Board of Regents Meeting

Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska

Friday, February 9, 2024

9:00 a.m.

Board of Regents Annual Meeting

February 9, 2024

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AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA

Varner Hall, 3835 Holdrege Street
Lincoln, Nebraska 68583-0745
Friday, February 9, 2024
9:00 a.m.

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON DECEMBER 1, 2023 AND FEBRUARY 6, 2024

IV. INSTALLATION OF INTERIM PRESIDENT CHRIS KABOUREK

V. PRESENTATIONS
Legislative Update: Senator John Arch, Speaker of the Legislature

VI. KUDOS
Betsy Warren, University of Nebraska at Kearney
Kyla Gorji, University of Nebraska-Lincoln
Aureli Villard, University of Nebraska Medical Center
Gloria Marchio, University of Nebraska at Omaha

VII. SUCCESSION OF CHAIR; ELECTION OF VICE CHAIR

VIII. RESOLUTIONS

IX. HEARINGS
Amendments to Sections 1.3 and 1.4 of the Standing Rules of the Board of Regents

X. PRESIDENT'S REMARKS

XI. PUBLIC COMMENT
The Standing Rules of the Board provide that any person who gives 24 hours' notice to the Corporation Secretary of the Board may speak to any item that is not on the agenda. In addition, any person may appear and address the Board of Regents on any item on the agenda for this meeting.

XII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

1. President's Personnel Recommendations, Addendum XII-A-1

B. BUSINESS AND FINANCE

1. Acceptance of the audited financial statements of the University of Nebraska and related entities, Addendum XII-B-1
2. Approve amendments to the Bylaws of the University Dental Associates (UDA) and UNeHealth to alter the fiscal year of the corporations to run from April 1 to March 31 annually, Addendum XII-B-2

C. AUDIT, RISK, AND COMPLIANCE

1. Approve amendment to the Audit, Risk, and Compliance Committee Charter, Addendum XII-C-1

XIII. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska System

1. Approve the award of Honorary Degrees and Awards [please note: this item may be voted on after Closed Session], Addendum XIII-A-1
2. Approve amendment to Regents Policy 5.2.1 relating to admission standards on foreign language deficiencies, Addendum XIII-A-2

University of Nebraska at Kearney

3. Approve proposal to transition the Bachelor of Arts (BA) and Bachelor of Science (BS) in Geography, the BS in Geography and Geographical Information Science, and the BA in Geography 7-12 Teaching Subject Endorsement in the College of Arts and Sciences at UNK, Addendum XIII-A-3
4. Approve proposal to transition the Bachelor of Arts (BA) in Theatre and the Bachelor of Music (BM) in Musical Theatre Comprehensive in the College of Arts and Sciences at UNK, Addendum XIII-A-4
5. Approve proposal to transition the Bachelor of Science (BS) in Recreation, Outdoor, and Event Management Comprehensive and the BS in Recreation Management in the College of Arts and Sciences at UNK, Addendum XIII-A-5

University of Nebraska-Lincoln

6. Approve proposal to create the Undergraduate Certificate in Social Entrepreneurship to be administered by the School of Global Integrative Studies in the College of Arts and Sciences at UNL, Addendum XIII-A-6

University of Nebraska Medical Center

7. Approve proposal to create the Doctor of Nutrition and Dietetics (DrND) in the College of Allied Health Professions at UNMC, Addendum XIII-A-7

University of Nebraska at Omaha

8. Approve proposal to create the Undergraduate Certificate in Internal Audit, Fraud, and Control to be administered by the School of Accounting in the College of Business Administration at UNO, Addendum XIII-A-8

B. BUSINESS AND FINANCE

University of Nebraska System

1. Approve and authorize execution of purchase for Ciena optical network platform through ConvergeOne to support the University-wide network, Addendum XIII-B-1
2. Approve reallocation of budget authority for multiple LB384 Projects, Addendum XIII-B-2

University of Nebraska-Lincoln

3. Approve international recruitment partner contingent fee agreements at UNL, Addendum XIII-B-3
4. Approve agreement to terminate the Interlocal Cooperation Agreement between the Board of Regents of the University of Nebraska and the City of Lincoln (and its Lincoln Electric System) relating to the dissolution of the Nebraska Utility Corporation (NUCorp) entity, Addendum XIII-B-4

University of Nebraska Medical Center

5. Approve acquisition of property located at 4207, 4219, 4223, and 4227 Leavenworth Street in Omaha for UNMC, Addendum XIII-B-5
6. Approve acquisition of property located at 4516, 4520, 4524, and 4532 Leavenworth Street in Omaha for UNMC, Addendum XIII-B-6
7. Approve acquisition of property located at 404 South Saddle Creek Road in Omaha for UNMC, Addendum XIII-B-7

University of Nebraska

8. Approve request to permit alcohol sales at the 2027 NCAA Bowling Championship, Addendum XIII-B-8

C. EXECUTIVE

1. Approve amendments to Sections 1.3 and 1.4 of the Standing Rules of the Board of Regents, Addendum XIII-C-1

D. REPORTS

1. Report on renaming the Bachelor of Science (BS) in IT Innovation to the BS in Applied Computing and Informatics in the College of Information Science and Technology at UNO, Addendum XIII-D-1
2. Report on renaming the Department of Foreign Languages and Literature to the Department of World Languages and Literature at UNO, Addendum XIII-D-2
3. Quarterly Personnel Report for July, August, and September 2023, Addendum XIII-D-3
4. Annual Tenure Density Report, Addendum XIII-D-4
5. Report on Campus Tuition Variances, Addendum XIII-D-5
6. Accountability Measures Dashboard, Addendum XIII-D-6
7. Report on revisions to rules and regulations for self-government organizations: Association of Students of the University of Nebraska; UNL Hixson-Lied College of Fine and Performing Arts; and UNL College of Law, Addendum XIII-D-7
8. Report on Bids and Contracts, Addendum XIII-D-8
9. Report on 2024 Auxiliary Operations Capital Improvement Projects, Addendum XIII-D-9
10. Report on Gifts, Grants, Contracts, and Bequests, Addendum XIII-D-10
11. Report on Niehardt Hall LB384 Renovation Budget Reallocation, Addendum XIII-D-11
12. Report on acquisition of property located at 2900 West 24th Street in Kearney for UNK, Addendum XIII-D-12

XIV. CLOSED SESSION

XV. ADDITIONAL BUSINESS

UNIVERSITY OF NEBRASKA FACILITIES CORPORATION MEETING – Election of Officers

LATE ITEM
Agenda Items XII-A-1,
XII-B-1, XII-B-2,
and XII-C-1

BOARD OF REGENTS
AGENDA ITEM SUMMARY

February 9, 2024

AGENDA ITEM: Consent Agenda

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Chris Kabourek, Interim President

PURPOSE & KEY POINTS

Academic Affairs

1. **President's Personnel Recommendations**

Section 3.2 of the *Bylaws of the Board of Regents* provides that appointments to the positions of Vice Chancellor, Dean, and equivalent ranks, shall be made by the President, subject to approval by the Board. Approval of the following appointment is recommended.

- Elizabeth Lorang, Dean (Special) of University Libraries at UNL effective November 28, 2023 ($211,000, FY, 1.00 FTE).
- Christopher Marks, Associate Vice Chancellor (Special) of Faculty Affairs at UNL effective January 8, 2024 ($212,000, FY, 1.00 FTE).
- Melanie Bloom, Dean (Special), College of Arts and Sciences at UNO, effective January 2, 2024 ($220,000, FY, 1.00 FTE).

