Assistant Professor	Associate Professor	August 18, 2003
Wang, Zhenyuan	Mathematics	Associate Professor	Professor	August 18, 2003
Wood, Sharon	History	Assistant Professor	Associate Professor	August 18, 2003
College of Education				
Coufal, Kathy	Special Ed & Comm Disorders	Associate Professor	Professor	August 18, 2003
Landis, Melodee	Teacher Education	Assistant Professor	Associate Professor	August 18, 2003
Noble, John	Health, Physical Ed & Recreation	Assistant Professor	Associate Professor	August 18, 2003
Ostler, Elliott	Teacher Education	Associate Professor	Professor	August 18, 2003
Thompson, Franklin	Teacher Education	Assistant Professor	Associate Professor	August 18, 2003

Promotion University of Nebraska at Omaha

Name	Department	Present Rank	New Rank	Effective Date
College of Information Science & Technol	ogy			
Azadmanesh, Azad	Computer Science	Associate Professor	Professor	August 18, 2003
Davis, Sidney	Information Science & Quantitative Analysis	Assistant Professor	Associate Professor	August 18, 2003
Dufner, Donna	Information Science & Quantitative Analysis	Assistant Professor	Associate Professor	August 18, 2003
University Library				
Goessman, Gregory	Library	Instructor	Assistant Professor	July 1, 2003
Center for Public Affairs & Community Se	rvice			
Carroll, Michael	Goodrich Program	Assistant Professor	Associate Professor	August 18, 2003
D'Souza, Henry	Social Work	Associate Professor	Professor	August 18, 2003
Harrington, Judy	Goodrich Program	Associate Professor	Professor	August 18, 2003

Listing of Assistant Professors and Above July 1, 2003

University of Nebraska - Lincoln	Page 2
University of Nebraska - Lincoln - IANR	Page 30
University of Nebraska - Lincoln - NCTA	Page 44
University of Nebraska Medical Center	Page 45
University of Nebraska at Omaha	Page 67
University of Nebraska at Kearney	Page 81
University of Nebraska Central Administration	Page 89

Sec data: LMR Ander Anam, Ages University Limanes Porfesor 1.00 50 \$50,500,176 P Adams, Kate University Limanes Porfesor 1.00 50 \$51,224 P Adams, Kate E University Limanes Porfesor 1.00 50 \$52,726 At Adams, Kate E University Limanes Coordinator 1.00 50 \$52,726 At Adams, Neth Classis & Ridigues Studies Aster Porfesor 1.00 50 \$52,726 At Adams, Neth Classis & Ridigues Studies Aster Porfesor 1.00 50 \$52,726 At Admirad, Dvid M Civil Engineering Atter Porfesor 1.00 50 \$51,922 At Adver, Anits Athletics Director 1.00 50 \$51,0237 At Advander, Bennik R Electrical Engineering College Porfesor 1.00 50 \$51,0237 At Allen HL John C Secology Porefsor 1.00 50	Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Adams, Ages University Liberies Professor 1.00 50 \$73,126 F Adams, Kat E University Libraries Professor 1.00 50 \$83,324 F Adams, Stephanie G Indurisial & Mart Sytt Engineering Ant Professor 1.00 50 \$84,724 A Aders, Fox, Naney M Elize Distance Education Srocs. Director 1.00 50 \$84,724 A Adimiral, David M Civil Engineering Asst Professor 1.00 50 \$83,131 A Ages, Joads Ingrinh Professor 1.00 50 \$81,017 F Alter, Premis R Electrical Engineering Asst Professor 1.00 50 \$151,073 F Alter, HIL, John C Secology Professor 1.00 50 \$150,079 F Alter, Divisit H College frofessor 1.00 50 \$150,707 F Alter, Arthur C Secology Professor 1.00 \$0 \$100,739 \$0 \$100,739 \$100		Family & Consumer Science	Professor	0.75	\$0	\$66,325	FY
Adams, Katr E.University Libraries University InbrariesProfessor Continuitor10050\$31,200F1Adams, Narey M.El&O Distance Education Sros Adams, Narey M.El&O Distance Education Sros Adams for Distance Education Sros Adams, Narey M.Asis Professor10050\$50,222Adams, Narey M.Adams, Narey M.El&O Distance Education Sros Distance Education Sros Admires, Narey M.El&O Distance Education Sros Distance Education Sros 	Abdelrahman, Magdy A	Civil Engineering	Research Assistant Professor	1.00	\$0	\$60,500	FY
University Libraries Coordinator 0.00 50 51,200 F1 Adams, Stephnie G Industrial & Mgmt Syst Engmeering Asst Professor 1.00 50 \$50,252 AV Adminual, Pavid M ER&O Distance Entention Soves Director 1.00 50 \$50,522 AV Adminual, Pavid M Civil Engineering Asst Professor 1.00 50 \$50,522 AV Adminual, Pavid M Civil Engineering Asst Professor 1.00 50 \$51,311 AV Agee, Josis English Professor 1.00 50 \$51,673,7 AV Alter, Jonnie S Adalaticis Director 1.00 50 \$51,037,9 AV Alter, H., John C Sciology Professor 0.07 50 \$51,030,9 A Alter, Arther C School of Accountiney Asse Professor 1.00 50 \$51,520,99 A Alter, Arther C School of Engineering & Technology Dan 1.00 50 \$51,520,99 A	Adams, Agnes		Professor	1.00	\$0	\$70,176	FY
100 50 \$84,724 Adams, Stephnie G Industrial & Mgmt Syst Engineering Asst Professor 100 50 \$82,752 Adam Adam, Navey M EE&O Ditatone Education Sroves Director 100 50 \$83,111 Adam Adain, Neil Closit-S. & Religions Studies Assoc Professor 100 50 \$83,111 Adam Adam, David M Civil Engineering Aast Professor 100 50 \$83,131 Adam Albers, Lonnic S Adalteics Director 100 50 \$12,778 Professor Alter, Iounic S Adalteics Director 100 50 \$13,037 Adam Alter, HL, John C Sociology Professor 000 \$0 \$10,000 Adam Alter, HL, John C School of Accountancy Assoc Professor 100 \$0 \$13,0279 Adam Alter, HL, John C School of Accountancy Assoc Professor 100 \$0 \$23,000 F Alter, NaviH Cololege of Engineering		-	Professor	1.00	\$0		FY
Adams, Stephanie G Industrial & Mgmt Syst Engineering Asst Professor 1.00 \$0 \$52,762 A Adam-Ro, Nancy M EE&O Distance Education Srves Director 1.00 \$0 \$50,106 F Adamiraal, David M Civil Engineering Asst Professor 1.00 \$0 \$56,131 A Agee, Jonis English Professor 1.00 \$0 \$152,778 F Alters, Lonnis S Ashletics Director 1.00 \$0 \$151,778 F Alters, Lonnis R Electrical Engineering Professor 1.00 \$0 \$151,073 A Alter, Honis R Electrical Engineering Professor 1.00 \$0 \$150,073 A Alter, Honis R Electrical Engineering Assoc Professor 1.00 \$0 \$150,273 F Alter, Harner Assoc Professor 1.00 \$0 \$150,273 F Alter, Arane's Athletics Director 1.00 \$0 \$152,99 A' Alter, Arane's Athletics Director 1.00 \$0 \$152,99 A' </td <td></td> <td>University Libraries</td> <td>Coordinator</td> <td>0.00</td> <td>\$0</td> <td>\$1,200</td> <td>FY</td>		University Libraries	Coordinator	0.00	\$0	\$1,200	FY
Advar, Nancy M EE&O Distance Education Srves Director 100 50 \$51,066 F Adkin, Neil Classics & Religious Statics Assoc Professor 1.00 50 \$56,313 AX Ages, Jonis English Professor 1.00 50 \$58,313 AX Alconder, Dennis R English Professor 1.00 50 \$51,057,87 F Alconder, Dennis R Electrical Engineering Professor 1.00 50 \$131,0373 AX Alten III, John C Sociology Professor 0.07 50 \$52,571 F See alox Alten, Davil II College of Engineering & Technology Dan 1.00 50 \$52,071 F Alten, Davil II College of Engineering & Technology Dan 1.00 \$0 \$52,371 F Alten, Davil II College of Engineering & Technology Dan 1.00 \$0 \$52,371 F Alten, Davil II College of Engineering & Technology Dan 1.00 \$0 \$				1.00	\$0	\$64,724	-
Adkin, Neil Classics & Religious Studies Assc Professor 1.00 \$0 \$50,822 Advinal, David M Admiral, David M Cvil Engineering Asst Professor 1.00 \$0 \$85,450 Advinal, David M Albers, Lonnie S Alheicis Director 1.00 \$0 \$81,650 Advinal, Advina, Advina, Advinal, Advinal, Advina, Advinal, Advinal,	Adams, Stephanie G	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$0	\$62,762	AY
Admiranl, David M Civil Engineering Asst Professor 1.00 50 \$53,131 At Ages, Jonis Adters, Lonis S Abhletis Director 1.00 \$00 \$52,778 F Alters, Lonnis S Abhletis Director 1.00 \$00 \$53,0778 F Alters, Lonnis S Abhletis Director 0.00 \$0 \$151,0000 Ab Alter, Dennis R Electrical Engineering Professor 0.07 \$0 \$150,0007 F See also: L/NR School of Accountancy Assoc Professor 0.0 \$0 \$150,000 F Alten, Arburd C School of Accountancy Director 1.00 \$0 \$210,000 F Alten, Arburd H Collego of Engineering & Technology Dann 1.00 \$0 \$521,000 F Alten, Arburd H Collego of Engineering & Technology Dann 1.00 \$0 \$572,51 F Alten, Arburd H Collego of Engineering & Technology Director 1.00 \$0 \$572,62 F Alten, Arburd H Broudcasting Asst Pofessor	Aden-Fox, Nancy M	EE&O Distance Education Srvcs	Director	1.00	\$0	\$61,066	F
Ages, JonisEnglishProfessor1.0050\$58,450AlAlbers, Lonnic SAlheticsDirector1.00\$0\$12,778FAlexander, Dennis RElectrical EngineeringProfessor0.00\$0\$13,0373AuAlexander, Dennis RElectrical EngineeringCullege Professor0.00\$0\$10,000AuAllen III, John CSociologyProfessor0.00\$0\$10,5209AuAllen, Arbur CSociologyProfessor1.00\$0\$105,209AuAllen, Arbur CSociologyDirector1.00\$0\$210,000FAllen, FaracisAlhelitisDirector1.00\$0\$210,000FAllen, San AnthonyEconomicsAssoc Professor1.00\$0\$212,000FAllen, FaracisAlhelitisDirector1.00\$0\$72,343AuAllen, FaracisAlhelitisDirector0.00\$0\$77,517FAllen, Arbur Desant KUniversity LibrariesDirector0.00\$0\$77,751FAlloway, Richard KBroadcastingAsst Professor1.00\$0\$86,045AuAnderson, John FEconomicsChileperson0.00\$0\$11,200FAnderson, MichaelAlthorology and GeographyProfessor1.00\$0\$10,000FAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$11,000FAnderson, Mich	Adkin, Neil	Classics & Religious Studies	Assoc Professor	1.00	\$0	\$50,822	A
Amers, Lannie S Alexander, Dennis RAddieticsDirector1.00S.0\$126,778FAlexander, Dennis R Electrical Engineering Electrical Engineering See also:College Professor1.00S.0\$130,373AlAllen, II, John C See also:SociologyProfessor0.07S.0\$512,077AlAllen, Arthur CSchool of AccountancyAssoc Professor0.07S.0\$515,209AlAllen, Arthur CSchool of AccountancyAssoc Professor1.00S.0\$100,000FAllen, Arthur CSchool of AccountancyAssoc Professor1.00S.0\$105,209AlAllen, Artan CSchool of AccountancyAssoc Professor1.00S.0\$105,209AlAllen, Artan CUniversity LibrariesDirector1.00S.0\$72,343AlAllison, Deeann KUniversity LibrariesProfessor1.00S.0\$72,541FAllovay, Richard KBroadcastingAst Professor1.00S.0\$86,645AlAnderson, John EEconomicsChaiperson0.00S.0\$77,751Anderson, John S.0\$86,167AlAnderson, Mark RobertGoosciencesAssoc Professor0.00S.0\$11,000FAnderson, Mark RobertGoosciencesAssoc Professor1.00S.0\$71,195AlAnderson, Starte JEducating Professor0.00S.0\$110,000FAnderson, Starter JGoosciencesAssoc Profess	Admiraal, David M	Civil Engineering	Asst Professor	1.00	\$0	\$63,131	A
Alexander, Dennis R Electrical Engineering Professor 1.00 \$0 \$130,373 Alexander, Alexander, Dennis R Allen III, John C Sociology Professor 0.07 \$0 \$140,373 Allen III, John C Sociology Professor 1.00 \$0 \$140,373 Allen, Arthur C Sociology Assoc Professor 1.00 \$0 \$102,000 F Allen, Francis Allelis Director 1.00 \$0 \$210,000 F Allen, Francis Allelis Director 1.00 \$0 \$573,43 Allen, Francis Allen, Francis Allebraics Professor 1.00 \$0 \$574,551 F Allen, Francis Muleritics Professor 1.00 \$0 \$577,515 F Alleod, San Anthony Beonomics Professor 1.00 \$0 \$66,627 F Alleod, San Anthony Beonomics Professor 1.00 \$0 \$66,667 A Alleod, San Anthony Beonomics Professor 1.00 \$0 \$56,645 A Alleoron, M	Agee, Jonis	English	Professor	1.00	\$0	\$85,450	A
Electrical Engineering College Professor 0.00 \$0 \$10,000 A Allen III, John C Sociology Professor 0.07 \$0 \$140,373 A Allen, Harbur C School of Accountancy Assoc Professor 1.00 \$0 \$105,209 A Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$105,209 A Allen, Francis Ahlenis Desin 1.00 \$0 \$210,000 F Allen, Francis Ahlenis Director 1.00 \$0 \$72,343 A Allson, Decann K University Libraries Professor 1.00 \$0 \$77,551 F Alloro, Age Richard K Broadcasting Asst Professor 1.00 \$0 \$56,167 F Ambrosins, Lloyd Hintory Professor 1.00 \$0 \$56,167 A Anderson, Mark Robert Geosciences Assoc Professor 0.00 \$0 \$11,007 \$0 \$57,797 A	Albers, Lonnie S	Athletics	Director	1.00	\$0	\$126,778	F
Allen III, John C Sociology Professor 0.07 \$0 \$5:571 F7 See also: LMR Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$5:52.09 AV Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$5:05.209 AV Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$\$8:6,843 FV Allen, David II College of Engineering & Technology Deam 1.00 \$0 \$\$7:2,343 AV Allison, Decann K University Libraries Professor 1.00 \$0 \$\$7:5,51 FV Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$\$6:62 FV Anderson, John E Economics College Professor 1.00 \$0 \$\$6:6167 AV Anderson, Mark Robert Geosciences Callege Professor 1.00 \$0 \$\$10,000 AV Anderson, Mark Robert Geosciences Assoc Professor 1.0	Alexander, Dennis R	Electrical Engineering	Professor	1.00	\$0	\$130,373	A
Allen II, John C Sce abo: Sociology Professor 0.07 \$0 \$5,571 F Allen, Arthur C Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$015,209 AV Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$210,000 F Allen, Arath College of Engineering & Technology Data 1.00 \$0 \$52,243 AV Allen, Francis Ahletics Professor 1.00 \$0 \$77,251 F Allison, Decann K University Libraries Professor 1.00 \$0 \$77,751 F Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$56,662 F Ambrosits, Lloyd History Professor 1.00 \$0 \$56,167 AV Anderson, John E Economics College Professor 0.00 \$0 \$51,195 AV Anderson, Mark Robert Geosciences Assoc Professor 0.40 \$0 \$11,000 \$1 \$10,000 \$1 Anderson, Mark Robert Geosciences		Electrical Engineering	College Professor	0.00	\$0	\$10,000	A
See also: IANR Allen, Arthur C School of Accountancy Assoc Professor 1.00 \$0 \$\$105,209 Allen, Arthur C Allen, David H College of Engineering & Technology Dean 1.00 \$0 \$\$210,000 FN Allen, Prancis Ableities Director 1.00 \$0 \$\$86,843 FN Allen, Prancis Ableities Director 1.00 \$0 \$\$76,843 FN Allson, Decann K University Libraries Professor 1.00 \$0 \$\$75,551 FN Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$\$63,662 FN Anderson, John E Economics College Professor 1.00 \$0 \$\$66,167 AN Aderson, John E Economics Chairperson 0.40 \$0 \$\$12,00 AN Anderson, Mark Robert Geosciences Assoc Professor 1.00 \$0 \$\$10,000 AN Anderson, Stott L School of Music Assoc Professor 1.00 \$0 \$\$11,000 \$0 \$\$10,000 \$0 \$\$10,000				1.00	\$0	\$140,373	
Allen, Arthur CSchool of AccountancyAssoc Professor1.00\$0\$105,209AdAllen, David IICollege of Engineering & TechnologyDean1.00\$0\$210,000FPAllen, FrancisAthleticsDirector1.00\$0\$368,643FPAllgood, Sam AnthonyEconomicsAssoc Professor1.00\$0\$72,343AdAllion, Decann KUniversity LibrariesProfessor1.00\$0\$72,351FPUniversity LibrariesDirector0.00\$0\$12,000FPAlloway, Richard KBroadcastingAsst Professor1.00\$0\$63,662FPAmbrosius, LoydHistoryProfessor1.00\$0\$66,067AdAnderson, John EEconomicsChairperson0.00\$0\$71,715AdAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$63,662FPAnderson, Katr RobertGeosciencesAssoc Professor1.00\$0\$123,992AdAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$51,999AdAnderson, Katerine SArchitectureAssoc Professor1.00\$0\$58,833AdAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$59,919AdAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$59,919AdAnderson, Scott LAtheropology and GeographyProfessor1.00<	·	Sociology	Professor	0.07	\$0	\$5,571	F
Allen, David IICollege of Engineering & TechnologyDean1.00\$0\$210,000FAllen, FrancisAthleticsDirector1.00\$0\$86,843FAllgood, Sam AnthonyEconomicsAssoc Professor1.00\$0\$72,343AAllison, Decann KUniversity LibrariesProfessor1.00\$0\$72,343AAllison, Decann KUniversity LibrariesProfessor0.00\$0\$12,000FAlloway, Richard KBroadcastingAsst Professor1.00\$0\$66,162AAmdreso, Doglas MAnthropology and GeographyProfessor1.00\$0\$66,167AAnderson, John EEconomicsChairperson0.60\$0\$71,195AAnderson, John EEconomicsProfessor0.00\$0\$123,992AAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$55,919AAnderson, MichaelAthleticsHead Coach1.00\$0\$55,919AAnderson, MichaelAthleticsHead Coach1.00\$0\$55,919AAnderson, MichaelAthleticsAssoc Professor1.00\$0\$55,919AAnderson, Katterine SArcher FedProfessor1.00\$0\$55,919AAnderson, MichaelAthleticsAssoc Professor1.00\$0\$55,919AAnderson, Stott LSchool of MusicAssoc Professor1.00\$0\$55,919		School of Accountancy	Assoc Professor	1.00	\$0	\$105 209	Δ.
Allen, FrancisAhleficisDirector1.00\$0\$86,843FAlgood, Sam AnthonyEconomicsAssoc Professor1.00\$0\$72,343AAllison, Decan KUniversity LibrariesProfessor1.00\$0\$72,551FAlloway, Richard KBroadcastingAsst Professor1.00\$0\$63,662FAmbrosius, LloydHistoryProfessor1.00\$0\$66,167AAmedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$66,167AAnderson, John EEconomicsProfessor0.00\$0\$120,00AEconomicsCollege Professor0.00\$0\$123,090AAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$77,149AAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$77,391AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$11,000AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$057,733AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$66,678		-					
Allgood, Sam Anthony Economics Assoc Professor 1.00 \$0 \$72,343 A Allison, Decann K University Libraries Professor 1.00 \$0 \$76,551 F Allison, Decann K University Libraries Director 0.00 \$0 \$1,200 F Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$57,571 F Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$66,667 A Amedeo, Douglas M Anthropology and Geography Professor 1.00 \$0 \$56,167 A Aderson, John E Economics Chairperson 0.60 \$0 \$71,195 A Aderson, Michael Athletics Head Coach 1.00 \$0 \$810,000 A Anderson, Stott L School of Music Assoc Professor 1.00 \$0 \$5110,000 F Anderson, Katherine S Arching Learning & Teacher Ed Professor 1.00 \$0 \$5110,000 F Anderson, Michael Athletics Head Coach 1.00 \$0 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Alison, Deenn K University Libraries Professor 1.00 \$0 \$76,551 F Alison, Deenn K University Libraries Director 0.00 \$0 \$1,200 F Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$577,751 F Alloway, Richard K Broadcasting Asst Professor 1.00 \$0 \$63,662 F Ambrosius, Lloyd History Professor 1.00 \$0 \$66,167 A Anderson, John E Economics Chairperson 0.60 \$0 \$71,195 A Economics Professor 0.40 \$0 \$\$21,977 A Anderson, Mark Robert Geosciences Assoc Professor 1.00 \$0 \$11,000 F Anderson, Michael Athletics Head Coach 1.00 \$0 \$5110,000 F Anderson, Scott L School of Music Assoc Professor 1.00 \$0 \$571,33 A Anderson, Katherine S Architecture Assoc Professor 1.00 \$0 \$573,33 A							
University LibrariesDirector0.00\$0\$1,200FAlloway, Richard KBroadcastingAsst Professor1.00\$0\$63,662FAmbrosius, LloydHistoryProfessor1.00\$0\$86,045AAmedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$86,045AAnderson, John EEconomicsChipperson0.60\$0\$71,195AEconomicsProfessor0.00\$0\$10,000AEconomicsCollege Professor0.00\$0\$10,000FAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$11,499AAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$57,393AAnserson, Katherine SArchitectureAssoc Professor1.00\$0\$88,466AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$81,874AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$84,797AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$87,333AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$84,66AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$122,472A </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Alloway, Richard KBroadcastingAsst Professor1.00\$0\$77,751Alloway, Richard KBroadcastingAsst Professor1.00\$0\$63,662FAmbrosius, LloydHistoryProfessor1.00\$0\$86,045ArAmedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$86,045ArAnderson, John EEconomicsChairperson0.60\$0\$71,195ArEconomicsProfessor0.40\$0\$42,797ArEconomicsCollege Professor0.00\$0\$10,000FAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$71,449ArAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$110,000FAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919ArAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$57,393ArArnould, Eric JMarketingProfessor1.00\$0\$57,393ArArnould, Eric JMarketingProfessor1.00\$0\$65,678ArArnould, Eric JMarketingProfessor0.05\$122,472ArArcher, John CharkAnthropology and GeographyProfessor0.05\$122,472ArArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor0.05\$122,472ArArcher, John CharkAnthropology and G	Allison, Deeann K	-					
Alloway, Richard KBroadcastingAsst Professor1.00\$0\$63,662FAmbrosius, LloydHistoryProfessor1.00\$0\$86,045AVAmedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$86,0167AVAnderson, John EEconomicsChairperson0.60\$0\$71,195AVEconomicsProfessor0.40\$0\$122,992AVAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$110,000FAnderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AVAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919AVAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919AVAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$55,919AVAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$84,646AVAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AVArther, John ClarkAnthropology and GeographyProfessor1.00\$0\$122,472ArArther, John ClarkAnthropology and GeographyProfessor0.00\$0\$78,435AVArther, John ClarkAnthropology and GeographyProfessor </td <td>University Libraries</td> <td>Director</td> <td></td> <td></td> <td></td> <td>- г</td>		University Libraries	Director				- г
Ambrosius, LløydHistoryProfessor1.00\$0\$86,045AAmedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$66,167AAnderson, John EEconomicsChairperson0.60\$0\$71,195AEconomicsProfessor0.40\$0\$42,797A'EconomicsCollege Professor0.40\$0\$123,992AAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$110,000FAnderson, MichaelAthleticsHead Coach1.00\$0\$111,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919A'Anderson, Katherine SArching, Learning & Teacher EdProfessor1.00\$0\$57,393A'Anderson, Katherine SArchitectureAssoc Professor1.00\$0\$84,646A'Archer, John ClarkAnthropology and GeographyProfessor1.00\$0\$84,646A'Archer, John ClarkAnthropology and GeographyProfessor0.00\$0\$84,546A'Arther, John ClarkAnthropology and GeographyProfessor0.00\$0\$84,546A'Arther, John ClarkAnthropology and GeographyProfessor0.00\$0\$78,435A'Arther, John ClarkAnthropology and GeographyProfessor0.00\$0\$78,435A'Arther, John ClarkMarketingProfessor1.00\$0<	Alloway, Richard K	Broadcasting	Asst Professor			-	F
Amedeo, Douglas MAnthropology and GeographyProfessor1.00\$0\$6,167AAnderson, John EEconomicsChairperson0.60\$0\$71,195AEconomicsProfessor0.40\$0\$42,797AEconomicsCollege Professor0.00\$0\$110,000AInto SoSt123,992AAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$71,449Anderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor0.05\$12,472AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor0.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$43,375AAsato, NorikoModern Languag	-	-					
Anderson, John EEconomicsChairperson0.60\$0\$71,195AEconomicsProfessor0.40\$0\$42,797AEconomicsCollege Professor0.00\$0\$10,000A1.00\$0\$123,992AAAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$71,449AAnderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AAnderson, Katherine SArchitectureAssoc Professor1.00\$0\$98,833AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AArther, John ClarkAnthropology and GeographyProfessor0.75\$0\$91,854AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor0.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376A <td></td> <td>•</td> <td></td> <td></td> <td></td> <td></td> <td></td>		•					
EconomicsProfessor0.40\$0\$42,797AEconomicsCollege Professor0.00\$0\$10,000A1.00\$0\$123,992AAnderson, Mark RobertGeosciencesAssoc Professor1.00\$0\$71,449AAnderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$57,393AAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$81,814AArnould, Eric JMarketingProfessor0.75\$0\$91,854AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsstor Professor1.00\$0\$76,926AAsato, NorikoModern Language & LiteratureAssco Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and GeographyAssco Professor0.60\$0\$26,065AAthanassopoulos, Effie FAnthropology and GeographyAssco Professor0.60\$0\$17,376A	_						
EconomicsCollege Professor 0.00 50 $510,000$ 1.00 80 Anderson, Mark RobertGeosciencesAssoc Professor 1.00 50 $51123,992$ Anderson, MichaelAthleticsHead Coach 1.00 50 $5110,000$ F Anderson, Scott LSchool of MusicAssoc Professor 1.00 50 $555,919$ A Anderson, Scott LSchool of MusicAssoc Professor 1.00 50 $555,919$ A Anderson, Katherine SArchitectureAssoc Professor 1.00 50 $557,393$ A Ansorge, Charles JEducational PsychologyProfessor 1.00 50 $557,393$ A Archer, John ClarkAnthropology and GeographyProfessor 1.00 50 $584,646$ A Arnould, Eric JMarketingProfessor 0.75 50 $591,854$ A ArgibusinessDirector 0.25 50 $530,618$ A Asato, NorikoModern Language & LiteratureAsst Professor 1.00 50 $578,435$ A Asato, NorikoModern Language & LiteratureAsst Professor 1.00 50 $578,435$ A Asato, NorikoModern Language & LiteratureAsst Professor 1.00 50 $578,926$ A Asato, NorikoModern Language & LiteratureAsst Professor 1.00 50 $576,926$ A Asato, NorikoModern Language & LiteratureAsst Professor 0.60 50 <			-				
Indexson, Mark RobertGeosciencesAssoc Professor1.00\$0\$123,992Anderson, MichaelAthleticsHead Coach1.00\$0\$71,449AAnderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$65,678AArcher, John ClarkAnthropology and GeographyProfessor0.75\$0\$91,854AArgibusinessDirector0.25\$0\$122,472AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsster Professor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAssoc Professor1.00\$0\$76,926AAthanassopoulos, Effic FAnthropology and GeographyAssoc Professor0.60\$0\$26,065ALinoS0\$26,065AAssoc Professor0.60\$0\$26,065ALinoS0\$17,376Assoc Professor0.60\$0\$17,376AArth, Alfred ArthurClassics & Reli							
Anderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919AVAndreson, Scott LSchool of MusicAssoc Professor1.00\$0\$98,833AVAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AVAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AVAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AVArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AVArnould, Eric JMarketingProfessor0.75\$0\$91,854AVArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor0.25\$0\$30,618AVAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AVAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AVAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065AVI.00\$0\$17,376AAsst Professor0.60\$0\$17,376AVAstato, NorikoAuthropology and GeographyAsst Professor0.60\$0\$17,376AVI.00\$0\$17,376Asst Professor0.60\$0\$17,376AV<		Leonomies	Conege i lotessoi				
Anderson, MichaelAthleticsHead Coach1.00\$0\$110,000FAnderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919ACAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833ACAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393ACAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646ACArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678ACArnould, Eric JMarketingProfessor0.75\$0\$91,854ACArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor0.25\$0\$30,618ACAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435ACAsato, NorikoElectrical EngineeringAssoc Professor1.00\$0\$76,926ACAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065ACI.00\$0\$12,2472Into\$0\$17,376ACAstato, NorikoModern Language & LiteratureAsst Professor0.60\$0\$26,065ACAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376ACI.00\$0\$17,376AAsst Professor0.60\$0\$17,376AC <tr< td=""><td>Anderson, Mark Robert</td><td>Geosciences</td><td>Assoc Professor</td><td>1.00</td><td>\$0</td><td>\$71.449</td><td>A</td></tr<>	Anderson, Mark Robert	Geosciences	Assoc Professor	1.00	\$0	\$71.449	A
Anderson, Scott LSchool of MusicAssoc Professor1.00\$0\$55,919Addrews, Larry KAndrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833Addrews, Larry KAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393Addrews, Larry KAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646Addrews, Larry KArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678Addrews, Larry KArnould, Eric JMarketingProfessor0.75\$0\$91,854Addrews, Larry KAgribusinessDirector0.25\$0\$30,618Addrews, Larry KArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435Addrews, Larry KAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$74,335Addrews, Larry KAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376Addrews, Larry KClassics & Religious StudiesAsst Professor0.40\$0\$17,376Addrews, Larry KAddrews, Larry KAddrews, Larry KAddrews, Larry KLarry KClassics & Religious StudiesAsst Professor0.40\$0\$17,376Addrews, Larry KLarry KLassics & Religious StudiesAsst Professor0.40\$0\$17,376Addrews, Lassics KLassics & Religious Studies <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>							
Andrews, Larry KTeaching, Learning & Teacher EdProfessor1.00\$0\$98,833AdAnkerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AdAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AdArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AdArnould, Eric JMarketingProfessor0.75\$0\$91,854AdAgribusinessDirector0.25\$0\$30,618AdAssto, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AdAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AdAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376AdI.00\$0\$17,376Add\$0\$17,376AddAdd\$0\$17,376AddI.00\$0\$43,441IIIISign StudiesAsst Professor0.40\$0\$17,376AddIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII							
Ankerson, Katherine SArchitectureAssoc Professor1.00\$0\$57,393AAnsorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AArnould, Eric JMarketingProfessor0.75\$0\$91,854AAgribusinessDirector0.25\$0\$30,618AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAssato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$12,376AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.40\$0\$17,376AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.40\$0\$17,376AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.40\$0\$17,376AAthanassopoulos, Effie FAnthropology and GeographyA							
Ansorge, Charles JEducational PsychologyProfessor1.00\$0\$84,646AArcher, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AArnould, Eric JMarketingProfessor0.75\$0\$91,854AAgribusinessDirector0.25\$0\$30,618AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AAsgarpoor, SohrabElectrical EngineeringAsstor Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065AI.00\$0\$17,376AAAAAI.00\$0\$43,441AAI.00\$0\$17,376AAI.00\$0\$43,441A							
Archer, John ClarkAnthropology and GeographyProfessor1.00\$0\$65,678AArnould, Eric JMarketingProfessor0.75\$0\$91,854AAgribusinessDirector0.25\$0\$30,618AArth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AAsgarpoor, SohrabElectrical EngineeringAssto Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$17,376AImage: Classics & Religious StudiesAsst Professor0.40\$0\$17,376A		Educational Psychology	Professor				
Arnould, Eric JMarketing AgribusinessProfessor0.75\$0\$91,854AAgribusinessDirector0.25\$0\$30,618A1.00\$0\$1122,4721.00\$0\$122,472Arth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$78,435AAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.60\$0\$17,376A1.00\$0\$43,4411.00\$0\$43,441A		, ,,				\$65,678	
AgribusinessDirector0.25\$0\$30,618A1.00\$0\$122,472Arth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$43,375AAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065AClassics & Religious StudiesAsst Professor0.40\$0\$17,376A		1 0, 0 1 1					
Arth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$122,472Arth, Alfred ArthurTeaching, Learning & Teacher EdProfessor1.00\$0\$78,435AVAsato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$43,375AVAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AVAthanassopoulos, Effie FAnthropology and GeographyAsst Professor0.60\$0\$26,065AVClassics & Religious StudiesAsst Professor0.40\$0\$17,376AV1.00\$0\$43,441\$0\$43,441		-					
Asato, NorikoModern Language & LiteratureAsst Professor1.00\$0\$43,375AAsgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926AAthanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.60\$0\$26,065AImage: Athanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.40\$0\$17,376AImage: Athanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.40\$0\$17,376A		C C					-
Asgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926ANAthanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.60\$0\$26,065AN1.00\$0\$17,376An1.00\$0\$43,441	Arth, Alfred Arthur	Teaching, Learning & Teacher Ed	Professor	1.00	\$0	\$78,435	AY
Asgarpoor, SohrabElectrical EngineeringAssoc Professor1.00\$0\$76,926ANAthanassopoulos, Effie FAnthropology and Geography Classics & Religious StudiesAsst Professor0.60\$0\$26,065AN1.00\$0\$17,376An1.00\$0\$43,441	Asato, Noriko	Modern Language & Literature	Asst Professor	1.00	\$0	\$43,375	A
Athanassopoulos, Effic FAnthropology and Geography Classics & Religious StudiesAsst Professor0.60\$0\$26,065A y1.00\$0\$17,376A y1.00\$0\$43,441							
Classics & Religious Studies Asst Professor 0.40 \$0 \$17,376 Asst Professor 1.00 \$0 \$43,441 \$100							
1.00 \$0 \$43,441							AY
Atkin, Audrey L School of Biological Sciences Asst Professor 1.00 \$0 \$52,231 AV		-					-
	Atkin, Audrey L	School of Biological Sciences	Asst Professor	1.00	\$0	\$52,231	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Austin, Richard L See also: IANR	Community & Regional Planning	Professor	0.30	\$0	\$9,107	AY
	Mathematics	Assoc Professor	1.00	0.2	\$64,200	4.3
Avalos, George	Political Science	Professor	1.00	\$0 \$0	\$64,300 \$60,725	A' A'
Avery, William P		Professor	1.00	\$0 \$0	\$60,735 \$128,030	A
Avolio, Bruce J	Management	College Professor	1.00 0.00	\$0 \$0	\$128,930 \$40,650	A
	Management	College Professor	1.00	\$0	\$40,630	_
Avramov, Luchezar L	Mathematics	Professor	1.00	\$0	\$136,725	A
	Mathematics	College Professor	0.00	\$0	\$10,000	A`
			1.00	\$0	\$146,725	
Avramova, Zoya V	School of Biological Sciences	Assoc Professor	1.00	\$0	\$64,723	A
Ayers, Jerry F	School of Natural Resources	Assoc Professor	0.25	\$0	\$19,299	F
See also: IANR						
Azizinamini, Atorod	Civil Engineering	Professor	1.00	\$0	\$98,440	AY
Baack, Kristie L	Student Involvement	Assistant Director	1.00	\$0	\$52,402	F
Bachman, Gwendolyn C	School of Biological Sciences	Asst Professor	1.00	\$0	\$50,548	A
Baesu, Eveline	Engineering Mechanics	Asst Professor	1.00	\$0	\$65,694	A
Bahar, Ezekiel	Electrical Engineering	Professor	1.00	\$0	\$154,112	A
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$169,112	
Bailey, John Robert	School of Music	Professor	1.00	\$0	\$70,195	A
	School of Music	College Professor	0.00	\$0	\$5,000	A
			1.00	\$0	\$75,195	
Balasubramanian, Radha	Modern Language & Literature	Assoc Professor	1.00	\$0	\$50,613	AY
	Modern Language & Literature	Vice Chairperson	0.00	\$0	\$900	AY
			1.00	\$0	\$51,513	—
Baldwin, Virginia A	University Libraries	Assoc Professor	1.00	\$0	\$50,509	FY
Balke, Thomas E	School of Accountancy	Professor	1.00	\$0	\$112,004	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$122,004	_
Balkir, Sina	Electrical Engineering	Assoc Professor	1.00	\$0	\$76,869	АУ
Ball, Allen Dwayne	Marketing	Assoc Professor	1.00	\$0 \$0	\$70,809	AY
Ballard, John L	College of Engineering & Technology	Associate Dean	1.00	\$0 \$0	\$158,168	FY
Banerjee, Ruma V	Biochemistry	Cather/Bessey Professorship	0.00	\$0 \$0	\$2,500	FY
See also: IANR	Diochemistry	Cutier/Dessey Professorship	0.00	<i>\$</i> 0	\$2,500	
	Cabaal a CM and a	A Dr. G	1.00	¢0.	¢57 700	
Barber, Carolyn A	School of Music	Assoc Professor	1.00	\$0	\$57,700	A
Barber, Marie A	EE&O Instructional Design & Dev	Director Assoc Professor	1.00	\$0 ©0	\$60,467	F
Barger, Diane C	School of Music	Asst Professor	1.00	\$0 \$0	\$57,032	A
Barnes, Joan M	University Libraries University Libraries	Asst Professor	1.00 1.00	\$0 \$0	\$41,102 \$26,424	F F
Barnes, Kira B	School of Music	Assoc Professor	1.00	\$0 \$0	\$36,434 \$60,506	A
Barnes, Paul E Barrett, Leverne A	Ag Leadership Educ & Comm	Professor	0.00	\$0 \$0	\$00,500	F
See also: IANR	Ag Leadership Edde & Cohini	110103501	0.00	\$0	\$2,500	ľ
			1.00	\$ 0	¢(0 (22	
Bartels, Ronald H	Art & Art History	Assoc Professor	1.00	\$0 ©0	\$60,623	A'
Barthuli, Ardis R	Chemical Engineering	Coordinator	1.00	\$0 \$6,000	\$68,500	F
Barton, John Paul	Mechanical Engineering	Professor	1.00	\$6,000	\$87,234	AY
Basolo, Alexandra L	School of Biological Sciences	Assoc Professor	1.00	\$0	\$64,537	AY
Batelaan, Herman	Physics & Astronomy	Assoc Professor	1.00	\$4,000	\$64,578	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Bateman, Arnold J	Extended Education & Outreach	Assoc Vice Chancellor	0.50	\$0	\$59,463	F
See also: IANR						
Bates, Rodney L	University Television	Director	1.00	\$0	\$141,804	F
Bauer, Lois Grace	English	Assoc Professor	1.00	\$0	\$57,529	A
Becker, Edward F	Philosophy	Assoc Professor	1.00	\$0	\$40,673	A
Becker, Karen A	School of Music	Assoc Professor	1.00	\$0	\$48,390	A
Behrendt, Patricia Flanagan	Theatre Arts	Assoc Professor	1.00	\$0	\$44,436	A
Behrendt, Stephen C	English	Professor	1.00	\$0	\$81,185	A
	English	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$96,185	_
Belasco, Susan M	English	Professor	1.00	\$0	\$84,270	A
Belli, Robert F	Psychology	Assoc Professor	1.00	\$0	\$70,000	AY
	NRI Gallup Research Center	Associate Director	0.00	\$0	\$2,400	A
			1.00	\$0	\$72,400	_
Belot Jr, John A	Chemistry	Asst Professor	1.00	\$0	\$56,628	AY
Benak, Joseph V	Civil Engineering @ UNO	Professor	1.00	\$0 \$0	\$92,518	AY
Bender, John	News - Editorial	Assoc Professor	1.00	\$0 \$0	\$63,883	A
Benning, Don R	Educational Administration	Coordinator	0.50	\$0 \$0	\$52,757	F
Berens, Charlyne R	News - Editorial	Assoc Professor	1.00	\$0 \$0	\$63,152	A
Berger, Patrice M	University Honors Program UNL	Director/Chair	1.00	\$0 \$0	\$102,296	F
berger, raune m	History	Professor	0.00	\$0 \$0	\$2,500	F
	instity	110103501	1.00	\$0	\$104,796	
Daugatuam Dahaut F	Fuelish	Professor		\$0		AY
Bergstrom, Robert F	English	Assoc Professor	1.00 1.00	\$0 \$0	\$67,358 \$70,866	A
Berkowitz, David B	Chemistry University Librarias	Asst Professor		\$0 \$0		FY
Bernholz, Charles D Bernstein, Stuart P	University Libraries	Asst Professor	1.00	\$0 \$0	\$41,000	AY
	Construction Systems	Director/Chair	1.00	\$0 \$0	\$60,000	FY
Bernthal, John E	Special Ed & Communic Disorders		0.60	\$0 \$0	\$76,608	F
	Special Ed & Communic Disorders	Professor	0.40	\$0	\$49,139 \$125,747	_
	Their consider T illegenian	A Du- f				
Bernthal, Rebecca Ann	University Libraries	Assoc Professor	1.00	\$0	\$56,441	FY
Berryman, Charles W	Construction Management	Assoc Professor	1.00	\$0	\$67,653	AY
Bethea, Charles Henry	Lied Center for Performing Arts	Director	0.85	\$0	\$86,444	FY
	Theatre Arts	Asst Professor	0.15	\$0	\$15,256	FY
			1.00	\$0	\$101,700	
Bettis, Clifford L	Physics & Astronomy	Research Associate Professor	1.00	\$0	\$49,087	AY
Betts, Nancy M	Nutrition & Health Sciences	Professor	0.50	\$0	\$37,275	FY
See also: IANR						
Beukelman, David R	Special Ed & Communic Disorders	University Professor	0.83	\$0	\$107,763	F
See also: UNMC						
Bevins, Rick A	Psychology	Assoc Professor	1.00	\$0	\$66,071	AY
Bicknell-Holmes, Tracy	University Libraries	Chairperson	0.60	\$0	\$42,944	FY
	University Libraries	Professor	0.40	\$0	\$27,829	FY
			1.00	\$0	\$70,773	_
Birnstihl, Elizabeth A See also: IANR	Cooperative Ext Division	Associate Dean	0.05	\$0	\$6,283	FY
Bischoff, Richard J See also: IANR	Family & Consumer Science	Assoc Professor	0.75	\$0	\$54,202	FY
	Industrial & Mont Sust Ensinearing	Professor	1.00	\$0	¢00 117	
Bishu, Ramaratnam Ram	Industrial & Mgmt Syst Engineering				\$89,117	AY
Blaha, Franz G	English	Assoc Professor	1.00	\$0	\$48,568	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Blake, Cecil A	Communication Studies	Assoc Professor	0.60	\$0	\$42,000	A
	Ethnic Studies	Assoc Professor	0.40	\$0	\$28,000	A
			1.00	\$0	\$70,000	
Bleed, Peter A	College of Arts & Sciences	Associate Dean	0.75	\$0	\$60,363	A
	Anthropology and Geography	Professor	0.25	\$0	\$18,953	A
			1.00	\$0	\$79,316	_
Blum, Paul H	School of Biological Sciences	Assoc Professor	1.00	\$0	\$65,861	A
Bobaru, Florin	Engineering Mechanics	Asst Professor	1.00	\$0	\$64,480	1
Boden, Dana W	University Libraries	Assoc Professor	1.00	\$0	\$49,897	
Boehm, Marcus L	Athletics	Associate Director	1.00	\$0	\$150,000	
Bogardi, Istvan	Civil Engineering	Professor	1.00	\$0	\$102,098	
Bolick, Margaret R	University Museum	Professor	1.00	\$0	\$79,079	
Bolland, Andrea Lee	Art & Art History	Assoc Professor	1.00	\$0	\$48,832	
Bond, Alan B	School of Biological Sciences	Research Associate Professor	1.00	\$0	\$66,602	
Bonnstetter, Ronald J	Teaching, Learning & Teacher Ed	Professor	1.00	\$0	\$70,526	
Bonsell, John M	Industrial Systems Technology	Assoc Professor	1.00	\$0	\$68,684	
Bormann, Dennis R	Communication Studies	Professor	1.00	\$0	\$72,398	
Borner, William L	Architecture	Professor	1.00	\$0	\$80,681	
Bornstein, Brian H.	Psychology	Assoc Professor	1.00	\$0	\$61,950	
Boudreau, Signe O	University Libraries	Assoc Professor	1.00	\$5,333	\$46,143	
Bourlier, Lisa M	EE&O Independent Study HS	Coordinator	1.00	\$0	\$52,453	
Boye, Arthur John	Electrical Engineering	Professor	1.00	\$0	\$102,619	
Bradford, Charles Steven	College of Law	Professor	1.00	\$0	\$106,545	
	College of Law	College Professor	0.00	\$0	\$10,000	_
			1.00	\$0	\$116,545	
Braithwaite, Dawn O	Communication Studies	Professor	1.00	\$0	\$79,042	
Brand, Jennifer I	Chemical Engineering	Assoc Professor	1.00	\$0	\$80,393	
Brantner, Christina Elisabeth	Modern Language & Literature	Assoc Professor	1.00	\$0	\$47,198	
Breckbill, Anita S	University Libraries	Professor	1.00	\$0	\$57,591	
Brittenham, Mark W	Mathematics	Assoc Professor	1.00	\$0	\$62,110	
Brooke, Robert E	English	Professor	1.00	\$0	\$68,320	
Brooks, David W	Teaching, Learning & Teacher Ed	Professor	1.00	\$0	\$101,729	
Brown Jr, James F	School of Accountancy	Professor	1.00	\$0 ©0	\$110,255	
	School of Accountancy	College Professor	0.00	\$0 \$0	\$10,000 \$120,255	
Brown Parker, Matthew D	Geosciences	Asst Professor	1.00	\$0	\$51,000	
Brown, Stan A	Theatre Arts	Assoc Professor	1.00	\$0	\$54,538	
Bruning, Roger H	Educational Psychology	Professor	1.00	\$0 \$0	\$98,307	
	College of Education & Human Sci U	College Professor	0.00	\$0 \$0	\$10,000 \$108,307	
					-	
Bryant, Miles Taft	Educational Administration	Professor	1.00	\$0 ©0	\$71,970	
Buck, Gayle A	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0 ©0	\$55,514	
Buckendahl, Chad W	Buros Institute	Director	1.00	\$0 ©0	\$70,000	
Buhler, Stephen Michael	English	Professor	1.00	\$0 \$0	\$65,034	
Buhman, Richard J	Industrial Systems Technology	Assoc Professor Asst Professor	1.00	\$0 \$0	\$58,039 \$51,000	
Buhs, Eric S Burnatt, Amy Nelson	Educational Psychology History	Asst Professor Assoc Professor	1.00 1.00	\$0 \$0	\$51,000 \$57,610	
Burnett, Amy Nelson	History Classics & Religious Studies	Assoc Professor	0.60		\$30,342	
Burnett, Stephen G	History	Assoc Professor	0.60	\$2,400 \$1,600	\$30,342 \$20,229	
	1115101 y	A3300 1 10103501	1.00	\$1,600	\$20,229	-
			1.00	- ,	÷= 0,0 / 1	

tics ge of Business Administration ge of Engineering & Technology ol of Music hildren Family & the Law ry 2. Art History hology Transfer & Patent Admin ational Psychology h & Human Performance hing, Learning & Teacher Ed ous Recreation cs & Astronomy munity & Regional Planning sh hology ern Language & Literature	Associate Director Assistant Dean Assistant Dean Assoc Professor Research Assistant Professor Professor Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$130,075 \$65,157 \$100,000 \$80,302 \$66,783 \$70,791 \$39,825 \$72,800 \$53,912	F F A F A F A
ge of Engineering & Technology ol of Music hildren Family & the Law ry x Art History nology Transfer & Patent Admin ational Psychology h & Human Performance ning, Learning & Teacher Ed ous Recreation cs & Astronomy nunity & Regional Planning sh nology	Assistant Dean Assoc Professor Research Assistant Professor Professor Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	50 50 50 50 50 50 50 50	\$100,000 \$80,302 \$66,783 \$70,791 \$39,825 \$72,800	F A F A F
ol of Music hildren Family & the Law ry z Art History hology Transfer & Patent Admin ational Psychology h & Human Performance hing, Learning & Teacher Ed bus Recreation cs & Astronomy munity & Regional Planning sh hology	Assoc Professor Research Assistant Professor Professor Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$80,302 \$66,783 \$70,791 \$39,825 \$72,800	A F A A F
hildren Family & the Law ry z Art History hology Transfer & Patent Admin ational Psychology h & Human Performance hing, Learning & Teacher Ed ous Recreation cs & Astronomy munity & Regional Planning sh hology	Research Assistant Professor Professor Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0	\$66,783 \$70,791 \$39,825 \$72,800	F A A F
ry c Art History nology Transfer & Patent Admin ational Psychology h & Human Performance ning, Learning & Teacher Ed ous Recreation cs & Astronomy nunity & Regional Planning sh nology	Professor Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0	\$70,791 \$39,825 \$72,800	A A F
2. Art History nology Transfer & Patent Admin ational Psychology h & Human Performance ning, Learning & Teacher Ed ous Recreation cs & Astronomy nunity & Regional Planning sh	Asst Professor Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0	\$39,825 \$72,800	A F
nology Transfer & Patent Admin ational Psychology h & Human Performance ning, Learning & Teacher Ed bus Recreation cs & Astronomy nunity & Regional Planning sh bology	Coordinator Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00 1.00	\$0 \$0 \$0	\$72,800	F
ational Psychology h & Human Performance ning, Learning & Teacher Ed ous Recreation cs & Astronomy munity & Regional Planning sh pology	Asst Professor Asst Professor Asst Professor Director Professor	1.00 1.00 1.00	\$0 \$0		
h & Human Performance ning, Learning & Teacher Ed ous Recreation cs & Astronomy munity & Regional Planning sh nology	Asst Professor Asst Professor Director Professor	1.00 1.00	\$0	\$53,912	А
ning, Learning & Teacher Ed ous Recreation cs & Astronomy nunity & Regional Planning sh nology	Asst Professor Director Professor	1.00			
bus Recreation cs & Astronomy munity & Regional Planning sh hology	Director Professor			\$57,954	А
cs & Astronomy nunity & Regional Planning sh nology	Professor	1.00	\$0	\$50,645	A
nunity & Regional Planning sh nology			\$0	\$85,634	I
sh nology		0.50	\$0	\$33,083	A
nology	Assoc Professor	1.00	\$0	\$53,954	А
	Assoc Professor	1.00	\$0	\$45,203	A
ern Language & Literature	Assoc Professor	1.00	\$0	\$61,585	A
	Professor	1.00	\$0	\$70,001	A
nistry	Professor	1.00	\$0	\$72,443	A
tion & Health Sciences	Assoc Professor	0.50	\$0	\$34,917]
logy	Assoc Professor	0.60	\$0	\$42,482	1
c Studies	Assoc Professor	0.40	\$0	\$28,322	1
American & Latino Studies	Coordinator	0.00	\$0	\$2,400	1
		1.00	\$0	\$73,204	-
al Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$59,693	1
tecture	Assoc Professor	1.00	\$0	\$51,436	I
ersity Libraries	Assoc Professor	1.00	\$0	\$43,510]
sophy	Professor	1.00	\$0	\$84,001	A
histry	Research Associate Professor	1.00	\$0	\$75,221	A
ol of Biological Sciences	Assoc Professor	0.60	\$2,400	\$37,119	1
Center of Biotechnology	Assoc Professor	0.40	\$1,600	\$24,744	1
		1.00	\$4,000	\$61,863	
ssions	Dean	1.00	\$0	\$113,350	
logy	Asst Professor	1.00	\$0	\$50,532	1
outer & Electronics Engineering	Professor	1.00	\$0	\$98,388	
ol of Accountancy	Professor	1.00	\$0	\$115,255	I
ol of Accountancy	College Professor	0.00	\$0	\$10,000	I
		1.00	\$0	\$125,255	
rical Engineering	Research Assistant Professor	1.00	\$0	\$29,975	
ents w/ Disabilities Services	Director	1.00	\$0		
ol of Biological Sciences	Assoc Professor				
	Asst Professor				
-					
	- ····				
trial & Mgmt Syst Engineering	Professor	1.00	\$0	\$105.214	1
					1
			-		1
ematics					
ematics of Biological Sciences					
ol of Biological Sciences		1.00	φ0	φ=0,050	1
	Assoc Professor	1.00	\$0	\$66,845	1
	Center of Biotechnology ssions logy puter & Electronics Engineering of of Accountancy of of Accountancy rical Engineering ents w/ Disabilities Services of of Biological Sciences ersity Libraries nemistry trial & Mgmt Syst Engineering puter Science & Engineering ematics of of Biological Sciences	Center of BiotechnologyAssoc ProfessorssionsDeandogyAsst Professorouter & Electronics EngineeringProfessorol of AccountancyProfessorol of AccountancyCollege Professorents w/ Disabilities ServicesDirectorol of Biological SciencesAsst Professorensity LibrariesAsst Professortrital & Mgmt Syst EngineeringProfessortrital & Mgmt Syst EngineeringAssoc ProfessorematicsAssoc Professorol of Biological SciencesAssoc Professorbuter Science & EngineeringAssoc Professorouter Science & EngineeringAssoc Professorof Biological SciencesAssoc Professorbuter Science & EngineeringAssoc Professorof Biological SciencesAssoc Professorbuter Science & EngineeringAssoc Professorof Biological SciencesAssoc Professorbuter Science & EngineeringAssoc Professorbuter Science & EngineeringAssoc Professorbuter Science & EngineeringAssoc Professorbuter ScienceAssoc Professorbuter ScienceAssoc Professorbuter ScienceAssoc Professor	Center of BiotechnologyAssoc Professor0.401.00	Center of BiotechnologyAssoc Professor 0.40 \$1,6001.00\$4,000ssionsDean1.00\$0ologyAsst Professor1.00\$0puter & Electronics EngineeringProfessor1.00\$0ol of AccountancyProfessor1.00\$0ol of AccountancyCollege Professor0.00\$0ol of AccountancyCollege Professor1.00\$0frical EngineeringResearch Assistant Professor1.00\$0nts w/ Disabilities ServicesDirector1.00\$0ol of Biological SciencesAssoc Professor1.00\$0ersity LibrariesAsst Professor1.00\$0trial & Mgmt Syst EngineeringProfessor1.00\$0trial & Mgmt Syst EngineeringAssoc Professor1.00\$0ematicsAssoc Professor1.00\$0outer Science & EngineeringAssoc Professor1.00\$0ol of Biological SciencesAssoc Professor1.00\$0outer Science & EngineeringAssoc Professor1.00\$0outer Science & EngineeringAssoc Professor1.00\$0ol of Biological SciencesAssoc Professor1.00\$0outer Science & EngineeringAssoc Professor1.00\$0outer Science & EngineeringAssoc Professor1.00\$0ol of Biological SciencesAssoc Professor1.00\$0	Center of BiotechnologyAssoc Professor 0.40 \$1,600\$24,7441.00\$4,000\$61,863ssionsDean1.00\$0\$113,350dogyAsst Professor1.00\$0\$50,532puter & Electronics EngineeringProfessor1.00\$0\$98,388ol of AccountancyProfessor1.00\$0\$115,255ol of AccountancyCollege Professor 0.00 \$0\$10,0001.00\$0\$125,255\$100\$0\$125,255rical EngineeringResearch Assistant Professor1.00\$0\$29,975of of Biological SciencesAssoc Professor1.00\$0\$57,100ol of Biological SciencesAssoc Professor1.00\$0\$55,949ersity LibrariesAsst Professor0.00\$0\$50,000trial & Mgmt Syst EngineeringProfessor1.00\$0\$105,214puter Science & EngineeringAssoc Professor1.00\$0\$78,741ematicsAssoc Professor1.00\$0\$48,500ol of Biological SciencesAssoc Professor1.00\$0\$48,500ol of Biological SciencesAssoc Professor1.00\$0\$48,500ol of Biological SciencesAssoc Professor1.00\$0\$48,500of Biological SciencesAssoc Professor1.00\$0\$48,500of Of Biological SciencesAssoc Professor1.00\$0\$56,996

Nan	ne	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Clen	nente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.60	\$3,180	\$46,527	FY
See	also: IANR						
Clin	ton, Mark K	School of Music	Assoc Professor	1.00	\$0	\$57,255	AY
Cob	le, Parks M	History	Professor	1.00	\$0	\$69,603	A
Cocl	hran, David J	Industrial & Mgmt Syst Engineering	Professor	1.00	\$0	\$89,027	A
Cocl	hran, Michael J	School of Music	Asst Professor	1.00	\$0	\$40,967	A
Coh	n, Steven David	Mathematics	Assoc Professor	1.00	\$0	\$53,900	A
Cole	e, Judy L	School of Music	Assoc Professor	1.00	\$0	\$40,998	A
Cole	e, Kevin David	Mechanical Engineering	Assoc Professor	1.00	\$0	\$75,374	Α
Colli	ier, Barry S	Athletics	Head Coach	1.00	\$0	\$218,526	F
Com	ıbs, Gwendolyn M	Management	Asst Professor	1.00	\$0	\$69,816	Α
Com	ıbs, Michael Warren	Political Science	Professor	1.00	\$0	\$63,667	А
Com	ıer, John C	Political Science	Chairperson	0.60	\$0	\$39,749	А
		Political Science	Professor	0.40	\$0	\$24,165	Α
				1.00	\$0	\$63,914	
Con	away, Teresa L	College of Law	Asst Professor	1.00	\$0	\$46,800	F
	k, John G	Athletics	Head Coach	1.00	\$0	\$125,748	I
Cool	k, Robert Lynn	Construction Systems	Assoc Professor	1.00	\$0	\$61,855	A
	pe, Jessica Ann	History	Assoc Professor	1.00	\$0	\$56,623	A
-	mer, Sheran L	Human Res & Family Sciences @ Omaha	Assoc Professor	1.00	\$0	\$66,044	A
Crav	wford, Sidnie White	Classics & Religious Studies	Chairperson	0.60	\$0	\$48,615	A
		Classics & Religious Studies	Professor	0.40	\$0	\$30,074	A
		č		1.00	\$0	\$78,689	-
Crea	a Cunthia I	Special Ed & Communic Disorders	Asst Professor	1.00	\$0	\$50,922	А
	ss, Cynthia J	Special Ed & Communic Disorders	Professor	1.00	\$0 \$0		A
	swell, John W	Educational Psychology	Professor	0.75	\$0 \$0	\$82,896	F
	ws, Patricia C also: IANR	Textiles Clothing & Design	Protessor	0.75	20	\$91,279	r
Croc	ckett, Elizabeth J	Research	Assoc Vice Chancellor	0.75	\$0	\$80,969	F
		Psychology	Professor	0.25	\$0	\$18,402	F
				1.00	\$0	\$99,371	
	mp, Arthel (Gene) also: UNCA	Business and Finance	Assoc Gen Counsel	0.50	\$0	\$41,457	F
Cru	mp, Linda	Equity, Access & Diversity Programs	Asst To Chancellor	1.00	\$0	\$102,941	F
Curi	rin, Bruce Alan	Human Resources	Asst Vice Chancellor	1.00	\$0	\$111,096	I
Cusl	hing, Matthew J	Economics	Assoc Professor	1.00	\$0	\$67,968	A
Dah	ab, Mohamed F	Civil Engineering	Chairperson	0.60	\$0	\$85,530	I
		Civil Engineering	Professor	0.40	\$0	\$53,631	I
				1.00	\$0	\$139,161	-
	a, Rochelle L also: IANR	Human Res & Family Sciences @ Omaha	Assoc Professor	0.75	\$0	\$42,436	A
		Educational Davaholo av	Assoc Professor	1.00	\$0	\$75,000	
-	/ III, Edward J	Educational Psychology Architecture	Asst Professor			\$73,000	A
-	, Jeffrey L		Professor	1.00	\$0 \$0		A A
-	, Victor W	Chemistry		1.00	\$0 \$0	\$49,793 \$67,202	
De A	Ayala, Rafael J	Educational Psychology	Chairperson	0.60	\$0 \$0	\$67,203	F
		Educational Psychology	Professor	0.40	\$0 \$0	\$43,203 \$110,406	F
						-	
	ker, T Newell	Special Ed & Communic Disorders	Professor	1.00	\$0	\$73,876	A
-	gan, Mary Jo	Sociology	Professor	1.00	\$0	\$57,745	А
	isco, Richard A	Finance	Assoc Professor	1.00	\$0	\$92,208	А
Deng	g, Bo	Mathematics	Professor	1.00	\$0	\$64,000	Α

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Denicola, Robert C	College of Law	Professor	1.00	\$0	\$152,135	A
	College of Law	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$162,135	
Deogun, Jitender S	Computer Science & Engineering	Professor	1.00	\$0	\$108,821	A
Develder, Carla J	College of Law	Assistant Dean	1.00	\$0	\$56,667	F
Dewey, Kenneth F	School of Natural Resources	Professor	0.60	\$0	\$42,225	A
	Geosciences	Professor	0.40	\$0	\$28,146	Α
			1.00	\$0	\$70,371	
Diamond, Judy	University Museum	Professor	0.90	\$0	\$95,010	F
	University Museum	Associate Director	0.00	\$0	\$1,500	F
			0.90	\$0	\$96,510	-
Dibernard, Barbara J	English	Professor	1.00	\$0	\$68,092	А
Dienstbier, Richard A	Psychology	Professor	1.00	\$0	\$86,570	А
Digman, Lester A	Management	Professor	1.00	\$0	\$109,667	А
	Management	College Professor	0.00	\$0	\$10,000	А
			1.00	\$0	\$119,667	
Dilillo, David K	Psychology	Asst Professor	1.00	\$0	\$50,400	А
Dimagno, Stephen	Chemistry	Assoc Professor	1.00	\$0	\$66,060	А
Disalvo, Vincent S	Communication Studies	Professor	1.00	\$0	\$59,647	А
Dixon, Wheeler W	English	Professor	1.00	\$0	\$75,000	А
	English	College Professor	0.00	\$0	\$10,000	A
	English	Director/Chair	0.00	\$0	\$2,400	А
			1.00	\$0	\$87,400	_
Dlugosh, Larry L	Educational Administration	Chairperson	0.60	\$0	\$69,500	F
, ingoon, 2007, 2	Educational Administration	Professor	0.40	\$0	\$44,731	F
			1.00	\$0	\$114,231	
Doll, Elizabeth J	Educational Psychology	Professor	1.00	\$6,000	\$87,445	А
Dominguez, Eddie R	Art & Art History	Assoc Professor	1.00	\$4,000	\$60,031	F
Donsig, Allan P	Mathematics	Assoc Professor	1.00	\$0	\$58,400	А
Dorsey, Learthen	History	Assoc Professor	0.60	\$0	\$29,257	A
	Ethnic Studies	Assoc Professor	0.40	\$0	\$19,503	А
	African American & African Studies	Coordinator	0.00	\$0	\$2,400	А
			1.00	\$0	\$51,160	-
Doudin, Bernard	Physics & Astronomy	Assoc Professor	1.00	\$4,000	\$64,587	А
Dowben, Peter	Physics & Astronomy	Professor	1.00	\$0	\$96,715	А
	Physics & Astronomy	Cather/Bessey Professorship	0.00	\$0	\$2,500	А
			1.00	\$0	\$99,215	-
Draper, Patricia C	Anthropology and Geography	Professor	1.00	\$0	\$97,037	А
Dreher, Kwakiutl L	English	Asst Professor	0.60	\$0	\$28,321	A
,	Ethnic Studies	Asst Professor	0.40	\$0	\$18,881	A
			1.00	\$0	\$47,202	_
Driesbach, Janice T	Sheldon Art Gallery	Director	1.00	\$0	\$93,320	F
Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$0 \$0	\$42,858	
See also: IANR	Nutrition & Fredrik Sciences	110105501	0.50	φŪ	\$12,000	
Drueke, Mary Jeanetta	University Libraries	Assoc Professor	1.00	\$0	\$53,284	F
Drummond, R Wayne	College of Architecture	Dean	1.00	\$0 \$0	\$166,920	F
Du, Liangcheng	Chemistry	Asst Professor	1.00	\$0	\$50,870	
	University Libraries	Asst Professor	1.00	\$0	\$40,000	F
Ducey, Mary Ellen						-
Ducey, Mary Ellen Ducharme, Stephen	Physics & Astronomy	Professor	1.00	\$0	\$79,142	А

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Dugas, Robert Wayne	Athletics	Physician	0.07	\$0	\$4,432	I
Dunbar, Steven R	Mathematics	Professor	1.00	\$0	\$80,700	A
Duncan, Richard F	College of Law	Professor	1.00	\$0	\$123,389	A
	College of Law	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$133,389	
Duncan, Robert I	Architecture	Professor	0.80	\$0	\$62,673	A
	Architecture	Director	0.20	\$0	\$17,668	1
			1.00	\$0	\$80,341	-
Dussault, Patrick H	Chemistry	Chairperson	0.60	\$0	\$73,955	
,	Chemistry	Professor	0.40	\$0	\$45,970	
			1.00	\$0	\$119,925	-
Dvorak, Bruce I	Civil Engineering	Assoc Professor	1.00	\$0	\$70,414	
Dzenis, Yuris	Engineering Mechanics	Professor	1.00	\$6,000	\$100,001	
Eckhardt, Craig J	Chemistry	Professor	1.00	\$0,000 \$0	\$110,001	
Edwards, Carolyn Pope	Psychology	Professor	0.75	\$0 \$0	\$83,022	
See also: IANR	r sychology	110103501	0.75	\$ 0	\$65,022	
	Academic Affairs	Sr Vice Chancellor	1.00	\$0.	\$204 496	
Edwards, Richard C	School of Music	Asst Professor	1.00 1.00	\$0 \$0	\$204,486 \$55,111	
Eklund, Peter A		Asst Professor				
Elbaum, Sebastian G	Computer Science & Engineering	Asst Professor Associate Dean	1.00	\$0 \$0	\$79,710 \$142,570	
Elias, Samy E	Engineering Research Center		1.00	\$0 \$0	\$143,570	
Ells, Mark L	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$0 \$0	\$74,476 \$61,402	
Elthon, Thomas E	School of Biological Sciences	Assoc Professor	1.00	\$0 \$0	\$61,403	
Elwell, Jeffery S	Theatre Arts Theatre Arts	Chairperson Professor	0.60	\$0 \$0	\$62,915 \$27,585	
	I neatre Arts	Professor	0.40	\$0 \$0	\$37,585	_
					-	
Endacott, Richard D	Theatre Arts	Asst Professor	1.00	\$0	\$41,110	
Epley, Boyd D	Athletics	Assistant Director	1.00	\$0	\$96,795	
Epstein, Michael H	Special Ed & Communic Disorders	College Professor	1.00	\$0	\$115,273	
Erbe, Lynn H	Mathematics	Research Professor	0.67	\$0	\$56,000	
Erickson, Joan L	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$59,350	
Ertl, Ted A	Architecture	Assoc Professor	1.00	\$0	\$59,988	
Evans, Lucinda Rae	Research Compliance Services	Dir Of Veterinary Srvcs	0.80	\$0	\$45,000	
Evans, Sharon A	Educational Psychology	Assoc Professor	1.00	\$0	\$56,636	
Fabrikant, Ilya I	Physics & Astronomy	Professor	1.00	\$0 \$0	\$86,235	
Faller, Ronald Keith	Midwest Roadside Safety Facility	Research Assistant Professor	1.00	\$0 \$0	\$70,025	
Farrell, Kathleen Anne	Finance	Assoc Professor	1.00	\$0 \$0	\$113,011	
Farritor, Shane M	Mechanical Engineering	Asst Professor	1.00	\$0 \$0	\$68,427	
Faulkner, Quentin J	School of Music	Professor	1.00	\$0 \$0	\$71,008	
	School of Music	College Professor	0.00	\$0 \$0	\$5,000	_
					-	
Feng, Ruqiang	Engineering Mechanics	Assoc Professor	1.00	\$4,000	\$75,813	
Fielding, Christopher R	Geosciences	Professor	1.00	\$0	\$80,000	
	Geosciences	College Professor	0.00	\$0	\$10,000	_
			1.00	\$0	\$90,000	
Fischer, Bruce A	Construction Management	Asst Professor	1.00	\$0	\$59,280	
Fischer, Tammie J	Economic Education	Director	1.00	\$0	\$45,241	
Flowers, John H	Psychology	Professor	1.00	\$0	\$71,972	
Foley, Gretchen C	School of Music	Asst Professor	1.00	\$0	\$39,636	
Ford, James E	English	Assoc Professor	1.00	\$0	\$51,348	
Forget, Stephen F	JD Edwards Program	Coordinator	1.00	\$0	\$102,812	

