# AGENDA <br> THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA <br> Varner Hall <br> Friday, October 17, 2003 <br> 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 NebraskaLincoln. Addendum IX-A-4
5. 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
Adjustment
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.

## Academic Affairs

MEETING DATE:

SUBJECT

RECOMMENDED ACTION: 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.

PREVIOUS ACTION:

EXPLANATION:
October 17, 2003

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 RP-4.4.2 Regents' Patent and Technology Transfer Policy.

Section 3.10 was adopted with the Bylaws of the Board of Regents of the University of Nebraska on August 20, 1973. It was subsequently amended on June 16, 1984, and on December 10, 1994.

It is requested that the Board of Regents approve the following amendment of Section 3.10 of the Bylaws of the Board of Regents of the University of Nebraska 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 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 individuat 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 reventes. 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 effered 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.

SPONSORS: Jay Noren
Executive Vice President and Provost
Richard R. Wood
Vice President and General 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. Ownership of Inventions Resulting From Performance of Duties of Employment; Prompt Disclosure to University

Each invention ${ }^{1}$ 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. The Campus Administrator

[^0]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. Patent and Technology Transfer Advisory Committee

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. Review of Invention Disclosures; Acceptance for Technology Transfer by University or Transfer to Inventor

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. Division of Net Royalties and Proceeds

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. Distribution of Equity to Inventors

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.

[^1]
## 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. Conflicts of Interest

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. Resolution of Issues Concerning Administration or Interpretation of this Policy

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. Survival of Policy

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. Campus Patent and Technology Transfer Policies and Procedures

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.

COMMITTEE: Academic Affairs

MEETING DATE:

SUBJECT:

RECOMMENDED ACTION:

October 17, 2003
Requests for approval of outside employment.

Approval of the following requests to participate in activities outside the University in accordance with University policy as follows:

## COLLEGE OF MEDICINE

Keith J. Mueller, Ph.D., Professor, Preventive \& Societal Medicine, to do consulting for the USDA Rural Policy Research Institute (RUPRI) project.

Stephen I. Rennard, M.D., Larson Professor of Medicine, Internal Medicine, to serve on the Roche Bioscience Scientific Advisory Board.

PREVIOUS ACTION:

EXPLANATION:

This is Dr. Mueller's initial request for the permission of the Board of Regents for this activity.

The Board of Regents granted permission to Dr. Rennard for this activity for the period of April 2002 through March 2003.

These requests for approval of outside activity are in accordance with Section 3.4.5(a) of the Bylaws of the Board of Regents of the University of Nebraska specifying that University employees must have the approval of the Board of Regents if they are accepting retainer fees or other remuneration on a permanent or yearly basis as professional consultants.

Keith J. Mueller is requesting permission of the Board of Regents to do work on the health panel of the RUPRI beginning October 18, 2003 through September, 2004. These duties will not interfere or conflict with Dr. Mueller's University duties and obligations as a faculty member.

Stephen I. Rennard is requesting permission of the Board of Regents to reactivate his prior approved consultancy to Roche Bioscience relating to its developmental research programs. This activity will involve episodic consultations by telephone and one annual meeting as a member of the Roche Bioscience Scientific Advisory Board. Dr. Rennard will perform these duties beginning October 18, 2003 through March 2004. These duties will not interfere or conflict with Dr. Rennard's University duties and obligations as a faculty member.

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 <br> the University in accordance with University policy as follows. |
| PREVIOUS ACTION: | Stephen Forget, Program Manager Design Studio, J.D. Edwards <br> Honors Program, to provide consultation services to the Nebraska <br> Department of Agriculture. |
| EXPLANATION: | None |
| The request by Stephen Forget for approval of outside activity is in <br> accordance with Section 3.4.5(d) of the Bylaws of the Board of <br> Regents of the University of Nebraska specifying that University <br> employees must have the approval of the Board of Regents if they <br> are providing professional services for remuneration to a <br> department or agency of state government. |  |
| SPONSOR: | Stephen Forget is requesting permission of the Board of Regents to <br> provide consultation services for the Nebraska Department of <br> Agriculture for the Field Assistant System. These duties will be <br> performed beginning October 20, 2003 and will continue for an <br> indefinite period of time. These duties will not interfere or conflict <br> with Steven Forget's University duties and obligations as a faculty <br> member. |
| michard Edwards |  |

## 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 <br> Curriculum and Instruction to the Department of Teaching, <br> Learning and Teacher Education at the University of <br> Nebraska-Lincoln (UNL). |
| RECOMMENDED ACTION: | Approve the name change from the Center for Curriculum and <br> Instruction to the Department of Teaching, Learning and <br> Teacher Education at UNL. |
| EXPLANATION: | Although the present name includes the word "Center", this <br> unit has in fact been a regular academic department within <br> 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. |  |

APPROVAL:
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE:
September 25, 2003

Business Affairs

MEETING DATE:
SUBJECT:

RECOMMENDED ACTION:

PREVIOUS ACTION:

EXPLANATION:

October 17, 2003
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.

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.

April 26, 2003 - The Board approved 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 amendment of Regents' Policy 1.6.8 of the Board of Regents' Policies of the University of Nebraska striking the Athletic Committee and adding the Outreach and Service Committee.

November 8, 2002 - The Board adopted the current Standing Rules of the Board of Regents of the University of Nebraska.

It is proposed that a new committee be added to Sections 1.3.1 and 1.3.3 entitled "Audit Committee" of the Standing Rules of the Board of Regents of the University of Nebraska and be amended as follows:
1.3.1 The Board shall have seven eight standing committees: Executive, Academic Affairs, Audit, Business Affairs, General Affairs, Information Technology, Planning, and Outreach and Service. The Board may from time to time create such other committees as it determines to be necessary.
1.3.3 The Chairperson of the Board shall, after consulting with the other members of the Board, appoint the members of the Academic Affairs, Audit, Business Affairs, General Affairs, Information Technology, Planning, and Outreach and Service committees and select one member of each committee to serve as its chairperson. Such appointments shall be made each year, after the Board's annual meeting in January and before its next scheduled meeting. All proposed committee agenda topics will be
submitted by the committee chairs to the Executive Committee for approval.

It is also proposed that RP-1.6.9 of the Board of Regents' Policies of the University of Nebraska be created as follows:

## RP-1.6.9 Audit Committee

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

## Business Affairs

PROJECT COST:
SOURCE OF FUNDS:
SPONSOR:

APPROVALS:

MEETING DATE:
SUBJECT:
RECOMMENDED ACTION: Approve the name "Splinter Laboratories" for the laboratory building on the University of Nebraska-Lincoln (UNL) East Campus currently named the Biological Systems Engineering Labs.

## PREVIOUS ACTION:

EXPLANATION:
October 17, 2003
Naming of Building

None
Dr. Splinter was the Head of the Department of Biological Systems Engineering (then called the Department of Agricultural Engineering) when the Biological Systems Engineering Lab was constructed in the early 1980s and is the University's only faculty member ever elected to the National Academy of Engineering. He was a major factor in securing funds for the building's construction and its design. The building is the facility that houses, among other activities, the Nebraska Tractor Test Laboratory.

The recommendation to name the building Splinter Laboratories satisfies the criteria of Regents' Policy 6.2.7.4 because Dr. William E. Splinter is an individual who has performed extraordinary service to the University as a faculty member and an administrator. This proposal also satisfies the criterion of subpart b. of that policy that a proposal to honor such an individual should not be submitted earlier than five years following the retirement of the person from the University. Although Dr. Splinter has held several interim administrative positions at the University in recent years, he officially retired on July 1,1993.

None.
None.
John C. Owens
Vice President and Vice Chancellor for Agriculture and Natural Resources

Harvey Perlman, Chancellor
University of Nebraska-Lincoln
L. Dennis Smith

President
DATE:
October 2, 2003

## Business Affairs

MEETING DATE:
SUBJECT:

October 17, 2003
Improvements for the University of Nebraska-Lincoln (UNL) Parking and Equipment

RECOMMENDED ACTION: Approve the attached 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.

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

Prior Approvals
October, 2002
Amount
October, 2001
\$351,039
September, 2000
710,926
October, 1999
642,848
301,980
October, $1998 \quad 305,285$
EXPLANATION:
Section 6.2 of the Bond Resolution (May 1, 1984) requires the Board of Regents to keep the "facilities" in good repair, working order and condition, and to make all necessary and proper repairs so that the parking operations can be conducted in an efficient, sound and economical manner. 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 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. Authorization. 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. Surplus Fund. There currently are monies or investments in the Surplus Fund including accruals in excess of $\$ 916,000$.

## PARKING IMPROVEMENT REQUESTS

University of Nebraska - Lincoln
October 17, 2003

| Project | Location | Funding <br> Required | Justification |
| :--- | :--- | ---: | :--- |
| Parking Operations |  |  |  |
| Repair various City Campus surface <br> parking lots | City Campus | $\$ 230,000$ | Maintenance and repair |
| Bus replacement | City and East <br> Campus | 230,000 | On-going transit system <br> fleet replacement |
| Upgrade signage in surface parking <br> lots | City and East <br> Campus | 100,000 | Maintenance and repair |
| Repair East Campus surface parking <br> lots | East Campus | 100,000 | Maintenance and repair |
| On-going maintenance for two <br> parking structures | City Campus | 80,000 | Maintenance and repair <br> to existing structures |
| Repair lot at Stadium Drive \& Avery <br> Avenue | City Campus | 70,000 | Maintenance and repair |
| 14 Avery Garage Equipment | $144^{\text {th }}$ \& Avery <br> Garage | 50,000 | Equip new structure |
| Computer Equip/Software Support | Parking <br> Office | 36,000 | Update/Replace Systems |
| Security Camera Enhancement | 17 R Garage | 20,000 | Enhance Security |
|  |  | $\$ 916,000$ |  |


| TO: | The Board of Regents |
| :--- | :--- |
|  | Business Affairs |
| MEETING DATE: | October 17, 2003 |
| SUBJECT: | Capital Improvements for the Nebraska Unions and University Housing <br> Facilities at the University of Nebraska-Lincoln (UNL) |
| RECOMMENDED ACTION: | Approve the attached Resolution to authorize expenditure of up to <br> \$832,568 for capital improvements for the Nebraska Unions and |
|  | University Housing facilities from the Replacement Fund of the Student |
| FRees and Facilities Revenue Bonds at UNL. |  |

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.
2. Authorization. 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. 1986 Surplus Fund. 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 |  |

NEBRASKA UNIONS
Detail of Improvement Requests

| Project | Location | Funding <br> Required | Justification |
| :---: | :---: | :---: | :---: |
| Repair Centennial Room <br> 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 <br> Required | Justification |
| :---: | :---: | :---: | :---: |
| Asbestos Removal (system) | Harper \& Selleck Halls | \$125,000 | Eliminate Hazard <br> Miscellaneous projects - hot water tanks |
| Tuck Point Exterior Brick (3 ${ }^{\text {rd }}$ year of 4-year project) | Neihardt Hall, Colonial Terrace | 95,000 | Eliminate water leaks |
| Replace Plumbing, Electrical Doors, <br> Kitchen Cabinets <br> (3d year of 4-year project) | Colonial Terrace | 60,000 | Replace/remodel systems that are marginally functional |
| Sprinkler System <br> (1 ${ }^{\text {st }}$ year of 2-year project) | Burr-Fedde Halls | 75,000 | Fire and life safety |
| Replace Fire Alarm System <br> (1 ${ }^{\text {st }}$ 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 |  |

## Business Affairs

MEETING DATE:
SUBJECT:
October 17, 2003
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.

RECOMMENDED ACTION: 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.

June 7, 2003 - The Board approved (i) assignment from the University of Nebraska Foundation of its right to purchase two parcels of real estate comprising a portion of the former Cushman plant site at 900 North $21^{\text {st }}$ Street (main plant building) and 942 North $22^{\text {nd }}$ Street (warehouse building) in Lincoln, and (ii) authorization for the President to execute a Reciprocal Indemnity Agreement with Cushman, Inc., relating to the environmental condition of the real property to be purchased by the University.

January 13, 2001 - The Board approved a Resolution (1) authorizing the President to execute Exhibit B to the Interlocal Cooperation Agreement for Phase One of the Implementation Period of the Antelope Valley Improvement Project, and (2) authorizing the President to execute deeds and other instruments for the transfer of University real property needed for use in Phase One of the Antelope Valley Improvement Project.

Approval of this agenda item will authorize the President to execute deeds and other instruments for the transfer of a portion of the recently purchased Cushman property to JAVA for the Vine Street Bridge Project. The bridge project is a portion of Phase One of the Antelope Valley Improvement Project. Previously, Board of Regent land surrounding the subject parcel was transferred to JAVA through actions taken at the January 13, 2001 Board of Regents meeting. With this conveyance JAVA will have the necessary land required to move forward with the bridge project on Vine Street.

The subject parcel consists of the East 40 Feet of the West Half of Lot 8, A.K. Griffith's $2^{\text {nd }}$ Addition and Lot 17, Block 7, Vine Street Addition all within Section 24, Township 10 North, Range 6 East, Lincoln, Lancaster County, Nebraska.

The purchase offer of $\$ 34,000$ by JAVA is above the fair market value. An appraisal of contiguous parcels is on file. Thus, acceptance of the 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:
SOURCE OF FUNDS:
SPONSOR:

## APPROVAL:

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

## DATE:

None

None
Christine A. Jackson
Vice Chancellor for Business \& Finance


## Business Affairs

MEETING DATE:
SUBJECT:
October 17, 2003
Conveyance of real property from the Board of Regents of the University of Nebraska to the City of Lincoln for public street right-of-way in conjunction with the Vine Street Streetscape Project.

RECOMMENDED ACTION: Approve the conveyance of real property from the Board of Regents of the University of Nebraska 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 $22^{\text {nd }}$ and $23^{\text {rd }}$ Streets.

PREVIOUS ACTION:
EXPLANATION:

None
The Vine Street Streetscape Project is a beautification project sponsored and funded by the City of Lincoln's Urban Development Department along Vine Street between $22^{\text {nd }}$ and $27^{\text {th }}$ Streets. The project involves widening Vine Street to add plantings, new sidewalks, new curbs and gutters, new lighting, and a new median in Vine Street.

To accomplish the beautification project, the City of Lincoln requires approximately 3,951 square feet ( 0.09 acres) of additional public right-of-way along the south boundary of land between $22^{\text {nd }}$ and $23^{\text {rd }}$ Streets which is owned by the Board of Regents. Two apartment buildings used for University of Nebraska-Lincoln (UNL) married student housing occupy the land.

The City of Lincoln will pay the University $\$ 46,520$, the fair market value, for the new right-of-way and will build a short retaining wall with a fence constructed on top of the retaining wall. The fence will be constructed of such materials to serve a function as a screen from traffic while maximizing a safe courtyard for the tenants. The sidewalks along UNL property will be seven feet ( $7^{\prime}$ ) wide, and the turning lane in Vine Street adjacent to UNL property will be fourteen feet (14') wide.

The subject parcel is composed of a part of Lots 12-20, Block 5, Vine Street Addition, and a part of vacated Whittier Street located in the Northeast Quarter of Section 24, Township 10 North, Range 6 East, Lincoln, Lancaster County, Nebraska.

Acceptance of the City of Lincoln's appraised value 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:
SOURCE OF FUNDS:
SPONSORS:

## APPROVAL:

DATE:

Harvey Perlman, Chancellor
University of Nebraska-Lincoln
None
None
Christine A. Jackson
Vice Chancellor for Business \& Finance

October 6, 2003


## Business Affairs

MEETING DATE:
SUBJECT:
October 17, 2003
Amendment to Subcontract with the Child Guidance Center of Lincoln and the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve the amendment to subcontract with the Child Guidance Center of Lincoln and UNL.

PREVIOUS ACTION: None
EXPLANATION:

PROJECT COST:
SOURCE OF FUNDS:
SPONSORS:
The amendment provides additional funding to continue multisystemic supervision and multisystemic therapy through July 1, 2004 on the Early Reading, Early Behavior grant. The original agreement, for one year funding of $\$ 181,996$, was signed on May 30, 2002.

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.
\$200,258
Grant from the U.S. Department of Education
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

## Business Affairs

MEETING DATE:
SUBJECT:
October 17, 2003
Amendment to subcontract between the Board of Regents of the University of Nebraska and Creighton University

RECOMMENDED ACTION: Approve the amendment to subcontract between the Board of Regents of the University of Nebraska and Creighton University.

PREVIOUS ACTION: None
EXPLANATION:

PROJECT COST:
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 $17^{\text {th }}$ and R Parking Structure. Addendum X-B-4

TO: Board of Regents

## Academic Affairs

MEETING DATE:
SUBJECT:
October 17, 2003

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:

EXPLANATION:

None.
On August 20, 2003, a Special Hearing Committee of the Academic Rights and Responsibilities Committee of the University of NebraskaLincoln conducted a hearing as required by Section 4.14 .2 of the Bylaws of the Board of Regents 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 $\S 4.14 .2$ 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." 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:

## APPROVED

DATE:

Richard R. Wood
Vice President and General Counsel
L. Dennis Smith, President

October 17, 2003

# Academic Senate Office 420 University Terrace, suite 202 University of Nebraska-Lincoln <br> 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 Plannning 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<br>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.

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

| 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

Regent Ferlic has requested the following amendment of RP-2.1.4 as shown in $\S 2$.f. and $\S 4$ 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) individuats 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, seleet 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 six (6) eight (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:
October 15, 2003

| 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 CoChairperson.

PREVIOUS ACTION: On September 6, 1991, the Board of Regents approved the current RP-2.1.4

Regent Wilson has requested the following amendment of RP-2.1.4 as shown in $\S 3$ and $\S 4$ 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 shatt select a member of the Board to serve as an ex officio (nonvoting) member on the Committee.

4 3. 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.
54. 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:<br>Charles S. Wilson, M.D. Board of Regents

DATE:
October 15, 2003

## Business Affairs

MEETING DATE:
SUBJECT:
October 17, 2003
Conveyance of real property from the Board of Regents of the University of Nebraska to Lincoln Electric System for constructing a new substation.

RECOMMENDED ACTION: Approve the conveyance of real property from the Board of Regents of the University of Nebraska to Lincoln Electric System (LES) for constructing a new substation.

## PREVIOUS ACTION:

EXPLANATION:
None
Approval of this agenda item will authorize the President to accept a
proposed offer to purchase in the amount of $\$ 800,000$ from LES and will further authorize him to execute a deed and other instruments necessary to convey a parcel of University real property at $17^{\text {th }}$ and Holdrege Streets to LES.

With the addition of recently constructed facilities on the University of Nebraska-Lincoln's (UNL) city campus and the prospect of future growth, energy demands will continue to increase. Thus, the placement of a new LES substation at $17^{\text {th }}$ and Holdrege will provide additional energy for UNL, greater reliability for the surrounding area and capacity to meet growing energy demands on campus in the coming years.

The proposed LES substation will occupy the area of campus that currently houses the UNL Police Department. As the UNL Police Department will be required to move from its current location to accommodate the substation, funds from the sale will assist the department's move and pay part of the cost of renovation of tenant space located on the ground floor of the $17^{\text {th }} \& R$ Parking Structure.

The subject parcel consists of a portion of Irregular Tracts 39 \& 42, in the Northwest Quarter of Section 24, Township 10 North, Range 6 East, Lincoln, Lancaster County, Nebraska.

An offer by LES of $\$ 800,000$ is confirmed to be a fair market value based upon an appraisal acquired by the University on September 11, 2003. Since LES is a division of the City of Lincoln, a political subdivision, the Regents' policy on the disposal of real property permits the sale of the subject parcel to LES without a public auction or sealed bid public sale.

A map showing the proposed parcel to be conveyed 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


## MEETING DATE:

SUBJECT:

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 of Lot 6, Ak-Sar-Ben Business and Education Campus from the University of Nebraska Foundation, and (2) a 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 on Lot 6, Ak-Sar-Ben Business and Education Campus; and authorized the President to execute all legal instruments necessary to carry out the terms and conditions of the lease agreement.

The Suzanne and Walter Scott Foundation (the Scott Foundation) is planning to add a second business and technology (Phase II) facility on the land currently leased. Approximately four acres of additional, adjacent land is needed to provide sufficient parking for these two facilities, as well as potential future related facilities.

The Phase II facilities will be used in the same manner as the existing facilities. The Scott Foundation will pay for all costs of construction and operation of the proposed facilities. Final plans and specifications will be subject to approval by the President (or designee). The Scott Foundation will be responsible for management and operation of the facilities over the term of the ground lease, including responsibility for all expenses of maintenance and repair. In the event that the Scott Foundation would propose to sell its interest in the facilities in response to a bonafide offer to purchase, the University would have a right of first refusal to purchase such interest.

The ground lease agreement expires on October 31, 2041.
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:

SOURCE OF FUNDS:
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:
October 15, 2003
ag 101703 nmc

| TO: | The Board of Regents |
| :---: | :---: |
|  | Business Affairs |
| MEETING DATE: | October 17, 2003 |
| SUBJECT: | University of Nebraska-Lincoln (UNL) Police Department relocation project to the $17^{\text {th }} \&$ R Parking Structure |
| RECOMMENDED ACTION: | Approve the Program Statement for UNL Police Department relocation project to the $17^{\text {th }} \& R$ Parking Structure. |
| PREVIOUS ACTION: | None |
| EXPLANATION: | The proposed project will renovate 14,021 square feet of space in the $17^{\text {th }} \& R$ 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 <br> Proposed completion of construction: November 2004 |
| PROJECT COST: | \$1,900,000 |
| ON-GOING FISCAL: | Annual Operating Costs None |
| IMPACT: | 2\% Assessment None |
| SOURCE OF FUNDS: | Auxiliary Funds \$1,100,000 |
|  | Sale of Property \$800,000 |
| SPONSOR: | Christine A. Jackson <br> Vice Chancellor for Business \& Finance |

APPROVAL:
Harvey Perlman, Chancellor
University of Nebraska-Lincoln
DATE:
September 25, 2003

# Renovation of $17^{\text {th }} \&$ 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, $1335 \mathrm{~N} 17^{\text {th }}$ 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 $17^{\text {th }} \& R$ 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 $17^{\text {th }}$ 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 $17^{\text {th }}$ 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:


d. Statewide building inventory \#3984
e. Influence of project on existing site conditions
(1) 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 $17^{\text {th }}$ 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 $17^{\text {th }} \& R$ 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 University of Nebraska Strategic Framework 2000-2004, 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 $17^{\text {th }}$ and Holdrege.

Table 1: Existing Space

| 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 |


| File storage | 107 | 30 |
| :--- | ---: | ---: |
| Processing | 108 | 42 |
| Communication | 103 | 104 |
| Police Dispatch | 110 | 228 |
| Reception/ Records | 103 A | 117 |
| Men's Shower Room | 117 B | 194 |
| Women's Shower Room | 117 A | 180 |
| Locker Room | 117 | 589 |
| Weight room | 113 | 642 |
| Break room | 118 | 364 |
| Laundry Room | 118 B | 139 |
| Total Net Assignable Square Feet |  | $\mathbf{6 , 2 0 9}$ |
| Total Existing Gross Square Feet |  | $\mathbf{9 , 3 8 8}$ |

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 $10^{\prime} \times 10^{\prime}$ 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 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

Table 2: Space Analysis

| 1.0 | Office Spaces |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Space Use Category | $\begin{gathered} \text { Space Id } \\ \# \end{gathered}$ | 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 Office Spaces |  |  |  | 520 |


| $\mathbf{2 . 0}$ | Office Support |  |  |  |  |
| :---: | :---: | :--- | ---: | ---: | ---: |
| Space Use <br> Category | Space Id <br> \# | Room Name | No. Of <br> Spaces | NASF | Total <br> NASF |
| 3100 | 2.01 | Training and Crime <br> 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 Office Support |  |  |  |  |


| 3.0 | Shared Support |  |  |  |  |
| :---: | :---: | :--- | ---: | ---: | ---: |
| Space Use <br> Category | Space Id <br> $\#$ | Room Name | No. Of <br> Spaces | NASF | Total <br> 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 |
|  | 3.16 | Public Report <br> Filing/Interview | 1 | 80 | 80 |
| 3150 | 3.17 | Observation | 1 | 120 | 120 |
| 3150 | 3.17 | 1 | 60 | 60 |  |
| 4200 | 3.18 | Library |  |  | 3,075 |
|  | Total Shared Support |  |  |  |  |


| 4.0 | Telecommunications |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} \text { Space Use } \\ \text { Category } \\ \hline \end{gathered}$ | $\begin{gathered} \text { Space Id } \\ \# \end{gathered}$ | 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 Telecommunications |  |  |  | 2,910 |


| 5.0 | General Support |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Space Use Category | $\begin{gathered} \text { Space Id } \\ \# \end{gathered}$ | Room Name | No. Of Spaces | NASF | Total NASF |
| 5250 | 5.01 | Men's Locker / Shower Rooms | 1 | 1,060 | 1,060 |
| 5250 | 5.02 | Women's Locker/ Shower 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 General Support |  |  |  | 3,080 |
|  | Total Net Assignable Square Feet |  |  |  | 11,290 |
|  | Total Gross Square Feet |  |  |  | 14,021 |

(2) Projected occupancy/use levels

Table 3: Existing and Projected Personnel Data

|  | Current <br> Adjusted Head Count | Five-Year Projected <br> 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. $22^{\text {nd }}$ 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:
(4) Total project cost per gross square foot:
(5) Construction cost per gross square foot:

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 |  |  |  |
|  | Architect/Engineer Basic Service Fee: |  | \$100,000 |  |
|  | Project Management Service: |  | 27,000 |  |
|  | Construction Inspection: |  | 18,000 |  |
|  |  |  | Total: | \$145,000 |
| 3 | MOVABLE EQUIPMENT |  |  |  |
|  |  |  | Total: | \$20,000 |
| 4 | SPECIAL AND TECHNICAL EQUIPM |  |  |  |
|  |  |  | Total: | \$88,000 |
| 5 | LAND ACQUISITION |  |  |  |
|  |  |  | Total: | \$0 |
| 6 | ARTWORK |  |  |  |
|  |  |  | Total: | \$0 |
| 7 | CODE REVIEWS, TESTING \& MISC. | ENSES |  |  |
|  | 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 Estimating Consultant, etc.): | spection Fee, | 35,000 |  |
|  | Printing, Advertising \& Mailing: |  | 9,000 |  |
|  | Other Costs (Set-up, Clean-up \& Etc.) |  | 7,000 |  |
|  |  |  | Total: | \$146,000 |
| TOTAL PROJECT 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: $\mathbf{\$ 1 , 9 0 0 , 0 0 0}$
b. Project Funding Source: Sale of property \& auxiliary funds
c. Fiscal year expenditures for project duration

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

900,000
\$1,900,000
11. Time line
a. Program Statement Board of Regents Approval:

October 17, 2003
b. Professional consultants selected:

October 20, 2003
The Clark Enersen Partners (4-year firm)
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 <br> October 17, 2003 


#### Abstract

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 underrepresented
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 | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ |
| 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 1B Women Faculty

|  |  |  |  | Increase from 1991 |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| year | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ |
| 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 | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\mathbf{2 0 0 3}$ | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\mathbf{2 0 0 3}$ | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\mathbf{2 0 0 3}$ |
| 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. 436422468477283965626.49 .213 .913 .0 Assoc. Prof. 3003813153144688778315.323 .124 .426 .4 Assist.
Prof. 33624022020010797918331.840 .441 .441 .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 $\mathbf{1 6 . 9 \%}$ in 1991 to $\mathbf{2 3 . 2 \%}$ 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 $\mathbf{1 3 . 9 \%}$ 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 $\mathbf{3 7 . 9 \%}$. 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 $\mathbf{3 1 . 8 \%}$ to $\mathbf{4 1 . 4 \%}$. (Nat'l Average 45.9\%) (See Table 1C)

| Table 1D Status Change in Men Faculty |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
|     Increase from 1991 <br> year $\mathbf{1 9 9 1}$ $\mathbf{1 9 9 7}$ $\mathbf{2 0 0 2}$ $\mathbf{1 9 9 7}$ <br> $\mathbf{2 0 0 2}$     <br> Total 891 849 770 $-4.7 \%$ <br> $-13.6 \%$     <br> Full Prof. 408 413 403 $+1.23 \%$ <br>  $-1.23 \%$    <br> Assoc. Prof. 254 293 238 $+15.4 \%$ <br> Assist. Prof. 229 143 129 $-37.6 \%$ |  |  |  |  |

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

|  | total |  | men |  | women |  | \% women of total |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ |
| 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 |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ |
| 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 |

Table 2C Non-Tenure Track Faculty *

|  | total |  | men |  | women |  | \% women of total |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ |
| 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 |

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


Comparisons between AAUP and IPED data: 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 19912002. The women work force remains at $50-51 \%$ level during the last 11 years (Table 3).

Table 3 Survey on the Status of Staff/Technical Personnel *

|  | total | men | women | $\%$ (women of total) |
| :--- | :---: | :---: | :---: | :---: |
| $\mathbf{1 9 9 1}$ | 3202 | 1547 | 1655 | 51.7 |
| $\mathbf{2 0 0 2}$ | 3635 | 1801 | 1834 | 50.5 |

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 $\mathbf{3 . 9 \%}$ 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 l. 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:

- Restructuring The Chancellor's Commission on the Status of Women: 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.
- The University Health Center conducts workshops on women's health issues and the Sexuality Education Coordinator conducts workshops for staff each semester.
- Student Affairs 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).
- Campus Climate for GLBT Students at UNL

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/glbte/, 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.

- The Women's Center provides resources on health, safety, leadership, and other issues of importance to women students and to the campus community.
- The Women's Studies Program 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.
- Response to Gallup Survey: 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.

- Evaluation of administrators: 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).

Table 1.

| Rank | UNMC <br> Full-Time Regular Faculty, by Gender and Rank (Spring) |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Gender |  | 1997 |  |
| Professor | Men | 103 | 114 | 130 |
|  | Women | 9 | 20 |  |
|  | Total | 112 | 134 | 155 |
|  | \% Women | 8.1\% | 15.0\% | 16.2\% |
| Associate Professor | Men | 124 | 161 | 150 |
|  | Women | 32 | 52 |  |
|  | Total | 156 | 213 | 221 |
|  | \% Women | 20.6\% | 24.5\% | 32.2\% |
| Assistant Professor | Men | 149 | 139 | 161 |
|  | 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 |  |
|  | \% 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\% |

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 <br> Full-time Tenured and Tenure Track Faculty Hired During Previous Twelve Months with <br> 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

| Full-Time Professors Hired During Previous Twelve Months with <br> 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.

| Full-time Associate Professors Hired During Previous Twelve Months with <br> 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 | $42.9 \%$ |

[^2]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     <br>      <br>      <br> Full-time Assistant Professors Hired During Previous Twelve Months with     <br> Active Appointment on September 30     |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
| Year | 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 <br> Tenured Faculty, by Gender <br> (Fall) |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
| 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 $\mathbf{2}$ 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.

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

|  | 1991 |  | $\mathbf{2 0 0 2}$ |  |
| :--- | :---: | :---: | :---: | :---: |
|  | 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 | $\mathbf{2 9 8}$ | $\mathbf{9 6}$ | $\mathbf{2 7 8}$ | $\mathbf{1 6 8}$ |
| Total Faculty |  | $\mathbf{3 9 4}$ |  | $\mathbf{4 4 6}$ |

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

## Chart 1



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.

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

|  | 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 |

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.

## Chart 4



## 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 " $\mathbf{c}$ " 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 " $\mathbf{k}$ " 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 " $\mathbf{f}$ ". 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 3: Average Salaries in Dollars, 1991 and 2002

|  | 1991 |  | 2002 |  |
| :--- | :---: | :---: | :---: | :---: |
| 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 |

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, Percent Women's Salary of Men's

| Rank | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ |
| :--- | :---: | :---: | :---: |
| 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 " $\mathbf{i}$ ", 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 " $\mathbf{m}$ " 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.

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

|  | Initial Cohort |  | Returned Following Spring | Returned Following Fall |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Percent <br> of Men | Percent <br> of Women | Percent <br> of Men | Percent <br> of Women |
| SEMESTER | Men | Women | WLL 1991 | 605 | 637 | $84.8 \%$ |
| FALL 19.1\% | $59.5 \%$ | $59.8 \%$ |  |  |  |  |
| FALL 1997 | 570 | 615 | $83.3 \%$ | $87.8 \%$ | $65.1 \%$ | $69.3 \%$ |
| FALL 2001 | 743 | 868 | $86.1 \%$ | $88.1 \%$ | $69.6 \%$ | $70.3 \%$ |

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 cosponsorship 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 " $\mathbf{c}$ " 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 $\mathbf{3 7 . 2 \%}$ of the total faculty who hold ranks of full professor and associate professor, respectively. At the assistant professor level, however, the ratio is more evenly distributed with women accounting for almost half of assistant professorships. Noteworthy also is that women in all ranks increased over the past 11 yearsalthough the number of women full professors, which increased $140 \%$ from 1991 to 2002, represents a growth in real numbers from only 5 to $12 .{ }^{\text {i }}$

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, $\mathbf{1 8} \mathbf{( 9 0 \% )}$ ) received either tenure or promotion. By contrast, among the 11 men faculty who applied in 2002, $6(55 \%)$ received either tenure or promotion. ${ }^{\text {ii }}$ This information clearly indicates that women at UNK merit promotion and tenure.

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

|  | $\mathbf{1 9 9 1}$ | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 2}$ | $\Delta \mathbf{1 9 9 1 - 1 9 9 7}$ | $\Delta \mathbf{1 9 9 1 - 2 0 0 2}$ |
| :--- | :---: | :---: | :---: | :---: | :---: |
| All Faculty | 255 | 261 | 250 | $2.4 \%$ | $-2.0 \%$ |
| All Women Faculty | 52 <br> $(20.4 \%)$ | 70 <br> $(26.8 \%)$ | 87 <br> $(34.8 \%)$ | $34.6 \%$ | $67.3 \%$ |
| Professor: All | 81 | 86 | 75 | $6.2 \%$ | $-7.4 \%$ |
| Professor: Women | 5 <br> $(6.2 \%)$ | 13 <br> $(15.1 \%)$ | 12 <br> $(16.0 \%)$ | $160.0 \%$ | $140.0 \%$ |
| Associate Professor: All | 82 | 88 | 94 | $7.3 \%$ | $14.6 \%$ |
| Associate Professor: Women | $15.3 \%)$ | 18 <br> $(20.5 \%)$ | 35 <br> $(37.2 \%)$ | $20.0 \%$ | $133.3 \%$ |
| Assistant Professor: All | 92 | 87 | 81 | $-5.4 \%$ | $-12.0 \%$ |
| Assistant Professor: Women | 32 <br> $(34.7 \%)$ | 39 <br> $(44.8 \%)$ | 40 <br> $(49.4 \%)$ | $21.9 \%$ | $25.0 \%$ |

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 $\mathbf{1 4 \%}$ of the total faculty at this rank 11 years ago to $\mathbf{7 5 \%}$ 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 increasedfrom 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 lowest teaching ranks. This means disproportionate numbers of women faculty are clustered 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.

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

|  | $\mathbf{1 9 9 1}$ | $\mathbf{2 0 0 2}$ |
| :--- | :---: | :---: |
| Professor: All | 81 | 75 |
| Professor: Women | $(6.2 \%)$ | $(16.0 \%)$ |
| Associate Professor: All | 82 | 94 |
| Associate Professor: Women | 15 | $(38.3 \%)$ |

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. ${ }^{\text {iv }}$ 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.

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

|  | Professor | Associate <br> Professor | Assistant <br> Professor | Lecturer | Total |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Total | $\mathbf{1 7}$ | $\mathbf{1 3}$ | $\mathbf{2 3}$ | $\mathbf{2 8}$ | $\mathbf{8 1}$ |
| Mean Years of Service <br> (Standard Deviation) | $32(17)$ | $10(7)$ | $8(11)$ | $9(10)$ | $14(13)$ |
| Men | $\mathbf{1 1 ( 6 5 \% )}$ | $\mathbf{8 ( 6 2 \% )}$ | $\mathbf{1 5 ( 6 5 \% )}$ | $\mathbf{1 7 ( 6 1 \% )}$ | $\mathbf{5 1}(\mathbf{6 3 \%})$ |
| Mean Years of Service <br> (Standard Deviation) | $34(4)$ | $9(3)$ | $7(11)$ | $11(12)$ | $14(14)$ |
| Women | $\mathbf{6 ( 3 5 \% )}$ | $\mathbf{5 ( 3 8 \% )}$ | $\mathbf{8 ( 3 5 \% )}$ | $\mathbf{1 1 ( 3 9 \% )}$ | $\mathbf{3 0 ( 3 7 \% )}$ |
| Mean Years of Service <br> (Standard Deviation) | $27(10)$ | $12(10)$ | $10(10)$ | $7(4)$ | $13(11)$ |

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

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 ( $\mathbf{3 7 \%}$ 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.