Business and Finance

1. **Acceptance of the audited financial statements of the University of Nebraska and related entities**

Upon the recommendation of the Audit, Risk, and Compliance Committee, the Board of Regents' acceptance of the following audited financial statements of the University of Nebraska and related entities for the year ended June 30, 2023 is hereby sought:

Basic Financial Statements
University Technology Development Corporation
University of Nebraska Facilities Corporation
Nebraska Utilities Corporation

These reports may be accessed at the following link:
https://nebraska.edu/offices-policies/business-finance/accounting-finance

2. **Approve amendments to the Bylaws of the University Dental Associates (UDA) and UNeHealth to alter the fiscal year of the corporations to run from April 1 to March 31 annually**

   The University of Nebraska has several blended component units that fall under the Office of the President or specific campuses, including the University Dental Associates (UDA) and UNeHealth. All those component units are included in the audited financial statements for the Board of Regents and reported at the same time to the State of Nebraska. Recently, the State of Nebraska has requested that the Board of Regents submit its own audited statements two weeks earlier.

   In many cases, the same individuals are working on the component units, campus statements, and the consolidated University financial statements at the same time, causing difficulty in completing the necessary audits in a timely manner. Given the limited resources and tight timelines already, following the current model will not allow completion by the accelerated timeline. In response to the accelerated timeline, the component units have been directed to move their fiscal year end from June 30 to March 31. In order to effect this change, component units need to pass bylaw amendments to change their fiscal year. The UDA and UNeHealth bylaws require approval by the Board of Regents to make this change. Please see attached redline for recommended amendments.

Audit, Risk, and Compliance

1. **Amendment to the Audit, Risk, and Compliance Committee Charter**

   Please see attached redline for recommended amendment. In short, the proposed amendment requires action by the full Board of Regents for any activity under the purview of the Corporation for Public Broadcasting (e.g., Nebraska Public Media, KVNO, etc.).

PRESIDENT'S RECOMMENDATION

The Interim President recommends approval of the Consent Agenda.

AMENDMENT TO THE BYLAWS OF THE UNIVERSITY DENTAL ASSOCIATES

Proposed amendment:

ARTICLE XI
FISCAL YEAR

The fiscal year shall begin on ~~July~~ April 1 and end on ~~June 30~~ March 31 in each year.

Subject to the approval of the Board of Directors of the UDA and the UDA Members, the Board of Regents hereby approves the change of the fiscal year in accordance with the proposed bylaw amendment, effective February 9, 2024.

* * *

AMENDMENT TO THE BYLAWS OF UNEHEALTH

Proposed amendment:

Article V

Section 2. Fiscal Year. The fiscal year of the corporation shall begin on the first day of ~~July~~ April and end on the ~~thirtieth~~ thirty-first day of ~~June~~ March of each year.

Subject to the approval of the Board of Directors of UNeHealth, the Board of Regents hereby approves the change of the fiscal year in accordance with the proposed bylaw amendment, effective February 9, 2024.

CHARTER OF THE AUDIT, RISK AND COMPLIANCE COMMITTEE OF THE UNIVERSITY OF NEBRASKA

Purposes of the Audit, Risk and Compliance Committee

The purposes of the Audit, Risk and Compliance Committee (the "Committee") are to provide advice and guidance to the Board of Regents regarding the oversight of (i) the integrity of the University of Nebraska's (the "University") financial statements, (ii) the University's compliance with laws and regulations (iii) the independent auditors' qualifications and independence, (iv) the performance of the University's internal audit function, (v) the accounting and financial reporting processes of the University (vi) the University's Risk Management process, including fraud risk management (vii) the code of conduct, (viii) the governance structure and, (ix) the internal control processes. The function of the Committee is oversight.

The management of the University is responsible for the preparation, presentation, and integrity of the University's financial statements. Management is responsible for maintaining appropriate accounting and financial reporting principles and policies, a code of conduct and internal controls and procedures that provide compliance with accounting standards and applicable laws and regulations. Management is also responsible for developing a fraud risk management program.

The independent auditors for the University are accountable to the Board of Regents and shall provide the Committee all communications required by generally accepted auditing standards; however, the Committee has the sole authority and responsibility to retain and terminate the University's independent auditors.

Duties and Responsibilities of the Committee

The following are the duties and responsibilities of the Committee:

Independent Auditors

1. The sole authority to appoint, compensate, retain, oversee and terminate all independent auditors.

2. The sole authority to pre-approve all terms of and fees for audit services, audit -related services, tax services, and other services to be performed for the University by any independent auditors.

The Vice President for Business and Finance (VPBF) is authorized to sign engagement letters with a cost of $25,000 or less. Such engagement letters signed by the VPBF will be provided as a report item at the next Committee meeting.

3. Ensure that the independent auditors prepare and deliver with each engagement letter a written statement (an "Auditors' Statement") describing: the independent auditors' internal quality-control procedures; any material issues raised by the most recent internal quality-control review or peer review of the independent auditors, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the independent auditors, and any steps taken to deal with any such issues; and (to assess the independent auditors' independence) all relationships between the independent auditors and the University, including each non-audit service provided to the University. The Committee shall discuss with the independent auditors any relationships or services disclosed in the independent Auditors' Statement that may impact the quality of independent audit services or the objectivity and independence of the University's independent auditors.

4. Review the independent auditors of the University-wide financial statements audit plan prior to the commencement of the audit and discuss audit scope, staffing, locations, reliance upon management, and internal audit and general audit approach.

5. Review and evaluate the qualifications, performance, and independence of the independent auditors, including an evaluation of the lead partner of the independent auditors and an evaluation of whether the independent auditors' quality controls are adequate and whether the provision of permitted non-audit services is compatible with maintaining the auditors' independence. The Committee's evaluation of the independence of the independent auditors shall be made with respect to applicable standards of independence set forth in any applicable laws, regulations, or financing standards. The Committee shall consider the opinions of management and Internal Audit and Advisory Services in its evaluation.

6. Ensure the appropriate rotation of the lead (or coordinating) audit partner having primary responsibility for the audit and the audit partner responsible for reviewing the audit. Consider, whether, in order to assure continuing auditor independence, there should be a change of the audit firm itself.

7. Receive and act upon any report from the independent auditors regarding internal control deficiencies and any response from management thereto.

8. Approve any non-audit services by any independent auditors.

The Corporation for Public Broadcasting's interpretation of the Federal Communications Act requires the full Board of Regents to approve any engagement letters and any activity listed in #1 – 8 above related to the Corporation for Public Broadcasting.

Internal Audit and Advisory Services

The Director of Internal Audit and Advisory Services (CAE) shall report administratively to the President and functionally to the Audit, Risk and Compliance Committee of the Board of Regents. All Internal Audit and Advisory Services (IAAS) staff shall report to the CAE. The CAE is responsible for hiring, evaluating, promoting, and determining the salary of all IAAS staff. The CAE shall inform the Chair of the Committee of any position changes. The President of the University shall appoint, evaluate, promote, change the pay or duties, or dismiss the CAE with the approval of the Committee Chairperson.

9. Review and approve the University internal audit function, including the Internal Audit Charter and the proposed annual Audit Plan. The CAE shall develop an Annual Report, including an Audit Plan, for the University as a whole.

10. Annually the Audit Committee Chairperson shall review the performance and compensation of the CAE with the President.

11. Review the budget, any changes in plan, performance relative to the Audit Plan, or organizational structure, and qualifications of the University internal audit function, as needed. The Committee should also consider internal audit's conformance to professional standards.