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Forsythe, David P	Political Science	Professor	1.00	\$0	\$96,325	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$0	\$111,325	
Foster II, Jesse James	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$50,204	AY
Foster, Edward Terence	Construction Systems	Professor	1.00	\$0	\$79,348	AY
Foster, Gwendolyn Audrey	English	Assoc Professor	1.00	\$0	\$56,891	AY
Fought, Robert A	College of Fine & Performing Arts	Associate Dean	1.00	\$0	\$104,000	AY
Fowler, David	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$0	\$57,350	AY
Frank, Alan H	College of Law	Professor	1.00	\$0	\$96,534	AY
Freeman, Patricia W	University Museum	Professor	1.00	\$0	\$73,797	F
French, K Allen	School of Music	Assoc Professor	1.00	\$0	\$50,064	A
Fritz, Dana B	Art & Art History	Asst Professor	1.00	\$0	\$43,759	AY
Fritz, Sherilyn Clair	Geosciences	Professor	0.85	\$0	\$74,826	AY
	School of Biological Sciences	Professor	0.15	\$0	\$13,204	AY
			1.00	\$0	\$88,030	
Fromm, Michael E See also: IANR	Agronomy & Horticulture	Professor	0.38	\$0	\$66,285	AY
Fuelberth, Rhonda J	School of Music	Asst Professor	1.00	\$0	\$39,521	AY
Fuess, Scott Macneill	Economics	Professor	1.00	\$0 \$0	\$83,745	AY
Fuller, Robert G	Physics & Astronomy	Professor	0.20	\$0 \$0	\$22,360	AY
Fuller, Shelley T	Art & Art History	Assoc Professor	1.00	\$0	\$45,581	AY
Fusillo, Lisa A	School of Music	Professor	1.00	\$0 \$0	\$65,552	AY
Gabb, Betsy Shofstall	Architecture	Professor	1.00	\$0 \$0	\$68,499	AY
Gallagher, Chris W	English	Assoc Professor	1.00	\$4,000	\$59,000	AY
Ganim, Russell Joseph	Modern Language & Literature	Chairperson	0.60	\$0	\$40,369	AY
	Modern Language & Literature	Assoc Professor	0.40	\$0	\$23,579	AY
			1.00	\$0	\$63,948	_
Garbin, Calvin Peter	Psychology	Professor	1.00	\$6,000	\$63,838	AY
Garcia, Ricardo L See also: IANR	Teaching, Learning & Teacher Ed	Professor	0.75	\$0	\$73,643	FY
Gardner, Martin R	College of Law	Professor	1.00	\$0	\$141,918	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$151,918	-
Gardner, Scott L	University Museum	Professor	0.75	\$0	\$56,588	AY
	School of Biological Sciences	Professor	0.25	\$0	\$18,687	AY
	University Museum	Curator	0.00	\$0	\$1,231	AY
			1.00	\$0	\$76,506	
Conductor State Area	Liniversity Libraries	A agon Drofoggor			-	
Gardner, Sue Ann	University Libraries	Assoc Professor	1.00	\$0 \$0	\$44,235	FY
Garza, James A	History	Asst Professor	0.60	\$0	\$28,104	AY
	Ethnic Studies	Asst Professor	0.40	\$0	\$18,736	AY
			1.00	\$0	\$46,840	
Gay, Timothy	Physics & Astronomy	Professor	1.00	\$0	\$99,977	AY
Genoways, Hugh Howard See also: IANR	University Museum	Professor	0.53	\$0	\$50,860	FY
Gentry, James William	Marketing	Professor	1.00	\$0	\$110,007	AY
George, Thomas A	Chemistry	Professor	1.00	\$0	\$91,418	AY
Geppert, John M	Finance	Assoc Professor	1.00	\$0	\$97,100	A
Gibbons, John S	Philosophy	Asst Professor	1.00	\$0	\$45,484	A
Gibson, Robert M	School of Biological Sciences	Professor	1.00	\$0	\$67,002	AY
Giesecke, Joan Ruth	University Libraries	Dean	1.00	\$0	\$138,858	FY

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Gitelson, Anatoly A See also: IANR	School of Natural Resources	Professor	0.25	\$0	\$24,714	F
Goble, Ronald J	Geosciences	Assoc Professor	1.00	\$0	\$54,234	A
Goddard, Stephen M	Computer Science & Engineering	Asst Professor	1.00	\$0	\$82,603	A
Goebes, Carole A	University Libraries	Assoc Professor	1.00	\$0	\$36,137	A
Goedert, James D	Construction Systems	Assoc Professor	1.00	\$0	\$85,979	А
Goff, Michael J	Advertising	Asst Professor	1.00	\$0	\$47,702	А
Gogos, George	Mechanical Engineering	Assoc Professor	1.00	\$0	\$94,128	A
Gonzalez, Jose E	Modern Language & Literature	Asst Professor	0.60	\$0	\$28,164	A
	Ethnic Studies	Asst Professor	0.40	\$0	\$18,779	A
			1.00	\$0	\$46,943	
Gonzalez-Kruger, Gloria E	Family & Consumer Science	Asst Professor	1.00	\$0	\$50,421	A
Goodburn, Amy M	English	Assoc Professor	1.00		\$57,300	A
Gorman, Vanessa B	College of Arts & Sciences	Associate Dean	0.75		\$43,973	Ā
Gorman, vancssa D	History	Assoc Professor	0.25		\$13,492	A
	msory	15500 110105501	1.00		\$57,465	
~					-	
Gradwohl, John M	College of Law	Professor	0.67		\$97,371	A
	College of Law	College Professor	0.00		\$10,000	
			0.67	\$0	\$107,371	
Grady, Marilyn L	Educational Administration	Professor	1.00	\$0	\$80,001	A
Graef, Michelle I	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$0	\$62,271	
Grajeda, Ralph F	English	Assoc Professor	0.90	\$0	\$43,229	A
	Ethnic Studies	Assoc Professor	0.10	\$0	\$4,803	
			1.00	\$0	\$48,032	
Grange, William M	Theatre Arts	Professor	1.00	\$0	\$60,708	A
Grant, Merida M	Psychology	Asst Professor	1.00	\$0	\$49,058	A
Gregory, Donald L	Division of General Studies	Director	1.00	\$0	\$84,134]
	Housing Residence Life	Coordinator	0.00	\$0	\$6,000	
			1.00	\$0	\$90,134	-
Grew, Priscilla C	Geosciences	Professor	1.00	\$0	\$102,320	A
Griep, Mark A	Chemistry	Assoc Professor	1.00		\$56,659	Ā
Griesen, James V	Student Affairs	Vice Chancellor	1.00		\$159,736	
Grossbart, Sanford L	Marketing	Professor	1.00		\$121,400	A
or oscourt, sumor a L	Marketing	College Professor	0.00		\$10,000	Ā
	5	C C	1.00		\$131,400	
Could Like D	Political Science	Professor	1.00		\$67,561	A
Gruhl, John R	University Health Center	Director	1.00		\$135,550	1
Guest, James R	Modern Language & Literature	Asst Professor	1.00		\$135,330	A
Guevara, Jose' R	0 0					
Hachtmann, Frauke	Advertising	Asst Professor	1.00		\$45,000	A
Hage, David S	Chemistry	Professor	1.00		\$80,025	A
Haggin, Ronald K	Construction Systems	Assoc Professor	1.00		\$79,852	A
Hallbeck, M Susan	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00		\$74,430 \$62,000	A
Haller, Robert S	English	Professor	1.00		\$62,000 \$77,007	I
Hames, Raymond	Anthropology and Geography	Professor	1.00		\$77,007	A
Hamouz, Fayrene L	Nutrition & Health Sciences	Assoc Professor	0.45		\$30,989	1
Hampton, Ronald D	Marketing	Assoc Professor	1.00		\$92,482	A
Handa, Rumiko	Architecture	Assoc Professor	1.00		\$64,617	A
Hannappel, Pamela P	Psychology	Research Assistant Professor	0.70	\$0	\$39,810	F

Hansen, David J Hanson, William E Harbison, Gerard Harbourne, Brian Lee Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Psychology Psychology Educational Psychology Chemistry Mathematics Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records Economics	Chairperson Professor Asst Professor Professor Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor College Professor	0.60 0.40 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	\$76,433 \$47,622 \$124,055 \$51,694 \$90,836 \$73,100 \$38,054 \$60,846 \$89,592 \$90,743 \$55,226	_ 1
Harbison, Gerard Harbourne, Brian Lee Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Educational Psychology Chemistry Mathematics Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Asst Professor Professor Professor Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor	$ \begin{array}{c} 1.00\\ 1.00\\ 1.00\\ 0.50\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.00\\ \end{array} $	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$124,055 \$51,694 \$90,836 \$73,100 \$38,054 \$60,846 \$89,592 \$90,743	
Harbison, Gerard Harbourne, Brian Lee Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Chemistry Mathematics Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Professor Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$51,694 \$90,836 \$73,100 \$38,054 \$60,846 \$89,592 \$90,743	F F F F F F F
Harbison, Gerard Harbourne, Brian Lee Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Chemistry Mathematics Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Professor Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor	1.00 1.00 0.50 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$90,836 \$73,100 \$38,054 \$60,846 \$89,592 \$90,743	
Harbourne, Brian Lee Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Mathematics Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor	1.00 0.50 1.00 1.00 1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0	\$73,100 \$38,054 \$60,846 \$89,592 \$90,743	A A I
Hardy, Robert J Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Physics & Astronomy School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Professor Assoc Professor Professor Coordinator Assoc Professor Professor	0.50 1.00 1.00 1.00 1.00 1.00 1.00 0.00	\$0 \$0 \$0 \$0 \$0 \$0	\$38,054 \$60,846 \$89,592 \$90,743	1
Harler, Donna D Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	School of Music Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Assoc Professor Professor Coordinator Assoc Professor Professor	1.00 1.00 1.00 1.00 1.00 1.00 0.00	\$0 \$0 \$0 \$0	\$60,846 \$89,592 \$90,743	
Harmon, Paul E Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Construction Management Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Assoc Professor Professor Coordinator Assoc Professor Professor	1.00 1.00 1.00 1.00 1.00 0.00	\$0 \$0 \$0	\$89,592 \$90,743	
Harnisch, Delwyn L Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Teaching, Learning & Teacher Ed English School of Biological Sciences Geosciences Geosciences Registration & Records	Professor Coordinator Assoc Professor Professor	1.00 1.00 1.00 1.00 0.00	\$0 \$0	\$90,743	
Harpending, Michael A Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	English School of Biological Sciences Geosciences Geosciences Registration & Records	Coordinator Assoc Professor Professor	1.00 1.00 1.00 0.00	\$0		
Harshman, Lawrence C Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	School of Biological Sciences Geosciences Geosciences Registration & Records	Assoc Professor Professor	1.00 1.00 0.00		\$55.226	
Harwood, David Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Geosciences Geosciences Registration & Records	Professor	1.00 0.00	\$0	,==0	
Hawkey, Earl W Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Geosciences Registration & Records		0.00		\$63,526	
Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	Registration & Records	College Professor		\$0	\$74,270	
Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	-			\$0	\$7,500	
Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	-		1.00	\$0	\$81,770	_
Hayden, F Gregory Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M	-	Director	1.00	\$0	\$96,750	
Hayden-Roy, Priscilla A Healey, E Charles Heaton, Ruth M		Professor	1.00	\$0	\$100,002	
Healey, E Charles Heaton, Ruth M	Modern Language & Literature	Assoc Professor	1.00	\$0 \$0	\$54,639	
Heaton, Ruth M	Special Ed & Communic Disorders	Professor	1.00	\$0 \$0	\$74,377	
	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$0 \$0	\$68,520	
Henderson, Alicia B	College of Law	Clinical Assoc Prof	1.00	\$5,333	\$81,005	
Hendrickson, Kent H	Information Services	Assoc Vice Chancellor	1.00	\$0,555 \$0	\$144,834	
Hendrix, James L	Chemical Engineering	Professor	1.00	\$0 \$0	\$133,802	
Henninger, Scott R	Computer Science & Engineering	Assoc Professor	1.00	\$0 \$0	\$82,400	
Henze, Gregor P	Architectural Engineering	Asst Professor	1.00	\$0 \$0	\$75,779	
Hermiller, Susan M	Mathematics	Assoc Professor	1.00	\$0 \$0	\$63,415	
Hermsen, Joseph M	University Health Center	Physician	1.00	\$0 \$0	\$113,297	
Hibbing, John R	Political Science	Professor	1.00	\$0 \$0	\$101,376	
inboing, sonn R	Political Science	University Professor	0.00	\$0 \$0	\$15,000	
		Oniversity Professor	1.00	\$0	\$116,376	_
Hibner, Barbara A	Athletics	Associate Director	1.00	\$0	\$83,166	
Hilliard, Stephen S	English	Professor	1.00	\$0 \$0	\$105,149	
Hinchman, Mark A	Architecture	Asst Professor	1.00	\$0 \$0	\$51,081	
Hines, Gwendolen	Mathematics	Asst Professor	1.00	\$0 \$0	\$50,210	
Hitchcock, Robert K	Anthropology and Geography	Professor	1.00	\$0 \$0	\$64,319	
Hoff, Michael C	Art & Art History	Assoc Professor	1.00	\$0 \$0	\$51,257	
Hoffman, Michael W	Electrical Engineering	Assoc Professor	1.00	\$0 \$0	\$84,466	
Hoffman, Richard O	Industrial & Mgmt Syst Engineering	Professor	1.00	\$0 \$0	\$74,650	
Hoffmann, Richard J	College of Arts & Sciences	Dean	1.00	\$0 \$0	\$185,047	
Hoistad, Mark A	Architecture	Chairperson	0.60	\$0 \$0	\$71,045	
Holstau, Mark A	Architecture	Professor	0.40	\$0 \$0	\$41,930	
	Alemeetuie	110103501	1.00	\$0	\$112,975	_
Holdegraver, Donald W	Operations Analysis	Director	1.00	\$0		
5	Geosciences	Research Associate Professor	0.60	\$0 \$0	\$87,500 \$22,567	
Holmes, Mary Anne					\$33,567	
Holmes, William W	Construction Systems	Assoc Professor	1.00	\$0 \$0	\$84,916 \$83.082	
Honey, Maureen E	English	Professor	1.00	\$0 \$0	\$83,082 \$82,225	
Hope, Debra Anne Horn, Christy A	Psychology Center for Instructional Innovation	Professor Director	1.00	\$0 \$0	\$82,335 \$25,588	
Horn, Christy A See also: UNCA	Center for histractional innovation	Director	0.30	\$U	\$25,588	
Hostetler, Karl David Houser, Kevin W	Teaching, Learning & Teacher Ed	Professor	1.00	\$0	\$69,949	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Housh, Terry J	Health & Human Performance	Assoc Professor	1.00	\$0	\$75,430	A
Howe, David L	College of Arts & Sciences	Assistant Dean	1.00	\$0	\$77,771	F
Howe, Herbert	Office of the Chancellor	Assoc To The Chancellor	1.00	\$0	\$135,791	F
Hoyt, Danny R	Sociology	Professor	1.00	\$0	\$90,050	A
Huddleston-Casas, Catherine A See also: IANR	Family & Consumer Science	Asst Professor	0.75	\$0	\$34,763	А
Hull, Ronald E	University Television	Associate Director	0.21	\$0	\$12,000	F
Hulvershorn, John K	Community & Regional Planning	Assoc Professor	1.00	\$0	\$71,512	А
Humes, Brian Douglas	Political Science	Assoc Professor	1.00	\$0	\$56,847	А
Hunt Jr, Robert M	University Museum	Professor	0.73	\$0	\$56,388	I
	Geosciences	Professor	0.27	\$0	\$20,791	F
			1.00	\$0	\$77,179	
Hunt, Jennifer S	Psychology	Asst Professor	1.00	\$0 \$0	\$46,150	A
Hux, Karen A	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$63,691	A
Ianno, Natale Joseph	Electrical Engineering	Professor	1.00	\$0	\$102,540	A
Ide, Harry Albert	Philosophy	Assoc Professor	1.00	\$0	\$51,866	A
Impara, James C	Buros Institute	Professor	0.50	\$0	\$40,546	А
Inan, Mehmet	Chemical Engineering	Research Assistant Professor	1.00	\$0	\$66,950	F
Ingraham, Elizabeth	Art & Art History	Asst Professor	1.00	\$0 \$0	\$44,339	A
Isernhagen, Jody C	Educational Administration	Assoc Professor	1.00	\$0 \$0	\$82,329	A
Jackson, Christine A	Business and Finance	Vice Chancellor	1.00	\$0 \$0	\$178,810]
Jacobshagen II, N Keith	Art & Art History	Professor	1.00	\$0 \$0	\$71,962	A
	Art & Art History	Cather/Bessey Professorship	0.00	\$0 \$0	\$2,500 \$74,462	
Jacobson, Evelyn M	Academic Affairs	Assoc Vice Chancellor	1.00	\$0	\$117,123	I
Jacobson, Manfred R	Modern Language & Literature	Professor	1.00	\$0	\$58,300	A
Jacobson, Scott D	Athletics	Head Coach	1.00	\$0	\$46,827	I
Jang, Won Mee	Computer & Electronics Engineering	Asst Professor	1.00	\$0	\$71,247	A
Janovy, John	School of Biological Sciences	Professor	1.00	\$0	\$92,901	A
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$107,901	
Japp, Phyllis	Communication Studies	Assoc Professor	1.00	\$0	\$56,494	A
Jaswal, Sitaram S	Physics & Astronomy	Professor	0.50	\$0	\$46,954	A
Jensen, Donald D	Psychology	Professor	0.50	\$0 ©0	\$23,997	A
Jensen, Wayne G	Construction Management	Asst Professor	1.00	\$0 ©0	\$62,400	I
Jiang, Hong	Computer Science & Engineering	Assoc Professor	1.00	\$0 ©0	\$85,988	I
	Computer Science & Engineering	Vice Chairperson	0.00	\$0 \$0	\$2,400 \$88,388	_
Joern, J Anthony	School of Biological Sciences	Professor	1.00	\$0	\$104,084	I
Johnson, Gerald W	Mathematics	Professor	0.65	\$0	\$61,126	A
Johnson, Glen O	Health & Human Performance	Professor	1.00	\$0	\$72,767	A
Johnson, Judy L	University Libraries	Professor	1.00	\$0	\$71,765	I
, ,	University Libraries	Coordinator	0.00	\$0	\$1,200	
			1.00	\$0	\$72,965	
Johnson, Julie M	Family & Consumer Science	Professor	0.40	\$0	\$40,350	F
	Family & Consumer Science	Chairperson	0.37	\$0	\$43,144	F
See also: IANR		-	0.77	\$0	\$83,494	_
Johnson, Kathleen A	University Libraries	Assoc Professor	1.00	\$0	\$62,468	F
Jones, C Edward	Physics & Astronomy	Professor	1.00	\$0	\$92,405	А

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арј
Jones, Clinton J	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	А
See also: IANR				^	¢ (2.205	
Jones, Elizabeth G	Civil Engineering @ UNO	Asst Professor	1.00	\$0	\$63,387	A
Jones, Georgia	Nutrition & Health Sciences	Asst Professor	0.50	\$0	\$29,633	I
See also: IANR						
Jones, M Colleen	Management	Asst Professor	1.00	\$0	\$79,500	A
Kalisa, Marie-Chantal	Modern Language & Literature	Asst Professor	1.00	\$0	\$44,500	1
Kalish, Stephen E	College of Law	Professor	1.00	\$0	\$117,386	
	College of Law	College Professor	0.00	\$0	\$10,000	_ 1
			1.00	\$0	\$127,386	
Kamil, Alan C	School of Biological Sciences	Professor	1.00	\$0	\$119,671	1
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	
			1.00	\$0	\$134,671	
Karch, Dieter	Modern Language & Literature	Professor	1.00	\$0	\$78,968	1
Karels, Gordon V	College of Business Administration	Associate Dean	1.00	\$0	\$186,511	
	Finance	College Professor	0.00	\$0	\$10,000	
			1.00	\$0	\$196,511	-
Katz, Wendy J	Art & Art History	Asst Professor	1.00	\$0	\$44,434	
Kave, Frances W	English	Professor	1.00	\$0	\$65,668	
Kean, Rita C	Dean of Undergraduate Studies	Dean	1.00	\$0	\$140,800	
Keck, David W	JD Edwards Program	Director	1.00	\$0	\$182,980	
Keeler, Kathleen H	School of Biological Sciences	Professor	1.00	\$0	\$67,491	
Kendall, Gail Marie	Art & Art History	Professor	1.00	\$0	\$65,307	
Kendig, Daniel J	Athletics	Head Coach	1.00	\$0	\$69,796	
Kennedy, Patricia	Marketing	Assoc Professor	1.00	\$0	\$89,617	
Kenny, Nancy E	Athletics	Associate Director	1.00	\$0	\$95,683	
Kenyon, William C	Theatre Arts	Asst Professor	1.00	\$0	\$44,376	
Kettler, Richard Mark	Geosciences	Assoc Professor	1.00	\$0	\$59,928	
Kezer, Zeynep	Architecture	Asst Professor	1.00	\$0	\$46,000	
Khattak, Aemal J	Civil Engineering	Asst Professor	1.00	\$0	\$62,030	
Kiewra, Kenneth Anthony	Educational Psychology	Professor	1.00	\$0	\$68,780	
Kim, Benjamin J	Economics	Assoc Professor	1.00	\$0	\$65,497	
Kingsbury, Charles A	Chemistry	Professor	0.50	\$0	\$32,009	
Kirby, Roger D	Physics & Astronomy	Chairperson	0.60	\$0	\$79,629	
	Physics & Astronomy	Professor	0.40	\$0	\$49,755	
			1.00	\$0	\$129,384	-
Kirst, Roger W	College of Law	Professor	1.00	\$0	\$126,665	
	College of Law	College Professor	0.00	\$0	\$10,000	
	C	C	1.00	\$0	\$136,665	-
Kiviniemi, Marc T	Psychology	Asst Professor	1.00	\$0	\$45,000	
Klaus, Bettina-Elisabeth	Economics	Asst Professor	0.75	\$0 \$0	\$45,000	
See also: IANR	Economics	A351 1 10103501	0.75	\$ 0	\$50,950	
				* ^	¢ (2, 777	
Kleimola, Ann M	History	Professor	1.00	\$0	\$62,777	
Knops, Johannes M	School of Biological Sciences	Asst Professor	0.80	\$0 ©0	\$45,778	
	School of Natural Resources	Asst Professor	0.20	\$0	\$11,443	_
			1.00	\$0	\$57,221	
Konecky, Joan Latta	University Libraries	Assoc Professor	1.00	\$0	\$49,561	
Kostelnik, Marjorie J	College of Education & Human Sci U	Dean	0.75	\$0	\$117,627	
See also: IANR						

* Refer also to funding at other campus

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	A
Koszewski, Wanda M	Nutrition & Health Sciences	Ext Asst Professor	0.25	\$0	\$17,554	
See also: IANR						
Krapfl, Robin	Athletics	Head Coach	1.00	\$0	\$43,705	
Kraus, Joseph C	School of Music	Professor	1.00	\$0	\$64,911	
Krause, Gary L	Civil Engineering @ UNO	Assoc Professor	1.00	\$0	\$62,416	
Krone, Kathleen	Communication Studies	Assoc Professor	1.00	\$0	\$67,945	
Krug, Nathan S	Architecture	Assoc Professor	1.00	\$0	\$54,115	
Kulik, Thad	Computer & Electronics Engineering	Assoc Professor	1.00	\$0	\$53,407	
Kunc, Karen S	Art & Art History	Professor	0.70	\$0	\$59,641	
Kuska, Sharon Suzanne	Architecture	Professor	1.00	\$0	\$65,527	
Kuzelka, Robert D	Environmental Studies	Director/Chair	0.00	\$0	\$2,400	
See also: IANR						
Kuzma, Gregory S	English	Professor	1.00	\$0	\$64,487	
Labode, Evelyn E	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$0	\$50,968	
Lacost, Barbara A	Educational Administration	Assoc Professor	1.00	\$0 \$0	\$61,025	
Laging, Thomas S	Architecture	Professor	1.00	\$0 \$0	\$79,583	
Langell, Marjorie A	Chemistry	Professor	1.00	\$0 \$0	\$81,836	
Langen, Warjorie A Larsen, Gustavo	Chemical Engineering	Assoc Professor	1.00	\$0 \$0	\$84,666	
Larsen, Gustavo Larsen, Phyllis Vance	Advertising	Asst Professor	1.00	\$0 \$0	\$54,808	
· •	University Libraries	Professor	1.00	\$0 \$0	\$61,635	
Latta, Gail Frances	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0 \$0	\$52,756	
Latta, Margaret A	<u>.</u>	Assoc Professor	1.00	\$0 \$0		
Lauderback, Lee L	Chemical Engineering Office of University Communications	Director	1.00	\$0 \$0	\$68,079 \$02,055	
Lauerman, Margaret A	-	Assoc Professor		\$0 \$0	\$93,955 \$62,085	
Lavin, Stephen J	Anthropology and Geography	Assoc Professor	1.00		\$62,985	
Lawrence, Janice E	School of Accountancy		1.00	\$0 \$0	\$106,753	
Lawson, Craig M	College of Law	Professor	1.00	\$0 ©0	\$97,665	
Lawson, Merlin P	Geosciences	Professor	1.00	\$0	\$118,158	
Leblanc, Dennis	Athletics	Associate Director	1.00	\$0	\$95,678	
Ledder, Glenn W	Mathematics	Assoc Professor	1.00	\$0 ©0	\$54,050	
Lee, Laurie Thomas	Broadcasting	Assoc Professor	1.00	\$0	\$62,783	
Lee, Ronald	Communication Studies	Professor	1.00	\$0	\$74,635	
Lee, Sang M	Management	Chairperson	0.60	\$0	\$114,706	
	Management	Professor	0.40	\$0	\$74,605	
	Management	Distinguished Professor	0.00	\$0	\$5,000	
	Management	University Professor	0.00	\$0	\$25,000	
			1.00	\$0	\$219,311	
Lee, Zoonky	Management	Asst Professor	1.00	\$0	\$95,005	
Lefferts, Peter Martin	School of Music	Professor	1.00	\$0	\$58,370	
Leger, Daniel W	Psychology	Professor	1.00	\$0	\$69,859	
Lehmann, Jennifer M	Sociology	Assoc Professor	1.00	\$0	\$48,188	
Leinieks, Valdis	Classics & Religious Studies	Professor	0.50	\$0	\$39,337	
Leiter, Richard A	College of Law	Professor	1.00	\$0	\$115,379	
Lenich, John P	College of Law	Professor	1.00	\$0	\$96,930	
Lepard, Brian David	College of Law	Assoc Professor	1.00	\$0	\$84,161	
Leslie-Pelecky, Diandra L	Physics & Astronomy	Assoc Professor	1.00	\$0	\$67,425	
Lesueur, James D	History	Assoc Professor	1.00	\$4,000	\$53,055	
Leung, Kam-Ching	Physics & Astronomy	Professor	1.00	\$0	\$70,679	
Levin, Carole	History	Professor	1.00	\$0	\$85,014	
	History	Cather/Bessey Professorship	0.00	\$0	\$2,500	
			1.00	\$0	\$87,514	_
	University Museum			\$0	\$1,200	

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Levitov, Peter S See also: UNCA	International Affairs	Associate Dean	0.91	\$0	\$75,838	F
Lewis, Nancy M See also: IANR	Nutrition & Health Sciences	Assoc Professor	0.56	\$0	\$38,917	F
Lewis, William J	Mathematics	Chairperson	0.60	\$0	\$73,427	A
	Mathematics	Professor	0.40	\$0	\$48,121	A
			1.00	\$0	\$121,548	_
Li, Jiangyu	Engineering Mechanics	Asst Professor	1.00	\$0	\$64,480	A
Lin, Li-Wen	Family & Consumer Science	Asst Professor	0.75	\$0	\$39,783	А
See also: IANR	-					
Lindsley-Griffin, Nancy	Geosciences	Professor	1.00	\$0	\$65,168	А
Liou, Sy-Hwang	Physics & Astronomy	Professor	1.00	\$0	\$81,124	А
Liu, Mingsheng	Architectural Engineering	Assoc Professor	1.00	\$0	\$88,369	А
Logan, John David	Mathematics	Professor	1.00	\$0	\$98,700	A
Logan-Peters, Kay	University Libraries	Chairperson	0.60	\$0	\$43,352	F
	University Libraries	Professor	0.40	\$0	\$27,568	F
			1.00	\$0	\$70,920	_
Loope, David B	Geosciences	Professor	1.00	\$0	\$85,436	A
	Geosciences	College Professor	0.00	\$0	\$5,000	A
			1.00	\$0	\$90,436	
Lou, David Y	Mechanical Engineering	Chairperson	0.60	\$0	\$94,666	F
	Mechanical Engineering	Professor	0.40	\$0	\$61,511	F
	Mechanical Engineering	College Professor	0.00	\$0	\$10,000	F
			1.00	\$0	\$166,177	_
Lou, Marjorie F See also: IANR	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	F
Louda, Svata M	School of Biological Sciences	Professor	1.00	\$0	\$100,623	A
,	School of Biological Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	A
			1.00	\$0	\$103,123	
Lu, Guoqing	NRI Center of Biotechnology	Research Assistant Professor	1.00	\$0	\$50,000	F
Lu, Suping	University Libraries	Assoc Professor	1.00	\$0	\$45,012	F
Lu, Yongfeng	Electrical Engineering	Assoc Professor	1.00	\$4,000	\$79,000	A
Luthans, Fred	Management	Professor	1.00	\$0	\$177,018	A
	Management	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$192,018	_
Luther, Joseph N	Community & Regional Planning	Professor	1.00	\$0	\$79,967	A
Lutz, Mary C	University Health Center	Physician	0.73	\$0	\$82,550	А
Lyons, Karen V	University Honors Program UNL	Associate Director	1.00	\$0	\$48,868	F
Lyons, William H	College of Law	Professor	1.00	\$0	\$113,475	А
	College of Law	College Professor	0.00	\$0	\$10,000	А
			1.00	\$0	\$123,475	_
Maag, John W	Special Ed & Communic Disorders	Professor	1.00	\$0	\$69,513	A
Mackenzie, Sally See also: IANR	School of Biological Sciences	Professor	0.40	\$0	\$40,757	A
Macphee, Craig	Economics	Professor	1.00	\$0	\$88,038	A
······································	Economics	College Professor	0.00	\$0	\$10,000	A
		÷	1.00	\$0	\$98,038	- 1
					-	A
Mahoney, Timothy Raymond	History	Professor	1.00	\$0	\$66,171	

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арј
Maller, Alexander	Architecture	Professor	1.00	\$0	\$68,582	A
Mamiya, Christin Joy	Art & Art History	Professor	1.00	\$0	\$67,919	Α
Manning, Mark M	Athletics	Head Coach	1.00	\$0	\$81,947	F
Marley, Thomas John	Mathematics	Assoc Professor	1.00	\$0	\$54,650	А
Martin, Charity K	University Libraries	Assoc Professor	1.00	\$5,333	\$44,903	F
Martin, Eugene L	School of Biological Sciences	Assoc Professor	1.00	\$0	\$53,537	А
Martin, Gary L	Health & Human Performance	Assoc Professor	1.00	\$0	\$48,031	A
Martinez, Adelaida L	Modern Language & Literature	Professor	1.00	\$0	\$82,087	A
Martinez, Antonio H	Modern Language & Literature	Assoc Professor	1.00	\$0	\$49,573	A
Marvin, Christine Ann	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$64,108	A
Mashayekhi, Mostafa	Finance	Assoc Professor	1.00	\$0	\$60,347	A
Maslowski, Peter	History	Professor	1.00	\$0	\$72,502	A
Mason, Joseph A See also: IANR	Survey Division	Asst Professor	0.25	\$0	\$15,762	H
May, Ann Mari	Economics	Assoc Professor	1.00	\$0	\$75,688	A
May, Douglas R	Management	Assoc Professor	1.00	\$0	\$97,012	A
Mayeux, Peter E	Broadcasting	Professor	1.00	\$0	\$77,108	A
	Broadcasting	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$87,108	_
Mcbride, Patrick J	Admissions	Associate Dean	1.00	\$0	\$69,342	1
Mccabe, George M	Finance	Professor	1.00	\$0	\$89,242	1
Mccollough, Martha L	Anthropology and Geography	Asst Professor	0.60	\$0	\$25,677	1
reconough, martina E	Ethnic Studies	Asst Professor	0.40	\$0	\$17,117	1
			1.00	\$0	\$42,794	_
Mccurdy, Merilee	Educational Psychology	Asst Professor	1.00	\$0	\$47,656	А
Mccutcheon, Allan L	NRI Gallup Research Center	Director	0.75	\$0	\$67,059	A
,	Statistics	Professor	0.25	\$0	\$21,552	A
	Sociology	College Professor	0.00	\$0	\$25,000	A
		C	1.00	\$0	\$113,611	_
Mcdermott, Kerry F	Athletics	Head Coach	1.00	\$0	\$43,655	1
Mcdermott, Richard L	FM&P Administration	Asst Vice Chancellor	1.00	\$0	\$117,946	1
Mcgarvey, Mary G	Economics	Assoc Professor	1.00	\$0	\$67,098	I
Megavey, Mary G Megowan, Thomas M	Teaching, Learning & Teacher Ed	Chairperson	0.60	\$0 \$0	\$66,960	1
Nicgowan, Thomas M	Teaching, Learning & Teacher Ed	Professor	0.40	\$0 \$0	\$43,040	
	Fourinity, Louining of Fourier Lu	1.0.000	1.00	\$0	\$110,000	
Mcmahon, Patrice C	Political Science	Asst Professor	1.00	\$0	\$49,020	1
Mcmullen, William Wallace	School of Music	Assoc Professor	1.00	\$0	\$50,195	
Mcneil, Mary E	University Libraries	Assistant Dean	1.00	\$0	\$70,000	
Mcquillan, Julia T	Sociology	Asst Professor	1.00	\$0	\$54,684	1
Mcshane, James A	English	Assoc Professor	1.00	\$0	\$57,022	1
	University Foundations Program	Director/Chair	0.00	\$0 \$0	\$4,000 \$61,022	
N 1 Nº 1 1N		D.C			-	
Meagher, Michael M	Chemical Engineering	Professor	1.00	\$6,000	\$132,459	A
Meakin, John C	Mathematics	Professor	1.00	\$0 \$0	\$111,343	A
	Mathematics	College Professor	0.00	\$0 \$0	\$10,000 \$121,343	
Meers, Gary D	Special Ed & Communic Disorders	Professor	1.00	\$0	\$87,651	1
Meili, Launi K	Athletics	Head Coach	1.00	\$0	\$45,000	I
	Modern Language & Literature			\$0	\$53,767	А

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Mendola, Joseph Robert	Philosophy	Chairperson	0.60	\$0	\$46,185	AY
	Philosophy	Professor	0.40	\$0	\$28,460	AY
			1.00	\$0	\$74,645	
Mering, Margaret V	University Libraries	Assoc Professor	1.00	\$0	\$49,672	FY
Merkel, Kenneth G	Industrial Systems Technology	Professor	1.00	\$0	\$92,668	AY
Micklich, Albie J	School of Music	Asst Professor	1.00	\$0	\$41,572	AY
Miller, Nancy J	Textiles Clothing & Design	Assoc Professor	1.00	\$0	\$47,450	AY
Miller, Tice L	Theatre Arts	Professor	1.00	\$0	\$73,855	FY
Milligan, Cynthia Hardin	College of Business Administration	Dean	1.00	\$0	\$204,000	FY
Minter, Deborah W	English	Assoc Professor	1.00	\$4,000	\$50,617	AY
Mitchell, Nancy D	Advertising	Assoc Professor	1.00	\$0	\$71,902	AY
Moeller, Aleidine	Teaching, Learning & Teacher Ed	Professor	1.00	\$0	\$77,168	AY
	Teaching, Learning & Teacher Ed	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$87,168	
Mohebbi, Esmail	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$0	\$60,740	AY
Montes, Amelia M	English	Asst Professor	0.60	\$0	\$29,388	AY
	Ethnic Studies	Asst Professor	0.40	\$0	\$19,593	AY
			1.00	\$0	\$48,981	
Moore, Brian Robert	School of Music	Assoc Professor	1.00	\$0	\$52,341	AY
Moore, Helen A	Sociology	Professor	1.00	\$0	\$89,616	AY
Moore, Raymond	Civil Engineering	Professor	1.00	\$0	\$143,984	FY
Morales, Pedro P	Athletics	Head Coach	1.00	\$0	\$46,827	FY
Morgado, Patricia E	Architecture	Asst Professor	1.00	\$0	\$44,000	AY
Morgan, Thomas A	Physics & Astronomy	Assoc Professor	1.00	\$0	\$44,568	AY
Moriyama, Etsuko	School of Biological Sciences	Asst Professor	0.60	\$0	\$41,916	AY
	NRI Center of Biotechnology	Asst Professor	0.40	\$0	\$27,945	AY
			1.00	\$0	\$69,861	_
Moriyama, Hideaki	Chemistry	Research Associate Professor	1.00	\$0	\$68,000	AY
Morley, Matthew C	Civil Engineering	Asst Professor	1.00	\$0	\$58,646	AY
Morris, Thomas Jack	School of Biological Sciences	Director/Chair	0.60	\$0	\$103,114	FY
	School of Biological Sciences	Professor	0.40	\$0	\$65,410	FY
			1.00	\$0	\$168,524	-
Morse, Julia L	Industrial Systems Technology	Assoc Professor	1.00	\$0	\$60,570	AY
Moshman, David	Educational Psychology	Professor	1.00	\$0	\$73,503	AY
Moulton, Gary E	History	Professor	1.00	\$0	\$75,822	
•	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$85,822	_
Moussavi, Massoum	Civil Engineering @ UNO	Assoc Professor	1.00	\$0	\$69,760	AY
Munier, Craig D	Scholarship & Financial Aid	Director	1.00	\$0	\$96,750	
Musser, Amy B	Architectural Engineering	Asst Professor	1.00	\$0	\$79,520	
Mutunayagam, N Brito	Community & Regional Planning	Professor	0.75	\$0	\$88,409	
See also: IANR			0.70	ţ,	\$00,107	
Myers, Thomas P	University Museum	Professor	1.00	\$0	\$77,562	FY
Nadkarni, Sucheta S	Management	Asst Professor	1.00	\$0	\$85,809	
Nah, Fui Hoon	Management	Asst Professor	1.00	\$0	\$101,855	
Narumalani, Sunil G See also: IANR	School of Natural Resources	Assoc Professor	0.60	\$0	\$33,883	AY
Neal, P Maureen	Art & Art History	Assoc Professor	1.00	\$0	\$48,487	AY
Neely, David	School of Music	Assoc Professor	1.00	\$0	\$51,405	
Negahban, Mehrdad	Engineering Mechanics	Assoc Professor	1.00	\$0	\$79,480	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Nelson, Don J	Electrical Engineering	Professor	1.00	\$0	\$82,028	AY
Nelson, Donna Kay	University Health Center	Physician	1.00	\$0	\$113,708	FY
Nemeth, Edward J	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$0	\$53,571	AY
Newman, Ian M	Educational Psychology	Professor	1.00	\$0	\$120,147	FY
	Health & Human Performance	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$0	\$130,147	
Nguyen, Lim	Computer & Electronics Engineering	Assoc Professor	1.00	\$0	\$81,113	AY
Nickel, Catherine A	Modern Language & Literature	Assoc Professor	1.00	\$0	\$53,108	A
Nickerson, Kenneth	School of Biological Sciences	Professor	1.00	\$0	\$75,252	A
Nickol, Brent B	School of Biological Sciences	Professor	1.00	\$0	\$84,124	A
Nierman, Glenn E	School of Music	Professor	1.00	\$0	\$78,462	A
	School of Music	College Professor	0.00	\$0	\$5,000	A
			1.00	\$0	\$83,462	_
Nisse, Ruth S	English	Assoc Professor	1.00	\$0	\$54,624	AY
Nolan, Heidi Marie	Psychology	Assoc Professor	1.00	\$0	\$63,030	AY
Norby, Monica M	Research	Asst Vice Chancellor	1.00	\$0	\$90,000	F
Norton Jr, H Wilbert	College of Journalism & Mass Comm	Dean	1.00	\$0	\$147,021	F
Noureddini, Hossein	Chemical Engineering	Research Associate Professor	1.00	\$0	\$73,485	F
Nowick, Elaine A	University Libraries	Assoc Professor	1.00	\$0	\$45,000	F
O'Connor, Thomas Joseph	College of Business Administration	Coordinator	1.00	\$0 \$0	\$46,524	A
Odabasi, Turan Paul	Technology Transfer & Patent Admin	Special Associate General Counsel	0.89	\$0	\$75,799	F
See also: UNCA	reemology transier & raten ratin	Special Associate General Counser	0.09	\$ 0	\$15,199	1
O'Hanlon, James P	College of Education & Human Sci U	Professor	1.00	\$0	\$128,463	A
Olds, Marshall Curtis	Modern Language & Literature	Professor	1.00	\$0	\$86,072	A
Oliva, Giacomo M	College of Fine & Performing Arts	Dean	1.00	\$0	\$152,250	F
Olson, David L	Management	Professor	1.00	\$0	\$107,900	A
	Management	College Professor	0.00	\$0	\$38,000	AY
			1.00	\$0	\$145,900	
Olson, Kathryn A	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$0	\$81,896	F
Olson, Paul A	English	Professor	1.00	\$0	\$110,503	A
	English	Regents Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$125,503	
Orey, Byron D	Political Science	Asst Professor	1.00	\$0	\$52,195	AY
Orr, John	Mathematics	Professor	1.00	\$0	\$73,300	A
Orti, Guillermo	School of Biological Sciences	Assoc Professor	1.00	\$4,000	\$64,747	A
Osterman, John	School of Biological Sciences	Assoc Professor	1.00	\$0	\$56,443	A
Owomoyela, Oyekan	English	Professor	1.00	\$0	\$72,468	A
	English	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$82,468	
Page, Monte M	Psychology	Professor	1.00	\$0	\$59,360	A
Palmer, Robert D	Electrical Engineering	Professor	1.00	\$0	\$101,450	A
Paquette, Edward J	Alumni Association	Executive Director	1.00	\$0	\$61,686	F
Pardy, Rosevelt L	School of Biological Sciences	Professor	1.00	\$0	\$82,977	A
Park, Mingue	Statistics	Asst Professor	1.00	\$0	\$55,000	A
Parkhurst, Lawrence J	Chemistry	Professor	1.00	\$0	\$101,404	A
	Chemistry	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$116,404	_
Pasten, Jose Agustin	Modern Language & Literature	Assoc Professor	1.00	\$0	\$47,074	AY
Pattnaik, Asit K	Vet & Biomedical Sciences	Assoc Professor	1.00	\$0	\$85,000	AY
Paul, Prem S	Research	Vice Chancellor	1.00	\$0	\$183,803	FY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Paz, Gustavo L	History	Asst Professor	0.60	\$0	\$30,513	A
	Ethnic Studies	Asst Professor	0.40	\$0	\$20,342	AY
			1.00	\$0	\$50,855	_
Pearson, Debra Jean	University Libraries	Assoc Professor	1.00	\$0	\$57,300	F
Pedersen, Keith E	Construction Systems	Asst Professor	1.00	\$0	\$61,319	A
Pederson, Darryll T	Geosciences	Professor	1.00	\$0	\$75,079	A
Pederson, Steven C	Athletics	Director	1.00	\$0	\$265,000	F
	Athletics	Athletic Dir Endowment	0.00	\$0	\$60,000	F
			1.00	\$0	\$325,000	_
Peng, Dongming	Computer & Electronics Engineering	Asst Professor	1.00	\$0	\$65,000	A
Pepin, Gary D	Athletics	Head Coach	1.00	\$0	\$100,519	F
Pereira, Oscar	Modern Language & Literature	Assoc Professor	1.00	\$0	\$46,741	Α
Perez, Lance C	Electrical Engineering	Assoc Professor	1.00	\$0	\$88,098	Α
Perlman, Harvey S	Office of the Chancellor	Chancellor	1.00	\$0	\$228,800	F
Person, Suzette J	Computer Science & Engineering	Director	1.00	\$0	\$75,000	F
Peterson, Allan C	Mathematics	Professor	1.00	\$0	\$96,885	A
Peterson, Manferd O	Finance	Chairperson	0.60	\$0	\$75,405	Α
	Finance	Professor	0.40	\$0	\$48,404	Α
	Finance	College Professor	0.00	\$0	\$10,000	Α
			1.00	\$0	\$133,809	-
Peterson, Reece L	Special Ed & Communic Disorders	Professor	1.00	\$0	\$70,417	A
Phelps, Kim Allen	Fiscal Affairs	Asst Vice Chancellor	1.00	\$0	\$124,675	F
Pierce, Glenda Jean	College of Law	Associate Dean	1.00	\$0	\$84,015	F
Pilson, Diana J	School of Biological Sciences	Assoc Professor	1.00	\$0	\$57,353	A
Piltner, Reinhard Erwin	Engineering Mechanics	Asst Professor	1.00	\$0	\$51,510	A
Pinnell, Peter J	Art & Art History	Assoc Professor	1.00	\$0	\$51,775	A
Pitts, David Ryder	Mathematics	Professor	1.00	\$0	\$68,488	A
Placzek, Sandra B	College of Law	Asst Professor	1.00	\$0	\$53,614	F
Plake, Barbara	Educational Psychology	Professor	1.00	\$0	\$94,890	A
	Educational Psychology	University Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$109,890	_
Poppler, Gretchen Holten	University Libraries	Assoc Professor	1.00	\$0	\$45,053	F
Poser, Susan	College of Law	Asst Professor	1.00	\$0	\$79,008	A
Potter, Clark E	School of Music	Assoc Professor	1.00	\$0	\$48,811	A
Potter, James J	Architecture	Professor	1.00	\$0	\$77,144	A
Potter, Nelson Thomas	Philosophy	Professor	1.00	\$0	\$60,401	Α
Potuto, Josephine R	College of Law	Professor	1.00	\$0	\$132,245	Α
	College of Law	College Professor	0.00	\$0	\$10,000	А
			1.00	\$0	\$142,245	
Pratt, Linda Ray	English	Chairperson	0.60	\$0	\$67,570	A
	English	Professor	0.40	\$0	\$41,717	A
			1.00	\$0	\$109,287	
Price, Kenneth M	English	Professor	1.00	\$0	\$85,862	A
	English	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$95,862	_
Price, Linda	Marketing	Chairperson	0.60	\$0	\$86,104	A
	Marketing	Professor	0.40	\$0	\$53,403	A
	-	College Professor	0.00	\$0	\$10,000	
	warketing	Conege Floressor				
	Marketing	College Professor	1.00	\$0	\$149,507	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Pytlik Zillig, Brian L	University Libraries	Asst Professor	1.00	\$0	\$39,726	FY
Pytlik Zillig, Lisa Marie	Center for Instructional Innovation	Research Assistant Professor	0.50	\$0	\$22,000	FY
Quiring, Roger S	University Health Center	Physician	1.00	\$0	\$110,568	FY
Radcliffe, Andrew John	Mathematics	Assoc Professor	1.00	\$0	\$55,500	AY
Rader, Benjamin G	History	Professor	1.00	\$0	\$92,018	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$102,018	_
Raffaelli, Marcela	Psychology	Assoc Professor	0.60	\$0	\$39,000	AY
	Ethnic Studies	Assoc Professor	0.40	\$0	\$26,000	AY
	Ethnic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$0	\$67,400	-
Rajca, Andrzej	Chemistry	Professor	1.00	\$0	\$78,027	AY
Rajurkar, Kamlakar P	Industrial & Mgmt Syst Engineering	Professor	1.00	\$0	\$133,121	AY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$0	\$148,121	-
Ramamurthy, Byravamurthy	Computer Science & Engineering	Assoc Professor	1.00	\$4,000	\$86,824	AY
Rammaha, Mohammad A	Mathematics	Professor	1.00	\$0	\$62,400	AY
Ramsay, Colin Mark	Finance	Director	0.60	\$0	\$58,378	AY
	Finance	Professor	0.40	\$0	\$37,716	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$106,094	-
Rapkin, David P	Political Science	Assoc Professor	1.00	\$0	\$57,968	AY
Raz, Hilda	English	Professor	1.00	\$0	\$86,862	AY
Read, David D	Art & Art History	Professor	1.00	\$0	\$61,062	AY
Rebarber, Richard L	Mathematics	Professor	1.00	\$0	\$75,700	AY
Redepenning, Jody	Chemistry	Assoc Professor	1.00	\$0	\$56,908	АУ
Reichenbach, Stephen E	Computer Science & Engineering	Professor	1.00	\$0	\$97,578	AY
Reid, John D	Mechanical Engineering	Assoc Professor	1.00	\$0	\$85,572	AY
Reid, Robert C	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$63,485	AY
Reinhard, Karl J	School of Natural Resources	Assoc Professor	1.00	\$0	\$49,046	AY
Rejda, George E	Finance	Professor	1.00	\$0	\$117,791	AY
	Finance	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$0	\$132,791	_
Renaud, Jerry	Broadcasting	Assoc Professor	1.00	\$0	\$66,806	AY
Revelle, Rhonda	Athletics	Head Coach	1.00	\$0	\$98,337	FY
Revesz, Peter Z	Computer Science & Engineering	Professor	1.00	\$0	\$87,669	AY
Richmond, John W	School of Music	Director/Chair	0.60	\$0	\$65,454	FY
	School of Music	Professor	0.40	\$0	\$43,636	FY
			1.00	\$0	\$109,090	_
Riefler, Roger	Economics	Professor	1.00	\$0	\$95,119	AY
Rieke, Reuben D	Chemistry	Professor	1.00	\$0	\$140,193	AY
	Chemistry	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$0	\$155,193	_
Riley, Michael W	Industrial & Mgmt Syst Engineering	Chairperson	0.60	\$0	\$88,045	FY
	Industrial & Mgmt Syst Engineering	Professor	0.40	\$0	\$57,095	FY
			1.00	\$0	\$145,140	_
Rinkevich, Thomas E	Classics & Religious Studies	Assoc Professor	1.00	\$0	\$46,622	AY
	-	Professor	1.00	\$0	\$75,823	AY
Ritchie, George H	School of Music	Protessor	1.00	30	\$15,625	
Ritchie, George H	School of Music School of Music	College Professor	0.00	\$0 \$0	\$10,000	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Ritchie, Joy S	English	Professor	1.00	\$0	\$71,147	A
	Women's Studies	Director/Chair	0.00	\$0	\$2,400	A
			1.00	\$0	\$73,547	
Robertson, Brian W	Mechanical Engineering	Assoc Professor	1.00	\$0	\$79,197	A
Rockwell, Shirley K	Educational Psychology	Professor	0.07	\$0	\$5,858	F
See also: IANR						
Rohde, John R	Civil Engineering	Assoc Professor	1.00	\$0	\$81,693	A
Rohde, Suzanne Louise	Mechanical Engineering	Professor	1.00	\$0	\$94,477	F
Rometo, Albert A	School of Music	Professor	1.00	\$0	\$65,738	А
Roschewski, Patty K	College of Education & Human Sci U	Coordinator	1.00	\$0	\$72,246	I
Rosenbaum, David I	Economics	Professor	1.00	\$0	\$88,901	A
Rosowski, Jim R	School of Biological Sciences	Professor	1.00	\$0	\$63,557	A
Rosowski, Susan J	English	Professor	1.00	\$0	\$90,449	А
	English	University Professor	0.00	\$0	\$15,000	A
	C C	·	1.00	\$0	\$105,449	_
Rosson, Barry Thomas	Civil Engineering	Professor	1.00	\$6,000	\$80,639	А
Roth, Leeann C	Educational Psychology	Director	1.00	\$0	\$54,308	1
Routh, Larry R	Career Services	Director	1.00	\$0	\$103,500	1
Rowe, Clinton M	Geosciences	Assoc Professor	1.00	\$0	\$54,851	A
Royster, Paul B	University Press	Director	1.00	\$0	\$125,000	I
Ruchala, Linda V	School of Accountancy	Assoc Professor	1.00	\$0	\$105,857	A
Ruser, Kevin L	College of Law	Clinical Professor	1.00	\$0	\$90,663]
Samal, Ashok Kumar	Computer Science & Engineering	Assoc Professor	1.00	\$0	\$81,701	A
Sanger, Dixie D	Special Ed & Communic Disorders	Professor	1.00	\$0	\$69,289	A
Sarroub, Loukia K	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$54,124	A
Sash, Roger D	Computer & Electronics Engineering	Assoc Professor	1.00	\$0	\$77,212	A
Saskova-Pierce, Miluse	Modern Language & Literature	Assoc Professor	1.00	\$0	\$47,471	A
Savory, Paul A	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$0	\$71,110	A
Sawyer, Robert McLaran	Teaching, Learning & Teacher Ed	Professor	0.50	\$0	\$31,824	A
Sayood, Khalid	Electrical Engineering	Professor	1.00	\$0	\$112,028	A
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$122,028	-
Sayward Jr, Charles W	Philosophy	Professor	1.00	\$0	\$79,975	А
Scalora, Mario Joseph	Psychology	Assoc Professor	1.00	\$4,000	\$53,739	A
Schade, George R	Mechanical Engineering	Assoc Professor	1.00	\$0	\$62,554	A
Schaefer, Matthew Paul	College of Law	Assoc Professor	1.00	\$0	\$84,760	A
Scheel, Michael J	Educational Psychology	Assoc Professor	1.00	\$0	\$69,831	A
Scheer, John K	Health & Human Performance	Assoc Professor	1.00	\$0	\$66,212	A
Scheffler, Marilyn Olds	Special Ed & Communic Disorders	Research Assistant Professor	0.85	\$0	\$52,366]
•	Special Ed & Communic Disorders	Coordinator	0.15	\$0	\$9,240	I
			1.00	\$0	\$61,606	-
Schmechel, Linda Lou	Ctr Children Family & the Law	Research Assistant Professor	0.50	\$0	\$37,122	F
Schmidt, Edward G	College of Arts & Sciences	Associate Dean	0.67	\$0	\$88,087	F
,	Physics & Astronomy	Professor	0.33	\$0	\$41,661	F
			1.00	\$0	\$129,748	_ `
Schmidt, James R	Economics	Professor	1.00	\$0	-	
Schnliut, James K	Economics				\$93,212 \$10,000	A
	Economics	College Professor	0.00	\$0 \$0	\$10,000 \$103,212	A
a					-	
Schmidt, Richard J	Health & Human Performance	Assoc Professor	1.00	\$0	\$64,314	A

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Schnepf, Marilynn	Nutrition & Health Sciences	Chairperson	0.35	\$2,800	\$39,458	F
	Nutrition & Health Sciences	Professor	0.15	\$1,200	\$14,543	F
See also: IANR			0.50	\$4,000	\$54,001	
Schniederjans, Marc J	Management	Professor	1.00	\$0	\$118,470	A
	Management	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$128,470	_
Scholz, Gordon P	Community & Regional Planning	Professor	1.00	\$0	\$78,393	A
Schopp, Robert F	College of Law	Professor	1.00	\$0	\$100,900	A
	College of Law	College Professor	0.00	\$0	\$15,000	A
			1.00	\$0	\$115,900	
Schwartzkopf, Linda	Greek Affairs	Director	1.00	\$0	\$62,250	F
Schwer, Avery Don	Industrial Systems Technology	Assoc Professor	1.00	\$0	\$71,464	A
Scott, Stephen D	Computer Science & Engineering	Assoc Professor	1.00	\$4,000	\$86,184	A
Seagren, Alan T	Educational Administration	Professor	0.50	\$0	\$51,649	A
Sebora, Terrence C	Ctr for Entrepreneurship	Director	1.00	\$0	\$93,698	A
Sedlacek, Charles L	Computer & Electronics Engineering	Professor	1.00	\$0	\$83,401	A
Seiler, William J	Communication Studies	Chairperson	0.60	\$0	\$62,563	А
	Communication Studies	Professor	0.40	\$0	\$39,377	А
			1.00	\$0	\$101,940	_
Selig, David J	Athletics	Associate Director	1.00	\$0	\$130,075	F
Sellmyer, David J	Physics & Astronomy	Professor	1.00	\$0	\$148,030	А
chinyer, David 5	Physics & Astronomy	Director	0.00	\$0	\$1,800	
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	A
		-	1.00	\$0	\$164,830	-
Seth, Sharad C	Computer Science & Engineering	Professor	1.00	\$0	\$117,396	A
Shank, Nancy C	Public Policy Center	Associate Director	1.00	\$0	\$62,031	F
Shapiro, Gerald David	English	Professor	1.00	\$0	\$66,404	A
	Judaic Studies	Director/Chair	0.00	\$0	\$2,400	A
			1.00	\$0	\$68,804	-
Sharif-Kashani, Hamid Reza	Computer & Electronics Engineering	Professor	1.00	\$0	\$103,825	А
,	Computer & Electronics Engineering	College Professor	0.00	\$0	\$3,000	А
		C C	1.00	\$0	\$106,825	-
Shavers, Anna Williams	College of Law	Assoc Professor	1.00	\$0	\$88,631	A
Shell, Duane F	Health & Human Performance	Research Associate Professor	0.50	\$0	\$26,942	
Sheridan, Susan M	Educational Psychology	Professor	1.00	\$0	\$102,131	A
Sherrard, Joseph H	Civil Engineering @ UNO	Professor	1.00	\$0	\$110,020	А
Shield, Jeffrey E	Mechanical Engineering	Assoc Professor	1.00	\$0	\$81,700	
Shipley, Linda J	College of Journalism & Mass Comm	Associate Dean	0.60	\$0	\$69,612	
	Advertising	Professor	0.40	\$0	\$43,455	
	Advertising	College Professor	0.00	\$0	\$10,000	F
			1.00	\$0	\$123,067	_
Shirer, Robert Kent	Modern Language & Literature	Assoc Professor	1.00	\$0	\$48,249	A
Shoemaker, Paul A	School of Accountancy	Assoc Professor	1.00	\$0	\$102,005	A
,	School of Accountancy	College Professor	0.00	\$0	\$4,000	
		-	1.00	\$0	\$106,005	_
Shomos, William	School of Music	Assoc Professor	1.00	\$0	\$61,834	A
Succession of the main	Senool of music	. 15500 1 10105501			<i>401,00</i> 4	
Shores, Thomas S	Mathematics	Professor	1.00	\$0	\$77,200	A

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Sicking, Dean L	Civil Engineering	Professor	1.00	\$0	\$89,578	А
	Midwest Roadside Safety Facility	Director	0.00	\$0	\$1,800	A
			1.00	\$0	\$91,378	_
Siegel, Ellin B	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$60,759	A
Signal, Sloane M	Advertising	Asst Professor	1.00	\$0	\$47,327	A
Sime, Wesley E	Health & Human Performance	Professor	1.00	\$0	\$63,894	1
Simon, Norman	Physics & Astronomy	Professor	1.00	\$0	\$82,484	1
Sincovec, Richard F	Computer Science & Engineering	Chairperson	0.60	\$0	\$101,024	
	Computer Science & Engineering	Professor	0.40	\$0	\$65,017	
			1.00	\$0	\$166,041	_
Sires, Thomas H	Construction Systems	Professor	1.00	\$0	\$84,775	
	Construction Systems	Director	0.00	\$0	\$1,200	
			1.00	\$0	\$85,975	-
Skoug, David L	Mathematics	Professor	1.00	\$0	\$95,200	
Slater, Judith Carol	English	Professor	1.00	\$0	\$65,386	
Smith, Craig W	Family & Consumer Science	Assoc Professor	1.00	\$0	\$58,494	
Smith, David L	Chemistry	Professor	0.50	\$0	\$52,651	
Smith, Harris D	Theatre Arts	Assoc Professor	1.00	\$0	\$58,166	
Smith, James H	TRIO Programs	Director	1.00	\$0	\$67,124	
Smith, Jean B	Chemistry	Research Professor	0.50	\$0	\$33,806	
Smith, Kevin Brian	Political Science	Assoc Professor	1.00	\$0	\$58,276	
Smith, Nicole	Modern Language & Literature	Professor	1.00	\$0	\$55,538	
Smith, Norman D	Geosciences	Chairperson	0.60	\$0	\$90,125	
sinti, Norman D	Geosciences	Professor	0.40	\$0	\$57,749	
			1.00	\$0	\$147,874	
Smith, Victoria A O	History	Asst Professor	0.60	\$0	\$27,600	
	Ethnic Studies	Asst Professor	0.40	\$0	\$18,400	
			1.00	\$0	\$46,000	_
Smith Vinginia I	Theatre Arts	Asst Professor	1.00	\$0	\$46,273	
Smith, Virginia L	Political Science	Asst Professor	1.00	\$0 \$0	\$40,273 \$47,400	
Smooth, Wendy G Snow, Daniel Davidson	Water Center	Research Assistant Professor	0.90	\$0 \$0	\$43,012	
See also: IANR	water Center	Research Assistant Floresson	0.90	30	\$45,012	
			1.00	¢0.	607.001	
Snow, Gregory R	Physics & Astronomy	Assoc Professor	1.00	\$0	\$87,001	
Snowden, John R	College of Law	Professor	1.00	\$0	\$79,990	
Snyder, Paul G	Electrical Engineering	Assoc Professor	1.00	\$0	\$77,118	
Snyder, Randall L	School of Music	Professor	1.00	\$0	\$55,126	
Soh, Leen-Kiat	Computer Science & Engineering	Asst Professor	1.00	\$0	\$74,880	
Sohi, Ravipreet S	Marketing	Assoc Professor	1.00	\$0	\$96,084	
Solich, Frank	Athletics	Head Coach	1.00	\$0	\$295,010	
	Athletics	Cook Endowment	0.00	\$0	\$26,250	_
			1.00	\$0	\$321,260	
Soukup, Rodney J	Electrical Engineering	Professor	1.00	\$0	\$122,839	
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	
			1.00	\$0	\$132,839	
Spalding, Jody Lou	Special Ed & Communic Disorders	Coordinator	0.80	\$0	\$45,441	
Spangler, William	Athletics	Head Coach	1.00	\$0	\$37,462	
Spann, Arthur T	Broadcasting	Assoc Professor	1.00	\$0	\$67,956	
Spaulding, William D	Psychology	Professor	1.00	\$0	\$74,385	
Spencer, Nicholas P	English	Assoc Professor	1.00	\$4,000	\$54,420	
Spiegel, Amy N	Center for Instructional Innovation	Director	0.25	\$0	\$13,308	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Spies, Robert A	Buros Institute	Associate Director	1.00	\$0	\$59,792	FY
Spilker, Thomas W	Engineering Extension Center	Director	1.00	\$0	\$85,889	FY
Spinner-Halev, Jeffrey A	Political Science	Professor	1.00	\$0	\$63,717	AY
	Political Science	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$0	\$71,217	
Splinter, William E	University Museum	Director	0.01	\$0	\$1,200	F
Srisa-An, Witawas	Computer Science & Engineering	Asst Professor	1.00	\$0	\$77,000	A
Stanek Krogstrand, Kaye L See also: IANR	Human Res & Family Sciences @ Omaha	Assoc Professor	0.75	\$0	\$54,758	FY
Stansbury, John S	Civil Engineering @ UNO	Assoc Professor	1.00	\$0	\$66,423	AY
Stara, Nancy J	School of Accountancy	Chairperson	0.60	\$0	\$72,611	A
	School of Accountancy	Professor	0.40	\$0	\$44,408	A
	School of Accountancy	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$127,019	_
Starace, Anthony F	Physics & Astronomy	Professor	1.00	\$0	\$129,509	AY
· ·	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
		-	1.00	\$0	\$144,509	_
Starita, Joseph M	News - Editorial	Assoc Professor	1.00	\$0	\$66,105	FY
surrui, oosepii tir	News - Editorial	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$0	\$76,105	
Starr, Pamela F	School of Music	Professor	1.00	\$6,000	\$61,148	A
Stauffer, Edward J	Theatre Arts	Assoc Professor	1.00	\$0	\$54,041	A
Stauffer, Janice E	Theatre Arts	Assoc Professor	1.00	\$0	\$55,487	A
Steckelberg, Allen L	Special Ed & Communic Disorders	Asst Professor	1.00	\$0	\$52,585	AY
Steinweis, Alan E	History	Assoc Professor	1.00	\$0	\$58,023	AY
	History	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$0	\$63,023	_
Stentz, Terry L	Construction Management	Asst Professor	1.00	\$0	\$61,080	AY
Sterns, Elizabeth A	Ctr Children Family & the Law	Coordinator	1.00	\$0	\$46,338	FY
Stewart, Alison G	Art & Art History	Assoc Professor	1.00	\$0	\$50,692	AY
Stezowski, John J	Chemistry	Professor	1.00	\$0	\$82,304	A
Stick, Sheldon L	Educational Administration	Professor	1.00	\$0	\$88,033	F
Stock, Robert D	English	Professor	1.00	\$0	\$75,584	AY
Strasburger Dr, Scott E	Athletics	Physician	0.07	\$0	\$4,432	FY
Straub, William P.v.	Athletics	Head Coach	1.00	\$0	\$46,827	FY
Stricklin, Michael	News - Editorial	Professor	1.00	\$0	\$75,861	A
	News - Editorial	College Professor	0.00	\$0 \$0	\$10,000 \$85,861	AY
Striman, Brian D	College of Law	Professor	1.00	\$0	\$61,639	FY
Stubbendieck, James L	Center of Great Plains Studies	Director/Chair	0.50	\$0	\$60,171	FY
See also: IANR					,	
Stump, Jordan Matthew	Modern Language & Literature	Assoc Professor	1.00	\$0	\$63,047	AY
Subramanian, Anuradha	Chemical Engineering	Asst Professor	1.00	\$0	\$88,122	AY
Surkan, Alvin J	Computer Science & Engineering	Professor	1.00	\$0	\$74,178	AY
Swanson, Daryl P	Nebraska Union	Director	1.00	\$0	\$91,500	FY
Swanson, Stephen T	Chemical Engineering	Research Assistant Professor	1.00	\$0	\$54,340	FY
Swearer Napolitano, Susan M	Educational Psychology	Asst Professor	1.00	\$0	\$54,632	AY
Sweet, Annette D	JD Edwards Program	Director	1.00	\$0	\$80,000	FY
Swenseth, Scott Richard	Management	Assoc Professor	1.00	\$0	\$74,096	AY
	~				. ,	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Swinehart, James B	Geosciences	Professor	0.15	\$0	\$11,235	F
See also: IANR						
Swoboda, Donald W	Educational Administration	Professor	1.00	\$0	\$108,326	A
Szydlowski, Wieslaw M	Mechanical Engineering	Assoc Professor	1.00	\$0	\$76,888	A
Tadros, Maher K	Civil Engineering @ UNO	Professor	1.00	\$0	\$125,111	A
Takacs, James M	Chemistry	Professor	1.00	\$0	\$95,193	A
Teo, Sharon M	Theatre Arts	Asst Professor	1.00	\$0	\$41,073	Α
Theiss-Morse, Elizabeth A	Political Science	Professor	1.00	\$0	\$71,554	A
Thornton-Jaringe, Judith E	University Libraries	Asst Professor	1.00	\$0	\$49,102	F
Thorp, John S	Industrial Systems Technology	Chairperson	0.60	\$0	\$48,947	Α
	Industrial Systems Technology	Assoc Professor	0.40	\$0	\$31,434	А
			1.00	\$0	\$80,381	_
Thorson, James A	Educational Administration	Professor	0.10	\$280	\$10,504	F
See also: UNO					. ,	
Thorson, Norman	College of Law	Professor	1.00	\$0	\$118,020	A
i norson, ivorman	College of Law	College Professor	0.00		\$118,020	A
	College of Law	College Professor	1.00		\$128,020	A
					-	
Tiller, Dale K	Architectural Engineering	Assoc Professor	1.00	\$0	\$79,921	А
Timm, Delmar C	Chemical Engineering	Professor	1.00	\$0	\$105,726	F
To, Cho Wing	Mechanical Engineering	Professor	1.00	\$0	\$78,700	A
Tomkins, Alan Jeffrey	Public Policy Center	Director	1.00	\$0	\$106,195	F
Torquati, Julia	Family & Consumer Science	Assoc Professor	1.00	\$0	\$54,042	A
Torraco, Richard	Educational Administration	Assoc Professor	1.00	\$0	\$60,340	А
Torres Stone, Rosalie A	Sociology	Asst Professor	1.00	\$0	\$48,096	A
Trainin, Guy	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$50,000	A
Treves, Samuel B	Geosciences	Professor	0.25	\$0	\$28,494	А
See also: IANR						
Trimi, Silvana	Management	Asst Professor	1.00	\$0	\$90,000	А
Trout, Barbara L	Textiles Clothing & Design	Assoc Professor	1.00	\$0	\$57,702	А
Tsymbal, Evgeny Y	Physics & Astronomy	Assoc Professor	1.00	\$0	\$66,157	А
Tuan, Christopher Y	Civil Engineering @ UNO	Assoc Professor	1.00	\$0	\$74,244	А
Turner, Harriet S	International Affairs	Director	0.75	\$0	\$85,173	A
	Modern Language & Literature	Professor	0.25	\$0	\$25,391	А
			1.00	\$0	\$110,564	_
Turner, John D	Classics & Religious Studies	Professor	1.00		\$85,138	А
Turner, Joseph A	Engineering Mechanics	Assoc Professor	1.00		\$83,138 \$77,997	A
	University Libraries	Asst Professor	1.00		\$77,997 \$39,155	F
Tyler, David C	Sociology	Asst Professor	1.00			A
Tyler, Kimberly A	Educational Administration	Assoc Professor			\$55,211	
Uerling, Donald F			1.00		\$72,832	A
Uiterwaal, Cornelis J	Physics & Astronomy	Asst Professor	1.00		\$54,520 \$75,452	A
Vakilzadian, Hamid	Electrical Engineering	Assoc Professor	1.00		\$75,452	A
Van Den Berg, Hendrik F	Economics	Assoc Professor	1.00		\$69,226	A
Van Roojen, Mark S	Philosophy	Assoc Professor	1.00		\$54,320	A
Variyam, Vinodchandran N	Computer Science & Engineering	Asst Professor	1.00		\$73,603	A
Varner, Jerald L	Electrical Engineering	Assoc Professor	1.00		\$77,999	A
Vasa, Stanley F	Special Ed & Communic Disorders	Professor	1.00		\$83,914	A
Veomett, George E	School of Biological Sciences	Assoc Professor	1.00		\$62,694	A
Verma, Shashi B	School of Natural Resources	Cather/Bessey Professorship	0.00	\$0	\$2,500	F
See also: IANR						
Viljoen, Hendrik J	Chemical Engineering	Professor	1.00	\$0	\$95,051	А