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

|  | $\mathbf{1 9 9 7}$ | $\mathbf{2 0 0 1}$ | $\Delta \mathbf{1 9 9 7} \mathbf{2 0 0 1}$ |
| :--- | :---: | :---: | :---: |
| Executive/Administrative/Managerial: All | 14 | 12 | $-14.3 \%$ |
| Executive/Administrative/Managerial: Women | 5 <br> $(35.7 \%)$ | 5 <br> $(41.7 \%)$ | $0.0 \%$ |
| Other Administrative: All | 25 | 38 | $52.0 \%$ |
| Other Administrative: Women | 12 <br> $(48 \%)$ | 19 <br> $(50 \%)$ | $58.3 \%$ |
| Other Professional: All | 104 | 120 | $15.4 \%$ |
| Other Professional: Women | 60 <br> $(57.7 \%)$ | 64 <br> $(53.3 \%)$ | $6.7 \%$ |

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 | $\Delta$ 1997-2001 |
| :---: | :---: | :---: | :---: |
| Full-time Office/Service: All | 236 | 224 | -5.1\% |
| Full-time Office/Service: Women | $\begin{gathered} 154 \\ (65.3 \%) \\ \hline \end{gathered}$ | $\begin{gathered} 150 \\ (70 \%) \\ \hline \end{gathered}$ | -2.6\% |
| Service/Maintenance: All | 82 | 70 | -14.3\% |
| Service/Maintenance: Women | $\begin{gathered} 35 \\ (42.7 \%) \end{gathered}$ | $\begin{gathered} 33 \\ (47.1 \%) \end{gathered}$ | -5.7\% |
| Skilled Craft: All | 32 | 32 | 0.0\% |
| Skilled Craft: Women | $\begin{gathered} 2 \\ (6.3 \%) \\ \hline \end{gathered}$ | $\begin{gathered} 4 \\ (12.5 \%) \end{gathered}$ | 100.\% |
| Technical/Professional: All | 9 | 12 | 33.3\% |
| Technical/Professional: Women | $\begin{gathered} 4 \\ (44.4 \%) \end{gathered}$ | $\begin{gathered} 8 \\ (75 \%) \end{gathered}$ | 100\% |
| Secretarial/Clerical: All | 113 | 110 | -2.7\% |
| Secretarial/Clerical: Women | $\begin{gathered} \hline 113 \\ (100 \%) \end{gathered}$ | $\begin{gathered} 105 \\ (95.5 \%) \end{gathered}$ | -7.1\% |
| Part-time Office/Service: All | 22 | 18 | -1.8\% |
| Part-time Office/Service: Female | $\begin{gathered} 21 \\ (95.5 \%) \end{gathered}$ | $\begin{gathered} 16 \\ (88.9 \%) \end{gathered}$ | 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. ${ }^{\vee}$ 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; ${ }^{\text {vi }}$
- 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.

Strategy b. Establish a pool of faculty lines for distribution . . . which are able to recruit 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. ${ }^{\text {vii }}$ 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.

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 nontenure track positions and instructor/lecturer level faculty positions.
${ }^{\text {ii }}$ Information from the Office of the Senior Vice Chancellor of Academic Affairs. To maintain confidentiality of the applicants, data for tenure and promotion were combined.
${ }^{\text {iii }}$ The source for IPEDS data is the U.S. Department of Education.
${ }^{\text {iv }}$ 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.
${ }^{\mathrm{v}}$ Source: UNK Factbook, which is compiled by the UNK Office of Institutional Research.
${ }^{\text {vi }}$ The Women's Studies program does not offer a bachelor's degree at this time.
${ }^{\text {vii }}$ Exit survey information failed to denote any particular or overriding reason for people leaving the Kearney campus

# Appendix A <br> University of Nebraska at Kearney Report on <br> <br> Board of Regents Gender Equity Goals and Strategies 

 <br> <br> 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

Figure 1. Women as a Proportion of Faculty by Rank, 1991-2002


Figure 2. Faculty Departure Rate by Gender, 2000-2002


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

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


Figure 4. Women as a Proportion of Students, 1997-2002


## 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 http://www.unk.edu/offices/pub_safety/drugscrime/righttoknow.htm 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 4 a . 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.

## Academic Affairs

MEETING DATE:
SUBJECT:

## RECOMMENDED ACTION: Report

PREVIOUS ACTION:

EXPLANATION:

October 17, 2003
Personnel Reports for 2003-2004

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

This report includes the campus personnel actions for the period of April 1, 2003 through June 30, 2003.

In addition, there is a listing of new Continuous and Promotion appointments which have been made for the academic and fiscal year 2003-2004.

Finally, a listing of salaries for academic and administrative personnel with the rank of Assistant Professor or equivalent and above for the academic and fiscal year 2003-2004 is provided.

APPROVAL:

## L. Dennis Smith President

DATE:

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

## NEW APPOINTMENTS

| NAME | DEPARTMENT |
| :--- | :--- |
| ${ }^{(1)}$ Bernholz, Charles | Libraries |
| Boehm, Marcus | Athletics |
| Lyons, Karen | Honors Program |
| Wang, Ligen | Physics \& Astronomy |

[^3]| TITLE | APPT TYPE | BEGIN DATE | END DATE |  | SALARY |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| FTE |  |  |  |  |  |  |
| Assistant Professor | Specific Term | $01 / 02 / 03$ |  | 41,004 | AY | 1.00 |
| Exec. Assoc. Athletic Director | Special | $05 / 27 / 03$ |  |  | 150,000 | FY |
| Associate Director | Special | $06 / 01 / 03$ |  |  | 1.00 |  |
| Research Assistant Professor | Special | $06 / 01 / 03$ | $05 / 31 / 04$ |  | 35,868 | FY |

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

## 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 MEDICAL CENTER

## NEW APPOINTMENTS

| NAME | DEPARTMENT |
| :--- | :--- |
| Asojo, Oluwatoyin | Eppley Institute |
| ${ }^{(1)}$ Kandel, Laurence B. | Surgery |
| Lackner, Rudy P. | Surgery |

TITLE
Research Assistant Professor
Associate Professor
Associate Professor

| APPT TYPE | BEGIN DATE | END DATE |  | SALARY |  | FTE |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Special | $05 / 12 / 03$ |  |  | 50,000 | FY | 1.00 |
| Health Prof | $05 / 01 / 03$ | $06 / 30 / 05$ |  | 40,000 | FY | 0.50 |
| Health Prof | $05 / 01 / 03$ | $06 / 30 / 06$ |  | 80,000 | FY | 1.00 |

[^4]CHANCELLOR'S PERSONNEL REPORT
04/01/03-06/30/03
UNIVERSITY OF NEBRASKA AT OMAHA

## NEW APPOINTMENTS

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

| NAME | DEPARTMENT | TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Osborn, Alan | University Museum | Research Assistant Professor | Special | 06/01/03 |  | 62,000 | FY | 1.00 |
|  |  | Research Assistant Professor | Special |  |  | 49,600 | FY | 0.80 |
| Pesti, Geza | Mid-America Transportation Center | Research Assistant Professor | Special | 06/01/03 |  | 72,793 | FY | 1.00 |
|  |  | Research Assistant Professor | Special |  |  | 65,514 | FY | 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 |

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

## ADJUSTMENTS

| NAME | DEPARTMENT |
| :--- | :--- |
| Hinrichs, Kayla M. | NEREC |
| Mahar, Carla J. | PHREC |
| Novoselov, Sergey | Biochemistry |
| Van Etten, James | Plant Pathology |


| TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| Assoc. Extension Educator | Special | 06/01/03 |  | 52,494 | FY | 1.00 |
| Assoc. Extension Educator | Special |  | 05/31/03 | 42,115 | FY | 0.80 |
| 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 |
| 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 |

## CHANCELLOR'S PERSONNEL REPORT

04/01/03-06/30/03
UNIVERSITY OF NEBRASKA MEDICAL CENTER

| NAME | DEPARTMENT |
| :--- | :--- |
| Hawkins, Frank E. | Anesthesiology |
| Kador, Peter F. | COP - Pharmaceutical Sciences |
| Kaste, Ann M. | Library of Medicine |
| Lydiatt, Daniel D. | Otol - Head \& Neck Surgery |
| Lydiatt, William M. | Otol - Head \& Neck Surgery |
| O'Leary, Edward L. | Internal Medicine |
| Richards, Alan T. | Otol - Head \& Neck Surgery |


| TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Assistant Professor | Special | 06/05/03 |  | 90,000 | FY | 1.00 |
| Assistant Professor | Special |  |  | 45,000 | FY | 0.50 |
| 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 |
| Assistant Professor | Special | 05/06/03 |  | 16,750 | FY | 0.50 |
| Assistant Professor | Health Prof |  |  | 33,500 | FY | 1.00 |
| Professor | Special | 06/01/03 |  | 32,733 | FY | 0.33 |
| Professor | Health Prof |  |  | 99,192 | FY | 1.00 |
| Associate Professor | Special | 06/01/03 |  | 30,761 | FY | 0.33 |
| Associate Professor | Health Prof |  |  | 93,214 | FY | 1.00 |
| Assistant Professor | Health Prof | 06/15/03 |  | 79,376 | FY | 1.00 |
| Assistant Professor | Health Prof |  |  | 30,163 | FY | 0.38 |
| 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

| NAME | DEPARTMENT |
| :--- | :--- |
| ${ }^{(1)}$ Sitorius, Michael A. | Family Medicine |


| TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |  |  | 115,761 | FY | 0.60 |
| Chairperson (stipend) | Special | 04/01/03 |  | 5,000 | FY | 0.00 |
| Chairperson (stipend) | Special |  |  | 5,000 | 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 |

[^5]CHANCELLOR'S PERSONNEL REPORT
04/01/03-06/30/03
UNIVERSITY OF NEBRASKA AT OMAHA

## ADJUSTMENTS

## DEPARTMENT

TITLE APPT TYPE BEGIN DATE END DATE 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

| NAME | DEPARTMENT |
| :--- | :--- |
| Bicak, Charlie | Biology |


| TITLE | APPT TYPE | BEGIN DATE | END DATE | SALARY |  | FTE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

## CHANCELLOR'S PERSONNEL REPORT

04/01/03-06/30/03
UNIVERSITY OF NEBRASKA MEDICAL CENTER

## EMERITUS STATUS

## NAME

Dworak, Carol Lou

## DEPARTMENT

SAHP - Div of Radiation Science Technology Education

TITLE
Assistant Professor

BEGIN DATE
05/31/03

## CHANCELLOR'S PERSONNEL REPORT

04/01/03-06/30/03
UNIVERSITY OF NEBRASKA AT OMAHA

## EMERITUS STATUS

NAME
Dalstrom, Harl A.

## DEPARTMENT

History

Physics

Millimet, Ray
Psychology

TITLE
BEGIN DATE
Professor
Professor of Physics
Dean, College of Arts \& Sciences
Professor

05/17/03

02/28/03

05/17/03

Continuous Appointment
University of Nebraska at Kearney


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 Resources |  |  |  |
| 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 | Department | Present Rank | 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 |  |

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 \& Humanities |  |  |  |  |
| 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 Sciences |  |  |  |  |
| 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 Sciences (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 \& Technology |  |  |  |  |
| 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 \& Technology (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 \& Family 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 |
| :---: | :---: | :---: | :---: | :---: |
| Institute of Agriculture and Natural 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.

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 |

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 \& Technology |  |  |  |  |
| 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 Service |  |  |  |  |
| 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 |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time |
| :--- | :--- | :--- | :--- |
| Proposed | Proposed |  |  |
| Salary |  |  |  |
| Increase |  |  |  |$\quad$ Appt

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Bateman, Arnold J | Extended Education \& Outreach | Assoc Vice Chancellor | 0.50 | \$0 | \$59,463 | FY |
| See also: IANR |  |  |  |  |  |  |
| Bates, Rodney L | University Television | Director | 1.00 | \$0 | \$141,804 | FY |
| Bauer, Lois Grace | English | Assoc Professor | 1.00 | \$0 | \$57,529 | AY |
| Becker, Edward F | Philosophy | Assoc Professor | 1.00 | \$0 | \$40,673 | AY |
| Becker, Karen A | School of Music | Assoc Professor | 1.00 | \$0 | \$48,390 | AY |
| Behrendt, Patricia Flanagan | Theatre Arts | Assoc Professor | 1.00 | \$0 | \$44,436 | AY |
| Behrendt, Stephen C | English | Professor | 1.00 | \$0 | \$81,185 | AY |
|  | English | University Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$0 | \$96,185 |  |
| Belasco, Susan M | English | Professor | 1.00 | \$0 | \$84,270 | AY |
| Belli, Robert F | Psychology | Assoc Professor | 1.00 | \$0 | \$70,000 | AY |
|  | NRI Gallup Research Center | Associate Director | 0.00 | \$0 | \$2,400 | AY |
|  |  |  | 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 | \$92,518 | AY |
| Bender, John | News - Editorial | Assoc Professor | 1.00 | \$0 | \$63,883 | AY |
| Benning, Don R | Educational Administration | Coordinator | 0.50 | \$0 | \$52,757 | FY |
| Berens, Charlyne R | News - Editorial | Assoc Professor | 1.00 | \$0 | \$63,152 | AY |
| Berger, Patrice M | University Honors Program UNL | Director/Chair | 1.00 | \$0 | \$102,296 | FY |
|  | History | Professor | 0.00 | \$0 | \$2,500 | FY |
|  |  |  | 1.00 | \$0 | \$104,796 |  |
| Bergstrom, Robert F | English | Professor | 1.00 | \$0 | \$67,358 | AY |
| Berkowitz, David B | Chemistry | Assoc Professor | 1.00 | \$0 | \$70,866 | AY |
| Bernholz, Charles D | University Libraries | Asst Professor | 1.00 | \$0 | \$41,000 | FY |
| Bernstein, Stuart P | Construction Systems | Asst Professor | 1.00 | \$0 | \$60,000 | AY |
| Bernthal, John E | Special Ed \& Communic Disorders | Director/Chair | 0.60 | \$0 | \$76,608 | FY |
|  | Special Ed \& Communic Disorders | Professor | 0.40 | \$0 | \$49,139 | FY |
|  |  |  | 1.00 | \$0 | \$125,747 |  |
| 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 | FY |
| 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 | Cooperative Ext Division | Associate Dean | 0.05 | \$0 | \$6,283 | FY |
| See also: IANR |  |  |  |  |  |  |
| Bischoff, Richard J | Family \& Consumer Science | Assoc Professor | 0.75 | \$0 | \$54,202 | FY |
| See also: IANR |  |  |  |  |  |  |
| Bishu, Ramaratnam Ram | Industrial \& Mgmt Syst Engineering | Professor | 1.00 | \$0 | \$89,117 | AY |
| Blaha, Franz G | English | Assoc Professor | 1.00 | \$0 | \$48,568 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Blake, Cecil A | Communication Studies | Assoc Professor | 0.60 | \$0 | \$42,000 | AY |
|  | Ethnic Studies | Assoc Professor | 0.40 | \$0 | \$28,000 | AY |
|  |  |  | 1.00 | \$0 | \$70,000 |  |
| Bleed, Peter A | College of Arts \& Sciences | Associate Dean | 0.75 | \$0 | \$60,363 | AY |
|  | Anthropology and Geography | Professor | 0.25 | \$0 | \$18,953 | AY |
|  |  |  | 1.00 | \$0 | \$79,316 |  |
| Blum, Paul H | School of Biological Sciences | Assoc Professor | 1.00 | \$0 | \$65,861 | AY |
| Bobaru, Florin | Engineering Mechanics | Asst Professor | 1.00 | \$0 | \$64,480 | AY |
| Boden, Dana W | University Libraries | Assoc Professor | 1.00 | \$0 | \$49,897 | FY |
| Boehm, Marcus L | Athletics | Associate Director | 1.00 | \$0 | \$150,000 | FY |
| Bogardi, Istvan | Civil Engineering | Professor | 1.00 | \$0 | \$102,098 | AY |
| Bolick, Margaret R | University Museum | Professor | 1.00 | \$0 | \$79,079 | FY |
| Bolland, Andrea Lee | Art \& Art History | Assoc Professor | 1.00 | \$0 | \$48,832 | AY |
| Bond, Alan B | School of Biological Sciences | Research Associate Professor | 1.00 | \$0 | \$66,602 | FY |
| Bonnstetter, Ronald J | Teaching, Learning \& Teacher Ed | Professor | 1.00 | \$0 | \$70,526 | AY |
| Bonsell, John M | Industrial Systems Technology | Assoc Professor | 1.00 | \$0 | \$68,684 | AY |
| Bormann, Dennis R | Communication Studies | Professor | 1.00 | \$0 | \$72,398 | AY |
| Borner, William L | Architecture | Professor | 1.00 | \$0 | \$80,681 | AY |
| Bornstein, Brian H. | Psychology | Assoc Professor | 1.00 | \$0 | \$61,950 | AY |
| Boudreau, Signe O | University Libraries | Assoc Professor | 1.00 | \$5,333 | \$46,143 | FY |
| Bourlier, Lisa M | EE\&O Independent Study HS | Coordinator | 1.00 | \$0 | \$52,453 | FY |
| Boye, Arthur John | Electrical Engineering | Professor | 1.00 | \$0 | \$102,619 | FY |
| Bradford, Charles Steven | College of Law | Professor | 1.00 | \$0 | \$106,545 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$116,545 |  |
| Braithwaite, Dawn O | Communication Studies | Professor | 1.00 | \$0 | \$79,042 | AY |
| Brand, Jennifer I | Chemical Engineering | Assoc Professor | 1.00 | \$0 | \$80,393 | AY |
| Brantner, Christina Elisabeth | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$47,198 | AY |
| Breckbill, Anita S | University Libraries | Professor | 1.00 | \$0 | \$57,591 | FY |
| Brittenham, Mark W | Mathematics | Assoc Professor | 1.00 | \$0 | \$62,110 | AY |
| Brooke, Robert E | English | Professor | 1.00 | \$0 | \$68,320 | AY |
| Brooks, David W | Teaching, Learning \& Teacher Ed | Professor | 1.00 | \$0 | \$101,729 | AY |
| Brown Jr, James F | School of Accountancy | Professor | 1.00 | \$0 | \$110,255 | AY |
|  | School of Accountancy | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$120,255 |  |
| Brown Parker, Matthew D | Geosciences | Asst Professor | 1.00 | \$0 | \$51,000 | AY |
| Brown, Stan A | Theatre Arts | Assoc Professor | 1.00 | \$0 | \$54,538 | AY |
| Bruning, Roger H | Educational Psychology | Professor | 1.00 | \$0 | \$98,307 | AY |
|  | College of Education \& Human Sci U | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$108,307 |  |
| Bryant, Miles Taft | Educational Administration | Professor | 1.00 | \$0 | \$71,970 | AY |
| Buck, Gayle A | Teaching, Learning \& Teacher Ed | Asst Professor | 1.00 | \$0 | \$55,514 | AY |
| Buckendahl, Chad W | Buros Institute | Director | 1.00 | \$0 | \$70,000 | FY |
| Buhler, Stephen Michael | English | Professor | 1.00 | \$0 | \$65,034 | AY |
| Buhman, Richard J | Industrial Systems Technology | Assoc Professor | 1.00 | \$0 | \$58,039 | AY |
| Buhs, Eric S | Educational Psychology | Asst Professor | 1.00 | \$0 | \$51,000 | AY |
| Burnett, Amy Nelson | History | Assoc Professor | 1.00 | \$0 | \$57,610 | AY |
| Burnett, Stephen G | Classics \& Religious Studies | Assoc Professor | 0.60 | \$2,400 | \$30,342 | AY |
|  | History | Assoc Professor | 0.40 | \$1,600 | \$20,229 | AY |
|  |  |  | 1.00 | \$4,000 | \$50,571 |  |
| Burrow, Paul D | Physics \& Astronomy | Professor | 0.50 | \$0 | \$53,110 | AY |
| er also to funding at other cam |  | ar 2003-2004 |  |  | Page 5 | of 89 |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Denicola, Robert C | College of Law | Professor | 1.00 | \$0 | \$152,135 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$162,135 |  |
| Deogun, Jitender S | Computer Science \& Engineering | Professor | 1.00 | \$0 | \$108,821 | AY |
| Develder, Carla J | College of Law | Assistant Dean | 1.00 | \$0 | \$56,667 | FY |
| Dewey, Kenneth F | School of Natural Resources | Professor | 0.60 | \$0 | \$42,225 | AY |
|  | Geosciences | Professor | 0.40 | \$0 | \$28,146 | AY |
|  |  |  | 1.00 | \$0 | \$70,371 |  |
| Diamond, Judy | University Museum | Professor | 0.90 | \$0 | \$95,010 | FY |
|  | University Museum | Associate Director | 0.00 | \$0 | \$1,500 | FY |
|  |  |  | 0.90 | \$0 | \$96,510 |  |
| Dibernard, Barbara J | English | Professor | 1.00 | \$0 | \$68,092 | AY |
| Dienstbier, Richard A | Psychology | Professor | 1.00 | \$0 | \$86,570 | AY |
| Digman, Lester A | Management | Professor | 1.00 | \$0 | \$109,667 | AY |
|  | Management | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$119,667 |  |
| Dilillo, David K | Psychology | Asst Professor | 1.00 | \$0 | \$50,400 | AY |
| Dimagno, Stephen | Chemistry | Assoc Professor | 1.00 | \$0 | \$66,060 | AY |
| Disalvo, Vincent $S$ | Communication Studies | Professor | 1.00 | \$0 | \$59,647 | AY |
| Dixon, Wheeler W | English | Professor | 1.00 | \$0 | \$75,000 | AY |
|  | English | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  | English | Director/Chair | 0.00 | \$0 | \$2,400 | AY |
|  |  |  | 1.00 | \$0 | \$87,400 |  |
| Dlugosh, Larry L | Educational Administration | Chairperson | 0.60 | \$0 | \$69,500 | FY |
|  | Educational Administration | Professor | 0.40 | \$0 | \$44,731 | FY |
|  |  |  | 1.00 | \$0 | \$114,231 |  |
| Doll, Elizabeth J | Educational Psychology | Professor | 1.00 | \$6,000 | \$87,445 | AY |
| Dominguez, Eddie R | Art \& Art History | Assoc Professor | 1.00 | \$4,000 | \$60,031 | FY |
| Donsig, Allan P | Mathematics | Assoc Professor | 1.00 | \$0 | \$58,400 | AY |
| Dorsey, Learthen | History | Assoc Professor | 0.60 | \$0 | \$29,257 | AY |
|  | Ethnic Studies | Assoc Professor | 0.40 | \$0 | \$19,503 | AY |
|  | African American \& African Studies | Coordinator | 0.00 | \$0 | \$2,400 | AY |
|  |  |  | 1.00 | \$0 | \$51,160 |  |
| Doudin, Bernard | Physics \& Astronomy | Assoc Professor | 1.00 | \$4,000 | \$64,587 | AY |
| Dowben, Peter | Physics \& Astronomy | Professor | 1.00 | \$0 | \$96,715 | AY |
|  | Physics \& Astronomy | Cather/Bessey Professorship | 0.00 | \$0 | \$2,500 | AY |
|  |  |  | 1.00 | \$0 | \$99,215 |  |
| Draper, Patricia C | Anthropology and Geography | Professor | 1.00 | \$0 | \$97,037 | AY |
| Dreher, Kwakiutl L | English | Asst Professor | 0.60 | \$0 | \$28,321 | AY |
|  | Ethnic Studies | Asst Professor | 0.40 | \$0 | \$18,881 | AY |
|  |  |  | 1.00 | \$0 | \$47,202 |  |
| Driesbach, Janice T | Sheldon Art Gallery | Director | 1.00 | \$0 | \$93,320 | FY |
| Driskell, Judy A | Nutrition \& Health Sciences | Professor | 0.50 | \$0 | \$42,858 | AY |
| See also: IANR |  |  |  |  |  |  |
| Drueke, Mary Jeanetta | University Libraries | Assoc Professor | 1.00 | \$0 | \$53,284 | FY |
| Drummond, R Wayne | College of Architecture | Dean | 1.00 | \$0 | \$166,920 | FY |
| Du, Liangcheng | Chemistry | Asst Professor | 1.00 | \$0 | \$50,870 | AY |
| Ducey, Mary Ellen | University Libraries | Asst Professor | 1.00 | \$0 | \$40,000 | FY |
| Ducharme, Stephen | Physics \& Astronomy | Professor | 1.00 | \$0 | \$79,142 | AY |
| Dudney, Donna Marie | Finance | Asst Professor | 1.00 | \$0 | \$82,256 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Dugas, Robert Wayne | Athletics | Physician | 0.07 | \$0 | \$4,432 | FY |
| Dunbar, Steven R | Mathematics | Professor | 1.00 | \$0 | \$80,700 | AY |
| Duncan, Richard F | College of Law | Professor | 1.00 | \$0 | \$123,389 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$133,389 |  |
| Duncan, Robert I | Architecture | Professor | 0.80 | \$0 | \$62,673 | AY |
|  | Architecture | Director | 0.20 | \$0 | \$17,668 | AY |
|  |  |  | 1.00 | \$0 | \$80,341 |  |
| Dussault, Patrick H | Chemistry | Chairperson | 0.60 | \$0 | \$73,955 | FY |
|  | Chemistry | Professor | 0.40 | \$0 | \$45,970 | FY |
|  |  |  | 1.00 | \$0 | \$119,925 |  |
| Dvorak, Bruce I | Civil Engineering | Assoc Professor | 1.00 | \$0 | \$70,414 | AY |
| Dzenis, Yuris | Engineering Mechanics | Professor | 1.00 | \$6,000 | \$100,001 | AY |
| Eckhardt, Craig J | Chemistry | Professor | 1.00 | \$0 | \$110,120 | AY |
| Edwards, Carolyn Pope | Psychology | Professor | 0.75 | \$0 | \$83,022 | FY |
| See also: IANR |  |  |  |  |  |  |
| Edwards, Richard C | Academic Affairs | Sr Vice Chancellor | 1.00 | \$0 | \$204,486 | FY |
| Eklund, Peter A | School of Music | Asst Professor | 1.00 | \$0 | \$55,111 | AY |
| Elbaum, Sebastian G | Computer Science \& Engineering | Asst Professor | 1.00 | \$0 | \$79,710 | AY |
| Elias, Samy E | Engineering Research Center | Associate Dean | 1.00 | \$0 | \$143,570 | FY |
| Ells, Mark L | Ctr Children Family \& the Law | Research Assistant Professor | 1.00 | \$0 | \$74,476 | FY |
| Elthon, Thomas E | School of Biological Sciences | Assoc Professor | 1.00 | \$0 | \$61,403 | AY |
| Elwell, Jeffery S | Theatre Arts | Chairperson | 0.60 | \$0 | \$62,915 | FY |
|  | Theatre Arts | Professor | 0.40 | \$0 | \$37,585 | FY |
|  |  |  | 1.00 | \$0 | \$100,500 |  |
| Endacott, Richard D | Theatre Arts | Asst Professor | 1.00 | \$0 | \$41,110 | AY |
| Epley, Boyd D | Athletics | Assistant Director | 1.00 | \$0 | \$96,795 | FY |
| Epstein, Michael H | Special Ed \& Communic Disorders | College Professor | 1.00 | \$0 | \$115,273 | AY |
| Erbe, Lynn H | Mathematics | Research Professor | 0.67 | \$0 | \$56,000 | AY |
| Erickson, Joan L | Special Ed \& Communic Disorders | Assoc Professor | 1.00 | \$0 | \$59,350 | AY |
| Ertl, Ted A | Architecture | Assoc Professor | 1.00 | \$0 | \$59,988 | AY |
| Evans, Lucinda Rae | Research Compliance Services | Dir Of Veterinary Srvcs | 0.80 | \$0 | \$45,000 | FY |
| Evans, Sharon A | Educational Psychology | Assoc Professor | 1.00 | \$0 | \$56,636 | AY |
| Fabrikant, Ilya I | Physics \& Astronomy | Professor | 1.00 | \$0 | \$86,235 | AY |
| Faller, Ronald Keith | Midwest Roadside Safety Facility | Research Assistant Professor | 1.00 | \$0 | \$70,025 | FY |
| Farrell, Kathleen Anne | Finance | Assoc Professor | 1.00 | \$0 | \$113,011 | AY |
| Farritor, Shane M | Mechanical Engineering | Asst Professor | 1.00 | \$0 | \$68,427 | AY |
| Faulkner, Quentin J | School of Music | Professor | 1.00 | \$0 | \$71,008 | AY |
|  | School of Music | College Professor | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$0 | \$76,008 |  |
| Feng, Ruqiang | Engineering Mechanics | Assoc Professor | 1.00 | \$4,000 | \$75,813 | AY |
| Fielding, Christopher R | Geosciences | Professor | 1.00 | \$0 | \$80,000 | AY |
|  | Geosciences | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$90,000 |  |
| Fischer, Bruce A | Construction Management | Asst Professor | 1.00 | \$0 | \$59,280 | AY |
| Fischer, Tammie J | Economic Education | Director | 1.00 | \$0 | \$45,241 | FY |
| Flowers, John H | Psychology | Professor | 1.00 | \$0 | \$71,972 | AY |
| Foley, Gretchen C | School of Music | Asst Professor | 1.00 | \$0 | \$39,636 | AY |
| Ford, James E | English | Assoc Professor | 1.00 | \$0 | \$51,348 | AY |
| Forget, Stephen F | JD Edwards Program | Coordinator | 1.00 | \$0 | \$102,812 | FY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Gitelson, Anatoly A | School of Natural Resources | Professor | 0.25 | \$0 | \$24,714 | FY |
| See also: IANR |  |  |  |  |  |  |
| Goble, Ronald J | Geosciences | Assoc Professor | 1.00 | \$0 | \$54,234 | AY |
| Goddard, Stephen M | Computer Science \& Engineering | Asst Professor | 1.00 | \$0 | \$82,603 | AY |
| Goebes, Carole A | University Libraries | Assoc Professor | 1.00 | \$0 | \$36,137 | AY |
| Goedert, James D | Construction Systems | Assoc Professor | 1.00 | \$0 | \$85,979 | AY |
| Goff, Michael J | Advertising | Asst Professor | 1.00 | \$0 | \$47,702 | AY |
| Gogos, George | Mechanical Engineering | Assoc Professor | 1.00 | \$0 | \$94,128 | AY |
| Gonzalez, Jose E | Modern Language \& Literature | Asst Professor | 0.60 | \$0 | \$28,164 | AY |
|  | Ethnic Studies | Asst Professor | 0.40 | \$0 | \$18,779 | AY |
|  |  |  | 1.00 | \$0 | \$46,943 |  |
| Gonzalez-Kruger, Gloria E | Family \& Consumer Science | Asst Professor | 1.00 | \$0 | \$50,421 | AY |
| Goodburn, Amy M | English | Assoc Professor | 1.00 | \$0 | \$57,300 | AY |
| Gorman, Vanessa B | College of Arts \& Sciences | Associate Dean | 0.75 | \$0 | \$43,973 | AY |
|  | History | Assoc Professor | 0.25 | \$0 | \$13,492 | AY |
|  |  |  | 1.00 | \$0 | \$57,465 |  |
| Gradwohl, John M | College of Law | Professor | 0.67 | \$0 | \$97,371 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 0.67 | \$0 | \$107,371 |  |
| Grady, Marilyn L | Educational Administration | Professor | 1.00 | \$0 | \$80,001 | AY |
| Graef, Michelle I | Ctr Children Family \& the Law | Research Assistant Professor | 1.00 | \$0 | \$62,271 | FY |
| Grajeda, Ralph F | English | Assoc Professor | 0.90 | \$0 | \$43,229 | AY |
|  | Ethnic Studies | Assoc Professor | 0.10 | \$0 | \$4,803 | AY |
|  |  |  | 1.00 | \$0 | \$48,032 |  |
| Grange, William M | Theatre Arts | Professor | 1.00 | \$0 | \$60,708 | AY |
| Grant, Merida M | Psychology | Asst Professor | 1.00 | \$0 | \$49,058 | AY |
| Gregory, Donald L | Division of General Studies | Director | 1.00 | \$0 | \$84,134 | FY |
|  | Housing Residence Life | Coordinator | 0.00 | \$0 | \$6,000 | FY |
|  |  |  | 1.00 | \$0 | \$90,134 |  |
| Grew, Priscilla C | Geosciences | Professor | 1.00 | \$0 | \$102,320 | AY |
| Griep, Mark A | Chemistry | Assoc Professor | 1.00 | \$0 | \$56,659 | AY |
| Griesen, James V | Student Affairs | Vice Chancellor | 1.00 | \$0 | \$159,736 | FY |
| Grossbart, Sanford L | Marketing | Professor | 1.00 | \$0 | \$121,400 | AY |
|  | Marketing | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$131,400 |  |
| Gruhl, John R | Political Science | Professor | 1.00 | \$0 | \$67,561 | AY |
| Guest, James R | University Health Center | Director | 1.00 | \$0 | \$135,550 | FY |
| Guevara, Jose' R | Modern Language \& Literature | Asst Professor | 1.00 | \$0 | \$42,000 | AY |
| Hachtmann, Frauke | Advertising | Asst Professor | 1.00 | \$0 | \$45,000 | AY |
| Hage, David S | Chemistry | Professor | 1.00 | \$0 | \$80,025 | AY |
| Haggin, Ronald K | Construction Systems | Assoc Professor | 1.00 | \$0 | \$79,852 | AY |
| Hallbeck, M Susan | Industrial \& Mgmt Syst Engineering | Assoc Professor | 1.00 | \$0 | \$74,430 | AY |
| Haller, Robert S | English | Professor | 1.00 | \$0 | \$62,000 | AY |
| Hames, Raymond | Anthropology and Geography | Professor | 1.00 | \$0 | \$77,007 | AY |
| Hamouz, Fayrene L | Nutrition \& Health Sciences | Assoc Professor | 0.45 | \$0 | \$30,989 | FY |
| Hampton, Ronald D | Marketing | Assoc Professor | 1.00 | \$0 | \$92,482 | AY |
| Handa, Rumiko | Architecture | Assoc Professor | 1.00 | \$0 | \$64,617 | AY |
| Hannappel, Pamela P | Psychology | Research Assistant Professor | 0.70 | \$0 | \$39,810 | FY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Koszewski, Wanda M | Nutrition \& Health Sciences | Ext Asst Professor | 0.25 | \$0 | \$17,554 | AY |
| See also: IANR |  |  |  |  |  |  |
| Krapfl, Robin | Athletics | Head Coach | 1.00 | \$0 | \$43,705 | FY |
| Kraus, Joseph C | School of Music | Professor | 1.00 | \$0 | \$64,911 | AY |
| Krause, Gary L | Civil Engineering @ UNO | Assoc Professor | 1.00 | \$0 | \$62,416 | AY |
| Krone, Kathleen | Communication Studies | Assoc Professor | 1.00 | \$0 | \$67,945 | AY |
| Krug, Nathan S | Architecture | Assoc Professor | 1.00 | \$0 | \$54,115 | AY |
| Kulik, Thad | Computer \& Electronics Engineering | Assoc Professor | 1.00 | \$0 | \$53,407 | AY |
| Kunc, Karen S | Art \& Art History | Professor | 0.70 | \$0 | \$59,641 | AY |
| Kuska, Sharon Suzanne | Architecture | Professor | 1.00 | \$0 | \$65,527 | AY |
| Kuzelka, Robert D | Environmental Studies | Director/Chair | 0.00 | \$0 | \$2,400 | FY |
| See also: IANR |  |  |  |  |  |  |
| Kuzma, Gregory S | English | Professor | 1.00 | \$0 | \$64,487 | AY |
| Labode, Evelyn E | Ctr Children Family \& the Law | Research Assistant Professor | 1.00 | \$0 | \$50,968 | FY |
| Lacost, Barbara A | Educational Administration | Assoc Professor | 1.00 | \$0 | \$61,025 | AY |
| Laging, Thomas S | Architecture | Professor | 1.00 | \$0 | \$79,583 | AY |
| Langell, Marjorie A | Chemistry | Professor | 1.00 | \$0 | \$81,836 | AY |
| Larsen, Gustavo | Chemical Engineering | Assoc Professor | 1.00 | \$0 | \$84,666 | AY |
| Larsen, Phyllis Vance | Advertising | Asst Professor | 1.00 | \$0 | \$54,808 | AY |
| Latta, Gail Frances | University Libraries | Professor | 1.00 | \$0 | \$61,635 | FY |
| Latta, Margaret A | Teaching, Learning \& Teacher Ed | Asst Professor | 1.00 | \$0 | \$52,756 | AY |
| Lauderback, Lee L | Chemical Engineering | Assoc Professor | 1.00 | \$0 | \$68,079 | AY |
| Lauerman, Margaret A | Office of University Communications | Director | 1.00 | \$0 | \$93,955 | FY |
| Lavin, Stephen J | Anthropology and Geography | Assoc Professor | 1.00 | \$0 | \$62,985 | AY |
| Lawrence, Janice E | School of Accountancy | Assoc Professor | 1.00 | \$0 | \$106,753 | AY |
| Lawson, Craig M | College of Law | Professor | 1.00 | \$0 | \$97,665 | AY |
| Lawson, Merlin P | Geosciences | Professor | 1.00 | \$0 | \$118,158 | FY |
| Leblanc, Dennis | Athletics | Associate Director | 1.00 | \$0 | \$95,678 | FY |
| Ledder, Glenn W | Mathematics | Assoc Professor | 1.00 | \$0 | \$54,050 | AY |
| Lee, Laurie Thomas | Broadcasting | Assoc Professor | 1.00 | \$0 | \$62,783 | AY |
| Lee, Ronald | Communication Studies | Professor | 1.00 | \$0 | \$74,635 | AY |
| Lee, Sang M | Management | Chairperson | 0.60 | \$0 | \$114,706 | AY |
|  | Management | Professor | 0.40 | \$0 | \$74,605 | AY |
|  | Management | Distinguished Professor | 0.00 | \$0 | \$5,000 | AY |
|  | Management | University Professor | 0.00 | \$0 | \$25,000 | AY |
|  |  |  | 1.00 | \$0 | \$219,311 |  |
| Lee, Zoonky | Management | Asst Professor | 1.00 | \$0 | \$95,005 | AY |
| Lefferts, Peter Martin | School of Music | Professor | 1.00 | \$0 | \$58,370 | AY |
| Leger, Daniel W | Psychology | Professor | 1.00 | \$0 | \$69,859 | AY |
| Lehmann, Jennifer M | Sociology | Assoc Professor | 1.00 | \$0 | \$48,188 | AY |
| Leinieks, Valdis | Classics \& Religious Studies | Professor | 0.50 | \$0 | \$39,337 | AY |
| Leiter, Richard A | College of Law | Professor | 1.00 | \$0 | \$115,379 | FY |
| Lenich, John P | College of Law | Professor | 1.00 | \$0 | \$96,930 | AY |
| Lepard, Brian David | College of Law | Assoc Professor | 1.00 | \$0 | \$84,161 | AY |
| Leslie-Pelecky, Diandra L | Physics \& Astronomy | Assoc Professor | 1.00 | \$0 | \$67,425 | AY |
| Lesueur, James D | History | Assoc Professor | 1.00 | \$4,000 | \$53,055 | AY |
| Leung, Kam-Ching | Physics \& Astronomy | Professor | 1.00 | \$0 | \$70,679 | AY |
| Levin, Carole | History | Professor | 1.00 | \$0 | \$85,014 | AY |
|  | History | Cather/Bessey Professorship | 0.00 | \$0 | \$2,500 | AY |
|  |  |  | 1.00 | \$0 | \$87,514 |  |
| Leviticus, Louis I | University Museum | Curator | 0.01 | \$0 | \$1,200 | FY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maller, Alexander | Architecture | Professor | 1.00 | \$0 | \$68,582 | AY |
| Mamiya, Christin Joy | Art \& Art History | Professor | 1.00 | \$0 | \$67,919 | AY |
| Manning, Mark M | Athletics | Head Coach | 1.00 | \$0 | \$81,947 | FY |
| Marley, Thomas John | Mathematics | Assoc Professor | 1.00 | \$0 | \$54,650 | AY |
| Martin, Charity K | University Libraries | Assoc Professor | 1.00 | \$5,333 | \$44,903 | FY |
| Martin, Eugene L | School of Biological Sciences | Assoc Professor | 1.00 | \$0 | \$53,537 | AY |
| Martin, Gary L | Health \& Human Performance | Assoc Professor | 1.00 | \$0 | \$48,031 | AY |
| Martinez, Adelaida L | Modern Language \& Literature | Professor | 1.00 | \$0 | \$82,087 | AY |
| Martinez, Antonio H | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$49,573 | AY |
| Marvin, Christine Ann | Special Ed \& Communic Disorders | Assoc Professor | 1.00 | \$0 | \$64,108 | AY |
| Mashayekhi, Mostafa | Finance | Assoc Professor | 1.00 | \$0 | \$60,347 | AY |
| Maslowski, Peter | History | Professor | 1.00 | \$0 | \$72,502 | AY |
| Mason, Joseph A | Survey Division | Asst Professor | 0.25 | \$0 | \$15,762 | FY |
| See also: IANR |  |  |  |  |  |  |
| May, Ann Mari | Economics | Assoc Professor | 1.00 | \$0 | \$75,688 | AY |
| May, Douglas R | Management | Assoc Professor | 1.00 | \$0 | \$97,012 | AY |
| Mayeux, Peter E | Broadcasting | Professor | 1.00 | \$0 | \$77,108 | AY |
|  | Broadcasting | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$87,108 |  |
| Mcbride, Patrick J | Admissions | Associate Dean | 1.00 | \$0 | \$69,342 | FY |
| Mccabe, George M | Finance | Professor | 1.00 | \$0 | \$89,242 | AY |
| Mccollough, Martha L | Anthropology and Geography | Asst Professor | 0.60 | \$0 | \$25,677 | AY |
|  | Ethnic Studies | Asst Professor | 0.40 | \$0 | \$17,117 | AY |
|  |  |  | 1.00 | \$0 | \$42,794 |  |
| Mccurdy, Merilee | Educational Psychology | Asst Professor | 1.00 | \$0 | \$47,656 | AY |
| Mccutcheon, Allan L | NRI Gallup Research Center | Director | 0.75 | \$0 | \$67,059 | AY |
|  | Statistics | Professor | 0.25 | \$0 | \$21,552 | AY |
|  | Sociology | College Professor | 0.00 | \$0 | \$25,000 | AY |
|  |  |  | 1.00 | \$0 | \$113,611 |  |
| Mcdermott, Kerry F | Athletics | Head Coach | 1.00 | \$0 | \$43,655 | FY |
| Mcdermott, Richard L | FM\&P Administration | Asst Vice Chancellor | 1.00 | \$0 | \$117,946 | FY |
| Mcgarvey, Mary G | Economics | Assoc Professor | 1.00 | \$0 | \$67,098 | AY |
| Mcgowan, Thomas M | Teaching, Learning \& Teacher Ed | Chairperson | 0.60 | \$0 | \$66,960 | FY |
|  | Teaching, Learning \& Teacher Ed | Professor | 0.40 | \$0 | \$43,040 | FY |
|  |  |  | 1.00 | \$0 | \$110,000 |  |
| Mcmahon, Patrice C | Political Science | Asst Professor | 1.00 | \$0 | \$49,020 | AY |
| Mcmullen, William Wallace | School of Music | Assoc Professor | 1.00 | \$0 | \$50,195 | AY |
| Mcneil, Mary E | University Libraries | Assistant Dean | 1.00 | \$0 | \$70,000 | FY |
| Mcquillan, Julia $T$ | Sociology | Asst Professor | 1.00 | \$0 | \$54,684 | AY |
| Mcshane, James A | English | Assoc Professor | 1.00 | \$0 | \$57,022 | AY |
|  | University Foundations Program | Director/Chair | 0.00 | \$0 | \$4,000 | AY |
|  |  |  | 1.00 | \$0 | \$61,022 |  |
| Meagher, Michael M | Chemical Engineering | Professor | 1.00 | \$6,000 | \$132,459 | AY |
| Meakin, John C | Mathematics | Professor | 1.00 | \$0 | \$111,343 | AY |
|  | Mathematics | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$121,343 |  |
| Meers, Gary D | Special Ed \& Communic Disorders | Professor | 1.00 | \$0 | \$87,651 | FY |
| Meili, Launi K | Athletics | Head Coach | 1.00 | \$0 | \$45,000 | FY |
| Mejias-Vicandi, Errapel | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$53,767 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| 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 | AY |
|  | 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 | FY |
| Musser, Amy B | Architectural Engineering | Asst Professor | 1.00 | \$0 | \$79,520 | AY |
| Mutunayagam, N Brito | Community \& Regional Planning | Professor | 0.75 | \$0 | \$88,409 | FY |
| See also: IANR |  |  |  |  |  |  |
| Myers, Thomas $\mathbf{P}$ | University Museum | Professor | 1.00 | \$0 | \$77,562 | FY |
| Nadkarni, Sucheta S | Management | Asst Professor | 1.00 | \$0 | \$85,809 | AY |
| Nah, Fui Hoon | Management | Asst Professor | 1.00 | \$0 | \$101,855 | AY |
| Narumalani, Sunil G | School of Natural Resources | Assoc Professor | 0.60 | \$0 | \$33,883 | AY |
| See also: IANR |  |  |  |  |  |  |
| 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 | AY |
| Negahban, Mehrdad | Engineering Mechanics | Assoc Professor | 1.00 | \$0 | \$79,480 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | AY |
| Nickerson, Kenneth | School of Biological Sciences | Professor | 1.00 | \$0 | \$75,252 | AY |
| Nickol, Brent B | School of Biological Sciences | Professor | 1.00 | \$0 | \$84,124 | AY |
| Nierman, Glenn E | School of Music | Professor | 1.00 | \$0 | \$78,462 | AY |
|  | School of Music | College Professor | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 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 | FY |
| Norton Jr, H Wilbert | College of Journalism \& Mass Comm | Dean | 1.00 | \$0 | \$147,021 | FY |
| Noureddini, Hossein | Chemical Engineering | Research Associate Professor | 1.00 | \$0 | \$73,485 | FY |
| Nowick, Elaine A | University Libraries | Assoc Professor | 1.00 | \$0 | \$45,000 | FY |
| O'Connor, Thomas Joseph | College of Business Administration | Coordinator | 1.00 | \$0 | \$46,524 | AY |
| Odabasi, Turan Paul | Technology Transfer \& Patent Admin | Special Associate General Counsel | 0.89 | \$0 | \$75,799 | FY |
| See also: UNCA |  |  |  |  |  |  |
| O'Hanlon, James P | College of Education \& Human Sci U | Professor | 1.00 | \$0 | \$128,463 | AY |
| Olds, Marshall Curtis | Modern Language \& Literature | Professor | 1.00 | \$0 | \$86,072 | AY |
| Oliva, Giacomo M | College of Fine \& Performing Arts | Dean | 1.00 | \$0 | \$152,250 | FY |
| Olson, David L | Management | Professor | 1.00 | \$0 | \$107,900 | AY |
|  | 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 | FY |
| Olson, Paul A | English | Professor | 1.00 | \$0 | \$110,503 | AY |
|  | English | Regents Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 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 | AY |
| Orti, Guillermo | School of Biological Sciences | Assoc Professor | 1.00 | \$4,000 | \$64,747 | AY |
| Osterman, John | School of Biological Sciences | Assoc Professor | 1.00 | \$0 | \$56,443 | AY |
| Owomoyela, Oyekan | English | Professor | 1.00 | \$0 | \$72,468 | AY |
|  | English | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$82,468 |  |
| Page, Monte M | Psychology | Professor | 1.00 | \$0 | \$59,360 | AY |
| Palmer, Robert D | Electrical Engineering | Professor | 1.00 | \$0 | \$101,450 | AY |
| Paquette, Edward J | Alumni Association | Executive Director | 1.00 | \$0 | \$61,686 | FY |
| Pardy, Rosevelt L | School of Biological Sciences | Professor | 1.00 | \$0 | \$82,977 | AY |
| Park, Mingue | Statistics | Asst Professor | 1.00 | \$0 | \$55,000 | AY |
| Parkhurst, Lawrence J | Chemistry | Professor | 1.00 | \$0 | \$101,404 | AY |
|  | Chemistry | University Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 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 |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Paz, Gustavo L | History | Asst Professor | 0.60 | \$0 | \$30,513 | AY |
|  | 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 | FY |
| Pedersen, Keith E | Construction Systems | Asst Professor | 1.00 | \$0 | \$61,319 | AY |
| Pederson, Darryll T | Geosciences | Professor | 1.00 | \$0 | \$75,079 | AY |
| Pederson, Steven C | Athletics | Director | 1.00 | \$0 | \$265,000 | FY |
|  | Athletics | Athletic Dir Endowment | 0.00 | \$0 | \$60,000 | FY |
|  |  |  | 1.00 | \$0 | \$325,000 |  |
| Peng, Dongming | Computer \& Electronics Engineering | Asst Professor | 1.00 | \$0 | \$65,000 | AY |
| Pepin, Gary D | Athletics | Head Coach | 1.00 | \$0 | \$100,519 | FY |
| Pereira, Oscar | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$46,741 | AY |
| Perez, Lance C | Electrical Engineering | Assoc Professor | 1.00 | \$0 | \$88,098 | AY |
| Perlman, Harvey S | Office of the Chancellor | Chancellor | 1.00 | \$0 | \$228,800 | FY |
| Person, Suzette J | Computer Science \& Engineering | Director | 1.00 | \$0 | \$75,000 | FY |
| Peterson, Allan C | Mathematics | Professor | 1.00 | \$0 | \$96,885 | AY |
| Peterson, Manferd O | Finance | Chairperson | 0.60 | \$0 | \$75,405 | AY |
|  | Finance | Professor | 0.40 | \$0 | \$48,404 | AY |
|  | Finance | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$133,809 |  |
| Peterson, Reece L | Special Ed \& Communic Disorders | Professor | 1.00 | \$0 | \$70,417 | AY |
| Phelps, Kim Allen | Fiscal Affairs | Asst Vice Chancellor | 1.00 | \$0 | \$124,675 | FY |
| Pierce, Glenda Jean | College of Law | Associate Dean | 1.00 | \$0 | \$84,015 | FY |
| Pilson, Diana J | School of Biological Sciences | Assoc Professor | 1.00 | \$0 | \$57,353 | AY |
| Piltner, Reinhard Erwin | Engineering Mechanics | Asst Professor | 1.00 | \$0 | \$51,510 | AY |
| Pinnell, Peter J | Art \& Art History | Assoc Professor | 1.00 | \$0 | \$51,775 | AY |
| Pitts, David Ryder | Mathematics | Professor | 1.00 | \$0 | \$68,488 | AY |
| Placzek, Sandra B | College of Law | Asst Professor | 1.00 | \$0 | \$53,614 | FY |
| Plake, Barbara | Educational Psychology | Professor | 1.00 | \$0 | \$94,890 | AY |
|  | Educational Psychology | University Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$0 | \$109,890 |  |
| Poppler, Gretchen Holten | University Libraries | Assoc Professor | 1.00 | \$0 | \$45,053 | FY |
| Poser, Susan | College of Law | Asst Professor | 1.00 | \$0 | \$79,008 | AY |
| Potter, Clark E | School of Music | Assoc Professor | 1.00 | \$0 | \$48,811 | AY |
| Potter, James J | Architecture | Professor | 1.00 | \$0 | \$77,144 | AY |
| Potter, Nelson Thomas | Philosophy | Professor | 1.00 | \$0 | \$60,401 | AY |
| Potuto, Josephine R | College of Law | Professor | 1.00 | \$0 | \$132,245 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$142,245 |  |
| Pratt, Linda Ray | English | Chairperson | 0.60 | \$0 | \$67,570 | AY |
|  | English | Professor | 0.40 | \$0 | \$41,717 | AY |
|  |  |  | 1.00 | \$0 | \$109,287 |  |
| Price, Kenneth M | English | Professor | 1.00 | \$0 | \$85,862 | AY |
|  | English | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$95,862 |  |
| Price, Linda | Marketing | Chairperson | 0.60 | \$0 | \$86,104 | AY |
|  | Marketing | Professor | 0.40 | \$0 | \$53,403 | AY |
|  | Marketing | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$149,507 |  |
| Price, Renee A | School of Accountancy | Asst Professor | 1.00 | \$0 | \$102,794 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | AY |
| 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 |
| Ritchie, George H | School of Music | Professor | 1.00 | \$0 | \$75,823 | AY |
|  | School of Music | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$85,823 |  |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Schnepf, Marilynn | Nutrition \& Health Sciences | Chairperson | 0.35 | \$2,800 | \$39,458 | FY |
|  | Nutrition \& Health Sciences | Professor | 0.15 | \$1,200 | \$14,543 | FY |
| See also: IANR |  |  | 0.50 | \$4,000 | \$54,001 |  |
| Schniederjans, Marc J | Management | Professor | 1.00 | \$0 | \$118,470 | AY |
|  | Management | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$128,470 |  |
| Scholz, Gordon P | Community \& Regional Planning | Professor | 1.00 | \$0 | \$78,393 | AY |
| Schopp, Robert F | College of Law | Professor | 1.00 | \$0 | \$100,900 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$0 | \$115,900 |  |
| Schwartzkopf, Linda | Greek Affairs | Director | 1.00 | \$0 | \$62,250 | FY |
| Schwer, Avery Don | Industrial Systems Technology | Assoc Professor | 1.00 | \$0 | \$71,464 | AY |
| Scott, Stephen D | Computer Science \& Engineering | Assoc Professor | 1.00 | \$4,000 | \$86,184 | AY |
| Seagren, Alan T | Educational Administration | Professor | 0.50 | \$0 | \$51,649 | AY |
| Sebora, Terrence C | Ctr for Entrepreneurship | Director | 1.00 | \$0 | \$93,698 | AY |
| Sedlacek, Charles L | Computer \& Electronics Engineering | Professor | 1.00 | \$0 | \$83,401 | AY |
| Seiler, William J | Communication Studies | Chairperson | 0.60 | \$0 | \$62,563 | AY |
|  | Communication Studies | Professor | 0.40 | \$0 | \$39,377 | AY |
|  |  |  | 1.00 | \$0 | \$101,940 |  |
| Selig, David J | Athletics | Associate Director | 1.00 | \$0 | \$130,075 | FY |
| Sellmyer, David J | Physics \& Astronomy | Professor | 1.00 | \$0 | \$148,030 | AY |
|  | Physics \& Astronomy | Director | 0.00 | \$0 | \$1,800 | AY |
|  | Physics \& Astronomy | University Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$0 | \$164,830 |  |
| Seth, Sharad C | Computer Science \& Engineering | Professor | 1.00 | \$0 | \$117,396 | AY |
| Shank, Nancy C | Public Policy Center | Associate Director | 1.00 | \$0 | \$62,031 | FY |
| Shapiro, Gerald David | English | Professor | 1.00 | \$0 | \$66,404 | AY |
|  | Judaic Studies | Director/Chair | 0.00 | \$0 | \$2,400 | AY |
|  |  |  | 1.00 | \$0 | \$68,804 |  |
| Sharif-Kashani, Hamid Reza | Computer \& Electronics Engineering | Professor | 1.00 | \$0 | \$103,825 | AY |
|  | Computer \& Electronics Engineering | College Professor | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$0 | \$106,825 |  |
| Shavers, Anna Williams | College of Law | Assoc Professor | 1.00 | \$0 | \$88,631 | AY |
| Shell, Duane F | Health \& Human Performance | Research Associate Professor | 0.50 | \$0 | \$26,942 | FY |
| Sheridan, Susan M | Educational Psychology | Professor | 1.00 | \$0 | \$102,131 | AY |
| Sherrard, Joseph H | Civil Engineering @ UNO | Professor | 1.00 | \$0 | \$110,020 | AY |
| Shield, Jeffrey E | Mechanical Engineering | Assoc Professor | 1.00 | \$0 | \$81,700 | AY |
| Shipley, Linda J | College of Journalism \& Mass Comm | Associate Dean | 0.60 | \$0 | \$69,612 | FY |
|  | Advertising | Professor | 0.40 | \$0 | \$43,455 | FY |
|  | Advertising | College Professor | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$0 | \$123,067 |  |
| Shirer, Robert Kent | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$48,249 | AY |
| Shoemaker, Paul A | School of Accountancy | Assoc Professor | 1.00 | \$0 | \$102,005 | AY |
|  | School of Accountancy | College Professor | 0.00 | \$0 | \$4,000 | AY |
|  |  |  | 1.00 | \$0 | \$106,005 |  |
| Shomos, William | School of Music | Assoc Professor | 1.00 | \$0 | \$61,834 | AY |
| Shores, Thomas S | Mathematics | Professor | 1.00 | \$0 | \$77,200 | AY |
| Siau, Keng Leng | Management | Assoc Professor | 1.00 | \$0 | \$109,289 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Wilcox, Brian L | Psychology | Professor | 1.00 | \$0 | \$120,704 | FY |
|  | Ctr Children Family \& the Law | Director | 0.00 | \$0 | \$2,400 | FY |
|  |  |  | 1.00 | \$0 | \$123,104 |  |
| Wilhelmsen, Elizabeth C | Modern Language \& Literature | Assoc Professor | 1.00 | \$0 | \$49,969 | AY |
| Wilkins, Gerald William | University Health Center | Physician | 1.00 | \$0 | \$115,298 | FY |
| Willborn, Steven L | College of Law | Dean | 1.00 | \$0 | \$199,000 | FY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$0 | \$209,000 |  |
| Williams, J A | Sociology | Chairperson | 0.60 | \$0 | \$48,041 | AY |
|  | Sociology | Professor | 0.40 | \$0 | \$29,692 | AY |
|  |  |  | 1.00 | \$0 | \$77,733 |  |
| Williams, Paul F | Electrical Engineering | Professor | 1.00 | \$0 | \$94,876 | AY |
|  | Electrical Engineering | College Professor | 0.00 | \$0 | \$11,906 | AY |
|  |  |  | 1.00 | \$0 | \$106,782 |  |
| Williams, Robert E | Industrial \& Mgmt Syst Engineering | Assoc Professor | 1.00 | \$0 | \$75,694 | AY |
| Williams, Sandra M | Art \& Art History | Asst Professor | 1.00 | \$0 | \$39,867 | AY |
| Willis, Mary S | Anthropology and Geography | Asst Professor | 1.00 | \$0 | \$46,879 | AY |
| Willis-Esqueda, Cynthia | Psychology | Assoc Professor | 0.60 | \$0 | \$32,214 | AY |
|  | Ethnic Studies | Assoc Professor | 0.40 | \$0 | \$21,474 | AY |
|  |  |  | 1.00 | \$0 | \$53,688 |  |
| Wilson, Catherine Lee | College of Law | Assoc Professor | 1.00 | \$0 | \$79,390 | AY |
| Wilson, David E | Teaching, Learning \& Teacher Ed | Professor | 1.00 | \$0 | \$70,550 | AY |
| Wilson, Kathleen M | Teaching, Learning \& Teacher Ed | Asst Professor | 1.00 | \$0 | \$56,950 | AY |
| Winkle, Kenneth John | History | Chairperson | 0.60 | \$0 | \$44,993 | AY |
|  | History | Professor | 0.40 | \$0 | \$27,662 | AY |
|  |  |  | 1.00 | \$0 | \$72,655 |  |
| Winter, Thomas N | Classics \& Religious Studies | Assoc Professor | 1.00 | \$0 | \$46,371 | AY |
| Wishart, David J | Anthropology and Geography | Chairperson | 0.60 | \$0 | \$45,531 | AY |
|  | Anthropology and Geography | Professor | 0.40 | \$0 | \$28,021 | AY |
|  |  |  | 1.00 | \$0 | \$73,552 |  |
| Woldt, Wayne | Biological Systems Engineering | Assoc Professor | 0.25 | \$0 | \$19,952 | FY |
| See also: IANR |  |  |  |  |  |  |
| Wood, Charles | School of Biological Sciences | Professor | 0.75 | \$0 | \$95,495 | AY |
|  | School of Biological Sciences | College Professor | 0.00 | \$0 | \$14,000 | AY |
| See also: IANR |  |  | 0.75 | \$0 | \$109,495 |  |
| Woodland, Angela M | School of Accountancy | Asst Professor | 1.00 | \$0 | \$108,153 | AY |
| Woodward, Gordon S | Mathematics | Professor | 1.00 | \$6,000 | \$69,081 | AY |
| Woody, Robert H | School of Music | Asst Professor | 1.00 | \$0 | \$41,700 | AY |
| Woollam, John A | Electrical Engineering | Professor | 1.00 | \$0 | \$146,381 | AY |
|  | Electrical Engineering | University Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$0 | \$161,381 |  |
| Works, Robert G | College of Law | Professor | 1.00 | \$0 | \$129,186 | AY |
|  | College of Law | College Professor | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$0 | \$139,186 |  |
| Wright, Eugene H | Construction Management | Assoc Professor | 1.00 | \$0 | \$67,456 | AY |
| Wright, Gregg F | Ctr Children Family \& the Law | Research Associate Professor | 1.00 | \$0 | \$107,299 | FY |
| Wright-Chollet, Barbara J | Student Affairs | Asst Vice Chancellor | 0.67 | \$0 | \$44,334 | AY |
| Wristen, Brenda G | School of Music | Asst Professor | 1.00 | \$0 | \$39,572 | AY |
| Wu, Mao See | Engineering Mechanics | Assoc Professor | 1.00 | \$0 | \$73,776 | AY |