12. Ensure that IAAS has an external quality assurance review every five years and review the results thereof.

13. Understand the review of internal controls and significant reports prepared by Internal Audit together with management's response and follow-up to these reports.

Financial Reporting Principles and Policies; Internal Audit Controls and Procedures

14. Advise management, the University internal audit function and the independent auditors that they are expected to provide to the Committee a timely analysis of significant financial reporting issues and practices.

15. Meet separately and on a periodic basis with management, the CAE, and the independent auditors.

16. Meet with management, the independent auditors, and, if appropriate, the CAE to do the following:

    a. Discuss the scope of the annual audit;

    b. Discuss any significant matters arising from any audit, including any audit problems or difficulties, and execution of response to audit findings;

    c. Discuss any audit problems or difficulties the independent auditors encountered in the course of the audit, including any restriction on their activities or access to requested information and any significant disagreements with management, and management's responses thereto;

    d. Review the form of opinion the independent auditors propose to render to the Board of Regents;

    e. Discuss, as appropriate, any major issues regarding accounting principles and financial statement presentations, including any significant changes in the University's selection or application of accounting principles, and major issues as to the adequacy of the University's internal controls and any special audit steps adopted in light of material control deficiencies;

f. Discuss and consider the integrity of the University's financial reporting guidelines, policies, and controls governing the process by which management and the relevant departments of the University assess and manage the University's financial reporting preparation.

g. Discuss the University's major risk exposures and the steps management has taken to monitor, control, and report such exposures.

h. Review significant findings prepared by the independent auditors and the University's internal audit function together with management's responses thereto, and monitor management's ongoing progress on their action plans.

17. Review management's analysis of significant financial reporting issues and practices prior to the issuance of the financial statements.

18. Consider the effectiveness of the University's internal control system, including information technology security and control.

Compliance Oversight

19. Assist the Board of Regents with oversight of the University's compliance with laws and regulations. This includes requiring management to inform the Committee regarding the system(s) for monitoring compliance with laws and regulations and the results of any significant investigations to include criminal conduct that could implicate the University, major compliance audits, and serious investigations or claims by the federal or state governments.

20. Obtain regular updates from management and the General Counsel regarding compliance matters.

21. Establish procedures for the receipt, retention, and treatment of complaints received by the University regarding fraud, accounting, internal accounting controls, or auditing matters, and the confidential, anonymous submission by University employees of concerns regarding questionable accounting or auditing matter.

22. Review Management's process for communicating the legal and ethical standards of conduct to the University's personnel and for monitoring

compliance therewith.

Reporting and Recommendations

23. Review and reassess the adequacy of the Committee's charter, as necessary.

24. The CAE will collaborate with the Chairperson to establish a work plan to ensure that the responsibilities of the Committee are scheduled and will be carried out.

25. Prepare and report to the Board of Regents (i) with respect to such matters as are relevant to the Committee's discharge of its responsibilities, and (ii) with respect to such recommendations as the Committee may deem appropriate. The report to the Board of Regents may take the form of an oral report by the chairperson of the Committee or any other member of this Committee designated by the Committee to make this report.

Meetings

The Committee shall meet no less frequently than once each fiscal quarter to discuss with management the annual audited financial statements and quarterly financial statements, as applicable. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. The Committee should meet separately periodically with management, the CAE, and the independent auditors to discuss any matters that the Committee or any of these persons or firms believe should be discussed privately. The Committee may request any officer or employee of the University, of the University's General Counsel's Office or independent auditors to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other. The Committee shall maintain minutes of meetings of the Committee.

Quorum

The quorum for the audit committee will be a majority (3) of the members (5).

Resources and Authority of the Audit Committee

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate, and approve the fees and other retention terms of special or independent counsel, accountants or other experts, as it deems appropriate. The Committee may be vested with other specific powers and authority by resolution of the Board of Regents. The University shall provide for appropriate funding, as determined by the Committee, for payment of (i) compensation to the independent auditors for the purpose of rendering or issuing an audit report, (ii) compensation to any advisors employed by the Committee, and (iii) ordinary administrative expenses that are necessary or appropriate for carrying out the duties of the Committee.

The Committee shall receive a copy of any reports issued for any consulting engagement relating to a business process at the next Committee meeting following the issuance of the report.

Performance Self-Evaluation

26. The Committee may perform a review and evaluation, as necessary, of the performance of the Committee. The Committee shall conduct such evaluations and review in such manner as it deems appropriate.

27. Annually confirm to the Board that all responsibilities outlined in the Committee Charter have been carried out.

Risk Assessment

28. The Committee shall receive, at least annually, at a meeting of the Committee, from the President and Chancellors, the University and campus risk assessments, respectively. The Committee may also request reports from management addressing the risk issues identified (including fraud), as necessary.

Financial Expert

29. The method of designating elected Regents to the Audit Committee may not always result in there being a "financial expert", as defined by Sarbanes-Oxley, on the Committee. As a result, the Committee may by a majority vote appoint a financial expert. This person will:
    a. Be in the judgment of the Committee independent of the University;

b. Be willing to serve on a voluntary basis (with only expenses paid on the same basis as the Board of Regents) for an initial term through December 31, of the year in which such person was appointed, with a maximum of two additional terms of two years, as an ex-officio, non-voting member and participate in Committee affairs;
c. Receive all information that goes to the Committee and have access to information and personnel similar to other members of the Committee;
d. Once appointed, serve the full term. They may only be removed by expiration of their term, absence from more than two meetings in a calendar year, a majority vote of the Board of Regents or voluntary resignation;
e. Offer advice and counsel to the Committee to fulfill the financial expert attributes;
f. Sign and abide by a confidentiality, non-disclosure agreement, approved by the General Counsel regarding information received in these efforts; and
g. Meet the five financial expert attributes designated by Sarbanes-Oxley:
    1. An understanding of GAAP, Government Auditing Standards and financial statements;
    2. The ability to assess the general application of such principles in connection with the accounting for estimates, accruals, and reserves;
    3. Experience preparing, auditing, analyzing, or evaluating financial statements that present a breadth and level of complexity of accounting issues which are comparable to the University's financial statements;
    4. An understanding of internal controls and the procedures for financial reporting; and
    5. An understanding of committee functions.

Disclosure of Charter

This Charter shall be made available on the University's website.

Amendment

Any amendment or other modifications of this charter shall be made and approved by the Board of Regents.

Adopted April 24, 2009
Last revised February 9~~10~~, 202~~4~~3

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Honorary Degrees Committee **February 9, 2024**

AGENDA ITEM: Approve the award of Honorary Degrees and Awards [please note: this item may be voted on after Closed Session]

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Chris Kabourek, Interim President
Jeff Gold, Executive Vice President and Provost

BACKGROUND INFORMATION

On June 28, 2019, the Board of Regents approved the current policies for awards found under Regents Policies 1.5.1 through 1.5.6.

PRESIDENT'S RECOMMENDATION

The Interim President recommends approval of the Honorary Degrees and Awards.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve amendment to Regents Policy 5.2.1 relating to admission standards on foreign language deficiencies.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

PURPOSE & KEY POINTS

Regents Policy 5.2.1 outlines high school course completion standards for admission to the University of Nebraska. Two changes are proposed:

- Subsection 2(e): World Language (formerly referred to as foreign language) is a required component for some degrees (often BA degrees) but not others (some BS degrees). Where it is required, high school preparation is critical to avoiding remedial study and completing the degree in a timely fashion. Despite being an admissions standard, in some colleges that don't require subsequent world language study, the high school coursework language deficiency was routinely waived prior to college graduation. The proposed change more closely mirrors actual practice. As noted in subsection g, if students are unable to take World Language coursework in high school, they must still complete a total of 16 units to be eligible for admission.
- Subsection 2(f): An additional one (1) unit is required at UNL in mathematics. Both UNO and UNK require the additional unit, with UNK preferring that the unit be in mathematics. UNO would now match UNK's language.