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Voeltz, Richard E	University Libraries	Assoc Professor	1.00	\$0	\$60,484	I
Voorhees, Katherine M	College of Fine & Performing Arts	Program Director	1.00	\$0	\$48,589	F
Voorhies, Michael R	University Museum	Professor	0.93	\$0	\$74,845	F
	Geosciences	Professor	0.07	\$0	\$6,195	F
			1.00	\$0	\$81,040	
Wagner, William E	School of Biological Sciences	Assoc Professor	1.00	\$4,000	\$55,920	A
Waite, Michelle R	Office of the Chancellor	Asst To Chn Com Relations	1.00	\$0	\$73,659]
Walker, John V	Athletics	Head Coach	1.00	\$0	\$98,337]
Walker, Judy L	Mathematics	Assoc Professor	1.00	\$0	\$67,050	1
Walker, Mark E	Mathematics	Assoc Professor	1.00	\$0	\$66,636	
Walklin, Larry J	Broadcasting	Professor	1.00	\$0	\$90,597	
	Broadcasting	College Professor	0.00	\$0	\$10,000	
			1.00	\$0	\$100,597	
Walstad, William B	Economic Education	Director	1.00	\$0	\$147,809	
	Economic Education	College Professor	0.00	\$0	\$10,000	
			1.00	\$0	\$157,809	
Walter, Katherine L	University Libraries	Chairperson	0.60	\$0	\$43,571	
	University Libraries	Professor	0.40	\$0	\$28,748	
	-		1.00	\$0	\$72,319	
Walter, Larry J	College of Education & Human Sci U	Associate Dean	1.00	\$0	\$113,037	
Walters, Janet Lynn	Ctr Children Family & the Law	Coordinator	0.75	\$0	\$28,394	
Wandsnider, LuAnn	Anthropology and Geography	Assoc Professor	1.00	\$0	\$52,862	
Wandzilak, Thomas	College of Education & Human Sci U	Director	1.00	\$0	\$103,136	
Wang, Jun	Computer Science & Engineering	Asst Professor	1.00	\$0 \$0	\$75,000	
Wang, Lily M	Architectural Engineering	Asst Professor	1.00	\$0	\$76,516	
Wang, Xinwei	Mechanical Engineering	Asst Professor	1.00	\$0	\$65,320	
Waters, Clarence E	Architectural Engineering	Assoc Professor	1.00	\$0	\$87,675	
Watkins, David K	Geosciences	Professor	1.00	\$0	\$72,617	
Wedeman, Andrew H	Political Science	Assoc Professor	1.00	\$0	\$56,680	
Wedeman, Pharew II	A&S General	Director/Chair	0.00	\$0 \$0	\$1,200	
		Director, chair	1.00	\$0	\$57,880	_
Weeks, Donald P	Biochemistry	Professor	0.35	\$0	\$49,295	
See also: IANR	-				-	
Weiss, Wendy Ruth	Textiles Clothing & Design	Assoc Professor	1.00	\$0	\$59,470	
Weissinger, Ellen Marie	Graduate Studies	Associate Dean	1.00	\$0	\$115,001	
Weisz, Victoria P	Ctr Children Family & the Law	Research Associate Professor	1.00	\$0	\$68,389	
Weldon Jr, Robert A	School of Biological Sciences	Asst Professor	1.00	\$0	\$50,769	
Wentz, Timothy G	Construction Management	Assoc Professor	1.00	\$0	\$67,723	
Whitbeck, Leslie B	Sociology	Professor	1.00	\$0	\$105,693	
White, Darryl A	School of Music	Assoc Professor	1.00	\$4,000	\$54,001	
White, Laura M	English	Assoc Professor	1.00	\$0	\$53,560	
White, Lynn K	Sociology	Professor	1.00	\$0	\$89,863	
White, Russell C	School of Music	Assoc Professor	1.00	\$0	\$59,511	
White, Tyler G	School of Music	Assoc Professor	1.00	\$0	\$55,267	
Whitt, Hugh P	Sociology	Professor	1.00	\$0	\$56,767	
Wiegand, Roger	Mathematics	Professor	1.00	\$0	\$110,750	
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	
		- I	1.00	\$0	\$113,250	_
Wiegand, Sylvia	Mathematics	Professor	1.00	\$0	\$88,321	
·····B	Psychology	Professor	1.00	\$0 \$0	\$110,000	1

hology Children Family & the Law ern Language & Literature ersity Health Center ege of Law ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Professor Director Assoc Professor Physician Dean College Professor Chairperson Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Assoc Professor Assoc Professor Assoc Professor	$ \begin{array}{c} 1.00\\ 0.00\\ 1.00\\ 1.00\\ 1.00\\ 0.00\\ 0.00\\ 0.40\\ 1.00\\ 0.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60$	\$0 \$0	\$120,704 \$2,400 \$123,104 \$49,969 \$115,298 \$199,000 \$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782 \$75,694	A F F A A
ern Language & Literature ersity Health Center ege of Law ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Assoc Professor Physician Dean College Professor Chairperson Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Assoc Professor	$ \begin{array}{c} 1.00\\ 1.00\\ 1.00\\ 0.00\\ 1.00\\ 0.60\\ 0.40\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60\\ \end{array} $	\$0 \$0	\$123,104 \$49,969 \$115,298 \$199,000 \$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	A F F A A
ersity Health Center ege of Law ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Physician Dean College Professor Chairperson Professor Professor College Professor Assto Professor Asst Professor Asst Professor Asst Professor	$ \begin{array}{c} 1.00\\ 1.00\\ 0.00\\ 1.00\\ 0.60\\ 0.40\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60\\ \end{array} $	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	\$49,969 \$115,298 \$199,000 \$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	A F F A A A
ersity Health Center ege of Law ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Physician Dean College Professor Chairperson Professor Professor College Professor Assto Professor Asst Professor Asst Professor Asst Professor	$ \begin{array}{c} 1.00\\ 1.00\\ 0.00\\ \hline 1.00\\ 0.40\\ \hline 1.00\\ 1.00\\ \hline 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60\\ \hline \end{array} $	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	\$115,298 \$199,000 \$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	F F A A A
ege of Law ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Dean College Professor Chairperson Professor Professor College Professor Asstoc Professor Asst Professor Asst Professor Asst Professor Asst Professor	$ \begin{array}{c} 1.00\\ 0.00\\ 1.00\\ 0.40\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60\\ \end{array} $	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	\$199,000 \$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	F F A A
ege of Law ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	College Professor Chairperson Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Asst Professor	$\begin{array}{c} 0.00\\ \hline 1.00\\ 0.60\\ 0.40\\ \hline 1.00\\ 1.00\\ \hline 1.00\\ 1.00\\ 1.00\\ 1.00\\ 1.00\\ 0.60\\ \end{array}$	\$0 \$0	\$10,000 \$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	- F A A A
ology ology trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Chairperson Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Assoc Professor	1.00 0.60 0.40 1.00 0.00 1.00 1.00 1.00 0.00 1.00 0.00 1.00 0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$209,000 \$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	A
rical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Assc Professor	0.60 0.40 1.00 0.00 1.00 1.00 1.00 1.00 0.60	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$48,041 \$29,692 \$77,733 \$94,876 \$11,906 \$106,782	A A
rical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Professor Professor College Professor Assoc Professor Asst Professor Asst Professor Asst Professor Assc Professor	$ \begin{array}{r} 0.40 \\ \hline 1.00 \\ 0.00 \\ \hline 1.00 \\ 1.00 \\ 1.00 \\ 1.00 \\ 0.60 \\ \end{array} $	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$29,692 \$77,733 \$94,876 \$11,906 \$106,782	A
trical Engineering trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Professor College Professor Assoc Professor Asst Professor Asst Professor Assoc Professor	1.00 1.00 0.00 1.00 1.00 1.00 1.00 0.60	\$0 \$0 \$0 \$0 \$0 \$0 \$0	\$77,733 \$94,876 \$11,906 \$106,782	A
trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	College Professor Assoc Professor Asst Professor Asst Professor Assoc Professor	1.00 0.00 1.00 1.00 1.00 1.00 0.60	\$0 \$0 \$0 \$0 \$0 \$0	\$94,876 \$11,906 \$106,782	A
trical Engineering strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	College Professor Assoc Professor Asst Professor Asst Professor Assoc Professor	0.00 1.00 1.00 1.00 1.00 0.60	\$0 \$0 \$0 \$0	\$11,906 \$106,782	
strial & Mgmt Syst Engineering & Art History ropology and Geography hology ic Studies	Assoc Professor Asst Professor Asst Professor Assoc Professor	1.00 1.00 1.00 1.00 0.60	\$0 \$0 \$0	\$106,782	
& Art History ropology and Geography hology ic Studies	Asst Professor Asst Professor Assoc Professor	1.00 1.00 1.00 0.60	\$0 \$0		
& Art History ropology and Geography hology ic Studies	Asst Professor Asst Professor Assoc Professor	1.00 1.00 0.60	\$0	\$75,694	
ropology and Geography hology ic Studies	Asst Professor Assoc Professor	1.00 0.60			A
hology ic Studies	Assoc Professor	0.60		\$39,867	A
ic Studies			\$0	\$46,879	1
	Assoc Professor		\$0	\$32,214	1
ege of Law		0.40	\$0	\$21,474	1
ege of Law		1.00	\$0	\$53,688	-
6	Assoc Professor	1.00	\$0	\$79,390	I
hing, Learning & Teacher Ed	Professor	1.00	\$0	\$70,550	1
hing, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$56,950	1
ory	Chairperson	0.60	\$0	\$44,993	A
ory	Professor	0.40	\$0	\$27,662	A
		1.00	\$0	\$72,655	-
sics & Religious Studies	Assoc Professor	1.00	\$0	\$46,371	A
ropology and Geography	Chairperson	0.60	\$0	\$45,531	A
ropology and Geography	Professor	0.40	\$0	\$28,021	I
		1.00	\$0	\$73,552	-
ogical Systems Engineering	Assoc Professor	0.25	\$0	\$19,952]
ol of Biological Sciences	Professor	0.75	\$0	\$95,495	I
ol of Biological Sciences	College Professor	0.00	\$0	\$14,000	1
		0.75	\$0	\$109,495	
ol of Accountancy	Asst Professor	1.00	\$0	\$108,153	
nematics	Professor	1.00	\$6,000	\$69,081	
					1
5 5	2	1.00	\$0		-
ana of Law	Professor	1.00	\$0		A
-					Ā
-ge of Law	Conege i lotessoi				
				-	
					A
-					1
Children Family & the Law	Asst Vice Chancellor				A
Children Family & the Law ent Affairs	A+ Dueferee				A A
:1	ool of Music trical Engineering trical Engineering ege of Law ege of Law struction Management Children Family & the Law lent Affairs	trical EngineeringProfessortrical EngineeringUniversity Professorege of LawProfessorege of LawCollege Professorstruction ManagementAssoc ProfessorChildren Family & the LawResearch Associate Professorlent AffairsAsst Vice Chancellorbol of MusicAsst Professor	trical Engineering Professor 1.00 trical Engineering University Professor 0.00 university Professor 1.00 ege of Law Professor 1.00 ege of Law College Professor 0.00 struction Management Assoc Professor 1.00 Children Family & the Law Research Associate Professor 1.00 Lent Affairs Asst Vice Chancellor 0.67 pool of Music Asst Professor 1.00	trical EngineeringProfessor 1.00 \$0trical EngineeringUniversity Professor 0.00 \$0ege of LawProfessor 1.00 \$0ege of LawCollege Professor 0.00 \$0 0.00 \$0 1.00 \$0struction ManagementAssoc Professor 1.00 \$0Children Family & the LawResearch Associate Professor 1.00 \$0lent AffairsAsst Vice Chancellor 0.67 \$0	trical EngineeringProfessor 1.00 \$0\$146,381trical EngineeringUniversity Professor 0.00 \$0\$15,000 1.00 \$0\$161,381ege of LawProfessor 1.00 \$0\$129,186ege of LawCollege Professor 0.00 \$0\$10,000 1.00 \$0\$139,186struction ManagementAssoc Professor 1.00 \$0\$139,186Children Family & the LawResearch Associate Professor 1.00 \$0\$107,299lent AffairsAsst Vice Chancellor 0.67 \$0\$44,334ool of MusicAsst Professor 1.00 \$0\$39,572

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Wunder, John R	History	Professor	1.00	\$0	\$111,019	AY
Wunder, Susan K	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$0	\$53,479	AY
Wylie, Dwane E	School of Biological Sciences	Professor	1.00	\$0	\$68,874	AY
Xia, Yan	Human Res & Family Sciences @ Omaha	Asst Professor	0.89	\$0	\$41,716	AY
See also: IANR						
Xia, Yuannan	NRI Center of Biotechnology	Research Assistant Professor	1.00	\$0	\$70,000	FY
Yang, Jiashi	Engineering Mechanics	Assoc Professor	1.00	\$4,000	\$65,724	AY
Yang, Min	Statistics	Asst Professor	1.00	\$0	\$55,000	AY
Yang, Yiqi	Textiles Clothing & Design	Professor	0.50	\$0	\$38,663	AY
See also: IANR						
Yardley, Owen K	University Police	Chief Police Srvcs	1.00	\$0	\$90,100	FY
Yenen, Orhan	Physics & Astronomy	Research Assistant Professor	1.00	\$0	\$42,278	FY
Yori, Connie S	Athletics	Head Coach	1.00	\$0	\$166,400	FY
Yu, Zuyuan	Industrial & Mgmt Syst Engineering	Research Assistant Professor	1.00	\$0	\$35,318	FY
Yuill, Grenville K	Architectural Engineering	Director	1.00	\$0	\$156,344	FY
Zatechka, Douglas S	Housing Administration	Director	1.00	\$0	\$110,000	FY
Zeece, Pauline D	Family & Consumer Science	Professor	1.00	\$0	\$73,481	AY
Zeleny, Michael J	Research	Asst Vice Chancellor	1.00	\$0	\$90,300	FY
Zempleni, Janos	Nutrition & Health Sciences	Asst Professor	0.50	\$0	\$29,088	AY
See also: IANR						
Zeng, Xiao Cheng	Chemistry	Professor	1.00	\$0	\$76,041	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$0	\$78,541	-
Zera, Anthony James	School of Biological Sciences	Professor	1.00	\$0	\$72,494	AY
Zhang, Luwen	School of Biological Sciences	Asst Professor	1.00	\$0	\$49,313	AY
Zhang, Tian C	Civil Engineering @ UNO	Assoc Professor	1.00	\$0	\$72,213	AY
Zhang, Wen Hui	Chemical Engineering	Research Assistant Professor	1.00	\$0	\$60,000	FY
Zhang, Yange	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$0	\$32,136	FY
Zhang, Zhaoyan	Mechanical Engineering	Asst Professor	1.00	\$0	\$63,000	AY
Zhou, You	Vet & Biomedical Sciences	Research Associate Professor	1.00	\$0	\$67,057	FY
Zlotnik, Vitaly Antzelevic	Geosciences	Professor	1.00	\$0	\$76,379	AY
Zorn, Thomas S	Finance	Professor	1.00	\$0	\$129,046	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$0	\$139,046	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Abbott, Douglas A	Family & Consumer Science	Professor	0.25	\$0	\$22,115	FY
See also: UNL						
AdaMcHuk, Viacheslav I	Biological Systems Engineering	Asst Professor	1.00	\$0	\$64,786	FY
Adams, Dennis M	Nebraska Forest Service	Forester	1.00	\$0	\$72,056	F
Adams, Don C	West Central Rsch & Ext Center	Professor	1.00	\$0	\$110,065	F
Aiken, J David	Agricultural Economics	Professor	1.00	\$0	\$92,597	F
Albrecht, Julie A	Nutrition & Health Sciences	Assoc Professor	1.00	\$0	\$76,888	F
Alfano, James R	Plant Pathology	Assoc Professor	1.00	\$0	\$93,256	F
Allen III, John C	Agricultural Economics	Professor	0.58	\$0	\$54,315	F
	Center for Applied Rural Innovation	Director	0.35	\$0	\$36,600	F
See also: UNL			0.93	\$0	\$90,915	
Anderson, Bruce E	Agronomy & Horticulture	Professor	1.00	\$0	\$92,272	F
Anderson, Douglas L	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$45,783	F
Anderson, Kathleen P	Animal Science	Assoc Professor	1.00	\$0	\$77,884	F
Anderson, Ralph R	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$62,368	F
Anderson, Verne A	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$51,459	F
Arkebauer, Timothy J	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$68,645	F
Asard, Han H	Biochemistry	Assoc Professor	1.00	\$0	\$67,255	F
Aufdenkamp, Brenda K	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$38,053	F
Austin, Richard L See also: UNL	Agronomy & Horticulture	Professor	0.70	\$0	\$47,177	A
Awada, Tala N	School of Natural Resources	Asst Professor	1.00	\$0	\$48,972	A
Ayers, Jerry F	Survey Division	Assoc Professor	0.60	\$0	\$46,335	F
	School of Natural Resources	Assoc Professor	0.15	\$0	\$11,576	
See also: UNL			0.75	\$0	\$57,911	
Azzam, Azzeddine M	Agricultural Economics	Professor	1.00	\$0	\$118,145	F
Baenziger, P Stephen	Agronomy & Horticulture	Professor	1.00	\$0	\$128,089	F
	Agronomy & Horticulture	University Professor	0.00	\$0	\$15,000	F
			1.00	\$0	\$143,089	-
Baltensperger, David D	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$99,479	F
Banerjee, Ruma V	Biochemistry	Professor	1.00	\$0	\$104,546	F
See also: UNL	-					
Baquet, Alan E	Office of Vice Pres/Vice Chancellor	Assoc Vice Chancellor	1.00	\$0	\$155,000	F
Barbuto Jr, John E	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$5,300	\$82,340	F
Barletta, Raul G	Vet & Biomedical Sciences	Assoc Professor	1.00	\$0	\$78,027	F
Barrett, Leverne A	Ag Leadership Educ & Comm	Professor	1.00	\$0	\$93,772	F
See also: UNL						
Bartos, Lorene	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,117	F
Barycki, Joseph J	Biochemistry	Asst Professor	1.00	\$0	\$62,500	F
Bashford, Gregory R	Biological Systems Engineering	Asst Professor	1.00	\$0	\$85,000	A
Bashford, Leonard L	Biological Systems Engineering	Professor	1.00	\$0	\$104,204	F
Bateman, Arnold J See also: UNL	Office of Vice Pres/Vice Chancellor	Director	0.50	\$0	\$52,463	F
Bauer, Dennis E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$85,026	F
Baxendale, Frederick P	Entomology	Professor	1.00	\$0 \$0	\$98,549	
Bearnes, Kim J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0 \$0	\$40,187	
Beck, Mary M	Animal Science	Professor	1.00	\$0 \$0	\$93,619	
Beecher, Brian S	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$60,653	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Beermann, Donald H	Animal Science	Department Head	0.60	\$0	\$86,557	FY
	Animal Science	Professor	0.40	\$0	\$48,683	FY
			1.00	\$0	\$135,240	
Behnken, Tracy J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$42,046	FY
Bell, Lloyd C	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$0	\$74,732	F
Benson, Andrew K	Food Science & Technology	Assoc Professor	1.00	\$0	\$69,385	A
Bergman, Gary C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$71,103	F
Betts, Nancy M See also: UNL	Nutrition & Health Sciences	Professor	0.50	\$0	\$37,275	F
Billesbach, David	Biological Systems Engineering	Research Assistant Professor	1.00	\$0	\$53,582	F
Birnstihl, Elizabeth A See also: UNL	Cooperative Ext Division	Associate Dean	0.95	\$0	\$119,972	F
Bischoff, Richard J See also: UNL	Family & Consumer Science	Assoc Professor	0.25	\$0	\$18,034	F
Blankenship, Erin E	Statistics	Asst Professor	1.00	\$0	\$57,617	F
Blezek, Allen G	Nebraska Lead Program	Director	1.00	\$0	\$130,125	F
Boeckner, Linda S	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$100,402	F
Bosch, Kathy R	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$0	\$60,649	F
Bosshamer, Brian K	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$43,269	F
Brady, Scott E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$67,350	F
Brand, Gail L	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,360	F
Brandle, James R	School of Natural Resources	Professor	1.00	\$0	\$86,896	F
Brink, Dennis R	Animal Science	Professor	1.00	\$0	\$109,835	F
Brison, Cindy M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$42,627	F
Brodersen, Bruce W	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$0	\$72,163	F
Brown, Susan E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$83,515	F
Browning, Sarah J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$31,328	F
Brumm, Michael C	Northeast Rsch & Ext Center	Professor	1.00	\$0	\$105,628	F
Bullerman, Lloyd B	Food Science & Technology	Professor	1.00	\$0	\$114,933	F
Burbach, Mark E	Survey Division	Asst Geoscientist	1.00	\$0	\$48,000	F
Burgert, Kenneth L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$61,263	F
Burkhart-Kriesel, Cheryl A	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$0	\$66,278	F
Burr, Charles A	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,590	F
Burson, Dennis E	Animal Science	Professor	1.00	\$0	\$87,680	F
Burson, Maureen H	Southeast Rsch & Ext Center	Extension Educator	0.60	\$0	\$40,236	F
Calkins, Chris R	Animal Science	Professor	1.00	\$0	\$87,066	Α
	Animal Science	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$97,066	
Campbell, John B	West Central Rsch & Ext Center	Professor	0.50	\$0	\$57,591	F
Campbell, William P	Biological Systems Engineering	Assoc Professor	1.00	\$0	\$70,000	F
Cantrell, Randolph L	Center for Applied Rural Innovation	Professor	1.00	\$0	\$102,539	F
Carlson, Marvin C	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$78,351	F
Carlson, Marvin P	Survey Division	Professor	1.00	\$0	\$103,218	F
Carr, Timothy P	Nutrition & Health Sciences	Assoc Professor	0.50	\$0	\$34,916	F
See also: UNL						
Carson, James D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$64,074	F
Carson, Sheryl M	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$4,200	\$52,433	F
Cassman, Kenneth G	Agronomy & Horticulture	Department Head	0.60	\$0	\$89,547	F
	Agronomy & Horticulture	Professor	0.40	\$0	\$51,223	FY
			1.00	\$0	\$140,770	

		July 1, 200.	5				
_	Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
	Chaky, Jennifer L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$37,222	FY
	Chen, Shaorong	Plant Pathology	Research Assistant Professor	1.00	\$0	\$31,624	FY
	Chen, Xun-Hong	Survey Division	Assoc Professor	0.67	\$0	\$47,147	FY
		School of Natural Resources	Assoc Professor	0.33	\$0	\$23,219	FY
				1.00	\$0	\$70,366	_
	Chollet, Raymond	Biochemistry	Professor	1.00	\$0	\$139,746	FY
		Biochemistry	University Professor	0.00	\$0	\$10,000	FY
*	See also: UNL			1.00	\$0	\$149,746	_
	Christiansen, Andrew P	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$73,795	FY
	Cirillo, Jeffrey D	Vet & Biomedical Sciences	Assoc Professor	1.00	\$0	\$92,014	FY
	Clark, Richard T	Agricultural Economics	Department Head	0.70	\$0	\$90,093	FY
		Agricultural Economics	Professor	0.30	\$0	\$32,795	FY
		5		1.00	\$0	\$122,888	_
	Clemente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.40	\$2,120	\$31,017	FY
*	See also: UNL		10000110100001	0.10	\$2,120	<i>\$</i> ,01,017	
~	Comfort, Steven	School of Natural Resources	Assoc Professor	1.00	\$0	\$72,110	FY
	Conley, Dennis M	Agricultural Economics	Professor	1.00	\$0 \$0	\$94,460	FY
	Corr, Alan J	West Central Rsch & Ext Center	Extension Educator	1.00	\$0 \$0	\$65,424	FY
	Cotton, Dan C	Comm Information Technology	Director	1.00	\$0 \$0	\$121,100	FY
	Couoli, Dall C Crandall, Leslie	West Central Rsch & Ext Center	Extension Educator	1.00	\$0 \$0	\$67,129	FY
	Crawford Jr, Thomas W	INTSORMIL - Sorghum/Millet CRSP	Associate Director	1.00	\$0 \$0	\$91,442	FY
	Crews, Patricia C	Textiles Clothing & Design	Professor	0.25	\$0 \$0	\$30,303	FY
*	See also: UNL	Textiles Clothing & Design	110103301	0.25	<i>\$</i> 0	\$50,505	11
*		South and Back & Fut Courton	A and Fratery Filmandary	1.00	¢0.	\$25.000	FY
	Critel Rathje, Dina J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0 ©0	\$35,000	F Y FY
	Cummins-Brown, Lance L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0 \$0	\$33,072	F Y FY
	Cupp, Andrea S	Animal Science	Asst Professor	1.00	\$0 \$0	\$69,808	F Y FY
	Cuppett, Susan L	Food Science & Technology	Professor Assoc Professor	1.00	\$0 \$0	\$93,170	F Y AY
*	Dalla, Rochelle L See also: UNL	Human Res & Family Sciences @ Omaha	Assoc Professor	0.25	20	\$14,113	Αĭ
	Danielson, Stephen D	Entomology	Assoc Professor	1.00	\$0	\$68,005	FY
	Deboer, Karen L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0	\$66,316	FY
	Defrain, John D	Family & Consumer Science	Professor	1.00	\$0	\$87,418	FY
	Delhon, Gustavo A	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$0	\$55,000	FY
	Deloughery, Richard L	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$4,200	\$41,198	FY
	Dewald, Scott J	Nebraska Forest Service	Associate Forester	1.00	\$0	\$52,468	FY
	Dickey, Elbert C	Cooperative Ext Division	Dean	1.00	\$0	\$166,250	FY
	Dickman, Martin B	Plant Pathology	Professor	1.00	\$0	\$103,770	FY
	Dill, Thomas O	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$43,949	FY
	Dobermann, Achim R	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$82,205	FY
	Dobesh, Ann M	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$34,740	FY
	Donis, Ruben O	Vet & Biomedical Sciences	Professor	1.00	\$0	\$102,703	FY
	Dorn, Thomas W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$70,613	FY
	Doster, Alan R	Vet & Biomedical Sciences	Professor	1.00	\$0	\$123,609	FY
	Drijber, Rhae A	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$76,193	FY
	Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$0	\$42,747	AY
*	See also: UNL						
	Drudik, Thomas J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$69,520	FY
	Dubois, Myrna M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$60,280	FY
	Duhamel, Gerald E	Vet & Biomedical Sciences	Professor	1.00	\$0	\$104,985	FY
	Dunigan, David D	Plant Pathology	Research Assistant Professor	1.00	\$0	\$49,431	FY

	Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
]	Dweikat, Ismail M	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$61,638	FY
	Eastin, Jerry D	Agronomy & Horticulture	Professor	1.00	\$0	\$63,517	FY
i	Edwards, Carolyn Pope	Psychology	Professor	0.25	\$0	\$28,076	FY
ł	See also: UNL						
	Eisenhauer, Dean E	Biological Systems Engineering	Professor	1.00	\$0	\$105,513	FY
	Ellis, Marion D	Entomology	Assoc Professor	1.00	\$0	\$71,743	FY
	Elmore, Roger W	Agronomy & Horticulture	Professor	1.00	\$0	\$89,235	FY
	Emal, James G	Comm Information Technology	Professor	0.30	\$0	\$27,008	FY
		Information Services	Professor	0.20	\$0	\$18,006	FY
ł	See also: UNCA			0.50	\$0	\$45,014	
	Erickson, Galen E	Animal Science	Asst Professor	1.00	\$0	\$60,680	FY
	Eskridge, Kent M	Statistics	Professor	1.00	\$0	\$88,137	FY
	Etling, Arlen W	College of Ag Sci & Nat Res	Professor	1.00	\$0	\$94,376	FY
	Eversoll, Duane A	Survey Division	Professor	1.00	\$0	\$96,745	FY
	Fairchild, Patricia J	4-H Youth Development	Assoc Professor	1.00	\$0	\$82,420	FY
	Fech, John C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$60,304	FY
	Feehan, Kelly A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,828	FY
	Fenton, Ann M	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$47,679	FY
	Ferguson, Richard B	Agronomy & Horticulture	Professor	1.00	\$0	\$85,920	FY
	Ferraro, Dennis M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,182	FY
	Feuz, Dillon M	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$0	\$82,865	FY
	Fisher, Cheryl J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$37,671	FY
	Fitzgerald, Jay B	Agronomy & Horticulture	Professor	1.00	\$0	\$86,872	FY
	Foster, John E	Entomology	Professor	1.00	\$0	\$119,980	FY
	Fox, Janet E	Southeast Rsch & Ext Center	Assoc Professor	1.00	\$0	\$63,743	FY
	Fox, Marilyn S	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$82,079	FY
	Francis, Charles A	Agronomy & Horticulture	Professor	1.00	\$0	\$109,304	FY
	Francis, Connie M	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$73,009	FY
	Franti, Thomas G	Biological Systems Engineering	Assoc Professor	1.00	\$0	\$78,958	FY
	Frecks, Nancy G	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$34,429	FY
	Frederick, Allen L	Agricultural Economics	Professor	1.00	\$0	\$123,429	FY
	Friesen, Jeanette L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$66,251	FY
	Fritz, Susan M	Ag Leadership Educ & Comm	Department Head	0.60	\$0	\$57,790	FY
		Ag Leadership Educ & Comm	Assoc Professor	0.40	\$0	\$33,027	FY
				1.00	\$0	\$90,817	_
	Fromm, Michael E	Agronomy & Horticulture	Professor	0.62	\$0	\$111,450	AY
	See also: UNL		110105501	0.02	φŪ	<i>\$</i> 111,150	
	Fulginiti, Lilyan E	Agricultural Economics	Professor	1.00	\$0	\$97,225	AY
	Funston, Richard N	West Central Rsch & Ext Center	Asst Professor	1.00	\$0	\$70,000	FY
	Garcia, Ricardo L	Cooperative Ext Division	Professor	0.25	\$0	\$23,807	FY
e	See also: UNL						
	Gaussoin, Roch E	Agronomy & Horticulture	Professor	1.00	\$0	\$96,870	FY
	Genoways, Hugh Howard	School of Natural Resources	Professor	0.22	\$0	\$20,996	FY
ł	See also: UNL						
	Germer, Larry E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$63,750	FY
	Germer, Sondra S	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$47,261	FY
	Giannakas, Konstantinos	Agricultural Economics	Assoc Professor	1.00	\$4,000	\$77,404	AY
	Giesler, Loren J	Plant Pathology	Asst Professor	1.00	\$0	\$64,919	FY
	Gilster, Keith E	Animal Science	Professor	1.00	\$0	\$74,422	FY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Gitelson, Anatoly A	School of Natural Resources	Professor	0.75	\$0	\$74,133	F
See also: UNL						
Gladyshev, Vadim N	Biochemistry	Assoc Professor	1.00	\$0	\$75,851	F
Glewen, Keith L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$82,276	F
Goeke, James W	Survey Division	Professor	1.00	\$0	\$88,176	F
Goertz, Jessye A	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,316	F
Goffena, Jamie M	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$38,488	F
Gompert, Terry L	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$88,231	F
Gosey, James A	Animal Science	Professor	1.00	\$0	\$100,105	F
Gosselin, David C	School of Natural Resources	Professor	0.75	\$6,000	\$64,411	I
	Survey Division	Professor	0.25	\$2,000	\$21,472]
			1.00	\$8,000	\$85,883	
Graef, George L	Agronomy & Horticulture	Professor	1.00	\$0	\$89,185	F
Gramlich, Steven M	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$48,022	I
Greve, Vickie L	Northeast Rsch & Ext Center	Ext Assoc Professor	0.81	\$0	\$52,408	I
	Northeast Rsch & Ext Center	Assoc Professor	0.19	\$0	\$12,293	I
			1.00	\$0	\$64,701	- '
	V (P) I I G I					Ţ
Griffin, Dicky Dee	Vet & Biomedical Sciences	Professor	1.00	\$0	\$105,275	1
Gustafson, William A	Agronomy & Horticulture	Professor Extension Educator	0.50		\$40,995	A
Hall, Anita M	Northeast Rsch & Ext Center		1.00	\$0	\$57,098	1
Hancock, Connie K	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0 \$0	\$68,149]
Hanna, Janet S	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$60,808]
Hanna, Milford A	Biological Systems Engineering	Professor	0.75	\$0	\$95,993	I
	Industrial Ag Products Center	Director/Chair	0.25	\$0	\$35,458	I
	Biological Systems Engineering	College Professor	0.00	\$0	\$10,000	F
			1.00	\$0	\$141,451	
Hansen, Susan A	Northeast Rsch & Ext Center	Assoc Exten Educator	0.50	\$0	\$23,717	I
	Southeast Rsch & Ext Center	Assoc Exten Educator	0.50	\$0	\$24,217	I
			1.00	\$0	\$47,934	
Hanson, Ronald J	Agricultural Economics	Professor	1.00	\$0	\$108,654]
	Agricultural Economics	College Professor	0.00	\$0	\$10,000]
			1.00	\$0	\$118,654	
Harrell, Mark O	Nebraska Forest Service	Forester	1.00	\$0	\$82,188	I
Harris, Steven D	Plant Pathology	Asst Professor	1.00	\$0	\$80,840	1
Hart, Jeffery G	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$41,460	1
Harveson, Robert M	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$0	\$62,928	1
Harvey, F Edwin	School of Natural Resources	Assoc Professor	0.75	\$0	\$52,577	1
				\$0	\$17,526	I
	Survey Division	Assoc Professor	0.25	30		
	Survey Division	Assoc Professor	0.25	\$0	\$70,103	-
Hay. Del.ynn	-		1.00	\$0	\$70,103	-
Hay, DeLynn Hay. Paul C	Cooperative Ext Division	Program Leader	1.00 1.00	\$0 \$0	\$70,103 \$104,300	
Hay, Paul C	Cooperative Ext Division Southeast Rsch & Ext Center	Program Leader Extension Educator	1.00 1.00 1.00	\$0 \$0 \$0	\$70,103 \$104,300 \$78,770	I
Hay, Paul C Hayes, Michael J	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources	Program Leader Extension Educator Research Associate Professor	1.00 1.00 1.00 1.00	\$0 \$0 \$0 \$5,300	\$70,103 \$104,300 \$78,770 \$54,470	I I
Hay, Paul C Hayes, Michael J Heemstra, Jill M	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center	Program Leader Extension Educator Research Associate Professor Extension Educator	1.00 1.00 1.00 1.00 0.50	\$0 \$0 \$5,300 \$0	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810	H H H
Hay, Paul C Hayes, Michael J Heemstra, Jill M Hefle, Susan L	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center Food Science & Technology	Program Leader Extension Educator Research Associate Professor Extension Educator Assoc Professor	1.00 1.00 1.00 1.00 0.50 1.00	\$0 \$0 \$5,300 \$0 \$5,300	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810 \$83,775]]]]
Hay, Paul C Hayes, Michael J Heemstra, Jill M Hefle, Susan L Hein, Gary L	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center Food Science & Technology Panhandle Rsch & Ext Center	Program Leader Extension Educator Research Associate Professor Extension Educator Assoc Professor Professor	1.00 1.00 1.00 1.00 0.50 1.00 1.00	\$0 \$0 \$5,300 \$5,300 \$5,300 \$5,300	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810 \$83,775 \$87,158	I I I I
Hay, Paul C Hayes, Michael J Heemstra, Jill M Hefle, Susan L Hein, Gary L Hejny, Terence A	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center Food Science & Technology Panhandle Rsch & Ext Center Southeast Rsch & Ext Center	Program Leader Extension Educator Research Associate Professor Extension Educator Assoc Professor Professor Extension Educator	1.00 1.00 1.00 1.00 0.50 1.00 1.00 1.00	\$0 \$0 \$5,300 \$5,300 \$5,300 \$0 \$6,400	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810 \$83,775 \$87,158 \$60,168	H H H H H
Hay, Paul C Hayes, Michael J Heemstra, Jill M Hefle, Susan L Hein, Gary L Hejny, Terence A Helmers, Glenn A	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center Food Science & Technology Panhandle Rsch & Ext Center Southeast Rsch & Ext Center Agricultural Economics	Program Leader Extension Educator Research Associate Professor Extension Educator Assoc Professor Professor Extension Educator Professor	1.00 1.00 1.00 0.50 1.00 1.00 1.00 1.00	\$0 \$0 \$5,300 \$5,300 \$5,300 \$0 \$6,400 \$0	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810 \$83,775 \$87,158 \$60,168 \$108,968	I I I I I I I
Hay, Paul C Hayes, Michael J Heemstra, Jill M Hefle, Susan L Hein, Gary L Hejny, Terence A	Cooperative Ext Division Southeast Rsch & Ext Center School of Natural Resources Northeast Rsch & Ext Center Food Science & Technology Panhandle Rsch & Ext Center Southeast Rsch & Ext Center	Program Leader Extension Educator Research Associate Professor Extension Educator Assoc Professor Professor Extension Educator	1.00 1.00 1.00 1.00 0.50 1.00 1.00 1.00	\$0 \$0 \$5,300 \$5,300 \$5,300 \$0 \$6,400	\$70,103 \$104,300 \$78,770 \$54,470 \$18,810 \$83,775 \$87,158 \$60,168	- F F F F F F F F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Henneman, Alice C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$71,960	FY
Hergenrader, Gary L	Nebraska Forest Service	Director	0.70	\$0	\$99,230	FY
	School of Natural Resources	Professor	0.30	\$0	\$41,055	FY
			1.00	\$0	\$140,285	
Hergert, Gary W	West Central Rsch & Ext Center	Director	0.60	\$0	\$76,219	FY
	West Central Rsch & Ext Center	Professor	0.40	\$0	\$42,876	FY
			1.00	\$0	\$119,095	
Hibberd, Charles A	Panhandle Rsch & Ext Center	Director/Chair	0.60	\$0	\$73,297	FY
	Panhandle Rsch & Ext Center	Professor	0.40	\$0	\$41,234	FY
			1.00	\$0	\$114,531	_
Higley, Leon G	Entomology	Professor	1.00	\$0	\$103,763	FY
Hinkley, Susanne	Vet & Biomedical Sciences	Asst Professor	1.00	\$0 \$0	\$70,000	FY
Hinrichs, Kayla M	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0 \$0	\$34,200	FY
Hoagland, Kyle D	School of Natural Resources	Director	0.60	\$0 \$0	\$71,041	FY
Hoagianu, Kyle D	School of Natural Resources	Professor	0.00	\$0 \$0	\$40,593	FY
	School of Natural Resources	110105501	1.00	\$0	\$111,634	_
					-	
Hodges, Laurie	Agronomy & Horticulture	Assoc Professor	1.00	\$0 \$0	\$75,440	FY
Holland, Mary Ann	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0 \$0	\$36,174	FY
Holman, Thomas L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0 \$0	\$75,894	FY
Holz, John C	School of Natural Resources	Research Assistant Professor	1.00	\$0 \$0	\$60,773	FY
Hopp, Gerald W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$67,807	FY
Horst, Garald L	Agronomy & Horticulture	Professor	1.00	\$0	\$104,581	FY
Howard, Larry F	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$66,976	FY
Hruskoci, James D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$61,988	FY
Hu, Qi S	School of Natural Resources	Assoc Professor	1.00	\$5,300	\$70,526	FY
Hubbard, Kenneth G	School of Natural Resources	Professor	1.00	\$0	\$98,385	FY
Huddleston-Casas, Catherine A See also: UNL	Family & Consumer Science	Asst Professor	0.25	\$0	\$11,588	AY
Huls, Donald C	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0	\$96,684	FY
Hunt, Thomas E	Northeast Rsch & Ext Center	Asst Professor	1.00	\$0	\$60,116	FY
Husmann, Dann E	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$0	\$77,435	FY
Hutkins, Robert W	Food Science & Technology	Professor	1.00	\$0	\$94,459	F
Hygnstrom, Scott E	School of Natural Resources	Professor	1.00	\$0	\$85,859	FY
Jackson, David S	Food Science & Technology	Professor	1.00	\$0	\$84,486	F
Janssen, Donald E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,031	F
Jess, J Michael	Survey Division	Associate Director	0.50	\$0	\$51,474	F
	Survey Division	Sr. Lecturer	0.50	\$0	\$46,834	FY
			1.00	\$0	\$98,308	
Joeckel, Robert M	Survey Division	Asst Professor	1.00	\$0	\$60,632	FY
Johnson, Bruce B	Agricultural Economics	Professor	1.00	\$0	\$90,160	FY
Johnson, Julie M	Family & Consumer Science	Chairperson	0.23	\$0	\$26,684	FY
See also: UNL						
Johnson, Rodger K	Animal Science	Professor	1.00	\$0	\$125,955	FY
Johnson, Ron J	School of Natural Resources	Professor	1.00	\$0	\$86,830	FY
Johnston, Catherine E	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0	\$65,643	FY
Jones, Clinton J	Vet & Biomedical Sciences	Professor	1.00	\$0	\$112,082	AY
See also: UNL		· · · · · · · ·	1.50	20	,	
	Dialogical Systems Engineering	Assoc Professor	1.00	¢۵	\$02 660	E3
Jones, David D	Biological Systems Engineering		1.00		\$83,669 \$20,622	FY
Jones, Georgia	Nutrition & Health Sciences	Asst Professor	0.50	\$0	\$29,633	FY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Jones, Steven J	Animal Science	Professor	1.00	\$0	\$88,472	FY
Jose, H Douglas	Agricultural Economics	Professor	1.00	\$0	\$83,822	FY
Josiah, Scott J	School of Natural Resources	Asst Professor	1.00	\$0	\$65,300	FY
Kachman, Stephen D	Statistics	Assoc Professor	1.00	\$0	\$73,057	FY
Kahl, Dennis L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$83,807	FY
Kamble, Shripat T	Entomology	Ext Professor	1.00	\$0	\$71,660	AY
Kang, Ming	Plant Pathology	Research Assistant Professor	1.00	\$0	\$30,000	FY
Kappler, Brady F	Agronomy & Horticulture	Assoc Exten Educator	1.00	\$4,200	\$48,775	FY
Karloff, Steve L	Nebraska Forest Service	Associate Forester	1.00	\$0	\$44,329	FY
Keith, David L	Entomology	Professor	1.00	\$0	\$95,537	FY
Kelling, Clayton L	Vet & Biomedical Sciences	Professor	1.00	\$0	\$105,953	FY
Keown, Jeffrey F	Animal Science	Professor	1.00	\$0	\$100,789	FY
King, James W	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$0	\$64,518	FY
Kittok, Roger J	Animal Science	Assoc Professor	1.00	\$0	\$53,135	FY
Klaus, Bettina-Elisabeth See also: UNL	Economics	Asst Professor	0.25	\$0	\$19,616	FY
Klein, Robert N	West Central Rsch & Ext Center	Ext Professor	1.00	\$0	\$93,530	FY
Klopfenstein, Terry J	Animal Science	Professor	1.00	\$0	\$143,103	FY
¢P,,, -	Animal Science	College Professor	0.00	\$0	\$10,000	FY
		C	1.00	\$0	\$153,103	-
Knezevic, Stevan	Northeast Rsch & Ext Center	Asst Professor	1.00	\$0	\$61,184	FY
Kocher, Michael F	Biological Systems Engineering	Assoc Professor	1.00	\$0	\$78,811	FY
Koelsch, Richard K	Biological Systems Engineering	Assoc Professor	0.70	\$0	\$63,845	FY
	Animal Science	Assoc Professor	0.30	\$0	\$27,363	FY
Kostelnik, Marjorie J See also: UNL	College of Education & Human Sci U	Dean	1.00 0.25	\$0 \$0	\$91,208 \$39,209	
Koszewski, Wanda M See also: UNL	Nutrition & Health Sciences	Ext Asst Professor	0.59	\$0	\$40,736	AY
Kranz, William L	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$0	\$63,034	FY
Krumbach, Eileen M	Southeast Risch & Ext Center	Extension Educator	1.00	\$0	\$56,700	FY
Kulm, Ralph D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,448	FY
Kuzelka, Robert D	School of Natural Resources	Ext Assoc Professor	1.00	\$0 \$0	\$71,294	FY
See also: UNL			1.00	φo	<i>\$</i> ,1,2,1	
Kuzila, Mark S	Survey Division	Director	1.00	\$0	\$111,400	FY
Lackey, Susan O	Survey Division	Geoscientist	1.00	\$8,000	\$61,953	FY
Lagarry, Hannan E	Survey Division	Geoscientist	1.00	\$0	\$45,524	FY
Lane, Leslie C	Plant Pathology	Assoc Professor	1.00	\$0	\$47,796	FY
Larson, Larry L	Animal Science	Assoc Professor	1.00	\$0	\$73,896	FY
Larvick, Carol J	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$52,091	FY
Lee, Donald J	Agronomy & Horticulture	Professor	1.00	\$0	\$90,098	FY
Lewis, Nancy M	Nutrition & Health Sciences	Assoc Professor	0.44	\$0	\$30,491	FY
See also: UNL						
Liang, Delin	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$0	\$35,500	FY
Lienemann, Duane A	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$54,390	FY
Lin, Li-Wen See also: UNL	Family & Consumer Science	Asst Professor	0.25	\$0	\$13,223	AY
Lin, Xiaomao	School of Natural Resources	Research Assistant Professor	1.00	\$0	\$59,885	FY
2						
Lindgren, Dale T	West Central Rsch & Ext Center	Professor	1.00	\$0	\$83,591	FY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Locklear, James H	Nebraska Statewide Arboretum	Director	1.00	\$0	\$78,188	F
Lodes, Richard J	Nebraska Forest Service	Associate Forester	0.73	\$0	\$36,413	F
Lodl, Kathleen A	4-H Youth Development	Assoc Professor	1.00	\$0	\$86,191	F
Lorenzen, Judy K	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$33,907	F
Lou, Marjorie F	Vet & Biomedical Sciences	Professor	1.00	\$0	\$127,344	F
See also: UNL						
Lovett, William R	Nebraska Forest Service	Forester	1.00	\$0	\$61,929	I
Lutgen, Lynn H	Agricultural Economics	Assoc Professor	1.00	\$0	\$69,142	1
Lynne, Gary D	Agricultural Economics	Professor	1.00	\$0	\$116,412	
Lyon, Drew J	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$84,902	
Mackenzie, Sally	NRI Center of Biotechnology	Professor	0.60	\$0	\$61,166	
	Agronomy & Horticulture	Distinguished Professor	0.00	\$0	\$10,000	
See also: UNL			0.60	\$0	\$71,166	
Mader, Terry L	Northeast Rsch & Ext Center	Professor	1.00	\$0	\$91,675	
Mahar, Carla J	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$52,494	
Mamo, Martha	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$63,689	
Mandigo, Roger W	Animal Science	Professor	1.00	\$0	\$134,639	
Manning, Leanne M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,032	
Mark, Darrell R	Agricultural Economics	Asst Professor	1.00	\$0	\$66,166	
Markwell, John P	Biochemistry	Professor	0.80	\$0	\$78,175	
	Agronomy & Horticulture	Professor	0.20	\$0	\$19,530	
			1.00	\$0	\$97,705	_
Martin, Alexander R	Agronomy & Horticulture	Professor	1.00	\$0	\$129,035	
Martin, Derrel L	Biological Systems Engineering	Professor	1.00	\$0	\$108,461	
Marx, David B	Statistics	Professor	1.00	\$0	\$122,377	
Mason, Joseph A	Survey Division	Asst Professor	0.75	\$0	\$49,340	
See also: UNL						
Mason, Stephen C	Agronomy & Horticulture	Professor	1.00	\$0	\$98,008	
Massengale, Martin A	Agronomy & Horticulture	Professor	0.75	\$0	\$107,178	
	Grassland Studies Center	Director	0.25	\$0	\$35,716	
	Agronomy & Horticulture	Un Foundation Professor	0.00	\$0	\$10,000	
			1.00	\$0	\$152,894	_
Mayo, Z B	Entomology	Department Head	0.60	\$0	\$81,974	
	Entomology	Professor	0.40	\$0	\$46,201	
			1.00	\$0	\$128,175	
Mccallister, Dennis L	Agronomy & Horticulture	Professor	1.00	\$8,000	\$84,376	
Mcnulty, Carol J	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$42,590	
Meduna, Robert J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$59,748	
Meinke, Lance J	Entomology	Professor	1.00	\$0	\$88,459	
Melvin, Steven R	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,700	
Merchant, James W	Survey Division	Professor	0.60	\$0	\$61,924	
	School of Natural Resources	Professor	0.40	\$0	\$41,287	
			1.00	\$0	\$103,211	_
Meyer, George E	Biological Systems Engineering	Professor	1.00	\$0	\$99,584	
Micek, Barbara J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$35,157	
Miller, Phillip S	Animal Science	Professor	1.00	\$8,000	\$78,104	
Miner, Jess L	Animal Science	Assoc Professor	1.00	\$0	\$71,937	
Mitra, Amitava	Plant Pathology	Assoc Professor	1.00	\$0	\$63,138	
Moeller, Alan R	IANR Finance & Personnel Office	Asst Vice Chancellor	1.00	\$0	\$128,800	
Mooter, David P	Nebraska Forest Service	Forester	1.00	\$0	\$74,360	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Moser, Lowell E	Agronomy & Horticulture	Professor	1.00	\$0	\$134,795	F
	Agronomy & Horticulture	College Professor	0.00	\$0	\$10,000	F
			1.00	\$0	\$144,795	
Moxley, Rodney A	Vet & Biomedical Sciences	Professor	1.00	\$0	\$117,203	F
Mues, Noel L	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$61,851	F
Murray, Jeanne C	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$36,897	F
Mutunayagam, N Brito See also: UNL	Cooperative Ext Division	Professor	0.25	\$0	\$28,526	F
Narumalani, Sunil G See also: UNL	School of Natural Resources	Assoc Professor	0.40	\$0	\$22,589	A
Nelson, Darrell W	Agricultural Rsch Division	Dean	1.00	\$0	\$172,760	F
Nelson, Lenis A	Agronomy & Horticulture	Professor	1.00	\$0	\$87,490	F
Nelson, Mary E	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$50,866	F
Nickerson, H Doak	Nebraska Forest Service	Associate Forester	1.00	\$0	\$54,272	F
Nielsen, Merlyn K	Animal Science	Professor	1.00	\$0	\$103,878	I
Nielsen, Sharon R	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$63,258	F
Niemann, Keith F	Cooperative Ext Division	Director	1.00	\$0	\$89,100	F
Niemeyer, Shirley M	Textile Clothing & Design	Professor	1.00	\$0	\$81,665	I
Niemeyer, Steven W	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$44,107	I
Nisley, Andrea S	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$71,159	I
Nixon, Jennifer S	Panhandle Rsch & Ext Center	Assoc Exten Educator	0.80	\$0	\$37,591]
Nold, Rosemarie A	Animal Science	Asst Professor	1.00	\$0	\$69,471]
Novoselov, Sergey V	Biochemistry	Research Assistant Professor	1.00	\$0	\$31,000]
Ogg, Barbara P	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$45,752]
Ogg, Clyde L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$45,000	1
O'Neill, Edward E	Food Processing Center	Associate Director	1.00	\$0	\$93,741]
Osborn, Lynne M	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$55,067	1
Osorio, Fernando A	Vet & Biomedical Sciences	Professor	1.00	\$0	\$114,114]
Owens, John C	Office of Vice Pres/Vice Chancellor	Vice Chancellor	1.00	\$0	\$204,728]
	Office of Vice Pres/Vice Chancellor	Distinguished Professor	0.00	\$0	\$10,000]
			1.00	\$0	\$214,728	
Paparozzi, Ellen T	Agronomy & Horticulture	Professor	1.00	\$0	\$93,046	F
Parkhurst, Anne M	Statistics	Professor	1.00	\$0	\$92,836]
Parson, Lynda J	4-H Youth Development	Extension Educator	0.50	\$0	\$30,445]
Parsons, Gerald M	Ag Leadership Educ & Comm	Assoc Professor	0.50	\$0	\$30,824	A
Partridge, James E	Plant Pathology	Assoc Professor	1.00	\$0	\$77,596	
Pavlista, Alexander D	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$74,909	
Payero, Jose O	West Central Rsch & Ext Center	Asst Professor	1.00	\$0	\$65,200	
Perk, Richard L	Survey Division	Asst Geoscientist	1.00	\$0	\$48,919	
Perrin, Richard K	Agricultural Economics	Professor	1.00	\$0	\$111,954	A
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	A
			1.00	\$0	\$121,954	
Peters, Albert	Survey Division	Geoscientist	0.80	\$0	\$50,957	I
Peters, Edward J	School of Natural Resources	Professor	1.00	\$0	\$86,555]
Peterson, Amy L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$6,400	\$53,023	I
Peterson, Deanna L	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$37,143	1
Peterson, E Wesley	Agricultural Economics	Professor	1.00	\$0	\$81,553	I
Peterson, James M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$72,252	I
Peterson, Larry A	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$72,485	F
Pfeiffer, George H	Agricultural Economics	Assoc Professor	1.00	\$0	\$63,854	А
Plate, Carol J	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$69,276	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Plugge, Brent L	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$52,683	F
Pohlman, H Darlene	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$0	\$67,823	F
Poley, Janet K	ADEC	President/Ceo Ag*sat Corp	1.00	\$0	\$145,026	F
Pomp, Daniel	Animal Science	Professor	0.80	\$0	\$102,985	F
Powell, Larkin A	School of Natural Resources	Asst Professor	1.00	\$0	\$60,828	F
Powers, Thomas O	Plant Pathology	Assoc Professor	1.00	\$0	\$82,146	F
Preston, Sandra D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,248	F
Pritchard, Steven M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$66,308	F
Prochaska-Cue, M Kathleen	Family & Consumer Science	Assoc Professor	1.00	\$0	\$84,570	F
Prosch, Allen L	Agricultural Economics	Extension Educator	1.00	\$0	\$40,405	F
Pryor, Randy W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$60,380	I
Purcell, Sarah E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$63,490	I
Ragsdale, Stephen W	Biochemistry	Professor	1.00	\$0	\$109,719]
Randall, James K	Comm Information Technology	Professor	1.00	\$0	\$90,580]
Rasby, Richard J	Animal Science	Professor	1.00	\$0	\$88,972	1
Rasmussen, Eric J	Nebraska Forest Service	Associate Forester	1.00	\$0	\$47,055]
Rasmussen, Steven D	Nebraska Forest Service	Forester	1.00	\$0	\$64,663]
Ratcliffe, Brett C	Entomology	Professor	1.00	\$0	\$100,384	1
Read, Paul E	Agronomy & Horticulture	Professor	1.00	\$0	\$132,690]
Reece, Patrick E	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$84,163]
Reese, Duane E	Animal Science	Assoc Professor	1.00	\$0	\$80,339	
Reiling, Bryan A	Animal Science	Asst Professor	1.00	\$0	\$75,795	
Rider, Mary Ellen	Family & Consumer Science	Asst Professor	1.00	\$0	\$56,373	
Ringenberg, Carol R	Southeast Rsch & Ext Center	Extension Educator	1.00	\$6,400	\$57,409	
Riordan, Terrance P	Agronomy & Horticulture	Professor	1.00	\$0	\$115,394	
Rockwell, Shirley K	Ag Leadership Educ & Comm	Professor	0.93	\$0	\$81,975	
See also: UNL	- 9					
Rodie, Steven N	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$75,509]
Roeber, Ronald L	Comm Information Technology	Professor	1.00	\$0	\$77,542	
Roeth, Fred W	Agronomy & Horticulture	Professor	1.00	\$0	\$107,019	
Rogers, Douglas G	Vet & Biomedical Sciences	Professor	1.00	\$0	\$96,467	
Roller, Maurine E	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$33,825	
Royer, Jeffrey S	Agricultural Economics	Professor	1.00	\$0	\$113,669	
Rundquist, Donald C	School of Natural Resources	Professor	0.60	\$0	\$64,849	
•	Survey Division	Professor	0.40	\$0	\$41,430	
			1.00	\$0	\$106,279	
Rupnow, John H	Food Science & Technology	Professor	1.00	\$0	\$88,148	1
Rupp, Gary P	Vet & Biomedical Sciences	Director	0.60	\$0	\$71,809	
	Vet & Biomedical Sciences	Professor	0.40	\$0	\$45,968	
			1.00	\$0	\$117,777	_
Rush, Ivan G	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$86,645	
Russell, William K	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$61,671	
Ryu, Dojin	Food Science & Technology	Research Assistant Professor	0.00	\$0	\$41,080	
Schacht, Walter H	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$80,117	
Scharf, Barbara J	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$76,549	
Scheideler, Sheila E	Animal Science	Professor	1.00	\$0	\$93,278	
Schild, James A	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0	\$66,608	
Schinstock, Jack L	College of Ag Sci & Nat Res	Associate Dean	0.50	\$0	\$57,997	
,	Biological Systems Engineering	Professor	0.50	\$0	\$52,721	
			1.00	\$0	\$110,718	_
					-	I
Schlegel, Vicki L	Food Science & Technology	Asst Professor	1.00	\$0	\$71,510	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Schmerdtmann, Nancy H	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$67,008	F
Schmidt, Barbara L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$56,129	F
Schmitz, John A	Vet & Biomedical Sciences	Department Head	0.60	\$0	\$94,428	F
	Vet & Biomedical Sciences	Professor	0.40	\$0	\$60,690	F
			1.00	\$0	\$155,118	
Schneider-Miller, Carrie L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$31,025	F
Schnepf, Marilynn	Nutrition & Health Sciences	Chairperson	0.25	\$2,000	\$28,148	F
	Nutrition & Health Sciences	Professor	0.25	\$2,000	\$24,062	F
See also: UNL			0.50	\$4,000	\$52,210	_
Schoenholz, Phyllis I	Southeast Rsch & Ext Center	Extension Educator	1.00	\$6,400	\$60,234	F
Schroeder, Debra E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$73,129	F
Schulte, Dennis D	Biological Systems Engineering	Professor	1.00	\$0	\$128,801	F
Schulze, Larry	Agronomy & Horticulture	Professor	1.00	\$0	\$84,042	F
Schwarz, Carol J	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$61,811	F
Scofield, Sandra K	Nebraska Rural Initiative	Director	1.00	\$0	\$97,210	F
Seravalli, Javier	Biochemistry	Research Assistant Professor	1.00	\$0	\$41,000	F
Seymour, Ronald C	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$4,200	\$51,758	F
	Southeast Rsch & Ext Center	Asst Exten Educator	0.00	\$0	\$600	F
			1.00	\$4,200	\$52,358	-
Shapiro, Charles A	Northeast Rsch & Ext Center	Professor	1.00	\$0	\$83,114	F
Shea, Patrick J	School of Natural Resources	Professor	1.00	\$0	\$102,891	F
Shearman, Robert C	Agronomy & Horticulture	Professor	1.00	\$0	\$117,738	F
Shelton, David P	Northeast Rsch & Ext Center	Professor	1.00	\$0	\$95,458	F
Sherry, Hallie P	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$50,348	F
Sibray, Steven S	Survey Division	Assoc Geoscientist	1.00	\$0	\$65,693	F
Siegfried, Blair D	Entomology	Professor	1.00	\$0	\$92,406	F
Siekman, Darrel D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$80,430	F
Simmons, Mark E	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$42,000	F
Simpson, Melanie A	Biochemistry	Asst Professor	1.00	\$0	\$62,500	F
Skipton, Sharon O	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$71,807	F
Skopp, Joseph M	School of Natural Resources	Assoc Professor	1.00	\$0	\$70,490	F
Smith, David R	Vet & Biomedical Sciences	Assoc Professor	1.00	\$0	\$95,833	F
Smith, Durward A	Food Science & Technology	Assoc Professor	1.00	\$0	\$78,172	F
Smith, John A	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$98,328	F
Snow, Daniel Davidson	Water Center	Research Assistant Professor	0.10	\$0	\$4,778	F
See also: UNL						
Spalding, Mary Exner	School of Natural Resources	Professor	1.00	\$0	\$68,601	F
Spalding, Roy F	Agronomy & Horticulture	Professor	1.00	\$0	\$112,225	F
Specht, James E	Agronomy & Horticulture	Professor	1.00	\$0	\$109,177	F
Spreitzer, Robert J	Biochemistry	Professor	1.00	\$0	\$105,855	I
Srikumaran, Subramaniam	Vet & Biomedical Sciences	Professor	1.00	\$0	\$117,062	F
Stanek Krogstrand, Kaye L	Human Res & Family Sciences @ Omaha	Assoc Professor	0.25	\$0	\$18,113	F
See also: UNL						
Stanley, David W	Entomology	Professor	1.00	\$0	\$90,352	F
Staswick, Paul E	Agronomy & Horticulture	Professor	1.00	\$0	\$91,690	F
Stauffer, Gary D	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,316	F
Stauffer, Monte A	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,428	F
Steadman, James R	Plant Pathology	Professor	1.00	\$0	\$95,531	F
Steffen, David J	Vet & Biomedical Sciences	Assoc Professor	1.00	\$0	\$89,093	F
Stenberg, David E	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$82,078	F
Stevens, Georgia L	Family & Consumer Science	Professor	1.00	\$0	\$86,182	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Stockall, Sandra	West Central Rsch & Ext Center	Professor	1.00	\$0	\$86,365	FY
Stolzenburg, Byron A	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,236	FY
Stone, Julie M	Biochemistry	Asst Professor	1.00	\$0	\$70,335	FY
Stowell, Richard R	Biological Systems Engineering	Asst Professor	1.00	\$0	\$72,235	FY
Strasheim, Cynthia R	Southeast Rsch & Ext Center	Extension Educator	0.60	\$0	\$39,922	FY
Straub, Carolyn E	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$35,424	FY
Streich, Anne M	Agronomy & Horticulture	Asst Exten Educator	1.00	\$0	\$41,000	FY
Stritzke, Robert D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$55,265	FY
Stroup, Walter W	Statistics	Professor	0.50	\$0	\$50,814	FY
	Statistics	Department Head	0.50	\$0	\$60,978	FY
			1.00	\$0	\$111,792	
Stubbendieck, James L See also: UNL	Agronomy & Horticulture	Professor	0.50	\$0	\$57,881	FY
Summerside, Scott E	Survey Division	Assoc Geoscientist	1.00	\$0	\$46,345	FY
Supalla, Raymond J	Agricultural Economics	Professor	1.00	\$0	\$95,791	FY
Sutton, Richard K	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$68,848	AY
Swanson, Dianne M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$63,582	
Swinehart, James B	Survey Division	Professor	0.85	\$0	\$66,876	
See also: UNL					,	
Szilagyi, Jozsef	Survey Division	Assoc Professor	1.00	\$5,300	\$67,160	FY
Taoka, Shinichi	Biochemistry	Research Assistant Professor	1.00	\$0	\$41,200	FY
Tarkalson, David D	West Central Rsch & Ext Center	Asst Professor	1.00	\$0	\$59,853	FY
Taylor, Stephen L	Food Science & Technology	Department Head	0.60	\$0	\$95,272	FY
	Food Science & Technology	Professor	0.40	\$0	\$61,193	FY
	Food Science & Technology	College Professor	0.00	\$0	\$10,000	FY
		-	1.00	\$0	\$166,465	_
Teel, Dewey W	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$79,544	FY
Terry, Philip M	Food Science & Technology	Research Assistant Professor	1.00	\$0	\$61,619	FY
Thippareddi, Harshavardhan	Food Science & Technology	Asst Professor	1.00	\$0	\$63,000	FY
Tickner, Cheryl A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$60,659	FY
Todd, Kim A	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$61,000	FY
Tonn, Steven R	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,287	FY
Topp, Amy J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$39,497	FY
Treffer, Bruce A	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,514	FY
Treves, Samuel B	Survey Division	Professor	0.25	\$0	\$28,632	AY
See also: UNL						
Tyre, Richard Aj	School of Natural Resources	Asst Professor	1.00	\$0	\$60,500	FY
Van Etten, James L	Plant Pathology	Professor	1.00	\$0	\$135,957	FY
	Plant Pathology	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$0	\$150,957	_
Van Vleck, L Dale	Animal Science	Professor	0.20	\$0	\$19,439	FY
Varner, David L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$74,065	FY
Verma, Shashi B	School of Natural Resources	Professor	1.00	\$0	\$122,228	FY
See also: UNL						
Versch, Rebecca L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$53,929	FY
Vidaver, Anne M	Plant Pathology	Department Head	0.60	\$0	\$101,818	FY
	Plant Pathology	Professor	0.40	\$0	\$58,181	FY
			1.00	\$0	\$159,999	_
Vigna, Diane C	Textile Clothing & Design	Asst Professor	1.00	\$0	\$58,762	FY
Volesky, Jerry D	West Central Rsch & Ext Center	Assoc Professor		\$0	\$75,099	

	Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
	Vonderohe, Ruth E	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$33,000	FY
	Vyhnalek, Allan R	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$57,692	FY
	Waldren, Richard P	Agronomy & Horticulture	Professor	1.00	\$0	\$91,222	FY
	Waldren, Vernon L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$74,619	FY
	Waller, Steven S	College of Ag Sci & Nat Res	Dean	1.00	\$0	\$160,500	FY
	Walters, Daniel T	Agronomy & Horticulture	Professor	1.00	\$0	\$86,581	FY
	Walter-Shea, Elizabeth A	School of Natural Resources	Professor	1.00	\$8,000	\$85,317	FY
	Walz, Troy M	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$38,222	FY
	Warner, Mary K	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$70,021	FY
	Watkins, John E	Plant Pathology	Professor	1.00	\$0	\$108,846	FY
	Weber, John S	Animal Science	Asst Professor	1.00	\$0	\$70,912	FY
	Wedin, David A	School of Natural Resources	Assoc Professor	1.00	\$0	\$78,457	FY
	Weeks, Donald P	Biochemistry	Department Head	0.60	\$0	\$98,605	FY
		Biochemistry	Professor	0.05	\$0	\$7,044	FY
*	See also: UNL	-		0.65	\$0	\$105,649	
	Wehling, Randy L	Food Science & Technology	Professor	1.00	\$0	\$89,360	FY
	Weiss, Albert	School of Natural Resources	Professor	1.00	\$0	\$75,075	FY
	Weller, Curtis L	Biological Systems Engineering	Professor	1.00	\$0	\$92,315	FY
	Wells, Cami	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$34,832	FY
	Welte, Carroll S	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,862	FY
	Werth, Ladonna A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$46,135	FY
	West, Margaret M	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$32,093	FY
	Westover, Donald E	Nebraska Forest Service	Forester	1.00	\$0 \$0	\$71,406	FY
	Wheeler, Daniel	Ag Leadership Educ & Comm	Professor	1.00	\$0 \$0	\$92,915	FY
	White, Brett R	Animal Science	Asst Professor	1.00	\$0 \$0	\$65,206	FY
	Wicks, Gail A	West Central Rsch & Ext Center	Professor	1.00	\$0 \$0	\$108,299	FY
	Wigley, Perry B	Survey Division	Professor	0.60	\$0 \$0	\$65,552	FY
	Wilhite, Donald A	School of Natural Resources	Professor	1.00	\$0 \$0	\$109,432	FY
	Williams, Susan N	Southeast Rsch & Ext Center	Director/Chair	0.64	\$0 \$0	\$109,432	FY
	winnams, Susan N	Southeast Rsch & Ext Center	Professor		\$0 \$0		FI
		Southeast RSch & Ext Center	PTOTESSO	0.36	\$0	\$30,455 \$84,600	F1
						-	
	Wilson Jr, Robert G	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$122,538	FY
	Wilson, John A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$67,390	FY
	Witkowski, John F	Northeast Rsch & Ext Center	Director/Chair	0.60	\$0	\$79,897	FY
		Northeast Rsch & Ext Center	Professor	0.40	\$0	\$45,653	FY
				1.00	\$0	\$125,550	
	Woldt, Wayne	Biological Systems Engineering	Assoc Professor	0.75	\$0	\$59,793	FY
*	See also: UNL						
	Wood, Charles	Biochemistry	Professor	0.25	\$0	\$31,527	AY
*	See also: UNL						
	Wortmann, Charles S	Agronomy & Horticulture	Asst Professor	1.00	\$0	\$66,455	FY
	Wright, Robert J	Entomology	Professor	1.00	\$0	\$90,550	FY
	Xia, Yan	Human Res & Family Sciences @ Omaha	Asst Professor	0.11	\$0	\$5,099	AY
	See also: UNL		1.000 1.10100001	0.11	φo	\$0,077	
	Yang, Haishun	Agronomy & Horticulture	Research Assistant Professor	1.00	\$0	\$40,000	FY
	_	Textiles Clothing & Design	Professor	0.50	\$0 \$0	\$40,000	AY
	Yang, Yiqi See also: UNL	reactives Crouning & Design	1 10103301	0.50	\$U	#30,003	AI
*					**	A (A A A A A A A A A A	
	Yiannaka, Amalia	Agricultural Economics	Asst Professor	1.00	\$0	\$60,000	AY
	Yohe, John M	INTSORMIL - Sorghum/Millet CRSP	Director	1.00	\$0	\$132,548	FY
	Yonts, C Dean	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$0	\$68,664	FY

	Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
	Yuen, Gary Y	Plant Pathology	Assoc Professor	1.00	\$0	\$76,879	FY
	Zanner, C W	School of Natural Resources	Asst Professor	1.00	\$0	\$61,748	FY
	Zeece, Michael G	Food Science & Technology	Professor	1.00	\$0	\$89,449	FY
	Zempleni, Janos	Nutrition & Health Sciences	Asst Professor	0.50	\$0	\$29,088	AY
*	See also: UNL						
	Zhang, Chao Mei	Food Science & Technology	Research Assistant Professor	1.00	\$0	\$48,000	FY
	Zhang, Yuanzheng	Plant Pathology	Research Assistant Professor	1.00	\$0	\$30,600	FY
	Zhou, Xinhua	School of Natural Resources	Research Assistant Professor	1.00	\$0	\$44,000	AY
	Zimmers, Stephen G	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$38,081	FY
	Zoerb, Larry D	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$0	\$42,524	FY
	Zoubek, Gary L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$85,363	FY

* Refer also to funding at other campus

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Bek, Terri Jo	NE College of Technical Agriculture	Professor	1.00	\$964	\$44,769	AY
Berg, Barbara A	NE College of Technical Agriculture	Asst Professor	1.00	(\$10,028)	\$34,274	AY
Bowmaster, Judy M	NE College of Technical Agriculture	Asst Professor	1.00	(\$9,067)	\$29,762	A
Cranwell, Clyde D	NE College of Technical Agriculture	Assoc Professor	1.00	(\$13,724)	\$46,301	A
Hodges, Allen D	NE College of Technical Agriculture	Asst Professor	0.50	\$309	\$17,949	A
Jakubowski, Bradley R	NE College of Technical Agriculture	Asst Professor	1.00	(\$10,206)	\$34,134	A
ibben, David H	NE College of Technical Agriculture	Dir/Bus Operations	0.90	\$0	\$57,015	F
	NE College of Technical Agriculture	Asst Professor	0.10	\$0	\$6,336	F
	NE College of Technical Agriculture	Assistant Dean	0.00	\$0	\$9,748	F
			1.00	\$0	\$73,099	-
Krull, Kimberly W	NE College of Technical Agriculture	Assoc Professor	0.50	\$513	\$26,177	F
Nutt, Cathy L	NE College of Technical Agriculture	Asst Professor	1.00	\$707	\$36,063	Α
Smith, David P	NE College of Technical Agriculture	Assoc Professor	1.00	(\$13,253)	\$42,697	А
Sundquist, Gerald M	NE College of Technical Agriculture	Professor	1.00	\$0	\$62,615	F
	NE College of Technical Agriculture	Assistant Dean	0.00	\$0	\$8,320	F
			1.00	\$0	\$70,935	-
Talkington, Dallas C	NE College of Technical Agriculture	Asst Professor	1.00	\$546	\$31,746	A
Van Der Werff, Delmar D	NE College of Technical Agriculture	Professor	1.00	(\$15,414)	\$49,661	А
Wach, Ricky S	NE College of Technical Agriculture	Asst Professor	1.00	\$0	\$45,910	A
Woodburn, Don A	NE College of Technical Agriculture	Dean	1.00	\$0	\$124,240	F

(negative increases due to switch from fiscal year to academic year appointments)

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Abdouch, Ivan G	Family Medicine	Asst Professor	1.00	\$3,536	\$116,843	F
Abromowitch, Minnie	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,305	\$105,691	F
Adams, John C	Budget Analysis & Financial Cmpl	Asst Vice Chancellor/Budget & Planning	1.00	\$1,927	\$112,030	F
Adelson, Anthony B	Radiology	Asst Professor/Hlth Prof	1.00	\$1,250	\$101,250	F
Agarwala, Neena	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$1,188	\$96,188	F
Agneta, Leonard D	Intellectual Property Office	Director, Intellectual Property Office	0.90	\$1,331	\$107,782	F
See also: UNCA		Onice				
Agrawal, Sandeep Kumar	Surgery	Asst Professor	1.00	\$667	\$53,993	F
Ahmad, Iqbal	Ophthalmology	Assoc Professor/Cont	1.00	\$3,684	\$95,790	F
Aita, Virginia	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$741	\$59,990	I
Alajlouni, Khaldoun F M	COD-Adult Restorative	Asst Professor	1.00	\$0	\$67,500	I
Alam, Imran K	Surgery	Asst Professor	1.00	\$0	\$85,697	I
Allen, Keith D	MMI Psychology	Psychologist	1.00	\$950	\$76,850	I
Alter, Roxanne	Medical Technology	Asst Professor	1.00	\$695	\$56,327	I
Amin, Zahid	Pediatrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$951	\$77,024	F
Anderson, James R	Preventive and Societal Medicine	Chairperson	0.65	\$1,201	\$94,338	I
	Preventive and Societal Medicine	Professor	0.35	\$631	\$50,989	I
	Preventive and Societal Medicine	Stokes-Shackleford Prof/Biostatistics	0.00	\$0	\$8,000	I
		1101/Diostatistics	1.00	\$1,832	\$153,327	
Anderson, Joseph C	Radiology	Professor	1.00	\$1,701	\$137,728	1
Anderson, Rebecca	Preventive and Societal Medicine	Asst Professor	0.50	\$312	\$25,246	
	MMI Genetic Medicine	Coord/Counseling	0.05	\$31	\$2,525	
		-	0.55	\$343	\$27,771	
Antonson, Dean L	Pediatrics Gastroenterology	Assoc Professor	1.00	\$1,216	\$98,458	I
Aoun, Patricia	Pathology/Microbiology	Asst Professor	1.00	\$892	\$72,209	I
Armitage, James O	Dean College of Medicine	Dean	1.00	\$2,983	\$241,595	1
Asojo, Oluwatoyin	Eppley Institute	Research Asst Prof	1.00	\$0	\$50,000]
Assad, Daniel A	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$1,125	\$91,125	1
Attanasio, Ronald	COD-Dental Practice Management	Professor/Cont	1.00	\$1,388	\$112,441]
Attard, Thomas M	Pediatrics Gastroenterology	Asst Professor/Hlth Prof	1.00	\$841	\$68,116]
Atwood, Jan R	CON-Gerontolog, Psycosoc & Com Hlth	Professor	1.00	\$1,012	\$102,191	
Augustine, Samuel C	COP Pharmacy Practice	Assoc Professor/Hlth Prof	1.00	\$0	\$74,603	1
Babbe, Gregory J	Family Medicine	Asst Professor	1.00	\$1,125	\$91,125	
Backer, Elisabeth L	Family Medicine	Clinical Asst Prof	1.00	\$1,424	\$115,343	
Baker, John J	Pathology/Microbiology	Asst Professor	1.00	\$1,025	\$83,025	
Balaji, K C	Surgery	Assoc Professor	0.90	\$1,234	\$99,949	
Baldwin, Jeffrey N	COP Pharmacy Practice	Assoc Professor	1.00	\$1,081	\$87,545	
Ball, Laura J	MMI Speech Pathology	Speech Pathologist	0.69	\$496	\$40,188	
Baranowska-Kortylewicz, Janina	Radiation Oncology	Assoc Professor	1.00	\$948	\$81,750	
Barnason, Susan A	CON-Lincoln AHI	Assoc Professor	1.00	\$1,012	\$78,820	
Barnes, Caren M	COD-Dental Administration	Coordinator	1.00	\$1,127	\$91,280	
Barnes-Josiah, Debora	Pediatrics Child Health	Asst Professor	1.00	\$808	\$65,451	
Barr, Kathleen L	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$928	\$75,166	
Barron, Cecilia Rose	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor	1.00	\$1,081	\$87,599	
Batra, Surinder Kumar	Biochem and Molecular Biology	Professor/Cont	1.00	\$6,720	\$118,720	
Batter, John Thomas	Surgery	Assoc Professor	0.25	\$188	\$15,188	
Bavitz, J Bruce	COD-Surgical Specialties	Professor/Cont	1.00	\$1,340	\$108,509	
Baxter, Bernard Timothy	Surgery	Professor	0.45	\$675	\$54,675	1
Beals, Gregory M	COD-Dental Practice Management	Asst Professor	1.00	\$075 \$0	\$65,000	1
,			1.50	40	-00,000	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Bedows, Elliott	Obstetric/Gynecology	Assoc Professor	1.00	\$826	\$66,826	I
Bennett, Gregory D	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$1,088	\$88,122	I
Bennett, Robert G	Int Med DEM	Asst Professor	0.01	\$17	\$560]
Berg, Teresa Grace	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,188	\$96,188	
Berger, Ann Malone	CON-Adult Health & Illness Dpt	Assoc Professor/Cont	1.00	\$1,137	\$76,964	
Bessho, Tadayoshi	Eppley Institute	Asst Professor	1.00	\$0	\$75,000	
Bessmer, Joel	Int Med General Medicine	Asst Professor	1.00	\$960	\$77,764	
	Int Med Education	Assoc Director	0.00	\$0	\$24,000	
			1.00	\$960	\$101,764	
Betterman, Mary Jane	Radiology	Asst Professor	1.00	\$1,040	\$84,240	
Beukelman, David R	MMI Speech Pathology	Director	0.17	\$0	\$21,789	
See also: UNL						
Bevil, Catherine A	CON-Omaha	Professor	0.70	\$849	\$66,262	
	CON-Omaha	Director	0.00	\$0	\$1,800	
			0.70	\$849	\$68,062	-
		A Due ferene with the Due f			-	
Bidasee, Keshore R	Pharmacology	Assoc Professor/Hlth Prof	1.00	\$1,000	\$81,000	
Bierman, Philip J	Int Med Oncology/Hematology	Assoc Professor	1.00	\$1,218	\$97,891	
Bilek, Laura D	Physical Therapy Education	Asst Professor	0.70	\$559	\$45,347	
Billings, Judith Sims	CON-Kearney	Professor	1.00	\$1,176	\$91,609	
	CON-Kearney	Asst Dean	0.00	\$0	\$5,000	
			1.00	\$1,176	\$96,609	
Binhammer, Robert T	Genetics Cell Biology & Anatomy	Professor	1.00	\$1,173	\$95,043	
Black, Joyce M	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$812	\$68,516	
Bobal, Alison M	Library of Medicine	Asst Professor	1.00	\$1,089	\$34,589	
Bociek, Robert G	Int Med Oncology/Hematology	Asst Professor	1.00	\$1,027	\$83,164	
Boedeker, Ben H	Anesthesiology	Assoc Professor	0.30	\$375	\$30,375	
Bohac, Daryl L	UPS Psychiatry-Academic	Asst Professor	1.00	\$736	\$59,564	
Bolam, David L	Pediatrics Newborn Medicine	Assoc Professor	1.00	\$1,242	\$100,555	
Booth, S James	Pathology/Microbiology	Assoc Professor	1.00	\$1,182	\$95,774	
Borgstahl-Kramer, Gloria E	Eppley Institute	Assoc Professor/Cont	1.00	\$1,100	\$89,100	
Boska, Michael D	Radiology	Assoc Professor/Hlth Prof	1.00	\$4,154	\$107,989	
Botha, Jean Frederick	Surgery	Asst Professor	1.00	\$751	\$60,751	
Bott, Kristine L	Surgery Emergency Medicine	Asst Professor	1.00	\$0	\$80,000	
Bottjen, Peggy L	Medical Technology	Asst Professor	0.50	\$362	\$29,242	
	Allied Health-Hlth Serv Admin Div	Clinical Education Coordinator	0.50	\$361	\$29,242	
			1.00	\$723	\$58,484	_
Boust, Susan J	UPS Psychiatry-Academic	Asst Professor	1.00	\$3,486	\$103,086	
Bowman, Robert C	Family Medicine	Assoc Professor	1.00	\$1,325	\$107,321	
Bowman, Teri J	Int Med Pulmonary	Asst Professor/Hlth Prof	1.00	\$1,144	\$92,664	
Bradley, Richard E	COD-Surgical Specialties	Clinical Prof	0.20	\$0	\$4,160	
•	COD-Dental Administration	Clinical Prof	0.10	\$0	\$2,080	
			0.30	\$0	\$6,240	_
Bridge, Julia Ann	Pathology/Microbiology	Professor	0.60	\$701	\$56,744	
Druge, suna Ann	Pediatrics Administration	Professor	0.40	\$467	\$37,830	
	r cultures r cultures instation	110103501	1.00	\$1,168	\$94,574	_
					-	
Bronich, Tatiana K	COP Pharmaceutical Science	Research Assoc Prof	1.00	\$576 \$1.522	\$46,576	
Brown, David G	COD-Dental Administration	Executive Assoc Dean	0.90	\$1,533	\$131,178	
	COD-Oral Biology	Professor	0.10	\$170	\$13,797	
			1.00	\$1,703	\$144,975	
Bruch, Leslie A	Pathology/Microbiology	Asst Professor	1.00	\$823	\$66,655	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Brunmeier, Richard	COD-Adult Restorative	Clinical Asst Prof	0.20	\$0	\$4,160	A
Buchanan, Lynne M	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$801	\$64,849	F
Buehler, Bruce A	MMI Administration	Hattie B Munroe Endowed Professorship	0.40	\$803	\$61,419	F
	Pediatrics Administration	Chairperson	0.30	\$617	\$55,204	F
	MMI Administration	Director	0.30	\$587 \$2,007	\$45,924 \$162,547	F
Burke, William J	UPS Psychiatry-Academic	Professor	1.00	\$1,766	\$143,064	F
Bylund, David B	Pharmacology	Professor	1.00	\$2,095	\$169,618	F
Cai, Jin	Surgery	Asst Professor	1.00	\$534	\$43,268	F
Campbell, James R	Int Med General Medicine	Professor/Cont	1.00	\$1,306	\$105,825	I
Campbell, William H	COD-Surgical Specialties	Clinical Asst Prof	0.20	\$0	\$4,160	A
Campbell-Grossman, Christie K	CON-Lincoln AHI	Asst Professor	1.00	\$648	\$65,438	F
Camras, Carl B	Ophthalmology	Chairperson	0.60	\$1,205	\$107,594	F
	Ophthalmology	Professor	0.40	\$842	\$68,252	F
			1.00	\$2,047	\$175,846	
Canaris, Gay J	Int Med General Medicine	Asst Professor	1.00	\$883	\$71,600	F
Canedy, James T	Orthopaedic Surgery	Assoc Professor	0.35	\$0	\$27,038	F
Carlson, Mark A	Surgery	Asst Professor	0.75	\$595	\$48,165	I
Carmines, Pamela K	Physiology/Biophysics	Professor	1.00	\$1,351	\$109,450	I
Carson, Steven D	Pathology/Microbiology	Professor	1.00	\$1,260	\$102,062	I
Carstens, Kaye B	Family Medicine	Clinical Asst Prof	1.00	\$1,010	\$81,795	I
Casale, George P	Surgery	Assoc Professor	1.00	\$3,401	\$71,429	I
Casey, Carol A	Int Med GI	Assoc Professor	0.02	\$19	\$1,573	F
Casey, John H	COD-Oral Biology	Professor	0.20	\$0	\$22,000	F
Cavalieri, Ercole	Eppley Institute	Professor	1.00	\$4,446	\$131,518	F
Chakravarti, Dhrubajyoti	Eppley Institute	Research Asst Prof	1.00	\$2,500	\$52,500	I
Chambers, Ward A	Int Med Cardiology	Assoc Professor	1.00	\$1,862	\$150,809	I
Chan, Wing C	Pathology/Microbiology	Professor	1.00	\$1,248	\$101,093	I
Chaney, William G	Biochem and Molecular Biology	Assoc Professor	1.00	\$924	\$74,869]
Chang, Myung W	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$1,805	\$73,989]
Chapin, James W	Anesthesiology	Professor	1.00	\$1,371	\$111,084]
Chapman, Nora M	Pathology/Microbiology	Assoc Professor/Cont	1.00	\$864	\$70,053	I
Chen, Li-Wu	Preventive and Societal Medicine	Asst Professor	1.00	\$863	\$69,946]
Cheng, Pi-Wan	Biochem and Molecular Biology	Professor	1.00	\$1,447	\$117,217]
Chilian, Peter C	Anesthesiology	Assoc Professor	1.00	\$1,179	\$95,463]
Chintalapudi, Udaya B	Radiology	Asst Professor	1.00	\$1,000	\$81,000]
Christensen, Gerald R	Ophthalmology	Assoc Professor	0.80	\$1,012	\$82,009]
Christiansen, Mark Philip	Physician Assistant	Asst Professor/Hlth Prof	1.00	\$1,085	\$87,800	I
Christman, Judith K	Biochem and Molecular Biology	Chairperson	0.60	\$1,534	\$124,513	I
	Biochem and Molecular Biology	Professor	0.36	\$913	\$70,722	I
	Biochem and Molecular Biology	Stokes-Shackleford Prof/Biochem & Molec	0.04	\$0	\$8,000	F
			1.00	\$2,447	\$203,235	_
Chung, Induk	Surgery	Asst Professor	1.00	\$2,267	\$47,586	F
Clare, Michael Patrick	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$938	\$75,938	F
Clemens, Dahn L	Int Med GI	Asst Professor	0.07	\$51	\$4,091	F
Coccia, Peter F	Pediatrics Hematology/Oncology	Professor	1.00	\$1,447	\$117,198	F
Cochran, Gary L	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$982	\$66,471	F

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Cohen, Samuel M	Pathology/Microbiology	Chairperson	0.60	\$1,314	\$113,904	
	Pathology/Microbiology	Professor	0.29	\$645	\$52,248	
	Pathology/Microbiology	Havlik/Wall Centennial Prof/Oncology	0.11	\$231	\$18,688	
			1.00	\$2,190	\$184,840	_
Colaric, Kenneth B	Surgery Emergency Medicine	Asst Professor	1.00	\$1,114	\$90,215	
Collier, Dean S	COP Pharmacy Practice	Asst Professor	1.00	\$1,023	\$69,253	
Colombo, John L	Pediatrics Pulmonology	Professor/Cont	1.00	\$1,365	\$110,535	
Conell, Gary L	Family Medicine	Asst Professor	0.50	\$750	\$60,721	
Corley, Kevin P	Pediatrics Endocrine	Asst Professor	1.00	\$1,132	\$91,632	
Cornish, Kurtis G	Physiology/Biophysics	Assoc Professor	1.00	\$1,062	\$86,023	
Cornwall, Suzanne J	Family Medicine	Clinical Asst Prof	1.00	\$1,395	\$112,965	
Covey, David A	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$1,023	\$82,899	
Cowan, Kenneth H	Eppley Institute	Director	1.00	\$2,781	\$220,244	
	Eppley Cancer Center	Director	0.00	\$0	\$5,000	
			1.00	\$2,781	\$225,244	
Cox, G Stanley	Biochem and Molecular Biology	Assoc Professor	1.00	\$1,001	\$81,143	
Cox, Roxanne R	Library of Medicine	Asst Professor	1.00	\$4,463	\$57,994	
Cramer, Mary E	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$836	\$67,674	
Crawford, Michael E	MMI Recreation Program	Discipline Director	1.00	\$896	\$72,552	
Criscuolo, Christopher M	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$1,076	\$87,128	
Crossman, Joy A	Anesthesiology	Asst Professor	1.00	\$0	\$89,899	
Crouch, Larry D	COD-Oral Biology	Asst Professor	1.00	\$792	\$64,132	
Crouse, Brent A	Int Med General Medicine	Clinical Asst Prof	1.00	\$960	\$77,764	
Crouse, David A	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.91	\$1,408	\$113,992	
	Genetics Cell Biology & Anatomy	Professor	0.09	\$144	\$11,700	
		110100001	1.00	\$1,552	\$125,692	_
Cuddigan, Janet	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$694	\$63,812	
Cuka, Denis J	Anesthesiology	Assoc Professor	1.00	\$1,470	\$119,013	
Culcea, Eliad	Neurological Sciences	Asst Professor/Hlth Prof	0.38	\$356	\$28,840	
Cusick, Robert A	Surgery	Clinical Asst Prof	0.18	\$278	\$22,487	
Dahl, Elizabeth R	UPS Psychiatry-Academic	Asst Professor	0.50	\$576	\$46,685	
Dalton, Michael L	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$769	\$62,277	
Danford, David A	Pediatrics Cardiology	Professor	1.00	\$1,258	\$101,917	
Dave, Bhavana J	MMI Cytogenetics	Assoc Director	0.91	\$755	\$61,139	
	Pathology/Microbiology	Asst Professor	0.09	\$72	\$5,858	
			1.00	\$827	\$66,997	
Davis, John S	Obstetric/Gynecology	Professor/Hlth Prof	0.60	\$973	\$78,792	
Davis, Leon F	Surgery	Professor	1.00	\$1,733	\$140,347	
Davis, Neal A	Anesthesiology	Asst Professor	1.00	\$0	\$104,040	
Davis-Hall, R Ellen	Physician Assistant	Assoc Professor	1.00	\$1,103	\$89,396	
Dayton, Stuart K	Library of Medicine	Asst Professor	1.00	\$589	\$47,685	
Deberg, Steven D	Pathology/Microbiology	Asst Professor	0.25	\$317	\$25,687	
Desouza, Cyrus V	Int Med DEM	Asst Professor/Hlth Prof	0.38	\$375	\$30,375	
Deupree, Jean D	Pharmacology	Assoc Professor	1.00	\$980	\$79,364	
Deutsch, Larry-Stuart	Radiology	Professor/Hlth Prof	1.00	\$1,633	\$132,283	
Devetten, Marcel P	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	
Dewan, Vijay K	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$855	\$69,247	
Dibaise, John K	Int Med GI	Asst Professor	1.00	\$2,562	\$84,701	
Dimaio, Dominick J	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$823	\$66,655	
Dixon, Robert S	Comparative Medicine	Director	1.00	\$1,682	\$136,258	
				-		

Fiscal Year 2003 - 2004

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Donohue, Terrence	Int Med GI	Assoc Professor	0.01	\$9	\$759	F
Donovan, John M	Surgery	Asst Professor	1.00	\$5,805	\$77,296	F
Doran, Stephen E	Surgery	Clinical Asst Prof	0.04	\$6	\$5,000	1
Dorheim, Tracy A	Surgery	Asst Professor	0.05	\$38	\$3,038	1
Duncan, Kathleen A	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$790	\$72,588]
Dunning, David G	COD-Dental Practice Management	Professor/Cont	1.00	\$923	\$74,799	i
Durham, Timothy M	COD-Dental Practice Management	Assoc Professor	1.00	\$7,914	\$87,056	
Eberle, Catherine	Int Med Geriatrics	Assoc Professor/Hlth Prof	1.00	\$1,058	\$85,705	
Ebke, Darrell J	COD-Surgical Specialties	Asst Professor	1.00	\$924	\$74,834	
Edney, James A	Surgery	Professor/Cont	1.00	\$1,250	\$101,321	
Edwards, Jesse C	Physician Assistant	Assoc Director	0.60	\$3,535	\$74,241	
	Physician Assistant	Assoc Professor	0.40	\$2,425	\$50,918	
			1.00	\$5,960	\$125,159	
Edwards, Mark S	Family Medicine	Asst Professor/Hlth Prof	1.00	\$970	\$78,631	
Egbert, Matthew	UPS Psychiatry-Academic	Asst Professor	1.00	\$1,137	\$92,064	
Eilts, Susanne E	Int Med General Medicine	Clinical Asst Prof	0.07	\$63	\$5,088	
Eischen, Christine M	Eppley Institute	Asst Professor	1.00	\$2,500	\$70,100	
Ellis, Cynthia R	MMI Developmental Medicine	Discipline Director	1.00	\$1,103	\$120,503	
Ellis, Sheila J	Anesthesiology	Asst Professor	1.00	\$952	\$77,135	
Enke, Charles A	Radiation Oncology	Chairperson	0.60	\$1,333	\$117,986	
.,	Radiation Oncology	Professor/Cont	0.40	\$889	\$71,994	
			1.00	\$2,222	\$189,980	-
Frieksen Christenhen C	Dedictrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$1,164	-	
Erickson, Christopher C Esposito, Paul W	Pediatrics Cardiology Orthopaedic Surgery	Assoc Professor	1.00	\$1,104	\$94,314 \$92,578	
Esposito, Fault w Etherton, Gale M	Int Med General Medicine	Asst Professor	0.24	\$251	\$92,378	
Eulerton, Gale M Eudy, James D	MMI HBM Molecular Genetics	Coordinator	1.00	\$231 \$813	\$65,813	
Eucly, James D Evans, Joseph H	MMI Psychology	Discipline Director	1.00	\$1,234	\$123,309	
Farr, Lynne A	CON-Adult Health & Illness Dpt	Professor	1.00	\$1,275	\$99,300	
	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$462	\$46,644	
Farris, Nancy A Faust, David K	Anesthesiology	Assoc Professor	1.00	\$1,125	\$91,095	
,	Neurological Sciences	Chairperson	0.60	\$1,123		
Fayad, Pierre B	Neurological Sciences	Professor/Cont	0.00	\$837	\$111,088 \$67,797	
	Neurological Sciences	Professor/Cont	1.00	\$2,085		
				-	\$178,885	
Fee, Michael P	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$1,068	\$86,442	
Feely, Dennis E	COD-Oral Biology	Assoc Professor	1.00	\$887	\$71,855	
Fehringer, Edward V	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$875	\$70,875	
Fell, Linda L	Medical Technology	Assoc Professor	1.00	\$810	\$65,656	
	Medical Technology	Assoc Program Director	0.00	\$0	\$2,000	
			1.00	\$810	\$67,656	
Ferlic, Thomas P	Orthopaedic Surgery	Assoc Professor	0.35	\$0	\$27,038	
Fey, Paul D	Int Med Infectious Diseases	Assoc Professor	1.00	\$11,763	\$75,800	
	Pathology/Microbiology	Assoc Director	0.00	\$0	\$3,000	
			1.00	\$11,763	\$78,800	-
Fiandt, Kathryn	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$1,174	\$79,460	
Finkelstein, Katherine M	Library of Medicine	Asst Professor	1.00	\$525	\$42,523	
Finken, David A	Pediatrics General	Clinical Asst Prof	1.00	\$1,048	\$84,880	
Finley, Brian J	Family Medicine	Asst Professor	1.00	\$1,250	\$101,250	
Flick, Margaret Ofe	CON-Lincoln PAES	Asst Professor	1.00	\$518	\$45,576	
Flegle, Janice K	MMI Occupational Therapy	Occupational Therapist	1.00	\$203	\$63,612	
	mini Occupational Therapy	Secupational Therapist	1.00	φ 2 05	405,012	
Fleisher, Mark H	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,113	\$90,167	

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Floreani, Anthony	Int Med Pulmonary	Assoc Professor	1.00	\$894	\$72,406	F
Folks, David G	UPS Psychiatry-Academic	Chairperson	0.60	\$1,326	\$112,411	F
	UPS Psychiatry-Academic	Professor	0.40	\$884	\$71,608	F
			1.00	\$2,210	\$184,019	_
Ford, Joseph P	Anesthesiology	Asst Professor	1.00	\$0	\$86,537	F
Fox, Ira J	Surgery	Professor/Cont	0.89	\$1,091	\$88,388	F
	Surgery	C W McLaughlin Prof/Surgery	0.11	\$123	\$10,000	F
	Dean College of Medicine	Assoc Dean	0.00	\$0	\$7,500	F
			1.00	\$1,214	\$105,888	
Foxall, Martha J	CON-Parent-Child, Admin Ed & Science	Chairperson	0.60	\$803	\$61,194	F
	CON-Omaha	Professor/Cont	0.40	\$536	\$38,796	F
			1.00	\$1,339	\$99,990	
Freifeld, Alison G	Int Med Infectious Diseases	Assoc Professor	1.00	\$937	\$75,893	F
Friesth, Barbara M	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$773	\$71,041	F
Froeschle, Mary Lynn	COD-Adult Restorative	Assoc Professor	1.00	\$1,547	\$78,912	F
Fruehling, Richard M	Family Medicine	Asst Professor	0.50	\$751	\$60,825	F
Fuchs, Robert H	Physical Therapy Education	Asst Professor	1.00	\$834	\$67,572	F
Fung, Eric Y	COD-Oral Biology	Professor	1.00	\$1,912	\$98,443	F
Fusaro, Ramon M	Int Med Dermatology	Professor	0.77	\$1,140	\$92,364	F
Galva, Annabel	Radiology	Asst Professor	1.00	\$0	\$65,000	F
Ganfield, Roger A	Anesthesiology	Asst Professor	0.50	\$572	\$46,350	F
Gardner, Paul Jay	Genetics Cell Biology & Anatomy	Professor	0.22	\$252	\$20,405	I
Garvin, Kevin L	Orthopaedic Surgery	Chairperson	0.60	\$1,146	\$102,874	F
sarvin, Kevin L	Orthopaedic Surgery	Professor	0.40	\$764	\$61,916	F
	1 0 5		1.00	\$1,910	\$164,790	_
Gelineau-Van Waes, Janee	MMI HBM Molecular Genetics	Scientist	1.00	\$1,011	\$81,811	F
Gendelman, Howard E	Pathology/Microbiology	Professor	0.60	\$864	\$69,946	F
,	Internal Medicine	Professor	0.40	\$576	\$46,630	F
			1.00	\$1,440	\$116,576	_
Gensichen, Thomas F	Library of Medicine	Asst Professor	1.00	\$4,617	\$59,998	F
Ghorpade, Anuja	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$7,600	\$70,000	F
Gigantelli, James W	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$793	\$64,216	I
Ginsburg, Glen Michael	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$1,001	\$81,114	I
Gleed, Kent J	Int Med Cardiology	Clinical Asst Prof	0.10	\$100	\$8,100	F
Glenn, Robert W	COD-Growth and Development	Clinical Asst Prof	0.10	\$0	\$2,080	A
Godfrey, Maurice	MMI HBM Molecular Genetics	Coordinator	1.00	\$919	\$74,416	F
Goeschel, Dennis P	Family Medicine	Assoc Professor	1.00	\$1,612	\$130,612	I
	Family Medicine	Vice Chairperson	0.00	\$0	\$3,500]
	-		1.00	\$1,612	\$134,112	_
Gold, Barry I	Eppley Institute	Professor	1.00	\$2,409	\$122,892	F
Gold, Darry I	Eppley Institute	Assoc Director	0.00	\$2,409 \$0	\$10,000	F
	Lippley Institute	Assoc Director	1.00	\$2,409	\$132,892	
Caldatain Nail V	Dadialary	A act Drofogoor			-	
Goldstein, Neil K	Radiology Int Med Administration	Asst Professor	1.00	\$1,000	\$81,000	F
Gollan, John L	Int Med GI	Chairperson Professor	0.60 0.40	\$1,326	\$117,406 \$71,604	F
	Int Med Gi	PTOTESSO	1.00	\$884 \$2,210	\$71,604	_
Gordon, Bruce G	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,124	\$101,081	F
Gound, Tom G	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$1,009	\$81,704	F
Graf, Frank E	Ophthalmology	Asst Professor	1.00	\$972	\$78,743	F
Grant, Wendy J	Surgery	Asst Professor/Hlth Prof	1.00	\$750	\$60,750	F

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Greiner, Carl B	UPS Psychiatry-Academic	Professor	1.00	\$1,797	\$145,541	1
	Dean College of Medicine	Asst Dean	0.00	\$0	\$5,000	_
			1.00	\$1,797	\$150,541	
Greiner, Timothy C	Pathology/Microbiology	Assoc Professor/Cont	1.00	\$865	\$70,054	
Grier, Candace G	Radiology	Asst Professor	0.50	\$823	\$66,651	
Grigsby, Karen A	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$1,100	\$82,537	
Groggel, Gerald C	Int Med Nephrology	Assoc Professor	1.00	\$1,071	\$86,737	
Gromak, Patricia A	MMI Occupational Therapy	Discipline Director	1.00	\$411	\$72,447	
	MMI Occupational Therapy	Coordinator	0.00	\$0	\$2,000	
			1.00	\$411	\$74,447	
Gross, Gloria Jean	CON-West Ne Division	Assoc Professor	1.00	\$1,239	\$89,694	
	CON-West Ne Division	Asst Dean	0.00	\$0	\$5,000	_
			1.00	\$1,239	\$94,694	
Grothe, Thomas J	Physician Assistant	Asst Professor	1.00	\$1,018	\$82,497	
Grovas, Alfred C	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,193	\$96,589	
Guirguis, Nabil G	Int Med Nephrology	Asst Professor/Hlth Prof	1.00	\$865	\$70,057	
Gulizia, James M	Pathology/Microbiology	Asst Professor	1.00	\$892	\$72,212	
Gulizia, Julie A	Pathology/Microbiology	Asst Professor	0.80	\$658	\$53,324	
Gumbiner, Carl H	Pediatrics Cardiology	Professor/Hlth Prof	1.00	\$1,179	\$95,494	
Guo, Yajun	Eppley Institute	Professor	1.00	\$0	\$107,123	
Gurney, Jud W	Radiology	Professor	1.00	\$1,313	\$106,312	
Gust, William F	Int Med General Medicine	Asst Professor	0.14	\$207	\$16,759	
	Continuing Education	Consultant	0.00	\$0	\$7,500	_
			0.14	\$207	\$24,259	
Gutz, Dennis P	COD-Growth and Development	Assoc Professor/Cont	0.90	\$1,078	\$87,326	
	COD-Growth and Development	Vice Chairperson	0.00	\$0	\$2,400	
			0.90	\$1,078	\$89,726	
Gwilt, Peter R	COP Pharmaceutical Science	Assoc Professor	1.00	\$971	\$78,621	
Hageman, Patricia A	Physical Therapy Education	Director	0.60	\$681	\$60,131	
	Physical Therapy Education	Professor/Cont	0.40	\$453	\$36,736	
			1.00	\$1,134	\$96,867	
Hahn, Francis J	Radiology	Professor	1.00	\$1,628	\$131,807	
Haider, Hani	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$1,197	\$96,898	
Haire, William D	Int Med Oncology/Hematology	Professor	1.00	\$1,142	\$92,516	
Haisch, Larry D	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$2,027	\$83,093	
Halgren, John	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$812	\$65,812	
Halm, Daniel E	Family Medicine	Asst Professor	1.00	\$1,656	\$134,210	
Hamel, Frederick G	Int Med DEM	Professor	0.01	\$10	\$780	
Hamilton, Scott A	COD-Growth and Development	Asst Professor	0.60	\$10,530	\$54,000	
Hanigan, Mary Jo	UPS Psychiatry-Academic	Asst Professor	0.45	\$304	\$24,608	
Hankins, Jordan H	Radiology	Professor/Cont	1.00	\$1,625	\$131,625	
Harbourne, Regina	MMI Physical Therapy	Physical Therapist	0.60	\$538	\$43,590	
Harn, Jennifer Anne	COD-Surgical Specialties	Asst Professor	0.87	\$497	\$40,287	
Harn, Stanton D	COD-Oral Biology	Professor/Cont	1.00	\$1,817	\$92,690	
Harnisch, Sr, David R	Family Medicine	Asst Professor	1.00	\$0	\$80,000	
Harper, James L	Pediatrics Hematology/Oncology	Assoc Professor/Hlth Prof	1.00	\$994	\$80,574	
Harrington, Martin J	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$0	\$63,049	
Harrison, Jeffrey Dale	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$1,657	\$134,213	
	Family Medicine	Director	0.00	\$0	\$2,750	_
			1.00	\$1,657	\$136,963	
Harrison, Katherine A	Family Medicine	Clinical Asst Prof	0.80	\$815	\$65,994	

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Harrison-Findik, Duygu Dee	Int Med GI	Asst Professor	1.00	\$625	\$50,625	F
Hart, J Patrick	Preventive and Societal Medicine	Assoc Professor	1.00	\$1,066	\$86,346	F
Hartman, Teresa	Library of Medicine	Asst Professor	1.00	\$595	\$48,220	F
Hauke, Ralph J	Int Med Oncology/Hematology	Asst Professor	1.00	\$1,040	\$84,240	F
Haven, Mary C	Allied Health-Hlth Serv Admin Div	Assoc Dean	0.77	\$1,120	\$96,743	F
	Pathology/Microbiology	Professor	0.18	\$255	\$20,675	F
	Medical Technology	Professor	0.05	\$69	\$5,549	F
			1.00	\$1,444	\$122,967	_
Hawkins, Frank E	Anesthesiology	Asst Professor	1.00	\$0	\$90,000	F
Hay, William H	Family Medicine	Clinical Asst Prof	0.80	\$908	\$73,571	F
Hayes, Kristie D	Int Med Dermatology	Asst Professor	0.75	\$595	\$48,133	F
	Pediatrics Administration	Asst Professor	0.25	\$198	\$16,030	
	Dean College of Medicine	Asst Dean	0.00	\$0	\$5,000	
		1.550 2.000	1.00	\$793	\$69,163	
	CON Comments to a Development of Comments the				-	
Head, Barbara J	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$844	\$68,397	F
Heermann Flynn, Judith A	CON-Omaha	Clinical Nurse Researcher	0.50	\$545	\$40,927	F
	CON-Parent-Child, Admin Ed & Science	Assoc Professor	0.50	\$556 \$1,101	\$41,754 \$82,681	F
Hejkal, Thomas W	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$897	\$77,642	F
Hellbusch, Leslie C	Surgery	Clinical Prof	0.04	\$718	\$5,000	F
Helms, Mary E	Library of Medicine	Assoc Director	0.60	\$612	\$53,549	F
	Library of Medicine	Assoc Professor	0.40	\$408	\$29,033	F
			1.00	\$1,020	\$82,582	_
emstreet III, George P	Surgery	Professor/Hlth Prof	0.93	\$1,332	\$107,865	F
, ,	Surgery	Malashock Chair/Urologic Surgery	0.07	\$99	\$8,000	
			1.00	\$1,431	\$115,865	_
Hexum, Terry D	Pharmacology	Professor	1.00	\$1,257	\$101,777	F
Heywood, Barbara M	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,003	\$76,203	F
neywood, Darbara M	Otol-Head and Neck Surgery	Director	0.00	\$0	\$5,000	F
	otor rioud and rioon burgory		1.00	\$1,003	\$81,203	
TT111 T 00 TT 1				-	-	
Hill, Jeffrey W	Family Medicine	Assoc Professor	1.00	\$1,681	\$136,247	F
	Dean College of Medicine	Assoc Dean	0.00	\$0 \$1,681	\$10,000 \$146,247	F
				-		
Hinners, Cheryl K	Int Med Geriatrics	Asst Professor	0.70	\$576	\$46,658	
Hinrichs, Steven H	Pathology/Microbiology	Professor/Cont	0.92	\$1,113	\$90,061	F
	Pathology/Microbiology	Stokes-Shackleford Prof - Path/Micro	0.08	\$0 \$1,113	\$8,000	F
					-	
Hlava, Gwen L	COD-Dental Hygiene	Chairperson	0.60	\$584	\$50,598	
	COD-Dental Hygiene	Assoc Professor	0.40	\$389	\$31,532	
			1.00	\$973	\$82,130	
Hoagbin, Joseph E	Int Med Infectious Diseases	Asst Professor	1.00	\$1,040	\$84,240	F
Hobbins, Melody J	COD-Adult Restorative	Assoc Professor/Hlth Prof	1.00	\$924	\$74,863	F
Hoffman, Lance H	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$1,020	\$82,620	F
Hofmann, Scott Charles	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$992	\$80,340	F
Holcomb, Richard J	Anesthesiology	Asst Professor	1.00	\$1,102	\$89,288	F
Holdeman, Karen P	Radiology	Asst Professor	0.60	\$610	\$49,425	F
Holland Sr, Kenneth E	COD-Growth and Development	Assoc Professor	0.10	\$0	\$2,080	A
Hollingsworth, Michael A	Eppley Institute	Professor/Cont	1.00	\$2,859	\$117,341	F
					-	

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Hollins, Susan	Pediatrics General	Clinical Asst Prof	0.50	\$886	\$71,742	F
Holly, Yvette A	Information Technology Services	Asst Vice Chancellor/Info Technology	1.00	\$1,668	\$135,092	F
Holm, Lloyd D	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,063	\$86,063	F
Holyoke, Sharon B	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$697	\$47,142	A
Honeycutt, Karen J	Medical Technology	Asst Professor	1.00	\$728	\$59,005	F
Horslen, Simon P	Pediatrics Gastroenterology	Assoc Professor	1.00	\$1,080	\$87,447	F
Houfek, Julia F	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Cont	1.00	\$1,052	\$81,942	F
Housh, Dona J	COD-Oral Biology	Professor/Cont	1.00	\$894	\$72,375	I
Hudson, Diane Brage	CON-Lincoln PAES	Assoc Professor	1.00	\$1,113	\$75,302	1
Hulme, Polly A	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$857	\$69,425	
Hurlbert, Barbara J	Anesthesiology	Professor	1.00	\$1,402	\$113,541	
Huscher, John C	Family Medicine	Asst Professor	1.00	\$0	\$60,000	
Huurman, Walter W	Orthopaedic Surgery	Professor	1.00	\$1,333	\$107,900	
lkezu, Tsuneya	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$848	\$68,656	
Imray, Thomas J	Radiology	Professor	0.60	\$966	\$78,238	
Ineck, Beata A	COP Pharmacy Practice	Asst Professor	1.00	\$910	\$70,910	
Ingram, William A	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,040	\$84,240	
Iwasaki, Laura R	COD-Growth and Development	Asst Professor	1.00	\$1,205	\$97,629	
Iwen, Peter C	Pathology/Microbiology	Asst Professor	1.00	\$11,739	\$80,000	
Jackson Jr, John D	Pathology/Microbiology	Assoc Professor	1.00	\$1,039	\$84,135	
Jackson, Barbara J	MMI Education and Child Development	Discipline Director	1.00	\$938	\$76,007	
	MMI Education and Child Development	Coordinator	0.00	\$0	\$2,000	
	-		1.00	\$938	\$78,007	_
Jaksha, Jonathan A	Radiology	Asst Professor/Hlth Prof	1.00	\$1,255	\$101,655	
Jameton, Andrew	Preventive and Societal Medicine	Professor/Cont	1.00	\$1,043	\$84,484	
Jenkins, James F	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$850	\$68,850	
Jensen, Linda	CON-Kearney	Asst Professor	1.00	\$758	\$69,691	
Jerrells, Thomas R	Pathology/Microbiology	Professor/Cont	1.00	\$1,144	\$92,730	
Johanning, Jason M	Surgery	Asst Professor/Hlth Prof	0.70	\$546	\$44,226	
Johansson, Sonny Lennart	Pathology/Microbiology	Professor	1.00	\$1,515	\$122,751	
Johnson, Donald R	Pathology/Microbiology	Assoc Professor	1.00	\$1,166	\$94,502	
Johnson, Grace C	Physical Therapy Education	Asst Professor	1.00	\$754	\$61,077	
Johnson, Keith R	COD-Oral Biology	Professor/Cont	1.00	\$1,480	\$119,931	
Johnson, Milton R	Family Medicine	Asst Professor	0.50	\$750	\$60,721	
Johnson, Orlen N	COD-Dental Practice Management	Clinical Assoc Prof	0.30	\$78	\$6,318	
Johnson, Perry J	Surgery	Assoc Professor/Hlth Prof	1.00	\$891	\$72,189	
Johnson, Teresa E	COD-Dental Practice Management	Assoc Professor/Cont	1.00	\$1,545	\$78,774	
Johnson, William W	COD-Adult Restorative	Assoc Professor/Hlth Prof	1.00	\$977	\$79,137	
Jones, Jodi P	MMI Psychology	Psychologist	1.00	\$701	\$52,875	
Joshi, Shantaram S	Genetics Cell Biology & Anatomy	Professor/Cont	1.00	\$1,297	\$105,015	
Judy, C Gerald	Pediatrics Pulmonology	Asst Professor	1.00	\$985	\$79,773	
Kabanov, Alexander V	COP Pharmaceutical Science	Professor/Cont	1.00	\$2,166	\$88,816	
Kador, Peter F	COP Pharmaceutical Science	Professor	1.00	\$0	\$115,000	
Kaiser, Katherine	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Cont	1.00	\$927	\$75,070	
Kaiser, Margaret M	CON-Gerontolog, Psycosoc & Com Hith	Asst Professor/Hlth Prof	1.00	\$721	\$63,281	
	con ononoing, r sycosoc & com milli		0.90	\$1,340	\$108,502	
Kaldahl Wayne R	COD-Surgical Specialties	Professor				
Kaldahl, Wayne B Kalil Andre C	COD-Surgical Specialties	Professor Asst Professor				
Kaldahl, Wayne B Kalil, Andre C Kandel, Laurence B	COD-Surgical Specialties Int Med Infectious Diseases Surgery	Professor Asst Professor Assoc Professor	1.00 0.50	\$1,000 \$0	\$81,000 \$40,000	

_

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Karst, Gregory M	Physical Therapy Education	Assoc Professor	1.00	\$921	\$74,568	F
	Physical Therapy Education	Asst Director	0.00	\$0	\$2,865	F
			1.00	\$921	\$77,433	
Kaste, Ann M	Library of Medicine	Asst Professor	0.50	\$209	\$16,959	F
Kauzlarich, Sidney A	UPS Psychiatry-Academic	Asst Professor	0.02	\$16	\$1,321	F
Kawahara, Rodney S	Pharmacology	Asst Professor	1.00	\$788	\$63,854	F
Keating-Lefler, Rebecca L	CON-Parent-Child, Admin Ed & Science	Asst Professor/Hlth Prof	1.00	\$942	\$63,772	F
Keifer, Paul A	Eppley Inst Shared Facilities	Research Asst Prof	1.00	\$650	\$52,650	F
Keller, Brenda K	Int Med Geriatrics	Asst Professor	1.00	\$791	\$64,034	F
Kelly, David Lee	Eppley Institute	Research Asst Prof	1.00	\$591	\$47,891	F
Kent, Dennis K	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$965	\$78,176	F
Kessinger, Margaret A	Int Med Oncology/Hematology	Professor	0.95	\$1,285	\$104,081	F
	Eppley Cancer Center	Assoc Director	0.05	\$65	\$5,279	F
			1.00	\$1,350	\$109,360	
Khankirawatana, Banthit	Int Med Cardiology	Asst Professor	1.00	\$895	\$72,482	F
Kharbanda, Kusum	Int Med GI	Asst Professor	0.01	\$7	\$584	F
Kim, Eunghwan	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$0	\$67,500	I
Kinarsky, Leo	Eppley Institute	Research Asst Prof	1.00	\$1,248	\$52,256	I
Kinney, Sonja R	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$810	\$65,610	I
Klassen, Lynell W	Int Med Rheumatology	Professor	0.59	\$1,067	\$86,409	I
Klingler, Edna Toubes	Int Med Infectious Diseases	Clinical Asst Prof	0.11	\$75	\$6,075	I
Klintberg, Irene G	Dean College of Medicine	Executive Assoc Dean	1.00	\$2,730	\$221,130	1
Koka, Sreenivas	COD-Oral Biology	Assoc Professor	1.00	\$1,137	\$92,116	
Roka, Si centvas	COD-Adult Restorative	M C Pedersen Professorship	0.00	\$0	\$10,000	
	COD-Addit Restolative	W e i edeisen i fotessofsnip	1.00	\$1,137	\$102,116	_
Koller, Elizabeth A	Int Med DEM	Asst Professor	1.00	\$1,000	\$81,000	F
Komanduri, Ayyangar M	Radiation Oncology	Professor/Hlth Prof	1.00	\$46,013	\$170,000	F
Kompella, Udaya B	COP Pharmaceutical Science	Assoc Professor/Hlth Prof	1.00	\$901	\$72,965	I
Kortylewicz, Zbigniew P	Radiation Oncology	Asst Professor	0.45	\$394	\$31,894	I
Kratochvil, Christopher J	UPS Psychiatry-Academic	Asst Professor	1.00	\$2,353	\$69,568	I
Kreman, Marie E	CON-West Ne Division	Asst Professor/Hlth Prof	1.00	\$751	\$50,821	A
Krobot, Charles H	COP Dean's Office	Assoc Dean	1.00	\$0	\$95,000	I
Ku, Yi-Min	COP Pharmacy Practice	Asst Professor	1.00	\$972	\$65,774	I
Kugler, Jane Ann	Anesthesiology	Clinical Asst Prof	0.10	\$125	\$10,136	I
Kugler, John D	Pediatrics Cardiology	Professor	1.00	\$1,392	\$112,746	I
	Pediatrics Cardiology	DB&Paula Varner Prf/Pediatric Cardiolog	0.00	\$0	\$10,000	I
			1.00	\$1,392	\$122,746	
Kuhn, Brett R	MMI Psychology	Psychologist	1.00	\$751	\$61,754	I
Kusler, Monique G	Int Med Cardiology	Asst Professor/Hlth Prof	1.00	\$902	\$73,043	1
Kuster, Curtis G	COD-Growth and Development	Professor	1.00	\$1,378	\$111,632	I
,	COD-Dental Administration	Director	0.00	\$0	\$3,000	
			1.00	\$1,378	\$114,632	
Kuszynski, Charles A	Pathology/Microbiology	Asst Professor	1.00	\$829	\$67,109	I
Labhasetwar, Vinod D	COP Pharmaceutical Science	Assoc Professor	1.00	\$944	\$76,448	F
Lackner, Rudy P	Surgery	Assoc Professor/Hlth Prof	1.00	\$0	\$80,000	I
Lacroix, Amy E	Pediatrics General	Asst Professor	1.00	\$1,069	\$86,511	I
Lacroix, Carol A	Family Medicine	Clinical Asst Prof	1.00	\$1,626	\$131,725	I
Lacy, Naomi L	Family Medicine	Asst Professor	1.00	\$714	\$57,825	F
Laframboise, Louise M	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$852	\$66,384	F
	•					

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Lamberty, Larry R	Surgery Emergency Medicine	Asst Professor	1.00	\$1,114	\$90,215	F
Landmark, James D	Pathology/Microbiology	Asst Professor	0.50	\$2,000	\$42,500	F
Lane, James T	Int Med DEM	Asst Professor	1.00	\$896	\$72,485	F
Lane, Pascale H	Pediatrics Nephrology	Assoc Professor/Cont	1.00	\$1,324	\$107,244	F
Langdon, Thomas J	Surgery	Asst Professor	0.05	\$38	\$3,038	F
Lange, Brian M	COD-Dental Practice Management	Chairperson	0.60	\$701	\$60,112	F
	COD-Dental Practice Management	Professor	0.40	\$468	\$37,877	F
			1.00	\$1,169	\$97,989	
Langnas, Alan N	Surgery	Professor	1.00	\$1,021	\$82,696	F
Larsen, Jennifer L	Int Med DEM	Professor	0.89	\$1,204	\$87,598	F
	Int Med DEM	Louise & Morton Degan Professorship	0.11	\$0	\$10,000	F
			1.00	\$1,204	\$97,598	
Larsen, Paul D	Pediatrics Neurology	Professor	1.00	\$1,354	\$109,707	F
Larsen, Timothy J	Surgery Emergency Medicine	Asst Professor	1.00	\$1,114	\$90,215	F
Larson, Carol A	Medical Technology	Asst Professor	1.00	\$676	\$54,780	F
Latshaw, Sandra J	Medical Technology	Asst Professor	0.60	\$390	\$31,562	I
Lawson, Terence A	Eppley Institute	Professor	1.00	\$212	\$84,985	F
Lee, Delmer D	Finance and Business Services	Director	1.00	\$1,873	\$151,674	F
Leeper, Stephen H	COD-Adult Restorative	Professor	0.20	\$0	\$4,160	А
Leibowitz, J Michael	MMI Administration	Deputy Director	1.00	\$1,300	\$165,000	F
Leibrock, Lyal G	Surgery	Professor	1.00	\$1,768	\$143,235	F
Leopold, Donald A	Otol-Head and Neck Surgery	Chairperson	0.60	\$1,220	\$108,845	I
	Otol-Head and Neck Surgery	Professor	0.40	\$814	\$65,897	F
			1.00	\$2,034	\$174,742	
Leuenberger, Donald S	Business and Finance	Vice Chancellor	1.00	\$0	\$153,822	F
Leuschen, M Patricia	Genetics Cell Biology & Anatomy	Assoc Professor	0.90	\$802	\$64,932	F
	Graduate Studies	Coordinator	0.10	\$93	\$7,517	F
			1.00	\$895	\$72,449	-
Lewis, Robert E	Eppley Institute	Professor	1.00	\$5,000	\$93,089	F
	Eppley Cancer Center	Program Director	0.00	\$0	\$3,000	
			1.00	\$5,000	\$96,089	
Limoges, Jenae D	Int Med Infectious Diseases	Asst Professor	1.00	\$869	\$70,370	F
Lin, Ming-Fong	Biochem and Molecular Biology	Professor/Cont	0.60	\$698	\$56,554	F
	Surgery	Professor	0.40	\$465	\$37,697	F
			1.00	\$1,163	\$94,251	-
Lindeman, Marlene G	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$593	\$48,037	А
Linder, James	Pathology/Microbiology	Professor	0.05	\$0	\$6,408	I
Lindsey, Ada M	CON-Omaha	Dean	1.00	\$2,252	\$182,411	I
Lockridge, Oksana	Eppley Institute	Professor	1.00	\$3,499	\$95,389	F
Lomneth, Carol Skowron	Genetics Cell Biology & Anatomy	Asst Professor	0.66	\$303	\$45,078	F
Long, Douglas J	Surgery	Clinical Asst Prof	0.06	\$318	\$5,000	F
Lorenzo, Agapito S	Neurological Sciences	Clinical Assoc Prof	0.08	\$76	\$6,136	F
Lovell, Helen B	Pediatrics Nephrology	Assoc Professor	1.00	\$1,444	\$117,018	F
Lund, Bryce H	Int Med Nephrology	Clinical Asst Prof	1.00	\$1,000	\$81,000	F
Luo, Xu	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$813	\$65,813	F
Lutz, Richard E	Pediatrics Endocrine	Assoc Professor/Hlth Prof	1.00	\$1,154	\$93,528	
Lyddon, Debra M	Radiology	Asst Professor	0.60	\$700	\$56,700	
Lydiatt, Daniel	Otol-Head and Neck Surgery	Professor	0.33	\$3,731	\$36,463	
· ····, ····					-	
Lydiatt, William M	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$5,702	\$36,463	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Lynch, Thomas G	Surgery	Professor	0.53	\$688	\$55,694	F
Ma, Ying J	MMI HBM Molecular Genetics	Scientist	1.00	\$929	\$75,198	F
Macdonald, Richard G	Biochem and Molecular Biology	Professor/Cont	1.00	\$1,047	\$90,775	F
Mack-Shipman, Lynn	Int Med DEM	Asst Professor	1.00	\$776	\$62,861	F
Maclin, Victoria M	Obstetric/Gynecology	Assoc Professor	0.33	\$625	\$50,625	F
Madariaga, Miguel G	Int Med Infectious Diseases	Asst Professor	0.50	\$0	\$40,000	F
Maddox, Ty C	Int Med General Medicine	Asst Professor	1.00	\$1,000	\$81,000	F
Magnuson, Thomas	UPS Psychiatry-Academic	Asst Professor	1.00	\$2,055	\$60,768	F
Mahanna, Gordon K	Otol-Head and Neck Surgery	Professor	1.00	\$2,755	\$91,067	F
Mailliard, Mark E	Int Med GI	Assoc Professor	0.45	\$512	\$41,479	F
Makkawy, Hany M	COD-Surgical Specialties	Asst Professor	1.00	\$2,590	\$82,292	F
Malloy, Timothy	Family Medicine	Assoc Professor	1.00	\$1,310	\$106,033	F
Mann, Michael D	Physiology/Biophysics	Professor	1.00	\$1,099	\$88,921	F
	IACUC	Administrator	0.00	\$0	\$10,000	F
			1.00	\$1,099	\$98,921	_
Markin, Rodney S	Dean College of Medicine	Assoc Dean	0.95	\$1,907	\$154,482	F
Markin, Rouney 5	Pathology/Microbiology	Professor	0.05	\$82	\$6,627	
	Pathology/Microbiology	Vice Chairperson	0.00	\$0	\$5,000	
	1 allology/Microbiology	vice champerson	1.00	\$1,989	\$166,109	_
Markopoulou, Ekaterini	Neurological Sciences	Asst Professor	0.38	\$273	\$22,079	
Markus, John W	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$273 \$757	\$61,340	
	COP Pharmaceutical Science	Professor				
Marky, Luis A			1.00	\$520	\$104,477	
Marshall, Julie A	COD-Adult Restorative	Assoc Professor	0.60	\$1,090	\$55,601	
Martin, Ameeta B	Pediatrics Cardiology	Assoc Professor	1.00	\$991	\$80,235	
Mathers Jr, Daniel H	Int Med Cardiology	Asst Professor	1.00	\$1,000	\$81,000	
Mathews, Judith R	MMI Psychology	Psychologist	1.00	\$775	\$62,675	
Mathews, Monty S	Family Medicine	Asst Professor	1.00	\$1,382	\$111,948	
Matoole, John J	Int Med General Medicine	Professor	0.09	\$150	\$12,150	
Maurer, Harold M	Office of the Chancellor	Chancellor	1.00	\$0	\$278,591	
Mayhan, William G	Physiology/Biophysics	Professor	1.00	\$1,353	\$109,650	
	Physiology/Biophysics	Vice Chairperson	0.00	\$0 \$1,353	\$2,000 \$111,650	
M. Carina Time that D	COD Dharmaay Droatiaa	Assoc Professor		-	-	
Mc Guire, Timothy R	COP Pharmacy Practice		1.00	\$1,277	\$74,233	
Mcalevy, Merle T	Int Med General Medicine	Asst Professor Asst Professor	0.03	\$57 \$1.085	\$4,616	
Mcallister, Janice L	Pediatrics Neurology		1.00	\$1,085 \$750	\$87,904 \$60,750	
Mebride, Corrigan L	Surgery	Asst Professor/Hlth Prof	1.00	\$750 \$700	\$60,750 \$70,811	
Mccabe, Barbara W	CON-Lincoln GPCH	Assoc Professor	1.00	\$790 \$827	\$79,811	
Mccashland, Timothy M	Int Med GI	Assoc Professor	1.00	\$827	\$66,974	
	Int Med GI	Director	0.00	\$0	\$10,000	
			1.00	\$827	\$76,974	
Mcclain, John W	Student Services Administration	Chief Student Affairs Officer	1.00	\$1,671	\$135,368	F
Mcclay, James C	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$1,076	\$87,164	F
Mccomb, Rodney D	Pathology/Microbiology	Assoc Professor	1.00	\$3,163	\$104,573	F
Mcdonald, Thomas L	Pathology/Microbiology	Professor	1.00	\$1,371	\$111,086	F
	UNeMED Corporation	Executive Director	0.00	\$529	\$42,818	F
			1.00	\$1,900	\$153,904	
Mcilvain, Helen E	Family Medicine	Professor/Cont	1.00	\$1,100	\$92,376	F
Mckeithan, Timothy W	Int Med Oncology/Hematology	Assoc Professor	1.00	\$0	\$79,945	F
Mcleese, Katharine I	Int Med General Medicine	Asst Professor	0.70	\$656	\$53,126	F
Mcnabb, Jocarol J	COP Pharmacy Practice	Asst Professor	1.00	\$1,198	\$69,662	F
	UPS Psychiatry-Academic	Asst Professor	1.00	\$1,901	\$56,203	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Mcvea, Kristine	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$1,573	\$127,396	FY
Medder, Jim D	Family Medicine	Assoc Professor	1.00	\$1,498	\$121,293	FY
Megel, Mary A	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$1,000	\$80,966	F
Mehta, Parmender P	Biochem and Molecular Biology	Assoc Professor/Hlth Prof	1.00	\$960	\$77,765	F
Menck, Peggy Tidikis	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$713	\$65,505	F
Menolascino, Scott	Int Med General Medicine	Asst Professor	0.06	\$63	\$5,088	F
Messbarger, Robert C	Family Medicine	Asst Professor	0.50	\$751	\$60,825	F
Meyer, Kyle P	Physical Therapy Education	Asst Professor	1.00	\$866	\$70,128	F
Meyer, Leeroy	Int Med General Medicine	Professor	1.00	\$1,319	\$106,856	F
Meza, Jane L	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,488	\$73,251	F
Middlemas, David S	Pharmacology	Asst Professor/Hlth Prof	1.00	\$957	\$77,540	F
Mikuls, Ted R	Int Med Rheumatology	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	F
Miller, Donald W	COP Pharmaceutical Science	Assoc Professor	1.00	\$286	\$71,738	F
Miller, Joella A	CON-Kearney	Asst Professor	1.00	\$503	\$40,762	A
Millward, Lee D	Surgery Emergency Medicine	Asst Professor	1.00	\$1,076	\$87,164	F
Miloro, Michael J	Surgery	Assoc Professor/Hlth Prof	1.00	\$996	\$80,714	F
Minier, William C	Family Medicine	Clinical Asst Prof	1.00	\$1,107	\$89,705	F
Mirvish, Sidney S	Eppley Institute	Professor	1.00	\$275	\$110,353	F
Mitchell, Connie Lynn	Radiation Science Technology Div	Asst Professor/Hlth Prof	0.74	\$627	\$50,817	F
, v	Radiation Science Technology Div	Program Director/R S T E	0.26	\$221	\$17,916	
			1.00	\$848	\$68,733	_
Miya, Pamela A	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$539	\$54,399	A
Moessner, Stephen P	Anesthesiology	Asst Professor	1.00	\$0	\$96,625	
lolpus, Kelly L	Obstetric/Gynecology	Assoc Professor/Hlth Prof	0.92	\$1,272	\$85,060	
	Obstetric/Gynecology	Mcclure L Smith Prof/Gynecological Onc	0.08	\$0	\$8,000	
	Obstetric/Gynecology	Director	0.00	\$0 \$1,272	\$10,000 \$103,060	
Molvar, Michael P	COD-Dental Practice Management	Assoc Professor	1.00	\$1,460	\$118,241	F
withvar, witchact i	COD-Dental Administration	Asst Dean	0.00	\$1,400 \$0	\$5,000	
	COD-Dental Administration	Asst Deall	1.00	\$1,460	\$123,241	_
Monaghan, Daniel T	Pharmacology	Professor/Cont	1.00	\$20,550	\$113,000	F
Moniaux, Nicolas B	Biochem and Molecular Biology	Asst Professor	1.00	\$0	\$37,000	F
Moore, Gary F	Otol-Head and Neck Surgery	Assoc Professor	0.50	\$1,883	\$62,229	
Moore, Gerald F	Int Med Rheumatology	Professor	0.79	\$1,556	\$126,076	
,	Dean College of Medicine	Assoc Dean	0.21	\$404	\$36,695	
	Physician Assistant	Medical Director	0.00	\$0	\$1,000	
			1.00	\$1,960	\$163,771	_
Moore, Timothy E	Radiology	Professor/Hlth Prof	1.00	\$1,618	\$131,054	F
Morien, Marsha E	Business and Finance	Chief Administrative Officer	1.00	\$1,634	\$132,333	
Mormino, Matthew A	Orthopaedic Surgery	Asst Professor	1.00	\$937	\$75,836	
Morris, Charles H	Radiology	Assoc Professor/Hlth Prof	1.00	\$1,250	\$101,250	
Mosley, R Lee	Pathology/Microbiology	Asst Professor	1.00	\$1,142	\$58,254	
Mostek, Debra E	Int Med Geriatrics	Asst Professor	0.62	\$645	\$52,229	
Muelleman, Robert L	Surgery Emergency Medicine	Professor/Cont	1.00	\$1,792	\$145,121	F
Muellenberg, Phyllis A	Medical Technology	Program Director/M T	0.60	\$1,635	\$54,030	
	Medical Technology	Assoc Professor	0.00	\$1,090	\$36,022	
	Medical Technology	Director	0.40	\$1,090 \$0	\$3,000	
	weeten remotogy	Dittion	1.00	\$2,725	\$93,000	_
Muallan Ko:44 I	Dravanting and Societal Medicine	Drofossor				
Mueller, Keith J	Preventive and Societal Medicine	Professor	1.00	\$1,325	\$107,431	FY
Muhlbauer, Susan A	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$851	\$68,950	FY