## University of Nebraska - Lincoln

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln - IANR

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | FY |
| Adams, Don C | West Central Rsch \& Ext Center | Professor | 1.00 | \$0 | \$110,065 | FY |
| Aiken, J David | Agricultural Economics | Professor | 1.00 | \$0 | \$92,597 | FY |
| Albrecht, Julie A | Nutrition \& Health Sciences | Assoc Professor | 1.00 | \$0 | \$76,888 | FY |
| Alfano, James R | Plant Pathology | Assoc Professor | 1.00 | \$0 | \$93,256 | FY |
| Allen III, John C | Agricultural Economics | Professor | 0.58 | \$0 | \$54,315 | FY |
|  | Center for Applied Rural Innovation | Director | 0.35 | \$0 | \$36,600 | FY |
| See also: UNL |  |  | 0.93 | \$0 | \$90,915 |  |
| Anderson, Bruce E | Agronomy \& Horticulture | Professor | 1.00 | \$0 | \$92,272 | FY |
| Anderson, Douglas L | Southeast Rsch \& Ext Center | Assoc Exten Educator | 1.00 | \$0 | \$45,783 | FY |
| Anderson, Kathleen P | Animal Science | Assoc Professor | 1.00 | \$0 | \$77,884 | FY |
| Anderson, Ralph R | West Central Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$62,368 | FY |
| Anderson, Verne A | West Central Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$51,459 | FY |
| Arkebauer, Timothy J | Agronomy \& Horticulture | Assoc Professor | 1.00 | \$0 | \$68,645 | FY |
| Asard, Han H | Biochemistry | Assoc Professor | 1.00 | \$0 | \$67,255 | FY |
| Aufdenkamp, Brenda K | West Central Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$38,053 | FY |
| Austin, Richard L | Agronomy \& Horticulture | Professor | 0.70 | \$0 | \$47,177 | AY |
| See also: UNL |  |  |  |  |  |  |
| Awada, Tala N | School of Natural Resources | Asst Professor | 1.00 | \$0 | \$48,972 | AY |
| Ayers, Jerry F | Survey Division | Assoc Professor | 0.60 | \$0 | \$46,335 | FY |
|  | School of Natural Resources | Assoc Professor | 0.15 | \$0 | \$11,576 | FY |
| * See also: UNL |  |  | 0.75 | \$0 | \$57,911 |  |
| Azzam, Azzeddine M | Agricultural Economics | Professor | 1.00 | \$0 | \$118,145 | FY |
| Baenziger, P Stephen | Agronomy \& Horticulture | Professor | 1.00 | \$0 | \$128,089 | FY |
|  | Agronomy \& Horticulture | University Professor | 0.00 | \$0 | \$15,000 | FY |
|  |  |  | 1.00 | \$0 | \$143,089 |  |
| Baltensperger, David D | Panhandle Rsch \& Ext Center | Professor | 1.00 | \$0 | \$99,479 | FY |
| Banerjee, Ruma V | Biochemistry | Professor | 1.00 | \$0 | \$104,546 | FY |
| See also: UNL |  |  |  |  |  |  |
| Baquet, Alan E | Office of Vice Pres/Vice Chancellor | Assoc Vice Chancellor | 1.00 | \$0 | \$155,000 | FY |
| Barbuto Jr, John E | Ag Leadership Educ \& Comm | Assoc Professor | 1.00 | \$5,300 | \$82,340 | FY |
| Barletta, Raul G | Vet \& Biomedical Sciences | Assoc Professor | 1.00 | \$0 | \$78,027 | FY |
| Barrett, Leverne A | Ag Leadership Educ \& Comm | Professor | 1.00 | \$0 | \$93,772 | FY |
| * See also: UNL |  |  |  |  |  |  |
| Bartos, Lorene | Southeast Rsch \& Ext Center | Assoc Exten Educator | 1.00 | \$0 | \$48,117 | FY |
| Barycki, Joseph J | Biochemistry | Asst Professor | 1.00 | \$0 | \$62,500 | FY |
| Bashford, Gregory R | Biological Systems Engineering | Asst Professor | 1.00 | \$0 | \$85,000 | AY |
| Bashford, Leonard L | Biological Systems Engineering | Professor | 1.00 | \$0 | \$104,204 | FY |
| Bateman, Arnold J | Office of Vice Pres/Vice Chancellor | Director | 0.50 | \$0 | \$52,463 | FY |
| * See also: UNL |  |  |  |  |  |  |
| Bauer, Dennis E | Northeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$85,026 | FY |
| Baxendale, Frederick P | Entomology | Professor | 1.00 | \$0 | \$98,549 | FY |
| Bearnes, Kim J | Northeast Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$40,187 | FY |
| Beck, Mary M | Animal Science | Professor | 1.00 | \$0 | \$93,619 | FY |
| Beecher, Brian S | Agronomy \& Horticulture | Asst Professor | 1.00 | \$0 | \$60,653 | FY |
| Been, Kent D | West Central Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$47,038 | FY |

University of Nebraska - Lincoln - IANR
Listing of Assistant Professors and Above
July 1, 2003

| Name |  |  | Organizational Unit |
| :--- | :--- | :--- | :--- |

## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

July 1, 2003


## University of Nebraska - Lincoln - IANR

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln - IANR

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Gitelson, Anatoly A | School of Natural Resources | Professor | 0.75 | \$0 | \$74,133 | FY |
| See also: UNL |  |  |  |  |  |  |
| Gladyshev, Vadim $\mathbf{N}$ | Biochemistry | Assoc Professor | 1.00 | \$0 | \$75,851 | FY |
| Glewen, Keith L | Southeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$82,276 | FY |
| Goeke, James W | Survey Division | Professor | 1.00 | \$0 | \$88,176 | FY |
| Goertz, Jessye A | West Central Rsch \& Ext Center | Assoc Exten Educator | 1.00 | \$0 | \$48,316 | FY |
| Goffena, Jamie M | Panhandle Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$38,488 | FY |
| Gompert, Terry L | Northeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$88,231 | FY |
| Gosey, James A | Animal Science | Professor | 1.00 | \$0 | \$100,105 | FY |
| Gosselin, David C | School of Natural Resources | Professor | 0.75 | \$6,000 | \$64,411 | FY |
|  | Survey Division | Professor | 0.25 | \$2,000 | \$21,472 | FY |
|  |  |  | 1.00 | \$8,000 | \$85,883 |  |
| Graef, George L | Agronomy \& Horticulture | Professor | 1.00 | \$0 | \$89,185 | FY |
| Gramlich, Steven M | West Central Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$48,022 | FY |
| Greve, Vickie L | Northeast Rsch \& Ext Center | Ext Assoc Professor | 0.81 | \$0 | \$52,408 | FY |
|  | Northeast Rsch \& Ext Center | Assoc Professor | 0.19 | \$0 | \$12,293 | FY |
|  |  |  | 1.00 | \$0 | \$64,701 |  |
| Griffin, Dicky Dee | Vet \& Biomedical Sciences | Professor | 1.00 | \$0 | \$105,275 | FY |
| Gustafson, William A | Agronomy \& Horticulture | Professor | 0.50 | \$0 | \$40,995 | AY |
| Hall, Anita M | Northeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$57,098 | FY |
| Hancock, Connie K | Panhandle Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$68,149 | FY |
| Hanna, Janet S | Northeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$60,808 | FY |
| Hanna, Milford A | Biological Systems Engineering | Professor | 0.75 | \$0 | \$95,993 | FY |
|  | Industrial Ag Products Center | Director/Chair | 0.25 | \$0 | \$35,458 | FY |
|  | Biological Systems Engineering | College Professor | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$0 | \$141,451 |  |
| Hansen, Susan A | Northeast Rsch \& Ext Center | Assoc Exten Educator | 0.50 | \$0 | \$23,717 | FY |
|  | Southeast Rsch \& Ext Center | Assoc Exten Educator | 0.50 | \$0 | \$24,217 | FY |
|  |  |  | 1.00 | \$0 | \$47,934 |  |
| Hanson, Ronald J | Agricultural Economics | Professor | 1.00 | \$0 | \$108,654 | FY |
|  | Agricultural Economics | College Professor | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$0 | \$118,654 |  |
| Harrell, Mark O | Nebraska Forest Service | Forester | 1.00 | \$0 | \$82,188 | FY |
| Harris, Steven D | Plant Pathology | Asst Professor | 1.00 | \$0 | \$80,840 | FY |
| Hart, Jeffery G | Southeast Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$41,460 | FY |
| Harveson, Robert M | Panhandle Rsch \& Ext Center | Asst Professor | 1.00 | \$0 | \$62,928 | FY |
| Harvey, F Edwin | School of Natural Resources | Assoc Professor | 0.75 | \$0 | \$52,577 | FY |
|  | Survey Division | Assoc Professor | 0.25 | \$0 | \$17,526 | FY |
|  |  |  | 1.00 | \$0 | \$70,103 |  |
| Hay, DeLynn | Cooperative Ext Division | Program Leader | 1.00 | \$0 | \$104,300 | FY |
| Hay, Paul C | Southeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$78,770 | FY |
| Hayes, Michael J | School of Natural Resources | Research Associate Professor | 1.00 | \$5,300 | \$54,470 | FY |
| Heemstra, Jill M | Northeast Rsch \& Ext Center | Extension Educator | 0.50 | \$0 | \$18,810 | FY |
| Hefle, Susan L | Food Science \& Technology | Assoc Professor | 1.00 | \$5,300 | \$83,775 | FY |
| Hein, Gary L | Panhandle Rsch \& Ext Center | Professor | 1.00 | \$0 | \$87,158 | FY |
| Hejny, Terence A | Southeast Rsch \& Ext Center | Extension Educator | 1.00 | \$6,400 | \$60,168 | FY |
| Helmers, Glenn A | Agricultural Economics | Professor | 1.00 | \$0 | \$108,968 | FY |
| Hemsath, Delroy L | Northeast Rsch \& Ext Center | Assoc Exten Educator | 1.00 | \$0 | \$43,000 | FY |
| Henebry, Geoffrey M | Survey Division | Geoscientist | 1.00 | \$0 | \$68,762 | FY |
| Heng-Moss, Tiffany M | Entomology | Asst Professor | 1.00 | \$0 | \$55,099 | AY |

University of Nebraska - Lincoln - IANR
Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | \$70,000 | FY |
| Hinrichs, Kayla M | Northeast Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$34,200 | FY |
| Hoagland, Kyle D | School of Natural Resources | Director | 0.60 | \$0 | \$71,041 | FY |
|  | School of Natural Resources | Professor | 0.40 | \$0 | \$40,593 | FY |
|  |  |  | 1.00 | \$0 | \$111,634 |  |
| Hodges, Laurie | Agronomy \& Horticulture | Assoc Professor | 1.00 | \$0 | \$75,440 | FY |
| Holland, Mary Ann | Southeast Rsch \& Ext Center | Asst Exten Educator | 1.00 | \$0 | \$36,174 | FY |
| Holman, Thomas L | Panhandle Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$75,894 | FY |
| Holz, John C | School of Natural Resources | Research Assistant Professor | 1.00 | \$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 | Family \& Consumer Science | Asst Professor | 0.25 | \$0 | \$11,588 | AY |
| See also: UNL |  |  |  |  |  |  |
| 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 | FY |
| 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 | FY |
| Janssen, Donald E | Southeast Rsch \& Ext Center | Extension Educator | 1.00 | \$0 | \$68,031 | FY |
| Jess, J Michael | Survey Division | Associate Director | 0.50 | \$0 | \$51,474 | FY |
|  | 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 |  |  |  |  |  |  |
| Jones, David D | Biological Systems Engineering | Assoc Professor | 1.00 | \$0 | \$83,669 | FY |
| Jones, Georgia | Nutrition \& Health Sciences | Asst Professor | 0.50 | \$0 | \$29,633 | FY |

## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

July 1, 2003


## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

July 1, 2003


University of Nebraska - Lincoln - IANR
Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

July 1, 2003

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

## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

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## University of Nebraska - Lincoln - IANR

Listing of Assistant Professors and Above
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## University of Nebraska - Lincoln - IANR

Listing of Assistant Professors and Above
July 1, 2003

| 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 | \$71,406 | FY |
| Wheeler, Daniel | Ag Leadership Educ \& Comm | Professor | 1.00 | \$0 | \$92,915 | FY |
| White, Brett R | Animal Science | Asst Professor | 1.00 | \$0 | \$65,206 | FY |
| Wicks, Gail A | West Central Rsch \& Ext Center | Professor | 1.00 | \$0 | \$108,299 | FY |
| Wigley, Perry B | Survey Division | Professor | 0.60 | \$0 | \$65,552 | FY |
| Wilhite, Donald A | School of Natural Resources | Professor | 1.00 | \$0 | \$109,432 | FY |
| Williams, Susan N | Southeast Rsch \& Ext Center | Director/Chair | 0.64 | \$0 | \$54,145 | FY |
|  | Southeast Rsch \& Ext Center | Professor | 0.36 | \$0 | \$30,455 | FY |
|  |  |  | 1.00 | \$0 | \$84,600 |  |
| 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 |  |  |  |  |  |  |
| Yang, Haishun | Agronomy \& Horticulture | Research Assistant Professor | 1.00 | \$0 | \$40,000 | FY |
| Yang, Yiqi | Textiles Clothing \& Design | Professor | 0.50 | \$0 | \$38,663 | AY |
| See also: UNL |  |  |  |  |  |  |
| 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 |

## University of Nebraska - Lincoln - IANR <br> Listing of Assistant Professors and Above

July 1, 2003
\(\left.$$
\begin{array}{lllcc}\hline \text { Name } & \text { Organizational Unit } & \text { Title } & \begin{array}{c}\text { Time } \\
\text { Equiv }\end{array} & \begin{array}{c}\text { Proposed } \\
\text { Increase }\end{array}
$$ <br>
\hline Yuen, Gary Y \& Plant Pathology \& Assoc Professor \& 1.00 \& \$ 0 <br>

Salary\end{array}\right]\)| Appt |
| :---: |

## University of Nebraska - Lincoln - NCTA

## Listing of Assistant Professors and Above

July 1, 2003

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

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

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name |  |  | Time | Proposed |
| :--- | :--- | :--- | ---: | ---: |
|  | Proposed |  |  |  |
| Salary |  |  |  |  | Appt