  Note: NCTA requires a high school diploma or GED, but does not require a set number or type of classes. The recommendation for potential NCTA students is to complete as many mathematics, science, and English courses as possible.

BACKGROUND INFORMATION

On September 16, 2016, the Board of Regents last approved an amendment to Regents Policy 5.2.1 relating to admission standards.

RECOMMENDATION

The Interim President recommends approval of the proposed amendment to Regents Policy 5.2.1.

RP-5.2 Admissions

RP-5.2.1 Admission Standards

1. Overview of Entrance Requirements

   Entrance requirements have been divided into two sections described in detail below. In addition to being graduates of an accredited high school, or equivalent, students planning to matriculate at UNK, UNL and UNO must take a core of selected high school courses spread over a number of disciplines. Additionally, these students are required to meet performance criteria by being in the top half of their graduating class or meet certain performance criteria, based on scores on national examinations or a cumulative high school GPA. The entrance requirements incorporate a process for admitting students who do not meet one or more of the admission criteria, yet show promise of academic success.

2. Core Course Requirements

   a. English - 4 units - All units must include intensive reading and writing experiences. Innovative interdisciplinary courses and courses in speech and journalism may be substituted if they include substantial amounts of reading and writing.

   b. Mathematics - 3 units - Algebra I, algebra II and geometry.

   c. Social Studies - 3 units - One unit drawn from American and/or world history; one additional unit drawn from history, American government, and/or geography; and a third unit drawn from any social science discipline.

   d. Natural Sciences - 3 units - At least two units selected from biology, chemistry, physics, and earth sciences. One of the above units must include laboratory instruction.

   e. ~~Foreign~~ World Language - 2 units ~~.~~ – For colleges that require world language, ~~Both~~ both units must be in the same language. Students who ~~are unable to~~do not take two years of ~~foreign~~ world language in high school may still qualify for admission to colleges without a world language requirement. ~~Such students will be required to take two semesters of foreign language at the University of Nebraska~~ ~~These students are still required to complete 16 units of academic courses for admission.~~

   f. Additional Academic Requirements - 1 unit

      For UNK and UNO, unit can be chosen from any academic discipline (preferably mathematics)~~.~~

      For UNL, must be a Mathematics unit that builds on a knowledge of algebra. It is not required that all students take a trigonometry or pre-calculus course for their fourth unit of mathematics. Other mathematics courses that build on two years of algebra (courses in statistics or discrete mathematics for example) may be taken to satisfy this requirement.

   g. Total Units - 16 total units required - A unit is a Carnegie Unit, comprising high school study for a period of one year. Equivalent requirements or competencies may be substituted, with the approval of the appropriate University campus.

DRAFT

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve proposal to transition the Bachelor of Arts (BA) and Bachlor of Science (BS) in Geography, the BS in Geography and Geographical Information Science, and the BA in Geography 7-12 Teaching Endorsement in the College of Arts and Sciences at UNK.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice President and Provost
Doug Kristensen, Chancellor, UNK

PURPOSE & KEY POINTS

To address funding shortfalls, UNK has identified programs that do not meet CCPE guidelines (degrees granted per year), have significant program costs, and/or are not viable over the long term. The Geography degrees have 6 majors and have only graduated 18 students over the past five years; all existing students will be able to complete their degrees. New students or transfers can obtain a BA and BS degree in geography from UNO or UNL, and UNL offers a GIS certificate. Neither UNL nor UNO has a Geography 7-12 subject endorsement, but no UNK students are in this degree program. Students generally take the Social Science field endorsement instead. Approval of this proposal will result in the elimination of these degrees, but there is an anticipation that faculty will be retained to teach content in other degree programs. The annual savings to transition these degrees will be approximately $13,000.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be… discontinued without the approval of the Board."

The rules and regulations governing the Coordinating Commission for Postsecondary Education (CCPE) are under Title 281 of the Nebraska Adminsitrative Code. Chapert 4, Section 006 details the rules and regulations relating to review of existing programs. For baccalaureate programs, the CCPE minimum performance standards require a mean of seven (7) degrees/awards in the program over the prior five (5) year period.

RECOMMENDATION

The Interim President recommends the transition of these degree programs.

DATE: January 4, 2024

TO: Douglas A. Kristensen, Chancellor

FROM: Julie J. Shaffer, Ph. D.
Interim Senior Vice Chancellor for Academic Affairs

SUBJECT: Transition of the Geography BA and BS; Geography and GIS BS, and Geography 7-12 Teaching Subject Endorsement BA

Due to the shortfall in funds this year of nearly $5,000,000, UNK has taken steps to evaluate the programs that are being offered. We took several things into consideration: CCPE guidelines, cost of the program, and program viability. The Chancellor's Cabinet created a list of programs that should be evaluated based upon these criteria. These lists went to the Deans of the impacted colleges. The Deans were then able to make recommendations to the SVCAA who then created a more formal list to be evaluated by faculty. A Faculty Advisory Committee (FAC) was given the list with a charge that the plan was to cut $3,000,000 from academics. They were to talk with departments and evaluate the plan. They had one month to make recommendations. The FAC recommended that we cut the Business Intelligence Emphasis, the Geography programs, and the Recreation Management programs. The other programs they felt should be retained but did not offer alternative places to cut to reach the $3,000,000 target. Also, during that month, students, faculty, and community members could comment on the budget cuts by contacting any of the members of the Chancellor's Cabinet. Once the month was complete, the Chancellor finalized the planned cuts and provided them to the campus at a Budget forum. The plan was then forwarded to President Carter. These are the programs that we recommend for transition and eventual elimination for the best interest of UNK.

Based upon our faculty contracts, faculty will be retained through May 2025. This gives faculty time to find a new position and students to move toward program completion. UNK is committed to getting the students done with their degrees and plans are listed below. There are 69 students total that will be impacted by these eliminated programs and emphasis areas. The total savings for the institution are over $1.2 million dollars.

<u>For BOR consideration</u>

Geography BA and BS; Geography and GIS BS, and Geography 7-12 Teaching Subject Endorsement BA

The Geography program currently has 6 majors and has only graduated 18 students over the past five years. This is well below the CCPE guidelines, so we propose to eliminate the program and all associated majors. The Geography B.A. and B.S. can be found at UNL and UNO. UNL

offers a GIS certificate program, but neither school has a Geography and GIS degree. Also, neither school has a Geography 7-12 subject endorsement, but there are no UNK students in this degree. Students generally take the Social Science field endorsement instead because they can teach more subjects with a field endorsement. Currently, there are three faculty teaching all the UNK classes for the major. The faculty will be retained because 8 additional programs require these geography classes for degree completion and thirteen others list multiple classes as electives. Because the faculty will be retained, we will not need to worry about students getting their degrees completed. We can easily ensure that the students will get the classes that they need. The savings will be the operating budget of $13,000.

Please let me know if you have questions or need additional information.

Thank you.