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Aj
Mukherjee, Sandeep	Int Med GI	Asst Professor	0.38	\$417	\$33,772	
Munn, Dawneane	CON-Lincoln GPCH	Asst Professor	1.00	\$498	\$50,288	
Murphy, Peter J	Int Med Pulmonary	Asst Professor	0.96	\$1,097	\$88,873	
	Int Med Pulmonary	Asst Professor/Hlth Prof	0.04	\$47	\$3,791	
			1.00	\$1,144	\$92,664	_
Murrin, L Charles	Pharmacology	Professor	1.00	\$1,269	\$102,686	
	Pharmacology	Vice Chairperson	0.00	\$0	\$2,000	
			1.00	\$1,269	\$104,686	
Namavar, Fereydoon	Orthopaedic Surgery	Professor/Hlth Prof	1.00	\$1,375	\$111,375	
Narayana, Nagamani	COD-Oral Biology	Asst Professor	1.00	\$0	\$70,000	
Nasir, Laeth S	Family Medicine	Assoc Professor	1.00		\$99,257	
Natale, Agnes A	CON-Lincoln GPCH	Asst Professor	1.00		\$46,087	
Needelman, Howard W	MMI Developmental Medicine	Physician	0.50		\$58,131	
Neff, James R	Orthopaedic Surgery	Professor	1.00		\$142,465	
Nelson, Audrey E	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00		\$73,307	
· •	Int Med General Medicine	Asst Professor/Hlth Prof	1.00		\$75,307	
Neumeister, J Scott	Int Med General Medicine	Clinical Asst Prof	1.00		\$37,900 \$77,764	
Newell, Jennifer L	Office of the Chancellor	Director	0.70			
Newland, Myrna C		Professor/Cont			\$88,422	
	Anesthesiology	Professor/Cont	0.30	\$468 \$1,560	\$37,941	
				-	\$126,363	
Ng, Tien Mh	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$1,319	\$67,271	
Nichols, George T	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$810	\$65,610	
Nichols, Karen F	School of Allied Health Professions	Asst Professor	1.00	\$676	\$54,756	
Nickel, Jeffrey C	COD-Growth and Development	Asst Professor	1.00	\$1,205	\$97,629	
Nickel, Kathryn	CON-Kearney	Asst Professor	1.00	\$621	\$50,334	
Nickol, Devin R	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$755	\$61,211	
Niebauer, Mark J	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$1,125	\$91,125	
Nieveen, Janet L	CON-Lincoln AHI	Asst Professor/Hlth Prof	1.00	\$845	\$65,866	
Norgren Jr, Robert B	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$1,206	\$97,632	
Norman, Joseph F	Physical Therapy Education	Assoc Professor	1.00	\$865	\$70,026	
Nystrom, Nils	Surgery	Assoc Professor/Hlth Prof	0.50	\$871	\$70,529	
O'Dell, David V	Int Med General Medicine	Assoc Professor	1.00	\$1,099	\$89,068	
O'Dell, James R	Int Med Rheumatology	Professor	0.88	\$1,205	\$97,504	
Ogden, Kathleen Allison	Family Medicine	Clinical Asst Prof	1.00	\$1,342	\$108,739	
O'Kane Murphy, Barbara J	Genetics Cell Biology & Anatomy	Asst Professor/Hlth Prof	1.00	\$676	\$54,756	
Olade, Rosaline A	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor	1.00	\$816	\$82,416	
O'Leary, Edward L	Int Med Cardiology	Asst Professor	1.00	\$992	\$80,368	
Olesh, Robert C	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,188	\$96,188	
Oleynikov, Dmitry	Surgery	Asst Professor/Hlth Prof	1.00	\$751	\$60,868	
Olney, Ann Haskins	MMI Genetic Medicine	Physician	0.75	\$1,012	\$81,929	
Olney, Richard F	Pediatrics Newborn Medicine	Asst Professor	0.70	\$619	\$50,132	
Olsen, Keith M	COP Pharmacy Practice	Assoc Professor	1.00	\$1,163	\$94,201	
Orton, Donald	Radiology	Assoc Professor/Hlth Prof	0.18	\$264	\$21,402	
Osterholm, Richard K	Int Med General Medicine	Clinical Assoc Prof	0.33	\$377	\$30,527	
Ott, Carol	CON-Kearney	Assoc Professor/Cont	1.00	\$1,060	\$71,726	
Ouellette, Michel M	Eppley Institute	Asst Professor	1.00	\$936	\$75,820	
Padanilam, Babu J	Physiology/Biophysics	Assoc Professor/Hlth Prof	1.00	\$1,001	\$81,096	
Pahan, Kalipada	COD-Oral Biology	Assoc Professor/Cont	1.00	\$3,174	\$75,001	
Palmer, William R	Int Med Rheumatology	Clinical Assoc Prof	0.16	\$126	\$10,176	
Patel, Kaushik P	Physiology/Biophysics	Professor	1.00	\$1,357	\$109,863	
Patil, Arun-Angelo	Surgery	Professor	1.00	\$1,269	\$102,743	
Patil, Rajkumar V	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$930	\$75,290	

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Paulman, Audrey	Family Medicine	Clinical Asst Prof	0.60	\$900	\$72,915	I
Paulman, Paul M	Family Medicine	Professor	1.00	\$1,780	\$144,280	I
Paulsen, Todd S	COP Pharmacy Practice	Asst Professor	1.00	\$936	\$72,936	I
Payne, Jeffrey B	COD-Surgical Specialties	Professor/Cont	1.00	\$1,269	\$102,778	I
	COD-Surgical Specialties	F Gene & Rosemary Dixon Chair/Dentistry	0.00	\$0	\$10,000	F
	COD-Dental Administration	Asst Dean	0.00	\$0 \$1,269	\$5,000 \$117,778	
Peck, Magda G	Pediatrics Child Health	Professor	1.00	\$5,234	\$109,902]
Peetz Jr, Dwaine J	Surgery	Assoc Professor	0.05	\$38	\$3,038	
Pelish, Peggy L	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$673	\$59,186	
Persidsky, Yuri	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$12,600	\$75,000	
Peters, K Reed	Anesthesiology	Professor/Cont	1.00	\$1,397	\$113,174	
Peterson, Marcie A	Radiology	Asst Professor	0.80	\$780	\$63,180	
Petro, Thomas M	COD-Oral Biology	Professor/Cont	1.00	\$1,075	\$87,079	
Piper, Barbara F	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$758	\$76,508	
Pipinos, Iraklis I	Surgery	Asst Professor/Hlth Prof	0.70	\$546	\$44,226	
Piquette, Craig A	Int Med Pulmonary	Asst Professor	0.38	\$930	\$30,752	
Pirruccello, Samuel J	Pathology/Microbiology	Assoc Professor	1.00	\$1,208	\$97,878	
Pisarev, Vladimir M	Eppley Institute	Research Asst Prof	1.00	\$1,269	\$52,038	
Piskac, Anton F	Int Med General Medicine	Clinical Asst Prof	0.13	\$1,209	\$10,176	
Pitkin, Steven R	CON-Kearney	Asst Professor	1.00	\$604	\$48,927	
Pitner, Sheryl L	Pediatrics General	Asst Professor	1.00	\$926	\$74,972	
Plotkin, Horacio B	Pediatrics Metabolism	Asst Professor	1.00	\$3,250	\$68,250	
Poage, David P	Radiology	Asst Professor/Hlth Prof	1.00	\$3,230 \$1,180	\$08,230 \$95,580	
Poluektova, Larisa Y	Pathology/Microbiology	Asst Professor	1.00	\$9,730	\$55,000	
Porter, Thomas R	Int Med Cardiology	Professor/Hlth Prof	1.00	\$884	\$55,000 \$71,661	
Potter, Jane F	Int Med Geriatrics	Professor	0.96	\$1,813	\$140,856	
r otter, jane r	Int Med Geriatrics	Neumann & Mildred Harris	0.90	\$1,813 \$0	\$140,830	
	int wet ochanics	Geriatrics Prof	1.00	\$1,813	\$146,856	
Poulton, Thomas J	Anesthesiology	Professor	1.00	\$3,609	\$111,300	
Pour, Parviz M	Eppley Institute	Professor	1.00	\$322	\$129,628	
Pozehl, Bunny	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$984	\$79,712	
Prabhu, Vikram C	Surgery	Asst Professor/Hlth Prof	1.00	\$984 \$818	\$66,267	
Preheim, Laurel C	Int Med Infectious Diseases	Professor	0.01	\$17	\$1,349	
Prentice, Ernest D	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.85	\$1,639	\$132,780	
I Tenuce, El nest D	Genetics Cell Biology & Anatomy	Professor	0.85	\$295	\$23,883	
	Genetics Cen Biology & Anatomy	FIOIESSOI	1.00	\$1,934	\$156,663	
		4 D C			-	
Prest, Layne A	Family Medicine	Assoc Professor	1.00	\$993	\$80,438	
Prevan, Andrea M	Int Med Infectious Diseases	Clinical Asst Prof	0.11	\$80	\$6,446	
Puccioni, Mark J	Surgery	Asst Professor	0.06	\$61	\$4,942	
Pudwill, Myron L	COD-Adult Restorative	Assoc Professor	1.00	\$1,460	\$118,241	
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	_
			1.00	\$1,460	\$123,241	
Pullen, Carol H	CON-Rural Nursing Education	Professor	1.00	\$2,792	\$90,026	
	CON-Omaha	Asst Dean	0.00	\$0	\$5,000	_
			1.00	\$2,792	\$95,026	
Radio, Stanley J	Pathology/Microbiology	Assoc Professor	1.00	\$1,102	\$89,301	
Rakes, Angie L	Anesthesiology	Asst Professor	1.00	\$1,176	\$95,253	
Ramaley, Robert F	Biochem and Molecular Biology	Professor	1.00	\$902	\$73,076	
Raman, Natarajan V	Radiation Oncology	Asst Professor	1.00	\$2,334	\$77,160	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Ramaprasad, Subbaraya	Radiology	Assoc Professor	1.00	\$972	\$78,667	F
Ramey, Jacques W	Obstetric/Gynecology	Asst Professor	0.50	\$625	\$50,625	F
Ranno, Anthony E	COP Pharmacy Practice	Asst Professor	1.00	\$812	\$65,789	F
Rao, U S	Biochem and Molecular Biology	Asst Professor	1.00	\$811	\$65,664	F
Rasmussen, Natalie	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$882	\$59,674	F
Raynor, Stephen C	Surgery	Clinical Assoc Prof	0.17	\$292	\$23,690	F
Reed, Elizabeth C	Int Med Oncology/Hematology	Assoc Professor	1.00	\$1,188	\$96,230	F
Reidelbach, Marie A	Library of Medicine	Assoc Director	0.60	\$585	\$51,390	F
	Library of Medicine	Assoc Professor/Hlth Prof	0.40	\$390	\$27,594	F
			1.00	\$975	\$78,984	
Reilly Jr, James A	Surgery	Clinical Assoc Prof	0.33	\$269	\$21,793	I
Reilly, Debra A	Surgery	Assoc Professor	1.00	\$1,000	\$81,000]
Reinhardt, John W	COD-Dental Administration	Dean	1.00	\$2,399	\$194,293	1
Reinhardt, Richard A	COD-Surgical Specialties	Professor	1.00	\$2,552	\$115,941	I
	COD-Surgical Specialties	Dr Bernard J & Ann Moran for Excellence	0.00	\$0	\$10,000	F
			1.00	\$2,552	\$125,941	
Remmenga, Steven W	Obstetric/Gynecology	Assoc Professor	1.00	\$1,125	\$91,125	F
Rennard, Stephen I	Int Med Pulmonary	Professor	0.89	\$1,897	\$137,268	I
	Int Med Pulmonary	M R Larson Prof/Research	0.11	\$0	\$16,469	I
			1.00	\$1,897	\$153,737	
Richards, Alan T	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$10,063	\$36,463]
Rigmaiden, Richard S	Int Med Cardiology	Asst Professor	0.38	\$411	\$33,308	1
Rizzino, A Angie	Eppley Institute	Professor	1.00	\$2,107	\$122,348]
Rizzo, William B	Pediatrics Metabolism	Professor/Hlth Prof	1.00	\$1,750	\$141,750	1
Robinson, Dennis H	COP Pharmaceutical Science	Chairperson	1.00	\$0	\$115,000	F
Robinson, W David	Family Medicine	Asst Professor	1.00	\$3,014	\$65,413	I
Roccaforte, Jane S	Int Med Infectious Diseases	Clinical Asst Prof	0.11	\$80	\$6,509	F
Roccaforte, William H	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,342	\$108,728]
Roche, Edward B	COP Pharmacy Practice	Assoc Professor	1.00	\$0	\$85,000]
Rochling, Fedja A	Int Med GI	Asst Professor/Hlth Prof	1.00	\$1,040	\$84,240]
Rodehorst, Teresa Kim	CON-West Ne Division	Asst Professor/Hlth Prof	1.00	\$927	\$72,217]
Rodriguez-Escobar, Margarita	Family Medicine	Asst Professor	1.00	\$1,713	\$138,780]
Rodriguez-Sierra, Jorge F	Genetics Cell Biology & Anatomy	Professor	1.00	\$993	\$80,374]
Roehrs, Tammy G	Physical Therapy Education	Asst Professor	0.67	\$533	\$43,173]
Rogan, Eleanor G	Eppley Institute	Professor	1.00	\$1,650	\$111,645	
Rogic, Nancy Ann	Anesthesiology	Asst Professor	0.50	\$474	\$38,384	
Romberger, Debra	Int Med Pulmonary	Assoc Professor	0.47	\$528	\$42,790	
Romero, Jose R	Pediatrics Infectious Disease	Assoc Professor/Cont	1.00	\$1,330	\$107,699]
Rosenquist, Thomas H	Vice Chancellor for Research	Vice Chancellor/Research	0.75	\$0	\$149,984	
	Genetics Cell Biology & Anatomy	Professor	0.25	\$0	\$51,502	
			1.00	\$0	\$201,486	
Roy, Shyamal K	Obstetric/Gynecology	Professor/Cont	1.00	\$1,177	\$95,367	I
Rozanski, George J	Physiology/Biophysics	Professor/Cont	1.00	\$1,092	\$88,415	
Rubocki, Ronald J	Pathology/Microbiology	Asst Professor	1.00	\$6,865	\$75,000	
Rupp, Mark E	Int Med Infectious Diseases	Assoc Professor/Cont	1.00	\$946	\$76,664	F
Russell, John P	Human Resources	Asst Vice Chancellor/Human Resources	1.00	\$1,671	\$135,318	
Rustia, Janice G	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$632	\$63,789	A
Ryan, Sheila A	CON-Parent-Child, Admin Ed & Science	Professor	1.00	\$1,419	\$114,925	F
Saigh, Jean A	Radiology	Assoc Professor/Hlth Prof	1.00	\$1,392	\$112,739	F
Salbaum, J Michael	MMI HBM Molecular Genetics	Scientist	1.00	\$1,022	\$82,814	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Salhany, James M	Int Med GI	Professor	1.00	\$1,272	\$103,007	I
Salinas, Thomas J	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,040	\$84,240	I
Sammut, Paul H	Pediatrics Pulmonology	Assoc Professor	1.00	\$1,098	\$88,929	I
Sand, Barbara J	CON-Lincoln AHI	Asst Professor	1.00	\$507	\$46,598	A
Sanderson, Sam	Clinical Perfusion Education	Assoc Professor	1.00	\$869	\$70,369	I
Sanger, Warren G	MMI Cytogenetics	Discipline Director	1.00	\$1,182	\$95,734]
Sansom, Steven Claude	Physiology/Biophysics	Professor/Cont	1.00	\$1,050	\$85,080	1
Sasson, Aaron R	Surgery	Asst Professor/Hlth Prof	1.00	\$780	\$63,180]
Sather, Linda S	CON-Lincoln GPCH	Asst Professor	1.00	\$860	\$69,726]
Satterthwaite, Rebecca K	Library of Medicine	Assoc Director	1.00	\$916	\$74,165	
Saxton, Mark L	Surgery	Clinical Asst Prof	0.20	\$279	\$22,594	
Saylor, Patricia Ann	CON-Kearney	Asst Professor	1.00	\$598	\$54,982	1
Schaefer, G Bradley	MMI Genetic Medicine	Discipline Director	0.94	\$1,963	\$159,597	
	Pediatrics Administration	Omaha Scottish-Rite Masonic Professorshp	0.06	\$104	\$8,400	_
			1.00	\$2,067	\$167,997	
Schafer, Daniel F	Int Med GI	Assoc Professor	1.00	\$1,133	\$91,802	
Scharf, Margaret A	CON-West Ne Division	Asst Professor	0.60	\$306	\$30,862	
Scherl, Susan A	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$875	\$70,875	
Schleicher, John S	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$1,424	\$34,924	
Schmidt, Cynthia M	Library of Medicine	Asst Professor	1.00	\$1,183	\$37,583	
Schmitz, Rita Kay	CON-Lincoln AHI	Asst Professor	1.00	\$490	\$45,053	
Scholar, Eric M	Pharmacology	Professor/Cont	1.00	\$11,353	\$95,000	
Schonfeld, Toby L	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$1,977	\$54,000	
Schopfer, Lawrence M	Eppley Institute	Research Asst Prof	1.00	\$688	\$55,693	
Schultz, Harold D	Physiology/Biophysics	Professor	1.00	\$1,344	\$108,880	
Schupbach, Lance E	Int Med General Medicine	Asst Professor	0.40	\$0	\$32,173	
Schwab, Robert	Int Med General Medicine	Clinical Asst Prof	1.00	\$960	\$77,764	
Schwerdtfeger, Susan R	Int Med General Medicine	Clinical Asst Prof	1.00	\$960	\$77,764	
Scott, David M	COP Pharmacy Practice	Assoc Professor	1.00	\$0	\$68,436	
Scott-Mordhorst, Tina R	Pediatrics General	Clinical Asst Prof	1.00	\$1,048	\$84,880	
Scott Wordhorst, Thank	Int Med Cardiology	Assoc Professor/Cont	1.00	\$1,187	\$96,120	
Seemayer, Thomas A	Pathology/Microbiology	Professor	1.00	\$1,523	\$123,266	
Seidl, Lucinda J	CON-Lincoln AHI	Asst Professor	1.00	\$532	\$48,905	
		Asst Professor/Hlth Prof	1.00	\$332 \$875	-	
Sekundiak, Todd D	Orthopaedic Surgery				\$70,875	
Sensat, Michelle L	COD-Dental Hygiene	Asst Professor	1.00	\$578	\$46,800	
Sgagias, Magdalene K	Eppley Institute	Research Asst Prof	1.00	\$136	\$54,462	
Shaffer III, L Blaine	UPS Psychiatry-Academic	Professor/Hlth Prof	1.00	\$1,457	\$118,007	
Sharp, John G	Genetics Cell Biology & Anatomy	Professor	1.00	\$1,595	\$129,174	
Shaw Jr, Byers W	Surgery	Chairperson	0.60	\$1,690	\$117,052	
	Surgery	Professor	0.22	\$480	\$38,867	
	Surgery	Merle M Musselman Centennial Prof	0.18	\$0 \$2,170	\$29,863	_
a -						
Shaw, Cory D	UMA Administration	Chief Administrative Officer	1.00	\$1,650	\$133,650	
Shaw, David H	COD-Oral Biology	Chairperson	0.60	\$847	\$71,899	
	COD-Oral Biology	Professor	0.40	\$565	\$45,733	
			1.00	\$1,412	\$117,632	
Shearer, Bonnie	Pediatrics General	Asst Professor	1.00	\$966	\$78,187	
Shehan, Joseph F	Int Med General Medicine	Clinical Asst Prof	0.13	\$126	\$10,176	
Shepard, Susan M	Surgery Emergency Medicine	Asst Professor	1.00	\$1,266	\$102,546	
	Otol-Head and Neck Surgery	Asst Professor	1.00	\$1,120		

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Sherman, Simon	Eppley Institute	Professor/Cont	1.00	\$3,760	\$90,000	F
Shinohara, Toshimichi	Ophthalmology	Professor	1.00	\$1,500	\$121,500	F
Shriver, Mark D	MMI Psychology	Psychologist	1.00	\$756	\$62,000	F
Shull, James D	Eppley Institute	Professor	1.00	\$1,633	\$132,312	F
	Eppley Cancer Center	Program Director	0.00	\$0	\$3,000	F
			1.00	\$1,633	\$135,312	
Shurmur, Scott W	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$860	\$69,683	F
Sikes, John B	Anesthesiology	Asst Professor	1.00	\$0	\$99,988	F
Simonson, Jean A	Anesthesiology	Asst Professor	1.00	\$882	\$71,413	I
Sims, H Steven	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,041	\$84,243]
Singh, Dhirendra P	Ophthalmology	Assoc Professor	1.00	\$925	\$74,925]
Singh, Rakesh K	Pathology/Microbiology	Asst Professor	1.00	\$5,265	\$70,000	I
Singh, Sanjay P	Neurological Sciences	Asst Professor/Hlth Prof	1.00	\$1,100	\$89,100	I
Sisson, Joseph H	Int Med Pulmonary	Professor/Cont	0.90	\$1,255	\$91,745	F
	Int Med Pulmonary	Larson Prof/Rsch In Respiratory Disease	0.10	\$0	\$10,000	
			1.00	\$1,255	\$101,745	
Sitorius, Michael A	Family Medicine	Chairperson	0.60	\$1,409	\$119,170	I
	Family Medicine	Professor	0.23	\$930	\$45,318	I
	Family Medicine	Milton G Waldbaum, MD Prof/Family Pract	0.17	\$0	\$30,020	
			1.00	\$2,339	\$194,508	
ivers, Joan E	COD-Adult Restorative	Assoc Professor	1.00	\$1,298	\$105,122]
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	1
	COD-Adult Restorative	Norman C Carlson Professorship	0.00	\$0	\$10,000]
			1.00	\$1,298	\$120,122	_
Smith, Carl Vernon	Obstetric/Gynecology	Chairperson	0.60	\$1,375	\$113,375	1
	Obstetric/Gynecology	Professor/Cont	0.36	\$750	\$60,750	1
	Obstetric/Gynecology	Regents/Named Chair	0.04	\$0	\$8,000	1
			1.00	\$2,125	\$182,125	
Smith, John L	Family Medicine	Asst Professor	1.00	\$1,015	\$82,196	I
Smith, Philip W	Int Med Infectious Diseases	Professor/Cont	1.00	\$1,243	\$100,617	1
Smith, Shelley D	MMI HBM Molecular Genetics	Scientist	0.60	\$960	\$77,766	1
Since, Sherey D	MMI Administration	Hattie B Munroe Endowed	0.40	\$641	\$51,884]
		Professorship	0.00	^	#10.000	
	MMI HBM Molecular Genetics	Director	0.00	\$0	\$10,000	1
			1.00	\$1,601	\$139,650	
Smith, Stephen B	Dean College of Medicine	Assoc Dean	0.15	\$351	\$28,471	1
Solheim, Joyce C	Eppley Institute	Asst Professor	1.00	\$3,503	\$82,389	
Somers, James E	Physician Assistant	Program Director/P A	0.60	\$779	\$67,130	
	Physician Assistant	Assoc Professor	0.40	\$528 \$1,307	\$42,770 \$109,900	_
~						
Sorrell, James H	UPS Psychiatry-Academic	Asst Professor	1.00	\$856	\$69,324	1
Sorrell, Michael F	Int Med GI	Professor	1.00	\$2,009	\$162,738]
	Int Med GI	Robert L Grissom, MD Prof/Surgery	0.00	\$0	\$17,000	
			1.00	\$2,009	\$179,738	
Spalding, Peter M	COD-Growth and Development	Chairperson	0.60	\$936	\$79,126	
	COD-Growth and Development	Assoc Professor	0.40	\$624	\$50,550	
			1.00	\$1,560	\$129,676	
Spurzem, John R	Int Med Pulmonary	Professor/Cont	0.56	\$550	\$44,578	F
Srinivasan, Shashi K	Int Med Dermatology	Asst Professor/Hlth Prof	1.00	\$1,040	\$84,240	F

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Fauiy	Proposed	Proposed Salary	Ар
			Equiv	Increase	Salary	
St Germain Jr, Henry A	COD-Adult Restorative	Chairperson	0.60	\$799 \$522	\$67,979	I
	COD-Adult Restorative	Assoc Professor/Cont	0.40	\$532	\$43,119 \$111,098	_
			1.00	\$1,331	\$111,098	
Stafford, Kimberley A	COD-Growth and Development	Clinical Asst Prof	0.13	\$0	\$2,600	1
Stageman, James H	Family Medicine	Assoc Professor	1.00	\$1,714	\$138,865	
	Family Medicine	Director	0.00	\$0	\$2,750	_
			1.00	\$1,714	\$141,615	
Stancil, Marvin L	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$1,009	\$81,730	
Stanley, Mary Jane	CON-Lincoln AHI	Asst Professor	1.00	\$503	\$46,266	
Stevens, R Brian	Surgery	Asst Professor	1.00	\$5,720	\$62,920	
Stickle, Douglas F	Pathology/Microbiology	Asst Professor	1.00	\$937	\$75,886	
Stinson, Warren W	Genetics Cell Biology & Anatomy	Assoc Professor	0.25	\$212	\$17,187	
Stoner, Julie A	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,489	\$73,251	
Stothert Jr, Joseph C	Surgery	Professor	1.00	\$1,404	\$113,754	
uberg, Wayne A	MMI Physical Therapy	Discipline Director	1.00	\$1,245	\$100,853	
	MMI Physical Therapy	Coordinator	0.00	\$0	\$2,000	_
			1.00	\$1,245	\$102,853	
Stull, Todd W	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$1,063	\$86,063	
Sudan, Debra Lynn	Surgery	Assoc Professor/Hlth Prof	1.00	\$843	\$68,252	
Swanson, Donald A	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,639	\$132,794	
Swindells, Susan	Int Med Infectious Diseases	Professor/Cont	1.00	\$909	\$73,602	
	Int Med Infectious Diseases	Terry K Watanabe Chair/HIV- AIDS Rsch&Ca	0.00	\$0	\$12,000	_
			1.00	\$909	\$85,602	
Tachenko Achord, Shirley A	CON-Lincoln GPCH	Asst Professor	1.00	\$559	\$45,291	
Talmadge, James E	Pathology/Microbiology	Professor	1.00	\$1,551	\$125,615	
Tamesis, Richard R	Ophthalmology	Asst Professor	0.05	\$82	\$6,665	
Tape, Thomas G	Int Med General Medicine	Professor/Cont	1.00	\$1,290	\$104,493	
Tarantolo, Stefano	Int Med Oncology/Hematology	Assoc Professor	1.00	\$833	\$67,421	
Temme, James B	Radiation Science Technology Div	Assoc Director	0.60	\$552	\$47,658	
	Radiation Science Technology Div	Assoc Professor	0.40	\$368	\$29,773	_
			1.00	\$920	\$77,431	
Thakker, Angeli J	COD-Growth and Development	Asst Professor	0.50	\$7,100	\$50,000	
Thiele, Geoffrey M	Int Med Rheumatology	Assoc Professor	1.00	\$2,921	\$75,951	
Thierfelder, Jean L	Int Med General Medicine	Assoc Professor	0.50	\$476	\$38,534	
Thomas, Mark P	Pharmacology	Asst Professor	1.00	\$466	\$37,734	
Thompson, Angelia F	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$757	\$61,257	
Thompson, Austin B	Int Med Pulmonary	Assoc Professor	1.00	\$1,253	\$101,528	
Thompson, Cheryl Bagley	CON-Parent-Child, Admin Ed & Science	Assoc Professor/Hlth Prof	1.00	\$1,040	\$84,240	
Thompson, Elizabeth I	Pediatrics Hematology/Oncology	Professor/Hlth Prof	1.00	\$1,494	\$121,037	
Thompson, Jon S	Surgery	Professor	0.92	\$1,429	\$115,771	
	Surgery	Shackleford-Marischal Professorship	0.08	\$123	\$10,000	
Thompson, Robert B	Radiation Oncology	Assoc Professor/Hith Prof	1.00 1.00	\$1,552 \$1,097	\$125,771 \$88,829	
Thoreson, Wallace B	Ophthalmology	Assoc Professor	1.00	\$3,688	\$95,850	
i noi coui, vi allace d		Director of Research	0.00	\$3,088 \$0		
	Ophthalmology	DIRECTOL OF RESCALE	1.00	\$3,688	\$3,000 \$98,850	-
Tibbels, Loretta Kaus	Family Medicine	Clinical Asst Prof	1.00	\$1,218	\$98,660	
Tibbels, Stephen R	Family Medicine	Clinical Asst Prof	1.00	\$1,354	\$109,664	
Tibbels, Stephen K						

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арј
Tinker, John H	Anesthesiology	Chairperson	0.60	\$877	\$81,023	F
	Anesthesiology	Professor	0.40	\$585	\$47,350	F
			1.00	\$1,462	\$128,373	
Tobin, Richard B	Int Med DEM	Professor	0.13	\$192	\$15,551	F
Todd, Gordon L	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$939	\$76,086	F
Todero, Catherine	CON-Omaha	Assoc Professor/Cont	1.00	\$1,200	\$92,081	F
	CON-Omaha	Assoc Dean	0.00	\$0	\$5,000	F
			1.00	\$1,200	\$97,081	-
Toews, Myron Lee	Pharmacology	Professor	1.00	\$1,258	\$101,851	F
Tomich, Paul G	Obstetric/Gynecology	Professor/Hlth Prof	1.00	\$1,625	\$131,625	F
Toothaker, Randall W	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$1,236	\$100,100	F
Toris, Carol B	Ophthalmology	Assoc Professor/Cont	1.00	\$967	\$78,371	F
Torres, Clarivet	Pediatrics Gastroenterology	Asst Professor	1.00	\$812	\$65,812	F
Toth, Bela	Eppley Institute	Professor	1.00	\$1,066	\$89,903	F
Tracy, Steven M	Pathology/Microbiology	Professor	1.00	\$1,154	\$93,407	F
Tran, T Paul	Surgery Emergency Medicine	Asst Professor	1.00	\$1,323	\$107,148	F
Treves, John Samuel	Surgery	Asst Professor	0.22	\$224	\$18,122	F
Tuma, Dean J	Int Med GI	Professor	0.25	\$339	\$27,443	F
Turpen, James B	Genetics Cell Biology & Anatomy	Chairperson	0.60	\$7,919	\$70,263	F
ur pen, sames b	Genetics Cell Biology & Anatomy	Professor	0.40	\$5,279	\$38,841	F
			1.00	\$13,198	\$109,104	-
Turpen, Paula B	Ob/Gyn Research Lab	Research Asst Prof	1.00	\$718	\$58,193	F
	COD-Surgical Specialties	Chairperson	0.54	\$999	\$85,382	F
ussing, Gerald J	COD-Surgical Specialties	Professor	0.34	\$999 \$666	\$53,922	F
	COD-Surgical Specialities	110105501	0.90	\$1,665	\$139,304	_ 1
Twiss, Janice J	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$1,144	\$77,450	F
Tyler, Amy E	Physical Therapy Education	Asst Professor	1.00	\$763	\$61,842	F
Ueda, Clarence T	COP Dean's Office	Dean	1.00	\$1,958	\$158,579	F
Valleley, Rachel	MMI Psychology	Psychologist	1.00	\$650	\$49,150	F
Vandenberg, Edward V	Int Med Geriatrics	Asst Professor	1.00	\$984	\$79,762	F
Vanderhoof, Jon A	Pediatrics Gastroenterology	Professor	1.00	\$0	\$118,796	F
Vennerstrom, Jonathan L	COP Pharmaceutical Science	Assoc Professor/Cont	1.00	\$1,700	\$75,601	F
Vinogradov, Serguei V	COP Pharmaceutical Science	Research Asst Prof	1.00	\$556	\$44,992	F
Vishwanatha, Jamboor K	Biochem and Molecular Biology	Professor	1.00	\$1,054	\$85,420	F
Von Essen, Susanna G	Int Med Pulmonary	Professor/Cont	1.00	\$1,096	\$88,806	I
Vose, Julie M	Int Med Oncology/Hematology	Professor	1.00	\$873	\$70,670	I
Wadman, Michael C	Surgery Emergency Medicine	Asst Professor	1.00	\$1,323	\$107,148	I
Wagner, Kay-Uwe	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$2,500	\$75,528	I
Wahl, James K	COD-Oral Biology	Research Asst Prof	1.00	\$2,744	\$57,744	I
Walburn, John N	Pediatrics General	Professor/Hlth Prof	1.00	\$1,401	\$114,942	I
Walker, Craig W	Radiology	Chairperson	0.60	\$1,345	\$118,944	F
warker, eraig w	Radiology	Professor/Cont	0.34	\$886	\$61,786	F
	Radiology	Dr Howard B Hunt Prof/Radiology	0.06	\$0	\$10,000	F
	Radiology	Di noward D nair noi Kadology	1.00	\$2,231	\$190,730	- '
Wallton Dishand	Surgery Emergency Medicine	A saga Drofacaar				Б
Walker, Richard	Surgery Emergency Medicine	Assoc Professor	1.00	\$1,601	\$129,696	F
Walker, Susan Noble	CON-Gerontolog, Psycosoc & Com Hlth	Chairperson Professor	0.60	\$885 \$590	\$67,082 \$42,723	F
	CON-Omaha	r 10108801	0.40	\$590	\$42,723 \$109,805	F
						-
Waltman, Nancy L	CON-Lincoln AHI	Assoc Professor	1.00	\$1,167	\$78,995	F
Wang, Guangshun	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$845	\$68,445	F
Wang, Ming R	Anesthesiology	Asst Professor	1.00	\$1,000	\$81,000	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Wang, Wei	Physiology/Biophysics	Assoc Professor/Hlth Prof	1.00	\$831	\$67,354	F
Warkentin, Phyllis I	Pathology/Microbiology	Professor	0.54	\$694	\$56,249	F
	Pediatrics Hematology/Oncology	Professor	0.46	\$597	\$48,338	F
			1.00	\$1,291	\$104,587	
Warzak, William J	MMI Psychology	Psychologist	1.00	\$889	\$71,990	F
Weis, Andrew J	Int Med Cardiology	Assoc Professor	0.50	\$535	\$43,367	F
Weisenburger, Dennis D	Pathology/Microbiology	Professor	1.00	\$1,450	\$117,399	F
Wengel, Steven P	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,296	\$104,973	F
West, Cheryl R	CON-Parent-Child, Admin Ed & Science	Asst Professor	1.00	\$556	\$48,915	A
West, William W	Pathology/Microbiology	Assoc Professor	1.00	\$1,369	\$110,919	F
Westfall, Joan R	CON-Lincoln PAES	Asst Professor	1.00	\$563	\$56,861	Α
Westmoreland, Donna	CON-Parent-Child, Admin Ed & Science	Assoc Professor	1.00	\$1,205	\$81,566	F
Wheatley, Douglas H	Family Medicine	Assoc Professor	1.00	\$1,760	\$142,492	F
Wheelock, Margaret J	COD-Oral Biology	Professor/Cont	1.00	\$1,480	\$119,931	F
Wiggins, Shirley	CON-Lincoln PAES	Asst Professor	1.00	\$900	\$72,900	F
Wigton, Robert S	Dean College of Medicine	Assoc Dean	0.60	\$1,237	\$105,229	F
	Int Med General Medicine	Professor	0.40	\$823	\$66,636	F
			1.00	\$2,060	\$171,865	_
Wilczynski, Susan M	MMI Psychology	Director	1.00	\$800	\$61,800	F
Wilhelm, Susan L	CON-West Ne Division	Asst Professor/Hlth Prof	1.00	\$1,219	\$62,151	I
Willett, Gilbert M	Physical Therapy Education	Assoc Professor/Hlth Prof	1.00	\$862	\$69,799	I
Williams, Cheryl A	Radiology	Assoc Professor	0.50	\$4,918	\$54,098	I
Wilson, Margaret E	CON-Omaha	Assoc Professor	1.00	\$1,216	\$93,375	F
	CON-Omaha	Assoc Dean	0.00	\$0	\$5,000	F
			1.00	\$1,216	\$98,375	-
Wiltse, Hobart	Pediatrics Metabolism	Professor	0.05	\$0	\$5,000	F
Wilwerding, Laura F	Pediatrics General	Clinical Asst Prof	1.00	\$1,048	\$84,880	F
Windle, John R	Int Med Cardiology	Professor/Cont	1.00	\$1,716	\$138,983	F
Wisecarver, James Lowell	Pathology/Microbiology	Professor/Cont	1.00	\$1,310	\$106,088	F
Woehrer, Renee M	Int Med General Medicine	Asst Professor/Hlth Prof	0.13	\$98	\$7,957	H
Woelfl, Nancy N	Library of Medicine	Director	1.00	\$1,437	\$116,405	H
Woscyna, Glenda R	Medical Nutrition Education Div	Program Director/Med Nutr	0.60	\$551	\$44,574	I
	Medical Nutrition Education Div	Asst Professor	0.40	\$367	\$29,716	I
			1.00	\$918	\$74,290	
Wrenshall, Lucile E	Surgery	Assoc Professor/Hlth Prof	1.00	\$814	\$65,892	F
Wyatt, Todd A	Int Med Pulmonary	Asst Professor/Hlth Prof	0.43	\$971	\$32,088	F
Xiao, Hua	Eppley Institute	Asst Professor	1.00	\$2,500	\$75,528	
Xie, Feng	Int Med Cardiology	Research Asst Prof	1.00	\$625	\$50,639	
Xiong, Huangui	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$3,000	\$68,000	
Yam, Helen K	Library of Medicine	Asst Professor	1.00	\$713	\$57,758	
Yan, Ying	Eppley Institute	Research Asst Prof	1.00	\$552	\$44,677	F
Yates, Bernice Christophe	CON-Niedfelt Nursing Research Center	Assoc Professor	1.00	\$1,171	\$84,807	F
rates, bermee emistophe	CON-Omaha	Assoc Dean	0.00	\$0	\$5,000	
	Cortoniana	Absole Dean	1.00	\$1,171	\$89,807	_
					-	
Yee, Gary C	COP Pharmacy Practice	Chairperson	0.60	\$864	\$79,996	
	COP Pharmacy Practice	Professor	0.40	\$576	\$46,664	_
			1.00	\$1,440	\$126,660	
Yonkers, Anthony J	Otol-Head and Neck Surgery	Professor	1.00	\$1,699	\$137,654	F
Young, David H	Surgery	Assoc Professor	0.50	\$500	\$40,500	
Young, Renee L	Int Med GI	Assoc Professor	1.00	\$1,170	\$94,749	F

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Zetterman, Rowen K	Int Med GI	Professor	0.40	\$639	\$51,729	FY
	Dean College of Medicine	Assoc Dean	0.00	\$0	\$6,000	FY
			0.40	\$639	\$57,729	_
Zhan, Guilin	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$686	\$55,572	FY
Zhao, Yong	Surgery	Asst Professor/Hlth Prof	1.00	\$754	\$61,100	FY
Zhen, Weining	Radiation Oncology	Assoc Professor/Hlth Prof	1.00	\$1,084	\$87,808	FY
Zheng, Jialin	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$7,600	\$70,000	FY
Zimmerman, Lani M	CON-Adult Health & Illness Dpt	Chairperson	0.60	\$821	\$62,468	FY
	CON-Omaha	Professor/Cont	0.40	\$548	\$39,647	FY
	CON-Lincoln	Asst Dean	0.00	\$0	\$2,000	FY
			1.00	\$1,369	\$104,115	-
Zucker, Irving H	Physiology/Biophysics	Chairperson	0.55	\$1,242	\$105,515	FY
	Physiology/Biophysics	Professor	0.40	\$900	\$72,883	FY
	Physiology/Biophysics	Theodore F Hubbard MD Chair/Cardiovascu	0.05	\$99	\$8,000	FY
			1.00	\$2,241	\$186,398	
Zukaitis, John A	Anesthesiology	Asst Professor	1.00	\$0	\$89,899	FY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Adcock, Phyllis K	Teacher Education	Asst Professor	1.00	\$1,349	\$49,267	I
Adidam, Phani T	Marketing and Management	Assoc Professor	1.00	\$2,711	\$79,786	I
	Marketing and Management	Named Chair	0.00	\$0	\$5,000	I
			1.00	\$2,711	\$84,786	
Adkins, Randall E	Political Science	Assoc Professor	1.00	\$4,245	\$46,290	A
Akers, James C	Special Education Comm Disorders	Assoc Professor	1.00	\$1,624	\$65,018	1
Ali, Hesham H	College of Info Science and Tech	Associate Dean for Academic Affairs	1.00	\$2,334	\$119,018]
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$30,000	
			1.00	\$2,334	\$149,018	
Allen, Chris W	Communication	Assoc Professor	1.00	\$1,498	\$51,484	
Ambrose, David M	Marketing and Management	Professor	1.00	\$2,377	\$100,683	
Anderson, Amy L	Criminal Justice	Asst Professor	1.00	\$0	\$46,000	
Anderson, Debra K	Social Work	Asst Professor	1.00	\$1,504	\$46,504	
Anderson, Jessiline	Psychology	Asst Professor	1.00	\$1,136	\$45,274	
Andrew, Diane Moore	Foreign Languages	Asst Professor	0.50	\$755	\$29,980	
Andrews, Sunny	Social Work	Director, School	0.60	\$1,799	\$69,441	
	Social Work	Professor	0.40	\$1,199	\$43,094	
			1.00	\$2,998	\$112,535	_
Anstey, John R	Marketing and Management	Assoc Professor	1.00	\$1,578	\$65,643	
Antlfinger, Ann	Biology	Professor	1.00	\$1,672	\$62,068	
Arav, Rami	International Programs	Asst Professor	1.00	\$1,554	\$51,418	
	International Programs	Director	0.00	\$0	\$6,921	
			1.00	\$1,554	\$58,339	
Arbelaez, Maria	History	Assoc Professor	1.00	\$4,242	\$50,645	
Armitage, Jack L	Department of Accounting	Assoc Professor	1.00	\$2,636	\$97,798	
	Department of Accounting	Named Chair	0.00	\$0	\$5,500	
			1.00	\$2,636	\$103,298	-
Austin, William P	Teacher Education	Asst Professor	1.00	\$1,289	\$51,613	
Azadmanesh, M H	Computer Science	Professor	1.00	\$6,698	\$90,172	
Bacon, Nora Anne	English	Assoc Professor	1.00	\$4,316	\$49,383	
Bacon, Walter M	Political Science	Professor	1.00	\$1,696	\$65,026	
Bailey, Ella Jane	University Library	Assoc Professor	1.00	\$1,814	\$66,317	
-	University Library	Chairperson	0.00	\$0	\$7,500	
			1.00	\$1,814	\$73,817	-
Bales, W Kenton	Music	Professor	1.00	\$1,587	\$62,274	
Barnes, Paul E	Counseling	Asst Professor	1.00	\$1,275	\$44,266	
Barnett, Alva	Social Work	Assoc Professor	1.00	\$1,511	\$62,383	
Barone, Timi Lynne	Sociology	Assoc Professor	1.00	\$4,347	\$50,440	
Barron-McKeagney, Theresa	Social Work	Assoc Professor	1.00	\$1,682	\$61,171	
Bartle, John R	Public Administration	Assoc Professor	1.00	\$1,771	\$65,954	
Batton Smith, Candice L	Criminal Justice	Asst Professor	1.00	\$1,315	\$51,571	
Baum, Donald N	Economics	Assoc Professor	1.00	\$1,984	\$77,734	
Behrns, Patrick C	Football	Head Football Coach	0.85	\$1,151	\$66,946	
	Health Physical Educ & Recreation	Instructor	0.15	\$197	\$11,457	
	-		1.00	\$1,348	\$78,403	
Belck, Nancy	Office of the Chancellor	Chancellor	1.00	\$0	\$176,800	
Benjamin-Alvarado, Jonathan C	Political Science	Asst Professor	1.00	\$1,239	\$43,032	
Bennett, Natalie D A	Sociology	Asst Professor	1.00	\$1,261	\$46,825	
Berg, Kris E	Health Physical Educ & Recreation	Professor	1.00	\$2,258	\$87,458	
a)	Music	Asst Professor	1.00	\$3,814	\$57,150	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	A
Bernier, Robert E	Nebraska Business Development Center	Assistant Dean	1.00	\$2,318	\$118,257	
Bertinetti, Joseph F	Counseling	Assoc Professor	1.00	\$1,452	\$58,507	
Betanabhatla, Jayaram	Physics	Assoc Professor	1.00	\$1,428	\$52,946	
Bingham, Shereen G	Communication	Assoc Professor	1.00	\$1,609	\$58,584	
Bishop, Michael Peter	Geography/Geology	Assoc Professor	1.00	\$2,087	\$73,002	
	Geography/Geology	Director	0.00	\$0	\$10,000	
Blair, Robert F	Public Administration	Assoc Professor	1.00 1.00	\$2,087 \$1,679	\$83,002 \$62,092	
,	Health Physical Educ & Recreation	Director, School	0.48	\$1,164	\$43,739	
Blanke, Daniel	Health Physical Educ & Recreation	Assoc Professor	0.48	\$776	\$45,759	
	Campus Recreation	Director	0.32	\$770 \$485	\$27,559	
	Campus Recleation	Director	1.00	\$485	\$19,023	
Digale William I	Dhilosophy & Doligion	Professor	1.00	\$1,848	\$73,372	
Blizek, William L	Philosophy & Religion Black Studies	Assoc Professor		-		
Boamah-Wiafe, Daniel			1.00	\$1,473	\$55,153	
Bonner, Michael L	Psychology	Asst Professor Professor	1.00	\$1,259	\$51,259	
Boss, Judith Bouchen Lies Diane	English	Assoc Professor	1.00	\$1,271 \$4,371	\$61,199	
Boucher, Lisa Diane	Biology History	Asst Professor	1.00	-	\$50,588 \$44,120	
Boulby, Marion J W	Aviation Institute	Asst Professor Professor	1.00	\$1,260 \$2,821	\$44,129	
Bowen, Brent	Aviation Institute	Director/Chair	1.00 0.00	\$2,831 \$0	\$90,874 \$19,800	
	Aviation Institute	Endowed Professorship	0.00	\$0 \$0	\$19,800	
	Aviation institute	Endowed Professorship	1.00	\$2,831	\$144,674	
Dem Diskand C	Dublic Administration	Desferrer		-	-	
Box, Richard C	Public Administration	Professor	1.00	\$2,063	\$78,240	
Boyer, Janice Sue	University Library	Dean	1.00	\$2,196	\$109,190	
Bradshaw, Laurence	Art and Art History	Professor	1.00	\$1,437	\$66,836	
Bragg, Thomas B	Biology	Professor	1.00	\$1,494	\$70,665	
	Graduate College Academic Affairs	Dean Assoc Vice Chancellor for	0.00 0.00	\$0 \$0	\$3,600 \$3,600	
	Academic Analis	Research			-	
			1.00	\$1,494	\$77,865	
Bramlett, Franklin E	English	Asst Professor	1.00	\$1,271	\$44,207	
Brasile, Frank M	Health Physical Educ & Recreation	Professor	1.00	\$1,539	\$62,906	
Breaux, Richard	Black Studies	Asst Professor	1.00	\$0	\$45,000	
Bridgeford, Tracy B	English	Asst Professor	1.00	\$1,265	\$44,046	
Brown, Dorian L	Black Studies	Asst Professor	1.00	\$1,289	\$46,289	
Brown, Joseph S	Psychology	Assoc Professor	1.00	\$1,359	\$55,997	
Brown, Samuel L	Public Administration	Asst Professor	1.00	\$2,008	\$75,954	
Buchanan, Thomas C	History	Asst Professor	1.00	\$1,438	\$43,726	
Buck, James R	University Affairs & Communication	Vice Chancellor	1.00		\$175,000	
Bykerk, Loree	Political Science	Professor	1.00	\$1,590	\$59,900	
Caniglia, Joseph A	Special Education Comm Disorders Women's Basketball	Assoc Professor Head Basketball Coach	1.00	\$1,626	\$63,782	
Carlsen, Lisa M			0.79	\$828 \$222	\$48,126	
	Health Physical Educ & Recreation	Instructor	0.21	\$222	\$12,924 \$61,050	
Carlson, Robert E	Communication	Professor	1.00	\$1,649	\$59,959	
Carrico, Gary L	Business and Finance	Vice Chancellor	1.00	\$1,049	\$139,300	
Carroll, James Allen	Chemistry	Chairperson	0.60	\$926	\$36,846	
carrony vanies raten	Chemistry	Assoc Professor	0.40	\$618	\$22,164	
			1.00	\$1,544	\$59,010	
			1.50	,	429,010	
Carroll, Michael	Goodrich	Assoc Professor	1.00	\$4,424	\$52,959	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Casas, Juan F	Psychology	Asst Professor	1.00	\$1,134	\$45,208	A
Cast, Melissa A	University Library	Asst Professor	1.00	\$1,590	\$49,485	F
Cederblom, Jerry B	Goodrich	Chairperson	0.60	\$1,247	\$47,897	A
	Goodrich	Professor	0.40	\$832	\$30,132	A
			1.00	\$2,079	\$78,029	
Chase, Bruce A	Biology	Professor	1.00	\$1,605	\$58,835	
Chen, Dora Wu	Teacher Education	Asst Professor	1.00	\$1,461	\$49,512	A
Chen, Zhengxin	Computer Science	Professor	1.00	\$2,169	\$80,844	Α
Chrisman, Robert	Black Studies	Chairperson	0.60	\$1,258	\$52,066	A
	Black Studies	Professor	0.40	\$839 \$2,097	\$32,911	A
Christensen, John	College of Education	Dean	1.00	\$2,097 \$0	\$117,917	F
	Computer Science	Asst Professor	1.00	\$2,039	\$84,039	A
Chundi, Parvathi	Political Science	Professor	1.00	\$2,039 \$1,700		A
Chung, Joong-Gun Clausson, Constance I	Intercollegiate Athletics	Assistant Director	0.10	\$1,700	\$67,637 \$6,000	A
Claussen, Constance J Clute, William	Sociology	Professor	1.00	\$0 \$1,765	\$0,000	A
Co, Catherine Y	Economics	Assoc Professor	1.00	\$2,220	\$73,805	A
Co, Catherine ¥ Conway, David F	Special Education Comm Disorders	Chairperson	0.60	\$2,220 \$740	\$75,805	A
Conway, David F	-	Assoc Professor	0.60	\$740 \$493	\$25,163	A
	Special Education Comm Disorders	Assoc Piolessol	1.00	\$1,233	\$66,507	_
Copple III, Sumner Edward	Department of Accounting	Assoc Professor	1.00	\$2,481	\$90,666	A
Corbin, David	Health Physical Educ & Recreation	Professor	1.00	\$1,729	\$64,398	A
Corcoran, William J	Economics	Assoc Professor	1.00	\$1,665	\$69,817	A
Coufal, Kathy L	Special Education Comm Disorders	Professor	1.00	\$5,828	\$61,377	A
Coyne, Ann	Social Work	Professor	1.00	\$1,675	\$70,288	А
Craiger, J Philip	Computer Science	Assoc Professor	1.00	\$2,059	\$75,577	A
Curtiss, Pamela M	Educational Admin/Supervision	Assoc Professor	1.00	\$0	\$63,500	A
Czarnecki, James	Art and Art History	Professor	1.00	\$1,364	\$58,608	A
Dando, Christina E	Geography/Geology	Asst Professor	1.00	\$1,199	\$43,199	А
Danenhauer, Robert	Intercollegiate Athletics	Director	1.00	\$4,300	\$95,000	F
Danielson, Kathleen E	Teacher Education	Professor	1.00	\$1,751	\$63,482	A
,	Teacher Education	Named Chair	0.00	\$0	\$3,000	A
			1.00	\$1,751	\$66,482	-
Danielson, Lana M	Teacher Education	Assoc Professor	1.00	\$1,419	\$52,419	А
Dappen, Leon D	Educational Admin/Supervision	Asst Professor	1.00	\$1,497	\$53,857	A
Darnell, Debra J	Music	Asst Professor	1.00	\$4,104	\$41,000	A
Dasgupta, Prithviraj (Raj)	Computer Science	Asst Professor	1.00	\$2,257	\$79,206	A
Davis, Sidney A	ISQA	Assoc Professor	1.00	\$4,962	\$72,358	A
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	А
			1.00	\$4,962	\$94,358	
Day, Gary	Art and Art History	Professor	1.00	\$1,607	\$63,215	А
De Vreede, Gerardus J	ISQA	Professor	1.00	\$3,078	\$123,078	A
Decker, Christopher S	Economics	Asst Professor	1.00	\$2,039	\$72,706	A
Deffenbacher, Kenneth A	Psychology	Chairperson	0.60	\$1,246	\$55,789	A
	Psychology	Professor	0.40	\$831	\$34,793	A
			1.00	\$2,077	\$90,582	
egraw, William A	Biology	Chairperson	0.60	\$1,241	\$50,166	Α
Degraw, william A	Biology	- · · F · · ·				

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Deichert, Jerome A	Center for Public Affairs Research	Director/Chair	0.60	\$1,215	\$47,035	F
	Center for Public Affairs Research	Senior Research Associate	0.40	\$810	\$28,956	F
			1.00	\$2,025	\$75,991	
Delone, Gregory J	Criminal Justice	Asst Professor	1.00	\$1,204	\$47,204	A
Delone, Miriam A	Criminal Justice	Assoc Professor	1.00	\$1,464	\$54,417	A
	Criminal Justice	Coordinator	0.00	\$0	\$3,000	A
			1.00	\$1,464	\$57,417	
Denbeck, Debra J	Intercollegiate Athletics	Associate Director	1.00	(\$1,945)	\$75,000	F
Dendinger, Donald	Social Work	Professor	0.50	\$980	\$37,270	А
Denney, Micheal	Wrestling	Head Wrestling Coach	0.60	\$658	\$38,266	А
.,	Health Physical Educ & Recreation	Instructor	0.40	\$439	\$25,551	А
	,		1.00	\$1,097	\$63,817	-
Desmarais, Michele M	Philosophy & Religion	Asst Professor	1.00	\$0	\$44,000	А
Diamond, Arthur M	Economics	Professor	1.00	\$2,222	\$83,301	A
Diamonu, Artinur M	Economics	Named Chair	0.00	\$2,222	\$5,000	A
	Leonomies	Numed Chan	1.00	\$2,222	\$88,301	
		D. C.		-	-	
Dick, James	Teacher Education	Professor	1.00	\$1,641	\$68,556	A
Dickson, Laura K	University Library	Assoc Professor	1.00	\$1,132	\$54,508	F
Downing, J Scott	Mathematics	Professor	1.00	\$1,911	\$76,341	A
D'Souza, Henry J	Social Work	professor	1.00	\$5,799	\$63,998	A
Dufner, Donna L	ISQA	Assoc Professor	1.00	\$5,306	\$76,373	A
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	A
			1.00	\$5,306	\$98,373	
Duggin, Richard C	Writer's Workshop	Professor	1.00	\$2,134	\$76,843	А
Dwyer, Karen Kangas	Communication	Assoc Professor	1.00	\$1,608	\$52,951	А
Ebdon, Carol A	Public Administration	Assoc Professor	1.00	\$1,687	\$62,397	А
Edick, Nancy A	Teacher Education	Asst Professor	1.00	\$1,485	\$41,485	А
	College of Education	Executive Director	0.00	\$0 \$1,485	\$3,600	A
				-	-	
Edwards, Sarah K	Teacher Education	Asst Professor	1.00	\$1,279	\$45,863	A
Egan, Robert	Biology	Professor	1.00	\$1,927	\$74,369	A
Elder, Gove Griffith	Mathematics	Assoc Professor	1.00	\$1,543	\$56,152	A
Eldridge, Susan W	Department of Accounting	Asst Professor	1.00	\$2,111	\$90,111	A
Engelmann, George	Geography/Geology	Chairperson	0.60	\$987	\$38,781	A
	Geography/Geology	Professor	0.40	\$658	\$23,454	A
			1.00	\$1,645	\$62,235	
Erickson, John E	Marketing & Management	Asst Professor	1.00	\$0	\$85,000	A
Eskridge, Chris	Criminal Justice	Professor	1.00	\$1,658	\$65,029	A
Falconer Al-Hindi, Karen	College of Arts and Sciences	Director	1.00	\$1,673	\$62,927	A
Farhat, Hassan A	Computer Science	Professor	1.00	\$2,320	\$82,229	A
Farr, John T	Academic Affairs - Other	Associate Vice Chancellor	1.00	\$2,689	\$123,005	I
Fawcett, James D	Biology	Assoc Professor	1.00	\$1,702	\$63,540	A
Fiene, John L	Academic Affairs - Technology	Associate Vice Chancellor	1.00	\$2,880	\$120,290	I
File, Richard Garrison	Department of Accounting	Chairperson	0.60	\$1,590	\$66,026	А
	Department of Accounting	Professor	0.40	\$1,060	\$41,618	A
	Department of Accounting	Named Chair	0.00	\$0	\$10,000	
			1.00	\$2,650	\$117,644	
Fluckiger, Jarene	Teacher Education	Assoc Professor	1.00	\$1,502	\$51,487	А
Flynn, Christopher B	English	Asst Professor	1.00	\$1,206	\$41,206	А