# University of Nebraska Medical Center 

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Donohue, Terrence | Int Med GI | Assoc Professor | 0.01 | \$9 | \$759 | FY |
| Donovan, John M | Surgery | Asst Professor | 1.00 | \$5,805 | \$77,296 | FY |
| Doran, Stephen E | Surgery | Clinical Asst Prof | 0.04 | \$6 | \$5,000 | FY |
| Dorheim, Tracy A | Surgery | Asst Professor | 0.05 | \$38 | \$3,038 | FY |
| Duncan, Kathleen A | CON-Lincoln AHI | Assoc Professor/Cont | 1.00 | \$790 | \$72,588 | FY |
| Dunning, David G | COD-Dental Practice Management | Professor/Cont | 1.00 | \$923 | \$74,799 | FY |
| Durham, Timothy M | COD-Dental Practice Management | Assoc Professor | 1.00 | \$7,914 | \$87,056 | FY |
| Eberle, Catherine | Int Med Geriatrics | Assoc Professor/Hlth Prof | 1.00 | \$1,058 | \$85,705 | FY |
| Ebke, Darrell J | COD-Surgical Specialties | Asst Professor | 1.00 | \$924 | \$74,834 | FY |
| Edney, James A | Surgery | Professor/Cont | 1.00 | \$1,250 | \$101,321 | FY |
| Edwards, Jesse C | Physician Assistant | Assoc Director | 0.60 | \$3,535 | \$74,241 | FY |
|  | Physician Assistant | Assoc Professor | 0.40 | \$2,425 | \$50,918 | FY |
|  |  |  | 1.00 | \$5,960 | \$125,159 |  |
| Edwards, Mark S | Family Medicine | Asst Professor/Hlth Prof | 1.00 | \$970 | \$78,631 | FY |
| Egbert, Matthew | UPS Psychiatry-Academic | Asst Professor | 1.00 | \$1,137 | \$92,064 | FY |
| Eilts, Susanne E | Int Med General Medicine | Clinical Asst Prof | 0.07 | \$63 | \$5,088 | FY |
| Eischen, Christine M | Eppley Institute | Asst Professor | 1.00 | \$2,500 | \$70,100 | FY |
| Ellis, Cynthia R | MMI Developmental Medicine | Discipline Director | 1.00 | \$1,103 | \$120,503 | FY |
| Ellis, Sheila J | Anesthesiology | Asst Professor | 1.00 | \$952 | \$77,135 | FY |
| Enke, Charles A | Radiation Oncology | Chairperson | 0.60 | \$1,333 | \$117,986 | FY |
|  | Radiation Oncology | Professor/Cont | 0.40 | \$889 | \$71,994 | FY |
|  |  |  | 1.00 | \$2,222 | \$189,980 |  |
| Erickson, Christopher C | Pediatrics Cardiology | Assoc Professor/Hlth Prof | 1.00 | \$1,164 | \$94,314 | FY |
| Esposito, Paul W | Orthopaedic Surgery | Assoc Professor | 1.00 | \$1,143 | \$92,578 | FY |
| Etherton, Gale M | Int Med General Medicine | Asst Professor | 0.24 | \$251 | \$20,315 | FY |
| Eudy, James D | MMI HBM Molecular Genetics | Coordinator | 1.00 | \$813 | \$65,813 | FY |
| Evans, Joseph H | MMI Psychology | Discipline Director | 1.00 | \$1,234 | \$123,309 | FY |
| Farr, Lynne A | CON-Adult Health \& Illness Dpt | Professor | 1.00 | \$1,275 | \$99,300 | FY |
| Farris, Nancy A | CON-Gerontolog, Psycosoc \& Com Hlth | Asst Professor | 1.00 | \$462 | \$46,644 | AY |
| Faust, David K | Anesthesiology | Assoc Professor | 1.00 | \$1,125 | \$91,095 | FY |
| Fayad, Pierre B | Neurological Sciences | Chairperson | 0.60 | \$1,248 | \$111,088 | FY |
|  | Neurological Sciences | Professor/Cont | 0.40 | \$837 | \$67,797 | FY |
|  |  |  | 1.00 | \$2,085 | \$178,885 |  |
| Fee, Michael P | Anesthesiology | Assoc Professor/Hlth Prof | 1.00 | \$1,068 | \$86,442 | FY |
| Feely, Dennis E | COD-Oral Biology | Assoc Professor | 1.00 | \$887 | \$71,855 | FY |
| Fehringer, Edward V | Orthopaedic Surgery | Asst Professor/Hlth Prof | 1.00 | \$875 | \$70,875 | FY |
| Fell, Linda L | Medical Technology | Assoc Professor | 1.00 | \$810 | \$65,656 | FY |
|  | Medical Technology | Assoc Program Director | 0.00 | \$0 | \$2,000 | FY |
|  |  |  | 1.00 | \$810 | \$67,656 |  |
| Ferlic, Thomas P | Orthopaedic Surgery | Assoc Professor | 0.35 | \$0 | \$27,038 | FY |
| Fey, Paul D | Int Med Infectious Diseases | Assoc Professor | 1.00 | \$11,763 | \$75,800 | FY |
|  | Pathology/Microbiology | Assoc Director | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$11,763 | \$78,800 |  |
| Fiandt, Kathryn | CON-Gerontolog, Psycosoc \& Com Hith | Assoc Professor/HIth Prof | 1.00 | \$1,174 | \$79,460 | FY |
| Finkelstein, Katherine M | Library of Medicine | Asst Professor | 1.00 | \$525 | \$42,523 | FY |
| Finken, David A | Pediatrics General | Clinical Asst Prof | 1.00 | \$1,048 | \$84,880 | FY |
| Finley, Brian J | Family Medicine | Asst Professor | 1.00 | \$1,250 | \$101,250 | FY |
| Fleck, Margaret Ofe | CON-Lincoln PAES | Asst Professor | 1.00 | \$518 | \$45,576 | AY |
| Flegle, Janice K | MMI Occupational Therapy | Occupational Therapist | 1.00 | \$203 | \$63,612 | FY |
| Fleisher, Mark H | UPS Psychiatry-Academic | Assoc Professor | 1.00 | \$1,113 | \$90,167 | FY |
| Fletcher, Garth E | Pediatrics Newborn Medicine | Asst Professor | 1.00 | \$1,177 | \$95,317 | FY |
| er also to funding at oth | Fisc | ar 2003-2004 |  |  | Page 49 | of 89 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Floreani, Anthony | Int Med Pulmonary | Assoc Professor | 1.00 | \$894 | \$72,406 | FY |
| Folks, David G | UPS Psychiatry-Academic | Chairperson | 0.60 | \$1,326 | \$112,411 | FY |
|  | UPS Psychiatry-Academic | Professor | 0.40 | \$884 | \$71,608 | FY |
|  |  |  | 1.00 | \$2,210 | \$184,019 |  |
| Ford, Joseph P | Anesthesiology | Asst Professor | 1.00 | \$0 | \$86,537 | FY |
| Fox, Ira J | Surgery | Professor/Cont | 0.89 | \$1,091 | \$88,388 | FY |
|  | Surgery | C W McLaughlin Prof/Surgery | 0.11 | \$123 | \$10,000 | FY |
|  | Dean College of Medicine | Assoc Dean | 0.00 | \$0 | \$7,500 | FY |
|  |  |  | 1.00 | \$1,214 | \$105,888 |  |
| Foxall, Martha J | CON-Parent-Child, Admin Ed \& Science | Chairperson | 0.60 | \$803 | \$61,194 | FY |
|  | CON-Omaha | Professor/Cont | 0.40 | \$536 | \$38,796 | FY |
|  |  |  | 1.00 | \$1,339 | \$99,990 |  |
| Freifeld, Alison G | Int Med Infectious Diseases | Assoc Professor | 1.00 | \$937 | \$75,893 | FY |
| Friesth, Barbara M | CON-Adult Health \& Illness Dpt | Asst Professor | 1.00 | \$773 | \$71,041 | FY |
| Froeschle, Mary Lynn | COD-Adult Restorative | Assoc Professor | 1.00 | \$1,547 | \$78,912 | FY |
| Fruehling, Richard M | Family Medicine | Asst Professor | 0.50 | \$751 | \$60,825 | FY |
| Fuchs, Robert H | Physical Therapy Education | Asst Professor | 1.00 | \$834 | \$67,572 | FY |
| Fung, Eric Y | COD-Oral Biology | Professor | 1.00 | \$1,912 | \$98,443 | FY |
| Fusaro, Ramon M | Int Med Dermatology | Professor | 0.77 | \$1,140 | \$92,364 | FY |
| Galva, Annabel | Radiology | Asst Professor | 1.00 | \$0 | \$65,000 | FY |
| Ganfield, Roger A | Anesthesiology | Asst Professor | 0.50 | \$572 | \$46,350 | FY |
| Gardner, Paul Jay | Genetics Cell Biology \& Anatomy | Professor | 0.22 | \$252 | \$20,405 | FY |
| Garvin, Kevin L | Orthopaedic Surgery | Chairperson | 0.60 | \$1,146 | \$102,874 | FY |
|  | Orthopaedic Surgery | Professor | 0.40 | \$764 | \$61,916 | FY |
|  |  |  | 1.00 | \$1,910 | \$164,790 |  |
| Gelineau-Van Waes, Janee | MMI HBM Molecular Genetics | Scientist | 1.00 | \$1,011 | \$81,811 | FY |
| Gendelman, Howard E | Pathology/Microbiology | Professor | 0.60 | \$864 | \$69,946 | FY |
|  | Internal Medicine | Professor | 0.40 | \$576 | \$46,630 | FY |
|  |  |  | 1.00 | \$1,440 | \$116,576 |  |
| Gensichen, Thomas F | Library of Medicine | Asst Professor | 1.00 | \$4,617 | \$59,998 | FY |
| Ghorpade, Anuja | Pathology/Microbiology | Asst Professor/Hlth Prof | 1.00 | \$7,600 | \$70,000 | FY |
| Gigantelli, James W | Ophthalmology | Asst Professor/Hlth Prof | 1.00 | \$793 | \$64,216 | FY |
| Ginsburg, Glen Michael | Orthopaedic Surgery | Assoc Professor/Hlth Prof | 1.00 | \$1,001 | \$81,114 | FY |
| Gleed, Kent J | Int Med Cardiology | Clinical Asst Prof | 0.10 | \$100 | \$8,100 | FY |
| Glenn, Robert W | COD-Growth and Development | Clinical Asst Prof | 0.10 | \$0 | \$2,080 | AY |
| Godfrey, Maurice | MMI HBM Molecular Genetics | Coordinator | 1.00 | \$919 | \$74,416 | FY |
| Goeschel, Dennis P | Family Medicine | Assoc Professor | 1.00 | \$1,612 | \$130,612 | FY |
|  | Family Medicine | Vice Chairperson | 0.00 | \$0 | \$3,500 | FY |
|  |  |  | 1.00 | \$1,612 | \$134,112 |  |
| Gold, Barry I | Eppley Institute | Professor | 1.00 | \$2,409 | \$122,892 | FY |
|  | Eppley Institute | Assoc Director | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$2,409 | \$132,892 |  |
| Goldstein, Neil K | Radiology | Asst Professor | 1.00 | \$1,000 | \$81,000 | FY |
| Gollan, John L | Int Med Administration | Chairperson | 0.60 | \$1,326 | \$117,406 | FY |
|  | Int Med GI | Professor | 0.40 | \$884 | \$71,604 | FY |
|  |  |  | 1.00 | \$2,210 | \$189,010 |  |
| Gordon, Bruce G | Pediatrics Hematology/Oncology | Assoc Professor | 1.00 | \$1,124 | \$101,081 | FY |
| Gound, Tom G | COD-Surgical Specialties | Assoc Professor/Cont | 1.00 | \$1,009 | \$81,704 | FY |
| Graf, Frank E | Ophthalmology | Asst Professor | 1.00 | \$972 | \$78,743 | FY |
| Grant, Wendy J | Surgery | Asst Professor/Hlth Prof | 1.00 | \$750 | \$60,750 | FY |

# University of Nebraska Medical Center 

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Greiner, Carl B | UPS Psychiatry-Academic | Professor | 1.00 | \$1,797 | \$145,541 | FY |
|  | Dean College of Medicine | Asst Dean | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$1,797 | \$150,541 |  |
| Greiner, Timothy $\mathbf{C}$ | Pathology/Microbiology | Assoc Professor/Cont | 1.00 | \$865 | \$70,054 | FY |
| Grier, Candace G | Radiology | Asst Professor | 0.50 | \$823 | \$66,651 | FY |
| Grigsby, Karen A | CON-Parent-Child, Admin Ed \& Science | Assoc Professor | 1.00 | \$1,100 | \$82,537 | FY |
| Groggel, Gerald C | Int Med Nephrology | Assoc Professor | 1.00 | \$1,071 | \$86,737 | FY |
| Gromak, Patricia A | MMI Occupational Therapy | Discipline Director | 1.00 | \$411 | \$72,447 | FY |
|  | MMI Occupational Therapy | Coordinator | 0.00 | \$0 | \$2,000 | FY |
|  |  |  | 1.00 | \$411 | \$74,447 |  |
| Gross, Gloria Jean | CON-West Ne Division | Assoc Professor | 1.00 | \$1,239 | \$89,694 | FY |
|  | CON-West Ne Division | Asst Dean | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$1,239 | \$94,694 |  |
| Grothe, Thomas J | Physician Assistant | Asst Professor | 1.00 | \$1,018 | \$82,497 | FY |
| Grovas, Alfred C | Pediatrics Hematology/Oncology | Assoc Professor | 1.00 | \$1,193 | \$96,589 | FY |
| Guirguis, Nabil G | Int Med Nephrology | Asst Professor/Hlth Prof | 1.00 | \$865 | \$70,057 | FY |
| Gulizia, James M | Pathology/Microbiology | Asst Professor | 1.00 | \$892 | \$72,212 | FY |
| Gulizia, Julie A | Pathology/Microbiology | Asst Professor | 0.80 | \$658 | \$53,324 | FY |
| Gumbiner, Carl H | Pediatrics Cardiology | Professor/Hlth Prof | 1.00 | \$1,179 | \$95,494 | FY |
| Guo, Yajun | Eppley Institute | Professor | 1.00 | \$0 | \$107,123 | FY |
| Gurney, Jud W | Radiology | Professor | 1.00 | \$1,313 | \$106,312 | FY |
| Gust, William F | Int Med General Medicine | Asst Professor | 0.14 | \$207 | \$16,759 | FY |
|  | Continuing Education | Consultant | 0.00 | \$0 | \$7,500 | FY |
|  |  |  | 0.14 | \$207 | \$24,259 |  |
| Gutz, Dennis P | COD-Growth and Development | Assoc Professor/Cont | 0.90 | \$1,078 | \$87,326 | FY |
|  | COD-Growth and Development | Vice Chairperson | 0.00 | \$0 | \$2,400 | FY |
|  |  |  | 0.90 | \$1,078 | \$89,726 |  |
| Gwilt, Peter R | COP Pharmaceutical Science | Assoc Professor | 1.00 | \$971 | \$78,621 | FY |
| Hageman, Patricia A | Physical Therapy Education | Director | 0.60 | \$681 | \$60,131 | FY |
|  | Physical Therapy Education | Professor/Cont | 0.40 | \$453 | \$36,736 | FY |
|  |  |  | 1.00 | \$1,134 | \$96,867 |  |
| Hahn, Francis J | Radiology | Professor | 1.00 | \$1,628 | \$131,807 | FY |
| Haider, Hani | Orthopaedic Surgery | Assoc Professor/Hlth Prof | 1.00 | \$1,197 | \$96,898 | FY |
| Haire, William D | Int Med Oncology/Hematology | Professor | 1.00 | \$1,142 | \$92,516 | FY |
| Haisch, Larry D | COD-Adult Restorative | Assoc Professor/Cont | 1.00 | \$2,027 | \$83,093 | FY |
| Halgren, John | Ophthalmology | Asst Professor/Hlth Prof | 1.00 | \$812 | \$65,812 | FY |
| Halm, Daniel E | Family Medicine | Asst Professor | 1.00 | \$1,656 | \$134,210 | FY |
| Hamel, Frederick G | Int Med DEM | Professor | 0.01 | \$10 | \$780 | FY |
| Hamilton, Scott A | COD-Growth and Development | Asst Professor | 0.60 | \$10,530 | \$54,000 | FY |
| Hanigan, Mary Jo | UPS Psychiatry-Academic | Asst Professor | 0.45 | \$304 | \$24,608 | FY |
| Hankins, Jordan H | Radiology | Professor/Cont | 1.00 | \$1,625 | \$131,625 | FY |
| Harbourne, Regina | MMI Physical Therapy | Physical Therapist | 0.60 | \$538 | \$43,590 | FY |
| Harn, Jennifer Anne | COD-Surgical Specialties | Asst Professor | 0.87 | \$497 | \$40,287 | FY |
| Harn, Stanton D | COD-Oral Biology | Professor/Cont | 1.00 | \$1,817 | \$92,690 | FY |
| Harnisch, Sr, David R | Family Medicine | Asst Professor | 1.00 | \$0 | \$80,000 | FY |
| Harper, James L | Pediatrics Hematology/Oncology | Assoc Professor/H1th Prof | 1.00 | \$994 | \$80,574 | FY |
| Harrington, Martin J | UPS Psychiatry-Academic | Asst Professor/Hlth Prof | 1.00 | \$0 | \$63,049 | FY |
| Harrison, Jeffrey Dale | Family Medicine | Assoc Professor/Hlth Prof | 1.00 | \$1,657 | \$134,213 | FY |
|  | Family Medicine | Director | 0.00 | \$0 | \$2,750 | FY |
|  |  |  | 1.00 | \$1,657 | \$136,963 |  |
| Harrison, Katherine A | Family Medicine | Clinical Asst Prof | 0.80 | \$815 | \$65,994 | FY |
| efer also to funding at o | Fisc | ar 2003-2004 |  |  | Page 51 | of 89 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Harrison-Findik, Duygu Dee | Int Med GI | Asst Professor | 1.00 | \$625 | \$50,625 | FY |
| Hart, J Patrick | Preventive and Societal Medicine | Assoc Professor | 1.00 | \$1,066 | \$86,346 | FY |
| Hartman, Teresa | Library of Medicine | Asst Professor | 1.00 | \$595 | \$48,220 | FY |
| Hauke, Ralph J | Int Med Oncology/Hematology | Asst Professor | 1.00 | \$1,040 | \$84,240 | FY |
| Haven, Mary C | Allied Health-Hlth Serv Admin Div | Assoc Dean | 0.77 | \$1,120 | \$96,743 | FY |
|  | Pathology/Microbiology | Professor | 0.18 | \$255 | \$20,675 | FY |
|  | Medical Technology | Professor | 0.05 | \$69 | \$5,549 | FY |
|  |  |  | 1.00 | \$1,444 | \$122,967 |  |
| Hawkins, Frank E | Anesthesiology | Asst Professor | 1.00 | \$0 | \$90,000 | FY |
| Hay, William H | Family Medicine | Clinical Asst Prof | 0.80 | \$908 | \$73,571 | FY |
| Hayes, Kristie D | Int Med Dermatology | Asst Professor | 0.75 | \$595 | \$48,133 | FY |
|  | Pediatrics Administration | Asst Professor | 0.25 | \$198 | \$16,030 | FY |
|  | Dean College of Medicine | Asst Dean | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$793 | \$69,163 |  |
| Head, Barbara J | CON-Gerontolog, Psycosoc \& Com Hith | Asst Professor/Hlth Prof | 1.00 | \$844 | \$68,397 | FY |
| Heermann Flynn, Judith A | CON-Omaha | Clinical Nurse Researcher | 0.50 | \$545 | \$40,927 | FY |
|  | CON-Parent-Child, Admin Ed \& Science | Assoc Professor | 0.50 | \$556 | \$41,754 | FY |
|  |  |  | 1.00 | \$1,101 | \$82,681 |  |
| Hejkal, Thomas W | Ophthalmology | Assoc Professor/HIth Prof | 1.00 | \$897 | \$77,642 | FY |
| Hellbusch, Leslie C | Surgery | Clinical Prof | 0.04 | \$718 | \$5,000 | FY |
| Helms, Mary E | Library of Medicine | Assoc Director | 0.60 | \$612 | \$53,549 | FY |
|  | Library of Medicine | Assoc Professor | 0.40 | \$408 | \$29,033 | FY |
|  |  |  | 1.00 | \$1,020 | \$82,582 |  |
| Hemstreet III, George P | Surgery | Professor/HIth Prof | 0.93 | \$1,332 | \$107,865 | FY |
|  | Surgery | Malashock Chair/Urologic Surgery | 0.07 | \$99 | \$8,000 | FY |
|  |  |  | 1.00 | \$1,431 | \$115,865 |  |
| Hexum, Terry D | Pharmacology | Professor | 1.00 | \$1,257 | \$101,777 | FY |
| Heywood, Barbara M | Otol-Head and Neck Surgery | Asst Professor/Hlth Prof | 1.00 | \$1,003 | \$76,203 | FY |
|  | Otol-Head and Neck Surgery | Director | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$1,003 | \$81,203 |  |
| Hill, Jeffrey W | Family Medicine | Assoc Professor | 1.00 | \$1,681 | \$136,247 | FY |
|  | Dean College of Medicine | Assoc Dean | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,681 | \$146,247 |  |
| Hinners, Cheryl K | Int Med Geriatrics | Asst Professor | 0.70 | \$576 | \$46,658 | FY |
| Hinrichs, Steven H | Pathology/Microbiology | Professor/Cont | 0.92 | \$1,113 | \$90,061 | FY |
|  | Pathology/Microbiology | Stokes-Shackleford Prof Path/Micro | 0.08 | \$0 | \$8,000 | FY |
|  |  |  | 1.00 | \$1,113 | \$98,061 |  |
| Hlava, Gwen L | COD-Dental Hygiene | Chairperson | 0.60 | \$584 | \$50,598 | FY |
|  | COD-Dental Hygiene | Assoc Professor | 0.40 | \$389 | \$31,532 | FY |
|  |  |  | 1.00 | \$973 | \$82,130 |  |
| Hoagbin, Joseph E | Int Med Infectious Diseases | Asst Professor | 1.00 | \$1,040 | \$84,240 | FY |
| Hobbins, Melody J | COD-Adult Restorative | Assoc Professor/HIth Prof | 1.00 | \$924 | \$74,863 | FY |
| Hoffman, Lance H | Surgery Emergency Medicine | Asst Professor/Hlth Prof | 1.00 | \$1,020 | \$82,620 | FY |
| Hofmann, Scott Charles | Anesthesiology | Assoc Professor/Hlth Prof | 1.00 | \$992 | \$80,340 | FY |
| Holcomb, Richard J | Anesthesiology | Asst Professor | 1.00 | \$1,102 | \$89,288 | FY |
| Holdeman, Karen P | Radiology | Asst Professor | 0.60 | \$610 | \$49,425 | FY |
| Holland Sr, Kenneth E | COD-Growth and Development | Assoc Professor | 0.10 | \$0 | \$2,080 | AY |
| Hollingsworth, Michael A | Eppley Institute | Professor/Cont | 1.00 | \$2,859 | \$117,341 | FY |
| Hollins, Ronald R | Surgery | Assoc Professor | 1.00 | \$908 | \$73,528 | FY |

# University of Nebraska Medical Center 

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hollins, Susan | Pediatrics General | Clinical Asst Prof | 0.50 | \$886 | \$71,742 | FY |
| Holly, Yvette A | Information Technology Services | Asst Vice Chancellor/Info Technology | 1.00 | \$1,668 | \$135,092 | FY |
| Holm, Lloyd D | Obstetric/Gynecology | Assoc Professor/Hlth Prof | 1.00 | \$1,063 | \$86,063 | FY |
| Holyoke, Sharon B | CON-Gerontolog, Psycosoc \& Com Hlth | Asst Professor | 1.00 | \$697 | \$47,142 | AY |
| Honeycutt, Karen J | Medical Technology | Asst Professor | 1.00 | \$728 | \$59,005 | FY |
| Horslen, Simon P | Pediatrics Gastroenterology | Assoc Professor | 1.00 | \$1,080 | \$87,447 | FY |
| Houfek, Julia F | CON-Gerontolog, Psycosoc \& Com Hlth | Assoc Professor/Cont | 1.00 | \$1,052 | \$81,942 | FY |
| Housh, Dona J | COD-Oral Biology | Professor/Cont | 1.00 | \$894 | \$72,375 | FY |
| Hudson, Diane Brage | CON-Lincoln PAES | Assoc Professor | 1.00 | \$1,113 | \$75,302 | FY |
| Hulme, Polly A | CON-Gerontolog, Psycosoc \& Com Hlth | Asst Professor/Hlth Prof | 1.00 | \$857 | \$69,425 | FY |
| Hurlbert, Barbara J | Anesthesiology | Professor | 1.00 | \$1,402 | \$113,541 | FY |
| Huscher, John C | Family Medicine | Asst Professor | 1.00 | \$0 | \$60,000 | FY |
| Huurman, Walter W | Orthopaedic Surgery | Professor | 1.00 | \$1,333 | \$107,900 | FY |
| Ikezu, Tsuneya | Pathology/Microbiology | Asst Professor/Hlth Prof | 1.00 | \$848 | \$68,656 | FY |
| Imray, Thomas J | Radiology | Professor | 0.60 | \$966 | \$78,238 | FY |
| Ineck, Beata A | COP Pharmacy Practice | Asst Professor | 1.00 | \$910 | \$70,910 | FY |
| Ingram, William A | Otol-Head and Neck Surgery | Asst Professor/Hlth Prof | 1.00 | \$1,040 | \$84,240 | FY |
| Iwasaki, Laura R | COD-Growth and Development | Asst Professor | 1.00 | \$1,205 | \$97,629 | FY |
| Iwen, Peter C | Pathology/Microbiology | Asst Professor | 1.00 | \$11,739 | \$80,000 | FY |
| Jackson Jr, John D | Pathology/Microbiology | Assoc Professor | 1.00 | \$1,039 | \$84,135 | FY |
| Jackson, Barbara J | MMI Education and Child Development | Discipline Director | 1.00 | \$938 | \$76,007 | FY |
|  | MMI Education and Child Development | Coordinator | 0.00 | \$0 | \$2,000 | FY |
|  |  |  | 1.00 | \$938 | \$78,007 |  |
| Jaksha, Jonathan A | Radiology | Asst Professor/Hlth Prof | 1.00 | \$1,255 | \$101,655 | FY |
| Jameton, Andrew | Preventive and Societal Medicine | Professor/Cont | 1.00 | \$1,043 | \$84,484 | FY |
| Jenkins, James F | COD-Adult Restorative | Asst Professor/Hlth Prof | 1.00 | \$850 | \$68,850 | FY |
| Jensen, Linda | CON-Kearney | Asst Professor | 1.00 | \$758 | \$69,691 | FY |
| Jerrells, Thomas R | Pathology/Microbiology | Professor/Cont | 1.00 | \$1,144 | \$92,730 | FY |
| Johanning, Jason M | Surgery | Asst Professor/Hlth Prof | 0.70 | \$546 | \$44,226 | FY |
| Johansson, Sonny Lennart | Pathology/Microbiology | Professor | 1.00 | \$1,515 | \$122,751 | FY |
| Johnson, Donald R | Pathology/Microbiology | Assoc Professor | 1.00 | \$1,166 | \$94,502 | FY |
| Johnson, Grace C | Physical Therapy Education | Asst Professor | 1.00 | \$754 | \$61,077 | FY |
| Johnson, Keith R | COD-Oral Biology | Professor/Cont | 1.00 | \$1,480 | \$119,931 | FY |
| Johnson, Milton R | Family Medicine | Asst Professor | 0.50 | \$750 | \$60,721 | FY |
| Johnson, Orlen N | COD-Dental Practice Management | Clinical Assoc Prof | 0.30 | \$78 | \$6,318 | AY |
| Johnson, Perry J | Surgery | Assoc Professor/Hlth Prof | 1.00 | \$891 | \$72,189 | FY |
| Johnson, Teresa E | COD-Dental Practice Management | Assoc Professor/Cont | 1.00 | \$1,545 | \$78,774 | FY |
| Johnson, William W | COD-Adult Restorative | Assoc Professor/Hlth Prof | 1.00 | \$977 | \$79,137 | FY |
| Jones, Jodi P | MMI Psychology | Psychologist | 1.00 | \$701 | \$52,875 | FY |
| Joshi, Shantaram S | Genetics Cell Biology \& Anatomy | Professor/Cont | 1.00 | \$1,297 | \$105,015 | FY |
| Judy, C Gerald | Pediatrics Pulmonology | Asst Professor | 1.00 | \$985 | \$79,773 | FY |
| Kabanov, Alexander V | COP Pharmaceutical Science | Professor/Cont | 1.00 | \$2,166 | \$88,816 | FY |
| Kador, Peter F | COP Pharmaceutical Science | Professor | 1.00 | \$0 | \$115,000 | FY |
| Kaiser, Katherine | CON-Gerontolog, Psycosoc \& Com Hith | Assoc Professor/Cont | 1.00 | \$927 | \$75,070 | FY |
| Kaiser, Margaret M | CON-Gerontolog, Psycosoc \& Com Hlth | Asst Professor/Hlth Prof | 1.00 | \$781 | \$63,281 | FY |
| Kaldahl, Wayne B | COD-Surgical Specialties | Professor | 0.90 | \$1,340 | \$108,502 | FY |
| Kalil, Andre C | Int Med Infectious Diseases | Asst Professor | 1.00 | \$1,000 | \$81,000 | FY |
| Kandel, Laurence B | Surgery | Assoc Professor | 0.50 | \$0 | \$40,000 | FY |
| Kappen, Claudia | MMI HBM Molecular Genetics | Scientist | 1.00 | \$1,462 | \$118,438 | FY |