JJS

Cc: Jeff Gold, Provost
David Jackson, Vice Provost

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve proposal to transition the Bachelor of Arts (BA) in Theatre and the Bachelor of Music (BM) in Musical Theatre Comprehensive in the College of Arts and Sciences at UNK.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice President and Provost
Doug Kristensen, Chancellor, UNK

PURPOSE & KEY POINTS
To address funding shortfalls, UNK has identified programs that do not meet CCPE guidelines (degrees granted per year), have significant program costs, and/or are not viable over the long term. The Theater degree has 19 majors and the program has only graduated 31 students total over the past five years; all existing students will be able to complete degrees at UNK. New students or transfers can obtain Theater BA degrees from either UNO or UNL. Approval of this proposal will result in the elimination of this degree, reduction of four faculty lines, a managerial professional, and an office associate; after including departmental operating expenses, the annual savings to transition this degree will be over $600,000 annually.

The Musical Theater degree has no majors, and the program has only graduated 4 students total over the past five years. New students or transfers can obtain a BA in Theater with a music theater concentration from UNO. Approval of this proposal will result in the elimination of this degree, and reduction of a faculty line and associated operating expenses for an estimated savings of nearly $150,000 annually.

BACKGROUND INFORMATION
Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be… discontinued without the approval of the Board."

The rules and regulations governing the Coordinating Commission for Postsecondary Education (CCPE) are under Title 281 of the Nebraska Adminsitrative Code. Chapert 4, Section 006 details the rules and regulations relating to review of existing programs. For baccalaureate programs, the CCPE minimum performance standards require a mean of seven (7) degrees/awards in the program over the prior five (5) year period.

RECOMMENDATION
The Interim President recommends the transition of these degree programs.

DATE: January 4, 2024

TO: Douglas A. Kristensen, Chancellor

FROM: Julie J. Shaffer, Ph. D.
Interim Senior Vice Chancellor for Academic Affairs

SUBJECT: Elimination of the Theatre BA and the Musical Theatre Comprehensive B.M.

Due to the shortfall in funds this year of nearly $5,000,000, UNK has taken steps to evaluate the programs that are being offered. We took several things into consideration: CCPE guidelines, cost of the program, and program viability. The Chancellor's Cabinet created a list of programs that should be evaluated based upon these criteria. These lists went to the Deans of the impacted colleges. The Deans were then able to make recommendations to the SVCAA who then created a more formal list to be evaluated by faculty. A Faculty Advisory Committee (FAC) was given the list with a charge that the plan was to cut $3,000,000 from academics. They were to talk with departments and evaluate the plan. They had one month to make recommendations. The FAC recommended that we cut the Business Intelligence Emphasis, the Geography programs, and the Recreation Management programs. The other programs they felt should be retained but did not offer alternative places to cut to reach the $3,000,000 target. Also, during that month, students, faculty, and community members could comment on the budget cuts by contacting any of the members of the Chancellor's Cabinet. Once the month was complete, the Chancellor finalized the planned cuts and provided them to the campus at a Budget forum. The plan was then forwarded to President Carter. These are the programs that we recommend elimination for the best interest of UNK.

Based upon our faculty contracts, faculty will be retained through May 2025. This gives faculty time to find a new position and students to move toward program completion. UNK is committed to getting the students done with their degrees and plans are listed below. There are 69 students total that will be impacted by these eliminated programs and emphasis areas. The total savings for the institution are over $1.2 million dollars.

<u>For BOR consideration</u>

Theatre BA
The UNK Theatre program currently has 19 students. The Theatre 7-12 Subject endorsement was eliminated in 2013 due to low enrollments. The Nebraska Department of Education mandated that the Theatre endorsement become a supplemental endorsement. Over the past five years, the BA in Theatre program has had 31 students graduate, which is below the CCPE guidelines. Theatre B.A.'s are also offered at UNL and UNO. We plan to get all of the students

completed in 4 years. In the proposed cut, four faculty lines, a managerial professional, and an office associate would be eliminated. This will save the university $564,550. The total savings will be over $600,000 annually.

Musical Theatre Comprehensive BM
This program currently does not have any students and has graduated 4 students over the past five years. This program does not meet CCPE guidelines. UNL does not offer a Musical Theatre degree, but UNO has a musical theatre concentration area within the Theatre B.A. There is only one music faculty member that teaches solely for this program and otherwise they work closely with Theatre which, as noted above, we also propose to cut. The salary savings are $120,069.

[Additional savings will come from the savings for theatre productions. In 2022-2023, the theatre department spent $28,969 on five productions.]

Please let me know if you have questions or need additional information.

Thank you.

JJS

Cc: Jeff Gold, Provost
David Jackson, Vice Provost

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve proposal to transition the Bachelor of Science (BS) in Recreation, Outdoor, and Event Management Comprehensive and the BS in Recreation management in the College of Arts and Sciences at UNK.

[ ] **Review** [X] **Review + Action** [ ] **Action** [ ] **Discussion**

[ ] *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice President and Provost
Doug Kristensen, Chancellor, UNK

PURPOSE & KEY POINTS
To address funding shortfalls, UNK has identified programs that do not meet CCPE guidelines (degrees granted per year), have significant program costs, and/or are not viable over the long term. The Recreation degrees only have 12 students, despite an effort to revitalize the programs in 2018. All current students will be able to complete their degrees. New students or transfers can take coursework in event management at UNL, and UNO offers classes in recreation and leisure studies. Approval of this proposal will result in eliminating these degrees. One faculty line would potentially be impacted, with an annual savings of approximately $85,000.

BACKGROUND INFORMATION
Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be… discontinued without the approval of the Board."

The rules and regulations governing the Coordinating Commission for Postsecondary Education (CCPE) are under Title 281 of the Nebraska Adminsitrative Code. Chapert 4, Section 006 details the rules and regulations relating to review of existing programs. For baccalaureate programs, the CCPE minimum performance standards require a mean of seven (7) degrees/awards in the program over the prior five (5) year period.

RECOMMENDATION

The Interim President recommends approval of the program transition.

DATE: January 4, 2024

TO: Douglas A. Kristensen, Chancellor

FROM: Julie J. Shaffer, Ph. D.
Interim Senior Vice Chancellor for Academic Affairs

SUBJECT: Transition of the Recreation, Outdoor, and Event Management Comprehensive BS and Recreation Management BS

Due to the shortfall in funds this year of nearly $5,000,000, UNK has taken steps to evaluate the programs that are being offered. We took several things into consideration: CCPE guidelines, cost of the program, and program viability. The Chancellor's Cabinet created a list of programs that should be evaluated based upon these criteria. These lists went to the Deans of the impacted colleges. The Deans were then able to make recommendations to the SVCAA who then created a more formal list to be evaluated by faculty. A Faculty Advisory Committee (FAC) was given the list with a charge that the plan was to cut $3,000,000 from academics. They were to talk with departments and evaluate the plan. They had one month to make recommendations. The FAC recommended that we cut the Business Intelligence Emphasis, the Geography programs, and the Recreation Management programs. The other programs they felt should be retained but did not offer alternative places to cut to reach the $3,000,000 target. Also, during that month, students, faculty, and community members could comment on the budget cuts by contacting any of the members of the Chancellor's Cabinet. Once the month was complete, the Chancellor finalized the planned cuts and provided them to the campus at a Budget forum. The plan was then forwarded to President Carter. These are the programs that we recommend for transition and eventual elimination for the best interest of UNK.

Based upon our faculty contracts, faculty will be retained through May 2025. This gives faculty time to find a new position and students to move toward program completion. UNK is committed to getting the students done with their degrees and plans are listed below. There are 69 students total that will be impacted by these eliminated programs and emphasis areas. The total savings for the institution are over $1.2 million dollars.