Prench, Jeffrey A. Psychology Produsor 1.00 S1.617 S68.619 Frieds, Mary J. Special Education Comm Diardars Assoc Professor 1.00 S1.930 S49.566 Frieds, Nary J. Special Education Comm Diardars Assoc Professor 1.00 S1.930 S49.566 Frans, Newa G. Mathematici Assoc Professor 1.00 S1.947 S42.849 Frans, Newa G. Social Work Asta Professor 1.00 S1.943 S45.566 Farman, Richard C. Social Work Asta Professor 1.00 S1.945 S49.204 Garounble, II Department of Accounting Professor 0.06 S0 S3.508 S99.109 Garounble, II Department of Accounting Professor 0.06 S0 S3.509 S99.200 S9	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Processoring 100 51.47 578.439 Friche, Mary J Special Education Comm Disorders Assoc Professor 1.00 \$1.407 \$58.549 From, Stever G Mathematics Assoc Professor 1.00 \$1.958 \$85.565 Furnan, Richard C Social Work Ass1 Professor 1.00 \$1.243 \$85.565 Furnan, Richard C Social Work Ass1 Professor 1.00 \$1.243 \$84.9234 Garsomble, H Department of Accounting Professor 0.40 \$17.65 \$84.9234 Garsonigne, Caredyn E History Chaiperson 0.40 \$17.76 \$85.565 Garsonigne, Caredyn E Foreign Languages Chaiperson 0.40 \$81.957 Garsonigne, Caredyn E Foreign Languages Assoc Professor 1.00 \$1.620 \$87.943 Garson, Kenneth Biology Assoc Professor 1.00 \$1.14 \$97.345 Garson, Kenneth Biology Assoc Professor 1.00 \$1.14 \$97.355 Garson, Kenneth Biology & Rel	Psychology	Professor	1.00	\$1,617	\$68,439	A
Frick, Mary JSpecial Education Comm DiordersAssoc Prefessor1.00\$1,390\$89,500From, Steva GMahramisisAssoc Prefessor1.00\$1,647\$82,526Froman, Richard CSocial WorkAste Professor1.00\$10,80\$85,556Forman, Richard CSocial WorkAste Professor1.00\$10,80\$85,556Fan, Deanis ACommanicationAste Professor0.00\$1,32\$99,109Garver, BraceHistoryChaipenon0.40\$17,73\$82,324HistoryDatesor0.40\$17,73\$82,324HistoryNamed Chair0.00\$90\$30,000Too0.40\$51,79\$71,360Garse, Carodyn EForeign LanguagesAssoc Professor0.40\$17,70Foreign LanguagesAssoc Professor1.00\$1,620\$89,562Garse, KennethBiologyAssoc Professor1.00\$1,54\$47,333Geikas, KennethBiologyAssoc Professor1.00\$1,85\$53,057Gardenetic, Charter MHistoryAssoc Professor1.00\$1,85\$53,057Gardenetic, Charter RGeography/GoologyProfessor1.00\$1,82\$47,923Gardenetic, Charter RGeography/GoologyProfessor1.00\$1,82\$47,923Gardeneteev, Charter RGeography/GoologyProfessor1.00\$1,84\$47,323Gardeneteev, Charter RGeography/GoologyProfessor1.00\$1,84\$47,325 <td>Psychology</td> <td></td> <td></td> <td></td> <td></td> <td>A</td>	Psychology					A
From, Seven GMahematicsAssoc Professor1.00\$1,647\$82,240Fruhaing, An LComputer ScienceAsst Professor1.00\$1,248\$85,656Furnau, Richard CSocial WorkAsst Professor1.00\$1,248\$84,234Garsombk, HDepartmat of AccountingProfessor0.00\$1,076\$45,952Garsombk, HDepartmat of AccountingProfessor0.00\$1,076\$45,952HistoryProfessor0.00\$1,076\$51,000\$1,076\$51,070Gascoigne, Carolyn EForeign LanguagesAssoc Professor0.00\$1,076\$53,548Geneso, KennethBiologyAssoc Professor0.00\$1,525\$55,548Geneso, KennethBiologyAssoc Professor0.00\$1,525\$55,548Geneso, KennethBiologyAssoc Professor0.00\$1,525\$55,548Geneso, KennethBiologyAssoc Professor0.00\$1,525\$55,548Geneso, KennethBiologyAssoc Professor0.00\$1,525\$55,548Golder, Jerraine MBiologyAssoc Professor0.00\$1,555\$55,548Golder, Server, CarlyBiologyAssoc Professor0.00\$1,855\$57,852Gildersberee, Charles RGeography/GeologyProfessor0.00\$1,855\$57,852Gildersberee, Charles RGeography/GeologyProfessor0.00\$1,017\$48,983Gildersberee, Charles RGeography/GeologyProfessor0.00 <td></td> <td></td> <td>1.00</td> <td>\$1,617</td> <td>\$78,439</td> <td></td>			1.00	\$1,617	\$78,439	
Fraining, Ann LComputer ScienceAsst Professor1.00\$1.963\$55.555Forman, Richard CSocil WorkAsst Professor1.00\$1.93\$55.555Forman, Richard CCommunicationAsst Professor0.00\$1.93\$55.952Garsen, BruceHistoryProfessor0.00\$1.076\$15.952HistoryProfessor0.00\$1.077\$23.234Gasce, BruceForrigit LanguagesChairperson0.00\$3.90Forrigit LanguagesChairperson0.00\$3.90\$33.509Forrigit LanguagesChairperson0.00\$3.975\$57.355Galson, KennethBiologyAssoc Profesor1.00\$1.57\$57.354Galson, KennethBiologyAssoc Profesor1.00\$1.57\$57.355Galson, KennethBisloryAssoc Profesor1.00\$1.855\$57.855Galser, HollisCommunicationAssoc Profesor1.00\$1.855\$57.855Galser, HollisCommunicationAssoc Profesor1.00\$1.979\$77.154Galser, HollisCommunicationAssoc Profesor1.00\$1.855\$57.855Galser, HollisCommunicationAssoc Profesor1.00\$1.979\$77.154Galser, HollisCommunicationAssoc Profesor1.00\$1.979\$77.154Galser, HollisCommunicationAssoc Profesor1.00\$1.92\$77.157Galser, HollisCommunicationAssoc Profesor1.00\$1.21<	Special Education Comm Disorders	Assoc Professor	1.00	\$1,390	\$49,506	A
Furman, Richard CSocial WorkAsst Professor1.005.0055.4000Fus, Dennis ACommunicationAsst Professor0.0551.2655.90.20Garsombk, HADepartment of AccountingProfessor0.0651.0754.59.23Gasceigne, Carolyn EHistoryProfessor0.0651.0754.59.23HistoryNume Chair0.051.0753.20.24HistoryNume Chair0.051.0753.25.04Gasceigne, Carolyn EForeign LanguagesAssce Profesor0.051.0253.95.62Gerbavick, MacheHistoryAssce Profesor1.0051.8358.95.62Gerbavick, MacheHistoryAssce Profesor1.0051.8358.95.62Gerbavick, MacheHistoryAssce Profesor1.0051.8357.825Gakaramani, Bahador180,0Assce Profesor1.0051.8357.825Gidherskere, Charles RGeographyGeologyProfesor1.0051.8357.825Gidherskere, Charles RGeographyGeologyAssce Profesor1.0051.9357.825Gidherskere, Charles RGeographyGeologyAsst Profesor1.0051.9357.825Gidherskere, Charles RGeographyGeologyAsst Profesor1.0051.9357.815Gidherskere, Charles RGeographyGeologyAsst Profesor1.0051.9357.815Gidherskere, Charles RGeographyGeologyAsst Profesor1.0051.9357.815Gidhersker	Mathematics	Assoc Professor	1.00	\$1,647	\$62,240	А
Fus. Dennis A Garounkie, H Garounkie, H Department of Accounting ProfessorProfessor1.00\$1.28\$1.99Garver, Brace Gaver, Brace HistoryHistory HistoryProfessor0.00\$1.70\$28.234 \$3.000History HistoryProfessor0.00\$1.70\$3.50\$3.500Gasocigne, Caroly F 	Computer Science	Asst Professor	1.00	\$1,963	\$85,656	А
Garsomble, IIDepartment of AccountingProfessor0.0\$1,350\$39,109Garver, BraceHistoryProfessor0.40\$1,076\$456,592HistoryNamed Chair0.0\$10\$1,793\$77,145Gascoigne, Carolyn F.Foreign LanguagesChairperson0.0\$1,60\$19,793Gascoigne, Carolyn F.Foreign LanguagesChairperson0.0\$1,60\$19,979Toto\$1,576\$53,350\$59,562\$53,350Galou, KennechBiologyAssoc Professor1.00\$1,515\$53,057Garbaramani, BahadorHistoryAssoc Professor1.00\$1,515\$53,057Garbaramani, BahadorISQAAssoc Professor1.00\$1,835\$75,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,017\$48,933Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,017\$48,935Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,017\$48,935Garder, Armando RForeign LanguagesAsst Professor1.00\$1,017\$48,935Garder, CarlyDininer, Charles RGeography/GeologyProfessor1.00\$1,02\$44,900Gascaler, Armando RForeign LanguagesAsst Professor1.00\$1,02\$44,900Gascaler, Carlyn PDininer, Charles RGeography/GeologyProfessor1.00\$1,02\$44,900Gascaler, Armando RForeign LanguagesAsse P	Social Work	Asst Professor	1.00	\$0	\$54,000	А
Garver, BruceHistoryChairperson0.00\$1,07\$45,952HistoryNamed Chair0.00\$717\$23,234Gascoigne, Carolyn E.Foreign LanguagesChairperson0.00\$946\$33,500Gascoigne, Carolyn E.Foreign LanguagesAssoc Professor0.00\$1,673\$57,7186Geits, Lorraise M.BiologyAssoc Professor1.00\$1,574\$53,548Geits, Lorraise M.HistoryAssoc Professor1.00\$1,514\$47,333Gaker, Charles R.Geography/GeologyProfessor1.00\$1,855\$57,825Gidersleeve, Charles R.Geography/GeologyProfessor1.00\$1,835\$57,825Gidersleeve, Charles R.Geography/GeologyProfessor1.00\$1,835\$57,825Gotterslee CollComunicationAssoc Professor1.00\$1,835\$57,825Gidersleeve, Charles R.Geography/GeologyProfessor1.00\$1,835\$57,825Gotterslee CollProfessor1.00\$1,835\$57,825Gotterslee, CollProfessor1.00\$1,835\$57,825Gotterslee, CollProfessor1.00\$1,835\$57,825Gidhersleeve, Charles R.Geography/GeologyProfessor1.00\$1,835\$57,825Gotterslee, CollPhilosophy & ReligionAsst Professor1.00\$1,835\$52,926Gotterslee, CollProfessor1.00\$1,828\$41,825\$41,825Gotterslee, CollPhylics <td< td=""><td>Communication</td><td>Asst Professor</td><td>1.00</td><td>\$1,248</td><td>\$49,234</td><td>A</td></td<>	Communication	Asst Professor	1.00	\$1,248	\$49,234	A
HistoryProfesor0.40\$717\$28,234HistoryNamed Chair0.00\$0\$30\$30,00Gascoigne, Carolyn F.Foreign LanguagesChairperion0.60\$946\$33,569Golsso, KennethBiologyAssoc Profesor1.00\$1,520\$59,562Gorlsso, KennethBiologyAssoc Profesor1.00\$1,514\$47,383Geikso, KennethBiologyAssoc Profesor1.00\$1,514\$47,383Geike, Lorraine MHistoryAssoc Profesor1.00\$1,515\$53,637Gaharanani, RahadorISQAAssoc Profesor1.00\$1,815\$77,825Gaharanani, RahadorBiologyPorfesor1.00\$1,815\$78,825Gildersleve, Charles RGeography/GeologyPorfesor1.00\$1,959\$75,159Gildersleve, Charles RGeography/GeologyPorfesor1.00\$1,07\$48,903Gassenan, Gregory DUniversity LibraryAst Profesor1.00\$1,141\$45,119Gourale, Armando RForeign LanguagesAst Profesor1.00\$1,24\$44,125Gourale, Armando RForeign LanguagesAst Profesor1.00\$1,24\$44,125Gourale, Armando RForeign LanguagesAst Profesor1.00\$1,24\$44,125Gourale, Armando RForeign LanguagesAst Profesor1.00\$1,24\$44,125Gourale, ControNone Profesor1.00\$1,25\$27,807Gourale, ControProfesor	Department of Accounting	Professor	0.50	\$1,350	\$59,109	A
HistoryNamed Chair0.0\$0\$3,000Ioo\$1,793\$77,136Gascoigne, Carolyn EForeign LangungesChairperson0.60\$946\$33,569Foreign LangungesAssoc Professor1.00\$1,57\$55,548Geluso, KennethBiologyAssoc Professor1.00\$1,514\$47,383Gershorieth, MosheHistoryAssoc Professor1.00\$1,315\$55,307Ghahrannai, BahadorISOAAssoc Professor1.00\$1,355\$53,007Ghahrannai, BahadorISOAAssoc Professor1.00\$1,355\$57,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,835\$97,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,917\$48,983Genster, HollisComminationAssoc Professor1.00\$1,917\$48,983Genster, HollisComminationAssoc Professor1.00\$1,835\$57,825Goutrier, ThomasInternational Studies and ProgramsDean1.00\$1,245\$5111,955Gourdier, Armando RForeign LangungesAsst Professor1.00\$1,245\$5119,55Gourdier, LourdesSociologyAssoc Professor1.00\$1,245\$512,807Gourdier, LourdesSociologyAssoc Professor1.00\$1,245\$519,113Gourdier, Kenty PrankTencher EducationProfessor1.00\$1,245\$52,807Grangenett, Nealy PrankTencher Education <t< td=""><td>History</td><td>Chairperson</td><td>0.60</td><td>\$1,076</td><td>\$45,952</td><td>A</td></t<>	History	Chairperson	0.60	\$1,076	\$45,952	A
Gascoigne, Carolyn EForeign Languages Foreign LanguagesChairperson0.00\$1,793\$57,186Gascoigne, Carolyn EForeign LanguagesAssoc Professor0.40\$630\$19,979Carbavich, MosheBiologyAssoc Professor1.00\$1,620\$59,562Gerksovich, MosheHistoryAssoc Professor1.00\$1,514\$47,383Geick, Lorraine MHistoryAssoc Professor1.00\$1,353\$53,087Ghahramani, BahadorISQAAssoc Professor1.00\$1,353\$57,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,850\$7,8159Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$7,8159Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$7,8159Gildersleeve, Charles RGeography/GeologyAssoc Professor1.00\$1,950\$7,8159Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,900Gaser, HollisCommunicationAssoc Professor1.00\$1,212\$44,982Gourie, LourdesSociologyAsst Professor1.00\$1,212\$44,182Gourie, LourdesSociologyAssoc Professor1.00\$1,212\$44,182Gourie, LourdesSociologyProfessor1.00\$1,214\$45,214Granham, Robert MPhysicsProfessor1.00\$1,224\$52,049Granham, Robert MPhysics <t< td=""><td>History</td><td>Professor</td><td>0.40</td><td>\$717</td><td>\$28,234</td><td>A</td></t<>	History	Professor	0.40	\$717	\$28,234	A
Gasesigne, Carolyn E Foreign LanguagesForeign LanguagesChairperson0.60\$946\$33.569Galoso, Kenneth BiologyBiologyAssoc Professor0.40\$630\$19.979L00\$11,570\$53.548Gesto, Lorraine MHistoryAssoc Professor1.00\$11,514\$47,383Gesto, Lorraine MHistoryAssoc Professor1.00\$13,515\$550.572Ghahramani, BahadorISOAAssoc Professor1.00\$13,515\$578.257Gildersleeve, Charles RGeography/GeologyProfessor1.00\$14,355\$97.825Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$1,910\$76,159Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$1,917\$48,983Gonziele, Armando RForeign LanguagesAsst Professor1.00\$1,917\$48,983Gonziele, Armando RForeign LanguagesAsst Professor1.00\$1,828\$56,192Gonziele, HamitoniaStoci Professor </td <td>History</td> <td>Named Chair</td> <td>0.00</td> <td>\$0</td> <td>\$3,000</td> <td>A</td>	History	Named Chair	0.00	\$0	\$3,000	A
Foreign LanguagesAssoc Professor0.40\$630\$19,979Geluso, KennethBiologyAssoc Professor1.00\$1,576\$55,548Gentsovich, MosheHistoryAssoc Professor1.00\$1,620\$59,562Gershovich, MosheHistoryAssoc Professor1.00\$1,555\$53,057Ghahramani, BahadorISQAAssoc Professor1.00\$1,835\$57,825College of Info Science and TechEndowed Faculty0.00\$0\$22,200Ididersiteeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gildersiteeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gildersiteeve, Charles RGeography/GeologyProfessor1.00\$1,01\$44,983Gossman, Gregory DUniversity LibraryAsst Professor1.00\$1,12\$44,983Gorate, Armando RForeign LanguagesAsst Professor1.00\$1,24\$45,510Gorate, Armando RForeign LanguagesAsst Professor1.00\$1,141\$45,510Gorater, ThomasInternational Studies and ProgramsDean1.00\$1,24\$45,264Grans, Laura WPhysicsProfessor1.00\$1,21\$45,913Greer, Donal LHealth Physical Educ & RecreationAssoc Professor1.00\$1,22\$45,264Grans, Laura WPhilosophy & ReligionAsst Professor1.00\$1,23\$57,133Gorater, ThomasTiecher EducationProfessor			1.00	\$1,793	\$77,186	-
Foreign LanguagesAssoc Professor0.40\$630\$19,979Geluso, KennethBiologyAssoc Professor1.00\$1,576\$55,548Gentsovich, MosheHistoryAssoc Professor1.00\$1,620\$59,562Gershovich, MosheHistoryAssoc Professor1.00\$1,555\$53,057Ghahramani, BahadorISQAAssoc Professor1.00\$1,835\$57,825College of Info Science and TechEndowed Faculty0.00\$0\$22,200Ididersiteeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gildersiteeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gildersiteeve, Charles RGeography/GeologyProfessor1.00\$1,01\$44,983Gossman, Gregory DUniversity LibraryAsst Professor1.00\$1,12\$44,983Gorate, Armando RForeign LanguagesAsst Professor1.00\$1,24\$45,510Gorate, Armando RForeign LanguagesAsst Professor1.00\$1,141\$45,510Gorater, ThomasInternational Studies and ProgramsDean1.00\$1,24\$45,264Grans, Laura WPhysicsProfessor1.00\$1,21\$45,913Greer, Donal LHealth Physical Educ & RecreationAssoc Professor1.00\$1,22\$45,264Grans, Laura WPhilosophy & ReligionAsst Professor1.00\$1,23\$57,133Gorater, ThomasTiecher EducationProfessor	Foreign Languages	Chairperson	0.60	\$946	\$33,569	А
John StrikeJohn StrikeGeluso, KennethBiologyAssoc Professor1.00\$1,620\$59562Gershovich, MosheHistoryAssoc Professor1.00\$1,134\$47,383Geisk, Lorraine MHistoryAssoc Professor1.00\$1,355\$53,307Ghahramani, BahadorISQAAssoc Professor1.00\$1,835\$575,825College of Info Science and TechEndowed Faculty0.00\$0\$52,2000Ioo\$1,835\$577,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,835\$577,825Gilmere, CodyPhilosophy & ReligionAsst Professor1.00\$1,950\$76,159Gilmere, CodyUniversity LibraryAsst Professor1.00\$1,017\$48,983Goazle, Armando RForeign LanguagesAsst Professor1.00\$1,528\$56,192Gourdier, ThomasInternational Studies and ProgramsDean1.00\$1,528\$55,192Graham, Robert MPhysicsChaipperson0.60\$1,141\$45,310Philosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Neuly FrankTeacher EducationProfessor1.00\$1,210\$51,977Grandgenett, Raymond APhysicsProfessor1.00\$1,210\$51,913Gouveit, LourdeGenogenett, ScienceAsst Professor1.00\$2,465\$57,113Grandsenett, Raymond APhysicsProfessor1.00\$1,210\$51,97	0 0 0	1				A
Gluso, KennethBiologyAssoc Professor1.00\$1,62\$59,52Gershovich, MosheHistoryAssoc Professor1.00\$1,514\$47,383Goick, Lorraine MHistoryAssoc Professor1.00\$1,355557,3057Glahramani, BahadorISQAAssoc Professor1.00\$1,835578,825College of Info Science and TechEndowed Faculty0.00\$0\$22,000International Science and TechEndowed Faculty0.00\$0\$44,000Glanore, CodyPhilosophy & ReligionAsst Professor1.00\$1,017\$48,983Gorsalec, Armando RForeign LanguagesAsst Professor1.00\$1,182\$47,725Gourier, ThomasInternational Studies and ProgramsDean1.00\$2,438\$47,275Gourier, ThomasInternational Studies and ProgramsDean1.00\$1,264\$45,310PhysicsOsciologyAssoc Professor1.00\$1,264\$45,310PhysicsPhysicsChairperson0.60\$1,41\$45,310Grandgnett, Nealy FrankPhysicsProfessor1.00\$1,224\$45,244Grandgnett, Nealy FrankHeachir Physical Educ & RecreationAssoc Professor1.00\$1,224\$45,244Grandgnett, Nealy FrankPhysicsProfessor0.00\$1,355\$52,698Greer, Donal LHealth Physical Educ & RecreationAssoc Professor1.00\$1,24\$45,244Grandgnett, Nealy FrankMacherig and Management <td< td=""><td></td><td></td><td></td><td></td><td></td><td>-</td></td<>						-
Gershovich, Moshe History Assoc Professor 1.00 \$1.514 \$47,383 Gesick, Lorraine M History Assoc Professor 1.00 \$1.355 \$53,367 Ghahramani, Bahador ISQA Assoc Professor 1.00 \$1.355 \$57,825 Gildersieeve, Charles R Geography/Geology Professor 1.00 \$1,835 \$97,825 Gildersieeve, Charles R Geography/Geology Professor 1.00 \$1,950 \$76,159 Gilmerc, Cody Philosophy & Religion Asst Professor 1.00 \$1,017 \$48,983 Geser, Hollis Communication Assoc Professor 1.00 \$1,017 \$48,983 Goesman, Gregory D University Library Asst Professor 1.00 \$1,182 \$44,182 Gourialez, Armando R Foreign Languages Asst Professor 1.00 \$2,438 \$47,275 Gouralez, Armando R Foreign Languages Asst Professor 1.00 \$1,182 \$44,182 Gourient, Lourdes Sociology Assoc Professor 1.00 \$1,284 \$45,130 Granam, Robert M Physics Chairperson 0.00 \$1,141 \$45,310 Physics Professor 1.00 \$1,282 \$55,192 Granam, Robert M Physics Chairperson 0.00 \$1,216 \$27,807 1.00 \$1,224 \$45,210 Grandgenett, Nealy Frank Teacher Education Professor 1.00 \$1,216 \$51,977 Guenther, Raymond A Physics Professor 1.00 \$1,210 \$15,197 Grandgenett, Nealy Frank Teacher Education Professor 1.00 \$1,210 \$51,977 Guenther, Raymond A Physica Educ & Recreation Assoc Professor 1.00 \$1,210 \$51,977 Guenther, Raymond A Physica Educ & Recreation Assoc Professor 1.00 \$1,210 \$51,977 Guenther, Raymond A Physica Educ & Recreation Assoc Professor 1.00 \$1,210 \$51,977 Guenther, Raymond A Physica Educ & Recreation Assoc Professor 1.00 \$2,468 \$110,313 Hafer, John C Marketing and Management Assoc Professor 1.00 \$2,468 \$110,313 Hagen, Janes Chemistry Professor 1.00 \$2,644 \$42,265 Harrington, Jeanne M Teacher Education Assoc Professor 1.00 \$2,644 \$42,265 Harrington, Secit A Courseling Amangement Assoc Professor 1.00 \$2,645 \$87,438 Harren, John C Marketing and Management Assoc Professor 1.00 \$2,646 \$452,250 Harrington, Jeanne M Teacher Education As	D : 1				-	
Gesick, Lorraine M Ghhramani, BahadorHistoryAssoc Professor1.00\$1,355\$53,057Ghhramani, BahadorISQAAssoc Professor1.00\$1,855\$75,825Gideer of Info Science and TechEndowed Faculty0.00\$0\$22,000International Science and TechEndowed Faculty0.00\$1,085\$97,825Gidersleeve, Charles RGeography/GeologyProfessor1.00\$1,07\$48,983Gimare, CodyPhilosophy & ReligionAsst Professor1.00\$1,017\$48,983Gonzlez, Armando RForoign LanguagesAsst Professor1.00\$1,12\$44,182Gouriere, ThomasInternational Studies and ProgramsDean1.00\$1,224\$55,192Guriere, ThomasInternational Studies and ProgramsDean1.00\$1,224\$45,192Graham, Robert MPhysicsChaiperson0.60\$1,141\$45,310PhysicsProfessor1.00\$1,224\$45,246Granet, ArmanyPhysicsProfessor1.00\$1,225Granet, Laura WPhysicsProfessor0.50\$390\$53,518Guerer, Donald LHealth Physical Educ & RecreationAsst Professor1.00\$1,210\$51,971Guenther, Raymond APhysicsProfessor0.50\$390\$53,518Guo, HaifengComputer ScienceAsst Professor1.00\$1,622\$62,280Guenther, Raymond APhysical Educ & RecreationAsst Professor1.00\$2,648<				-		A
Gaharamani, BahadorISQ.AAssoc Professor1.00\$1,835\$575,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,835\$577,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$1,017\$48,983Gessman, Gregory DUniversity LibraryAsst Professor1.00\$1,182\$44,000Goureia, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,182Goureia, LourdesSociologyAssc Professor1.00\$1,248\$56,192Graham, Robert MPhysicsChairperson0.00\$1,41\$45,310PhysicsProfessor1.00\$1,264\$56,192Grangenett, Nealy FrankTeacher EducationProfessor1.00\$1,264\$45,264Grangenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Grangenett, Nealy FrankTeacher EducationProfessor0.00\$2,455\$17,917Guenter, Raymond APhysicsProfessor0.00\$1,244\$45,264Grangenett, Nealy FrankTeacher EducationAssoc Professor1.00\$1,264\$45,264Grangenett, Raymond APhysicsProfessor0.00\$2,455\$87,488Gue, HafengComputer ScienceAsst Professor0.00\$1,210\$51,971Gue, HafengComputer ScienceAsst Professor0.0	-			-		A
College of Info Science and TechEndowed Faculty0.0050522,0001.00\$1,835\$97,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$1,017\$48,983Gessman, Gregory DUniversity LibraryAsst Professor1.00\$1,182\$44,182Gouriers, ThomasInternational Studies and ProgramsDean1.00\$1,528\$56,192Graham, Robert MPhysicsChairperson0.60\$1,528\$56,192Grans, Laura WPhilosophy & ReligionAsst Professor1.00\$1,243\$45,310PhysicsProfessor0.40\$761\$27,807Carangeett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,972Goureint, Raymond APhysicsProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,465\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,445\$564,983Gou, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,465\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,465\$51,973Guenther, Raymond APhysicsProfessor1.00\$2,465\$51,977Guenther, Raymond APhysicsProfessor	-					A
Index\$1,835\$97,825Gildersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$10\$14,000Glaser, HollisCommunicationAssoc Professor1.00\$1,017\$48,983Geossman, Gregory DUniversity LibraryAsst Professor1.00\$1,182\$44,182Gouttierre, ThomasInternational Studies and ProgramsDean1.00\$1,528\$56,192Garaham, Robert MPhysicsChaiperson0.60\$1,141\$45,310PhysicsProfessor1.00\$1,264\$45,264Grandgnett, Nealy FrankTeacher EducationProfessor0.00\$1,264\$45,264Grandgnett, Nealy FrankTeacher EducationProfessor1.00\$1,264\$45,264Grandgnett, Nealy FrankTeacher EducationProfessor0.00\$1,244\$45,264Grandgnett, Nealy FrankTeacher EducationProfessor0.00\$1,235\$52,893Guo, HaifengComputer ScienceAsst Professor1.00\$1,245\$87,438Guo, HaifengComputer ScienceAsst Professor1.00\$2,465\$11,133Guo, HaifengChemistryProfessor0.00\$2,465\$13,133Gou, HaifengChemistryProfessor0.00\$2,465\$13,49Hagen, Beerly HSocial WorkProfessor0.00\$2,654\$13,459Hagen, Jaenee MTeacher Educat				-		A
Glidersleeve, Charles RGeography/GeologyProfessor1.00\$1,950\$76,159Gilmore, CodyPhilosophy & ReligionAsst Professor1.00\$0\$344,000Glaser, HollisCommunicationAssoc Professor1.00\$1,017\$48,983Goessnan, Gregory DUniversity LibraryAsst Professor1.00\$2,438\$47,275Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$2,438\$47,275Gouriers, ThomasInternational Studies and ProgramsDean1.00\$2,468\$111,955Gourieria, LourdesSociologyAssoc Professor1.00\$1,528\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor1.00\$1,902\$77,317Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,210\$51,977Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Genether, Raymond APhysicsProfessor0.00\$1,210\$51,977Genether, Raymond APhysicsProfessor0.00\$1,210\$51,977Guenter, Raymond APhysicsProfessor0.00\$1,210\$51,977Guenter, Raymond APhysicsProfessor0.00\$1,210\$57,913Guo, Weiru (Wendy)Finance, Banking and LawAsst Professor0.00\$1,622\$62,280Hafen, John CMarketing and ManagementAssoc Professor0.0	College of Info Science and Tech	Endowed Faculty				
Glimore, CodyPhilosophy & ReligionAsst Professor1.00\$0\$44,000Glaser, HollisCommunicationAssoc Professor1.00\$1,017\$48,983Goessman, Gregory DUniversity LibraryAsst Professor1.00\$2,438\$47,275Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,182Gouréal, LourdesSociologyAssoc Professor1.00\$1,28\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.40\$761\$27,807Tow1.00\$1,226\$73,117Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,465\$87,438Guenther, Raymond APhysicsProfessor1.00\$2,465\$87,438Hafen, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, JamesChemistryProfessor0.50\$05\$33,459Hargen, JamesChemistryProfessor1.00\$2,645\$34,459Hargen, JamesChemistryProfessor1.00\$1,622\$62,249Hargen, JamesChemistryProfessor1.00\$1,622\$62,249Hargen, JamesChemistryProfessor1.00\$1,622			1.00	\$1,835	\$97,825	
Glaser, HollisCommunicationAssoc Professor1.00\$1,017\$48,983Goessman, Gregory DUniversity LibraryAsst Professor1.00\$2,438\$47,275Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,182Goutierer, ThomasInternational Studies and ProgramsDean1.00\$2,465\$111,955Gouveia, LourdesSociologyAssoc Professor1.00\$1,528\$56,192Graham, Robert MPhysicsProfessor0.60\$1,141\$45,310PhysicsProfessor0.40\$761\$27,807Ioo\$1,02\$73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,254\$45,264Grane, Laura WPhilosophy & ReligionAssoc Professor1.00\$1,215\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,216\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,133\$79,133Guo, HaifengComputer ScienceAsst Professor1.00\$2,645\$87,438Hafer, John CMarketing and LawAsst Professor1.00\$2,648\$110,313Hagen, JamesChemistryProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor <t< td=""><td>Geography/Geology</td><td>Professor</td><td>1.00</td><td>\$1,950</td><td>\$76,159</td><td>A</td></t<>	Geography/Geology	Professor	1.00	\$1,950	\$76,159	A
Geesman, Gregory DUniversity LibraryAsst Professor1.00\$2,438\$47,275Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,182Goutierre, ThomasInternational Studies and ProgramsDean1.00\$2,465\$111,955Gouveia, LourdesSociologyAssoc Professor0.00\$1,728\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.00\$1,244\$45,240Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,224\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.00\$1,213\$79,133Guo, HaffengComputer ScienceAsst Professor0.00\$1,213\$79,133Guo, HaffengComputer ScienceAsst Professor1.00\$2,468\$8110,313Hagen, Beverly HSocial WorkProfessor0.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.00\$1,084\$41,751Harrington, JodithGourichprofessor1.00\$2,664\$82,239Harrington, JodithGoucichprofessor1.00\$2,664\$82,239Harrington, JodithGoodrichprofessor1.00\$1,984\$41,751Harrington, JodithGoucichprofessor1.00\$1,694\$45,765Harringto	Philosophy & Religion	Asst Professor	1.00	\$0	\$44,000	A
Gonzalez, Armando RForeign LanguagesAsst Professor1.00\$1,182\$44,182Gouttierre, ThomasInternational Studies and ProgramsDean1.00\$2,465\$111,955Gouveia, LourdesSociologyAssoc Professor1.00\$1,528\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.00\$1,928\$27,807Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,920\$73,117Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor1.00\$2,133\$79,133Goo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Veiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$00\$33,459Harrington, Jaunt KMarketing and ManagementAssoc Professor1.00\$1,844\$41,711Harrington, JudithGoodrichprofessor1.00\$1,844\$41,751Harrington, JudithGoodrichprofessor1.00\$1,844\$41,751Harrington, WaynePsychologyAssoc Professor1.00\$1,844\$41,751Harrington, Scott ACounselingAssoc Professor1.00	Communication	Assoc Professor	1.00	\$1,017	\$48,983	A
Gouttierre, ThomasInternational Studies and ProgramsDean1.00\$2,465\$11,955Gouveia, LourdesSociologyAssoc Professor1.00\$1,528\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.40\$761\$27,807Icou\$1,902\$73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$35,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,143\$79,133Guo, Weigu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,264\$811,313Hagen, JamesChemistryProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.00\$1,008\$1,622\$62,280Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,622\$62,280Harrington, Scott ACounselingAssoc Professor1.00\$1,904\$44,751Harrison, WayuePsychologyAssoc Professor1.00\$1,904\$44,751Harrison, WayuePsychologyAssoc Professor1.00\$1,804\$44,751Harrison, MayaePsychologyAssoc Pr	University Library	Asst Professor	1.00	\$2,438	\$47,275]
Gouveia, LourdesSociologyAssoc Professor1.00\$1,528\$56,192Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.40\$761\$27,807I.00\$1,902\$73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$35,518Guo, Veiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$90\$33,459Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAssoc Professor0.50\$0\$33,459Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,622\$62,3256Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,790\$69	Foreign Languages	Asst Professor	1.00	\$1,182	\$44,182	1
Graham, Robert MPhysicsChairperson0.60\$1,141\$45,310PhysicsProfessor0.40\$761\$27,8071.00\$1,902\$73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.00\$2,133\$79,133Guo, Veiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,265\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, JamesChemistryProfessor0.50\$865\$36,449Harand, Lynn KMarketing and ManagementAssoc Professor0.00\$1,622\$62,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,622\$62,239Harrington, JudithGoodrichprofessor0.00\$1,644\$41,751Harrington, JudithGoodrichprofessor1.00\$1,790\$69,078Harrington, Seott ACounselingAssoc Professor1.00\$1,991\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,991\$83,311Haverth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	International Studies and Programs	Dean	1.00	\$2,465	\$111,955	
PhysicsProfessor0.40\$761\$27,807I.00\$1,902\$73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor0.00\$1,735\$62,698Guenther, Raymond APhysicsProfessor0.00\$2,133\$79,133Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,2465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,844\$41,751Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,790\$69,078Harriston, WayneSocial Admin/SupervisionProfessor1.00\$1,991\$83,311Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311<	Sociology	Assoc Professor	1.00	\$1,528	\$56,192	1
IndexIndexS1,902S73,117Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$335,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Hagen, JamesChemistryProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$1,622\$62,280Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,622\$62,280Harrington, JudithGoodrichprofessor1.00\$1,084\$41,751Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,399\$57,985Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Harrison, WaynePsychologyAssoc Professor	Physics	Chairperson	0.60	\$1,141	\$45,310	1
Grams, Laura WPhilosophy & ReligionAsst Professor1.00\$1,264\$45,264Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$335,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor0.50\$865\$36,449Hagen, Beverly HSocial WorkProfessor0.50\$1,622\$62,230Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,084\$41,751Harrington, Scott ACounselingAssoc Professor1.00\$1,824\$663,256Harrington, WaynePsychologyAssoc Professor1.00\$1,991\$83,311Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	Physics	Professor	0.40	\$761	\$27,807	1
Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$33,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor0.50\$865\$36,449Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$805\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor0.00\$1,622\$62,263Harrington, JudithGoodrichProfessor0.00\$1,622\$62,264\$82,239Harrington, Scott ACounselingAssoc Professor0.00\$1,084\$41,751Harrington, WaynePsychologyAssoc Professor1.00\$1,692\$660,778Harrington, Scott ACounselingAssoc Professor1.00\$1,399\$57,985Harrington, WaynePsychologyAssoc Professor1.00\$1,391\$57,985Harrington, WayneEducational Admin/SupervisionProfessor1.00\$1,991\$57,985Harrington, WayneEducational Admin/SupervisionProfessor1.00\$1,991\$57,985Harrin			1.00	\$1,902	\$73,117	_
Grandgenett, Nealy FrankTeacher EducationProfessor1.00\$1,735\$62,698Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$33,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor0.50\$865\$36,449Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$805\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor0.00\$1,622\$62,263Harrington, JudithGoodrichProfessor0.00\$1,622\$62,264Harrington, Scott ACounselingAssoc Professor1.00\$1,622\$62,678Harrington, WaynePsychologyAssoc Professor1.00\$1,864\$41,751Harrington, Scott AGoudrichprofessor1.00\$1,790\$69,078Harrington, WaynePsychologyAssoc Professor1.00\$1,391\$57,985Harrington, WayneBigAAssoc Professor1.00\$1,991\$57,985Harrington, WayneEducational Admin/SupervisionProfessor1.00\$1,991\$57,985Harrington, WayneEducational Admin/Superv	Philosophy & Religion	Asst Professor	1.00	\$1.264	\$45.264	A
Greer, Donald LHealth Physical Educ & RecreationAssoc Professor1.00\$1,210\$51,977Guenther, Raymond APhysicsProfessor0.50\$930\$335,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$1,622\$62,280Harm, NormanPsychologyProfessor0.50\$0\$33,459Harrington, Jeanne MTeacher EducationAssoc Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$1,790\$69,078Harrington, Scott ACounselingAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,991\$83,311Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	1 5 6					4
Guenther, Raymond APhysicsProfessor0.50\$930\$35,518Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$1,622\$62,280Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$1,622\$62,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, Scott AGoodrichprofessor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,991\$83,311Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						-
Guo, HaifengComputer ScienceAsst Professor1.00\$2,133\$79,133Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor0.50\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$333,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, Scott AGoodrichprofessor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	-					
Guo, Weiyu (Wendy)Finance, Banking and LawAsst Professor1.00\$2,465\$87,438Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$1,624\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,399\$57,881Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	-					
Hafer, John CMarketing and ManagementAssoc Professor1.00\$2,648\$110,313Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrison, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,091\$83,311Haworth, Dwight AllenISQAAssoc Professor1.00\$1,091\$83,311						
Hagen, Beverly HSocial WorkProfessor0.50\$865\$36,449Hagen, JamesChemistryProfessor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,888Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						
Hagen, JamesChemistryProfessor1.00\$1,622\$62,280Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,399\$57,882Haworth, Dwight AllenISQAAssoc Professor1.00\$1,091\$83,311						
Hamm, NormanPsychologyProfessor0.50\$0\$33,459Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						_
Harland, Lynn KMarketing and ManagementAssoc Professor1.00\$2,664\$82,239Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$1,00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,091\$83,311	-					
Harrington, Jeanne MTeacher EducationAsst Professor1.00\$1,084\$41,751Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311					-	1
Harrington, JudithGoodrichprofessor1.00\$5,862\$63,256Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						I
Harrington, Scott ACounselingAssoc Professor1.00\$1,790\$69,078Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						1
Harrison, WaynePsychologyAssoc Professor1.00\$1,399\$57,985Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311		•				
Hartzell, Gary NelsonEducational Admin/SupervisionProfessor1.00\$2,016\$77,898Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311	-					
Haworth, Dwight AllenISQAAssoc Professor1.00\$1,991\$83,311						1
	-					P
						A A
Karen L		Organizational Unit Psychology Psychology Special Education Comm Disorders Mathematics Computer Science Social Work Communication Department of Accounting History Philosophy & Religion Communication University Library Foreign Languages International Studies and Programs Sociology Physics Physics Physics Physics Computer Science Finance, Banking and Law <tr< td=""><td>Psychology Professor Psychology Named Chair - Varmer Professorship Assoc Professor Mathematics Assoc Professor Computer Science Asst Professor Social Work Asst Professor Computer Science Asst Professor Department of Accounting Professor History Chairperson History Professor History Named Chair Foreign Languages Chairperson Foreign Languages Assoc Professor Foreign Languages Assoc Professor History Assoc Professor Biology Assoc Professor History Assoc Professor ISQA Assoc Professor College of Info Science and Tech Endowed Faculty Geography/Geology Professor Printosophy & Religion Asst Professor International Studies and Programs Dean Soci</td><td>Organizational Unit Title Time Equiv Psychology Professor 1.00 Psychology Named Chair-Varmer Professorship 0.00 Special Education Comm Disorders Assoc Professor 1.00 Special Education Comm Disorders Assoc Professor 1.00 Special Education Comm Disorders Assoc Professor 1.00 Computer Science Asst Professor 1.00 Communication Asst Professor 1.00 Department of Accounting Professor 0.50 History Named Chair 0.00 History Named Chair 0.00 Foreign Languages Chairperson 0.60 Foreign Languages Assoc Professor 1.00 Biology Assoc Professor 1.00 History Assoc Professor 1.00 History Assoc Professor 1.00 History Assoc Professor 1.00 GographyGeology Professor 1.00 University Library Asst Professor 1.00 <t< td=""><td>Organizational Unit Title Title Title Equit Proposed Increase Psychology Professor 1.00 \$1,617 Psychology Named Chair - Vamer Professorhip 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,647 Computer Science Asst Professor 1.00 \$1,647 Social Work Asst Professor 1.00 \$1,248 Department of Accounting Professor 0.60 \$1,350 History Chairperson 0.60 \$1,793 History Named Chair 0.00 \$106 Intery Assoc Professor 1.00 \$1,793 Foreign Languages Chairperson 0.40 \$630 Foreign Languages Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor</td></t<><td>Organizational Unit Title Time Equit Proposed Increase Proposed Salary Pychology Professor 1.00 \$1.617 \$584.39 Psychology Named Chair - Vamer Pofessorship 0.00 \$1.617 \$584.39 Special Education Comm Disorders Assoc Professor 1.00 \$1.647 \$562.240 Computer Science Asst Professor 1.00 \$1.647 \$584.66 Contract Science Asst Professor 1.00 \$1.248 \$482.241 Department of Accounting Professor 0.00 \$1.755 \$59,109 History Chairperson 0.60 \$1.076 \$482.241 Department of Accounting Professor 0.40 \$717 \$28.341 History Named Chair 0.00 \$10 \$31,660 Foreign Languages Chairperson 0.60 \$11,00 \$1,576 \$53,348 Biology Assoc Professor 1.00 \$1,576 \$53,348 History Assoc Professor 1.00 \$1,835 \$573,825</td></td></tr<>	Psychology Professor Psychology Named Chair - Varmer Professorship Assoc Professor Mathematics Assoc Professor Computer Science Asst Professor Social Work Asst Professor Computer Science Asst Professor Department of Accounting Professor History Chairperson History Professor History Named Chair Foreign Languages Chairperson Foreign Languages Assoc Professor Foreign Languages Assoc Professor History Assoc Professor Biology Assoc Professor History Assoc Professor ISQA Assoc Professor College of Info Science and Tech Endowed Faculty Geography/Geology Professor Printosophy & Religion Asst Professor International Studies and Programs Dean Soci	Organizational Unit Title Time Equiv Psychology Professor 1.00 Psychology Named Chair-Varmer Professorship 0.00 Special Education Comm Disorders Assoc Professor 1.00 Special Education Comm Disorders Assoc Professor 1.00 Special Education Comm Disorders Assoc Professor 1.00 Computer Science Asst Professor 1.00 Communication Asst Professor 1.00 Department of Accounting Professor 0.50 History Named Chair 0.00 History Named Chair 0.00 Foreign Languages Chairperson 0.60 Foreign Languages Assoc Professor 1.00 Biology Assoc Professor 1.00 History Assoc Professor 1.00 History Assoc Professor 1.00 History Assoc Professor 1.00 GographyGeology Professor 1.00 University Library Asst Professor 1.00 <t< td=""><td>Organizational Unit Title Title Title Equit Proposed Increase Psychology Professor 1.00 \$1,617 Psychology Named Chair - Vamer Professorhip 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,647 Computer Science Asst Professor 1.00 \$1,647 Social Work Asst Professor 1.00 \$1,248 Department of Accounting Professor 0.60 \$1,350 History Chairperson 0.60 \$1,793 History Named Chair 0.00 \$106 Intery Assoc Professor 1.00 \$1,793 Foreign Languages Chairperson 0.40 \$630 Foreign Languages Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor</td></t<> <td>Organizational Unit Title Time Equit Proposed Increase Proposed Salary Pychology Professor 1.00 \$1.617 \$584.39 Psychology Named Chair - Vamer Pofessorship 0.00 \$1.617 \$584.39 Special Education Comm Disorders Assoc Professor 1.00 \$1.647 \$562.240 Computer Science Asst Professor 1.00 \$1.647 \$584.66 Contract Science Asst Professor 1.00 \$1.248 \$482.241 Department of Accounting Professor 0.00 \$1.755 \$59,109 History Chairperson 0.60 \$1.076 \$482.241 Department of Accounting Professor 0.40 \$717 \$28.341 History Named Chair 0.00 \$10 \$31,660 Foreign Languages Chairperson 0.60 \$11,00 \$1,576 \$53,348 Biology Assoc Professor 1.00 \$1,576 \$53,348 History Assoc Professor 1.00 \$1,835 \$573,825</td>	Organizational Unit Title Title Title Equit Proposed Increase Psychology Professor 1.00 \$1,617 Psychology Named Chair - Vamer Professorhip 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,617 Special Education Comm Disorders Assoc Professor 1.00 \$1,647 Computer Science Asst Professor 1.00 \$1,647 Social Work Asst Professor 1.00 \$1,248 Department of Accounting Professor 0.60 \$1,350 History Chairperson 0.60 \$1,793 History Named Chair 0.00 \$106 Intery Assoc Professor 1.00 \$1,793 Foreign Languages Chairperson 0.40 \$630 Foreign Languages Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor 1.00 \$1,576 Biology Assoc Professor	Organizational Unit Title Time Equit Proposed Increase Proposed Salary Pychology Professor 1.00 \$1.617 \$584.39 Psychology Named Chair - Vamer Pofessorship 0.00 \$1.617 \$584.39 Special Education Comm Disorders Assoc Professor 1.00 \$1.647 \$562.240 Computer Science Asst Professor 1.00 \$1.647 \$584.66 Contract Science Asst Professor 1.00 \$1.248 \$482.241 Department of Accounting Professor 0.00 \$1.755 \$59,109 History Chairperson 0.60 \$1.076 \$482.241 Department of Accounting Professor 0.40 \$717 \$28.341 History Named Chair 0.00 \$10 \$31,660 Foreign Languages Chairperson 0.60 \$11,00 \$1,576 \$53,348 Biology Assoc Professor 1.00 \$1,576 \$53,348 History Assoc Professor 1.00 \$1,835 \$573,825

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Heidel, Jack	Mathematics	Chairperson	0.60	\$1,199	\$47,724	AY
	Mathematics	Professor	0.40	\$799	\$29,416	AY
			1.00	\$1,998	\$77,140	
Hein, Karen K	University Library	Asst Professor	1.00	\$1,867	\$49,342	FY
Heise, Donalyn	Art and Art History	Asst Professor	1.00	\$2,044	\$41,129	A
Helm, David	Art and Art History	Assoc Professor	1.00	\$1,088	\$50,031	A
Hendricks, Shelton E	College of Arts and Sciences	Dean	1.00	\$3,027	\$137,550	F
Hendricks, Tim W	Women's Cross Country/Track	Head Track Coach	0.50	\$438	\$25,446	F
	Health Physical Educ & Recreation	Instructor	0.50	\$439	\$25,501	F
			1.00	\$877	\$50,947	
Henebry, Kathleen	Finance, Banking and Law	Assoc Professor	1.00	\$2,208	\$82,140	A
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	A
			1.00	\$2,208	\$92,140	-
Henry, Rita M	Student Affairs	Asst Vice Chancellor	1.00	\$14,678	\$75,000	F
Herold, Robert R	Baseball	Head Baseball Coach	0.54	\$471	\$27,407	F
	Health Physical Educ & Recreation	Instructor	0.46	\$397	\$23,061	F
			1.00	\$868	\$50,468	_
Hickman, Betty L	Mathematics	Assoc Professor	1.00	\$1,088	\$72,425	A
Hill, John W	Special Education Comm Disorders	Professor	1.00	\$2,138	\$74,682	A
Hille, Stanley James	College of Business Administration	Dean	1.00	\$2,919	\$169,740	F
Hilt, Michael L	Communication	Professor	1.00	\$1,717	\$60,771	A
Hinton, David W	College of Info Science and Tech	Dean	1.00	\$4,251	\$177,660	F
Hoburg, Roger	Chemistry	Professor	1.00	\$1,945	\$75,708	A
Hodgson, Derek	Academic Affairs	Vice Chancellor	1.00	\$0	\$167,300	F
Hoffman, Dennis	Criminal Justice	Professor	1.00	\$1,622	\$63,623	A
Holland, Jonna L	Marketing and Management	Asst Professor	1.00	\$2,323	\$80,887	A
Holloway, Aleksey	Physics	Assoc Professor	1.00	\$1,515	\$56,664	A
Holloway, Carson L	Political Science	Asst Professor	1.00	\$1,182	\$42,682	A
Homer, Arthur T	Writer's Workshop	Professor	1.00	\$1,526	\$59,327	A
Horacek, Bruce J	Gerontology	Professor	1.00	\$2,029	\$81,940	F
	Gerontology	Coordinator	0.00	\$0	\$1,500	F
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	F
			1.00	\$2,029	\$85,492	_
Huq, Ziaul	Marketing and Management	Professor	1.00	\$2,245	\$90,892	A
Irizarry, Roberto J	Foreign Languages	Asst Professor	1.00	\$1,303	\$45,303	A
Irvin, Deborah Mary	Special Education Comm Disorders	Assoc Professor	1.00	\$1,503	\$57,015	A
Jacobs, Susan	Criminal Justice	Assoc Professor	1.00	\$1,794	\$70,346	А
Johanningsmeier, Charles Alan	English	Assoc Professor	1.00	\$1,376	\$49,369	А
Johansen, Bruce E	Communication	Professor	1.00	\$1,852	\$65,814	А
	Communication	Named Chair	0.00	\$0	\$5,000	A
			1.00	\$1,852	\$70,814	_
Johnson, James B	Political Science	Chairperson	0.60	\$1,073	\$42,790	A
,	Political Science	Professor	0.40	\$716	\$26,727	A
			1.00	\$1,789	\$69,517	-
Johnson, James D	Music	Professor	1.00			A
Johnson, James D	Music	Named Chair		\$1,455 \$0	\$62,978 \$10,000	
	wiusie		0.00	\$1,455	\$10,000 \$72,978	A`
Jones, James R	Marketing and Management	Asst Professor	1.00	\$2,169	\$80,337	A
Jones, Rachel C	Marketing and Management	Asst Professor	1.00	\$2,322	\$84,278	A
Jung, Anthony	Foreign Languages	Professor	1.00	\$1,971	\$77,440	A

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Kadleck, Colleen	Criminal Justice	Asst Professor	1.00	\$1,219	\$47,784	A
Kealey, Burch T	Department of Accounting	Asst Professor	1.00	\$2,415	\$91,547	A
Kelly-Vance, Lisa	Psychology	Assoc Professor	1.00	\$1,577	\$57,081	A
Kemp, Michael O	Hockey	Head Hockey Coach	1.00	\$2,067	\$120,207]
Khazanchi, Deepak	ISQA	Chairperson	0.60	\$1,443	\$55,529	I
	ISQA	Professor	0.40	\$961	\$34,619	I
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$20,000	A
			1.00	\$2,404	\$110,148	
Kim, Halla	Philosophy & Religion	Asst Professor	1.00	\$1,273	\$45,681	1
King, Charles W	History	Asst Professor	1.00	\$1,336	\$43,340	
Klosterman, Donald W	Women's Soccer	Head Soccer Coach	1.00	\$816	\$47,456	
Kolok, Alan S	Biology	Assoc Professor	1.00	\$1,444	\$51,088	
Konvalina, John	Mathematics	Professor	1.00	\$2,021	\$80,003	
Kosloski, Karl D	Gerontology	Professor	1.00	\$2,402	\$75,315	
	Gerontology	Named Chair	0.00	\$0	\$5,000	
			1.00	\$2,402	\$80,315	_
Krane, Dale Anthony	Public Administration	Professor	1.00	\$2,080	\$78,983	
Kriz, Kenneth A	Public Administration	Asst Professor	1.00	\$1,742	\$64,742	
Kuhlman, Wilma	Teacher Education	Assoc Professor	1.00	\$1,539	\$53,249	
Kwak, Wikil	Department of Accounting	Professor	1.00	\$2,840	\$101,381	
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	
			1.00	\$2,840	\$106,381	-
Lafontant, Julien	Foreign Languages	Professor	0.50	\$882	\$36,070	
Lahue, Elaine E	Biology	Asst Professor	1.00	\$1,370	\$47,517	
Lamsam, Teresa A	Communication	Asst Professor	1.00	\$1,343	\$48,272	
Landis, Melodee	Teacher Education	Assoc Professor	1.00	\$4,278	\$48,836	
Langan, John T	Teacher Education	Chairperson	0.60	\$1,694	\$67,103	
	Teacher Education	Assoc Professor	0.40	\$1,130	\$41,536	
	Teacher Education	Named Chair	0.00	\$0	\$10,000	
			1.00	\$2,824	\$118,639	-
Langer, Carol L	Social Work	Asst Professor	1.00	\$1,291	\$47,291	
Laquer, Frederic C	Chemistry	Assoc Professor	1.00	\$1,503	\$54,675	
Larson, Michael K	Aviation Institute	Asst Professor	1.00	\$2,043	\$77,448	
Latchaw, Joan	English	Assoc Professor	1.00	\$1,367	\$48,937	
Latin, Richard W	Health Physical Educ & Recreation	Professor	1.00	\$1,516	\$61,672	
Leahy, Don	Intercollegiate Athletics	Assistant Director	0.10	\$0	\$6,000	
Lee, Claudette	Social Work	Asst Professor	1.00	\$1,508	\$57,741	
Lee, Ho Young	Department of Accounting	Asst Professor	1.00	\$3,145	\$90,131	
Leslie, Jim L	Alumni Association	Director	1.00	\$0	\$101,874	
Lewis, Darryll M	Finance, Banking and Law	Assoc Professor	1.00	\$1,925	\$63,191	
Lin, Shuanglin	Economics	Professor	1.00	\$2,382	\$75,672	
, B	Economics	Named Chair	0.00	\$0	\$5,000	
			1.00	\$2,382	\$80,672	
Lipschultz, Jeremy Harris	Communication	Professor	1.00	\$1,876	\$66,480	
Espschultz, ocremy fluiris	Communication	Named Chair	0.00	\$1,070	\$8,000	
	Communication	Tunica Chan	1.00	\$1,876	\$74,480	
Littrall Dovd	Sociology	Professor	1.00			
Littrell, Boyd	Sociology Mathematics	Professor	1.00	\$1,880 \$1,693	\$74,885 \$68,351	
Liu, Yi-Hsin Lloyd, Carol V	Teacher Education	Professor		\$1,693 \$1,622	\$68,351 \$62,421	
LIOVO, USPOLV	reacher Education	FIGIESSOF	1.00	\$1,622	\$62,421	
Lomneth, Richard B	Chemistry	Assoc Professor	1.00	\$1,446	\$52,323	

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ap
Low, David	Music	Professor	1.00	\$2,035	\$83,831	
Madsen, Peter C	Music	Asst Professor	1.00	\$2,073	\$41,128	
Maher, Harmon Droge	Geography/Geology	Professor	1.00	\$1,726	\$62,822	
Maher, Susan Naramore	English	Professor	1.00	\$1,557	\$57,996	
Maloney, John P	Mathematics	Professor	1.00	\$1,897	\$77,384	
Manley, Eric	College of Arts and Sciences	Associate Dean	1.00	\$1,488	\$75,910	
Mannering, Linda W	Institutional Research	Director	1.00	\$1,860	\$92,530	
Marshall, Christopher Eric	Criminal Justice	Assoc Professor	1.00	\$1,415	\$55,517	
Marshall, Gary S	Public Administration	Assoc Professor	1.00	\$1,720	\$63,805	
Marshall, Ineke	Criminal Justice	Professor	1.00	\$2,282	\$68,146	
	Criminal Justice	Coordinator	0.00	\$0	\$10,000	
			1.00	\$2,282	\$78,146	_
Martin, Thomas	Marketing and Management	Professor	1.00	\$2,399	\$98,292	
Masters, Julie L	Gerontology	Asst Professor	1.00	\$1,871	\$55,326	
Matache, Mihaela T	Mathematics	Asst Professor	1.00	\$1,397	\$46,999	
Matache, Valentin	Mathematics	Assoc Professor	1.00	\$4,391	\$49,834	
Mathis, Robert	Marketing and Management	Professor	0.50	\$979	\$47,143	
Maybank, Denise B	Multicultural Affairs	Director, Multicultural Affairs	1.00	\$1,406	\$81,731	
Mccarty, John P	Biology	Assoc Professor	1.00	\$1,491	\$53,337	
Mcglamery, Sheryl Lynne	Teacher Education	Assoc Professor	1.00	\$1,395	\$51,455	
Mckay, Jack A	Educational Admin/Supervision	Professor	0.50	\$863	\$32,423	
Mckenna, John J	English	Professor	1.00	\$1,759	\$67,833	
Mckenna, Kevin R	Men's Basketball	Head Basketball Coach	0.77	\$1,047	\$60,884	
	Health Physical Educ & Recreation	Instructor	0.23	\$302	\$17,565	
			1.00	\$1,349	\$78,449	_
Means, Harrison J	Teacher Education	Assoc Professor	1.00	\$1,627	\$67,869	
Mei, Wai-Ning	Physics	Professor	1.00	\$1,677	\$62,263	
	Physics	Regents/Named Chair	0.00	\$0	\$5,000	
			1.00	\$1,677	\$67,263	-
Meier, Robert F	Criminal Justice	Chairperson	0.60	\$1,853	\$70,986	
	Criminal Justice	Professor	0.40	\$1,236	\$44,924	
			1.00	\$3,089	\$115,910	
Messerole, Michael J	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,173	\$42,958	
Metal-Corbin, Josephine	Health Physical Educ & Recreation	Professor	1.00	\$1,764	\$63,932	
Mitchell, Carol T	Teacher Education	Assoc Professor	1.00	\$1,659	\$64,170	
Mitenko, Graham Robert	Finance, Banking and Law	Assoc Professor	1.00	\$2,520	\$93,023	
Monardo, Anna	Writer's Workshop	Chairperson	0.60	\$893	\$27,440	
	Writer's Workshop	Assoc Professor	0.40	\$595	\$18,293	
	ľ		1.00	\$1,488	\$45,733	_
Mordaunt, Owen G	English	Professor	1.00	\$1,557	\$58,075	
Morris, Rebecca J	Marketing and Management	Assoc Professor	1.00	\$2,523	\$93,939	
Moshier, Suzanne	Biology	Professor	1.00	\$1,716	\$64,176	
Mudd, Mary A	Student Affairs	Vice Chancellor	1.00	\$1,710	\$117,000	
muuu, mary A	Academic Affairs	Director	0.00	\$0 \$0	\$10,000	
	Academic Analis	Director	1.00	\$0	\$127,000	
Najjar, Lotfollah	ISQA	Asst Professor	1.00	\$1,820	\$75,098	
Nash, Robert	University Library	Professor	1.00	\$1,820	\$61,070	
	University Library	110103501	1.00	φ1,347		
	Marketing and Management	Professor	1.00	\$2624	CO2 021	
Nazem, Sufi M Nazem, Sufi M Neathery-Castro, Jody L	Marketing and Management Political Science	Professor Asst Professor	1.00 1.00	\$2,634 \$1,311	\$95,854 \$46,474	

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Newman, Andrew J	Philosophy & Religion	Chairperson	0.60	\$1,016	\$39,124	AY
	Philosophy & Religion	Professor	0.40	\$677	\$23,682	AY
			1.00	\$1,693	\$62,806	_
Nielsen, Donald A	Economics	Professor	1.00	\$2,311	\$90,542	AY
Noble, John M	Health Physical Educ & Recreation	Assoc Professor	1.00	\$4,255	\$48,647	A
Nordahl, Carl E	Biology	Asst Professor	0.50	\$578	\$27,824	A
Nordman, Russell L	Art and Art History	Asst Professor	1.00	\$3,295	\$41,000	A
Novikov, Tatyana	Foreign Languages	Assoc Professor	1.00	\$1,521	\$51,066	A
Oberle, Rodney	Human Resources/Payroll Services	Director	1.00	\$1,570	\$79,500	F
O'Connell, Bonnie P	Art and Art History	Assoc Professor	1.00	\$1,434	\$54,883	A
Ogden, David C	Communication	Asst Professor	1.00	\$1,379	\$45,953	A
Ogle, Robbin S	Criminal Justice	Assoc Professor	1.00	\$1,430	\$56,074	A
O'Hara, Michael J	Finance, Banking and Law	Professor	1.00	\$1,903	\$64,496	A
Okhamafe, Imafedia	Goodrich	Professor	1.00	\$1,620	\$64,101	AY
ortman, Richard F	Department of Accounting	Professor	1.00	\$2,604	\$92,400	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	A
			1.00	\$2,604	\$97,400	-
Ostler, C	Teacher Education	Professor	1.00	\$5,532	\$55,491	A
Ottemann, Robert L	Marketing and Management	Chairperson	0.60	\$2,360	\$55,468	A
	Marketing and Management	Assoc Professor	0.40	\$41	\$34,579	A
			1.00	\$2,401	\$90,047	
Owens, Pamela J	Philosophy & Religion	Asst Professor	1.00	\$1,287	\$46,341	A
Oyinlade, Abidemi O	Sociology	Assoc Professor	1.00	\$1,518	\$57,422	A
Parker, Linda L	University Library	Assoc Professor	1.00	\$1,216	\$58,556	F
Parnell-Smith, Juliette	Foreign Languages	Assoc Professor	1.00	\$1,385	\$49,235	AY
Pasco, Rebecca J	Teacher Education	Asst Professor	1.00	\$1,526	\$52,656	AY
Paterson, Douglas	Theatre	Professor	1.00	\$1,163	\$64,838	AY
	Theatre	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,163	\$69,838	_
Pavlinek, Petr	Geography/Geology	Assoc Professor	1.00	\$1,459	\$50,180	AY
Peake, Jeffrey S	Geography/Geology	Assoc Professor	1.00	\$1,598	\$59,653	AY
Peterson, Michael P	Geography/Geology	Professor	1.00	\$1,679	\$61,927	A
Phaneuf, Cynthia Lynn	Theatre	Professor	1.00	\$1,876	\$64,389	A
Pickering, Barbara A	Communication	Asst Professor	1.00	\$1,307	\$45,855	A
Pietron, Leah Rose	ISQA	Assoc Professor	1.00	\$2,236	\$82,542	A
Podariu, Iulia A	Physics	Asst Professor	1.00	\$0	\$45,000	A
Pol, Louis George	College of Business Administration	Associate Dean	1.00	\$2,894	\$147,604	F
	Marketing and Management	Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$2,894	\$152,604	
Pollak, Oliver	History	Professor	1.00	\$1,827	\$71,432	A
Powell, Mary Ann	Sociology	Asst Professor	1.00	\$1,276	\$45,771	AY
Pratt, William C	History	Professor	1.00	\$1,804	\$74,709	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$1,804	\$77,709	
Price, John T	English	Assoc Professor	1.00	\$1,380	\$49,485	AY
Prisbell, Marshall	Communication	Professor	1.00	\$1,663	\$62,709	A
Proulx, Patrice June	Foreign Languages	Professor	1.00	\$1,612	\$55,452	AY
Qureshi, Sajda	ISQA	Assoc Professor	1.00	\$2,760	\$107,760	AY
Raabe, David M	English	Professor	1.00	\$1,470	\$63,330	AY
Radd, Tommie R	Counseling	Professor	1.00	\$1,661	\$62,879	AY
Rajaram, Shireen	Sociology	Assoc Professor	1.00	\$1,906	\$50,463	AY

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Ар
Randall, Amanda	Social Work	Asst Professor	1.00	\$1,440	\$49,550	A
Reames-Zimmerman, Jeanne	History	Asst Professor	1.00	\$1,149	\$43,153	A
Rech, Janice F	Mathematics	Assoc Professor	1.00	\$1,602	\$59,294	A
Reed, Burton J	College of Public Affrs & Comm Svcs	Dean	1.00	\$3,425	\$143,175]
Reed, Christine Mary	Public Administration	Professor	1.00	\$1,981	\$74,812	A
Reidelbach, John H	University Library	Asst Professor	1.00	\$1,660	\$58,919]
	University Library	Chairperson	0.00	\$0	\$7,500]
			1.00	\$1,660	\$66,419	
Reilly, Hugh J	Communication	Asst Professor	1.00	\$1,326	\$45,887	1
Reiter-Palmon, Roni	Psychology	Assoc Professor	1.00	\$1,306	\$53,487	
Richter-Egger, Dana L	Chemistry	Asst Professor	1.00	\$1,224	\$45,670	
Ritter, Beth R	Sociology	Assoc Professor	1.00	\$4,334	\$49,852	
Robins, Barbara K	English	Asst Professor	1.00	\$1,264	\$43,976	
Robinson, Karen Louise	Foreign Languages	Asst Professor	1.00	\$954	\$45,928	
Robinson, Wade A	Student Enrollment Services	Assoc Vice Chancellor	1.00	\$14,229	\$100,000	
Rodie, Amy Risch	Marketing and Management	Assoc Professor	1.00	\$2,434	\$82,786	
Rogers, Sheri E	Academic Affairs	Asst Vice Chancellor	1.00		\$95,000	
Roland, Thomas A	Music	Asst Professor	1.00		\$41,128	
Roncek, Dennis W	Criminal Justice	Professor	1.00		\$71,976	
Rose, Randall Arthur	Communication	Assoc Professor	1.00		\$54,886	
Roslanowski, Andrzej	Mathematics	Assoc Professor	1.00		\$49,943	
Ross, Larry	Black Studies	Asst Professor	1.00		\$46,092	
Rousseau, Mark O	Sociology	Chairperson	0.60		\$47,756	
Gousseau, Mark O	Sociology	Professor	0.40		\$29,437	
			1.00		\$77,193	
Rowe, Wei Wang	Finance, Banking and Law	Asst Professor	1.00	\$2,222	\$85,789	
Rowen, Donald	Biology	Asst Professor	1.00	\$1,368	\$47,422	
Ryalls, Brigette O	Psychology	Assoc Professor	1.00	\$1,286	\$52,546	
Ryan, Carey S	Psychology	Assoc Professor	1.00	\$1,474	\$52,114	
Rykov, Vyacheslav	Mathematics	Assoc Professor	1.00	\$0	\$50,000	
Sabirianov, Renat F	Physics	Asst Professor	1.00	\$1,431	\$50,431	
Sadlek, Gregory	English	Professor	1.00	\$1,571	\$58,754	
	English	Named Chair	0.00	\$0	\$2,000	
			1.00	\$1,571	\$60,754	_
Saker, James R	Music	Chairperson	0.60	\$1,365	\$47,888	
	Music	Professor	0.40	\$909	\$29,525	
			1.00	\$2,274	\$77,413	-
Saltzman, Rosalie C	Honors Program	Director	0.75	\$951	\$48,620	
	English	Asst Professor	0.25		\$16,057	
	C		1.00		\$64,677	_
Samland Theodone D(Todd)	Waman'a Swimming/Diving	Haad Swimming Cooph			-	
Samland, Theodore D(Todd)	Women's Swimming/Diving	Head Swimming Coach	0.74		\$29,915	
	Health Physical Educ & Recreation	Instructor	0.26		\$10,684 \$40,599	_
					-	
Sample, Lisa L	Criminal Justice	Asst Professor	1.00	\$1,219	\$47,784	
Sather, Paul W	Social Work	Instructor	1.00	\$1,508	\$49,832	
	Social Work	Associate Director	0.00		\$3,000	
			1.00	\$1,508	\$52,832	
Scherer, Lisa Leahy	Psychology	Assoc Professor	1.00	\$2,475	\$62,652	
Schmidt, Robert D	Physics	Assoc Professor	0.50	\$0	\$31,900	
Schoenbeck, Mark A	Biology	Asst Professor	1.00	\$1,139	\$41,139	
Schulte, Laura Elizabeth	Educational Admin/Supervision	Assoc Professor	1.00	\$1,610	\$56,629	

* Refer also to funding at other campus

Fiscal Year 2003 - 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арј
Schumaker, Alice Marie	Public Administration	Asst Professor	1.00	\$1,635	\$60,243	A
Seaberry, Jeannette S	Counseling	Chairperson	0.60	\$1,098	\$37,681	A
	Counseling	Assoc Professor	0.40	\$732	\$23,321	A
			1.00	\$1,830	\$61,002	_
Serenco, Henry	Art and Art History	Assoc Professor	1.00	\$1,497	\$65,006	А
Sharma, Manoj	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,524	\$51,837	A
Shaw, James T	University Library	Professor	1.00	\$1,782	\$58,720	1
Sherer, Michael D	Communication	Professor	1.00	\$1,613	\$62,146	A
Shi, Yong	ISQA	Professor	1.00	\$2,692	\$91,966	A
	Info Tech/Info Systems eng	Named Chair	0.00	\$0	\$25,000	1
			1.00	\$2,692	\$116,966	
Shires, Rose L	Volleyball	Head Volleyball Coach	0.67	\$649	\$37,732	
	Health Physical Educ & Recreation	Instructor	0.33	\$327	\$18,989	
			1.00	\$976	\$56,721	_
Shroder Jr, John F	Geography/Geology	Professor	1.00	\$2,437	\$99,882	
	Geography/Geology	Regents/Named Chair	0.00	\$0	\$5,000	
			1.00	\$2,437	\$104,882	-
Shuster, Robert D	Geography/Geology	Assoc Professor	1.00	\$1,540	\$54,933	1
SiMcOe, Barbara J	Art and Art History	Asst Professor	1.00	\$1,178	\$42,572	
Simi, Peter G	Criminal Justice	Asst Professor	1.00	\$0	\$46,000	
Simmons, Jerold	History	Professor	1.00	\$1,557	\$62,785	
Simpson, Mary C	Art and Art History	Asst Professor	1.00	\$1,410	\$41,143	
Sindhav, Birud G	Marketing and Management	Asst Professor	1.00	\$2,081	\$79,563	1
Sindt, Roger	Economics	Professor	1.00	\$2,452	\$94,398	
Skau, Michael W	English	Chairperson	0.60	\$1,133	\$45,865	1
	English	Professor	0.40	\$755	\$28,176	1
			1.00	\$1,888	\$74,041	
Skreija, Andris	Sociology	Assoc Professor	1.00	\$1,617	\$63,935	1
Smith, Dennis J	History	Asst Professor	1.00	\$1,106	\$41,106	1
Smith, Kenneth E	Teacher Education	Assoc Professor	1.00	\$1,355	\$54,791	
Smith, Pamela J	Goodrich	Professor	1.00	\$1,767	\$66,458	
Smith, Robert William	Chemistry	Professor	1.00	\$1,274	\$53,016	
Smith, Russell Lane	Public Administration	Director, School	0.60	\$1,672	\$64,635	
	Public Administration	Assoc Professor	0.40	\$1,115	\$39,890	
			1.00	\$2,787	\$104,525	
Smith-Howell, Deborah S	Communication	Chairperson	0.60	\$3,819	\$53,119	
	Communication	Professor	0.40	\$2,546	\$32,213	
			1.00	\$6,365	\$85,332	-
Snyder, Scott D	Biology	Asst Professor	1.00	\$1,358	\$46,947	
Sobel, Sharon R	Theatre	Chairperson	0.60	\$960	\$31,274	
	Theatre	Assoc Professor	0.40	\$639	\$19,782	
			1.00	\$1,599	\$51,056	_
Sollars, Suzanne I	Psychology	Asst Professor	1.00	\$1,444	\$55,137	1
Sonars, Suzanne 1	Psychology	Coordinator	0.00	\$0	\$5,000	1
	rsychology	coordinator	1.00	\$1,444	\$60,137	_
Socia Vim	Factorias	Chairporson		-	-	
Sosin, Kim	Economics Economics	Chairperson Professor	0.60	\$1,533 \$1,021	\$54,844 \$24,162	1
	Economics		0.40	\$1,021 \$0	\$34,162 \$10,000	1
	Economics	Named Chair	0.00	\$0 \$2,554	\$10,000	
			1.00		\$99,006	
Sowell, Glenn Allen	Physics	Assoc Professor	1.00	\$1,504	\$53,950	A