# University of Nebraska Medical Center 

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Karst, Gregory M | Physical Therapy Education | Assoc Professor | 1.00 | \$921 | \$74,568 | FY |
|  | Physical Therapy Education | Asst Director | 0.00 | \$0 | \$2,865 | FY |
|  |  |  | 1.00 | \$921 | \$77,433 |  |
| Kaste, Ann M | Library of Medicine | Asst Professor | 0.50 | \$209 | \$16,959 | FY |
| Kauzlarich, Sidney A | UPS Psychiatry-Academic | Asst Professor | 0.02 | \$16 | \$1,321 | FY |
| Kawahara, Rodney S | Pharmacology | Asst Professor | 1.00 | \$788 | \$63,854 | FY |
| Keating-Lefler, Rebecca L | CON-Parent-Child, Admin Ed \& Science | Asst Professor/Hlth Prof | 1.00 | \$942 | \$63,772 | FY |
| Keifer, Paul A | Eppley Inst Shared Facilities | Research Asst Prof | 1.00 | \$650 | \$52,650 | FY |
| Keller, Brenda K | Int Med Geriatrics | Asst Professor | 1.00 | \$791 | \$64,034 | FY |
| Kelly, David Lee | Eppley Institute | Research Asst Prof | 1.00 | \$591 | \$47,891 | FY |
| Kent, Dennis K | COD-Adult Restorative | Assoc Professor/Cont | 1.00 | \$965 | \$78,176 | FY |
| Kessinger, Margaret A | Int Med Oncology/Hematology | Professor | 0.95 | \$1,285 | \$104,081 | FY |
|  | Eppley Cancer Center | Assoc Director | 0.05 | \$65 | \$5,279 | FY |
|  |  |  | 1.00 | \$1,350 | \$109,360 |  |
| Khankirawatana, Banthit | Int Med Cardiology | Asst Professor | 1.00 | \$895 | \$72,482 | FY |
| Kharbanda, Kusum | Int Med GI | Asst Professor | 0.01 | \$7 | \$584 | FY |
| Kim, Eunghwan | COD-Adult Restorative | Asst Professor/Hlth Prof | 1.00 | \$0 | \$67,500 | FY |
| Kinarsky, Leo | Eppley Institute | Research Asst Prof | 1.00 | \$1,248 | \$52,256 | FY |
| Kinney, Sonja R | Obstetric/Gynecology | Asst Professor/Hlth Prof | 1.00 | \$810 | \$65,610 | FY |
| Klassen, Lynell W | Int Med Rheumatology | Professor | 0.59 | \$1,067 | \$86,409 | FY |
| Klingler, Edna Toubes | Int Med Infectious Diseases | Clinical Asst Prof | 0.11 | \$75 | \$6,075 | FY |
| Klintberg, Irene G | Dean College of Medicine | Executive Assoc Dean | 1.00 | \$2,730 | \$221,130 | FY |
| Koka, Sreenivas | COD-Oral Biology | Assoc Professor | 1.00 | \$1,137 | \$92,116 | FY |
|  | COD-Adult Restorative | M C Pedersen Professorship | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,137 | \$102,116 |  |
| Koller, Elizabeth A | Int Med DEM | Asst Professor | 1.00 | \$1,000 | \$81,000 | FY |
| Komanduri, Ayyangar M | Radiation Oncology | Professor/Hlth Prof | 1.00 | \$46,013 | \$170,000 | FY |
| Kompella, Udaya B | COP Pharmaceutical Science | Assoc Professor/Hlth Prof | 1.00 | \$901 | \$72,965 | FY |
| Kortylewicz, Zbigniew P | Radiation Oncology | Asst Professor | 0.45 | \$394 | \$31,894 | FY |
| Kratochvil, Christopher J | UPS Psychiatry-Academic | Asst Professor | 1.00 | \$2,353 | \$69,568 | FY |
| Kreman, Marie E | CON-West Ne Division | Asst Professor/Hlth Prof | 1.00 | \$751 | \$50,821 | AY |
| Krobot, Charles H | COP Dean's Office | Assoc Dean | 1.00 | \$0 | \$95,000 | FY |
| Ku, Yi-Min | COP Pharmacy Practice | Asst Professor | 1.00 | \$972 | \$65,774 | FY |
| Kugler, Jane Ann | Anesthesiology | Clinical Asst Prof | 0.10 | \$125 | \$10,136 | FY |
| Kugler, John D | Pediatrics Cardiology | Professor | 1.00 | \$1,392 | \$112,746 | FY |
|  | Pediatrics Cardiology | DB\&Paula Varner Prf/Pediatric Cardiolog | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,392 | \$122,746 |  |
| Kuhn, Brett R | MMI Psychology | Psychologist | 1.00 | \$751 | \$61,754 | FY |
| Kusler, Monique G | Int Med Cardiology | Asst Professor/Hlth Prof | 1.00 | \$902 | \$73,043 | FY |
| Kuster, Curtis G | COD-Growth and Development | Professor | 1.00 | \$1,378 | \$111,632 | FY |
|  | COD-Dental Administration | Director | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$1,378 | \$114,632 |  |
| Kuszynski, Charles A | Pathology/Microbiology | Asst Professor | 1.00 | \$829 | \$67,109 | FY |
| Labhasetwar, Vinod D | COP Pharmaceutical Science | Assoc Professor | 1.00 | \$944 | \$76,448 | FY |
| Lackner, Rudy P | Surgery | Assoc Professor/Hlth Prof | 1.00 | \$0 | \$80,000 | FY |
| Lacroix, Amy E | Pediatrics General | Asst Professor | 1.00 | \$1,069 | \$86,511 | FY |
| Lacroix, Carol A | Family Medicine | Clinical Asst Prof | 1.00 | \$1,626 | \$131,725 | FY |
| Lacy, Naomi L | Family Medicine | Asst Professor | 1.00 | \$714 | \$57,825 | FY |
| Laframboise, Louise M | CON-Adult Health \& Illness Dpt | Asst Professor | 1.00 | \$852 | \$66,384 | FY |
| Lahue, Robert S | Eppley Institute | Assoc Professor/Cont | 1.00 | \$1,711 | \$87,205 | FY |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Lamberty, Larry R | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,114 | \$90,215 | FY |
| Landmark, James D | Pathology/Microbiology | Asst Professor | 0.50 | \$2,000 | \$42,500 | FY |
| Lane, James T | Int Med DEM | Asst Professor | 1.00 | \$896 | \$72,485 | FY |
| Lane, Pascale H | Pediatrics Nephrology | Assoc Professor/Cont | 1.00 | \$1,324 | \$107,244 | FY |
| Langdon, Thomas J | Surgery | Asst Professor | 0.05 | \$38 | \$3,038 | FY |
| Lange, Brian M | COD-Dental Practice Management | Chairperson | 0.60 | \$701 | \$60,112 | FY |
|  | COD-Dental Practice Management | Professor | 0.40 | \$468 | \$37,877 | FY |
|  |  |  | 1.00 | \$1,169 | \$97,989 |  |
| Langnas, Alan N | Surgery | Professor | 1.00 | \$1,021 | \$82,696 | FY |
| Larsen, Jennifer L | Int Med DEM | Professor | 0.89 | \$1,204 | \$87,598 | FY |
|  | Int Med DEM | Louise \& Morton Degan Professorship | 0.11 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,204 | \$97,598 |  |
| Larsen, Paul D | Pediatrics Neurology | Professor | 1.00 | \$1,354 | \$109,707 | FY |
| Larsen, Timothy J | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,114 | \$90,215 | FY |
| Larson, Carol A | Medical Technology | Asst Professor | 1.00 | \$676 | \$54,780 | FY |
| Latshaw, Sandra J | Medical Technology | Asst Professor | 0.60 | \$390 | \$31,562 | FY |
| Lawson, Terence A | Eppley Institute | Professor | 1.00 | \$212 | \$84,985 | FY |
| Lee, Delmer D | Finance and Business Services | Director | 1.00 | \$1,873 | \$151,674 | FY |
| Leeper, Stephen H | COD-Adult Restorative | Professor | 0.20 | \$0 | \$4,160 | AY |
| Leibowitz, J Michael | MMI Administration | Deputy Director | 1.00 | \$1,300 | \$165,000 | FY |
| Leibrock, Lyal G | Surgery | Professor | 1.00 | \$1,768 | \$143,235 | FY |
| Leopold, Donald A | Otol-Head and Neck Surgery | Chairperson | 0.60 | \$1,220 | \$108,845 | FY |
|  | Otol-Head and Neck Surgery | Professor | 0.40 | \$814 | \$65,897 | FY |
|  |  |  | 1.00 | \$2,034 | \$174,742 |  |
| Leuenberger, Donald S | Business and Finance | Vice Chancellor | 1.00 | \$0 | \$153,822 | FY |
| Leuschen, M Patricia | Genetics Cell Biology \& Anatomy | Assoc Professor | 0.90 | \$802 | \$64,932 | FY |
|  | Graduate Studies | Coordinator | 0.10 | \$93 | \$7,517 | FY |
|  |  |  | 1.00 | \$895 | \$72,449 |  |
| Lewis, Robert E | Eppley Institute | Professor | 1.00 | \$5,000 | \$93,089 | FY |
|  | Eppley Cancer Center | Program Director | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$5,000 | \$96,089 |  |
| Limoges, Jenae D | Int Med Infectious Diseases | Asst Professor | 1.00 | \$869 | \$70,370 | FY |
| Lin, Ming-Fong | Biochem and Molecular Biology | Professor/Cont | 0.60 | \$698 | \$56,554 | FY |
|  | Surgery | Professor | 0.40 | \$465 | \$37,697 | FY |
|  |  |  | 1.00 | \$1,163 | \$94,251 |  |
| Lindeman, Marlene G | CON-Gerontolog, Psycosoc \& Com Hith | Asst Professor | 1.00 | \$593 | \$48,037 | AY |
| Linder, James | Pathology/Microbiology | Professor | 0.05 | \$0 | \$6,408 | FY |
| Lindsey, Ada M | CON-Omaha | Dean | 1.00 | \$2,252 | \$182,411 | FY |
| Lockridge, Oksana | Eppley Institute | Professor | 1.00 | \$3,499 | \$95,389 | FY |
| Lomneth, Carol Skowron | Genetics Cell Biology \& Anatomy | Asst Professor | 0.66 | \$303 | \$45,078 | FY |
| Long, Douglas J | Surgery | Clinical Asst Prof | 0.06 | \$318 | \$5,000 | FY |
| Lorenzo, Agapito S | Neurological Sciences | Clinical Assoc Prof | 0.08 | \$76 | \$6,136 | FY |
| Lovell, Helen B | Pediatrics Nephrology | Assoc Professor | 1.00 | \$1,444 | \$117,018 | FY |
| Lund, Bryce H | Int Med Nephrology | Clinical Asst Prof | 1.00 | \$1,000 | \$81,000 | FY |
| Luo, Xu | Eppley Institute | Asst Professor/Hlth Prof | 1.00 | \$813 | \$65,813 | FY |
| Lutz, Richard E | Pediatrics Endocrine | Assoc Professor/H1th Prof | 1.00 | \$1,154 | \$93,528 | FY |
| Lyddon, Debra M | Radiology | Asst Professor | 0.60 | \$700 | \$56,700 | FY |
| Lydiatt, Daniel | Otol-Head and Neck Surgery | Professor | 0.33 | \$3,731 | \$36,463 | FY |
| Lydiatt, William M | Otol-Head and Neck Surgery | Assoc Professor | 0.33 | \$5,702 | \$36,463 | FY |
| Lynch, James C | Preventive and Societal Medicine | Assoc Professor/HIth Prof | 1.00 | \$1,014 | \$82,074 | FY |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | FY |
| Mehta, Parmender P | Biochem and Molecular Biology | Assoc Professor/Hlth Prof | 1.00 | \$960 | \$77,765 | FY |
| Menck, Peggy Tidikis | CON-Adult Health \& Illness Dpt | Asst Professor | 1.00 | \$713 | \$65,505 | FY |
| Menolascino, Scott | Int Med General Medicine | Asst Professor | 0.06 | \$63 | \$5,088 | FY |
| Messbarger, Robert C | Family Medicine | Asst Professor | 0.50 | \$751 | \$60,825 | FY |
| Meyer, Kyle P | Physical Therapy Education | Asst Professor | 1.00 | \$866 | \$70,128 | FY |
| Meyer, Leeroy | Int Med General Medicine | Professor | 1.00 | \$1,319 | \$106,856 | FY |
| Meza, Jane L | Preventive and Societal Medicine | Asst Professor/Hlth Prof | 1.00 | \$3,488 | \$73,251 | FY |
| Middlemas, David S | Pharmacology | Asst Professor/Hlth Prof | 1.00 | \$957 | \$77,540 | FY |
| Mikuls, Ted R | Int Med Rheumatology | Asst Professor/Hlth Prof | 1.00 | \$1,000 | \$81,000 | FY |
| Miller, Donald W | COP Pharmaceutical Science | Assoc Professor | 1.00 | \$286 | \$71,738 | FY |
| Miller, Joella A | CON-Kearney | Asst Professor | 1.00 | \$503 | \$40,762 | AY |
| Millward, Lee D | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,076 | \$87,164 | FY |
| Miloro, Michael J | Surgery | Assoc Professor/Hlth Prof | 1.00 | \$996 | \$80,714 | FY |
| Minier, William C | Family Medicine | Clinical Asst Prof | 1.00 | \$1,107 | \$89,705 | FY |
| Mirvish, Sidney S | Eppley Institute | Professor | 1.00 | \$275 | \$110,353 | FY |
| Mitchell, Connie Lynn | Radiation Science Technology Div | Asst Professor/Hlth Prof | 0.74 | \$627 | \$50,817 | FY |
|  | Radiation Science Technology Div | Program Director/R S T E | 0.26 | \$221 | \$17,916 | FY |
|  |  |  | 1.00 | \$848 | \$68,733 |  |
| Miya, Pamela A | CON-Parent-Child, Admin Ed \& Science | Assoc Professor | 1.00 | \$539 | \$54,399 | AY |
| Moessner, Stephen P | Anesthesiology | Asst Professor | 1.00 | \$0 | \$96,625 | FY |
| Molpus, Kelly L | Obstetric/Gynecology | Assoc Professor/Hlth Prof | 0.92 | \$1,272 | \$85,060 | FY |
|  | Obstetric/Gynecology | Mcclure L Smith <br> Prof/Gynecological Onc | 0.08 | \$0 | \$8,000 | FY |
|  | Obstetric/Gynecology | Director | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,272 | \$103,060 |  |
| Molvar, Michael P | COD-Dental Practice Management | Assoc Professor | 1.00 | \$1,460 | \$118,241 | FY |
|  | COD-Dental Administration | Asst Dean | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$1,460 | \$123,241 |  |
| Monaghan, Daniel T | Pharmacology | Professor/Cont | 1.00 | \$20,550 | \$113,000 | FY |
| Moniaux, Nicolas B | Biochem and Molecular Biology | Asst Professor | 1.00 | \$0 | \$37,000 | FY |
| Moore, Gary F | Otol-Head and Neck Surgery | Assoc Professor | 0.50 | \$1,883 | \$62,229 | FY |
| Moore, Gerald F | Int Med Rheumatology | Professor | 0.79 | \$1,556 | \$126,076 | FY |
|  | Dean College of Medicine | Assoc Dean | 0.21 | \$404 | \$36,695 | FY |
|  | Physician Assistant | Medical Director | 0.00 | \$0 | \$1,000 | FY |
|  |  |  | 1.00 | \$1,960 | \$163,771 |  |
| Moore, Timothy E | Radiology | Professor/Hlth Prof | 1.00 | \$1,618 | \$131,054 | FY |
| Morien, Marsha E | Business and Finance | Chief Administrative Officer | 1.00 | \$1,634 | \$132,333 | FY |
| Mormino, Matthew A | Orthopaedic Surgery | Asst Professor | 1.00 | \$937 | \$75,836 | FY |
| Morris, Charles H | Radiology | Assoc Professor/Hlth Prof | 1.00 | \$1,250 | \$101,250 | FY |
| Mosley, R Lee | Pathology/Microbiology | Asst Professor | 1.00 | \$1,142 | \$58,254 | FY |
| Mostek, Debra E | Int Med Geriatrics | Asst Professor | 0.62 | \$645 | \$52,229 | FY |
| Muelleman, Robert L | Surgery Emergency Medicine | Professor/Cont | 1.00 | \$1,792 | \$145,121 | FY |
| Muellenberg, Phyllis A | Medical Technology | Program Director/M T | 0.60 | \$1,635 | \$54,030 | FY |
|  | Medical Technology | Assoc Professor | 0.40 | \$1,090 | \$36,022 | FY |
|  | Medical Technology | Director | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$2,725 | \$93,052 |  |
| 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 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Mukherjee, Sandeep | Int Med GI | Asst Professor | 0.38 | \$417 | \$33,772 | FY |
| Munn, Dawneane | CON-Lincoln GPCH | Asst Professor | 1.00 | \$498 | \$50,288 | AY |
| Murphy, Peter J | Int Med Pulmonary | Asst Professor | 0.96 | \$1,097 | \$88,873 | FY |
|  | Int Med Pulmonary | Asst Professor/Hlth Prof | 0.04 | \$47 | \$3,791 | FY |
|  |  |  | 1.00 | \$1,144 | \$92,664 |  |
| Murrin, L Charles | Pharmacology | Professor | 1.00 | \$1,269 | \$102,686 | FY |
|  | Pharmacology | Vice Chairperson | 0.00 | \$0 | \$2,000 | FY |
|  |  |  | 1.00 | \$1,269 | \$104,686 |  |
| Namavar, Fereydoon | Orthopaedic Surgery | Professor/Hlth Prof | 1.00 | \$1,375 | \$111,375 | FY |
| Narayana, Nagamani | COD-Oral Biology | Asst Professor | 1.00 | \$0 | \$70,000 | FY |
| Nasir, Laeth S | Family Medicine | Assoc Professor | 1.00 | \$1,225 | \$99,257 | FY |
| Natale, Agnes A | CON-Lincoln GPCH | Asst Professor | 1.00 | \$456 | \$46,087 | AY |
| Needelman, Howard W | MMI Developmental Medicine | Physician | 0.50 | \$718 | \$58,131 | FY |
| Neff, James R | Orthopaedic Surgery | Professor | 1.00 | \$1,759 | \$142,465 | FY |
| Nelson, Audrey E | CON-Parent-Child, Admin Ed \& Science | Assoc Professor | 1.00 | \$833 | \$73,307 | FY |
| Neumeister, J Scott | Int Med General Medicine | Asst Professor/Hlth Prof | 1.00 | \$715 | \$57,900 | FY |
| Newell, Jennifer L | Int Med General Medicine | Clinical Asst Prof | 1.00 | \$960 | \$77,764 | FY |
| Newland, Myrna C | Office of the Chancellor | Director | 0.70 | \$1,092 | \$88,422 | FY |
|  | Anesthesiology | Professor/Cont | 0.30 | \$468 | \$37,941 | FY |
|  |  |  | 1.00 | \$1,560 | \$126,363 |  |
| Ng, Tien Mh | COP Pharmacy Practice | Asst Professor/Hlth Prof | 1.00 | \$1,319 | \$67,271 | FY |
| Nichols, George $T$ | UPS Psychiatry-Academic | Asst Professor/Hlth Prof | 1.00 | \$810 | \$65,610 | FY |
| Nichols, Karen $\mathbf{F}$ | School of Allied Health Professions | Asst Professor | 1.00 | \$676 | \$54,756 | FY |
| Nickel, Jeffrey C | COD-Growth and Development | Asst Professor | 1.00 | \$1,205 | \$97,629 | FY |
| Nickel, Kathryn | CON-Kearney | Asst Professor | 1.00 | \$621 | \$50,334 | AY |
| Nickol, Devin R | Int Med General Medicine | Asst Professor/Hlth Prof | 1.00 | \$755 | \$61,211 | FY |
| Niebauer, Mark J | Int Med Cardiology | Assoc Professor/H1th Prof | 1.00 | \$1,125 | \$91,125 | FY |
| Nieveen, Janet L | CON-Lincoln AHI | Asst Professor/Hlth Prof | 1.00 | \$845 | \$65,866 | FY |
| Norgren Jr, Robert B | Genetics Cell Biology \& Anatomy | Assoc Professor | 1.00 | \$1,206 | \$97,632 | FY |
| Norman, Joseph F | Physical Therapy Education | Assoc Professor | 1.00 | \$865 | \$70,026 | FY |
| Nystrom, Nils | Surgery | Assoc Professor/Hlth Prof | 0.50 | \$871 | \$70,529 | FY |
| O'Dell, David V | Int Med General Medicine | Assoc Professor | 1.00 | \$1,099 | \$89,068 | FY |
| O'Dell, James R | Int Med Rheumatology | Professor | 0.88 | \$1,205 | \$97,504 | FY |
| Ogden, Kathleen Allison | Family Medicine | Clinical Asst Prof | 1.00 | \$1,342 | \$108,739 | FY |
| O'Kane Murphy, Barbara J | Genetics Cell Biology \& Anatomy | Asst Professor/Hlth Prof | 1.00 | \$676 | \$54,756 | FY |
| Olade, Rosaline A | CON-Gerontolog, Psycosoc \& Com Hlth | Assoc Professor | 1.00 | \$816 | \$82,416 | FY |
| O'Leary, Edward L | Int Med Cardiology | Asst Professor | 1.00 | \$992 | \$80,368 | FY |
| Olesh, Robert C | Obstetric/Gynecology | Assoc Professor/Hlth Prof | 1.00 | \$1,188 | \$96,188 | FY |
| Oleynikov, Dmitry | Surgery | Asst Professor/Hlth Prof | 1.00 | \$751 | \$60,868 | FY |
| Olney, Ann Haskins | MMI Genetic Medicine | Physician | 0.75 | \$1,012 | \$81,929 | FY |
| Olney, Richard F | Pediatrics Newborn Medicine | Asst Professor | 0.70 | \$619 | \$50,132 | FY |
| Olsen, Keith M | COP Pharmacy Practice | Assoc Professor | 1.00 | \$1,163 | \$94,201 | FY |
| Orton, Donald | Radiology | Assoc Professor/Hlth Prof | 0.18 | \$264 | \$21,402 | FY |
| Osterholm, Richard K | Int Med General Medicine | Clinical Assoc Prof | 0.33 | \$377 | \$30,527 | FY |
| Ott, Carol | CON-Kearney | Assoc Professor/Cont | 1.00 | \$1,060 | \$71,726 | FY |
| Ouellette, Michel M | Eppley Institute | Asst Professor | 1.00 | \$936 | \$75,820 | FY |
| Padanilam, Babu J | Physiology/Biophysics | Assoc Professor/Hlth Prof | 1.00 | \$1,001 | \$81,096 | FY |
| Pahan, Kalipada | COD-Oral Biology | Assoc Professor/Cont | 1.00 | \$3,174 | \$75,001 | FY |
| Palmer, William R | Int Med Rheumatology | Clinical Assoc Prof | 0.16 | \$126 | \$10,176 | FY |
| Patel, Kaushik P | Physiology/Biophysics | Professor | 1.00 | \$1,357 | \$109,863 | FY |
| Patil, Arun-Angelo | Surgery | Professor | 1.00 | \$1,269 | \$102,743 | FY |
| Patil, Rajkumar V | Ophthalmology | Assoc Professor/Hlth Prof | 1.00 | \$930 | \$75,290 | FY |
| fer also to funding at other | Fisc | ar 2003-2004 |  |  | Page 58 | of 89 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003


# University of Nebraska Medical Center 

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salhany, James M | Int Med GI | Professor | 1.00 | \$1,272 | \$103,007 | FY |
| Salinas, Thomas J | Otol-Head and Neck Surgery | Asst Professor/Hlth Prof | 1.00 | \$1,040 | \$84,240 | FY |
| Sammut, Paul H | Pediatrics Pulmonology | Assoc Professor | 1.00 | \$1,098 | \$88,929 | FY |
| Sand, Barbara J | CON-Lincoln AHI | Asst Professor | 1.00 | \$507 | \$46,598 | AY |
| Sanderson, Sam | Clinical Perfusion Education | Assoc Professor | 1.00 | \$869 | \$70,369 | FY |
| Sanger, Warren G | MMI Cytogenetics | Discipline Director | 1.00 | \$1,182 | \$95,734 | FY |
| Sansom, Steven Claude | Physiology/Biophysics | Professor/Cont | 1.00 | \$1,050 | \$85,080 | FY |
| Sasson, Aaron R | Surgery | Asst Professor/Hlth Prof | 1.00 | \$780 | \$63,180 | FY |
| Sather, Linda S | CON-Lincoln GPCH | Asst Professor | 1.00 | \$860 | \$69,726 | FY |
| Satterthwaite, Rebecca K | Library of Medicine | Assoc Director | 1.00 | \$916 | \$74,165 | FY |
| Saxton, Mark L | Surgery | Clinical Asst Prof | 0.20 | \$279 | \$22,594 | FY |
| Saylor, Patricia Ann | CON-Kearney | Asst Professor | 1.00 | \$598 | \$54,982 | AY |
| Schaefer, G Bradley | MMI Genetic Medicine | Discipline Director | 0.94 | \$1,963 | \$159,597 | FY |
|  | Pediatrics Administration | Omaha Scottish-Rite Masonic Professorshp | 0.06 | \$104 | \$8,400 | FY |
|  |  |  | 1.00 | \$2,067 | \$167,997 |  |
| Schafer, Daniel F | Int Med GI | Assoc Professor | 1.00 | \$1,133 | \$91,802 | FY |
| Scharf, Margaret A | CON-West Ne Division | Asst Professor | 0.60 | \$306 | \$30,862 | AY |
| Scherl, Susan A | Orthopaedic Surgery | Asst Professor/Hlth Prof | 1.00 | \$875 | \$70,875 | FY |
| Schleicher, John S | Library of Medicine | Asst Professor/Hlth Prof | 1.00 | \$1,424 | \$34,924 | FY |
| Schmidt, Cynthia M | Library of Medicine | Asst Professor | 1.00 | \$1,183 | \$37,583 | FY |
| Schmitz, Rita Kay | CON-Lincoln AHI | Asst Professor | 1.00 | \$490 | \$45,053 | AY |
| Scholar, Eric M | Pharmacology | Professor/Cont | 1.00 | \$11,353 | \$95,000 | FY |
| Schonfeld, Toby L | Preventive and Societal Medicine | Asst Professor/Hlth Prof | 1.00 | \$1,977 | \$54,000 | FY |
| Schopfer, Lawrence M | Eppley Institute | Research Asst Prof | 1.00 | \$688 | \$55,693 | FY |
| Schultz, Harold D | Physiology/Biophysics | Professor | 1.00 | \$1,344 | \$108,880 | FY |
| Schupbach, Lance E | Int Med General Medicine | Asst Professor | 0.40 | \$0 | \$32,173 | FY |
| Schwab, Robert | Int Med General Medicine | Clinical Asst Prof | 1.00 | \$960 | \$77,764 | FY |
| Schwerdtfeger, Susan R | Int Med General Medicine | Clinical Asst Prof | 1.00 | \$960 | \$77,764 | FY |
| Scott, David M | COP Pharmacy Practice | Assoc Professor | 1.00 | \$0 | \$68,436 | FY |
| Scott-Mordhorst, Tina R | Pediatrics General | Clinical Asst Prof | 1.00 | \$1,048 | \$84,880 | FY |
| Sears, Thomas D | Int Med Cardiology | Assoc Professor/Cont | 1.00 | \$1,187 | \$96,120 | FY |
| Seemayer, Thomas A | Pathology/Microbiology | Professor | 1.00 | \$1,523 | \$123,266 | FY |
| Seidl, Lucinda J | CON-Lincoln AHI | Asst Professor | 1.00 | \$532 | \$48,905 | AY |
| Sekundiak, Todd D | Orthopaedic Surgery | Asst Professor/Hlth Prof | 1.00 | \$875 | \$70,875 | FY |
| Sensat, Michelle L | COD-Dental Hygiene | Asst Professor | 1.00 | \$578 | \$46,800 | FY |
| Sgagias, Magdalene K | Eppley Institute | Research Asst Prof | 1.00 | \$136 | \$54,462 | FY |
| Shaffer III, L Blaine | UPS Psychiatry-Academic | Professor/Hlth Prof | 1.00 | \$1,457 | \$118,007 | FY |
| Sharp, John G | Genetics Cell Biology \& Anatomy | Professor | 1.00 | \$1,595 | \$129,174 | FY |
| Shaw Jr, Byers W | Surgery | Chairperson | 0.60 | \$1,690 | \$117,052 | FY |
|  | Surgery | Professor | 0.22 | \$480 | \$38,867 | FY |
|  | Surgery | Merle M Musselman Centennial Prof | 0.18 | \$0 | \$29,863 | FY |
|  |  |  | 1.00 | \$2,170 | \$185,782 |  |
| Shaw, Cory D | UMA Administration | Chief Administrative Officer | 1.00 | \$1,650 | \$133,650 | FY |
| Shaw, David H | COD-Oral Biology | Chairperson | 0.60 | \$847 | \$71,899 | FY |
|  | COD-Oral Biology | Professor | 0.40 | \$565 | \$45,733 | FY |
|  |  |  | 1.00 | \$1,412 | \$117,632 |  |
| Shearer, Bonnie | Pediatrics General | Asst Professor | 1.00 | \$966 | \$78,187 | FY |
| Shehan, Joseph F | Int Med General Medicine | Clinical Asst Prof | 0.13 | \$126 | \$10,176 | FY |
| Shepard, Susan M | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,266 | \$102,546 | FY |
| Sheridan, Paul J | Otol-Head and Neck Surgery | Asst Professor | 1.00 | \$1,120 | \$90,668 | FY |

## University of Nebraska Medical Center

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Sherman, Simon | Eppley Institute | Professor/Cont | 1.00 | \$3,760 | \$90,000 | FY |
| Shinohara, Toshimichi | Ophthalmology | Professor | 1.00 | \$1,500 | \$121,500 | FY |
| Shriver, Mark D | MMI Psychology | Psychologist | 1.00 | \$756 | \$62,000 | FY |
| Shull, James D | Eppley Institute | Professor | 1.00 | \$1,633 | \$132,312 | FY |
|  | Eppley Cancer Center | Program Director | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$1,633 | \$135,312 |  |
| Shurmur, Scott W | Int Med Cardiology | Assoc Professor/Hlth Prof | 1.00 | \$860 | \$69,683 | FY |
| Sikes, John B | Anesthesiology | Asst Professor | 1.00 | \$0 | \$99,988 | FY |
| Simonson, Jean A | Anesthesiology | Asst Professor | 1.00 | \$882 | \$71,413 | FY |
| Sims, H Steven | Otol-Head and Neck Surgery | Asst Professor/Hlth Prof | 1.00 | \$1,041 | \$84,243 | FY |
| Singh, Dhirendra P | Ophthalmology | Assoc Professor | 1.00 | \$925 | \$74,925 | FY |
| Singh, Rakesh K | Pathology/Microbiology | Asst Professor | 1.00 | \$5,265 | \$70,000 | FY |
| Singh, Sanjay P | Neurological Sciences | Asst Professor/Hlth Prof | 1.00 | \$1,100 | \$89,100 | FY |
| Sisson, Joseph H | Int Med Pulmonary | Professor/Cont | 0.90 | \$1,255 | \$91,745 | FY |
|  | Int Med Pulmonary | Larson Prof/Rsch In Respiratory Disease | 0.10 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,255 | \$101,745 |  |
| Sitorius, Michael A | Family Medicine | Chairperson | 0.60 | \$1,409 | \$119,170 | FY |
|  | Family Medicine | Professor | 0.23 | \$930 | \$45,318 | FY |
|  | Family Medicine | Milton G Waldbaum, MD Prof/Family Pract | 0.17 | \$0 | \$30,020 | FY |
|  |  |  | 1.00 | \$2,339 | \$194,508 |  |
| Sivers, Joan E | COD-Adult Restorative | Assoc Professor | 1.00 | \$1,298 | \$105,122 | FY |
|  | COD-Dental Administration | Asst Dean | 0.00 | \$0 | \$5,000 | FY |
|  | COD-Adult Restorative | Norman C Carlson Professorship | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,298 | \$120,122 |  |
| Smith, Carl Vernon | Obstetric/Gynecology | Chairperson | 0.60 | \$1,375 | \$113,375 | FY |
|  | Obstetric/Gynecology | Professor/Cont | 0.36 | \$750 | \$60,750 | FY |
|  | Obstetric/Gynecology | Regents/Named Chair | 0.04 | \$0 | \$8,000 | FY |
|  |  |  | 1.00 | \$2,125 | \$182,125 |  |
| Smith, John L | Family Medicine | Asst Professor | 1.00 | \$1,015 | \$82,196 | FY |
| Smith, Philip W | Int Med Infectious Diseases | Professor/Cont | 1.00 | \$1,243 | \$100,617 | FY |
| Smith, Shelley D | MMI HBM Molecular Genetics | Scientist | 0.60 | \$960 | \$77,766 | FY |
|  | MMI Administration | Hattie B Munroe Endowed Professorship | 0.40 | \$641 | \$51,884 | FY |
|  | MMI HBM Molecular Genetics | Director | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,601 | \$139,650 |  |
| Smith, Stephen B | Dean College of Medicine | Assoc Dean | 0.15 | \$351 | \$28,471 | FY |
| Solheim, Joyce C | Eppley Institute | Asst Professor | 1.00 | \$3,503 | \$82,389 | FY |
| Somers, James E | Physician Assistant | Program Director/P A | 0.60 | \$779 | \$67,130 | FY |
|  | Physician Assistant | Assoc Professor | 0.40 | \$528 | \$42,770 | FY |
|  |  |  | 1.00 | \$1,307 | \$109,900 |  |
| Sorrell, James H | UPS Psychiatry-Academic | Asst Professor | 1.00 | \$856 | \$69,324 | FY |
| Sorrell, Michael F | Int Med GI | Professor | 1.00 | \$2,009 | \$162,738 | FY |
|  | Int Med GI | Robert L Grissom, MD Prof/Surgery | 0.00 | \$0 | \$17,000 | FY |
|  |  |  | 1.00 | \$2,009 | \$179,738 |  |
| Spalding, Peter M | COD-Growth and Development | Chairperson | 0.60 | \$936 | \$79,126 | FY |
|  | COD-Growth and Development | Assoc Professor | 0.40 | \$624 | \$50,550 | FY |
|  |  |  | 1.00 | \$1,560 | \$129,676 |  |
| Spurzem, John R | Int Med Pulmonary | Professor/Cont | 0.56 | \$550 | \$44,578 | FY |
| Srinivasan, Shashi K | Int Med Dermatology | Asst Professor/Hlth Prof | 1.00 | \$1,040 | \$84,240 | FY |
| fer also to funding at ot |  | ar 2003-2004 |  |  | Page 62 | of 89 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| St Germain Jr, Henry A | COD-Adult Restorative | Chairperson | 0.60 | \$799 | \$67,979 | FY |
|  | COD-Adult Restorative | Assoc Professor/Cont | 0.40 | \$532 | \$43,119 | FY |
|  |  |  | 1.00 | \$1,331 | \$111,098 |  |
| Stafford, Kimberley A | COD-Growth and Development | Clinical Asst Prof | 0.13 | \$0 | \$2,600 | AY |
| Stageman, James H | Family Medicine | Assoc Professor | 1.00 | \$1,714 | \$138,865 | FY |
|  | Family Medicine | Director | 0.00 | \$0 | \$2,750 | FY |
|  |  |  | 1.00 | \$1,714 | \$141,615 |  |
| Stancil, Marvin L | Obstetric/Gynecology | Asst Professor/Hlth Prof | 1.00 | \$1,009 | \$81,730 | FY |
| Stanley, Mary Jane | CON-Lincoln AHI | Asst Professor | 1.00 | \$503 | \$46,266 | AY |
| Stevens, R Brian | Surgery | Asst Professor | 1.00 | \$5,720 | \$62,920 | FY |
| Stickle, Douglas F | Pathology/Microbiology | Asst Professor | 1.00 | \$937 | \$75,886 | FY |
| Stinson, Warren W | Genetics Cell Biology \& Anatomy | Assoc Professor | 0.25 | \$212 | \$17,187 | FY |
| Stoner, Julie A | Preventive and Societal Medicine | Asst Professor/Hlth Prof | 1.00 | \$3,489 | \$73,251 | FY |
| Stothert Jr, Joseph C | Surgery | Professor | 1.00 | \$1,404 | \$113,754 | FY |
| Stuberg, Wayne A | MMI Physical Therapy | Discipline Director | 1.00 | \$1,245 | \$100,853 | FY |
|  | MMI Physical Therapy | Coordinator | 0.00 | \$0 | \$2,000 | FY |
|  |  |  | 1.00 | \$1,245 | \$102,853 |  |
| Stull, Todd W | UPS Psychiatry-Academic | Asst Professor/Hlth Prof | 1.00 | \$1,063 | \$86,063 | FY |
| Sudan, Debra Lynn | Surgery | Assoc Professor/HIth Prof | 1.00 | \$843 | \$68,252 | FY |
| Swanson, Donald A | UPS Psychiatry-Academic | Assoc Professor | 1.00 | \$1,639 | \$132,794 | FY |
| Swindells, Susan | Int Med Infectious Diseases | Professor/Cont | 1.00 | \$909 | \$73,602 | FY |
|  | Int Med Infectious Diseases | Terry K Watanabe Chair/HIVAIDS Rsch\&Ca | 0.00 | \$0 | \$12,000 | FY |
|  |  |  | 1.00 | \$909 | \$85,602 |  |
| Tachenko Achord, Shirley A | CON-Lincoln GPCH | Asst Professor | 1.00 | \$559 | \$45,291 | AY |
| Talmadge, James E | Pathology/Microbiology | Professor | 1.00 | \$1,551 | \$125,615 | FY |
| Tamesis, Richard R | Ophthalmology | Asst Professor | 0.05 | \$82 | \$6,665 | FY |
| Tape, Thomas G | Int Med General Medicine | Professor/Cont | 1.00 | \$1,290 | \$104,493 | FY |
| Tarantolo, Stefano | Int Med Oncology/Hematology | Assoc Professor | 1.00 | \$833 | \$67,421 | FY |
| Temme, James B | Radiation Science Technology Div | Assoc Director | 0.60 | \$552 | \$47,658 | FY |
|  | Radiation Science Technology Div | Assoc Professor | 0.40 | \$368 | \$29,773 | FY |
|  |  |  | 1.00 | \$920 | \$77,431 |  |
| Thakker, Angeli J | COD-Growth and Development | Asst Professor | 0.50 | \$7,100 | \$50,000 | FY |
| Thiele, Geoffrey M | Int Med Rheumatology | Assoc Professor | 1.00 | \$2,921 | \$75,951 | FY |
| Thierfelder, Jean L | Int Med General Medicine | Assoc Professor | 0.50 | \$476 | \$38,534 | FY |
| Thomas, Mark P | Pharmacology | Asst Professor | 1.00 | \$466 | \$37,734 | FY |
| Thompson, Angelia F | Ophthalmology | Asst Professor/Hlth Prof | 1.00 | \$757 | \$61,257 | FY |
| Thompson, Austin B | Int Med Pulmonary | Assoc Professor | 1.00 | \$1,253 | \$101,528 | FY |
| Thompson, Cheryl Bagley | CON-Parent-Child, Admin Ed \& Science | Assoc Professor/Hlth Prof | 1.00 | \$1,040 | \$84,240 | FY |
| Thompson, Elizabeth I | Pediatrics Hematology/Oncology | Professor/HIth Prof | 1.00 | \$1,494 | \$121,037 | FY |
| Thompson, Jon S | Surgery | Professor | 0.92 | \$1,429 | \$115,771 | FY |
|  | Surgery | Shackleford-Marischal Professorship | 0.08 | \$123 | \$10,000 | FY |
|  |  |  | 1.00 | \$1,552 | \$125,771 |  |
| Thompson, Robert B | Radiation Oncology | Assoc Professor/Hlth Prof | 1.00 | \$1,097 | \$88,829 | FY |
| Thoreson, Wallace B | Ophthalmology | Assoc Professor | 1.00 | \$3,688 | \$95,850 | FY |
|  | Ophthalmology | Director of Research | 0.00 | \$0 | \$3,000 | FY |
|  |  |  | 1.00 | \$3,688 | \$98,850 |  |
| Tibbels, Loretta Kaus | Family Medicine | Clinical Asst Prof | 1.00 | \$1,218 | \$98,660 | FY |
| Tibbels, Stephen R | Family Medicine | Clinical Asst Prof | 1.00 | \$1,354 | \$109,664 | FY |
| Tilgner, Michaela L | Radiology | Asst Professor | 0.30 | \$260 | \$21,060 | FY |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tinker, John H | Anesthesiology | Chairperson | 0.60 | \$877 | \$81,023 | FY |
|  | Anesthesiology | Professor | 0.40 | \$585 | \$47,350 | FY |
|  |  |  | 1.00 | \$1,462 | \$128,373 |  |
| Tobin, Richard B | Int Med DEM | Professor | 0.13 | \$192 | \$15,551 | FY |
| Todd, Gordon L | Genetics Cell Biology \& Anatomy | Assoc Professor | 1.00 | \$939 | \$76,086 | FY |
| Todero, Catherine | CON-Omaha | Assoc Professor/Cont | 1.00 | \$1,200 | \$92,081 | FY |
|  | CON-Omaha | Assoc Dean | 0.00 | \$0 | \$5,000 | FY |
|  |  |  | 1.00 | \$1,200 | \$97,081 |  |
| Toews, Myron Lee | Pharmacology | Professor | 1.00 | \$1,258 | \$101,851 | FY |
| Tomich, Paul G | Obstetric/Gynecology | Professor/HIth Prof | 1.00 | \$1,625 | \$131,625 | FY |
| Toothaker, Randall W | COD-Adult Restorative | Assoc Professor/Cont | 1.00 | \$1,236 | \$100,100 | FY |
| Toris, Carol B | Ophthalmology | Assoc Professor/Cont | 1.00 | \$967 | \$78,371 | FY |
| Torres, Clarivet | Pediatrics Gastroenterology | Asst Professor | 1.00 | \$812 | \$65,812 | FY |
| Toth, Bela | Eppley Institute | Professor | 1.00 | \$1,066 | \$89,903 | FY |
| Tracy, Steven M | Pathology/Microbiology | Professor | 1.00 | \$1,154 | \$93,407 | FY |
| Tran, T Paul | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,323 | \$107,148 | FY |
| Treves, John Samuel | Surgery | Asst Professor | 0.22 | \$224 | \$18,122 | FY |
| Tuma, Dean J | Int Med GI | Professor | 0.25 | \$339 | \$27,443 | FY |
| Turpen, James B | Genetics Cell Biology \& Anatomy | Chairperson | 0.60 | \$7,919 | \$70,263 | FY |
|  | Genetics Cell Biology \& Anatomy | Professor | 0.40 | \$5,279 | \$38,841 | FY |
|  |  |  | 1.00 | \$13,198 | \$109,104 |  |
| Turpen, Paula B | Ob/Gyn Research Lab | Research Asst Prof | 1.00 | \$718 | \$58,193 | FY |
| Tussing, Gerald J | COD-Surgical Specialties | Chairperson | 0.54 | \$999 | \$85,382 | FY |
|  | COD-Surgical Specialties | Professor | 0.36 | \$666 | \$53,922 | FY |
|  |  |  | 0.90 | \$1,665 | \$139,304 |  |
| Twiss, Janice J | CON-Parent-Child, Admin Ed \& Science | Assoc Professor | 1.00 | \$1,144 | \$77,450 | FY |
| Tyler, Amy E | Physical Therapy Education | Asst Professor | 1.00 | \$763 | \$61,842 | FY |
| Ueda, Clarence T | COP Dean's Office | Dean | 1.00 | \$1,958 | \$158,579 | FY |
| Valleley, Rachel | MMI Psychology | Psychologist | 1.00 | \$650 | \$49,150 | FY |
| Vandenberg, Edward V | Int Med Geriatrics | Asst Professor | 1.00 | \$984 | \$79,762 | FY |
| Vanderhoof, Jon A | Pediatrics Gastroenterology | Professor | 1.00 | \$0 | \$118,796 | FY |
| Vennerstrom, Jonathan L | COP Pharmaceutical Science | Assoc Professor/Cont | 1.00 | \$1,700 | \$75,601 | FY |
| Vinogradov, Serguei V | COP Pharmaceutical Science | Research Asst Prof | 1.00 | \$556 | \$44,992 | FY |
| Vishwanatha, Jamboor K | Biochem and Molecular Biology | Professor | 1.00 | \$1,054 | \$85,420 | FY |
| Von Essen, Susanna G | Int Med Pulmonary | Professor/Cont | 1.00 | \$1,096 | \$88,806 | FY |
| Vose, Julie M | Int Med Oncology/Hematology | Professor | 1.00 | \$873 | \$70,670 | FY |
| Wadman, Michael C | Surgery Emergency Medicine | Asst Professor | 1.00 | \$1,323 | \$107,148 | FY |
| Wagner, Kay-Uwe | Eppley Institute | Asst Professor/Hlth Prof | 1.00 | \$2,500 | \$75,528 | FY |
| Wahl, James K | COD-Oral Biology | Research Asst Prof | 1.00 | \$2,744 | \$57,744 | FY |
| Walburn, John N | Pediatrics General | Professor/Hlth Prof | 1.00 | \$1,401 | \$114,942 | FY |
| Walker, Craig W | Radiology | Chairperson | 0.60 | \$1,345 | \$118,944 | FY |
|  | Radiology | Professor/Cont | 0.34 | \$886 | \$61,786 | FY |
|  | Radiology | Dr Howard B Hunt Prof/Radiology | 0.06 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$2,231 | \$190,730 |  |
| Walker, Richard | Surgery Emergency Medicine | Assoc Professor | 1.00 | \$1,601 | \$129,696 | FY |
| Walker, Susan Noble | CON-Gerontolog, Psycosoc \& Com Hlth | Chairperson | 0.60 | \$885 | \$67,082 | FY |
|  | CON-Omaha | Professor | 0.40 | \$590 | \$42,723 | FY |
|  |  |  | 1.00 | \$1,475 | \$109,805 |  |
| Waltman, Nancy L | CON-Lincoln AHI | Assoc Professor | 1.00 | \$1,167 | \$78,995 | FY |
| Wang, Guangshun | Eppley Institute | Asst Professor/Hlth Prof | 1.00 | \$845 | \$68,445 | FY |
| Wang, Ming R | Anesthesiology | Asst Professor | 1.00 | \$1,000 | \$81,000 | FY |
| fer also to funding at other | Fisc | ar 2003-2004 |  |  | Page 64 | f 89 |