<u>For BOR consideration</u>

Recreation, Outdoor, and Event Management Comprehensive BS and Recreation Management BS

The Recreation Management degrees currently have 12 students. These degrees were updated in 2018, but the numbers have not increased. As these degrees do not meet CCPE guidelines, we propose to eliminate both degrees. There are not similar programs at UNL or UNO, but

University of Nebraska Kearney
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unk.edu

there is an Event Management option at UNL. UNO offers classes in recreation and leisure studies the would be similar to those classes in our Recreation management program. Only one faculty member was assigned to teach solely for this program, so if we eliminate that position, the savings will be $84,757. Students will be able to complete their degrees without any change in their 4-year plan.

Please let me know if you have questions or need additional information.

Thank you.

JJS

Cc: Jeff Gold, Provost
David Jackson, Vice Provost

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Proposal to create the Undergraduate Certificate in Social Entrepreneurship to be administered by the School of Global Integrative Studies in the College of Arts and Sciences at UNL.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice Presidnet and Provost
Rodney Bennett, Chancellor, UNL

PURPOSE & KEY POINTS

Nebraska is home to over 10,000 nonprofit organizations and, by some measures, is considered the third-largest industry in the state. Many of these organizations, as well as private businesses, place social responsibility as part of their mission. The proposed 17-19 credit hour in-person certificate is designed to prepare students to lead and function within these social entrepreneurship organizations. Students will be prepared to help build thriving organizational cultures, and learn to think critically/act strategically to serve mission-driven employers focused on building a sustainable and innovative future. All students will take coursework in entrepreneurship, innovation, and grant writing/fundraising. Electives and thematic coursework allow students to customize their program to best meet their career objectives.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be adopted… without the approval of the Board."

RECOMMENDATION

The Interim President recommends approval of the proposed undergraduate certificate.

September 21, 2023

Dr. Jeffrey Gold, Executive Vice President and Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583-0745

Dear Dr. Gold,

I am forwarding materials related to a proposal to create a new undergraduate certificate in Social Entrepreneurship to be administered by the School of Global Integrative Studies in the College of Arts and Sciences. The certificate program is built on cross-college collaborations and leverages existing curriculum in six colleges.

This proposed program has the full endorsement of the Academic Planning Committee, the Executive Vice Chancellor for Academic Affairs, the Dean of the College of Arts and Sciences, the College of Arts and Sciences curriculum committee, the departments and colleges contributing to the program, and it has my approval. I am requesting you approve it and that it be reported to the Board of Regents at an upcoming meeting.

Sincerely,

Rodney D. Bennett, Ed.D.
Chancellor

c: Mehmet Can Vuran, Chair, Academic Planning Committee
Kathy Ankerson, Executive Vice Chancellor
Mark Button, Dean, College of Arts and Sciences
Sophia Perdikaris, Director, School of Global Integrative Studies
Josh Davis, Associate to the Chancellor
Renee Batman, Assistant Vice Chancellor
Suzi Tamerius, Project Coordinator
Karen Griffin, Coordinator of Faculty Governance
David Jackson, Vice Provost
Angela Iwan, Executive Assistant to the EVPP

University of Nebraska Lincoln
Office of the Chancellor
201 Canfield Administration, PO Box 880419 | Lincoln, NE 68588-0419 | 402.472.2116

University of Nebraska Lincoln

FACULTY SENATE OFFICE
ACADEMIC PLANNING COMMITTEE

September 11, 2023

Chancellor Rodney Bennett
201 Canfield Administration
City Campus (0419)

Dear Chancellor Bennett:

The Academic Planning Committee (APC) considered a proposal to create the Social Entrepreneurship Undergraduate Certificate. The program will be administered by the School of Global Integrative Studies in the College of Arts and Sciences. The APC voted to recommend approval of the proposal at its September 6, 2023, meeting and I am forwarding this proposal for your consideration.

Sincerely,



Memet Can Vuran, Chair, Academic Planning Committee and Professor, School of Computing

c: Executive Vice Chancellor Katherine Ankerson
Dean Mark Button
Professor Sohpia Perdikaris
Associate to the Chancellor Josh Davis
Assistant Vice Chancellor Renee Batman
Project Coordinator Suzi Tamerius

135 Alexander Building /312 N. 14th Street/ Lincoln, NE 68588-0471/ (402) 472-2573 / EMAIL: kgriffin2@unl.edu

MEMORANDUM

TO: Can Vuran, APC Chair

FROM: Katherine Ankerson, Executive Vice Chancellor KSA

DATE: August 18, 2023

SUBJECT: New Undergraduate Certificate in Social Entrepreneurship

Attached please find a proposal to create a new Undergraduate Certificate in Social Entrepreneurship to be administered by the School of Global Integrative Studies in the College of Arts and Sciences. The certificate program is built on cross-college collaborations and leverages existing curriculum in six colleges.

The program is designed to provide a credential that will be recognized in the workforce, especially within nonprofit and civic organizations, governmental agencies, and an increasing number of for-profit corporations who have placed a focus on social responsibility. Experiential learning is a core feature of the program. This new certificate program has the full support of the CAS curriculum committee and Dean Mark Button, as well as, the support of departments and colleges who are contributing to the program of study.

The proposals for undergraduate certificate programs were on hold in the EVC Office while the infrastructure was completed to support the recruitment, admission, matriculation, and certificate completion in a non-manual process for both degree-seeking and non-degree seeking students. The academic systems project was prioritized during 2022-23 and completed in late spring. I am optimistic about new certificate programs and look forward to how they can support the university's enrollment goals.

I fully support this proposal.

University of Nebraska Lincoln
Office of the Executive Vice Chancellor and Chief Academic Officer
208 Canfield Administration Building | P.O. Box 880420 | Lincoln, NE 68588-0420 | 402.472.3751 | fax 402.472.4929
executivevc.unl.edu

DATE: October 12, 2022

TO: Katherine Ankerson
Executive Vice Chancellor

FROM: Mark E. Button
Dean

Subject: Creation of Certificate in Social Entrepreneurship

Please find attached the proposal for a Certificate in Social Entrepreneurship in the College of Arts and Sciences. This certificate is the result of productive collaborations across six colleges at UNL (CAS, CASNR, Architecture, CJMC, COB, and CEHS). By leveraging our shared strengths and faculty expertise across UNL, we will provide students with a new unique certificate option focused on developing the skills and hands-on experiences necessary to make a positive social impact in the world.

In a rapidly globalizing world, organizations focused on making a social impact play an important role in helping meet the challenges faced by our communities. Nonprofit and civic organizations, governmental agencies, and an increasing number of for-profit corporations have placed social responsibility at their core, making it a rewarding career choice for students with a wide range of academic backgrounds and life experiences. The Undergraduate Certificate in Social Entrepreneurship will provide students with a professional credential that will help them rise to the top of applicant pools in this exciting and growing sector. This eighteen-hour certificate, administered and supervised by the School of Global Integrative Studies (SGIS), provides students with a solid foundation for pursuing a career in the social good, both domestically and abroad. The focus on the global aspects of this certification is especially important as we look to a future that will continue to be defined by globalization and collaboration across cultural, social, linguistic, political, and physical borders.

There is growing demand, both locally and globally, for social entrepreneurship and innovation-oriented education and training of the workforce. In Nebraska there are close to 10,000 nonprofit organizations, with Lancaster County being home to over 3,000 of them. The nonprofit sector is the third largest industry in the state, bringing in over $3 billion in income each year. In Lincoln alone, there are over 500 nonprofit organizations. Meanwhile, across the United States, 1.6 million nonprofit organizations engage in social impact work, contributing an estimated $985 billion to the US economy. In addition to the rapidly growing nonprofit sector, there is a rapidly growing group of for-profit businesses with socially-minded missions. Together, these organizations constitute a powerful economic force and resonate broadly with today's students and recent graduates. As the social entrepreneurship sector continues to grow across the country and around the globe, this certificate will allow UNL students to secure jobs locally, nationally, and globally and become leaders in this emerging sector. Our certificate

will help prepare students to tackle today's most pressing challenge in a variety of fields including health care, public health, education, law, human rights, environmental protection, and business just to name a few.