Sowell, JoAnne Elaine Specht, Pamela Spohn, Cassia Squires, Sandra Stack, Douglas E	Art and Art History ISQA Criminal Justice Criminal Justice Criminal Justice	Assoc Professor Professor Professor Coordinator	Equiv 1.00 1.00 1.00	Increase \$1,443 \$2,196	Salary \$55,340 \$80,587	AY AY
Specht, Pamela Spohn, Cassia Squires, Sandra	ISQA Criminal Justice Criminal Justice	Professor Professor	1.00	\$2,196		AY
Spohn, Cassia Squires, Sandra	Criminal Justice Criminal Justice	Professor			\$00,007	
Squires, Sandra	Criminal Justice		1.00	\$2,404	\$69,043	AY
			0.00	\$0	\$15,000	AY
		Named Chair	0.00	\$0 \$0	\$5,000	AY
		Humou Chum	1.00	\$2,404	\$89,043	
Stack, Douglas E	Special Education Comm Disorders	Professor	1.00	\$1,910	\$74,788	AY
	Chemistry	Assoc Professor	1.00	\$4,339	\$50,875	AY
Stacy, Richard D	Health Physical Educ & Recreation	Professor	1.00	\$1,528	\$59,867	AY
Stanichar, Christopher M	Music	Asst Professor	1.00	\$4,187	\$41,083	AY
Stasiak, Richard H	Biology	Professor	1.00	\$1,842	\$70,235	AY
Stephens, Larry	Mathematics	Professor	1.00	\$1,858	\$72,853	AY
	Mathematics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,858	\$77,853	-
Stergiou, Nicholas	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,508	\$51,082	AY
Stover, Dale A	Philosophy & Religion	Professor	0.50	\$940	\$37,468	AY
Stoyen, Alexander D	Computer Science	Professor	1.00	\$1,790	\$86,176	AY
Strasser, Rosemary	Psychology	Asst Professor	1.00	\$2,112	\$45,112	AY
Stroope, Z	Music	Professor	1.00	\$1,458	\$56,073	AY
	Music	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,458	\$61,073	
Subramaniam, Mahadevan	Computer Science	Asst Professor	1.00	\$2,139	\$84,139	AY
Sullivan, Dan	Chemistry	Professor	1.00	\$2,085	\$73,722	AY
Suprenant, Susann E	Theatre	Asst Professor	1.00	\$1,567	\$41,000	AY
Sutherland, David M	Biology	Professor	1.00	\$1,826	\$74,185	AY
Swain, Kristine J	Special Education Comm Disorders	Asst Professor	1.00	\$1,286	\$43,693	AY
Tapprich, William E	Biology	Assoc Professor	1.00	\$1,531	\$55,304	AY
Tarry, Scott E	Aviation Institute	Assoc Professor	1.00	\$1,783	\$66,453	AY
Tate, Michael	History	Professor	1.00	\$1,964	\$73,564	AY
	History	Named Chair	0.00	\$0 \$1,964	\$3,000	AY
Themes Issues M	Psychology	Assoc Professor	1.00	-	-	AY
Thomas, James M Thompson III, Franklin Titus	Teacher Education	Assoc Professor	1.00	\$1,567 \$4,580	\$66,012 \$63,364	AI
•	History	Professor	0.50	\$4,380 \$867	\$35,636	AY
Thompson, Tommy R Thorson, James A	Gerontology	Chairperson	0.50	\$1,512	\$56,723	FY
Thorson, James A	Gerontology	Professor	0.34	\$1,007	\$37,815	FY
	College of Public Affrs & Comm Svcs	Named Chair	0.00	\$1,007	\$5,000	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0 \$0	\$2,052	FY
See also: UNL	Conege of Fubile Arms & Commisses	Endowed Faculty	0.90	\$2,519	\$101,590	
Thurber Talmadge, Frances E	Art and Art History	Chairperson	0.60	\$1,132	\$40,373	AY
	Art and Art History	Professor	0.40	\$754	\$24,515	AY
	Theatre	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$1,886	\$67,888	_
Tilton-Weaver, Lauree C	Psychology	Asst Professor	1.00	\$1,370	\$47,092	AY
Tisko, Edmund Leo	Chemistry	Asst Professor	1.00	\$1,246	\$46,615	AY
	Teacher Education	Asst Professor	1.00	\$1,451	\$54,170	AY
Tixier Y Vigil, Yvonne		D (1.00	\$1,581	\$60,441	AY
Tixier Y Vigil, Yvonne Topp, Neal W	Teacher Education	Professor	1.00	φ1,001	\$00,111	
	Teacher Education Teacher Education	Professor Named Chair - Varner Professorship	0.00	\$1,581	\$10,000	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Tostenson, Jeanne K	Softball	Head Softball Coach	0.58	\$506	\$29,431	F
	Health Physical Educ & Recreation	Instructor	0.42	\$372	\$21,622	F
			1.00	\$878	\$51,053	
Totten, Julie	Finance	Asst Vice Chancellor	1.00	\$4,405	\$115,000	F
Trussell, Larry	Department of Accounting	Professor	0.50	\$1,294	\$55,212	A
Valerio, Vance R	Student Development Services	Asst Vice Chancellor	1.00	\$1,599	\$92,974	F
Valle, Angela	Foreign Languages	Professor	1.00	\$1,730	\$65,867	A
Van Vliet, Paul J	ISQA	Assoc Professor	1.00	\$2,110	\$76,445	A
Villamil, Maria Elvira	Foreign Languages	Assoc Professor	1.00	\$4,430	\$49,698	A
Volkman, David August	Finance, Banking and Law	Chairperson	0.60	\$1,619	\$59,121	А
	Finance, Banking and Law	Assoc Professor	0.40	\$1,080	\$37,014	А
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	A
			1.00	\$2,699	\$106,135	-
Wahab, Shaista	University Library	Professor	1.00	\$1,767	\$57,999	F
Wakefield, William	Criminal Justice	Professor	1.00	\$1,974	\$77,411	A
	Criminal Justice	Named Chair	0.00	\$0	\$3,000	A
			1.00	\$1,974	\$80,411	_
Walker, Samuel E	Criminal Justice	Professor	1.00	\$2,572	\$77,092	A
,	Criminal Justice	Coordinator	0.00	\$2,372 \$0	\$15,000	A
	Criminal Justice	Named Chair	0.00	\$0 \$0	\$10,000	A
	Criminal Justice	Named Chair	1.00	\$2,572	\$10,000	A
				-		
Wang, Zhenyuan	Mathematics	Professor	1.00	\$5,873	\$66,520	A
Wanzenried, John W	College of Arts and Sciences	Associate Dean	1.00	\$2,021	\$103,086	F
Wanzenried, Linda S	Special Education Comm Disorders	Asst Professor	1.00	\$1,120	\$39,120	A
Watanabe, Judith	Department of Accounting	Assoc Professor	1.00	\$2,421	\$96,530	A
Watson, Marsha J	English	Asst Professor	1.00	\$1,214	\$41,557	A
Weber, Allen T	Biology	Assoc Professor	1.00	\$1,721	\$69,170	A
Weber, Gwen K	Social Work	Professor	1.00	\$1,912	\$72,275	A
Welch, James D	Milo Bail Student Center	Director	1.00	\$1,334	\$77,581	F
West, Janet Mason	Economics	Asst Professor	1.00	\$1,852	\$68,448	A
Wetig, Saundra L	Teacher Education	Asst Professor	1.00	\$1,355	\$44,403	A
White, Jay D	Public Administration	Professor	1.00	\$2,005	\$75,864	A
	Public Administration	Named Chair	0.00	\$0	\$5,000	A`
			1.00	\$2,005	\$80,864	
Wileman, Stanley	Computer Science	Professor	1.00	\$2,359	\$84,936	A
Wilkins, Daniel	Physics	Professor	1.00	\$1,641	\$59,919	A
	Physics	Named Chair	0.00	\$0	\$5,000	A
			1.00	\$1,641	\$64,919	
Williams, Ethel H	Public Administration	Assoc Professor	1.00	\$1,756	\$65,302	A
Williams, Paul A	Philosophy & Religion	Asst Professor	1.00	\$0	\$44,000	A
Williams, Steven L	Theatre	Assoc Professor	1.00	\$1,771	\$50,287	A
	Theatre	Vice Chairperson	0.00	\$0	\$1,100	A
			1.00	\$1,771	\$51,387	
Willis, Dorothy B	University Library	Asst Professor	1.00	\$1,815	\$52,838	F
-	Public Services	Chairperson, Public Services	0.00	\$0	\$7,500	F
		- 1	1.00	\$1,815	\$60,338	_
Wilson, Sherrie Lea	Communication	Assoc Professor	1.00	\$1,404	\$50,519	A
Winter, Victor L	Computer Science	Asst Professor	1.00	\$2,278	\$81,421	A
,, meel, , ictor 12	computer before	1550110105501	1.00			
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$15,000	A

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Wohar, Mark	Economics	Professor	1.00	\$2,463	\$85,480	AY
	Economics	Named Chair	0.00	\$0	\$10,000	A
			1.00	\$2,463	\$95,480	_
Wolcott, Peter	ISQA	Assoc Professor	1.00	\$2,441	\$79,843	AY
Wood, James K	Chemistry	Professor	1.00	\$2,057	\$77,749	A
Wood, Sharon Elizabeth	History	Assoc Professor	1.00	\$4,399	\$49,401	A
Woods, Sara J	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$6,886	\$63,329	F
Woody, Jane Divita	Social Work	Professor	1.00	\$1,849	\$74,193	A
Woody, Robert	Psychology	Professor	1.00	\$1,961	\$85,016	AY
Youn, Jong-Hoon	Computer Science	Asst Professor	1.00	\$2,258	\$79,258	AY
Zand, Mansour K	Computer Science	Professor	1.00	\$2,140	\$79,468	AY
Zhao, Jihong	Criminal Justice	Assoc Professor	1.00	\$2,058	\$57,380	A
	Criminal Justice	Coordinator	0.00	\$0	\$10,000	A
			1.00	\$2,058	\$67,380	_
Zhu, Qiuming	Computer Science	Professor	1.00	\$2,379	\$85,098	AY
	Computer Science	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,379	\$90,098	_
Zigurs, Ilze	ISQA	Professor	1.00	\$3,440	\$130,493	AY
	College of Info Science and Tech	Director	0.00	\$0	\$10,000	AY
	ISQA	Named Chair	0.00	\$0	\$20,000	AY
			1.00	\$3,440	\$160,493	_

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	A
Agard, Julia Ann	Teacher Education	Asst Professor	1.00	\$900	\$54,814	
Agrawal, Vijay K	Management/Marketing	Asst Professor	1.00	\$900	\$82,968	
Ailes, Mary Elizabeth	History	Assoc Professor	1.00	\$900	\$49,479	
Alavi-Behbahani, Abdoulelahe	Computer Science & Information Syst	Asst Professor	1.00	\$900	\$61,497	
Albrecht, Marc C	Biology	Assoc Professor	1.00	\$5,000	\$49,370	
Amstutz, David L	Physics & Physical Science	Assoc Professor	1.00	\$900	\$64,819	
Anderson, Gregory L	Library	Reference Librarian/Assoc Prof	1.00	\$900	\$52,951	
Anderson, John L	Political Science	Professor	1.00	\$7,590	\$58,782	
Anderson, Kari K	Economics	Asst Professor	1.00	\$900	\$50,465	
Arbuckle, Gregory K	Industrial Technology	Asst Professor	1.00	\$900	\$48,400	
Archwamety, Teara	Counseling & School Psychology	Professor	1.00	\$900	\$70,340	
Arellano-Unruh, Juanita C	Health, Physical Ed & Recreation	Asst Professor	1.00	\$900	\$44,350	
Asay, Sylvia	Family Studies and Interior Design	Asst Professor	1.00	\$900	\$44,884	
Ashman, Richard Douglas	Industrial Technology	Assoc Professor	1.00	\$900	\$63,427	
Aviles, William	Political Science	Asst Professor	1.00	\$900	\$45,900	
Barlow, Richard Lee	Mathematics & Statistics	Professor	1.00	\$900	\$76,360	
Barton Zimmerman, Jan	Economics	Assoc Professor	0.50	\$450	\$31,383	
Barton, Mary Ann	Library	Head Reference/Assoc Prof	1.00	\$900	\$59,051	
Barua, Pradeep	History	Assoc Professor	1.00	\$900	\$49,962	
Batenhorst, Elaine	Teacher Education	Assoc Professor	1.00	\$5,616	\$49,370	
Bauer, David A	Music & Performing Arts	Professor	1.00	\$900	\$64,538	
Bauer, Marc D	Intercollegiate Athletics	Head Coach - Wrestling	1.00	\$567	\$32,982	
Becker, A Steele	Geography & Earth Science	Assoc Professor	1.00	\$900	\$65,212	
Beechner, Richard A	Intercollegiate Athletics	Head Coach - Mens Golf	0.00	\$60	\$3,469	
Bennett, Gordon E	Geography & Earth Science	Asst Professor	1.00	\$900	\$56,041	
Benz, Joseph J	Psychology	Professor	1.00	\$900	\$62,527	
Benzel, Kathryn N	English	Professor	1.00	\$900	\$64,163	
Benzel, Michael A	English	Professor	1.00	\$900	\$67,303	
Bicak, Charles	Biology	Professor	0.60	\$540	\$40,414	
	Biology	Chairperson	0.40	\$419	\$30,399	
			1.00	\$959	\$70,813	
Bishop, Paul L	Health, Physical Ed & Recreation	Professor	1.00	\$900	\$69,788	
Blauwkamp, Joan M	Political Science	Assoc Professor	1.00	\$900	\$49,479	
Bloomfield, Susanne Kathryn	English	Professor	1.00	\$900	\$63,323	
Bohnhoff, Michael	Academic Affairs	Director Operations Analysis	1.00	\$962	\$55,956	
Borchard, Kurt	Sociology	Assoc Professor	1.00	\$6,170	\$49,370	
Borden, Karl J	Accounting/Finance	Professor	1.00	\$900	\$72,011	
Branch, Stephen	Music & Performing Arts	Asst Professor	1.00	\$900	\$41,285	
Bridges, Deborah E	Economics	Assoc Professor	1.00	\$900	\$55,774	
Briner, Wayne	Psychology	Professor	1.00	\$900	\$58,782	
	Management/Marketing	Professor	0.60	\$2,640	\$43,109	
Broekemier, Gregory M	Munugement/Murketing			¢1 010	\$32,197	
Broekemier, Gregory M	Management/Marketing	Chairperson	0.40	\$1,819	**=,->>	
Broekemier, Gregory M		Chairperson	0.40	\$4,459	\$75,306	
Broekemier, Gregory M Brown, Dennis		Chairperson Assoc Professor				
	Management/Marketing		1.00	\$4,459	\$75,306	
Brown, Dennis	Management/Marketing Criminal Justice	Assoc Professor	1.00 1.00	\$4,459 \$900	\$75,306 \$66,955	
Brown, Dennis Brown, Ruth E	Management/Marketing Criminal Justice Communication	Assoc Professor Assoc Professor	1.00 1.00 1.00	\$4,459 \$900 \$5,144	\$75,306 \$66,955 \$49,370	
Brown, Dennis Brown, Ruth E Buckner, Nathan A Burkink, Timothy J	Management/Marketing Criminal Justice Communication Music & Performing Arts	Assoc Professor Assoc Professor Assoc Professor	1.00 1.00 1.00 1.00	\$4,459 \$900 \$5,144 \$900	\$75,306 \$66,955 \$49,370 \$49,370	
Brown, Dennis Brown, Ruth E Buckner, Nathan A	Management/Marketing Criminal Justice Communication Music & Performing Arts Management/Marketing	Assoc Professor Assoc Professor Assoc Professor Assoc Professor	1.00 1.00 1.00 1.00 1.00	\$4,459 \$900 \$5,144 \$900 \$3,400	\$75,306 \$66,955 \$49,370 \$49,370 \$69,492	
Brown, Dennis Brown, Ruth E Buckner, Nathan A Burkink, Timothy J Camp, Margaret	Management/Marketing Criminal Justice Communication Music & Performing Arts Management/Marketing Accounting/Finance	Assoc Professor Assoc Professor Assoc Professor Assoc Professor Assoc Professor	1.00 1.00 1.00 1.00 1.00	\$4,459 \$900 \$5,144 \$900 \$3,400 \$900	\$75,306 \$66,955 \$49,370 \$49,370 \$69,492 \$61,717	
Brown, Dennis Brown, Ruth E Buckner, Nathan A Burkink, Timothy J Camp, Margaret	Management/Marketing Criminal Justice Communication Music & Performing Arts Management/Marketing Accounting/Finance Criminal Justice	Assoc Professor Assoc Professor Assoc Professor Assoc Professor Assoc Professor Professor	1.00 1.00 1.00 1.00 1.00 1.00 0.60	\$4,459 \$900 \$5,144 \$900 \$3,400 \$900 \$4,300	\$75,306 \$66,955 \$49,370 \$49,370 \$69,492 \$61,717 \$35,269	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Carnes, Holly A	Intercollegiate Athletics	Head Coach - Softball	1.00	\$455	\$26,461	FY
Carstenson, Larry G	Accounting/Finance	Assoc Professor	1.00	\$900	\$67,691	AY
Choonhasakulchoke, Wuthichai	Art & Art History	Asst Professor	1.00	\$900	\$42,694	AY
Christensen, Jane Ellen	Honors Program	Coordinator Honors Pgm	0.50	\$250	\$14,607	AY
Cisler, Valerie C	Music & Performing Arts	Assoc Professor	1.00	\$900	\$52,092	AY
Clark, Barbara I	Teacher Education	Assoc Professor	1.00	\$900	\$49,516	AY
Cocetti, Robert	Communication	Professor	1.00	\$900	\$69,766	AY
Colsden, Lyle	Family Studies and Interior Design	Assoc Professor	1.00	\$900	\$68,030	AY
Cook, James M	Music & Performing Arts	Professor	1.00	\$900	\$67,303	A
Cook-Fong, Sandra K	Social Work	Assoc Professor	1.00	\$900	\$50,117	AY
Craig, Herbert E	Modern Languages	Professor	0.60	\$3,719	\$35,269	A
	Modern Languages	Chairperson	0.40	\$2,539	\$26,970	A
			1.00	\$6,258	\$62,239	
Crocker, Ronald J	Music & Performing Arts	Professor	0.60	\$540	\$42,589	AY
	Music & Performing Arts	Chairperson	0.40	\$419	\$31,849	AY
			1.00	\$959	\$74,438	_
Daake, Mary K	Academic Advising	Director Academic Advising	1.00	\$795	\$46,212	FY
Damon, John	English	Asst Professor	1.00	\$900	\$40,984	A
Dart, M Stanley	Geography & Earth Science	Assoc Professor	1.00	\$900	\$59,888	A
Darveau, Scott A	Chemistry	Assoc Professor	1.00	\$5,611	\$49,370	AY
Davis, Gary L	Music & Performing Arts	Professor	1.00	\$900	\$60,743	AY
Davis, Roger P	History	Professor	1.00	\$900	\$63,467	AY
Day, Damon D	Intercollegiate Athletics	Head Coach - Baseball	0.68	\$0	\$20,500	F
Jay, Damon D	Health, Physical Ed & Recreation	Lecturer	0.32	\$0	\$9,500	AY
			1.00	\$0	\$30,000	-
De Goede, Geertruida C	Library	Reference Librarian/Asst Prof	1.00	\$900	\$54,068	FY
Dennis, Thomas L	Art & Art History	Assoc Professor	1.00	\$900	\$54,809	AY
Dillon, Jeremy S	Geography & Earth Science	Asst Professor	1.00	\$900	\$40,900	AY
Dinsmore, John Norman	Art & Art History	Professor	0.50	\$450	\$37,543	AY
Dinsmore, Julie Ann	Counseling & School Psychology	Professor	1.00	\$7,590	\$58,782	AY
Duffin, Diane L	Political Science	Assoc Professor	1.00	\$900	\$49,479	A
Eckloff, Maurine C	Communication	Professor	0.50	\$450	\$38,946	AY
Eichhorst, Bruce	Biology	Asst Professor	1.00	\$900	\$44,884	AY
Elder, Bruce Robert	Accounting/Finance	Professor	0.60	\$540	\$40,714	AY
	Accounting/Finance	Chairperson	0.40	\$419	\$30,600	AY
			1.00	\$959	\$71,314	_
Ellis, Mark R	History	Asst Professor	1.00	\$900	\$42,384	AY
Emal, Kent Clayton	Communication Disorders	Assoc Professor	1.00	\$900	\$62,556	AY
Emrys, Barbara	English	Assoc Professor	0.60	\$540	\$31,255	AY
	English	Chairperson	0.40	\$419	\$24,294	AY
			1.00	\$959	\$55,549	-
Enns, Jess G	Sociology	Assoc Professor	0.60	\$540	\$38,970	AY
	Sociology	Chairperson	0.40	\$419	\$29,437	AY
			1.00	\$959	\$68,407	-
Envick, Donald D	Industrial Technology	Professor	1.00	\$900	\$76,537	AY
Ericson, Bradley L	Biology	Assoc Professor	1.00	\$900	\$60,562	AY
Eshleman, Thomas	Economics	Assoc Professor	1.00	\$900	\$54,332	AY
		Professor	0.60	\$540	\$39,647	AY
Estes, Kent	Counseling & School Psychology	FIDIESSOI	0.00	\$540	\$59,047	
Estes, Kent	Counseling & School Psychology Counseling & School Psychology	Chairperson	0.00	\$419	\$29,888	AY

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арј
Exstrom, Christopher	Chemistry	Assoc Professor	0.60	\$540	\$30,345	А
	Chemistry	Chairperson	0.40	\$419	\$23,687	Α
			1.00	\$959	\$54,032	
Fendt, Eugene J	Philosophy	Professor	1.00	\$900	\$63,295	A
Flagstad, Lois	Residential and Greek Life	Dir Res-Greek Life/Dean of Students	1.00	\$1,138	\$66,138	F
Fleming, James Slate	Counseling & School Psychology	Assoc Professor	1.00	\$900	\$52,092	A
Foradori, Anne	Music & Performing Arts	Assoc Professor	1.00	\$900	\$50,575	A
Forrest, Krista D	Psychology	Assoc Professor	1.00	\$5,561	\$49,370	1
Fort, Charles	English	Research Professor	0.50	\$450	\$34,814	
	English	Professor	0.50	\$450	\$34,814	
	English	Distinguished Professor	0.00	\$0 \$900	\$15,000	
Fox, Jerald Lee	International Education	Director Int'l Educ	1.00 1.00	\$900	\$84,628 \$83,270	
Fredrickson, Scott	Teacher Education	Professor	1.00	\$900	\$60,743	
Freeman Gregory, Lucille M	Teacher Education	Professor	1.00	\$900	\$67,276	
Frickel, Beverly J	Accounting/Finance	Assoc Professor	1.00	\$900	\$80,243	
Fronczak, Janice	Theatre	Asst Professor	1.00	\$900	\$38,559	
Garrison, Jack	Theatre	Assoc Professor	1.00	\$900 \$900	\$61,439	
Gilbert, James N	Criminal Justice	Professor	1.00	\$900	\$74,614	
Glazier, Stephen D	Sociology	Professor	1.00	\$900	\$67,230	
Gonzalez, Eduardo	Modern Languages	Asst Professor	1.00	\$900	\$54,068	
Grandone, Marion L	English	Asst Professor	0.50	\$450	\$28,323	
Haack, Randal L	Business and Finance	Vice Chancellor Business/Finance	1.00	\$0	\$104,170	
Hadley, Galen D	Academic Affairs	Interim Senior VC Academic Affairs	1.00	\$0 \$0	\$109,751	
Hadley, Marilyn	Education	Dean Education	1.00	\$0	\$100,926	
Hall, Steven C	Accounting/Finance	Assoc Professor	1.00	\$900	\$85,412	
Hamaker, Michelle L	University Public Safety	Direct Univ Public Safety	1.00	\$805	\$46,805	
Hansen, Tommy L	Teacher Education	Assoc Professor	1.00	\$900	\$53,483	
Harms, Sherri K	Computer Science & Information Syst	Asst Professor	1.00	\$900	\$65,900	
Harriott, Janette	Music & Performing Arts	Asst Professor	1.00	\$900	\$38,900	
Harris, Phyllis G	Multi-Cultural	Director of Multicultural Affairs	1.00	\$788	\$45,788	
Harrold, Francis B	Natural & Social Sciences	Dean Natural/Social Sciences	1.00	\$0	\$102,556	
Hart, Anita	Modern Languages	Professor	1.00	\$900	\$62,527	
Hartman, Mark D	Art & Art History	Assoc Professor	0.60	\$4,021	\$29,622	
	Art & Art History	Chairperson	0.40	\$2,740	\$23,205	
			1.00	\$6,761	\$52,827	
Hastings, John D	Computer Science & Information Syst	Asst Professor	1.00	\$900	\$69,577	
Heckman, Randall	Mathematics & Statistics	Professor	1.00	\$900	\$76,665	
Heelan, Catherine A	Health, Physical Ed & Recreation	Asst Professor	1.00	\$2,400	\$43,160	
Heidenreich, Sheryl	Library	Coor Ref Lib/Loan/Doc Del/Asst Prof	1.00	\$900	\$42,744	
Herbison, Michael R	Library	Reference Librarian/Assoc Prof	1.00	\$0	\$84,658	
Hertner, John	Biology	Professor	1.00	\$900	\$70,100	
Hilton, Laurence M	Communication Disorders	Professor	1.00	\$900	\$75,268	
Hoback, William W	Biology	Assoc Professor	1.00	\$6,456	\$49,370	
Hodge, Kay A	Management/Marketing	Assoc Professor	1.00	\$900	\$58,183	
Hoehner, Patricia	Educational Administration	Assoc Professor	0.60	\$540	\$34,006	
	Educational Administration	Chairperson	0.40	\$419 \$959	\$26,127 \$60,133	_
Hef Deed D	Original & Oak ID II	A 4 Due ferenza			\$60,133	
Hof, David D	Counseling & School Psychology	Asst Professor	1.00	\$900	\$43,572	1

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Honeyman, Susan E	English	Asst Professor	1.00	\$900	\$36,900	AY
Hossain, Syed A	Mathematics & Statistics	Assoc Professor	1.00	\$900	\$57,878	AY
Hueser, Gerald A	Health, Physical Ed & Recreation	Asst Professor	0.50	\$450	\$29,051	A
Jacobson, Howard J	Art & Art History	Professor	1.00	\$900	\$62,527	A
Jacobson, Thomas P	Educational Administration	Assoc Professor	1.00	\$900	\$57,751	A
Javidi, Akbar	Communication	Assoc Professor	1.00	\$900	\$55,529	A
Jenkins, L Allan	Economics	Professor	0.60	\$540	\$40,467	A
	Economics	Chairperson	0.40	\$419	\$30,435	A
			1.00	\$959	\$70,902	_
Jensen, Darrel V	Nebraska Safety Center	Assoc Professor	0.75	\$675	\$48,902	A
	Nebraska Safety Center	Director Safety Center	0.25	\$225	\$16,300	А
			1.00	\$900	\$65,202	—
Johannsson, Hannes	Economics	Asst Professor	1.00	\$900	\$52,911	A
Jurma, William	Communication	Professor	0.50	\$450	\$33,180	A
surma, wimam	Fine Arts & Humanities	Assoc Dean Fine Arts/Humanities	0.50	\$509	\$36,637	A
	The Arts & Humanites	Assoc Dean Fine Arts/Humannies	1.00	\$959	\$69,817	_
Karraker, Jack A	Art & Art History	Professor	0.50	\$450	\$39,139	A
Kauders, Audrey S	Museum of Nebraska Art	Director/Curator of Mona	1.00	\$1,225	\$71,225	F
Kaufman, Don A	Chemistry	Professor	1.00	\$900	\$77,922	А
Keith, Diana J	Library	Head Gov Documents/Assoc Professor	1.00	\$900	\$58,072	F
Kelley, Daryl G	Sociology	Assoc Professor	1.00	\$900	\$54,838	А
Kime, Katherine A	Mathematics & Statistics	Assoc Professor	1.00	\$900	\$49,962	А
Kneen, Nancy J	Career Services	Director Career Services	1.00	\$817	\$47,492	F
Koepke, Gene H	Management/Marketing	Professor	0.50	\$450	\$44,553	А
Konecny, Ron	Management/Marketing	Professor	1.00	\$900	\$67,191	А
Korb, Leslie A	Management/Marketing	Asst Professor	1.00	\$900	\$64,793	А
Kotcherlakota, Vani V	Economics	Professor	1.00	\$900	\$66,736	А
Kovacs, Frank A	Chemistry	Asst Professor	1.00	\$900	\$39,900	A
Kristensen, Douglas A	Office of the Chancellor	Chancellor	1.00	\$0	\$168,480	F
Kronfield, Elizabeth	Art & Art History	Asst Professor	1.00	\$900	\$38,559	А
Kropp, Sonja Dams	Modern Languages	Assoc Professor	1.00	\$900	\$50,575	А
Kropp, Tom	Health, Physical Ed & Recreation	Asst Professor	0.50	\$450	\$25,543	А
	Intercollegiate Athletics	Head Coach - Mens Basketball	0.50	\$450	\$25,543	А
	Intercollegiate Athletics	Head Coach-Mens Basketball	0.00	\$223	\$12,959	A
			1.00	\$1,123	\$64,045	_
Kruse, Martha J	English	Assoc Professor	1.00	\$900	\$49,387	А
Kuskie, Larry Dale	Industrial Technology	Professor	1.00	\$900	\$68,517	А
Kuskie, Marlene M	Counseling & School Psychology	Professor	0.50	\$450	\$30,372	А
	Education	Assoc Dean Education	0.50	\$509	\$33,829	A
			1.00	\$959	\$64,201	_
Lakey, John L	Human Resources	Asst VCBF/Dir Human Resources	1.00	\$1,119	\$65,069	F
Larson, Kennard G	Industrial Technology	Professor	0.60	\$540	\$41,300	A
,	Industrial Technology	Chairperson	0.40	\$419	\$30,991	A
			1.00	\$959	\$72,291	_
Larson, Lillian C	Communication Disorders	Assoc Professor	1.00	\$900	\$56,220	A
Lawson, George M	Communication	Assoc Professor	1.00	\$900	\$59,733	A
Lebsack, Richard R	Management/Marketing	Professor	1.00	\$900	\$74,882	A
Lebsack, Sandra Ann	Management/Marketing	Assoc Professor	0.60	\$540	\$39,267	A
	Management/Marketing	Chairperson	0.40	\$419	\$29,635	A
		chun person	0.70	4117	<i>427,000</i>	

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Lewis, Joan D	Teacher Education	Assoc Professor	1.00	\$900	\$49,962	A
Lewis, William R	University Relations	Vice Chancellor Univ Relations	1.00	\$0	\$92,907	F
Lightner, Stanley L	Industrial Technology	Asst Professor	1.00	\$900	\$55,102	A
Lillis, John G	Library	Reference Librarian/Assoc Prof	1.00	\$900	\$56,701	F
Lilly, Carol S	History	Assoc Professor	0.60	\$540	\$32,003	A
	History	Chairperson	0.40	\$419	\$24,792	A
			1.00	\$959	\$56,795	
Livingston, Kathy E	Institutional Research	Director Institutional Research	1.00	\$911	\$52,993	F
Lomicky, Carol S	Communication	Assoc Professor	1.00	\$900	\$51,059	A
Longo, Peter J	Political Science	Professor	0.60	\$540	\$38,498	A
	Political Science	Chairperson	0.40	\$419	\$29,122	A
	Honors Program	Director Honors Pgm	0.00	\$321 \$1,280	\$18,668 \$86,288	F
Lopez, Samuel T	Health, Physical Ed & Recreation	Asst Professor	1.00	\$900	\$43,728	A
Louishomme, Claude A	Political Science	Asst Professor	1.00	\$900	\$46,160	A
Luscher, Robert M	English	Professor	1.00	\$900	\$67,097	A
Lutfiyya, Lutfi A	Mathematics & Statistics	Professor	0.60	\$540	\$39,383	A
Butityyu, Buti I	Mathematics & Statistics	Chairperson	0.40	\$419	\$29,712	A
	Matienates & Statistics	Champerson	1.00	\$959	\$69,095	_
Luthans, Kyle W	Management/Marketing	Assoc Professor	1.00	\$900	\$68,791	А
Markes, C Trecia	Physics & Physical Science	Asst Professor	1.00	\$900	\$53,182	А
Markes, Mark E	Physics & Physical Science	Asst Professor	1.00	\$900	\$44,884	А
Markussen, Phyllis Ann	Family Studies and Interior Design	Professor	0.60	\$540	\$37,516	А
Ani Kussen, i kynis i tin	Family Studies and Interior Design	Chairperson	0.40	\$419	\$28,468	Α
			1.00	\$959	\$65,984	
Martin, Thomas Scott	Philosophy	Professor	1.00	\$900	\$63,295	Α
Marxsen, Craig S	Economics	Assoc Professor	1.00	\$900	\$63,690	Α
Mason, Sharon	Library	Hd Catalog Dept/Professor	1.00	\$900	\$67,954	F
Mattson, Jean L	Budget Office	Budget Officer	1.00	\$896	\$52,121	F
Maughan, Suzanne L	Sociology	Asst Professor	1.00	\$900	\$43,160	Α
May, James Michael	Art & Art History	Asst Professor	1.00	\$900	\$55,892	А
Mcbride, Jon L	Intercollegiate Athletics	Athletic Director	1.00	\$1,514	\$88,040	F
Mcfarland, Max A	Counseling & School Psychology	Professor	1.00	\$900	\$62,527	A
Mena-Werth, Jose L	Physics & Physical Science	Assoc Professor	0.60	\$540	\$33,036	A
	Physics & Physical Science	Chairperson	0.40	\$419 \$959	\$25,480 \$58,516	A
Messersmith, Kenneth G	Computer Science & Information Syst	Asst Professor	0.60	\$540	\$31,819	А
wiesser smith, Kenneth G		Chairperson	0.00	\$340 \$419		
	Computer Science & Information Syst	Champerson	1.00	\$959	\$24,670 \$56,489	A
Meyer, Andrew	Intercollegiate Athletics	Head Coach - Mens Track	0.50	\$320	\$18,582	F
Meyer, Andrew	Intercollegiate Athletics	Head Coach - Womens Track	0.50	\$320	\$18,582	F
	Interconegiate Athletics	field Coach - womens flack	1.00	\$640	\$37,164	
Miller, Michael Arthur	Facilities	Director of Facilities	1.00	\$1,435	\$83,454	F
Miller, Richard L	Psychology	Professor	0.60	\$540	\$43,295	A
	Psychology	Chairperson	0.40	\$419	\$32,320	A
		·	1.00	\$959	\$75,615	_
Miller, Rodney E	Fine Arts & Humanities	Dean Fine Arts/Humanities	1.00	\$0	\$99,580	F
Mitchell, Darleen L	Music & Performing Arts	Asst Professor	1.00	\$900	\$40,984	A
Montgomery, Donna J	Teacher Education	Asst Professor	1.00	\$900	\$47,865	A
Moore, Tami J	Family Studies and Interior Design	Asst Professor	1.00	\$900	\$43,572	A

University of Nebraska at Kearney Listing of Assistant Professors and Above

July 1, 2003

	July 1, 20	705				
Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	App
Moorman, Marta K	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$900	\$49,497	AY
Morgan, Donald Ace	Accounting/Finance	Professor	0.75	\$675	\$60,181	AY
	MBA Program	Director MBA Pgm	0.25	\$225	\$20,060	AY
			1.00	\$900	\$80,241	_
Morris, Darrell Wayne	Intercollegiate Athletics	Head Coach - Football	0.90	\$937	\$54,493	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$104	\$6,054	FY
			1.00	\$1,041	\$60,547	_
Morrow, Sherry	Nebraska Safety Center	Asst Professor	1.00	\$900	\$52,091	AY
Mosher, Michael D	Chemistry	Assoc Professor	1.00	\$900	\$52,092	AY
Mosig, Yozan Dirk	Psychology	Professor	1.00	\$900	\$71,159	AY
Nabb, David B	Music & Performing Arts	Assoc Professor	1.00	\$900	\$54,542	A
Nagel, Harold George	Biology	Professor	0.50	\$450	\$39,815	A
Nelson, Kenneth D	Educational Administration	Assoc Professor	1.00	\$900	\$56,461	A
Niemann, Donald F	Mathematics & Statistics	Assoc Professor	1.00	\$900	\$66,039	AY
Nikels, Kenneth	Graduate Studies & Research	Dean Grad Studies/Research	0.90	\$0	\$93,904	F
	Academic Affairs	Asst VC Academic Affairs	0.10	\$0	\$10,450	FY
			1.00	\$0	\$104,354	-
Obermier, Timothy	Industrial Technology	Assoc Professor	1.00	\$900	\$56,643	AY
Oseth, John M	Office of the Chancellor	Exec Asst to the Chanc	1.00	\$1,582	\$91,962	F
Osmanski, Teresa L	Intercollegiate Athletics	Head Coach - Swimming	0.50	\$310	\$18,013	AY
Ossian, James E	Educational Administration	Assoc Professor	1.00	\$900	\$58,206	AY
Palmer, David K	Management/Marketing	Assoc Professor	1.00	\$900	\$67,762	A
Payne, James F	Music & Performing Arts	Professor	1.00	\$900	\$70,100	AY
Payne, Kay	Center for Rural Rsch Development	Dir Ctr Rural Research/Development	1.00	\$989	\$57,480	FY
Pearson, Lon	Modern Languages	Professor	1.00	\$900	\$74,463	AY
Peck, Elizabeth G	Center for Teaching Excellence	Director Center Teaching Excellence	0.75	\$675	\$42,118	AY
	English	Assoc Professor	0.25	\$225	\$14,039	AY
			1.00	\$900	\$56,157	
Peek, Charles A	English	Professor	1.00	\$900	\$62,527	AY
	English	Distinguished Professor	0.00	\$0	\$3,500	AY
			1.00	\$900	\$66,027	
Pelc, Sharon	Student Center/Union	Dir St Union/Asst VCSA	1.00	\$955	\$55,550	FY
Potthoff, Dennis E	Teacher Education	Professor	0.60	\$2,640	\$35,812	AY
	Teacher Education	Chairperson	0.40	\$1,819	\$27,331	AY
			1.00	\$4,459	\$63,143	
Powell, Glen Huel	Teacher Education	Professor	1.00	\$900	\$69,299	AY
Price, Robert I	Physics & Physical Science	Assoc Professor	1.00	\$900	\$60,982	A
Rieder, Paula M	History	Asst Professor	1.00	\$900	\$43,054	A
Riessland, Larry	Finance Office	Director of Finance	1.00	\$972	\$56,517	F
Roark, James	Chemistry	Asst Professor	1.00	\$900	\$82,706	A
Roggasch, Michelle J	EO/Affirmative Action	Dir Affirm Action/Equal Opp/Ada	1.00	\$783	\$45,503	F
Rothenberger, Steven J	Biology	Professor	1.00	\$900	\$64,163	A
Rowling, James C	Library	Hd Acquisition & Ser/Assoc Prof	1.00	\$900	\$61,413	F
Rozema, David	Philosophy	Professor	1.00	\$6,199	\$58,782	AY
Rundstrom, James	Alumni Association	Director Alumni Services	1.00	\$1,100	\$63,923	F
Russell, Carol J	Intercollegiate Athletics	Head Coach - Womens Basketball	1.00	\$875	\$50,875	FY
Rycek, Robert F	Psychology	Professor	0.50	\$450	\$31,289	AY
	Natural & Social Sciences	Assoc Dean Natural/Social Sci	0.50	\$509	\$34,747	AY
			1.00	\$959	\$66,036	

University of Nebraska at Kearney Listing of Assistant Professors and Above

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Sasse, Scott W	Criminal Justice	Asst Professor	1.00	\$900	\$44,762	A
Scantling III, Edgar L	Health, Physical Ed & Recreation	Professor	0.60	\$540	\$37,516	A
	Health, Physical Ed & Recreation	Chairperson	0.40	\$419	\$28,468	Α
			1.00	\$959	\$65,984	_
Schaaf, Gary D	Music & Performing Arts	Professor	1.00	\$900	\$64,163	A
Schipporeit, Kimra F	Student Records	Director Student Records/Registration	1.00	\$1,376	\$80,033	F
Schlake, Denise	Student Affairs	Vice Chan Student Affairs	1.00	\$0	\$98,389	F
Schmitz, Ruth	Management/Marketing	Assoc Professor	0.50	\$450	\$32,155	A
Schnieder, Jeremy L	English	Lecturer	0.75	\$375	\$19,125	А
	Writing Center	Coordinator Writing Center	0.25	\$125 \$500	\$6,375 \$25,500	A
Schnoor, Neal H	Teacher Education	Assoc Professor	0.50	\$2,754	\$24,685	A
Schloor, Near II	Music & Performing Arts	Assoc Professor	0.50	\$2,754 \$2,754	\$24,685	A
	Music & Fertonning Arts	ASSOC F10105501	1.00	\$5,508	\$49,370	
Schroeder, Deborah K	Information Technology Services	Asst Vice Chan Info Tech	1.00	\$1,662	\$96,590	F
Schuessler, Richard	Art & Art History	Assoc Professor	1.00	\$900	\$52,092	А
Scofield, Thomas R	Counseling & School Psychology	Assoc Professor	1.00	\$900	\$52,543	А
Seaton, Llovd	Accounting/Finance	Assoc Professor	1.00	\$900	\$85,412	А
Seshadri, Srivatsa	Management/Marketing	Assoc Professor	1.00	\$900	\$67,768	А
Shaffer, Julie J	Biology	Asst Professor	1.00	\$900	\$43,814	А
Sheldon, Jane	Business Services	Director Business Services	1.00	\$784	\$45,560	F
Shelton, Donna S	Teacher Education	Lecturer	1.00	\$900	\$37,524	А
Sherwood, Laura F	Communication	Asst Professor	1.00	\$900	\$40,900	А
Siedschlaw, Kurt D	Criminal Justice	Assoc Professor	1.00	\$900	\$54,963	А
Sinclair, Bedford David	English	Asst Professor	1.00	\$900	\$56,314	А
Skinner, Kerri M	Biology	Asst Professor	0.50	\$450	\$21,864	А
	Teacher Education	Asst Professor	0.50	\$450	\$21,864	А
			1.00	\$900	\$43,728	-
Sluti, Donald G	Management/Marketing	Assoc Professor	1.00	\$900	\$68,415	A
Smith, Kathleen J	Business & Technology	Dean Business/Technology	1.00	\$0	\$109,158	F
Snider, Daren P	Modern Languages	Asst Professor	1.00	\$900	\$43,054	А
Snyder, Lewis Leroy	Communication	Professor	1.00	\$900	\$60,743	А
Spessard-Schueth, Linda L	Biology	Professor	1.00	\$900	\$70,624	А
Springer, Joseph T	Biology	Professor	1.00	\$900	\$68,881	А
Squiers, Richard D	Intercollegiate Athletics	Head Coach - Volleyball	1.00	\$785	\$45,642	F
Steele, Janet E	Biology	Assoc Professor	1.00	\$900	\$52,092	А
Stolzer, Jeanne M	Family Studies and Interior Design	Asst Professor	1.00	\$900	\$39,400	А
Swinney, Laurie S	Accounting/Finance	Professor	1.00	\$4,400	\$89,400	А
Tassi, Marguerite A	English	Assoc Professor	1.00	\$900	\$49,443	А
Taylor, Kenya	Communication Disorders	Assoc Professor	0.60	\$540	\$31,381	Α
	Communication Disorders	Chairperson	0.40	\$419	\$24,377	А
			1.00	\$959	\$55,758	-
Terry, Keith E	Communication	Professor	0.60	\$540	\$36,446	A
	Communication	Chairperson	0.40	\$419	\$27,754	A`
T1 11 D 11 G	Theodore	A and Dura C	1.00	\$959 ©000	\$64,200	
Tidwell, David O	Theatre	Asst Professor	1.00	\$900	\$40,984	A
Tillery, Ann B	Office of Communication	Director of Univ Communications	1.00	\$3,071	\$47,898	F
Tracy, Glenn E	Teacher Education	Asst Professor	1.00	\$900	\$46,489	A
Tuttle, Ronald H	Industrial Technology	Professor	1.00	\$900	\$72,583	A
Twigg, Paul	Biology	Assoc Professor	1.00	\$900	\$52,092	A

University of Nebraska at Kearney Listing of Assistant Professors and Above

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Umland, Rebecca A	English	Professor	1.00	\$900	\$62,527	AY
Umland, Samuel J	English	Professor	1.00	\$900	\$63,350	AY
Unruh, Scott A	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$3,400	\$49,739	A
Van Ingen, Linda	History	Asst Professor	1.00	\$900	\$42,384	AY
Volpe, Vernon L	History	Professor	1.00	\$900	\$64,163	A
Wadkins, Theresa A	Psychology	Asst Professor	1.00	\$900	\$45,126	A
Walden, Robert J	Teacher Education	Asst Professor	1.00	\$900	\$45,900	A
Walker, Robert Edwin	Teacher Education	Professor	0.60	\$540	\$42,098	A
	Teacher Education	Director Elem Educ/PTE	0.40	\$419	\$31,522	AY
			1.00	\$959	\$73,620	
Wiersma, Beth A	Criminal Justice	Asst Professor	1.00	\$900	\$44,762	AY
Wilke, Janet Stoeger	Library	Interim Director of Libraries	1.00	\$1,012	\$71,353	F
Willis, Barton	Mathematics & Statistics	Professor	1.00	\$5,683	\$58,782	A
Wozniak, William J	Psychology	Professor	1.00	\$900	\$68,749	A
Wubbels, Gene G	Chemistry	Professor	1.00	\$900	\$82,706	A
Wysocki, Diane Kholos	Sociology	Assoc Professor	1.00	\$900	\$49,962	A
Younes, Maha N	Social Work	Assoc Professor	0.75	\$675	\$39,069	A
	Social Work	Director Social Work	0.25	\$284	\$16,480	A
			1.00	\$959	\$55,549	-
Young, Robert W	Business & Technology	Assoc Dean Business & Technology	0.50	\$509	\$36,135	AY
	Accounting/Finance	Assoc Professor	0.50	\$450	\$32,678	A
			1.00	\$959	\$68,813	
Zaruba, Gary	Art & Art History	Professor	0.50	\$450	\$39,061	AY
Zeller, Gail	Center for Academic Success	Director Student Support Serv	0.85	\$781	\$45,406	F
	Center for Academic Success	Learning Center Director	0.15	\$138	\$8,013	F
			1.00	\$919	\$53,419	
Ziebarth-Bovill, Jane	Teacher Education	Asst Professor	1.00	\$900	\$42,372	AY

University of Nebraska Central Administration Listing of Assistant Professors and Above

July 1, 2003

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Арр
Agneta, Leonard D	VP and General Counsel	Special Associate General Counsel	0.10	\$151	\$8,700	F
See also: UNMC						
Ballinger, Royce	EPSCOR	Director	0.57	\$0	\$68,430	F
	Executive VP and Provost	Asst Exec Vp/Provost	0.07	(\$45,537)	\$9,108	F
			0.64	(\$45,537)	\$77,538	_
Burns, Donal J	Executive VP and Provost	Assoc Exec Vp And Provost	1.00	\$2,370	\$137,820	F
Crump, Arthel (Gene)	VP and General Counsel	Assoc Gen Counsel	0.50	\$725	\$42,182	F
See also: UNL						
Emal, James G	Directorate Team	Professor	0.50	\$788	\$45,802	F
See also: IANR						
Horn, Christy A	VP for Business and Finance	Compliance Officer	0.50	\$750	\$43,283	F
See also: UNL	vi for Busiless and Finance	compnance officer	0.50	\$750	\$15,205	1
Justus, Michael D	Finance	Asst Vpbf/Dir Of Finance	1.00	\$1,750	\$101,900	F
Koller, Rebecca H	VP for Business and Finance	Asst Vp/Dir Fac Plan Mgmt	1.00	\$1,925	\$112,175	F
Lechner, David E	VP for Business and Finance	Vice President	1.00		\$158,100	F
Levitov, Peter S	Office of the President	Associate Dean	0.09	\$0 \$0	\$6,688	I
See also: UNL				• •		
Maurer, Carmen K	VP and General Counsel	Assoc Gen Counsel	1.00	\$1,750	\$101,750	F
Noren, Jay	Executive VP and Provost	Exec Vp/Provost	1.00	\$0	\$200,000	F
Odabasi, Turan Paul	VP and General Counsel	Special Associate General Counsel	0.11	\$163	\$9,486	F
See also: UNL						
Robak, Kim M	Office of the President	Corporation Secretary	0.50	\$0	\$74,070	F
	VP for External Affairs	Vice Pres External Affair	0.50	\$0	\$74,070	F
			1.00	\$0	\$148,140	-
Roots, Judy M	VP and General Counsel	Assoc Gen Counsel	0.67	\$1,319	\$76,674	F
Rowson, Joseph P	VP for External Affairs	Asst Vp Ext Aff/Dir Comm	1.00	\$1,660	\$99,297	I
Smith, L Dennis	Office of the President	President	1.00	\$0	\$254,800	I
Spellman, Richard A	VP and General Counsel	Special Associate General Counsel	0.49	\$806	\$46,850	I
Stephan, Sharon R	VP for External Affairs	Director	1.00	\$1,510	\$87,510	I
Thomas, Deborah L	VP for External Affairs	Director	1.00	\$1,485	\$83,565	I
Weir, Walter G	VP for External Affairs	Asst Vp/Dir Of Info Srvcs	1.00	\$2,508	\$146,410	F
Wiltse, John C	VP and General Counsel	Sr Assoc Gen Counsel	1.00	\$1,820	\$105,820	I
Wimes, Edward D	VP for Business and Finance	Asst VPBF / Dir Human Resources	1.00	\$1,750	\$101,900	F
Withem, Ronald E	VP for External Affairs	Assoc Vp Ext Afr/Dir Gr	1.00	\$1,910	\$111,075	F
Wood, Richard R	VP and General Counsel	Vice Pres/General Counsel	1.00	\$0	\$156,000	F

(Dr. Ballinger's negative increase due to appointment ending Aug 31)

TO:	The Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Fall 2003 Headcount Enrollment and Student Credit Hour Reports
RECOMMENDED ACTION:	Report.
PREVIOUS ACTION:	None.
EXPLANATION:	The attached report provides Fall 2003 semester headcount enrollment by campus and college. Also included is comparative headcount enrollment data for Fall semesters 1994 thru 2003.
	A summary of Fall 2003 semester student credit hours by campus and college is also included.
PROJECT COST:	None.
SOURCE OF FUNDS	None.
SPONSOR:	Greg Rogers Assistant Vice President and Director of Institutional Research
APPROVAL:	Jay Noren Executive Vice President and Provost
DATE:	October 2, 2003

UNIVERSITY OF NEBRASKA SUMMARY - HEADCOUNT ENROLLMENT REPORT FALL SEMESTER 2003

		A	dministrative Si	te
	Fall 2003	Fall 2002	Difference	% Change
UNIVERSITY OF NEBRASKA - LINCOLN				
Undergraduate		1 005	/m = 1	
Agricultural Sciences & Natural Resources	1,266	1,339	(73)	-5.5
Architecture	530	502	28 144	5.6° 3.4°
Arts & Sciences Business Administration	4,344 2,923	4,200 3,093	(170)	-5.5
Education and Human Sciences (a)	2,923	3,093	2,579	-5.5 n
Engineering & Technology	2,373	2,429	(12)	-0.5
Fine & Performing Arts	665	670	(12)	-0.7
Human Resources & Family Sciences (a)	-	839	(839)	n
Journalism & Mass Communications	877	946	(69)	-7.3
Teachers (a)	-	1,792	(1,792)	n
Continuing Studies (b)	-	13	(13)	n
General Studies	2,121	2,116	5	0.2
Visiting	129	179	(50)	-27.9
Undergraduate Subtotal	17,851	18,118	(267)	-1.5
Graduate	4,219	4,380	(161)	-3.7
Professional	70	74		
Architecture	70	71	(1)	-1.4
Law Drofocologic Subtotol	419	419	-	0.0
Professional Subtotal	489 22,559	490	(1)	-0.2
JNL TOTAL JNIVERSITY OF NEBRASKA MEDICAL CENTER	22,559	22,988	(429)	-1.9
Undergraduate				
Dentistry (Dental Hygiene)	44	40	4	10.0
Medicine (Allied Health)	93	80	13	16.3
Nursing	598	574	24	4.2
Unclassified	7	5	2	40.0
Undergraduate Subtotal	742	699	43	6.2
Graduate	538	536	2	0.4
Professional				
Allied Health Certification Program	253	252	1	0.4
Nursing Certification Program	9	9	-	0.0
Medical Family Therapy	1	-	1	r
Radiology Oncology Physics	1	-	1	n
Pharmacy	258	260	(2)	-0.8
Dentistry	189	184	5	2.7
Medicine (M.D.)	459	471	(12)	-2.5
Medicine (Post M.D.)	415	408	7	1.7
Professional Subtotal	1,585	1,584	1	0.1
	2,865	2,819	46	1.6
JNIVERSITY OF NEBRASKA AT OMAHA				
Undergraduate Arts & Sciences	3,447	3,383	64	1.9
Business Administration	1.988	2,044	-	-2.7
Education	1,378	1,377	(56) 1	-2.7
Fine Arts	501	547	(46)	-8.4
Information Science & Technology	794	809	(15)	-1.9
CPACS	793	807	(10)	-1.7
Continuing Studies	1,031	1,172	(141)	-12.0
Non-Degree	407	345	62	18.0
University Division	763	849	(86)	-10.1
Undergraduate Subtotal	11,102	11,333	(231)	-2.0
Graduate	2,895	3,118	(223)	-7.2
JNO TOTAL	13,997	14,451	(454)	-3.1
INIVERSITY OF NEBRASKA AT KEARNEY				
Undergraduate				
Business & Technology	1320	1,340	(20)	-1.5
Education	1327	1,317	10	0.8
Fine Arts & Humanities	647	613	34	5.5
Natural & Social Sciences	1495	1,424	71	5.0
University College	584	672	(88)	-13.1
Undergraduate Subtotal	5,373	5,366	7	0.1
Graduate	1,006	1,029	(23)	-2.2
JNK TOTAL	6,379	6,395	(16)	-0.3
JNIVERSITY OF NEBRASKA TOTAL Vebraska College of Technical Agriculture (NCTA)	45,800 215	46,653	(853)	-1.8 -15.0
INIVERSITY OF NEBRASKA TOTAL (with NCTA)	46,015	253 46,906	(38) (891)	-15.0 -1.9
	-0,013	40,000	(100)	-1.
irst-Time Full-Time Freshman Enrollment	2644	0.647	04	0.5
UNL	3,641	3,617	24	0.7
UNO	1,471	1,625	(154)	-9.5
	1,055	1,054	1	0.1
UNK Totals	6,167	6,296	(129)	-2.0

Footnotes:

⁽a) In Fall, 2003, the Human Resources & Family Sciences and Teachers Colleges were merged to form the Education and Human Sciences College.

⁽b) In Fall, 2003, the Division of Continuing Education was discontinued.

University of Nebraska Headcount Enrollment by Campus and College Fall Semesters 1994 through 2003

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	% Change (FY 94 to 03)
UNIVERSITY OF NEBRASKA - LINCOLN											
Undergraduate											
Agricultural Sciences & Natural Resources	1,405	1,530	1,553	1,545	1,480	1,459	1,408	1,368	1,339	1,266	-9.9%
Architecture	494	536	513	467	489	463	470	487	502	530	7.3%
Arts & Sciences	4,478	4,784	4,748	4,542	4,379	4,240	4,221	4,187	4,200	4,344	-3.0%
Business Administration	2,597	2,807	2,827	2,800	2,832	2,804	2,881	3,006	3,093	2,923	12.6%
Education and Human Sciences (a)	0	0	0	0	0	0	0	0	0	2,579	n/a
Engineering & Technology	2,144	2,160	2,144	2,202	2,285	2,386	2,499	2,442	2,429	2,417	12.7%
Fine & Performing Arts	497	551	564	596	619	622	671	665	670	665	33.8%
Human Resources & Family Sciences (a)	775	802	877	933	858	750	721	800	839	0	n/a
Journalism & Mass Communications	877	877	870	885	891	968	973	967	946	877	0.0%
Teachers (a)	1,895	1,882	1,789	1,700	1,580	1,600	1,659	1,724	1,792	0	n/a
Continuing Studies (b)	531	149	103	67	57	63	42	35	13	0	n/a
General Studies	2,846	2,919	2,781	2,353	2,350	2,283	2,266	2,139	2,116	2,121	-25.5%
Visiting	161	189	185	156	160	166	157	165	179	129	-19.9%
Undergraduate Subtotal	18,700	19,186	18,954	18,246	17,980	17,804	17,968	17,985	18,118	17,851	-4.5%
Graduate (b) (c)	4,732	4,711	4,546	4,159	3,979	3,893	3,869	4,309	4,380	4,219	-10.8%
Professional											
Architecture (c)	0	0	0	45	52	61	56	71	71	70	n/a
Law	422	423	387	377	397	384	375	399	419	419	-0.7%
Professional Subtotal	422	423	387	422	449	445	431	470	490	489	15.9%
UNL TOTAL	23,854	24,320	23,887	22,827	22,408	22,142	22,268	22,764	22,988	22,559	-5.4%
UNIVERSITY OF NEBRASKA MEDICAL CENTER											
Undergraduate											
Dentistry (Dental Hygiene)	42	43	38	40	41	39	40	40	40	44	4.8%
Medicine (Allied Health)	254	234	230	231	220	226	75	74	80	93	-63.4%
Nursing	664	626	592	550	513	487	511	541	574	598	-9.9%
Unclassified	25	20	29	15	10	12	13	8	5	7	-72.0%
Undergraduate Subtotal	985	923	889	836	784	764	639	663	699	742	-24.7%
Graduate (c)	375	407	417	396	385	386	469	485	536	538	43.5%
Professional											
Allied Health Certification Program (d)	74	97	91	98	94	98	255	250	252	253	241.9%
Nursing Certification Program (e)	38	30	20	6	12	14	11	13	9	9	-76.3%
Medical Family Therapy	0	0	0	0	0	0	0	0	0	1	n/a
Radiology Oncology Physics	0	0	0	0	0	0	0	0	0	1	n/a
Pharmacy	258	266	266	264	260	265	267	262	260	258	0.0%
Dentistry	174	184	182	182	187	183	181	183	184	189	8.6%
Medicine (M.D.)	509	491	488	469	488	495	486	474	471	459	-9.8%
Medicine (Post M.D.)	365	367	365	367	389	385	387	394	408	415	13.7%
Professional Subtotal	1,418	1,435	1,412	1,386	1,430	1,440	1,587	1,576	1,584	1,585	11.8%
UNMC TOTAL	2,778	2,765	2,718	2,618	2,599	2,590	2,695	2,724	2,819	2,865	3.1%
UNIVERSITY OF NEBRASKA AT OMAHA											
Undergraduate											
Arts & Sciences	4,064	3,907	3,553	3,227	3,083	3,046	2,999	3,208	3,383	3,447	-15.2%
Business Administration	2,538	2,424	2,361	2,105	1,968	1,907	1,904	1,981	2,044	1,988	-21.7%
Education	1,553	1,465	1,492	1,451	1,275	1,227	1,186	1,240	1,377	1,378	-11.3%
Fine Arts	395	463	470	463	490	498	529	506	547	501	26.8%
Information Science & Technology (f)	0	0	124	362	606	787	859	880	809	794	n/a
CPACS	1,028	1,030	1,044	938	872	815	793	791	807	793	-22.9%
Continuing Studies	1,416	1,357	1,417	1,280	1,243	1,165	1,140	1,225	1,172	1,031	-27.2%
Non-Degree	897	803	735	664	518	397	391	408	345	407	-54.6%
University Division	453	472	499	585	677	817	893	899	849	763	68.4%
Undergraduate Subtotal	12,344	11,921	11,695	11,075	10,732	10,659	10,694	11,138	11,333	11,102	-10.1%
Graduate	2,707	2,770	2,779	2,635	2,542	2,605	2,785	3,005	3,118	2,895	6.9%
UNO TOTAL	15,051	14,691	14,474	13,710	13,274	13,264	13,479	14,143	14,451	13,997	-7.0%
UNIVERSITY OF NEBRASKA AT KEARNEY											
Undergraduate											
Business & Technology	1,488	1,499	1,493	1,489	1,473	1,526	1,501	1,395	1,340	1,320	-11.3%
Education	1,625	1,574	1,566	1,465	1,402	1,348	1,241	1,274	1,317	1,327	-18.3%
Fine Arts & Humanities	476	530	528	542	557	608	612	645	613	647	35.9%
Natural & Social Sciences	1,921	1,983	1,919	1,860	1,708	1,564	1,433	1,348	1,424	1,495	-22.2%
University College	942	881	783	755	746	759	715	745	672	584	-38.0%
Undergraduate Subtotal	6,452	6,467	6,289	6,111	5,886	5,805	5,502	5,407	5,366	5,373	-16.7%
Graduate	1,132	1,153	1,391	1,022	963	975	1,004	1,019	1,029	1,006	-11.1%
UNK TOTAL	7,584	7,620	7,680	7,133	6,849	6,780	6,506	6,426	6,395	6,379	-15.9%
UNIVERSITY OF NEBRASKA TOTAL	49,267	49,396	48,759	46,288	45,130	44,776	44,948	46,057	46,653	45,800	-7.0%
Nebraska College of Technical Agriculture (NCTA) (f)	235	263	273	277	261	252	234	234	253	215	-8.5%

Sources: UNL Institutional Research and Planning, UNMC Office of Academic Records, UNO Office of Institutional Research, and UNK Office of Institutional Research.

See footnotes on attached page.

Footnotes:

- (a) In Fall, 2003, the Human Resources & Family Sciences and Teachers Colleges were merged to form the Education and Human Sciences College.
- (b) In Fall, 1994, due to improved availability, undergraduate and graduate students in UNL's Continuing Studies could finally be reported separately. This appears as a decrease in Continuing Studies, which now only shows undergraduate, and an increase in Graduate College, which now includes graduate students in the Continuing Studies program. In Fall, 1995, another reporting change was made, to show degree-seeking undergraduates taking Continuing Studies courses in their degree college instead of in Continuing Studies. In Fall, 2003, the Division of Continuing Studies was discontinued.

(c) In Fall, 1997, the classification of UNL graduate students in Architecture was changed from graduate to professional.

(d) In Fall, 2000, the classification of UNMC Physical Therapy and Physician Assistant students was changed from graduate to professional.

(e) In Fall, 1994, students in UNMC's post-masters certificate program were reported for the first time.

(f) In 1996, the College of Information Science and Technology was established at UNO.

(g) The Nebraska College of Technical Agriculture (NCTA) at Curtis is administered by UNL's Institute of Agricultural and Natural Resources.

UNIVERSITY OF NEBRASKA SUMMARY OF STUDENT CREDIT HOURS FALL SEMESTER, 2003

	Fall 2003	Fall 2002	Difference	% Change
UNL	275,022	277,369	(2,347)	-0.8%
UNMC	40,788	39,938	850	2.1%
UNO	149,849	152,895	(3,046)	-2.0%
UNK	78,665	77,961	704	0.9%
Total	544,324	548,163	(3,839)	-0.7%

Number of credit hours for each campus, with details by College of Faculty and College of Student follows.

UNIVERSITY OF NEBRASKA-LINCOLN STUDENT CREDIT HOUR REPORT FALL SEMESTER, 2003

	COLLEGE OF FACULTY															
					Educ &		Fine &	Human	Journalism							Change
			Arts &	Business	Human	Engr. &	Perf.	Res. &	& Mass				Other	Fall 2003	Fall 2002	From
COLLEGE OF STUDENT	CASNR	Arch.	Sciences	Admin.	Sciences	Tech.	Arts	Family Sci.	Comm.	Teachers	Law	ROTC	Units	Total	Total	Fall 2002
Ag. Sci. & Nat. Res.	8,691	22	6,496	1,144	415	83	417		283			11	210	17,772	18,434	(662)
Architecture	54	4,558	1,846	29	209	223	420		54			9	175	7,577	7,117	460
Arts & Sciences	603	12	49,881	2,040	2,221	73	2,579		288			170	1,481	59,348	56,959	2,389
Business Administration	304	15	13,905	19,547	2,738	30	1,996		317			59	475	39,386	41,842	(2,456)
Education and Human Sciences (a)	495	14	12,093	773	17,933	3	1,587		123			43	289	33,353	n/a	n/a
Engineering & Technology	705	408	9,781	717	84	14,131	389		429			70	235	26,949	27,118	(169)
Fine & Performing Arts	18	5	2,731	110	210	3	5,865		58			9	156	9,165	9,203	(38)
Human Resources & Family Sci. (a)														-	9,176	n/a
Journalism & Mass Communications	21	3	6,625	757	253	12	539		3,436			16	290	11,952	12,932	(980)
Teachers (a)														-	24,954	n/a
Continuing Studies (b)														-	75	n/a
General Studies	253	37	19,976	1,238	2,527	609	1,721		342			45	605	27,353	27,017	336
Visiting	22	3	368	30	244	57	37		3			7	60	831	878	(47)
Law	3	3	23	48							6,457			6,534	6,563	(29)
Graduate	2,932	402	9,913	3,087	8,333	2,244	1,314		391		93	3	286	28,998	29,873	(875)
CPACS - UNO	33		1,640	24	134		90		3			31	50	2,005	1,999	6
Nursing - UNMC			13		2		6						1	22	16	6
Dental Graduates	7				42									49	99	(50)
Undergraduate - UNO	1,327	22			1,242	382								2,973	2,608	365
Graduate - UNO	9	13			16	717								755	506	249
TOTAL FALL 2003	15,477	5,517	135,291	29,544	36,603	18,567	16,960	-	5,727	-	6,550	473	4,313	275,022		
TOTAL FALL 2002	16,246	5,341	136,386	29,249	n/a	18,659	16,955	11,168	5,981	26,240	6,542	485	4,117		277,369	
CHANGE FROM FALL 2002	(769)	176	(1,095)	295	n/a	(92)	5	(11,168)	(254)	(26,240)	8	(12)	196			(2,347)
% CHANGE	-4.7%	3.3%	-0.8%	1.0%	n/a	-0.5%	0.0%	-100.0%	-4.2%	-100.0%	0.1%	-2.5%	4.8%			-0.8%

Source: UNL Institutional Research and Planning

Footnotes:

(a) In Fall, 2003, the Human Resources & Family Sciences and Teachers Colleges were merged to form the Education and Human Sciences College.

(b) In Fall, 2003, the Division of Continuing Education was discontinued.

UNIVERSITY OF NEBRASKA MEDICAL CENTER STUDENT CREDIT HOUR REPORT FALL SEMESTER, 2003

		COLI	LEGE OF FACU	ILTY				
						Fall 2003	Fall 2002	Change From
COLLEGE OF STUDENT	Medicine	Nursing	Pharmacy	Dentistry	ICP*	Total	Total	Fall 2002
Allied Health	5,704	74				5,778	5,577	201
Nursing - Omaha	66	2,356				2,422	2,208	214
Nursing - Lincoln		2,207				2,207	2,162	45
Nursing - Kearney	28	1,359				1,387	1,527	(140)
Nursing - Western	24	1,112				1,136	993	143
Nursing - Certification		60				60	49	11
Dentistry				2,745		2,745	2,712	33
Dental Hygiene				640		640	620	20
Dental Certification Program				448		448	480	(32)
Medicine (M.D.)	8,656					8,656	8,711	(55)
Post M.D.	6,648					6,648	6,512	136
Medical Family Therapy	3					3	-	3
Radiology Oncology Physics	12					12	-	12
Pharmacy	1,429	18	3,536			4,983	4,933	50
Pharmacy Certification Program			112			112	80	32
Unclassified Undergraduate	26	14				40	23	17
Graduate	1,399	1,750	194	140	28	3,511	3,351	160
TOTAL Fall 2003	23,995	8,950	3,842	3,973	28	40,788		
TOTAL Fall 2002	23,427	8,727	3,854	3,897	33		39,938	
CHANGE FROM Fall 2002	568	223	(13)	76	(5)			850
% CHANGE	2.4%	2.6%	-0.3%	2.0%	100.0%			2.1%

*ICP - Intercampus Programs - Includes Toxicology and in the Spring, Public Health Administration

Total does not include 239 UNO hours, 131 UNL hours, and 22 Western Nebraska colleges hours in which UNMC students are enrolled.

Source: UNMC Office of Academic Records

UNIVERSITY OF NEBRASKA AT OMAHA STUDENT CREDIT HOUR REPORT FALL SEMESTER, 2003

				COLLEG	E OF FACULT	Υ						
												Change
	Arts &	Business					University		Other	Fall 2003	Fall 2002	From
COLLEGE OF STUDENT	Sciences	Admin	CPACS	Education	Fine Arts	ISTE	Division	ROTC	Units (a)	Total	Total	Fall 2002
Agriculture - UNL	117	22		3	6		2			150	129	21
Architecture - UNL	445	12	15	10	184	3				669	807	(138)
Arts and Sciences	35,996	1,258	905	954	1,644	408	168	31	33	41,397	40,630	767
Business Administration	8,834	11,912	543	641	893	168	34	13	3	23,041	23,391	(350)
Continuing Studies	5,851	623	1,014	794	501	429	20	33	9	9,274	10,231	(957)
Education	6,530	132	126	8,861	740	60	24		12	16,485	16,541	(56)
Engineering & Technology - UNL	4,553	171	57	52	282	739	6	7	6	5,873	5,527	346
Fine Arts	1,983	18	93	208	3,548	39	18	4		5,911	6,362	(451)
Human Resources & Family Sci UNL	972	36	132	186	108	6	8			1,448	1,400	48
Information Science & Technology	4,146	709	90	94	260	4,033	6	9	27	9,374	9,314	60
Non-Degree	1,189	247	155	123	120	95	2	3		1,934	1,737	197
CPACS	3,019	96	3,105	210	111	96	4	9		6,650	6,905	(255)
University Division	6,681	267	390	467	681	172	444	1		9,103	10,378	(1,275)
Undergraduate - UNL			2,772							2,772	2,511	261
Graduate	2,483	2,684	3,588	5,064	331	1,615		3		15,768	17,032	(1,264)
TOTAL FALL 2003	82,799	18,187	12,985	17,667	9,409	7,863	736	113	90	149,849		
TOTAL FALL 2002	85,535	18,797	12,439	17,458	8,400	8,857	1,092	206	111		152,895	
CHANGE FROM FALL 2002	(2,736)	(610)	546	209	1,009	(994)	(356)	(93)	(21)			(3,046)
% CHANGE	-3.2%	-3.2%	4.4%	1.2%	12.0%	-11.2%	-32.6%	-45.1%	-18.9%			-2.0%

(a) Other Units include: Honors Colloquium and Library courses.