## University of Nebraska Medical Center

Listing of Assistant Professors and Above
July 1, 2003

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

# University of Nebraska Medical Center <br> Listing of Assistant Professors and Above 

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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/HIth 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 |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Adcock, Phyllis K | Teacher Education | Asst Professor | 1.00 | \$1,349 | \$49,267 | AY |
| Adidam, Phani T | Marketing and Management | Assoc Professor | 1.00 | \$2,711 | \$79,786 | AY |
|  | Marketing and Management | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,711 | \$84,786 |  |
| Adkins, Randall E | Political Science | Assoc Professor | 1.00 | \$4,245 | \$46,290 | AY |
| Akers, James C | Special Education Comm Disorders | Assoc Professor | 1.00 | \$1,624 | \$65,018 | AY |
| Ali, Hesham H | College of Info Science and Tech | Associate Dean for Academic Affairs | 1.00 | \$2,334 | \$119,018 | FY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$30,000 | FY |
|  |  |  | 1.00 | \$2,334 | \$149,018 |  |
| Allen, Chris W | Communication | Assoc Professor | 1.00 | \$1,498 | \$51,484 | AY |
| Ambrose, David M | Marketing and Management | Professor | 1.00 | \$2,377 | \$100,683 | AY |
| Anderson, Amy L | Criminal Justice | Asst Professor | 1.00 | \$0 | \$46,000 | AY |
| Anderson, Debra K | Social Work | Asst Professor | 1.00 | \$1,504 | \$46,504 | AY |
| Anderson, Jessiline | Psychology | Asst Professor | 1.00 | \$1,136 | \$45,274 | AY |
| Andrew, Diane Moore | Foreign Languages | Asst Professor | 0.50 | \$755 | \$29,980 | AY |
| Andrews, Sunny | Social Work | Director, School | 0.60 | \$1,799 | \$69,441 | FY |
|  | Social Work | Professor | 0.40 | \$1,199 | \$43,094 | FY |
|  |  |  | 1.00 | \$2,998 | \$112,535 |  |
| Anstey, John R | Marketing and Management | Assoc Professor | 1.00 | \$1,578 | \$65,643 | AY |
| Antlfinger, Ann | Biology | Professor | 1.00 | \$1,672 | \$62,068 | AY |
| Arav, Rami | International Programs | Asst Professor | 1.00 | \$1,554 | \$51,418 | FY |
|  | International Programs | Director | 0.00 | \$0 | \$6,921 | FY |
|  |  |  | 1.00 | \$1,554 | \$58,339 |  |
| Arbelaez, Maria | History | Assoc Professor | 1.00 | \$4,242 | \$50,645 | AY |
| Armitage, Jack L | Department of Accounting | Assoc Professor | 1.00 | \$2,636 | \$97,798 | AY |
|  | Department of Accounting | Named Chair | 0.00 | \$0 | \$5,500 | AY |
|  |  |  | 1.00 | \$2,636 | \$103,298 |  |
| Austin, William P | Teacher Education | Asst Professor | 1.00 | \$1,289 | \$51,613 | AY |
| Azadmanesh, M H | Computer Science | Professor | 1.00 | \$6,698 | \$90,172 | AY |
| Bacon, Nora Anne | English | Assoc Professor | 1.00 | \$4,316 | \$49,383 | AY |
| Bacon, Walter M | Political Science | Professor | 1.00 | \$1,696 | \$65,026 | AY |
| Bailey, Ella Jane | University Library | Assoc Professor | 1.00 | \$1,814 | \$66,317 | FY |
|  | University Library | Chairperson | 0.00 | \$0 | \$7,500 | FY |
|  |  |  | 1.00 | \$1,814 | \$73,817 |  |
| Bales, W Kenton | Music | Professor | 1.00 | \$1,587 | \$62,274 | AY |
| Barnes, Paul E | Counseling | Asst Professor | 1.00 | \$1,275 | \$44,266 | AY |
| Barnett, Alva | Social Work | Assoc Professor | 1.00 | \$1,511 | \$62,383 | AY |
| Barone, Timi Lynne | Sociology | Assoc Professor | 1.00 | \$4,347 | \$50,440 | AY |
| Barron-McKeagney, Theresa | Social Work | Assoc Professor | 1.00 | \$1,682 | \$61,171 | AY |
| Bartle, John R | Public Administration | Assoc Professor | 1.00 | \$1,771 | \$65,954 | AY |
| Batton Smith, Candice L | Criminal Justice | Asst Professor | 1.00 | \$1,315 | \$51,571 | AY |
| Baum, Donald N | Economics | Assoc Professor | 1.00 | \$1,984 | \$77,734 | AY |
| Behrns, Patrick C | Football | Head Football Coach | 0.85 | \$1,151 | \$66,946 | FY |
|  | Health Physical Educ \& Recreation | Instructor | 0.15 | \$197 | \$11,457 | FY |
|  |  |  | 1.00 | \$1,348 | \$78,403 |  |
| Belck, Nancy | Office of the Chancellor | Chancellor | 1.00 | \$0 | \$176,800 | FY |
| Benjamin-Alvarado, Jonathan C | Political Science | Asst Professor | 1.00 | \$1,239 | \$43,032 | AY |
| Bennett, Natalie D A | Sociology | Asst Professor | 1.00 | \$1,261 | \$46,825 | AY |
| Berg, Kris E | Health Physical Educ \& Recreation | Professor | 1.00 | \$2,258 | \$87,458 | AY |
| Berke Adrian, Melissa K | Music | Asst Professor | 1.00 | \$3,814 | \$41,489 | AY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Bernier, Robert E | Nebraska Business Development Center | Assistant Dean | 1.00 | \$2,318 | \$118,257 | FY |
| Bertinetti, Joseph F | Counseling | Assoc Professor | 1.00 | \$1,452 | \$58,507 | AY |
| Betanabhatla, Jayaram | Physics | Assoc Professor | 1.00 | \$1,428 | \$52,946 | AY |
| Bingham, Shereen G | Communication | Assoc Professor | 1.00 | \$1,609 | \$58,584 | AY |
| Bishop, Michael Peter | Geography/Geology | Assoc Professor | 1.00 | \$2,087 | \$73,002 | FY |
|  | Geography/Geology | Director | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$2,087 | \$83,002 |  |
| Blair, Robert F | Public Administration | Assoc Professor | 1.00 | \$1,679 | \$62,092 | AY |
| Blanke, Daniel | Health Physical Educ \& Recreation | Director, School | 0.48 | \$1,164 | \$43,739 | FY |
|  | Health Physical Educ \& Recreation | Assoc Professor | 0.32 | \$776 | \$27,559 | FY |
|  | Campus Recreation | Director | 0.20 | \$485 | \$19,625 | FY |
|  |  |  | 1.00 | \$2,425 | \$90,923 |  |
| Blizek, William L | Philosophy \& Religion | Professor | 1.00 | \$1,848 | \$73,372 | AY |
| Boamah-Wiafe, Daniel | Black Studies | Assoc Professor | 1.00 | \$1,473 | \$55,153 | AY |
| Bonner, Michael L | Psychology | Asst Professor | 1.00 | \$1,259 | \$51,259 | AY |
| Boss, Judith | English | Professor | 1.00 | \$1,271 | \$61,199 | AY |
| Boucher, Lisa Diane | Biology | Assoc Professor | 1.00 | \$4,371 | \$50,588 | AY |
| Boulby, Marion J W | History | Asst Professor | 1.00 | \$1,260 | \$44,129 | AY |
| Bowen, Brent | Aviation Institute | Professor | 1.00 | \$2,831 | \$90,874 | AY |
|  | Aviation Institute | Director/Chair | 0.00 | \$0 | \$19,800 | AY |
|  | Aviation Institute | Endowed Professorship | 0.00 | \$0 | \$34,000 | AY |
|  |  |  | 1.00 | \$2,831 | \$144,674 |  |
| Box, Richard C | Public Administration | Professor | 1.00 | \$2,063 | \$78,240 | AY |
| Boyer, Janice Sue | University Library | Dean | 1.00 | \$2,196 | \$109,190 | FY |
| Bradshaw, Laurence | Art and Art History | Professor | 1.00 | \$1,437 | \$66,836 | AY |
| Bragg, Thomas B | Biology | Professor | 1.00 | \$1,494 | \$70,665 | AY |
|  | Graduate College | Dean | 0.00 | \$0 | \$3,600 | AY |
|  | Academic Affairs | Assoc Vice Chancellor for Research | 0.00 | \$0 | \$3,600 | AY |
|  |  |  | 1.00 | \$1,494 | \$77,865 |  |
| Bramlett, Franklin E | English | Asst Professor | 1.00 | \$1,271 | \$44,207 | AY |
| Brasile, Frank M | Health Physical Educ \& Recreation | Professor | 1.00 | \$1,539 | \$62,906 | AY |
| Breaux, Richard | Black Studies | Asst Professor | 1.00 | \$0 | \$45,000 | AY |
| Bridgeford, Tracy B | English | Asst Professor | 1.00 | \$1,265 | \$44,046 | AY |
| Brown, Dorian L | Black Studies | Asst Professor | 1.00 | \$1,289 | \$46,289 | AY |
| Brown, Joseph S | Psychology | Assoc Professor | 1.00 | \$1,359 | \$55,997 | AY |
| Brown, Samuel L | Public Administration | Asst Professor | 1.00 | \$2,008 | \$75,954 | AY |
| Buchanan, Thomas C | History | Asst Professor | 1.00 | \$1,438 | \$43,726 | AY |
| Buck, James R | University Affairs \& Communication | Vice Chancellor | 1.00 | \$15,000 | \$175,000 | FY |
| Bykerk, Loree | Political Science | Professor | 1.00 | \$1,590 | \$59,900 | AY |
| Caniglia, Joseph A | Special Education Comm Disorders | Assoc Professor | 1.00 | \$1,626 | \$63,782 | AY |
| Carlsen, Lisa M | Women's Basketball | Head Basketball Coach | 0.79 | \$828 | \$48,126 | FY |
|  | Health Physical Educ \& Recreation | Instructor | 0.21 | \$222 | \$12,924 | FY |
|  |  |  | 1.00 | \$1,050 | \$61,050 |  |
| Carlson, Robert E | Communication | Professor | 1.00 | \$1,649 | \$59,959 | AY |
| Carrico, Gary L | Business and Finance | Vice Chancellor | 1.00 | \$0 | \$139,300 | FY |
| Carroll, James Allen | Chemistry | Chairperson | 0.60 | \$926 | \$36,846 | AY |
|  | Chemistry | Assoc Professor | 0.40 | \$618 | \$22,164 | AY |
|  |  |  | 1.00 | \$1,544 | \$59,010 |  |
| Carroll, Michael | Goodrich | Assoc Professor | 1.00 | \$4,424 | \$52,959 | AY |
| Carter, David J | Counseling | Asst Professor | 1.00 | \$1,344 | \$47,582 | AY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Casas, Juan F | Psychology | Asst Professor | 1.00 | \$1,134 | \$45,208 | AY |
| Cast, Melissa A | University Library | Asst Professor | 1.00 | \$1,590 | \$49,485 | FY |
| Cederblom, Jerry B | Goodrich | Chairperson | 0.60 | \$1,247 | \$47,897 | AY |
|  | Goodrich | Professor | 0.40 | \$832 | \$30,132 | AY |
|  |  |  | 1.00 | \$2,079 | \$78,029 |  |
| Chase, Bruce A | Biology | Professor | 1.00 | \$1,605 | \$58,835 | AY |
| Chen, Dora Wu | Teacher Education | Asst Professor | 1.00 | \$1,461 | \$49,512 | AY |
| Chen, Zhengxin | Computer Science | Professor | 1.00 | \$2,169 | \$80,844 | AY |
| Chrisman, Robert | Black Studies | Chairperson | 0.60 | \$1,258 | \$52,066 | AY |
|  | Black Studies | Professor | 0.40 | \$839 | \$32,911 | AY |
|  |  |  | 1.00 | \$2,097 | \$84,977 |  |
| Christensen, John | College of Education | Dean | 1.00 | \$0 | \$117,917 | FY |
| Chundi, Parvathi | Computer Science | Asst Professor | 1.00 | \$2,039 | \$84,039 | AY |
| Chung, Joong-Gun | Political Science | Professor | 1.00 | \$1,700 | \$67,637 | AY |
| Claussen, Constance J | Intercollegiate Athletics | Assistant Director | 0.10 | \$0 | \$6,000 | AY |
| Clute, William | Sociology | Professor | 1.00 | \$1,765 | \$71,078 | AY |
| Co, Catherine $Y$ | Economics | Assoc Professor | 1.00 | \$2,220 | \$73,805 | AY |
| Conway, David F | Special Education Comm Disorders | Chairperson | 0.60 | \$740 | \$41,344 | AY |
|  | Special Education Comm Disorders | Assoc Professor | 0.40 | \$493 | \$25,163 | AY |
|  |  |  | 1.00 | \$1,233 | \$66,507 |  |
| Copple III, Sumner Edward | Department of Accounting | Assoc Professor | 1.00 | \$2,481 | \$90,666 | AY |
| Corbin, David | Health Physical Educ \& Recreation | Professor | 1.00 | \$1,729 | \$64,398 | AY |
| Corcoran, William J | Economics | Assoc Professor | 1.00 | \$1,665 | \$69,817 | AY |
| Coufal, Kathy L | Special Education Comm Disorders | Professor | 1.00 | \$5,828 | \$61,377 | AY |
| Coyne, Ann | Social Work | Professor | 1.00 | \$1,675 | \$70,288 | AY |
| Craiger, J Philip | Computer Science | Assoc Professor | 1.00 | \$2,059 | \$75,577 | AY |
| Curtiss, Pamela M | Educational Admin/Supervision | Assoc Professor | 1.00 | \$0 | \$63,500 | AY |
| Czarnecki, James | Art and Art History | Professor | 1.00 | \$1,364 | \$58,608 | AY |
| Dando, Christina E | Geography/Geology | Asst Professor | 1.00 | \$1,199 | \$43,199 | AY |
| Danenhauer, Robert | Intercollegiate Athletics | Director | 1.00 | \$4,300 | \$95,000 | FY |
| Danielson, Kathleen E | Teacher Education | Professor | 1.00 | \$1,751 | \$63,482 | AY |
|  | Teacher Education | Named Chair | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,751 | \$66,482 |  |
| Danielson, Lana M | Teacher Education | Assoc Professor | 1.00 | \$1,419 | \$52,419 | AY |
| Dappen, Leon D | Educational Admin/Supervision | Asst Professor | 1.00 | \$1,497 | \$53,857 | AY |
| Darnell, Debra J | Music | Asst Professor | 1.00 | \$4,104 | \$41,000 | AY |
| Dasgupta, Prithviraj (Raj) | Computer Science | Asst Professor | 1.00 | \$2,257 | \$79,206 | AY |
| Davis, Sidney A | ISQA | Assoc Professor | 1.00 | \$4,962 | \$72,358 | AY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$22,000 | AY |
|  |  |  | 1.00 | \$4,962 | \$94,358 |  |
| Day, Gary | Art and Art History | Professor | 1.00 | \$1,607 | \$63,215 | AY |
| De Vreede, Gerardus J | ISQA | Professor | 1.00 | \$3,078 | \$123,078 | AY |
| Decker, Christopher S | Economics | Asst Professor | 1.00 | \$2,039 | \$72,706 | AY |
| Deffenbacher, Kenneth A | Psychology | Chairperson | 0.60 | \$1,246 | \$55,789 | AY |
|  | Psychology | Professor | 0.40 | \$831 | \$34,793 | AY |
|  |  |  | 1.00 | \$2,077 | \$90,582 |  |
| Degraw, William A | Biology | Chairperson | 0.60 | \$1,241 | \$50,166 | AY |
|  | Biology | Professor | 0.40 | \$828 | \$31,044 | AY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Deichert, Jerome A | Center for Public Affairs Research | Director/Chair | 0.60 | \$1,215 | \$47,035 | FY |
|  | Center for Public Affairs Research | Senior Research Associate | 0.40 | \$810 | \$28,956 | FY |
|  |  |  | 1.00 | \$2,025 | \$75,991 |  |
| Delone, Gregory J | Criminal Justice | Asst Professor | 1.00 | \$1,204 | \$47,204 | AY |
| Delone, Miriam A | Criminal Justice | Assoc Professor | 1.00 | \$1,464 | \$54,417 | AY |
|  | Criminal Justice | Coordinator | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,464 | \$57,417 |  |
| Denbeck, Debra J | Intercollegiate Athletics | Associate Director | 1.00 | $(\$ 1,945)$ | \$75,000 | FY |
| Dendinger, Donald | Social Work | Professor | 0.50 | \$980 | \$37,270 | AY |
| Denney, Micheal | Wrestling | Head Wrestling Coach | 0.60 | \$658 | \$38,266 | AY |
|  | Health Physical Educ \& Recreation | Instructor | 0.40 | \$439 | \$25,551 | AY |
|  |  |  | 1.00 | \$1,097 | \$63,817 |  |
| Desmarais, Michele M | Philosophy \& Religion | Asst Professor | 1.00 | \$0 | \$44,000 | AY |
| Diamond, Arthur M | Economics | Professor | 1.00 | \$2,222 | \$83,301 | AY |
|  | Economics | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,222 | \$88,301 |  |
| Dick, James | Teacher Education | Professor | 1.00 | \$1,641 | \$68,556 | AY |
| Dickson, Laura K | University Library | Assoc Professor | 1.00 | \$1,132 | \$54,508 | FY |
| Downing, J Scott | Mathematics | Professor | 1.00 | \$1,911 | \$76,341 | AY |
| D'Souza, Henry J | Social Work | professor | 1.00 | \$5,799 | \$63,998 | AY |
| Dufner, Donna L | ISQA | Assoc Professor | 1.00 | \$5,306 | \$76,373 | AY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$22,000 | AY |
|  |  |  | 1.00 | \$5,306 | \$98,373 |  |
| Duggin, Richard C | Writer's Workshop | Professor | 1.00 | \$2,134 | \$76,843 | AY |
| Dwyer, Karen Kangas | Communication | Assoc Professor | 1.00 | \$1,608 | \$52,951 | AY |
| Ebdon, Carol A | Public Administration | Assoc Professor | 1.00 | \$1,687 | \$62,397 | AY |
| Edick, Nancy A | Teacher Education | Asst Professor | 1.00 | \$1,485 | \$41,485 | AY |
|  | College of Education | Executive Director | 0.00 | \$0 | \$3,600 | AY |
|  |  |  | 1.00 | \$1,485 | \$45,085 |  |
| Edwards, Sarah K | Teacher Education | Asst Professor | 1.00 | \$1,279 | \$45,863 | AY |
| Egan, Robert | Biology | Professor | 1.00 | \$1,927 | \$74,369 | AY |
| Elder, Gove Griffith | Mathematics | Assoc Professor | 1.00 | \$1,543 | \$56,152 | AY |
| Eldridge, Susan W | Department of Accounting | Asst Professor | 1.00 | \$2,111 | \$90,111 | AY |
| Engelmann, George | Geography/Geology | Chairperson | 0.60 | \$987 | \$38,781 | AY |
|  | Geography/Geology | Professor | 0.40 | \$658 | \$23,454 | AY |
|  |  |  | 1.00 | \$1,645 | \$62,235 |  |
| Erickson, John E | Marketing \& Management | Asst Professor | 1.00 | \$0 | \$85,000 | AY |
| Eskridge, Chris | Criminal Justice | Professor | 1.00 | \$1,658 | \$65,029 | AY |
| Falconer Al-Hindi, Karen | College of Arts and Sciences | Director | 1.00 | \$1,673 | \$62,927 | AY |
| Farhat, Hassan A | Computer Science | Professor | 1.00 | \$2,320 | \$82,229 | AY |
| Farr, John T | Academic Affairs - Other | Associate Vice Chancellor | 1.00 | \$2,689 | \$123,005 | FY |
| Fawcett, James D | Biology | Assoc Professor | 1.00 | \$1,702 | \$63,540 | AY |
| Fiene, John L | Academic Affairs - Technology | Associate Vice Chancellor | 1.00 | \$2,880 | \$120,290 | FY |
| File, Richard Garrison | Department of Accounting | Chairperson | 0.60 | \$1,590 | \$66,026 | AY |
|  | Department of Accounting | Professor | 0.40 | \$1,060 | \$41,618 | AY |
|  | Department of Accounting | Named Chair | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$2,650 | \$117,644 |  |
| Fluckiger, Jarene | Teacher Education | Assoc Professor | 1.00 | \$1,502 | \$51,487 | AY |
| Flynn, Christopher B | English | Asst Professor | 1.00 | \$1,206 | \$41,206 | AY |
| Foltz, Roger | Music | Professor | 1.00 | \$1,918 | \$71,605 | AY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| French, Jeffrey A | Psychology | Professor | 1.00 | \$1,617 | \$68,439 | AY |
|  | Psychology | Named Chair - Varner Professorship | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$1,617 | \$78,439 |  |
| Friehe, Mary J | Special Education Comm Disorders | Assoc Professor | 1.00 | \$1,390 | \$49,506 | AY |
| From, Steven G | Mathematics | Assoc Professor | 1.00 | \$1,647 | \$62,240 | AY |
| Fruhling, Ann L | Computer Science | Asst Professor | 1.00 | \$1,963 | \$85,656 | AY |
| Furman, Richard C | Social Work | Asst Professor | 1.00 | \$0 | \$54,000 | AY |
| Fus, Dennis A | Communication | Asst Professor | 1.00 | \$1,248 | \$49,234 | AY |
| Garsombke, H | Department of Accounting | Professor | 0.50 | \$1,350 | \$59,109 | AY |
| Garver, Bruce | History | Chairperson | 0.60 | \$1,076 | \$45,952 | AY |
|  | History | Professor | 0.40 | \$717 | \$28,234 | AY |
|  | History | Named Chair | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,793 | \$77,186 |  |
| Gascoigne, Carolyn E | Foreign Languages | Chairperson | 0.60 | \$946 | \$33,569 | AY |
|  | Foreign Languages | Assoc Professor | 0.40 | \$630 | \$19,979 | AY |
|  |  |  | 1.00 | \$1,576 | \$53,548 |  |
| Geluso, Kenneth | Biology | Assoc Professor | 1.00 | \$1,620 | \$59,562 | AY |
| Gershovich, Moshe | History | Assoc Professor | 1.00 | \$1,514 | \$47,383 | AY |
| Gesick, Lorraine M | History | Assoc Professor | 1.00 | \$1,355 | \$53,057 | AY |
| Ghahramani, Bahador | ISQA | Assoc Professor | 1.00 | \$1,835 | \$75,825 | AY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$22,000 | AY |
|  |  |  | 1.00 | \$1,835 | \$97,825 |  |
| Gildersleeve, Charles R | Geography/Geology | Professor | 1.00 | \$1,950 | \$76,159 | AY |
| Gilmore, Cody | Philosophy \& Religion | Asst Professor | 1.00 | \$0 | \$44,000 | AY |
| Glaser, Hollis | Communication | Assoc Professor | 1.00 | \$1,017 | \$48,983 | AY |
| Goessman, Gregory D | University Library | Asst Professor | 1.00 | \$2,438 | \$47,275 | FY |
| Gonzalez, Armando R | Foreign Languages | Asst Professor | 1.00 | \$1,182 | \$44,182 | AY |
| Gouttierre, Thomas | International Studies and Programs | Dean | 1.00 | \$2,465 | \$111,955 | FY |
| Gouveia, Lourdes | Sociology | Assoc Professor | 1.00 | \$1,528 | \$56,192 | AY |
| Graham, Robert M | Physics | Chairperson | 0.60 | \$1,141 | \$45,310 | AY |
|  | Physics | Professor | 0.40 | \$761 | \$27,807 | AY |
|  |  |  | 1.00 | \$1,902 | \$73,117 |  |
| Grams, Laura W | Philosophy \& Religion | Asst Professor | 1.00 | \$1,264 | \$45,264 | AY |
| Grandgenett, Nealy Frank | Teacher Education | Professor | 1.00 | \$1,735 | \$62,698 | AY |
| Greer, Donald L | Health Physical Educ \& Recreation | Assoc Professor | 1.00 | \$1,210 | \$51,977 | AY |
| Guenther, Raymond A | Physics | Professor | 0.50 | \$930 | \$35,518 | AY |
| Guo, Haifeng | Computer Science | Asst Professor | 1.00 | \$2,133 | \$79,133 | AY |
| Guo, Weiyu (Wendy) | Finance, Banking and Law | Asst Professor | 1.00 | \$2,465 | \$87,438 | AY |
| Hafer, John C | Marketing and Management | Assoc Professor | 1.00 | \$2,648 | \$110,313 | AY |
| Hagen, Beverly H | Social Work | Professor | 0.50 | \$865 | \$36,449 | AY |
| Hagen, James | Chemistry | Professor | 1.00 | \$1,622 | \$62,280 | AY |
| Hamm, Norman | Psychology | Professor | 0.50 | \$0 | \$33,459 | AY |
| Harland, Lynn K | Marketing and Management | Assoc Professor | 1.00 | \$2,664 | \$82,239 | AY |
| Harrington, Jeanne M | Teacher Education | Asst Professor | 1.00 | \$1,084 | \$41,751 | AY |
| Harrington, Judith | Goodrich | professor | 1.00 | \$5,862 | \$63,256 | AY |
| Harrington, Scott A | Counseling | Assoc Professor | 1.00 | \$1,790 | \$69,078 | AY |
| Harrison, Wayne | Psychology | Assoc Professor | 1.00 | \$1,399 | \$57,985 | AY |
| Hartzell, Gary Nelson | Educational Admin/Supervision | Professor | 1.00 | \$2,016 | \$77,898 | AY |
| Haworth, Dwight Allen | ISQA | Assoc Professor | 1.00 | \$1,991 | \$83,311 | AY |
| Hayes, Karen L | Educational Admin/Supervision | Asst Professor | 1.00 | \$1,594 | \$58,502 | AY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

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

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Kadleck, Colleen | Criminal Justice | Asst Professor | 1.00 | \$1,219 | \$47,784 | AY |
| Kealey, Burch T | Department of Accounting | Asst Professor | 1.00 | \$2,415 | \$91,547 | AY |
| Kelly-Vance, Lisa | Psychology | Assoc Professor | 1.00 | \$1,577 | \$57,081 | AY |
| Kemp, Michael O | Hockey | Head Hockey Coach | 1.00 | \$2,067 | \$120,207 | FY |
| Khazanchi, Deepak | ISQA | Chairperson | 0.60 | \$1,443 | \$55,529 | AY |
|  | ISQA | Professor | 0.40 | \$961 | \$34,619 | AY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$20,000 | AY |
|  |  |  | 1.00 | \$2,404 | \$110,148 |  |
| Kim, Halla | Philosophy \& Religion | Asst Professor | 1.00 | \$1,273 | \$45,681 | AY |
| King, Charles W | History | Asst Professor | 1.00 | \$1,336 | \$43,340 | AY |
| Klosterman, Donald W | Women's Soccer | Head Soccer Coach | 1.00 | \$816 | \$47,456 | FY |
| Kolok, Alan S | Biology | Assoc Professor | 1.00 | \$1,444 | \$51,088 | AY |
| Konvalina, John | Mathematics | Professor | 1.00 | \$2,021 | \$80,003 | AY |
| Kosloski, Karl D | Gerontology | Professor | 1.00 | \$2,402 | \$75,315 | AY |
|  | Gerontology | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,402 | \$80,315 |  |
| Krane, Dale Anthony | Public Administration | Professor | 1.00 | \$2,080 | \$78,983 | AY |
| Kriz, Kenneth A | Public Administration | Asst Professor | 1.00 | \$1,742 | \$64,742 | AY |
| Kuhlman, Wilma | Teacher Education | Assoc Professor | 1.00 | \$1,539 | \$53,249 | AY |
| Kwak, Wikil | Department of Accounting | Professor | 1.00 | \$2,840 | \$101,381 | AY |
|  | Department of Accounting | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,840 | \$106,381 |  |
| Lafontant, Julien | Foreign Languages | Professor | 0.50 | \$882 | \$36,070 | AY |
| Lahue, Elaine E | Biology | Asst Professor | 1.00 | \$1,370 | \$47,517 | AY |
| Lamsam, Teresa A | Communication | Asst Professor | 1.00 | \$1,343 | \$48,272 | AY |
| Landis, Melodee | Teacher Education | Assoc Professor | 1.00 | \$4,278 | \$48,836 | AY |
| Langan, John T | Teacher Education | Chairperson | 0.60 | \$1,694 | \$67,103 | FY |
|  | Teacher Education | Assoc Professor | 0.40 | \$1,130 | \$41,536 | FY |
|  | Teacher Education | Named Chair | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$2,824 | \$118,639 |  |
| Langer, Carol L | Social Work | Asst Professor | 1.00 | \$1,291 | \$47,291 | AY |
| Laquer, Frederic C | Chemistry | Assoc Professor | 1.00 | \$1,503 | \$54,675 | AY |
| Larson, Michael K | Aviation Institute | Asst Professor | 1.00 | \$2,043 | \$77,448 | FY |
| Latchaw, Joan | English | Assoc Professor | 1.00 | \$1,367 | \$48,937 | AY |
| Latin, Richard W | Health Physical Educ \& Recreation | Professor | 1.00 | \$1,516 | \$61,672 | AY |
| Leahy, Don | Intercollegiate Athletics | Assistant Director | 0.10 | \$0 | \$6,000 | FY |
| Lee, Claudette | Social Work | Asst Professor | 1.00 | \$1,508 | \$57,741 | FY |
| Lee, Ho Young | Department of Accounting | Asst Professor | 1.00 | \$3,145 | \$90,131 | AY |
| Leslie, Jim L | Alumni Association | Director | 1.00 | \$0 | \$101,874 | FY |
| Lewis, Darryll M | Finance, Banking and Law | Assoc Professor | 1.00 | \$1,925 | \$63,191 | AY |
| Lin, Shuanglin | Economics | Professor | 1.00 | \$2,382 | \$75,672 | AY |
|  | Economics | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,382 | \$80,672 |  |
| Lipschultz, Jeremy Harris | Communication | Professor | 1.00 | \$1,876 | \$66,480 | AY |
|  | Communication | Named Chair | 0.00 | \$0 | \$8,000 | AY |
|  |  |  | 1.00 | \$1,876 | \$74,480 |  |
| Littrell, Boyd | Sociology | Professor | 1.00 | \$1,880 | \$74,885 | AY |
| Liu, Yi-Hsin | Mathematics | Professor | 1.00 | \$1,693 | \$68,351 | AY |
| Lloyd, Carol V | Teacher Education | Professor | 1.00 | \$1,622 | \$62,421 | AY |
| Lomneth, Richard B | Chemistry | Assoc Professor | 1.00 | \$1,446 | \$52,323 | AY |
| Lorsbach, Thomas | Special Education Comm Disorders | Professor | 1.00 | \$1,637 | \$63,121 | AY |
| fer also to funding at other | Fiscal Year 2003-2004 |  |  |  | Page 73 of 89 |  |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Low, David | Music | Professor | 1.00 | \$2,035 | \$83,831 | AY |
| Madsen, Peter C | Music | Asst Professor | 1.00 | \$2,073 | \$41,128 | AY |
| Maher, Harmon Droge | Geography/Geology | Professor | 1.00 | \$1,726 | \$62,822 | AY |
| Maher, Susan Naramore | English | Professor | 1.00 | \$1,557 | \$57,996 | AY |
| Maloney, John P | Mathematics | Professor | 1.00 | \$1,897 | \$77,384 | AY |
| Manley, Eric | College of Arts and Sciences | Associate Dean | 1.00 | \$1,488 | \$75,910 | FY |
| Mannering, Linda W | Institutional Research | Director | 1.00 | \$1,860 | \$92,530 | FY |
| Marshall, Christopher Eric | Criminal Justice | Assoc Professor | 1.00 | \$1,415 | \$55,517 | AY |
| Marshall, Gary S | Public Administration | Assoc Professor | 1.00 | \$1,720 | \$63,805 | AY |
| Marshall, Ineke | Criminal Justice | Professor | 1.00 | \$2,282 | \$68,146 | AY |
|  | Criminal Justice | Coordinator | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$2,282 | \$78,146 |  |
| Martin, Thomas | Marketing and Management | Professor | 1.00 | \$2,399 | \$98,292 | AY |
| Masters, Julie L | Gerontology | Asst Professor | 1.00 | \$1,871 | \$55,326 | AY |
| Matache, Mihaela $T$ | Mathematics | Asst Professor | 1.00 | \$1,397 | \$46,999 | AY |
| Matache, Valentin | Mathematics | Assoc Professor | 1.00 | \$4,391 | \$49,834 | AY |
| Mathis, Robert | Marketing and Management | Professor | 0.50 | \$979 | \$47,143 | AY |
| Maybank, Denise B | Multicultural Affairs | Director,Multicultural Affairs | 1.00 | \$1,406 | \$81,731 | FY |
| Mccarty, John P | Biology | Assoc Professor | 1.00 | \$1,491 | \$53,337 | AY |
| Mcglamery, Sheryl Lynne | Teacher Education | Assoc Professor | 1.00 | \$1,395 | \$51,455 | AY |
| Mckay, Jack A | Educational Admin/Supervision | Professor | 0.50 | \$863 | \$32,423 | AY |
| Mckenna, John J | English | Professor | 1.00 | \$1,759 | \$67,833 | AY |
| Mckenna, Kevin R | Men's Basketball | Head Basketball Coach | 0.77 | \$1,047 | \$60,884 | FY |
|  | Health Physical Educ \& Recreation | Instructor | 0.23 | \$302 | \$17,565 | FY |
|  |  |  | 1.00 | \$1,349 | \$78,449 |  |
| Means, Harrison J | Teacher Education | Assoc Professor | 1.00 | \$1,627 | \$67,869 | AY |
| Mei, Wai-Ning | Physics | Professor | 1.00 | \$1,677 | \$62,263 | AY |
|  | Physics | Regents/Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$1,677 | \$67,263 |  |
| Meier, Robert F | Criminal Justice | Chairperson | 0.60 | \$1,853 | \$70,986 | AY |
|  | Criminal Justice | Professor | 0.40 | \$1,236 | \$44,924 | AY |
|  |  |  | 1.00 | \$3,089 | \$115,910 |  |
| Messerole, Michael J | Health Physical Educ \& Recreation | Asst Professor | 1.00 | \$1,173 | \$42,958 | AY |
| Metal-Corbin, Josephine | Health Physical Educ \& Recreation | Professor | 1.00 | \$1,764 | \$63,932 | AY |
| Mitchell, Carol T | Teacher Education | Assoc Professor | 1.00 | \$1,659 | \$64,170 | AY |
| Mitenko, Graham Robert | Finance, Banking and Law | Assoc Professor | 1.00 | \$2,520 | \$93,023 | AY |
| Monardo, Anna | Writer's Workshop | Chairperson | 0.60 | \$893 | \$27,440 | AY |
|  | Writer's Workshop | Assoc Professor | 0.40 | \$595 | \$18,293 | AY |
|  |  |  | 1.00 | \$1,488 | \$45,733 |  |
| Mordaunt, Owen G | English | Professor | 1.00 | \$1,557 | \$58,075 | AY |
| Morris, Rebecca J | Marketing and Management | Assoc Professor | 1.00 | \$2,523 | \$93,939 | AY |
| Moshier, Suzanne | Biology | Professor | 1.00 | \$1,716 | \$64,176 | AY |
| Mudd, Mary A | Student Affairs | Vice Chancellor | 1.00 | \$0 | \$117,000 | FY |
|  | Academic Affairs | Director | 0.00 | \$0 | \$10,000 | FY |
|  |  |  | 1.00 | \$0 | \$127,000 |  |
| Najjar, Lotfollah | ISQA | Asst Professor | 1.00 | \$1,820 | \$75,098 | AY |
| Nash, Robert | University Library | Professor | 1.00 | \$1,549 | \$61,070 | FY |
| Nazem, Sufi M | Marketing and Management | Professor | 1.00 | \$2,634 | \$95,854 | AY |
| Neathery-Castro, Jody L | Political Science | Asst Professor | 1.00 | \$1,311 | \$46,474 | AY |
| Nelson, Timothy L | Women's Golf | Head Golf Coach | 0.25 | (\$225) | \$7,500 | FY |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | AY |
| Nordahl, Carl E | Biology | Asst Professor | 0.50 | \$578 | \$27,824 | AY |
| Nordman, Russell L | Art and Art History | Asst Professor | 1.00 | \$3,295 | \$41,000 | AY |
| Novikov, Tatyana | Foreign Languages | Assoc Professor | 1.00 | \$1,521 | \$51,066 | AY |
| Oberle, Rodney | Human Resources/Payroll Services | Director | 1.00 | \$1,570 | \$79,500 | FY |
| O'Connell, Bonnie P | Art and Art History | Assoc Professor | 1.00 | \$1,434 | \$54,883 | AY |
| Ogden, David C | Communication | Asst Professor | 1.00 | \$1,379 | \$45,953 | AY |
| Ogle, Robbin S | Criminal Justice | Assoc Professor | 1.00 | \$1,430 | \$56,074 | AY |
| O'Hara, Michael J | Finance, Banking and Law | Professor | 1.00 | \$1,903 | \$64,496 | AY |
| 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 | AY |
|  |  |  | 1.00 | \$2,604 | \$97,400 |  |
| Ostler, C | Teacher Education | Professor | 1.00 | \$5,532 | \$55,491 | AY |
| Ottemann, Robert L | Marketing and Management | Chairperson | 0.60 | \$2,360 | \$55,468 | AY |
|  | Marketing and Management | Assoc Professor | 0.40 | \$41 | \$34,579 | AY |
|  |  |  | 1.00 | \$2,401 | \$90,047 |  |
| Owens, Pamela J | Philosophy \& Religion | Asst Professor | 1.00 | \$1,287 | \$46,341 | AY |
| Oyinlade, Abidemi O | Sociology | Assoc Professor | 1.00 | \$1,518 | \$57,422 | AY |
| Parker, Linda L | University Library | Assoc Professor | 1.00 | \$1,216 | \$58,556 | FY |
| 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 | AY |
| Phaneuf, Cynthia Lynn | Theatre | Professor | 1.00 | \$1,876 | \$64,389 | AY |
| Pickering, Barbara A | Communication | Asst Professor | 1.00 | \$1,307 | \$45,855 | AY |
| Pietron, Leah Rose | ISQA | Assoc Professor | 1.00 | \$2,236 | \$82,542 | AY |
| Podariu, Iulia A | Physics | Asst Professor | 1.00 | \$0 | \$45,000 | AY |
| Pol, Louis George | College of Business Administration | Associate Dean | 1.00 | \$2,894 | \$147,604 | FY |
|  | 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 | AY |
| 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 | AY |
| 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 |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Randall, Amanda | Social Work | Asst Professor | 1.00 | \$1,440 | \$49,550 | AY |
| Reames-Zimmerman, Jeanne | History | Asst Professor | 1.00 | \$1,149 | \$43,153 | AY |
| Rech, Janice F | Mathematics | Assoc Professor | 1.00 | \$1,602 | \$59,294 | AY |
| Reed, Burton J | College of Public Affrs \& Comm Svcs | Dean | 1.00 | \$3,425 | \$143,175 | FY |
| Reed, Christine Mary | Public Administration | Professor | 1.00 | \$1,981 | \$74,812 | AY |
| Reidelbach, John H | University Library | Asst Professor | 1.00 | \$1,660 | \$58,919 | FY |
|  | University Library | Chairperson | 0.00 | \$0 | \$7,500 | FY |
|  |  |  | 1.00 | \$1,660 | \$66,419 |  |
| Reilly, Hugh J | Communication | Asst Professor | 1.00 | \$1,326 | \$45,887 | AY |
| Reiter-Palmon, Roni | Psychology | Assoc Professor | 1.00 | \$1,306 | \$53,487 | AY |
| Richter-Egger, Dana L | Chemistry | Asst Professor | 1.00 | \$1,224 | \$45,670 | AY |
| Ritter, Beth R | Sociology | Assoc Professor | 1.00 | \$4,334 | \$49,852 | AY |
| Robins, Barbara K | English | Asst Professor | 1.00 | \$1,264 | \$43,976 | AY |
| Robinson, Karen Louise | Foreign Languages | Asst Professor | 1.00 | \$954 | \$45,928 | AY |
| Robinson, Wade A | Student Enrollment Services | Assoc Vice Chancellor | 1.00 | \$14,229 | \$100,000 | FY |
| Rodie, Amy Risch | Marketing and Management | Assoc Professor | 1.00 | \$2,434 | \$82,786 | AY |
| Rogers, Sheri E | Academic Affairs | Asst Vice Chancellor | 1.00 | \$0 | \$95,000 | FY |
| Roland, Thomas A | Music | Asst Professor | 1.00 | \$2,073 | \$41,128 | AY |
| Roncek, Dennis W | Criminal Justice | Professor | 1.00 | \$2,154 | \$71,976 | AY |
| Rose, Randall Arthur | Communication | Assoc Professor | 1.00 | \$1,442 | \$54,886 | AY |
| Roslanowski, Andrzej | Mathematics | Assoc Professor | 1.00 | \$4,314 | \$49,943 | AY |
| Ross, Larry | Black Studies | Asst Professor | 1.00 | \$1,285 | \$46,092 | AY |
| Rousseau, Mark O | Sociology | Chairperson | 0.60 | \$1,157 | \$47,756 | AY |
|  | Sociology | Professor | 0.40 | \$771 | \$29,437 | AY |
|  |  |  | 1.00 | \$1,928 | \$77,193 |  |
| Rowe, Wei Wang | Finance, Banking and Law | Asst Professor | 1.00 | \$2,222 | \$85,789 | AY |
| Rowen, Donald | Biology | Asst Professor | 1.00 | \$1,368 | \$47,422 | AY |
| Ryalls, Brigette O | Psychology | Assoc Professor | 1.00 | \$1,286 | \$52,546 | AY |
| Ryan, Carey S | Psychology | Assoc Professor | 1.00 | \$1,474 | \$52,114 | AY |
| Rykov, Vyacheslav | Mathematics | Assoc Professor | 1.00 | \$0 | \$50,000 | AY |
| Sabirianov, Renat F | Physics | Asst Professor | 1.00 | \$1,431 | \$50,431 | AY |
| Sadlek, Gregory | English | Professor | 1.00 | \$1,571 | \$58,754 | AY |
|  | English | Named Chair | 0.00 | \$0 | \$2,000 | AY |
|  |  |  | 1.00 | \$1,571 | \$60,754 |  |
| Saker, James R | Music | Chairperson | 0.60 | \$1,365 | \$47,888 | AY |
|  | Music | Professor | 0.40 | \$909 | \$29,525 | AY |
|  |  |  | 1.00 | \$2,274 | \$77,413 |  |
| Saltzman, Rosalie C | Honors Program | Director | 0.75 | \$951 | \$48,620 | AY |
|  | English | Asst Professor | 0.25 | \$317 | \$16,057 | AY |
|  |  |  | 1.00 | \$1,268 | \$64,677 |  |
| Samland, Theodore D(Todd) | Women's Swimming/Diving | Head Swimming Coach | 0.74 | \$515 | \$29,915 | FY |
|  | Health Physical Educ \& Recreation | Instructor | 0.26 | \$184 | \$10,684 | FY |
|  |  |  | 1.00 | \$699 | \$40,599 |  |
| Sample, Lisa L | Criminal Justice | Asst Professor | 1.00 | \$1,219 | \$47,784 | AY |
| Sather, Paul W | Social Work | Instructor | 1.00 | \$1,508 | \$49,832 | AY |
|  | Social Work | Associate Director | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,508 | \$52,832 |  |
| Scherer, Lisa Leahy | Psychology | Assoc Professor | 1.00 | \$2,475 | \$62,652 | AY |
| Schmidt, Robert D | Physics | Assoc Professor | 0.50 | \$0 | \$31,900 | AY |
| Schoenbeck, Mark A | Biology | Asst Professor | 1.00 | \$1,139 | \$41,139 | AY |
| Schulte, Laura Elizabeth | Educational Admin/Supervision | Assoc Professor | 1.00 | \$1,610 | \$56,629 | AY |
| fer also to funding at other cam | Fiscal Year 2003-2004 |  |  |  | $\text { Page } 76 \text { of } 89$ |  |