This certificate provides students with the skills they need to be leaders in the social entrepreneurship sector and to evaluate their own strengths and opportunities. All students will take two required courses: (1) GIST 201: Social Entrepreneurship and Innovation (3 credits); and (2) GLST/HRHA 415: Grant Writing and Fundraising for Social Impact (3 credits). In addition, all students will take one skill-based course (3 credits) and enroll in two additional courses (6 credits total) from one of the three subject specializations, including: Human Rights and Community Changemaking; Environment and Society; and Education and Human Services in a Diverse Community. Finally, all students will take a capstone course, HRHA 495: Experiential Learning in Human Rights.

Throughout their training in the certificate program, the students will make a tangible impact on our community through experiential learning opportunities and get a head start on making their mark. This certificate will formalize much of the work that many of our students already do through civic engagement, volunteerism, community service, or fundraising efforts. Both the students and the community will experience the long-term benefits of this program.

This proposal was approved in the School of Global Integrative Studies prior to submission to the College of Arts and Sciences for approval. The CAS Curriculum and Advising Committee met on February 3, 2022, and unanimously approved this proposal. This was presented for approval to the college faculty at our regularly scheduled spring faculty meeting on May 3, 2022, and received unanimous approval.

I strongly support this proposal and believe that it will provide students with a professional credential that will help them rise to the top of applicant pools in this exciting and growing sector.

University of Nebraska-Lincoln
New Undergraduate Certificate

I. Descriptive Information

Name of Institution Proposing New Undergraduate Certificate
University of Nebraska-Lincoln
Name of Proposed Undergraduate Certificate
Social Entrepreneurship
Other Programs Offered in this Field by this Institution
Global Studies BA/BS; Human Rights minor; Entrepreneurship minor; Civic Engagement Undergraduate Certificate
CIP Code *[IEA can help with CIP codes or browse here: http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55]*
52.0704
Subject Code
No specific subject code
Primary Administrative Unit for the Proposed Undergraduate Certificate
School of Global Integrative Studies
All Units Participating in the Undergraduate Certificate
Multiple
Proposed Delivery Site
Oldfather Hall
Undergraduate Certificate will be offered *[full program, not individual courses]*
__X____ On-campus only _____ Distance only _____ Both (on-campus and distance)
Undergraduate Certificate will be Offered to
_____ UNL degree seeking _____ UNL non-degree seeking ___X___ Both (degree-seeking and non-degree seeking) _____ Other (please explain)
Date Approved by the Governing Board
[leave blank]
Proposed Date the New Undergraduate Certificate will be Initiated
Fall 2024

II. Details

Purpose of the Proposed Undergraduate Certificate:
In a rapidly globalizing world, organizations focused on making a social impact play an important role in helping meet the challenges faced by our communities. Nonprofit and civic organizations, governmental agencies, and an increasing number of for-profit corporations have placed social responsibility at their core, making it a rewarding career choice for students with a wide range of academic backgrounds and

life experiences. This Undergraduate Certificate in Social Entrepreneurship is built on cross-college collaborations and will provide students with a professional credential that will help them rise to the top of applicant pools in this exciting and growing sector. This 17-19 credit-hour certificate, administered and supervised by the School of Global Integrative Studies (SGIS), provides students with a solid foundation for pursuing a career in the social good, both domestically and abroad. The focus on the global aspects of this certification is especially important as we look to a future that will continue to be defined by globalization and collaboration across cultural, social, linguistic, political, and physical borders.

There is growing demand, both locally and globally, for social entrepreneurship and innovation-oriented education and training of the workforce. In Nebraska there are close to 10,000 nonprofit organizations, with Lancaster County being home to over 3,000 of them. The nonprofit sector is the third largest industry in the state, bringing in over $3 billion in income each year. In Lincoln alone, there are over 500 nonprofit organizations. Meanwhile, across the United States, 1.6 million nonprofit organizations engage in social impact work, contributing an estimated $985 billion to the US economy. In addition to the rapidly growing nonprofit sector, there is a rapidly growing group of for-profit businesses with socially-minded missions. Together, these organizations constitute a powerful economic force and resonate broadly with today's students and recent graduates. As the social entrepreneurship sector continues to grow across the country and around the globe, this certificate will allow UNL students to secure jobs locally, nationally, and globally and become leaders in this emerging sector. The certificate will help prepare students to tackle today's most pressing challenge in a variety of fields including health care, public health, education, law, human rights, environmental protection, and business just to name a few.

This certificate provides students with the skills they need to be leaders in the social entrepreneurship sector and to evaluate their own strengths and opportunities. All students will take two required courses: (1) GIST 211: Social Entrepreneurship and Innovation (3 credits); and (2) GLST 415: Grant Writing and Fundraising for Social Impact (3 credits). In addition, all students will take one skill-based course (3 credits) and enroll in two additional courses (6 credits total) from one of the three subject themes, including: Human Rights and Community Changemaking; Environment and Society; and Education and Human Services in a Diverse Community. These subject themes allow students to develop greater depth of knowledge and skills in these thematic areas while keeping the program of study at 17-19 credit hours. Finally, all students will take a capstone course, HRHA 495: Experiential Learning in Human Rights.

Throughout their training in the certificate program, students will make a tangible impact on our community through experiential learning opportunities and get a head start on making their mark. This certificate will formalize much of the work that many of our students already do through civic engagement, volunteerism, community service, or fundraising efforts. Both the students and the community will experience the long-term benefits of this program.

Description of the Proposed Undergraduate Certificate:

Learning Objectives:

1. Provide students with the social entrepreneurship training they need to step into active roles within an organization. The certificate is designed to prepare students to lead and function within social entrepreneurship organizations and build a thriving organizational culture.

2. Students will learn to think critically and act strategically and ethically to serve mission-driven organizations focused on the social good and building a sustainable and innovative future.

Admission Criteria: Degree-seeking and non-degree seeking students will be able to earn the certificate. Non-degree seeking students must have completed at least an Associates Degree. Students currently enrolled at a sister campus (UNO, UNK or UNMC) are also eligible to earn the certificate.

Admission Processes: Students with a college-level GPA of 2.0 will fill out a formal application which will then be reviewed by the Certificate Coordinator and the Social Entrepreneurship Certificate Advisory Board composed of faculty and local social entrepreneurship professionals.

Courses, Credit Hours and Academic Requirements

Table 1, below, lists the required and elective courses in the certificate program. Students must earn a C or higher, or a grade of P on classes with a P/NP option, for the course credit to count toward the certificate. Students may not take any of the required courses as P/NP and only 3 elective P/NP credits may be counted for the certificate. At least 10 credit hours must be at the 300-level or above.