Source: UNO Institutional Research

UNIVERSITY OF NEBRASKA AT KEARNEY STUDENT CREDIT HOUR REPORT FALL SEMESTER, 2003

		COLLEG	E OF FACU	LTY			
				Natural &			Change
	Business		Fine Arts &	Social	Fall 2003	Fall 2002	From
COLLEGE OF STUDENT	& Tech	Education	Humanities	Sciences	Total	Total	Fall 2002
Business & Technology	11,421	532	2,240	3,575	17,768	17,837	(69)
Education	1,306	8,605	4,138	5,165	19,214	18,882	332
Fine Arts & Humanities	837	249	5,841	1,794	8,721	8,563	158
Natural & Social Sciences	2,014	645	3,333	13,971	19,963	18,730	1,233
University College	1,059	777	2,237	3,440	7,513	8,385	(872)
Graduate	557	4,002	356	571	5,486	5,564	(78)
TOTAL FALL 2003	17,194	14,810	18,145	28,516	78,665		
TOTAL FALL 2002	17,424	14,777	17,783	27,977		77,961	
CHANGE FROM FALL 2002	(230)	33	362	539			704
% CHANGE	-1.3%	0.2%	2.0%	1.9%			0.9%

Source: UNK Institutional Research

TO:	The Board of Regents
	Academic Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	Report of Name Change of the Bachelor of Science degree in the College of Agricultural Sciences and Natural Resources from Crop Protection to Plant Protection Sciences.
RECOMMENDED ACTION:	Report
EXPLANATION:	This is to report the name change in the Bachelor of Science degree in the College of Agricultural Sciences and Natural Resources from Crop Protection to Plant Protection Sciences.
	The name change more accurately reflects the application of the major to all plants, and the emphasis on science rather than management.
	This name change in the Bachelor of Science degree has been approved by President Smith and Chancellor Perlman, as well as the Academic Planning Committee.
SPONSOR:	John C. Owens NU Vice President and IANR Harlan Vice Chancellor
APPROVAL:	Jay Noren Executive Vice President and Provost
DATE:	October 2, 2003

TO:	The Board of Regents	Addendum X-D-5
	Academic Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Report on the Memo of Understanding (MOU) Among Education Programs at the University of Nebraska at K the University of Nebraska-Lincoln (UNL), and the Un Nebraska at Omaha (UNO).	earney (UNK),
RECOMMENDED ACTION:	Report	
PREVIOUS ACTION:	None.	
EXPLANATION:	Because of the need for the University to serve the spec needs of the state at the graduate level, the special educ UNK, UNL and UNO campuses have agreed to deliver sites within each other's campus regions in the endorses special education as listed on the attachment.	ation units of the courses to public
	This MOU will be in effect indefinitely, subject to the f provision: Any campus can give notice that it wishes to the agreement. The campuses pledge to work together agreement. However, if no new agreement is reached, t will become invalid one complete semester after notific to change or terminate the agreement is given and will o original campus delivery boundaries as set by the Nebra Commission for Postsecondary Education.	end or change to achieve a new hen this MOU cation of the desire default to the
	After three years of operation under this MOU, the thre review the operation and results of the agreement to det is meeting the goals and intents of the MOU.	
	The Council of Academic Officers has endorsed the age	reement.
PROJECT COST:	None.	
SOURCE OF FUNDS:	None.	
APPROVAL:	Jay Noren Executive Vice President and Provost	
DATE:	September 25, 2003	

Memo of Understanding among Special Education Programs at UNK, UNL, & UNO

Subject: Coordination of Distance Education Courses in Nebraska

Due to program constraints among the NU campuses and the need for the University to serve the special education needs of the state at the graduate level, the special education units of each campus have requested extended authorization to deliver courses to public sites within other campus regions in the endorsement areas for special education as listed below. This MOU will be in effect indefinitely, subject to the following provision: Any campus can give notice that it wishes to end or change the agreement. The campuses pledge to work together to achieve a new agreement. However, if no new agreement is reached, then this MOU will become invalid one complete semester after notification of the desire to change or terminate the agreement is given and will default to the original boundaries as set by the Nebraska Coordinating Commission for Postsecondary Education. After three years of operation under this MOU, the three campuses will review the operation and results of the agreement to determine whether it is meeting the goals and intents of the MOU. Program representatives from each campus as listed below have consented to the following conditions.

Teaching endorsement courses:

<u>Deaf/Hard of Hearing</u> – UNL may offer the graduate program throughout the state via the web and occasional face-to-face sessions held in Lincoln.

SPED 872 Psychology & Sociology of Deafness
SPED 873 Teaching Content Areas for the Deaf and Hard of Hearing
SPED 874 Teaching Language Arts for the Deaf and Hard of Hearing
SPED 875 Teaching Reading for the Deaf and Hard of Hearing
SPED 890K Diversity Issues in DHH Education
SLPA 850 Audiology & Aural Rehabilitation of Teachers of DHH
SLPA 884 Speech and Language Development in the Deaf and Hard of Hearing
SLPA 956 Linguistics of American Sign Language

<u>Early Childhood Special Education</u> – UNL continues coordination of program with UNK. UNL may teach the following courses at sites throughout the state.

SPED 860 Issues in Early Childhood Special EducationSPED 861 Interventions for Infants with DisabilitiesSPED 862 Classroom Programs for Preschool Children with DisabilitiesSPED 863 Medically Fragile InfantsSPED 960 Family-Centered Services for Children with Disabilities

<u>Gifted</u> - UNK may deliver at sites throughout the state of Nebraska. Courses are delivered via one or more interactive distance instruction technologies with occasional face-to-face sessions held in Kearney during the program.

Note: Courses have been renumbered, but will not take effect until Spring 2004. Those numbers are in parentheses.

SPED 800P (TESE 822P) The Psychology and Education of Gifted and Talented Learners Web-based

SPED 801P (TESE 823P) Guiding the Social and Emotional Development of Gifted/Talented Learners Net2/IP Delivery

SPED 802 (TESE 824) Identification, Assessment, and Evaluation for Gifted/Talented Education Net 2/IP Delivery
SPED 803 (TESE 825) Curriculum Design and Development for Gifted/Talented Education Net2/IP Delivery
SPED 804 (TESE 826) Program Design for Gifted/Talented Education Net2/IP Delivery
SPED 805 (TE 816c) Practicum in Gifted/Talented Education Arranged

<u>Mild/Moderate Disabilities</u> – UNK may deliver at sites in the western part of Nebraska, including the Panhandle and Sandhills regions (not the Eastern or Southeastern sections or within commuting distance of Lincoln)

Note: UNK offers a Masters in Special Education, Mild/Moderate; Special Education, Advanced Practitioner; and Post Baccalaureate endorsements in LD, BD.

Note: Courses have been renumbered, but will not take affect until Spring 2004. Those numbers are in parentheses.

New Course (TE 805) Overview of Assistive Technology Net2/IP Delivery

SPED 812 (TESE 830) Consultation and Collaboration with Families and Agencies Serving Individuals with Disabilities Net2/IP Delivery

- SPED 844 (TESE 831) Formal and Informal Assessment in Special Education (4 credit hours) Net2/IP Delivery /on campus
- SPED 855 (TESE 832) Research-based Instructional Strategies for Students with Exceptionalities Net2/IP Delivery

SPED 867 (TESE 833) Applied Behavior Analysis Web based

- New Course (TESE 837P) Medical Aspects of Individuals with Disabilities Net2/IP Delivery
- New Course (TESE 838P) Legal Issues in Special Education (2 hours) Net2/IP Delivery
- SPED 818 (TESE 834) Characteristics and Identification of Behavior and Learning Disabilities Wedbased
- New Course (TESE 835) Applications of Assistive Technology across Environments Webbased/on campus

New Course (TESE 836P) Transitional Issues for Individuals with Disabilities Net2/IP Delivery

<u>Assistive Technology</u> – This program would be a strand within the Instructional Technology Masters degree program. Upon approval of the program, UNK may deliver courses in this program at sites throughout the state. (There is currently no endorsement in Assistive Technology in Nebraska).

<u>Severe Disabilities</u> – UNL coordinates programming with UNK and UNO. UNL will offer the following core courses at sites throughout the state except SPED 880, which UNL will offer throughout the state alternately with UNO except in Omaha or Lincoln respectively.

SPED 881 Teaching Students with Retardation or Severe Disabilities

SPED 882 Instructional Strategies for Educating Students with Multiple Disabilities New courses emphasizing autism are being developed and may be delivered at sites throughout the state. <u>Visual Impairment</u> –UNL will deliver courses in this endorsement via the web with a one-week face-toface session at The Nebraska Center for the Education of Children who are Blind or Visually Impaired for two summers.

SPED 846 Foundations of Visual Impairment: Programs and Services for Individuals with Visual Impairments

SPED 847 Introduction to Eye Anatomy of Students with Visual Impairments

SPED 849 Braille 1 – Braille Codes and Material Adaptations for Students with Visual Impairments

SPED 851 Intermediate Braille Codes and Instructional Material Adaptations for Students with Visual Impairments

SPED 852 Methods course: Instructional Methods for Teachers of Students with Visual Impairments

SPED 852A Applied Technology Methods for Students with Visual Impairments SPED 852B Applied Instructional Methods to Teach Students with Visual Impairments SPED 853 Orientation and Mobility Skills for Students with Visual Impairments SPED 897V Practicum/Internship: Visually Impaired

Certification:

<u>American Sign Language Interpreting</u> – UNO may deliver the courses needed for certification at sites throughout the state when the technology allows that development.

August 15, 2003

TO:	The Board of Regents	Addendum X-D-6
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Report of Bids and Contracts	
RECOMMENDED ACTION:	Report	
PREVIOUS ACTION:	None	
EXPLANATION:	The attached report is a summary of bids and contr the campuses pursuant to Section 6.4 of the <i>Bylaws</i> <i>Regents of the University of Nebraska</i> for the perio 25, 2003.	s of the Board of
	The report outlines the following: type of action; c and use of the product, service, or project; funding budget amount; contract amount; contractor or ven or bid explanation if the low responsible bid was no	source; approved dor; and a bid review
PROJECT COST:	None	
SOURCE OF FUNDS:	None	
APPROVAL:	David E. Lechner Vice President for Business & Finance	
DATE:	September 25, 2003	

University of Nebraska Business Affairs Report - Bids & Contracts

Period Ending: September 25, 2003 Meeting Date: October 17, 2003

Type of Action	Campus	Description	Funding Source	I	pproved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Construction Contract		Campus Recreation. Renovation of Tennis Courts in Cather Pound recreation area.	Maintenance Funds	\$	380,900	\$ 276,800	Builders, Inc.	Lowest responsible bidder.
	UNMC	Swanson Hall Elevator #49 Upgrade	LB-309 Funds & Deferred Maintenance Bond Issue	\$	277,500	\$ 255,400	F & B Constructors, Inc.	Lowest responsible bidder.
Personal Property Procurement		Physics Department. Acquisition of a sputtering system for Nano Technology research.	NIH Funds		N/A	\$ 265,880	AJA International, Inc.	Sole source. This company was chosen because it has all the specifications required.
	UNL	Biochemistry/Redox Center. Acquisition of a Mass Spectrometer for research.	State Aided Non- Revolving Funds		N/A	\$ 367,958	Applied Biosystems	Sole source. This company was chosen because of the unique components and specifications needed for the research.
		Biological Systems Engineering. Acquisition of a Commercial Ultrasound Machine for research on human subjects to look for tumors.	Master Lease Program & State Aided Non-Revolving Funds		N/A	\$	Siemens Medical Solutions USA, Inc.	Sole source. This company was chosen as they are the only vendor that has software to access raw data before it is displayed.
		Confocal Microscope & Accessories to perform analysis of living cells under fluorescence by Biochemistry & Molecular Biology department.	College of Medicine Operating Funds	\$	249,865	\$ 249,865	Carl Zeiss, Inc.	Sole Source - compatible with existing equipment.

Type of Action	Campus	Description	Funding Source	E	oproved Budget Amount	Contrac Amount		Bid Review or Explanation
Personal Property Procurement		ION Beam Assisted Deposition System to be used in the Nanotechnology Lab of Orthopaedic Surgery & Rehabilitation department for orthopaedic implants.	Department of Orthopaedic Surgery & Rehabilitation - Grant Funds	\$	225,000	\$ 225,00	0 Mill Lane Engineering	Sole Source - Specially designed scientific equipment. Strategic & collaborative research agreement approved through Intellectual Property Office.
		Cisco network equipment for Information Technology Services to connect Durham Research Center of Excellence to campus network.	University of Nebraska Facilities Corporation Bond Funds	\$7	4,899,500	\$ 493,67	9 Bizco Technologies	Lowest responsible bidder.
		Furniture for Durham Research Center of Excellence.	University of Nebraska Facilities Corporation Bond Funds	\$7	4,899,500	\$ 443,92	9 Office Interiors & Design	Lowest responsible bidder.
		Furniture for Durham Research Center of Excellence	University of Nebraska Facilities Corporation Bond Funds	\$7	4,899,500	\$ 287,37	6 Sheppards Business Interiors	Lowest responsible bidder.
Other Services Contract		Athletic Department. Air Charter Service for the 2003 Football Season.	Auxiliary Funds		N/A	\$ 380,84	7 United Airlines	Lowest responsible bidder.
	Campuses	License renewal for all Microsoft products. This is a three year extension of the agreement approved by the Board on September 7, 2001.	Operating Funds	\$ per y for 3	ear	\$ 790,87 per year for 3 years	Direct	Lowest responsible bidder.

TO:	The Board of Regents	Addendum X-D-7
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	University of Nebraska at Kearney Report of Gifts, Grants, Contracts and Bequests Accepted during the Quarter April 1, 2003 through June 30, 2	2003

RECOMMENDED ACTION: Report

	А	В	С	D	
Description:	Gifts	Grants	Bequests	Contracts	Totals
Instruction	0	8,880	0	0	8,880
Research	0	0	0	49,800	49,800
Public Service	0	128,878	0		128,878
Student Aid	33,906	364,883	0		398,789
Support Services					0
Administrative	0	0	0	0	0
Other	0	2,496	0	0	2,496
Not Designated	100	0	0	0	100
Subtotal	\$34,006	\$505,137	\$0	\$49,800	\$588,943

Gifts & Bequests of \$400,000 and more previously accepted by the Regents during the reported quarter:

1 , ,	1	J 1	5 0	0 1	1
Instruction	0	0	0	0	0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Student Aid	0	0	0	0	0
Supporting Services					
Administrative	0	0	0	0	0
Other	0	0	0	0	0
Not Designated	0	0	0	0	0
Subtotal	\$0	\$0	\$0	\$0	\$0
TOTAL	\$34,006	\$505,137	\$0	\$49,800	\$588,943

A - Gifts \$2,500 and over are itemized on the attached page

B - Grants \$100,000 and over are itemized on the attached page

C - All bequests are itemized on the attached page

D - Contracts \$100,000 and over are itemized on the attached page

SPONSOR:

Randal L. Haack, Vice Chancellor for Business & Finance

APPROVAL:

Doug Kristensen, Chancellor University of Nebraska at Kearney

UNIVERSITY OF NEBRASKA AT KEARNEY REPORT OF AWARDS WHICH REQUIRE SEPARATE ITEMIZATION ACCEPTED DURING THE QUARTER April 1, 2003 through June 30, 2003

GIFTS \$2,500 AND OVER

DONOR		PURPOSE	AMOUNT			
New West	S	Student Aid	33,906			
SUBTOTAL			33,906			
	JNT OF GIFTS UNDER \$2,500		100			
TOTAL GIFTS	FOR THE QUARTER		\$34,006			
<u>GRANTS \$100,000 AND O</u>	VER					
GRANTOR	GRANTEE/DEPARTMENT	PURPOSE	AMOUNT			
U.S. Dept of Education	Financial Aid	Student Aid	\$183,195			
U.S. Dept of Education	Financial Aid	Student Aid	116,401			
SUBTOTAL			299,596			
	JNT OF GRANTS UNDER \$100,0	000	299,590			
	TS FOR THE QUARTER		\$505,137			
<u>CONTRACTS \$100,000 AN</u>	<u>D OVER</u>					
<u>GRANTOR</u>	GRANTEE/DEPARTMENT	PURPOSE	<u>AMOUNT</u>			
SUBTOTAL			0			
	JNT OF CONTRACTS UNDER \$	100,000	49,800			
TOTAL CONTRACTS FOR THE QUARTER\$4						
TOTAL AWARDS FOR THE QUARTER						

TO:	The Board of Regents
	Business Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	University of Nebraska-Lincoln Report of Gifts, Grants, Contracts and Bequests accepted during the Quarter April 1, 2003 through June 30, 2003

RECOMMENDED ACTION: Report

	А	В	С	D	
	Gifts	Grants	Bequests	Contracts	Totals
Description			_		
Instruction	\$0	\$3,919,241	\$0	\$46,095	\$3,965,336
Research	0	19,387,456	0	3,701,669	23,089,125
Public Service	0	5,226,061	0	689,441	5,915,502
Administration	0	385,699	0	1,000	386,699
Student Services	0	692,239	0	675	692,914
Stu Financial Aid	0	19,249,247	0	0	19,249,247
Donations	0	0	0	0	0
-					
Subtotals	\$0	\$48,859,943	\$ 0	\$4,438,880	\$53,298,823

Gifts and Bequests of \$400,000 & more previously accepted by the Regents during the reported quarter:

Instruction	\$1,439,770	0	0	0	\$1,439,770
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
Subtotals	0	0	0	0	0
TOTAL	<u>\$1,439,770</u>	<u>\$48,859,943</u>	<u>\$ 0</u>	<u>\$4,438,880</u>	<u>\$54,738,593</u>

A - Gifts of \$2,500 and more are itemized on the attached pages

B - Grants of \$100,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages D - Contracts of \$100,000 and more are itemized on the attached pages

SPONSORS:

Prem S. Paul Vice Chancellor for Research & Dean of Graduate Studies

Christine A. Jackson Vice Chancellor for Business & Finance

APPROVAL:

Harvey Perlman, Chancellor University of Nebraska-Lincoln

DATE:

September 25, 2003

UNIVERSITY OF NEBRASKA-LINCOLN REPORT OF AWARDS WHICH REQUIRE SEPARATE ITEMIZATION ACCEPTED DURING THE QUARTER 4/1/03 – 6/30/03

Gifts/Bequests \$2,500 and over

Donor	Description	Amount					
Lectra Systems Inc	Software-3D Visual Merch/ Graphispec/Modaris/U4ia	<u>\$1,439,770</u>					
Total Gifts for the Quarter		<u>\$1,439,770</u>					
* * * * * * * * * * * * * * * * * * * *	* * * * * * * * * * * * * * * * * * * *						
Grants \$100,000 and over							
See attached sheet							
Subtotal		\$42,274,183					
Total amount of all Grants under	\$100,000	6,585,760					
Total Grants for the Quarter <u>\$48,859,9</u>							
* * * * * * * * * * * * * * * * * * * *	* * * * * * * * * * * * * * * * * * * *	* * * * * * * * * * * *					
Contracts \$100,000 and over							
See attached sheet							
Subtotal		\$2,680,539					
Total amount of all Contracts und	er \$100,000	1,758,341					
Total Contracts for the Quarter		<u>\$4,438,880</u>					

University of Nebraska - Lincoln Quarterly Summary of Grants Awarded Over \$100,000 Subtotals by College and Department For the Quarter 4/01/03 - 6/30/03

Dept/PI		Title	Budget	Period Funding Agency	Amount
		Arts & Sciences			
Biological Scienc	es				
Cerutti Harshman Joern Kamil Knops Nickerson	Heriberto Lawrence Anthony Alan Johannes Kenneth	Mechanism(s)/Post-Transcriptional Gene Silencing ID of Genes & Proteins that Regulate Stress Resist GAANN:Multidisc Grad Student Train/Environ Biology Mechanisms of Visual Search and Attention Carbon Sequestration and Global Climate Change Struct/Extracell Quorum Sens Molec/Dimorphic Fungi	5/1/03 7/1/03 8/15/03 6/1/03 7/1/03 4/7/03	4/30/04 DHHS-NIH-Nat Inst Gen Medical Sci \$ 1/31/04 DOD-DEPSCoR 8/14/04 Dept of Education 5/31/04 DHHS-NIH-Nat Inst Mental Health 10/31/04 Dept of Energy-EPSCoR 8/31/04 NSF	236,912 125,543 163,980 257,378 75,293 100,000
Zera	Anthony	Genetic Variation/Covariat in Endocrine Regulation	6/26/03	12/31/04 NSF	150,433
Chemistry Ducharme Dussault Harbison Langell Smith	Stephen Patrick Gerard Marjorie David	Ferroelec Polymer Nanocompos Film/Langmuir-Blodget M. J. Brown Fund - Dr. Robert Powers Startup Structure & Dynamics of DNA Hairpins Chemistry/Rocksalt & Spinel 3D Transit Metal Oxide Cataract Related Modifications of Lens Crystallins	5/1/03 7/1/02 5/1/03 4/18/03 5/15/03	4/30/06 NSF 6/30/03 U. N. Foundation 4/30/04 DHHS-NIH-Nat Inst Gen Medical Sci 8/31/04 NSF 3/31/04 DHHS-NIH-Nat Eye Institute	128,321 180,000 212,964 127,000 319,366
Computer Scienc Goddard	e & Engineering Stephen	g Digital Govt:Geospatial Decision Spt Syst/Drought	4/30/03	7/31/04 NSF	259,972
Dean's Office - Ar Lee	ts & Sciences Kevin	Dev Interact Simul Environ/Inquiry Astronomy Teach	4/15/03	3/31/06 NSF	201,943
English Price	Kenneth	Walt Whitman Archive	5/1/03	4/30/05 Natl Endowment for Humanities	200,000
Geosciences Harwood	David	Acquis/Drilling Rig/Recov Geol Records for ANDRILL	5/12/03	8/31/05 NSF	200,000
Mathematics & St Brittenham Wiegand	a tistics Mark Roger	Surfaces in Low-Dimensional Topology GAANN Fellowships in Mathematics at UNL	6/1/03 8/15/03	5/31/06 NSF 8/14/04 Dept of Education	104,180 131,184
Physics and Astro Claes	onomy Daniel	Experimental High Energy Physics	4/3/03	6/30/04 NSF	190,960

Doudin Jaecks Lee Sellmyer Snow Starace Psychology	Bernard Duane Kevin David Gregory Anthony	Nov Inorgan Dielect Barrier Layer/Magn-Resis Junct Correl Motion/Massive Coulomb Interact Particles Dev Interact Simul Environ/Inquiry Astronomy Teach Nanoscale Magneto-Electronic Structures & Devices The Cosmic Ray Observatory Project Dynamics of Few-Body Atomic Processes	6/1/03 6/23/03 4/15/03 5/1/03 5/30/03 5/15/03	5/31/06 NSF 6/30/04 NSF 3/31/06 NSF 4/30/04 DOD-Office of Naval Research 6/30/05 NSF 5/14/04 Dept of Energy		288,000 210,000 134,629 1,165,000 125,000 105,000	
Crockett Inderbitzen-No	Lisa bl:Heidi	Ethnicity, Parenting & Adolescent Adjustment Etiological Factors in Adolescent Social Phobia	6/1/03 6/1/03	5/31/04 DHHS-NIH-NICHD 5/31/04 DHHS-NIH-Nat Inst Mental Health		108,759 120,222	
Sociology Whitbeck	Leslie	Cultural Resilience/Rural & Remote Ojibwe Families	7/1/03	6/30/04 DHHS-NIH-Nat Inst Mental Health subtotal	\$ (<u>634,427</u> 6,256,466	
		Business Administrat	ion				
Dean's Office - Bu Milligan	isiness Admini s Cynthia	stration CBA Writing Lab	7/1/02	6/30/03 U. N. Foundation	\$	113,893	
Lied Center		Chancellor's Office	•				
Bethea	Charles Henry	Lied Performance Fund Project	7/1/02	6/30/03 U. N. Foundation	\$	211,550	
		Engineering and Techn	ology				
Engineering Mech Li Turner	n anics Jiangyu Joseph	Ferroelec Polymer Nanocompos Film/Langmuir-Blodget Mechanisms of Recrystallization/Sintering of Metal	5/1/03 7/1/03	4/30/06 NSF 6/30/04 Dept of Energy-EPSCoR	\$	139,014 102,768	
Mechanical Engin	eering						
Robertson Shield	Brian Jeffrey	Nov Inorgan Dielect Barrier Layer/Magn-Resis Junct Dumbbell Order/Microstruct/Rare Earth Perm Magnets	6/1/03 7/15/03	5/31/06 NSF 6/30/04 NSF		112,000 100,000	
Shield	Jenney	Dumbbell Ordenmicrostruct/Nare Lattin Ferri Magnets	7/10/00	subtotal	\$	453,782	
		IANR-Agriculture and Natural Res	ource Scie	ences			
Biological System Jones	ns Engineering David	Graduate Education for Biobased Products Industry	1/15/01	1/14/04 Dept of Energy	\$	100,000	
IANR-Conservation and Survey							
Conservation and Kuzila	l Survey Mark	Rural & Urban Geologic Mapping of Ne-STATEMAP	5/1/03	4/30/04 Dept of Interior-GS	\$	168,636	

IANR-Cooperative Extension

IANR-Cooperative Extension						
Agricultural Ecor	nomics					
Selley	Roger	Nebraska AgrAbility	5/1/02	4/30/04 Dept of Agriculture-CSREES	\$	150,000
Biological Syster	ns Engineering					
Dvorak	Bruce	Partners in Pollution Prevention Intern Program	10/1/03	9/30/05 Ne Dept Environmental Quality		199,426
Cooperative Exte	ension					
Birnstihl	Elizabeth	Expanded Food and Nutrition Program	10/1/02	9/30/03 Dept of Agriculture-CSREES		517,516
Dickey	Elbert	Integrated Pest Management	10/1/02	9/30/03 Dept of Agriculture-CSREES		245,023
Dickey	Elbert	Civil Service Retirement	10/1/02	9/30/03 Dept of Agriculture-CSREES		348,262
Swanson	Douglas	Communities Together Can	5/1/03	4/30/04 Dept of Agriculture-CSREES		60,000
Natural Resource	e Sciences					
Hubbard	Kenneth	Services of NOAA Regional Climate Centers FY 2003	8/1/03	7/31/04 Dept of Commerce-NOAA		300,000
Northeast R & E	Center					
Greve	Vickie	Communities Together Can	5/1/03	4/30/04 Dept of Agriculture-CSREES subtotal	\$	<u>60,000</u> 1,880,227
				Sublota	Ψ	1,000,227
Agricultural Rese	arch Division	IANR-Research				
Nelson	Darrell	Animal Health and Disease Research Funds FY 03	10/1/02	9/30/03 Dept of Agriculture-CSREES	\$	146,791
Nelson	Darrell	Forestry Research - McIntire-Stennis Funds	10/1/02	9/30/03 Dept of Agriculture-CSREES	φ	199,487
Vanderholm	Dale	2003 Multistate Rsch Funding (Regional Research)	10/1/02	9/30/03 Dept of Agriculture-CSREES		881,177
vandemoim	Dale	2003 Multistate RSCH Funding (Regional Research)	10/1/02	9/30/03 Dept of Agriculture-CSREES		001,177
Agronomy/Hortic	ulture					
Cassman	Kenneth	Carbon Sequestration and Global Climate Change	7/1/03	10/31/04 Dept of Energy-EPSCoR		357,641
Specht	James	Elev Seed Protein Content/N Cen Soybean Grow State	3/1/03	2/28/04 Iowa State University-NCSRP		218,778
Biochemistry						
Gladyshev	Vadim	Functions of Mammalian Thioredoxin Reductases	5/1/03	4/30/04 DHHS-NIH-Nat Inst Gen Medical Sci		250,819
Gladyshev	Vadim	Identity of Terminator & Selenocysteine UGA Codons	7/1/03	6/30/04 DHHS-NIH-Nat Inst Gen Medical Sci		165,600
Ragsdale	Stephen	Enzymology of Methanogenesis from Acetate	4/15/03	4/14/04 Dept of Energy		112,000
Spreitzer	Robert	Role of the Rubisco Small Subunit	5/1/03	4/30/04 Dept of Energy		220,000
Weeks	Donald	Analys/Carb Concent Mech/Chlamydomonas reinhardtii	6/2/03	8/31/04 NSF		130,000
Natural Resource	e Sciences					
Verma	Shashi	Carbon Sequestration and Global Climate Change	7/1/03	10/31/04 Dept of Energy-EPSCoR		508,227
Wilhite	Donald	Devel Drought Mitigation/Preparedness Tech for US	7/1/02	6/30/04 Dept of Agriculture-CSREES		208,962
		·				

Panhandle R & E Hein	Center Gary	Biological Intens Areawide IPM/Russian Wheat Aphid	10/1/01	9/30/06 Dept of Agriculture-ARS		124,900
Plant Pathology Mitra	Amit	Utiliz/Gene Silencing in Plant Functional Genomics	6/1/03	5/31/05 Dept of Agriculture-NRICGP		200,000
Veterinary & Bion Pattnaik Pattnaik	nedical Scien Asit Asit	ces VSV RNA Transcription and Replication VSV RNA Transcription and Replication	12/1/02 3/1/03	2/28/03 DHHS-NIH-NIAID 2/29/04 DHHS-NIH-NIAID	subtotal	\$ 111,901 290,000 4,126,283
		IANR - Vice Chance	ellor			
NE Forest Service Hergenrader	e Gary	Cooperative Forestry Program	6/25/03	9/30/05 Dept of Agriculture-FS		\$ 1,417,330
		Law				
Dean's Office - La Willborn	iw Steve	Law College Administrative	7/1/02	5/7/03 U. N. Foundation		\$ 101,498
		Libraries				
Dean's Office - Lil Giesecke	braries Joan	Funds for Books, Text & Library Supplies/Materials	4/28/03	6/30/03 U. N. Foundation		\$ 110,418
		Teachers				
Educational Psyc Roth Sheridan	hology Lee Ann Susan	Nebraska Career Information System Leadership Training in Interdisciplinary Collabor	7/1/03 9/1/03	6/30/04 Ne Dept Education 8/31/04 Dept of Education		\$ 145,000 200,000
Special Education	n & Communi					
Bernthal Epstein Epstein Epstein Scheffler	John Michael Michael Michael Marilyn	Barkley Trust Fund Early Childhood Mental Health Project Center for Behavior and Reading Postdoc Training in Emotional & Behavioral Disord Project PROMOTE	4/1/03 10/1/03 10/1/03 8/16/03 9/1/03	6/30/03 U. N. Foundation 9/30/04 Dept of Education 9/30/04 Dept of Education 8/15/04 Dept of Education 8/31/04 Dept of Education	subtotal	\$ 450,000 179,731 899,521 117,878 <u>199,296</u> 2,191,426
International Affa	iro	Vice Chancellor for Acade	mic Affairs			
Yohe Yohe	John John John	Sorghum/Millet Collab Research Program-INTSORMIL Sorghum/Millet Collab Research Program-INTSORMIL	8/28/96 8/28/96	3/15/04 Agency for Intl Development 3/15/04 Agency for Intl Development		\$ 787,500 3,200,000

Vice Chancellor f	or Academic	Affairs				
Edwards	Rick	UCARE	7/1/02	6/30/03 U. N. Foundation		400,000
Keck	David	J. D. Edwards Honors Program	7/1/02	2/28/03 U. N. Foundation		119,953
Keck	David	J. D. Edwards Honors Program	7/1/02	1/31/03 U. N. Foundation		<u>153,881</u>
		-		subtota	\$	4,661,334
		Vice Chancellor for Busines	s & Finance			
Vice Chancellor f	or Business 8					
Yardley	Owen	Department of Justice 2002 State Equipment Grant	1/1/03	9/30/03 Ne Military Department-NEMA	\$	154,295
		Vice Chancellor for Res	search			
Graduate Studies						
Weissinger	Ellen	Othmer-Topp Academic Impr Endow-Graduate Fellows	9/27/02	1/29/03 U. N. Foundation	\$	190,553
Weissinger	Ellen	Aiming High:Ronald E. McNair Postbacc Achieve Prog	10/1/03	9/30/04 Dept of Education		240,043
Plant Science Init	tiative					
Mackenzie	Sally	BIA Core 2000 System	11/30/01	6/30/03 U. N. Foundation		165,000
University of Neb	oraska State M	useum				
Jameson	Mary Liz	Monography/Phylogeny/New World Scarabaeoid Beetles	5/30/03	8/31/05 NSF		153,827
				subtota	\$	749,423
		Vice Chancellor for Stude	nt Affaire			
Vice Chancellor f	or Student Af		III Allalis			
Lee	Eric	Upward Bound-Lincoln	9/1/03	8/31/04 Dept of Education	\$	234,624
Lee	Eric	Upward Bound-Northeast Nebraska	9/1/03	8/31/04 Dept of Education	Ŧ	234,624
Lee	Eric	Upward Bound Math/Science Program	9/1/03	8/31/04 Dept of Education		222,916
Munier	Craig	Undergraduate Scholarships FY 2002-03	7/1/02	6/30/03 U. N. Foundation		7,871,679
Munier	Craig	Federal Financial Aid to Students-Perkins Loan	7/1/03	6/30/04 Dept of Education		111,335
Munier	Craig	Federal Financial Aid to Students-CWSP Program	7/1/03	6/30/04 Dept of Education		977,881
Munier	Craig	Federal Financial Aid to Students-SEOG Program	7/1/03	6/30/04 Dept of Education		515,356
Munier	Craig	Federal Financial Aid to Students-Pell Grant	7/1/02	6/30/03 Dept of Education		9,409,207
	-			subtota	\$	19,577,622

Grand Total \$42,274,183

University of Nebraska - Lincoln Quarterly Summary of Contracts Awarded Over \$100,000 Subtotals by College and Department For the Quarter 4/01/03 - 6/30/03

Dept/PI	PI Title		Budget	Period Funding Agency		Amount	
Arts & Sciences							
Chemistry Takacs	James	Inhibition of Methanogenesis in Ruminant Animals	4/25/03	4/24/04 PharmAgra	\$	14,306	
		Engineering & Technolo	ogy				
Chemical Engine	ering						
Meagher	Michael	Therapeut Agents & Vaccines against Biol Warfare	7/1/03	6/30/04 DOD-Army Medical Research	\$	375,000	
Meagher	Michael	Therapeut Agents & Vaccines against Biol Warfare	7/22/02	6/30/04 DOD-Army Medical Research		400,000	
Civil Engineering							
Azizinamini	Atorod	IBRC 2002 Project	3/1/03	12/31/07 Ne Dept Roads		240,000	
				subtotal	\$	1,015,000	
		IANR-Research					
Agricultural Rese	arch Divisi	on					
Vanderholm	Dale	U. S. Meat Animal Research Ctr (3rd/4th Qtr FY03)	10/1/02	9/30/03 Dept of Agriculture-ARS	\$	656,184	
Vanderholm	Dale	U. S. Meat Animal Research Ctr (3rd Qtr FY03 Fnds)	10/1/02	6/30/03 Dept of Agriculture-ARS		356,185	
Animal Science							
Miner	Jess	Inhibition of Methanogenesis in Ruminant Animals	4/25/03	4/24/04 PharmAgra		40,718	
Natural Resource	Sciences						
Peters	Ed	Nebraska Statewide Stream Inventory	5/1/03	4/30/05 Ne Game & Parks Commission		219,361	
Veterinary and Bi	omedical S	ciences					
Ragsdale	Stephen	Inhibition of Methanogenesis in Ruminant Animals	4/25/03	4/24/04 PharmAgra		55,025	
0		5		subtotal	\$	1,327,473	
		Teachers					
Educational Psyc	hology						
Buckendahl	Chad	Review Assess Portfolios for Language Arts:2003	5/1/03	11/30/03 Ne Dept Education	\$	323,760	
				-			

Grand Total <u>\$ 2,680,539</u>

TO:	The Board of Regents Business Affairs
MEETING DATE:	October 17, 2003
SUBJECT:	University of Nebraska Medical Center Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter April 1, 2003 through June 30, 2003

RECOMMENDED ACTION: Report

	А	В	С	D	TOTAL
Description	Gifts	Grants	Bequests	Contracts	
Instruction	\$334,339	\$1,458,266	\$0	\$801,981	\$2,594,586
Research	\$83,710	\$9,845,214	\$0	\$5,072,522	\$15,001,446
Public Service	\$50,924	\$119,131	\$0	\$1,476,808	\$1,646,863
Student Aid	\$1,250	\$236,452	\$0	\$0	\$237,702
Other	<u>\$5,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$5,000</u>
Subtotal	\$475,223	\$11,659,063	<u>\$0</u>	<u>\$7,351,311</u>	<u>\$19,485,597</u>

Awards of \$400,000 and more previously accepted by the Regents during the reported quarter.

Instruction	\$0	\$0	\$0	\$0	\$0
Research	\$0	\$0	\$0	\$0	\$0
Public Service	\$0	\$0	\$0	\$0	\$0
Student Aid	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0
Subtotal	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	<u>\$475,223</u>	<u>\$11,659,063</u>	<u>\$0</u>	<u>\$7,351,311</u>	<u>\$19,485,597</u>

A - Gifts of \$2,500 or more are itemized. See attachment(s) for itemized listings.

B - Grants of \$100,000 or more are itemized. See attachment(s) for itemized listings.

C - Bequests are itemized. See attachment(s) for itemized listings.

D - Contracts of \$100,000 or more are itemized. See attachment(s) for itemized listings.

SPONSOR:	Thomas H. Rosenquist, Ph.D.
	Vice Chancellor for Research

DATE: September 25, 2003

APPROVAL:

University of Nebraska Medical Center GIFTS OF \$2,500 OR MORE

APRIL 1, 2003 - JUNE 30, 2003

DONOR	<u>PURPOSE</u>	<u>AMOUNT</u>
Miscellaneous Donations greater than \$100	HENRY F REICHSTEIN ESTATE	\$75,000
Hattie B. Munroe Foundation	HB MONROE FDN	\$50,000
Hattie B. Munroe Foundation	THE HMB FDN	\$50,000
Miscellaneous Donations greater than \$100	CANCER RSCH PREV FDN	\$36,305
Hattie B. Munroe Foundation	THE HBM FDN	\$35,000
Hattie B. Munroe Foundation	THE HBM FDN	\$25,000
Hattie B. Munroe Foundation	HB MONROE FDN	\$25,000
Miscellaneous Donations greater than \$100	CITY OF OMAHA	\$19,500
Hattie B. Munroe Foundation	HB MONROE FDN	\$17,500
Hattie B. Munroe Foundation	HB MONROE FND	\$17,500
Miscellaneous Donations greater than \$100	FILKINS FAMILY FDN	\$15,000
Abbott Laboratories	ABBOTT LABS	\$10,000
Miscellaneous Donations greater than \$100	INVOTEK INC/DONATION	\$10,000
Miscellaneous Donations greater than \$100	SUMITOMO CHEM CO TOKOYO/ED GRA	\$9,985
Memorial Donations greater than \$100	MEMORIAL WILLIAM DORNER	\$8,270
Low Vision Donation	REBEKAH/LOW VISION	\$7,750
US Surgical	US SURGICAL	\$7,500
AstraZeneca / PharmaSeek	ASTRA ZENECA/ED PROGRAMS	\$5,000
Impact Group	THE IMPACT GRP	\$5,000
Miscellaneous Donations greater than \$100	TAKEDA PHARM/RES SUPPORT	\$5,000
Memorial Donations greater than \$100	MEMORIAL DORNER	\$5,000
Miscellaneous Donations greater than \$100	SCIOS INC/EDUCATION	\$4,000
Miscellaneous Donations greater than \$100	BORON LEPORE GRP CO/DEVELOP	\$3,500

University of Nebraska Medical Center GIFTS OF \$2,500 OR MORE APRIL 1, 2003 - JUNE 30, 2003

DONOR PURPOSE AMOUNT Miscellaneous Donations greater than \$100 MISC CHKS/PLAY/LET MYPEOPLE GO \$3,373 Miscellaneous Donations greater than \$100 TAP PHARM GUT CLUB \$3,000 Eli Lilly ELI LILLY/DON DIAB SYMP \$3,000 Miscellaneous Donations greater than \$100 \$3,000 ALPHA OMEGA ALPHA Roche Laboratories, Inc. ROCHE/DON TO COVER TRANS CONF \$3,000 **IDEC Pharmaceuticals Corporation IDEC/ONC RSCH CONF** \$2,700 Roche Laboratories, Inc. ROCHE/ED GRANT \$2,500 Medtronic, Inc. MEDTRONIC/PAIN NEWSLETTER \$2,500

UNIVERSITY OF NEBRASKA MEDICAL CENTER

GRANTS \$100,000 OR MORE

April 1, 2003 - June 30, 2003

SPONSOR DHHS/NIH/NCI	GRANTEE DEPARTMENT Surinder Batra, PhD Biochem and Molecular Biology	TITLE Molecular Studies on MUC4 Mucin Gene	AMOUNT \$220,500
DHHS/NIH/NCNR	Ann Berger, PhD CON-Adult Health & Illness Dpt	Fatigue & Breast Cancer - A Behavioral Sleep Intervention	\$312,375
DHHS/NIH/NCI	Ercole Cavalieri, PhD Eppley Inst Mol Biology Etiology	Molecular Origin of Cancer: Catechol Estrogen-3, 4-Quinones	\$813,852
U.S. Army	Ercole Cavalieri, PhD Eppley Inst Mol Biology Etiology	Role of Estrogen Metabolism in the Initiation of Prostate Cancer: Biomarkers of Susceptibility and Early Detection	\$170,237
DHHS/NIH/NHLBI	Pi-Wan Cheng, PhD Biochem and Molecular Biology	Biosynthesis of Tracheal Mucous Glycoproteins	\$294,000
U.S. Army	Judith Christman, Ph.D. Biochem and Molecular Biology	Role of DNA Methylation in Altering Gene Expression During the Early Stages of Human Breast Cancer Progression in the MCF10AT Xenograft Model	\$146,925
DHHS/NIH/NICHD	John Davis, PhD Obstetric/Gynecology	IGF-I Signaling in Granulosa Cells	\$231,525
DHHS/NIH/NIAAA	Terrence Donohue, PhD Int Med GI	Ethanol Effects on Proteolytic Systems in the Liver	\$186,000

GRANTS \$100,000 OR MORE

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
DHHS/NIH/NINDS	Anuja Ghorpade, PhD Pathology/Microbiology	Astrocyte Activation, Fas Ligand and HIV-1 Dementia	\$209,475
DHHS/NIH/NCI	Barry Gold, Ph.D. Eppley Inst Mol Cell Struc Biology	Activation and Transportation of Nitrosamines	\$260,444
DHHS/NIH/NIAID	Tsuneya Ikezu, MD PhD Pathology/Microbiology	Anti-Retroviral Activities of NEBR1	\$147,000
DHHS/NIH/NCI	Alexander Kabanov, PhD COP Pharmaceutical Science	Pluronic Block Copolymers in Drug Resistant Cancer	\$218,664
NSF	Alexander Kabanov, PhD COP Pharmaceutical Science	Complexes of Block Ionomers with Oppositely Charged Surfactants	\$196,000
DHHS/NIH/NIDDK	Udaya Kompella, PhD COP Pharmaceutical Science	Pharmacological Approaches to Treat Diabetic Retinopathy	\$249,533
DHHS/NIH/NIMH	Christopher Kratochvil, MD UPS Psychiatry-Academic	Pharmacological Treatment of ADHD in Young Children	\$151,007
DHHS/NIH/NIGMS	Robert Lahue Eppley Inst Mol Cell Struc Biology	Triplet Repeat Instability in Yeast and Human Cells	\$241,600

GRANTS \$100,000 OR MORE

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
DHHS/NIH/NIDDK	Robert Lewis, PhD Eppley Inst Mol Cell Struc Biology	Intracellular Regulators of Insulin Signaling	\$227,851
DHHS/NIH/NCI	Ming-Fong Lin, PhD Biochem and Molecular Biology	Signaling in Androgen-Refractory Prostate Cancer	\$262,800
DHHS/NIH/NCI	Richard MacDonald, PhD Biochem and Molecular Biology	Molecular Dissection of IGF2R Growth Suppressor Activity	\$165,375
DHHS/NIH/NIDA	William Mayhan, PhD Physiology/Biophysics	Nicotine-Induced Cerebrovascular Dysfunction	\$183,750
DHHS/NIH/NIMH	Daniel Monaghan, PhD Pharmacology	Cleft-Binding NMDA Receptor Subtype Antagonists	\$248,044
DHHS/NIH/NCRR	Robert Norgren, Jr Genetics Cell Biology & Anatomy	Construction of a Targeted Rhesus Macaque Microarray	\$426,869
Susan G. Komen Breast Cancer Foundation	Michel Ouellette, PhD Eppley Inst Mol Cell Struc Biology	Mutants of Human Telomerase RNA with Cytotoxic Activities Against Breast Cancer Cells	\$122,286
DHHS/NIH/NIDR	Jeffrey Payne, DDS COD-Surgical Specialties	Low-Dose Doxycycline Effects on Osteopenic Bone Loss	\$537,094

GRANTS \$100,000 OR MORE

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
U.S. Army	Subaraya Ramaprasad, PhD Radiology	Magnetic Resonance Studies of Photosensitizers and Their Effect in Tumors	\$106,057
DHHS/NIH/NICHD	Shyamal Roy, PhD Obstetric/Gynecology	Follicular Morphogenesis During Perinatal Development	\$257,250
DHHS/NIH/NEI	Dhirendra Singh, PhD Ophthalmology	Genes regulation by LEDGF	\$192,048
DHHS/NIH/NIAAA	Geoffrey Thiele, PhD Int Med Rheumatology	Alcohol and Liver Endothelial Cells in Immune Responses	\$279,000
DHHS/NIH/NEI	Wallace Thoreson, PhD Ophthalmology	Regulation of Photoreceptor Neurotransmission	\$257,250
DHHS/NIH/NCCAM	Bela Toth, DVM Eppley Inst Mol Biology Etiology	Prevention of Cancer by Coriolus versicolor Mushroom	\$220,500
DHHS/NIH/NINR	Susan Walker, Ed.D CON-Gerontolog, Psycosoc & Com Hlth	Promoting Healthy Eating and Activity in Rural Women	\$417,639
U.S. Army	Hua Xiao Eppley Inst Mol Biology Etiology	Regulation of Estrogen-Responsive Gene Expression and Tumor Suppression by Transcriptional Co-Factors	\$147,000

GRANTS \$100,000 OR MORE

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
DHHS/NIH/NINDS	Huangui Xiong, MD PhD Pathology/Microbiology	Neuronal Physiology and HIV-1-Associated Dementia	\$184,375
DHHS/NIH/NINDS	Jialin Zheng, MD Pathology/Microbiology	Macrophage Activation, Chemokines, and HIV Dementia	\$257,250
DHHS/NIH/NHLBI	Irving Zucker, PhD Physiology/Biophysics	Sympathetic Control in Heart Failure: A Role for Statins	\$294,000

UNIVERSITY OF NEBRASKA MEDICAL CENTER CONTRACTS \$100,000 OR MORE April 1, 2003 - June 30, 2003

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
Boehringer Ingelheim Pharmaceuticals, Inc.	John Colombo, MD Pediatrics Pulmonology	A Randomized, Double-Blind, Placebo-Controlled Study to Investigate the Efficacy and Safety of 24 Weeks of Oral Treatment with BIIL 284 BS in Adult (75 Mg, 150 Mg) and Pediatric (75 Mg) Cystic Fibrosis Patients	\$112,171
Supratek Pharma Inc.	Alexander Kabanov, PhD COP Pharmaceutical Science	Synthesis and Characterization of Block-Copolymeric Carriers for Nucleic Acids and Antineoplastic Agents	\$100,000
Supratek Pharma Inc.	Alexander Kabanov, PhD COP Pharmaceutical Science	Synthesis and Characterization of Block-Copolymeric Carriers for Nucleic Acids and Antineoplastic Agents	\$100,000
Merck & Co, Inc.	Peter Kador, PhD COP Pharmaceutical Science	To investigate the mechanism of cataractogenesis in lens culture systems	\$258,099
Bristol-Myers Squibb Company	Thomas Porter, MD Int Med Cardiology	AN OPEN-LABEL, NON-RANDOMIZED, PHASE IV TRIAL TO COMPARE DEFINITY-ENHANCED REST AND DIPYRIDAMOLE STRESS ECHOCARDIOGRAPHY TO NUCLEAR PERFUSION IMAGING FOR THE DETECTION AND LOCALIZATION OF PERFUSION ABNORMALITIES	\$149,688
Covance, Inc.	Stephen Rennard, MD Int Med Pulmonary	A Multi-Center Study to Determine the Exposure of Adult U.S. Smokers to Cigarette Smoke	\$207,000
Sanofi~Synthelabo, Inc.	Stephen Rennard, MD Int Med Pulmonary	Comparison of the efficacy and safety of 2 oral doses of rimonabant, 5 mg/day or 20 mg/day, versus placebo, as an aid to prevention of relapse to smoking - a multiple country, randomized, double-blind, 5 arm, placebo-controlled, parallel group, (cont.)	\$1,733,400
Nebraska EPSCoR	Simon Sherman, Ph.D. Eppley Inst Mol Cell Struc Biology	Informatics Center for the Life Sciences	\$358,713

CONTRACTS \$100,000 OR MORE

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
University of Denver (Colorado Seminary)	Shelley Smith, PhD MMI HBM Ctr for Human Molecular Gen	Linguistic Phenotype in Familial Dyslexia	\$101,200
University of Colorado at Boulder	Shelley Smith, PhD MMI HBM Ctr for Human Molecular Gen	Differential Diagnosis in Learning Disabilities-Project IV: Genomic Analyses	\$186,184
IDX	John Windle, MD Int Med Cardiology	Health Informatics NIST Proposal	\$430,150

TO:	The Board of Regents				
	Business Affairs				
MEETING DATE:	October 17, 2003				
SUBJECT:	University of Nebraska at Omaha Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter April 1, 2003 through June 30, 2003				

RECOMMENDED ACTION: Report

DESCRIPTION	_	A Gifts	B Grants	C Bequests	D Contracts	Total
Instruction	\$	436,369	2,891			439,260
Research		3,554	1,181,926		62,365	1,247,845
Public Service		147,940	816,056		18,995	982,991
Student Aid		325,686	4,805,424		45,803	5,176,913
Supporting Services Administrative		67,464				67,464
Other		526,455				526,455
Not Designated	_					0
Subtotal	_	1,507,468	6,806,297	0	127,163	8,440,928

Gifts & Bequests of \$400,000 and more previously accepted by the Regents during the reported quarter:

Instruction					0
Research					0
Public Service					0
Student Aid					0
Supporting Services Administrative					0
Other					0
					0
		0	0	0	0
TOTAL	\$ 1,507,468	6,806,297	0	127,163	8,440,928

A - Gifts \$2,500 and over are itemized on the attached page

B - Grants \$100,000 and over are itemized on the attached page

C - All Bequests are itemized on the attached page D - Contracts \$100,000 and over are itemized on the attached page

SPONSOR:

Gary L. Carrico Vice Chancellor for Business & Finance

APPROVAL:

Nancy Belck, Chancellor University of Nebraska at Omaha

DATE:

September 25, 2003

UNIVERSITY OF NEBRASKA AT OMAHA REPORT OF AWARDS WHICH REQUIRE SEPARATE ITEMIZATION ACCEPTED DURING THE QUARTER April 1, 2003 THROUGH June 30, 2003

Gifts \$2,500 and over Donor Alumni Association University of Nebraska Foundation University of Nebraska Foundation Vniversity of Nebraska Foundation Nersser Foundation Szalay Family Foundation Kerrigan Fund Dossie Isaacson Trust Jacob Isaacson Trust Anonymous HDR IBM Subtotal Total amount of gifts under \$2,500 Total Gifts for the Quarter	Purpose Athletics Athletics Information Science ar History Fine Arts Scholarships College of Business Service Learning Acad College of Education Professorships Scholarships Recruitment Services KVNO Classical Kids Physics Department Mathematics Departmet Chairs and Scholarship Program for Women & UNO Television Produc PKI Computer Hardwa	emy ent os Successful Aging ction - Walls II	Amount \$ 20,000 6,325 326,888 2,500 32,488 311,124 30,000 50,074 3,719 92,000 4,000 2,730 2,500 2,500 2,500 2,500 2,500 2,500 2,500 2,500 2,500 387,680 1,368,322 139,146 \$ 1,507,468
<u>Grants \$100,000 and over</u> <u>Grantor</u> US Department of Education US Department of Education US Department of Education US Department of Education NASA Omaha Community Foundation National Institutes of Health National Science Foundation NSF EPSCOR Subtotal Total amount of grants under \$100,000	Grantee/Dept Financial Aid Financial Aid Financial Aid Financial Aid Aviation Institute CPACS Psychology Mathematics Psychology Computer Science Biology Computer Science	Purpose Federal Pell 2002-2003 Federal Pell 2003-2004 Federal Work Study 2003-2004 Federal SEOG 2003-2004 Federal Perkins 2003-2004 Nebraska Space Grant Consortium Neighborhood Center of Greater Omaha Plasticity in Developing Taste System Attractors of Complex Signal Transduction Functional Analysis of Alpha-Synuclein Information Assurance Scholarships Socioendocrinology of Cooperative Offspring Care Informatics Center for Life Sciences	Amount \$ 197,867 2,943,999 662,768 444,949 193,487 490,000 199,138 244,887 208,750 141,000 346,652 104,889 267,375 6,445,561 360,736 \$ 6,806,297
Bequests Donor	Purpose.		Amount
<u>Contracts \$100,000 and over</u> <u>Grantor</u> Subtotal Total amount of contracts under \$100,000 Total Contracts for the Quarter	<u>Grantee/Dept</u>	Purpose	Amount 0 127,163 \$ 127,163

TO:	The Board of Regents	Addendum X-D-8	
	Business Affairs		
MEETING DATE:	October 17, 2003		
SUBJECT:	Schematic Design for the University of Nebraska- 16 th & Y Student Housing Project	Lincoln (UNL)	
RECOMMENDED ACTION:	Report		
PREVIOUS ACTION:	June 7, 2003 – The Board of Regents approved the Program Statement for the 16 th & Y Student Housing Project as part of the University Housing Master Plan.		
	March 1, 2003 – The Board of Regents approved the Hall Room and Board Rates for the Academic Yea 2007-2008.		
EXPLANATION:	The project will construct a 245,723 gross square foot residence hall complex that will house 526 students in apartments. The buildings will be constructed on the site of a recreation field southwest of the intersection of 16th & Y Streets, and south of the Harper-Schramm- Smith Student Housing Complex. The residence halls will have two and four bedroom apartments with single occupancy bedrooms. The residence halls will also include common space for recreation, socialization and study, and a convenience store operated by University Dining Services.		
	Proposed start of construction:	December 2003 June 2005	
PROJECT COST:	\$ 30,470,000		
ON-GOING FISCAL: IMPACT:	Annual Operating Costs 2% Assessment	\$1,429,242 None	
SOURCE OF FUNDS:	Revenue Bonds		
SPONSORS:	James V. Griesen Vice Chancellor for Student Affairs		
	Christine A. Jackson Vice Chancellor for Business & Finance		
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln		
DATE:	October 6, 2003		

Facilities Management & Planning



16th & Y Student Housing

University of Nebraska-Lincoln

Project Description

The schematic design of the new student housing project will house 526 students plus a 2 bedroom suite for the Hall Director. Students will be housed in a mix of two-and four-person apartments. Support space includes a community room, study lounges, game room, mailroom, and offices for the Hall Director. The facility also contains a convenience store in the northwest corner of the north building to be operated by University Dining Services. Since the program hopes to retain juniors and seniors, the hall must provide sufficient privacy and amenities to be attractive to upper division students. In contrast to the traditional dormitory, the apartment units will provide students with the privacy they desire while encouraging social and intellectual interaction.

This project will complement the facility under construction at 17th & Vine. This new apartment complex is in compliance with the University Housing Master Plan. The project is expected to be substantial complete by June of 2005 and will open for occupancy for fall semester of 2005.

The schematic design includes two separate buildings which frame three courtyards, creating a village-like environment. The center portions of both buildings are five-stories in height and the end wings are each four-story structures.

Cost

Total Project Cost

Project Schedule

Schematic Design Complete Design Development Complete Construction Documents Complete Bidding Period Start of Construction Substantial Completion Complete Occupancy \$30,470,000

June 9, 2003 August 13, 2003 October 24, 2003 October 27 – November 20, 2003 December 1, 2003 June 1, 2005 August 1, 2005

16th & Y Student Housing

University of Nebraska–Lincoln Page 2 of 3



NORTH ELEVATION



EAST ELEVATION



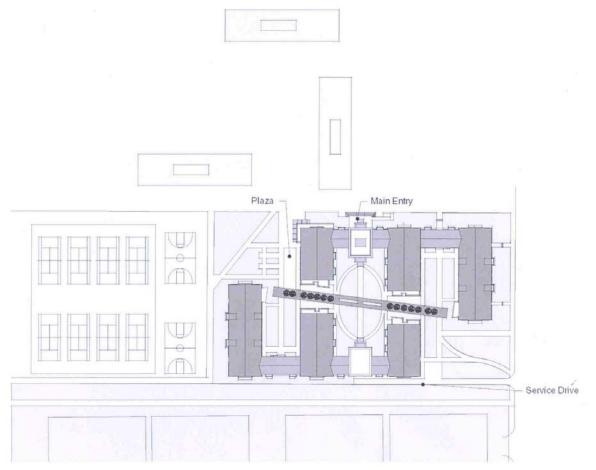
WEST ELEVATION

16th & Y Student Housing University of Nebraska–Lincoln

Page 3 of 3



SOUTHEAST VIEW



SITE PLAN

TO:	The Board of Regents			
	Business Affairs			
MEETING DATE:	October 17, 2003			
SUBJECT:	Design Development for the University of Nebraska-Lincoln (UNL) Behlen Renovation for Nanotechnology/Atomic, Molecular and Optical Physics			
RECOMMENDED ACTION:	Report			
PREVIOUS ACTION:	June 7, 2003 - The Board approved the program statement for the UNL Behlen Renovation for Nanotechnology/Atomic, Molecular and Optical Physics.			
EXPLANATION:	The project will remodel 5,414 gross square feet of existing space laboratory and office spaces. The project also includes adding a ne emergency exit stairway from the sub-basement laboratory. The stairway will be sufficiently large to provide equipment access to t basement spaces. Davis Design of Lincoln was selected as the Pro- Architect.			
	The project has been divided into two phases of work: 1) Stair Construction, 2) Lab & Office Renovation. It was determined that acceleration of the Stair Construction phase would facilitate access for the renovation work with less disruption to the existing building operations.			
	Proposed start of construction: Proposed substantial completion:	November 2003 July 2004		
PROJECT COST:	\$600,000			
ON-GOING FISCAL IMPACT:	Annual Operating Cost 2% Assessment	None None		
SOURCE OF FUNDS:	Indirect Cost Reimbursement	\$600,000		
SPONSOR:	Christine A. Jackson Vice Chancellor for Business & Finance			
APPROVAL:	Harvey Perlman, Chancellor	-		

University of Nebraska-Lincoln

DATE:

September 25, 2003



Behlen Lab Renovation for Nanotechnology/Atomic, Molecular & Optical Physics University of Nebraska-Lincoln

Project Description

Major components of this project include:

- Replacement of the existing heating, ventilation, and air conditioning system with new equipment designed to meet current heating, ventilation, and air conditioning requirements.
- Addition of a new exterior exit stair required for compliance with fire safety • regulations. The stair tower will be designed to permit large scientific components such as laser tables to be installed in the renovated space.
- Removal of an existing particle accelerator, which possibly contains PCB contaminants.
- Removal of a two-foot thick radiation barrier wall that is no longer needed.
- Construction of two laboratories that will provide faculty research space.

The project will also create a new exit corridor through an existing office area in the main building. Currently this office is the only access to the large underground laboratory space at the north end of the building. This extension of the existing corridor will create a much safer primary egress route. Removal of the radiation barrier wall will improve accessibility and permit much easier movement of existing laboratory equipment in and out of the space. The remaining open laboratory space in the north section will house experiments undertaken by current and new faculty.

The project has been divided into two phases of work: 1) Stair Construction, 2) Lab & Office Renovation. It was determined that acceleration of the Stair Construction phase would facilitate access for the renovation work with less disruption to the existing building operations.

Cost

Total Project Cost

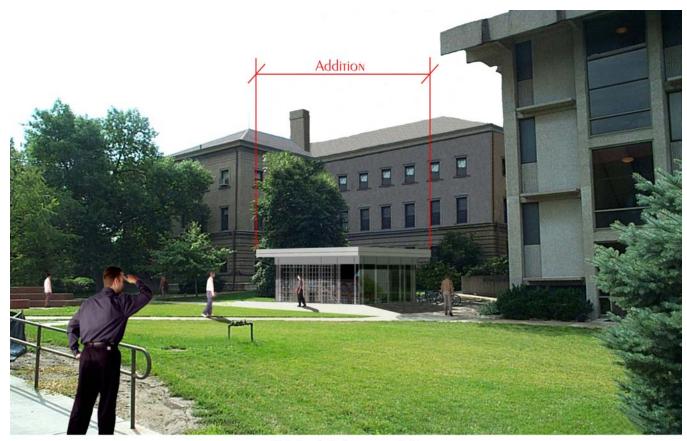
\$600,000

Project Schedule

Schematic Design Complete Design Development Complete Construction Documents Phase 1 Complete Bidding Period, Phase 1 Start of Construction, Phase 1 Construction Documents Phase 2 Complete Bidding Period, Phase 2 Start of Construction, Phase 2 Substantial Completion & Complete Occupancy July 2004

September 9, 2003 September 30, 2003 October 21, 2003 October 21, 2003 - November 5, 2003 November 10, 2003 November 30, 2003 December 1, 2003 - December 23, 2003 January 12, 2004

Behlen Lab Renovation- Stairway Exit Structure University of Nebraska–Lincoln



Behlen Lab Stairway Addition View from Northwest

TO:	The Board of Regents	
	Business Affairs	
MEETING DATE:	October 17, 2003	
SUBJECT:	Design Development for the University of Nebraska-Lincoln (UNL) Selleck Hall Dining Addition and Expansion	
RECOMMENDED ACTION:	Report	
PREVIOUS ACTION:	June 7, 2003 – The Board approved the program statement for the UNL Selleck Hall Dining Addition and Expansion.	
	March 1, 2003 – The Board approved the UNL Residence Hall Room and Board Rates for the Academic Year 2003-2004 through 2007-2008.	
EXPLANATION:	The project will renovate portions of the existing building and add approximately 6,928 new gross square feet to the Selleck Hall Dining Facility located within the Selleck Quadrangle Residential Complex on City Campus.	
	The project will expand the dining facility to serve more students, update the serving area to provide additional meal options, update the façade on the west side of Selleck Hall, repair the building infrastructure, and enhance the front desk services for residents.	
	Proposed start of construction: I Proposed substantial completion:	December 2003 August 2004
PROJECT COST:	\$6,538,400	
ON-GOING FISCAL IMPACT:	Annual Operating Costs (included in the FY 04 Budget) 2% Assessment) \$55,425 None
SOURCE OF FUNDS:	Revenue Bonds	
SPONSORS:	James V. Griesen Vice Chancellor for Student Affairs	
	Christine A. Jackson Vice Chancellor for Business & Finance	
APPROVAL:	Harvey Perlman, Chancellor University of Nebraska-Lincoln	

September 25, 2003

Facilities Management & Planning



Selleck Hall Dining Addition and Renovation

University of Nebraska-Lincoln

Project Description

This project involves the complete renovation of the first floor of the Selleck Hall Dining Facility and the attached Selleck Residence Hall on the west side of the dining Facility. It also includes a 1,010 gross square foot addition to the Dining Facility on the north, an 840 gross square foot addition to the Dining Facility on the south, a 945 square foot raised and covered patio addition on the south side of the Dining Facility, and a 3,100 gross square foot addition on the west side of the Residence Hall. The renovation also anticipates expanding a lounge area on the second floor of the Residence hall with the addition of a terrace on the roof of the addition to the west. The west addition will provide a new and significant façade to the existing Selleck complex including accessible ramps, outdoor seating, and a new colonnade to continue the Kauffman Academic Residential Center colonnade theme.

The food service provided in the renovated dining and kitchen areas will be a marketplace or "Marche" concept.

The project will make the entire renovation ADA accessible, will provide new fire exits as requested by the State Fire Marshal, and upgrade both the mechanical and electrical systems.

In order to accommodate the new west addition, the project proposes to bend 15th Street slightly out to the west and to redefine 15th Street as a predominately pedestrian mall. This change will allow limited vehicular traffic including emergency vehicles, accessible vans, traffic to the Kauffman Academic Residential Center parking lot, and move-in/move-out traffic.

The project totals 21,130 net square feet of renovated space and 4,122 net square feet of new construction. Included are new food service equipment to accommodate and support the Marche food service concept, and new tables and chairs in the dining areas.

\$6,538,400

Cost

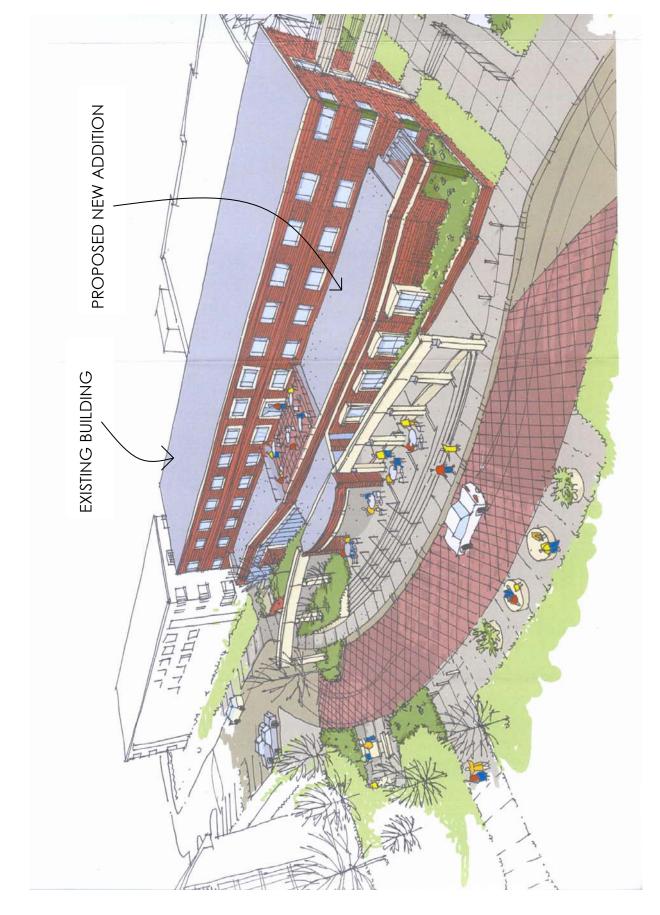
Total Project Cost

Project Schedule

Schematic Design Complete Design Development Complete Construction Documents Complete Bidding Period Start of Construction Substantial Completion Complete Occupancy

June 16, 2003 July 21, 2003 October 13, 2003 October 17, 2003 – November 20, 2003 December 22, 2003 August 10, 2004 August 24, 2004

1901 Y Street / Lincoln, NE 68588-0605 (402) 472-3131 / FAX (402) 472-5908



SELLECK HALL DINING ADDITION AND RENOVATION UNIVERSITY OF NEBRASKA - LINCOLN