## University of Nebraska at Omaha

Listing of Assistant Professors and Above
July 1, 2003


## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Sowell, JoAnne Elaine | Art and Art History | Assoc Professor | 1.00 | \$1,443 | \$55,340 | AY |
| Specht, Pamela | ISQA | Professor | 1.00 | \$2,196 | \$80,587 | AY |
| Spohn, Cassia | Criminal Justice | Professor | 1.00 | \$2,404 | \$69,043 | AY |
|  | Criminal Justice | Coordinator | 0.00 | \$0 | \$15,000 | AY |
|  | Criminal Justice | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,404 | \$89,043 |  |
| Squires, Sandra | Special Education Comm Disorders | Professor | 1.00 | \$1,910 | \$74,788 | AY |
| Stack, Douglas E | 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 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,964 | \$76,564 |  |
| Thomas, James M | Psychology | Assoc Professor | 1.00 | \$1,567 | \$66,012 | AY |
| Thompson III, Franklin Titus | Teacher Education | Assoc Professor | 1.00 | \$4,580 | \$63,364 | AY |
| Thompson, Tommy R | History | Professor | 0.50 | \$867 | \$35,636 | AY |
| Thorson, James A | Gerontology | Chairperson | 0.54 | \$1,512 | \$56,723 | FY |
|  | Gerontology | Professor | 0.36 | \$1,007 | \$37,815 | FY |
|  | College of Public Affrs \& Comm Svcs | Named Chair | 0.00 | \$0 | \$5,000 | FY |
|  | College of Public Affrs \& Comm Svcs | Endowed Faculty | 0.00 | \$0 | \$2,052 | FY |
| See also: UNL |  |  | 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 |
| Tixier Y Vigil, Yvonne | Teacher Education | Asst Professor | 1.00 | \$1,451 | \$54,170 | AY |
| Topp, Neal W | Teacher Education | Professor | 1.00 | \$1,581 | \$60,441 | AY |
|  | Teacher Education | Named Chair - Varner Professorship | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$1,581 | \$70,441 |  |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tostenson, Jeanne K | Softball | Head Softball Coach | 0.58 | \$506 | \$29,431 | FY |
|  | Health Physical Educ \& Recreation | Instructor | 0.42 | \$372 | \$21,622 | FY |
|  |  |  | 1.00 | \$878 | \$51,053 |  |
| Totten, Julie | Finance | Asst Vice Chancellor | 1.00 | \$4,405 | \$115,000 | FY |
| Trussell, Larry | Department of Accounting | Professor | 0.50 | \$1,294 | \$55,212 | AY |
| Valerio, Vance R | Student Development Services | Asst Vice Chancellor | 1.00 | \$1,599 | \$92,974 | FY |
| Valle, Angela | Foreign Languages | Professor | 1.00 | \$1,730 | \$65,867 | AY |
| Van Vliet, Paul J | ISQA | Assoc Professor | 1.00 | \$2,110 | \$76,445 | AY |
| Villamil, Maria Elvira | Foreign Languages | Assoc Professor | 1.00 | \$4,430 | \$49,698 | AY |
| Volkman, David August | Finance, Banking and Law | Chairperson | 0.60 | \$1,619 | \$59,121 | AY |
|  | Finance, Banking and Law | Assoc Professor | 0.40 | \$1,080 | \$37,014 | AY |
|  | Finance, Banking and Law | Named Chair | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$2,699 | \$106,135 |  |
| Wahab, Shaista | University Library | Professor | 1.00 | \$1,767 | \$57,999 | FY |
| Wakefield, William | Criminal Justice | Professor | 1.00 | \$1,974 | \$77,411 | AY |
|  | Criminal Justice | Named Chair | 0.00 | \$0 | \$3,000 | AY |
|  |  |  | 1.00 | \$1,974 | \$80,411 |  |
| Walker, Samuel E | Criminal Justice | Professor | 1.00 | \$2,572 | \$77,092 | AY |
|  | Criminal Justice | Coordinator | 0.00 | \$0 | \$15,000 | AY |
|  | Criminal Justice | Named Chair | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 1.00 | \$2,572 | \$102,092 |  |
| Wang, Zhenyuan | Mathematics | Professor | 1.00 | \$5,873 | \$66,520 | AY |
| Wanzenried, John W | College of Arts and Sciences | Associate Dean | 1.00 | \$2,021 | \$103,086 | FY |
| Wanzenried, Linda S | Special Education Comm Disorders | Asst Professor | 1.00 | \$1,120 | \$39,120 | AY |
| Watanabe, Judith | Department of Accounting | Assoc Professor | 1.00 | \$2,421 | \$96,530 | AY |
| Watson, Marsha J | English | Asst Professor | 1.00 | \$1,214 | \$41,557 | AY |
| Weber, Allen $T$ | Biology | Assoc Professor | 1.00 | \$1,721 | \$69,170 | AY |
| Weber, Gwen K | Social Work | Professor | 1.00 | \$1,912 | \$72,275 | AY |
| Welch, James D | Milo Bail Student Center | Director | 1.00 | \$1,334 | \$77,581 | FY |
| West, Janet Mason | Economics | Asst Professor | 1.00 | \$1,852 | \$68,448 | AY |
| Wetig, Saundra L | Teacher Education | Asst Professor | 1.00 | \$1,355 | \$44,403 | AY |
| White, Jay D | Public Administration | Professor | 1.00 | \$2,005 | \$75,864 | AY |
|  | Public Administration | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$2,005 | \$80,864 |  |
| Wileman, Stanley | Computer Science | Professor | 1.00 | \$2,359 | \$84,936 | AY |
| Wilkins, Daniel | Physics | Professor | 1.00 | \$1,641 | \$59,919 | AY |
|  | Physics | Named Chair | 0.00 | \$0 | \$5,000 | AY |
|  |  |  | 1.00 | \$1,641 | \$64,919 |  |
| Williams, Ethel H | Public Administration | Assoc Professor | 1.00 | \$1,756 | \$65,302 | AY |
| Williams, Paul A | Philosophy \& Religion | Asst Professor | 1.00 | \$0 | \$44,000 | AY |
| Williams, Steven L | Theatre | Assoc Professor | 1.00 | \$1,771 | \$50,287 | AY |
|  | Theatre | Vice Chairperson | 0.00 | \$0 | \$1,100 | AY |
|  |  |  | 1.00 | \$1,771 | \$51,387 |  |
| Willis, Dorothy B | University Library | Asst Professor | 1.00 | \$1,815 | \$52,838 | FY |
|  | Public Services | Chairperson, Public Services | 0.00 | \$0 | \$7,500 | FY |
|  |  |  | 1.00 | \$1,815 | \$60,338 |  |
| Wilson, Sherrie Lea | Communication | Assoc Professor | 1.00 | \$1,404 | \$50,519 | AY |
| Winter, Victor L | Computer Science | Asst Professor | 1.00 | \$2,278 | \$81,421 | AY |
|  | College of Info Science and Tech | Endowed Faculty | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$2,278 | \$96,421 |  |

## University of Nebraska at Omaha

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Wohar, Mark | Economics | Professor | 1.00 | \$2,463 | \$85,480 | AY |
|  | Economics | Named Chair | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 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 | AY |
| Wood, Sharon Elizabeth | History | Assoc Professor | 1.00 | \$4,399 | \$49,401 | AY |
| Woods, Sara J | College of Public Affrs \& Comm Svcs | Assistant Dean | 1.00 | \$6,886 | \$63,329 | FY |
| Woody, Jane Divita | Social Work | Professor | 1.00 | \$1,849 | \$74,193 | AY |
| 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 | AY |
|  | Criminal Justice | Coordinator | 0.00 | \$0 | \$10,000 | AY |
|  |  |  | 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, Ize | 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 |  |

## University of Nebraska at Kearney

## Listing of Assistant Professors and Above

July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Agard, Julia Ann | Teacher Education | Asst Professor | 1.00 | \$900 | \$54,814 | AY |
| Agrawal, Vijay K | Management/Marketing | Asst Professor | 1.00 | \$900 | \$82,968 | AY |
| Ailes, Mary Elizabeth | History | Assoc Professor | 1.00 | \$900 | \$49,479 | AY |
| Alavi-Behbahani, Abdoulelahe | Computer Science \& Information Syst | Asst Professor | 1.00 | \$900 | \$61,497 | AY |
| Albrecht, Marc C | Biology | Assoc Professor | 1.00 | \$5,000 | \$49,370 | AY |
| Amstutz, David L | Physics \& Physical Science | Assoc Professor | 1.00 | \$900 | \$64,819 | AY |
| Anderson, Gregory L | Library | Reference Librarian/Assoc Prof | 1.00 | \$900 | \$52,951 | FY |
| Anderson, John L | Political Science | Professor | 1.00 | \$7,590 | \$58,782 | AY |
| Anderson, Kari K | Economics | Asst Professor | 1.00 | \$900 | \$50,465 | AY |
| Arbuckle, Gregory K | Industrial Technology | Asst Professor | 1.00 | \$900 | \$48,400 | AY |
| Archwamety, Teara | Counseling \& School Psychology | Professor | 1.00 | \$900 | \$70,340 | AY |
| Arellano-Unruh, Juanita C | Health, Physical Ed \& Recreation | Asst Professor | 1.00 | \$900 | \$44,350 | AY |
| Asay, Sylvia | Family Studies and Interior Design | Asst Professor | 1.00 | \$900 | \$44,884 | AY |
| Ashman, Richard Douglas | Industrial Technology | Assoc Professor | 1.00 | \$900 | \$63,427 | AY |
| Aviles, William | Political Science | Asst Professor | 1.00 | \$900 | \$45,900 | AY |
| Barlow, Richard Lee | Mathematics \& Statistics | Professor | 1.00 | \$900 | \$76,360 | AY |
| Barton Zimmerman, Jan | Economics | Assoc Professor | 0.50 | \$450 | \$31,383 | AY |
| Barton, Mary Ann | Library | Head Reference/Assoc Prof | 1.00 | \$900 | \$59,051 | FY |
| Barua, Pradeep | History | Assoc Professor | 1.00 | \$900 | \$49,962 | AY |
| Batenhorst, Elaine | Teacher Education | Assoc Professor | 1.00 | \$5,616 | \$49,370 | AY |
| Bauer, David A | Music \& Performing Arts | Professor | 1.00 | \$900 | \$64,538 | AY |
| Bauer, Marc D | Intercollegiate Athletics | Head Coach - Wrestling | 1.00 | \$567 | \$32,982 | FY |
| Becker, A Steele | Geography \& Earth Science | Assoc Professor | 1.00 | \$900 | \$65,212 | AY |
| Beechner, Richard A | Intercollegiate Athletics | Head Coach - Mens Golf | 0.00 | \$60 | \$3,469 | FY |
| Bennett, Gordon E | Geography \& Earth Science | Asst Professor | 1.00 | \$900 | \$56,041 | AY |
| Benz, Joseph J | Psychology | Professor | 1.00 | \$900 | \$62,527 | AY |
| Benzel, Kathryn N | English | Professor | 1.00 | \$900 | \$64,163 | AY |
| Benzel, Michael A | English | Professor | 1.00 | \$900 | \$67,303 | AY |
| Bicak, Charles | Biology | Professor | 0.60 | \$540 | \$40,414 | AY |
|  | Biology | Chairperson | 0.40 | \$419 | \$30,399 | AY |
|  |  |  | 1.00 | \$959 | \$70,813 |  |
| Bishop, Paul L | Health, Physical Ed \& Recreation | Professor | 1.00 | \$900 | \$69,788 | AY |
| Blauwkamp, Joan M | Political Science | Assoc Professor | 1.00 | \$900 | \$49,479 | AY |
| Bloomfield, Susanne Kathryn | English | Professor | 1.00 | \$900 | \$63,323 | AY |
| Bohnhoff, Michael | Academic Affairs | Director Operations Analysis | 1.00 | \$962 | \$55,956 | FY |
| Borchard, Kurt | Sociology | Assoc Professor | 1.00 | \$6,170 | \$49,370 | AY |
| Borden, Karl J | Accounting/Finance | Professor | 1.00 | \$900 | \$72,011 | AY |
| Branch, Stephen | Music \& Performing Arts | Asst Professor | 1.00 | \$900 | \$41,285 | AY |
| Bridges, Deborah E | Economics | Assoc Professor | 1.00 | \$900 | \$55,774 | AY |
| Briner, Wayne | Psychology | Professor | 1.00 | \$900 | \$58,782 | AY |
| Broekemier, Gregory M | Management/Marketing | Professor | 0.60 | \$2,640 | \$43,109 | AY |
|  | Management/Marketing | Chairperson | 0.40 | \$1,819 | \$32,197 | AY |
|  |  |  | 1.00 | \$4,459 | \$75,306 |  |
| Brown, Dennis | Criminal Justice | Assoc Professor | 1.00 | \$900 | \$66,955 | AY |
| Brown, Ruth E | Communication | Assoc Professor | 1.00 | \$5,144 | \$49,370 | AY |
| Buckner, Nathan A | Music \& Performing Arts | Assoc Professor | 1.00 | \$900 | \$49,370 | AY |
| Burkink, Timothy J | Management/Marketing | Assoc Professor | 1.00 | \$3,400 | \$69,492 | AY |
| Camp, Margaret | Accounting/Finance | Assoc Professor | 1.00 | \$900 | \$61,717 | AY |
| Carlson Jr, Joseph R | Criminal Justice | Professor | 0.60 | \$4,300 | \$35,269 | AY |
|  | Criminal Justice | Chairperson | 0.40 | \$2,926 | \$26,970 | AY |
|  |  |  | 1.00 | \$7,226 | \$62,239 |  |
| Carlson, Donn A | Physics \& Physical Science | Professor | 1.00 | \$900 | \$76,665 | AY |
| fer also to funding at other cam | $F$ | ar 2003-2004 |  |  | Page 81 | of 89 |

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | AY |
| 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 | AY |
|  | Modern Languages | Chairperson | 0.40 | \$2,539 | \$26,970 | AY |
|  |  |  | 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 | AY |
| Dart, M Stanley | Geography \& Earth Science | Assoc Professor | 1.00 | \$900 | \$59,888 | AY |
| 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 | FY |
|  | 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 | AY |
| 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 |
| Estes, Kent | Counseling \& School Psychology | Professor | 0.60 | \$540 | \$39,647 | AY |
|  | Counseling \& School Psychology | Chairperson | 0.40 | \$419 | \$29,888 | AY |
|  |  |  | 1.00 | \$959 | \$69,535 |  |

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Exstrom, Christopher | Chemistry | Assoc Professor | 0.60 | \$540 | \$30,345 | AY |
|  | Chemistry | Chairperson | 0.40 | \$419 | \$23,687 | AY |
|  |  |  | 1.00 | \$959 | \$54,032 |  |
| Fendt, Eugene J | Philosophy | Professor | 1.00 | \$900 | \$63,295 | AY |
| Flagstad, Lois | Residential and Greek Life | Dir Res-Greek Life/Dean of Students | 1.00 | \$1,138 | \$66,138 | FY |
| Fleming, James Slate | Counseling \& School Psychology | Assoc Professor | 1.00 | \$900 | \$52,092 | AY |
| Foradori, Anne | Music \& Performing Arts | Assoc Professor | 1.00 | \$900 | \$50,575 | AY |
| Forrest, Krista D | Psychology | Assoc Professor | 1.00 | \$5,561 | \$49,370 | AY |
| Fort, Charles | English | Research Professor | 0.50 | \$450 | \$34,814 | AY |
|  | English | Professor | 0.50 | \$450 | \$34,814 | AY |
|  | English | Distinguished Professor | 0.00 | \$0 | \$15,000 | AY |
|  |  |  | 1.00 | \$900 | \$84,628 |  |
| Fox, Jerald Lee | International Education | Director Int'l Educ | 1.00 | \$1,432 | \$83,270 | FY |
| Fredrickson, Scott | Teacher Education | Professor | 1.00 | \$900 | \$60,743 | AY |
| Freeman Gregory, Lucille M | Teacher Education | Professor | 1.00 | \$900 | \$67,276 | AY |
| Frickel, Beverly J | Accounting/Finance | Assoc Professor | 1.00 | \$900 | \$80,243 | AY |
| Fronczak, Janice | Theatre | Asst Professor | 1.00 | \$900 | \$38,559 | AY |
| Garrison, Jack | Theatre | Assoc Professor | 1.00 | \$900 | \$61,439 | AY |
| Gilbert, James $\mathbf{N}$ | Criminal Justice | Professor | 1.00 | \$900 | \$74,614 | AY |
| Glazier, Stephen D | Sociology | Professor | 1.00 | \$900 | \$67,230 | AY |
| Gonzalez, Eduardo | Modern Languages | Asst Professor | 1.00 | \$900 | \$54,068 | AY |
| Grandone, Marion L | English | Asst Professor | 0.50 | \$450 | \$28,323 | AY |
| Haack, Randal L | Business and Finance | Vice Chancellor Business/Finance | 1.00 | \$0 | \$104,170 | FY |
| Hadley, Galen D | Academic Affairs | Interim Senior VC Academic Affairs | 1.00 | \$0 | \$109,751 | FY |
| Hadley, Marilyn | Education | Dean Education | 1.00 | \$0 | \$100,926 | FY |
| Hall, Steven C | Accounting/Finance | Assoc Professor | 1.00 | \$900 | \$85,412 | AY |
| Hamaker, Michelle L | University Public Safety | Direct Univ Public Safety | 1.00 | \$805 | \$46,805 | FY |
| Hansen, Tommy L | Teacher Education | Assoc Professor | 1.00 | \$900 | \$53,483 | AY |
| Harms, Sherri K | Computer Science \& Information Syst | Asst Professor | 1.00 | \$900 | \$65,900 | AY |
| Harriott, Janette | Music \& Performing Arts | Asst Professor | 1.00 | \$900 | \$38,900 | AY |
| Harris, Phyllis G | Multi-Cultural | Director of Multicultural Affairs | 1.00 | \$788 | \$45,788 | FY |
| Harrold, Francis B | Natural \& Social Sciences | Dean Natural/Social Sciences | 1.00 | \$0 | \$102,556 | FY |
| Hart, Anita | Modern Languages | Professor | 1.00 | \$900 | \$62,527 | AY |
| Hartman, Mark D | Art \& Art History | Assoc Professor | 0.60 | \$4,021 | \$29,622 | AY |
|  | Art \& Art History | Chairperson | 0.40 | \$2,740 | \$23,205 | AY |
|  |  |  | 1.00 | \$6,761 | \$52,827 |  |
| Hastings, John D | Computer Science \& Information Syst | Asst Professor | 1.00 | \$900 | \$69,577 | AY |
| Heckman, Randall | Mathematics \& Statistics | Professor | 1.00 | \$900 | \$76,665 | AY |
| Heelan, Catherine A | Health, Physical Ed \& Recreation | Asst Professor | 1.00 | \$2,400 | \$43,160 | AY |
| Heidenreich, Sheryl | Library | Coor Ref Lib/Loan/Doc Del/Asst Prof | 1.00 | \$900 | \$42,744 | FY |
| Herbison, Michael R | Library | Reference Librarian/Assoc Prof | 1.00 | \$0 | \$84,658 | FY |
| Hertner, John | Biology | Professor | 1.00 | \$900 | \$70,100 | AY |
| Hilton, Laurence M | Communication Disorders | Professor | 1.00 | \$900 | \$75,268 | AY |
| Hoback, William W | Biology | Assoc Professor | 1.00 | \$6,456 | \$49,370 | AY |
| Hodge, Kay A | Management/Marketing | Assoc Professor | 1.00 | \$900 | \$58,183 | AY |
| Hoehner, Patricia | Educational Administration | Assoc Professor | 0.60 | \$540 | \$34,006 | AY |
|  | Educational Administration | Chairperson | 0.40 | \$419 | \$26,127 | AY |
|  |  |  | 1.00 | \$959 | \$60,133 |  |
| Hof, David D | Counseling \& School Psychology | Asst Professor | 1.00 | \$900 | \$43,572 | AY |
| Hogg, Nanette M | Communication | Asst Professor | 1.00 | \$900 | \$50,900 | AY |
| efer also to funding at other cand | $F i$ | ar 2003-2004 |  |  | Page 83 | of 89 |

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

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

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed Increase | Proposed Salary | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | AY |
| Nagel, Harold George | Biology | Professor | 0.50 | \$450 | \$39,815 | AY |
| Nelson, Kenneth D | Educational Administration | Assoc Professor | 1.00 | \$900 | \$56,461 | AY |
| 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 | FY |
|  | 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 | FY |
| 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 | AY |
| 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 | AY |
| Rieder, Paula M | History | Asst Professor | 1.00 | \$900 | \$43,054 | AY |
| Riessland, Larry | Finance Office | Director of Finance | 1.00 | \$972 | \$56,517 | FY |
| Roark, James | Chemistry | Asst Professor | 1.00 | \$900 | \$82,706 | AY |
| Roggasch, Michelle J | EO/Affirmative Action | Dir Affirm Action/Equal Opp/Ada | 1.00 | \$783 | \$45,503 | FY |
| Rothenberger, Steven J | Biology | Professor | 1.00 | \$900 | \$64,163 | AY |
| Rowling, James C | Library | Hd Acquisition \& Ser/Assoc Prof | 1.00 | \$900 | \$61,413 | FY |
| Rozema, David | Philosophy | Professor | 1.00 | \$6,199 | \$58,782 | AY |
| Rundstrom, James | Alumni Association | Director Alumni Services | 1.00 | \$1,100 | \$63,923 | FY |
| 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 | Appt |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Sasse, Scott W | Criminal Justice | Asst Professor | 1.00 | \$900 | \$44,762 | AY |
| Scantling III, Edgar L | Health, Physical Ed \& Recreation | Professor | 0.60 | \$540 | \$37,516 | AY |
|  | Health, Physical Ed \& Recreation | Chairperson | 0.40 | \$419 | \$28,468 | AY |
|  |  |  | 1.00 | \$959 | \$65,984 |  |
| Schaaf, Gary D | Music \& Performing Arts | Professor | 1.00 | \$900 | \$64,163 | AY |
| Schipporeit, Kimra F | Student Records | Director Student Records/Registration | 1.00 | \$1,376 | \$80,033 | FY |
| Schlake, Denise | Student Affairs | Vice Chan Student Affairs | 1.00 | \$0 | \$98,389 | FY |
| Schmitz, Ruth | Management/Marketing | Assoc Professor | 0.50 | \$450 | \$32,155 | AY |
| Schnieder, Jeremy L | English | Lecturer | 0.75 | \$375 | \$19,125 | AY |
|  | Writing Center | Coordinator Writing Center | 0.25 | \$125 | \$6,375 | AY |
|  |  |  | 1.00 | \$500 | \$25,500 |  |
| Schnoor, Neal H | Teacher Education | Assoc Professor | 0.50 | \$2,754 | \$24,685 | AY |
|  | Music \& Performing Arts | Assoc Professor | 0.50 | \$2,754 | \$24,685 | AY |
|  |  |  | 1.00 | \$5,508 | \$49,370 |  |
| Schroeder, Deborah K | Information Technology Services | Asst Vice Chan Info Tech | 1.00 | \$1,662 | \$96,590 | FY |
| Schuessler, Richard | Art \& Art History | Assoc Professor | 1.00 | \$900 | \$52,092 | AY |
| Scofield, Thomas R | Counseling \& School Psychology | Assoc Professor | 1.00 | \$900 | \$52,543 | AY |
| Seaton, Lloyd | Accounting/Finance | Assoc Professor | 1.00 | \$900 | \$85,412 | AY |
| Seshadri, Srivatsa | Management/Marketing | Assoc Professor | 1.00 | \$900 | \$67,768 | AY |
| Shaffer, Julie J | Biology | Asst Professor | 1.00 | \$900 | \$43,814 | AY |
| Sheldon, Jane | Business Services | Director Business Services | 1.00 | \$784 | \$45,560 | FY |
| Shelton, Donna S | Teacher Education | Lecturer | 1.00 | \$900 | \$37,524 | AY |
| Sherwood, Laura F | Communication | Asst Professor | 1.00 | \$900 | \$40,900 | AY |
| Siedschlaw, Kurt D | Criminal Justice | Assoc Professor | 1.00 | \$900 | \$54,963 | AY |
| Sinclair, Bedford David | English | Asst Professor | 1.00 | \$900 | \$56,314 | AY |
| Skinner, Kerri M | Biology | Asst Professor | 0.50 | \$450 | \$21,864 | AY |
|  | Teacher Education | Asst Professor | 0.50 | \$450 | \$21,864 | AY |
|  |  |  | 1.00 | \$900 | \$43,728 |  |
| Sluti, Donald G | Management/Marketing | Assoc Professor | 1.00 | \$900 | \$68,415 | AY |
| Smith, Kathleen J | Business \& Technology | Dean Business/Technology | 1.00 | \$0 | \$109,158 | FY |
| Snider, Daren P | Modern Languages | Asst Professor | 1.00 | \$900 | \$43,054 | AY |
| Snyder, Lewis Leroy | Communication | Professor | 1.00 | \$900 | \$60,743 | AY |
| Spessard-Schueth, Linda L | Biology | Professor | 1.00 | \$900 | \$70,624 | AY |
| Springer, Joseph T | Biology | Professor | 1.00 | \$900 | \$68,881 | AY |
| Squiers, Richard D | Intercollegiate Athletics | Head Coach - Volleyball | 1.00 | \$785 | \$45,642 | FY |
| Steele, Janet E | Biology | Assoc Professor | 1.00 | \$900 | \$52,092 | AY |
| Stolzer, Jeanne M | Family Studies and Interior Design | Asst Professor | 1.00 | \$900 | \$39,400 | AY |
| Swinney, Laurie S | Accounting/Finance | Professor | 1.00 | \$4,400 | \$89,400 | AY |
| Tassi, Marguerite A | English | Assoc Professor | 1.00 | \$900 | \$49,443 | AY |
| Taylor, Kenya | Communication Disorders | Assoc Professor | 0.60 | \$540 | \$31,381 | AY |
|  | Communication Disorders | Chairperson | 0.40 | \$419 | \$24,377 | AY |
|  |  |  | 1.00 | \$959 | \$55,758 |  |
| Terry, Keith E | Communication | Professor | 0.60 | \$540 | \$36,446 | AY |
|  | Communication | Chairperson | 0.40 | \$419 | \$27,754 | AY |
|  |  |  | 1.00 | \$959 | \$64,200 |  |
| Tidwell, David O | Theatre | Asst Professor | 1.00 | \$900 | \$40,984 | AY |
| Tillery, Ann B | Office of Communication | Director of Univ Communications | 1.00 | \$3,071 | \$47,898 | FY |
| Tracy, Glenn E | Teacher Education | Asst Professor | 1.00 | \$900 | \$46,489 | AY |
| Tuttle, Ronald H | Industrial Technology | Professor | 1.00 | \$900 | \$72,583 | AY |
| Twigg, Paul | Biology | Assoc Professor | 1.00 | \$900 | \$52,092 | AY |

## University of Nebraska at Kearney

Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed <br> Increase |
| :--- | :--- | :--- | ---: | ---: |
| Umland, Rebecca A | English | Proposed <br> Salary |  |  |
| Umland, Samuel J | English | 1.00 | $\$ 900$ |  |
| Appt |  |  |  |  |

University of Nebraska Central Administration
Listing of Assistant Professors and Above
July 1, 2003

| Name | Organizational Unit | Title | Time <br> Equiv | Proposed <br> Increase |
| :--- | :--- | :--- | ---: | :--- |
| Agneta, Leonard D | Proposed |  |  |  |
| Salary |  |  |  |  | | Appt |
| :---: |

(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 <br> campus and college. Also included is comparative headcount enrollment <br> data for Fall semesters 1994 thru 2003. |
| PROJECT COST: | A summary of Fall 2003 semester student credit hours by campus and <br> college is also included. |
| SOURCE OF FUNDS | None. |
| SPONSOR: | Greg Rogers <br> Assistant Vice President and Director of Institutional Research |

## APPROVAL:

Jay Noren
Executive Vice President and Provost
DATE:

October 2, 2003

UNIVERSITY OF NEBRASKA
FALL SEMESTER 2003

|  |  | Administrative Site |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Fall 2003 | Fall 2002 | Difference | \% Change |
| UNIVERSITY OF NEBRASKA - LINCOLN Undergraduate |  |  |  |  |
| Agricultural Sciences \& Natural Resources | 1,266 | 1,339 | (73) | -5.5\% |
| Architecture | 530 | 502 | 28 | 5.6\% |
| Arts \& Sciences | 4,344 | 4,200 | 144 | 3.4\% |
| Business Administration | 2,923 | 3,093 | (170) | -5.5\% |
| Education and Human Sciences (a) | 2,579 | - | 2,579 | n/a |
| Engineering \& Technology | 2,417 | 2,429 | (12) | -0.5\% |
| Fine \& Performing Arts | 665 | 670 | (5) | -0.7\% |
| Human Resources \& Family Sciences (a) | - | 839 | (839) | n/a |
| Journalism \& Mass Communications | 877 | 946 | (69) | -7.3\% |
| Teachers (a) | - | 1,792 | $(1,792)$ | n/a |
| Continuing Studies (b) | - | 13 | (13) | n/a |
| 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 |  |  |  |  |
| Architecture | 70 | 71 | (1) | -1.4\% |
| Law | 419 | 419 | - | 0.0\% |
| Professional Subtotal | 489 | 490 | (1) | -0.2\% |
| UNL TOTAL | 22,559 | 22,988 | (429) | -1.9\% |
| UNIVERSITY OF NEBRASKA MEDICAL CENTER |  |  |  |  |
| 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 | n/a |
| Radiology Oncology Physics | 1 | - | 1 | n/a |
| 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\% |
| UNMC TOTAL | 2,865 | 2,819 | 46 | 1.6\% |
| UNIVERSITY OF NEBRASKA AT OMAHA |  |  |  |  |
| Undergraduate |  |  |  |  |
| Arts \& Sciences | 3,447 | 3,383 | 64 | 1.9\% |
| Business Administration | 1,988 | 2,044 | (56) | -2.7\% |
| Education | 1,378 | 1,377 | 1 | 0.1\% |
| Fine Arts | 501 | 547 | (46) | -8.4\% |
| Information Science \& Technology | 794 | 809 | (15) | -1.9\% |
| CPACS | 793 | 807 | (14) | -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\% |
| UNO TOTAL | 13,997 | 14,451 | (454) | -3.1\% |
| UNIVERSITY 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\% |
| UNK TOTAL | 6,379 | 6,395 | (16) | -0.3\% |
| UNIVERSITY OF NEBRASKA TOTAL | 45,800 | 46,653 | (853) | -1.8\% |
| Nebraska College of Technical Agriculture (NCTA) | 215 | 253 | (38) | -15.0\% |
| UNIVERSITY OF NEBRASKA TOTAL (with NCTA) | 46,015 | 46,906 | (891) | -1.9\% |


| First-Time Full-Time Freshman Enrollment | 3,641 | 3,617 | 24 | $0.7 \%$ |
| :--- | ---: | ---: | ---: | ---: |
| UNL | 1,471 | 1,625 | $(154)$ | $-9.5 \%$ |
| UNO | 1,055 | 1,054 | 1 | $0.1 \%$ |
| UNK | 6,167 | 6,296 | $(129)$ | $-2.0 \%$ |
| Totals |  |  |  |  |

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 <br> Headcount Enrollment by Campus and College <br> Fall Semesters 1994 through 2003

|  | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | $\begin{array}{\|c} \% \text { Change (FY } \\ 94 \text { to 03) } \\ \hline \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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\% |
| UNIVERSITY OF NEBRASKA TOTAL (with NCTA) | 49,502 | 49,659 | 49,032 | 46,565 | 45,391 | 45,028 | 45,182 | 46,291 | 46,906 | 46,015 | -7.0\% |

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.
(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 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| COLLEGE OF STUDENT | CASNR | Arch. | Arts \& Sciences | Business Admin. |  <br> Human | Engr. \& Tech. |  <br> Perf. <br> Arts |  |  | Teachers | Law | ROTC | Other Units | Fall 2003 <br> Total | Fall 2002 <br> Total | Change <br> From 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 | $\mathrm{n} / \mathrm{a}$ |
| 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 | $\mathrm{n} / \mathrm{a}$ |
| Journalism \& Mass Communications | 21 | 3 | 6,625 | 757 | 253 | 12 | 539 |  | 3,436 |  |  | 16 | 290 | 11,952 | 12,932 | (980) |
| Teachers (a) |  |  |  |  |  |  |  |  |  |  |  |  |  | . | 24,954 | $\mathrm{n} / \mathrm{a}$ |
| Continuing Studies (b) |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 75 | $\mathrm{n} / \mathrm{a}$ |
| 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

| COLLEGE OF FACULTY |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| COLLEGE OF STUDENT | Medicine | Nursing | Pharmacy | Dentistry | ICP* | Fall 2003 <br> Total | Fall 2002 <br> Total | Change <br> From <br> 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

| COLLEGE OF FACULTY |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| COLLEGE OF STUDENT |  <br> Sciences | Business <br> Admin | CPACS | Education | Fine Arts | ISTE | University Division | ROTC | Other <br> Units (a) | Fall 2003 Total | Fall 2002 <br> Total | Change <br> From <br> 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 <br> FALL SEMESTER, 2003

| COLLEGE OF FACULTY |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| COLLEGE OF STUDENT | Business \& Tech | Education |  <br> Humanities |  <br> Social <br> Sciences | Fall 2003 Total | Fall 2002 Total | Change <br> From <br> 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 <br> SUBJECT: <br> Report of Name Change of the Bachelor of Science degree in <br> the College of Agricultural Sciences and Natural Resources <br> from Crop Protection to Plant Protection Sciences. |
| RECOMMENDED ACTION: | Report |
| EXPLANATION: | This is to report the name change in the Bachelor of Science <br> degree in the College of Agricultural Sciences and Natural <br> Resources from Crop Protection to Plant Protection Sciences. |
| The name change more accurately reflects the application of <br> the major to all plants, and the emphasis on science rather than <br> management. |  |
| SPONSOR: | This name change in the Bachelor of Science degree has been <br> approved by President Smith and Chancellor Perlman, as well <br> as the Academic Planning Committee. |
|  | John C. Owens <br> NU Vice President and IANR Harlan Vice Chancellor |

APPROVAL:
Jay Noren
Executive Vice President and Provost
DATE:
October 2, 2003

## Academic Affairs

MEETING DATE:
SUBJECT:

October 17, 2003
Report on the Memo of Understanding (MOU) Among Special Education Programs at the University of Nebraska at Kearney (UNK), the University of Nebraska-Lincoln (UNL), and the University of Nebraska at Omaha (UNO).

## RECOMMENDED ACTION: Report

PREVIOUS ACTION: None.
EXPLANATION:

PROJECT COST:

SOURCE OF FUNDS: None.

APPROVAL:

Jay Noren<br>Executive Vice President and Provost

DATE:

## 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:
Deaf/Hard of Hearing - 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
Early Childhood Special Education - 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 Education
SPED 861 Interventions for Infants with Disabilities
SPED 862 Classroom Programs for Preschool Children with Disabilities
SPED 863 Medically Fragile Infants
SPED 960 Family-Centered Services for Children with Disabilities
Gifted - 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

Mild/Moderate Disabilities - 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

Assistive Technology - 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).

Severe Disabilities - 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.

Visual Impairment -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:

American Sign Language Interpreting - UNO may deliver the courses needed for certification at sites throughout the state when the technology allows that development.

August 15, 2003

## Business Affairs

MEETING DATE:
SUBJECT:
RECOMMENDED ACTION: Report
PREVIOUS ACTION: None
EXPLANATION:

October 17, 2003
Report of Bids and Contracts

The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the Bylaws of the Board of Regents of the University of Nebraska for the period ended September 25, 2003.

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

PROJECT COST:
None
None

[^6]DATE:

| Type of Action | Campus | Description | Funding Source | Approved <br> Budget <br> Amount | Contract <br> Amount | Contractor/ Vendor | Bid Review or Explanation |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Construction Contract | UNL <br> UNMC | Campus Recreation. Renovation of Tennis Courts in Cather Pound recreation area. <br> Swanson Hall Elevator \#49 Upgrade | Maintenance Funds <br>  <br> Deferred Maintenance <br> Bond Issue | $\begin{array}{ll} \$ & 380,900 \\ \$ & 277,500 \end{array}$ | $\$ 276,800$ <br> \$ 255,400 | Builders, Inc. <br> F \& B <br> Constructors, Inc. | Lowest responsible bidder. <br> Lowest responsible bidder. |
| Personal Property <br> Procurement | UNL <br> UNL <br> UNL <br> UNMC | Physics Department. Acquisition of a sputtering system for Nano Technology research. <br> Biochemistry/Redox Center. Acquisition of a Mass Spectrometer for research. <br> Biological Systems Engineering. Acquisition of a Commercial Ultrasound Machine for research on human subjects to look for tumors. <br> Confocal Microscope \& Accessories to perform analysis of living cells under fluorescence by Biochemistry \& Molecular Biology department. | NIH Funds <br> State Aided NonRevolving Funds <br> Master Lease <br> Program \& State <br> Aided Non-Revolving <br> Funds <br> College of Medicine Operating Funds | N/A <br> N/A <br> N/A <br> \$ <br> 249,865 | \$ 265,880 <br> \$ 367,958 <br> \$ 123,750 <br> \$ 249,865 | AJA <br> International, Inc. <br> Applied <br> Biosystems <br> Siemens <br> Medical <br> Solutions USA, Inc. <br> Carl Zeiss, Inc. | Sole source. This company was chosen because it has all the specifications required. <br> Sole source. This company was chosen because of the unique components and specifications needed for the research. <br> Sole source. This company was chosen as they are the only vendor that has software to access raw data before it is displayed. <br> Sole Source - compatible with existing equipment. |


| Type of Action | Campus | Description | Funding Source | Approved <br> Budget <br> Amount | Contract <br> Amount | Contractor/ Vendor | Bid Review or Explanation |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Personal Property Procurement | UNMC <br> UNMC <br> UNMC <br> UNMC | ION Beam Assisted Deposition System to be used in the Nanotechnology Lab of Orthopaedic Surgery \& Rehabilitation department for orthopaedic implants. <br> Cisco network equipment for Information Technology Services to connect Durham Research Center of Excellence to campus network. <br> Furniture for Durham Research Center of Excellence. <br> Furniture for Durham Research Center of Excellence | Department of Orthopaedic Surgery \& Rehabilitation Grant Funds <br> University of Nebraska Facilities Corporation Bond Funds <br> University of Nebraska <br> Facilities Corporation Bond Funds <br> University of Nebraska Facilities Corporation Bond Funds | \$ 225,000 <br> \$ 74,899,500 <br> \$ 74,899,500 <br> \$ 74,899,500 | \$ 225,000 <br> \$ 493,679 <br> \$ 443,929 <br> \$ 287,376 | Mill Lane <br> Engineering <br> Bizco Technologies <br> Office Interiors <br> \& Design <br> Sheppards Business Interiors | Sole Source - Specially designed scientific equipment. Strategic \& collaborative research agreement approved through Intellectual Property Office. <br> Lowest responsible bidder. <br> Lowest responsible bidder. <br> Lowest responsible bidder. |
| Other Services Contract | UNL <br> All Campuses | Athletic Department. Air Charter Service for the 2003 Football Season. <br> License renewal for all Microsoft products. <br> This is a three year extension of the agreement approved by the Board on September 7, 2001. | Auxiliary Funds <br> Operating Funds | N/A <br> $\$ \quad 790,870$ <br> per year <br> for 3 years | \$ 380,847 <br> \$ 790,870 <br> per year <br> for 3 years | United Airlines <br> Insight <br> Direct | Lowest responsible bidder. <br> Lowest responsible bidder. |

Business Affairs

## MEETING DATE:

SUBJECT:

October 17, 2003

University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests
Accepted during the Quarter April 1, 2003 through June 30, 2003
RECOMMENDED ACTION: Report

|  | A | B | C | 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:

| 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 |  |  |  |  |  |
| $\quad$ Administrative | 0 | 0 | 0 | 0 | 0 |
| $\quad$ Other | 0 | 0 | 0 | 0 | 0 |
| Not Designated | $\$ 0$ | 0 | 0 | 0 | 0 |
| Subtotal |  | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ |
| 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

DATE:

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
$\frac{\text { PURPOSE }}{\text { Student Aid }} \quad \frac{\text { AMOUNT }}{33,906}$

SUBTOTAL
33,906
TOTAL AMOUNT OF GIFTS UNDER \$2,500
TOTAL GIFTS FOR THE QUARTER
100
34,006

GRANTS \$100,000 AND OVER

GRANTOR
U.S. Dept of Education
U.S. Dept of Education

GRANTEE/DEPARTMENT
Financial Aid
Financial Aid
SUBTOTAL
TOTAL AMOUNT OF GRANTS UNDER $\$ 100,000$
TOTAL GRANTS FOR THE QUARTER

PURPOSE
Student Aid
Student Aid
AMOUNT
\$183,195
116,401
299,596
205,541
$\$ 505,137$

CONTRACTS \$100,000 AND OVER
GRANTOR
GRANTEE/DEPARTMENT

SUBTOTAL
TOTAL AMOUNT OF CONTRACTS UNDER $\$ 100,000$
TOTAL CONTRACTS FOR THE QUARTER
TOTAL AWARDS FOR THE QUARTER
PURPOSE
AMOUNT

49,800
\$49,800
\$588,943

TO:
The Board of Regents

## Business Affairs

MEETING DATE:
SUBJECT:

October 17, 2003
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

|  | A <br> Gifts | B <br> Grants | C <br> Bequests | D <br> Contracts | Totals |
| :--- | ---: | ---: | ---: | ---: | ---: |
| Description |  |  | $\$ 0$ | $\$ 46,095$ | $\$ 3,965,336$ |
| Instruction | $\$ 0$ | $\$ 3,919,241$ | 0 | $3,701,669$ | $23,089,125$ |
| Research | 0 | $19,387,456$ | 0 | 689,441 | $5,915,502$ |
| Public Service | 0 | $5,226,061$ | 0 | 1,000 | 386,699 |
| Administration | 0 | 385,699 | 0 | 675 | 692,914 |
| Student Services | 0 | 692,239 | 0 | 0 | $19,249,247$ |
| Stu Financial Aid | 0 | $19,249,247$ | 0 | 0 | 0 |

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 | \$1,439,770 | \$48,859,943 | \$0 | \$4,438,880 | \$54,738,593 |

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

# 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:

# UNIVERSITY OF NEBRASKA-LINCOLN <br> REPORT OF AWARDS <br> 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 | \$1,439,770 |
| Total Gifts for the Quarter |  | \$1,439,770 |

Grants \$100,000 and over
See attached sheet
Subtotal \$42,274,183
Total amount of all Grants under $\$ 100,000 \quad \underline{6,585,760}$
Total Grants for the Quarter $\quad \$ 48,859,943$

Contracts \$100,000 and over
See attached sheet
Subtotal
\$2,680,539
Total amount of all Contracts under \$100,000
1,758,341
Total Contracts for the Quarter
\$4,438,880

## University of Nebraska - Lincoln <br> Quarterly Summary of Grants Awarded Over $\mathbf{\$ 1 0 0 , 0 0 0}$ <br> Subtotals by College and Department <br> For the Quarter 4/01/03-6/30/03

Dept/PI
Title
Budget Period
Funding Agency
Amount

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

Page 1

| Doudin | Bernard | Nov Inorgan Dielect Barrier Layer/Magn-Resis Junct | 6/1/03 | 5/31/06 NSF | 288,000 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Jaecks | Duane | Correl Motion/Massive Coulomb Interact Particles | 6/23/03 | 6/30/04 NSF | 210,000 |
| Lee | Kevin | Dev Interact Simul Environ/Inquiry Astronomy Teach | 4/15/03 | 3/31/06 NSF | 134,629 |
| Sellmyer | David | Nanoscale Magneto-Electronic Structures \& Devices | 5/1/03 | 4/30/04 DOD-Office of Naval Research | 1,165,000 |
| Snow | Gregory | The Cosmic Ray Observatory Project | 5/30/03 | 6/30/05 NSF | 125,000 |
| Starace | Anthony | Dynamics of Few-Body Atomic Processes | 5/15/03 | 5/14/04 Dept of Energy | 105,000 |
| Psychology |  |  |  |  |  |
| Crockett | Lisa | Ethnicity, Parenting \& Adolescent Adjustment | 6/1/03 | 5/31/04 DHHS-NIH-NICHD | 108,759 |
| Inderbitzen-Nol: | Heidi | Etiological Factors in Adolescent Social Phobia | 6/1/03 | 5/31/04 DHHS-NIH-Nat Inst Mental Health | 120,222 |
| Sociology |  |  |  |  |  |
| Whitbeck | Leslie | Cultural Resilience/Rural \& Remote Ojibwe Families | 7/1/03 | 6/30/04 DHHS-NIH-Nat Inst Mental Health | 634,427 |

## Business Administration

| Dean's Office | Business Administration |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Milligan | Cynthia | CBA Writing Lab | 7/1/02 | 6/30/03 U. N. Foundation |

Lied Center
Bethea Charles Henry Lied Performance Fund Project

## Chancellor's Office

Bethea Charles Henry Lied Performance Fund Project
7/1/02 6/30/03 U. N. Foundation
\$ 211,550

## Engineering and Technology

## Engineering Mechanics

| Li | Jiangyu |
| :--- | :--- |
| Turner | Joseph |

Ferroelec Polymer Nanocompos Film/Langmuir-Blodget 5/1/03 4/30/06 NSF
Mechanisms of Recrystallization/Sintering of Metal 7/1/03 6/30/04 Dept of Energy-EPSCoR
\$ 139,014 102,768

| Mechanical Engineering |  |
| :---: | :---: |
| Robertson | Brian |
| Shield | Jeffrey |

Nov Inorgan Dielect Barrier Layer/Magn-Resis Junct 6/1/03 5/31/06 NSF
112,000
Shield Jeffrey
Dumbbell Order/Microstruct/Rare Earth Perm Magnets 7/15/03
6/30/04
100,000

IANR-Agriculture and Natural Resource Sciences
Biological Systems Engineering
Jones David
Graduate Education for Biobased Products Industry
1/15/01 1/14/04 Dept of Energy
\$ 100,000

## Conservation and Survey

Kuzila
Mark

Rural \& Urban Geologic Mapping of Ne-STATEMAP
5/1/03
4/30/04 Dept of Interior-GS
\$ 168,636

## IANR-Cooperative Extension

|  |  | ative |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Agricultural Eco | mics |  |  |  |  |  |
| Selley | Roger | Nebraska AgrAbility | 5/1/02 | 4/30/04 Dept of Agriculture-CSREES | \$ | 150,000 |
| Biological Syste | Engineer |  |  |  |  |  |
| Dvorak | Bruce | Partners in Pollution Prevention Intern Program | 10/1/03 | 9/30/05 Ne Dept Environmental Quality |  | 199,426 |
| Cooperative Ext | ion |  |  |  |  |  |
| 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 Resourc | 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 | enter |  |  |  |  |  |
| Greve | Vickie | Communities Together Can | 5/1/03 | 4/30/04 Dept of Agriculture-CSREES |  | 60,000 |
|  |  |  |  | subtotal | \$ | 1,880,227 |
|  |  | IANR-Research |  |  |  |  |
| Agricultural Res | rch Division |  |  |  |  |  |
| 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 |  | 199,487 |
| Vanderholm | Dale | 2003 Multistate Rsch Funding (Regional Research) | 10/1/02 | 9/30/03 Dept of Agriculture-CSREES |  | 881,177 |
| Agronomy/Horti | Iture |  |  |  |  |  |
| 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 Resourc | 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 Center |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hein | 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 \& Biomedical Sciences |  |  |  |  |  |  |  |
| Pattnaik | Asit | VSV RNA Transcription and Replication | 12/1/02 | 2/28/03 DHHS-NIH-NIAID |  |  | 111,901 |
| Pattnaik | Asit | VSV RNA Transcription and Replication | 3/1/03 | 2/29/04 DHHS-NIH-NIAID |  |  | 290,000 |
|  |  |  |  |  | subtotal | \$ | 4,126,283 |
| IANR - Vice Chancellor |  |  |  |  |  |  |  |
| NE Forest Service |  |  |  |  |  |  |  |
| Hergenrader | Gary | Cooperative Forestry Program | 6/25/03 | 9/30/05 Dept of Agriculture-FS |  | \$ | 1,417,330 |
| Law |  |  |  |  |  |  |  |
| Dean's Office - Law |  |  |  |  |  |  |  |
| Willborn | Steve | Law College Administrative | 7/1/02 | 5/7/03 U. N. Foundation |  | \$ | 101,498 |
|  |  | Libraries |  |  |  |  |  |
| Dean's Office - Libraries |  |  |  |  |  |  |  |
| Giesecke | Joan | Funds for Books, Text \& Library Supplies/Materials | 4/28/03 | 6/30/03 U. N. Foundation |  | \$ | 110,418 |
|  |  | Teachers |  |  |  |  |  |
| Educational Psychology |  |  |  |  |  |  |  |
| Roth | Lee Ann | Nebraska Career Information System | 7/1/03 | 6/30/04 Ne Dept Education |  | \$ | 145,000 |
| Sheridan | Susan | Leadership Training in Interdisciplinary Collabor | 9/1/03 | 8/31/04 Dept of Education |  |  | 200,000 |
| Special Education \& Communication Disorders |  |  |  |  |  |  |  |
| Bernthal | John | Barkley Trust Fund | 4/1/03 | 6/30/03 U. N. Foundation |  |  | 450,000 |
| Epstein | Michael | Early Childhood Mental Health Project | 10/1/03 | 9/30/04 Dept of Education |  |  | 179,731 |
| Epstein | Michael | Center for Behavior and Reading | 10/1/03 | 9/30/04 Dept of Education |  |  | 899,521 |
| Epstein | Michael | Postdoc Training in Emotional \& Behavioral Disord | 8/16/03 | 8/15/04 Dept of Education |  |  | 117,878 |
| Scheffler | Marilyn | Project PROMOTE | 9/1/03 | 8/31/04 Dept of Education |  |  | 199,296 |
|  |  |  |  |  | subtotal | \$ | 2,191,426 |
|  |  | Vice Chancellor for Academic Affairs |  |  |  |  |  |
| International Affairs |  |  |  |  |  |  |  |
| Yohe | John | Sorghum/Millet Collab Research Program-INTSORMIL | 8/28/96 | 3/15/04 Agency for Intl Development |  | \$ | 787,500 |
| Yohe | John | Sorghum/Millet Collab Research Program-INTSORMIL | 8/28/96 | 3/15/04 Agency for Intl Development |  |  | 3,200,000 |

## Vice Chancellor for Academic Affairs

| Edwards | Rick | UCARE | $7 / 1 / 02$ | $6 / 30 / 03$ | U. N. Foundation |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Keck | David | J. D. Edwards Honors Program | $7 / 1 / 02$ | $2 / 28 / 03$ U. N. Foundation | 400,000 |
| Keck | David | J. D. Edwards Honors Program | $7 / 1 / 02$ | $1 / 31 / 03$ U. N. Foundation | 119,953 |
|  |  |  |  |  |  |
|  |  |  |  |  | subtotal |
|  |  | $4,661,881$ |  |  |  |
|  |  |  |  |  |  |

## Vice Chancellor for Business \& Finance

| Vice Chancellor for Business | \& | Finance |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Yardley | Owen | Department of Justice 2002 | State Equipment Grant | 1/1/03 | 9/30/03 Ne Military Department-NEMA |


| Graduate Studies |  |
| :---: | :---: |
| Weissinger | Ellen |
| Weissinger | Ellen |

## Vice Chancellor for Research

## Plant Science Initiative

Mackenzie Sally
BIA Core 2000 System
11/30/01
6/30/03 U. N. Foundation
165,000

## University of Nebraska State Museum

Jameson Mary Liz Monography/Phylogeny/New World Scarabaeoid Beetles 5/30/03

## Vice Chancellor for Student Affairs

## Vice Chancellor for Student Affairs

| Lee | Eric | Upward Bound-Lincoln |
| :--- | :--- | :--- |
| Lee | Eric | Upward Bound-Northeast Nebraska |
| Lee | Eric | Upward Bound Math/Science Program |
| Munier | Craig | Undergraduate Scholarships FY 2002-03 |
| Munier | Craig | Federal Financial Aid to Students-Perkins Loan |
| Munier | Craig | Federal Financial Aid to Students-CWSP Program |
| Munier | Craig | Federal Financial Aid to Students-SEOG Program |
| Munier | Craig | Federal Financial Aid to Students-Pell Grant |


| 9/1/03 | 8/31/04 Dept of Education |
| :--- | :--- |
| 9/1/03 | 8/31/04 Dept of Education |
| 9/1/03 | 8/31/04 Dept of Education |
| 7/1/02 | 6/30/03 U. N. Foundation |
| $7 / 1 / 03$ | 6/30/04 Dept of Education |
| $7 / 1 / 03$ | 6/30/04 Dept of Education |
| $7 / 1 / 03$ | 6/30/04 Dept of Education |
| $7 / 1 / 02$ | $6 / 30 / 03$ Dept of Education |

\$ 234,624
234,624
222,916
7,871,679
111,335
977,881
515,356
subtotal \$ 19,577,622
Grand Total \$ 42,274,183

University of Nebraska - Lincoln


Subtotals by College and Department
For the Quarter 4/01/03-6/30/03

| Dept/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 \& Technology |  |  |  |  |  |  |
| Chemical Engineering |  |  |  |  |  |  |
| 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 Research Division |  |  |  |  |  |  |
| 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 Biomedical Sciences |  |  |  |  |  |  |
| Ragsdale | Stephen | Inhibition of Methanogenesis in Ruminant Animals | 4/25/03 | 4/24/04 PharmAgra |  | 55,025 |
|  |  |  |  | subtotal | \$ | 1,327,473 |
|  |  | Teachers |  |  |  |  |
| Educational Psychology |  |  |  |  |  |  |
| Buckendahl | Chad | Review Assess Portfolios for Language Arts:2003 | 5/1/03 | 11/30/03 Ne Dept Education | \$ | 323,760 |

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

|  | A | B | C | 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 | $\$ 1,250$ | $\$ 236,452$ | $\underline{\$ 0}$ | $\underline{\$ 0}$ | $\$ 0$ |
| Other | $\underline{\$ 5,000}$ | $\underline{\$ 475,223}$ | $\underline{\$ 11,659,063}$ | $\underline{\$ 0}$ | $\underline{\$ 7,351,311}$ |

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 | $\underline{\$ 0}$ | $\underline{\$ 0}$ | $\underline{\$ 0}$ | $\underline{\$ 0}$ |  |
| Total | $\underline{\$ 475,223}$ | $\underline{\$ 11,659,063}$ | $\underline{\$ 7,351,311}$ | $\underline{\$ 19,485,597}$ |  |

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:
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center
DONOR
Miscellaneous Donations greater than $\$ 100$
Hattie B. Munroe Foundation
Hattie B. Munroe Foundation
Miscellaneous Donations greater than $\$ 100$
Hattie B. Munroe Foundation
Hattie B. Munroe Foundation
Hattie B. Munroe Foundation
Miscellaneous Donations greater than $\$ 100$
Hattie B. Munroe Foundation
Hattie B. Munroe Foundation
Miscellaneous Donations greater than $\$ 100$
Abbott Laboratories
Miscellaneous Donations greater than $\$ 100$
Miscellaneous Donations greater than $\$ 100$
Memorial Donations greater than $\$ 100$
Low Vision Donation
US Surgical
AstraZeneca / PharmaSeek
Impact Group
Miscellaneous Donations greater than $\$ 100$
Memorial Donations greater than $\$ 100$
Miscellaneous Donations greater than $\$ 100$
Mianeous Donations greater than $\$ 100$
He

| PURPOSE | AMOUNT |
| :--- | ---: |
| HENRY F REICHSTEIN ESTATE | $\$ 75,000$ |
| HB MONROE FDN | $\$ 50,000$ |
| THE HMB FDN | $\$ 50,000$ |
| CANCER RSCH PREV FDN | $\$ 36,305$ |
| THE HBM FDN | $\$ 35,000$ |
| THE HBM FDN | $\$ 25,000$ |
| HB MONROE FDN | $\$ 25,000$ |
| CITY OF OMAHA | $\$ 19,500$ |
| HB MONROE FDN | $\$ 17,500$ |
| HB MONROE FND | $\$ 17,500$ |
| FILKINS FAMILY FDN | $\$ 15,000$ |
| ABBOTT LABS | $\$ 10,000$ |
| INVOTEK INC/DONATION | $\$ 10,000$ |
| SUMITOMO CHEM CO TOKOYO/ED GRA | $\$ 9,985$ |
| MEMORIAL WILLIAM DORNER | $\$ 8,270$ |
| REBEKAH/LOW VISION | $\$ 7,750$ |
| US SURGICAL | $\$ 7,500$ |
| ASTRA ZENECA/ED PROGRAMS | $\$ 5,000$ |
| THE IMPACT GRP | $\$ 5,000$ |
| TAKEDA PHARM/RES SUPPORT | $\$ 5,000$ |
| MEMORIAL DORNER | $\$ 5,000$ |
| BCIOS INC/EDUCATION | $\$ 4000$ |

# University of Nebraska Medical Center 

GIFTS OF \$2,500 OR MORE
APRIL 1, 2003 - JUNE 30, 2003
DONOR
Miscellaneous Donations greater than $\$ 100$
Miscellaneous Donations greater than $\$ 100$
Eli Lilly
Miscellaneous Donations greater than $\$ 100$
Roche Laboratories, Inc.
IDEC Pharmaceuticals Corporation
Roche Laboratories, Inc.
Medtronic, Inc.

Medtronic, Inc.

## PURPOSE

MISC CHKS/PLAY/LET MYPEOPLE GO \$3,373
TAP PHARM GUT CLUB $\$ 3,000$
ELI LILLY/DON DIAB SYMP $\$ 3,000$
ALPHA OMEGA ALPHA $\$ 3,000$
ROCHE/DON TO COVER TRANS CONF \$3,000
IDEC/ONC RSCH CONF $\$ 2,700$
ROCHE/ED GRANT $\$ 2,500$
MEDTRONIC/PAIN NEWSLETTER \$2,500

## AMOUNT

# UNIVERSITY OF NEBRASKA MEDICAL CENTER 

## GRANTS \$100,000 OR MORE

April 1, 2003 - June 30, 2003

| SPONSOR | GRANTEE DEPARTMENT | TITLE | AMOUNT |
| :---: | :---: | :---: | :---: |
| DHHS/NIH/NCI | Surinder Batra, PhD Biochem and Molecular Biology | Molecular Studies on MUC4 Mucin Gene | \$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. <br> 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 | Ethanol Effects on Proteolytic Systems in the Liver | \$186,000 |


| 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. <br> 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 <br> Eppley Inst Mol Cell Struc Biology | Triplet Repeat Instability in Yeast and Human Cells | \$241,600 |

## UNIVERSITY OF NEBRASKA MEDICAL CENTER

## GRANTS \$100,000 OR MORE

April 1, 2003 - June 30, 2003

| 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 <br> 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 |

# UNIVERSITY OF NEBRASKA MEDICAL CENTER 

## GRANTS \$100,000 OR MORE

April 1, 2003 - June 30, 2003

| 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 <br> Eppley Inst Mol Biology Etiology | Prevention of Cancer by Coriolus versicolor Mushroom | \$220,500 |
| DHHS/NIH/NINR | Susan Walker, Ed.D <br> CON-Gerontolog, Psycosoc \& Com Hlth | Promoting Healthy Eating and Activity in Rural Women | \$417,639 |
| U.S. Army | Hua Xiao <br> Eppley Inst Mol Biology Etiology | Regulation of Estrogen-Responsive Gene Expression and Tumor Suppression by Transcriptional Co-Factors | \$147,000 |


|  | GRANTEE <br> DEPARTMENT | TITLE |
| :--- | :--- | :--- | ---: |
| DHHS/NIH/NINDS | Huangui Xiong, MD PhD <br> Pathology/Microbiology | Neuronal Physiology and HIV-1-Associated Dementia |
| DHHS/NIH/NINDS | Jialin Zheng, MD <br> Pathology/Microbiology | Macrophage Activation, Chemokines, and HIV Dementia |$\quad$| \$257,250 |
| :--- |
| DHHS/NIH/NHLBI |

# UNIVERSITY OF NEBRASKA MEDICAL CENTER 

## CONTRACTS \$100,000 OR MORE

April 1, 2003 - June 30, 2003

| SPONSOR | GRANTEE <br> 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 ( $75 \mathrm{Mg}, 150$ Mg ) and Pediatric $(75 \mathrm{Mg})$ 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 <br> 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 <br> 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, $5 \mathrm{mg} /$ day or $20 \mathrm{mg} /$ 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. <br> Eppley Inst Mol Cell Struc Biology | Informatics Center for the Life Sciences | \$358,713 |

CONTRACTS \$100,000 OR MORE
April 1, 2003 - June 30, 2003

|  | GRANTEE <br> DEPARTMENT | TITLE |
| :--- | :--- | :--- |
| SPONSOR <br> (Colorado Seminary) | Shelley Smith, PhD <br> MMI HBM Ctr for Human Molecular Gen | Linguistic Phenotype in Familial Dyslexia |
| University of Colorado at <br> Boulder | Shelley Smith, PhD <br> MMI HBM Ctr for Human Molecular Gen | Differential Diagnosis in Learning Disabilities-Project IV: Genomic Analyses |$\quad$| \$186,184 |
| :--- |
| IDX |


| 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 <br> Bequests | D <br> 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 $\quad$ _ $\quad$ [ |  |  |  |  |  |
| 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:

[^7]DATE:

## 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
University of Nebraska Foundation
University of Nebraska Foundation
University of Nebraska Foundation
University of Nebraska Foundation
University of Nebraska Foundation
University of Nebraska Foundation
University of Nebraska Foundation
Presser Foundation
Alumni Association
Szalay Family Foundation
Kerrigan Fund
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 | Amount |
| :--- | ---: |
| Athletics | 20,000 |
| Athletics | 6,325 |
| Information Science and Technology | 326,888 |
| History | 2,500 |
| Fine Arts | 32,488 |
| Scholarships | 311,124 |
| College of Business | 30,000 |
| Service Learning Academy | 50,074 |
| College of Education | 3,719 |
| Professorships | 92,000 |
| Scholarships | 4,000 |
| Recruitment Services | 2,730 |
| KVNO Classical Kids | 5,000 |
| Physics Department | 2,500 |
| Mathematics Department | 2,500 |
| Chairs and Scholarships | 28,49 |
| Chairs and Scholarships | 20,997 |
| Program for Women \& Successful Aging | 37,000 |
| UNO Television Production - Walls II | 2,500 |
| PKI Computer Hardware and Services | 387,680 |
|  | $1,368,322$ |
|  | 139,146 |
|  | $1,507,468$ |

Grants \$100,000 and over

## Grantor

US Department of Education
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 Institutes of Health
National Institutes of Health
National Science Foundation
National Science Foundation
NSF EPSCoR
Subtotal
Total amount of grants under $\$ 100,000$
Total Grants for the Quarter

Grantee/Dept
Financial Aid
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

Amoun
\$ 197,867
2,943,999
662,768
444,949
193,487
490,000
199,138
244,687
208,750
141,000
346,652
104,889
267,375
6,445,561
360,736
\$ 6,806,297

Amount
$\qquad$
Amount 0

127,163

| \$ $\quad 127,163$ |
| :--- |

## Business Affairs

MEETING DATE:
SUBJECT

RECOMMENDED ACTION: Report
PREVIOUS ACTION:

EXPLANATION:

PROJECT COST:
ON-GOING FISCAL
IMPACT:
SOURCE OF FUNDS:
SPONSORS: 2007-2008.

October 17, 2003
Schematic Design for the University of Nebraska-Lincoln (UNL) $16^{\text {th }} \& Y$ Student Housing Project

June 7, 2003 - The Board of Regents approved the Program Statement for the $16^{\text {th }}$ \& Y Student Housing Project as part of the University Housing Master Plan.

March 1, 2003 - The Board of Regents approved the UNL Residence Hall Room and Board Rates for the Academic Year 2003-2004 through

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 16 th \& Y Streets, and south of the Harper-SchrammSmith 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:
Proposed substantial completion:
\$ 30,470,000
Annual Operating Costs
\$1,429,242
2\% Assessment
Revenue Bonds
James V. Griesen
Vice Chancellor for Student Affairs
Christine A. Jackson
Vice Chancellor for Business \& Finance

APPROVAL:

DATE: October 6, 2003

## $16^{\text {th }}$ \& 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 $17^{\text {th }} \& V$ 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

June 9, 2003
August 13, 2003
October 24, 2003
October 27 - November 20, 2003
December 1, 2003
June 1, 2005
August 1, 2005

## $16^{\text {th }}$ \& Y Student Housing

University of Nebraska-Lincoln
Page 2 of 3


## NORTH ELEVATION



EAST ELEVATION


WEST ELEVATION

## $\mathbf{1 6}^{\text {th }}$ \& 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 into laboratory and office spaces. The project also includes adding a new emergency exit stairway from the sub-basement laboratory. The stairway will be sufficiently large to provide equipment access to the basement spaces. Davis Design of Lincoln was selected as the Project 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: November 2003 |
|  | Proposed substantial completion: July 2004 |
| PROJECT COST: | \$600,000 |
| ON-GOING FISCAL | Annual Operating Cost None |
| IMPACT: | 2\% Assessment None |
| SOURCE OF FUNDS: | Indirect Cost Reimbursement \$600,000 |
| SPONSOR: | Christine A. Jackson <br> Vice Chancellor for Business \& Finance |

APPROVAL:
Harvey Perlman, Chancellor
University of Nebraska-Lincoln
DATE:
September 25, 2003

Lincoln
Facilities Management \& Planning

## Behlen Lab Renovation for <br> Nanotechnology/Atomic, Molecular \& Optical Physics <br> 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

## 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: December 2003 |
|  | Proposed substantial completion: August 2004 |
| PROJECT COST: | \$6,538,400 |
| ON-GOING FISCAL | Annual Operating Costs (included in the FY 04 Budget) \$55,425 |
| IMPACT: | $2 \%$ Assessment 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:
September 25, 2003

## 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 $15^{\text {th }}$ Street slightly out to the west and to redefine $15^{\text {th }}$ 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.

## 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



[^0]:    ${ }^{1}$ For 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.
    ${ }^{3}$ The Bayh-Dole Act of 1980, 35 U.S.C. $\S \S$ 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.

[^1]:    ${ }^{4}$ 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.

[^2]:    Source: Faculty Turnover Listing

[^3]:    ${ }^{(1)}$ Academic salary was reported in error as $\$ 55,000$ last quarter.

[^4]:    ${ }^{(1)}$ Remainder of Dr. Kandel's salary defrayed by Veterans Administration Hospital.

[^5]:    ${ }^{(1)}$ Waldbaum Professor of Family Practice

[^6]:    David E. Lechner
    Vice President for Business \& Finance

[^7]:    Nancy Belck, Chancellor
    University of Nebraska at Omaha