Table 1. Program of Study

Social Entrepreneurship Certificate: Course List			
	Credit Hours	**Prerequisites, if applicable**	**Notes, unless otherwise listed, all courses are "graded with option"**
Required Courses			
GIST 211: Social Entrepreneurship and Innovation	3		
GLST 415: Grant Writing and Fundraising for Social Impact	3	Sophomore standing	
Elective Courses			
Skill Based Course (select 1 course from the list below)			
ALEC 302: Dynamics of Effective Leadership in Organizations	3	Sophomore standing	
ALEC 428: Leadership in Public Organizations	3	Junior standing	
ALEC 466: Leadership and Diversity in Organizations and Communities	3	Junior standing	Fee $20
COMM 382: Nonprofit Organizing & Communication	3		Graded only
CRPL 441: Researching Quality of Life	3		Graded only, cross listed with CRPL 841
CRPL 467: Active and Healthy Community Development	3		Graded only, cross listed with CRPL 867

CRPL 470: Environmental Planning and Policy	3	Senior standing	Cross listed with CRPL 870
ENTR 321 (MNGT 321): Foundations of Entrepreneurship	3	Sophomore standing	Graded only, cross listed with MNGT 321
ENTR 423: Business Plan Development and Decision Making	3	ENTR/MNGT 421 and Junior standing	Graded only
ENVR 319: Environmental Engagement and the Community	2		
FINA 300: Financial Decision Making	3	For non-CoB students only; 2.5 cum GPA; ACCT 200 (or ACCT 201 and ACCT 202) and ECON 200 (or ECON 211 and ECON 212).	Credit toward the degree cannot be earned in both FINA 300 and FINA 361/361A/361H. Graded only
GEOG 217: Principles of GIS	4		Fee $50, offered Fall
HRHA 440: Human Rights, Conflict and Community Changemaking	3		Cross listed with HRHA 840, graded only, offered Spring
MNGT 360: Managing Behaviors in Organizations	3	Sophomore standing	Graded only
MNGT 365: Managing Diversity in Organizations	3		Graded only
Subject Themes (Select 1 Theme)			
Theme 1: Human Rights and Community Changemaking (select 2 courses)			
ANTH/GLST 474: Development in Theory and Practice	3	Sophomore standing	Cross listed with ANTH 874, GLST 474
HIST/JUDS 339: The Holocaust	3	Sophomore standing	Cross listed with HIST 839, JUDS 339
HIST/ETHN 340: Rights & Wrongs in American Legal History	3	Sophomore standing	Cross listed with HIST 840, ETHN 340
HIST/ETHN 460: The Civil Rights Movement	3	Junior standing	Cross listed with ETHN 460, HIST 860, graded only
GLST/HRHA 101: Human Rights in a Global Context	3		Cross listed with HRHA 101, offered Fall
GLST/HRHA 350: Refugees, Displaced Persons and (Im)migrants in a Globalized World	3		Cross listed with HRHA 350
HRHA 440: Human Rights, Conflict and Community Changemaking	3		Cross listed with HRHA 840, offered Spring

JOMC 222: Social Justice, Human Rights and the Media	3		Graded only
POLS 377: Transnational Criminal Networks	3		
POLS 470: International Human Rights	3		Cross listed with POLS 870
Theme 2: Society and Protecting the Environmental (Select 2 Courses)			
ALEC/AECN 388: Ethics in Agriculture and Natural Resources	3		Cross listed with AECN 388
ANTH/GLST 476: Human Rights, Environment, and Development	3	Sophomore standing	Cross listed with ANTH 876, GLST 476
ARCH 107: Sustainability Basics and the Built Environment	3		Graded only
CRPL 300: The Community and the Future	3		
ENVR/SCIL/AECN/NRES/GEOG 109: Water in Society	3		Cross listed with SCIL 109, AECN 109, NRES 109, GEOG 109, offered Fall
ENVR 201: Science, Systems, Environment and Sustainability	3		
HIST 469: Global Environmental History	3	Junior standing	Cross listed with HIST 869
NREE/AECN 265: Resource and Environmental Economics I	3	ECON 212 or AECN 141	Cross listed with AECN 265, offered Spring
NRES/GEOG 289: People and the Land: Human Environmental Interactions on the Great Plains	3		Cross listed with GEOG 289
PHIL 225: Environmental Ethics	3		
POLS 332: Climate Change: Policy and Politics	3		
PSYC/ENVR 334: Psychology of Environmental Sustainability	3		Cross listed with ENVR 334
SOCI 346: Environmental Sociology	3	6 hours of SOCI, or Junior or Senior standing	
Theme 3: Living and Learning in a Diverse Community (Select 2 Courses)			
CRIM 338: Race, Ethnicity and Criminal Justice	3	CRIM 101, ENGL 150 or above and 45 credit hours	

CYAF 413: Global Case Studies in Refugee Health & Wellbeing	3		Cross listed with CYAF 813, offered Spring, experiential learning "Other"
CYAF 415: Family and Violence in the Global Contest	3		Cross listed with CYAF 815, offered Spring
CYAF 482: Understanding Families from a Global Context	3	12 hours of coursework in CYAF, PSYC, SOCI, TEAC, or CRIM.	Cross listed with CYAF 882
CYAF 488: Child and Family Policy	3	Junior standing	Cross listed with CYAF 888
EDPS 350: Basic Helping Skills	3	Sophomore standing	Graded only
ETHN 101: How to Be Antiracist	3		
ETHN/COMM 311: Intercultural and Intergroup Communication	3		Cross listed with COMM 311, Experiential learning "Community Engagement"
ETHN/POLS 333: Immigration and Politics	3		Cross listed with POLS 333
PSYC 330: Psychology of Diversity	3		
PYSC/CYAF/EDPS/SOCI 471: Human Sexuality and Society	3	Junior/Senior standing	Cross listed with CYAF 471, EDPS 471, SOCI 471, CYAF 871, EDPS 871, PSYC 871, SOCI 871
TEAC/ETHN 330: Multicultural Education	3	Sophomore standing	Cross listed with ETHN 330, Experiential learning "Other"
TEAC 438: Linguistics in Language and Learning Context	3		Cross listed with TEAC 838
WMNS 210: Activism and Feminist Communities	3		Experiential learning "Project-Based Learning"
Experiential Learning			
HRHA 495: Experiential Learning in Human Rights	3	Permission	Cross listed with HRHA 895
TOTAL	17-19		

How and when advisors are assigned for students in the certificate program?
The Certificate Coordinator (a faculty member in SGIS) will serve as the primary advisor for the certificate. The Certificate Coordinator will manage admission, course scheduling, and general advising in consultation with the academic advising teams in the participating colleges. In addition, the

Certificate Coordinator will assist current UNL students in adding the certificate to their program of study and assist non-UNL students in adding the certificate as part of their general admission for non-degree students. The Certificate Coordinator will be supervised by the Director of SGIS and will actively work with the nonprofit community in Lincoln and around the state, as well as partner with other organizations, to establish working MOUs for applied practicum experiences.

Identify the primary contact (person and/or office) who can answer questions about the certificate (regarding requirements, substitutions, scheduling of courses, etc.).
Primary Contact: Emira Ibrahimpasic, Associate Professor of Practice and Assistant Director, Global Studies, School of Global Integrative Studies

What are the measures and procedures for verification of completion of the certificate requirements?
The School of Global Integrative Studies Executive and Curriculum Committees, as well as the Social Entrepreneurship Certificate Advisory Board, composed of faculty and local social impact professionals, will provide yearly evaluations of the certificate program.

What are the measures and procedures for ongoing evaluation of the certificate program?
The Certificate Coordinator will continually track student progress and will have annual meetings with all enrolled students. The Certificate Coordinator also will serve as the facilitator for all matters related to the certificate program.

What is the Impact on Course Subject Codes; Will any subject codes need to be created, modified, or deleted in relation to the creation of this certificate program?
No new codes will be created.

Costs of Operating the Proposed Certificate Program: Based on enrollment, the certificate program will benefit from the hiring of an experienced long-term lecturer or Professor of Practice (anticipated in Year Four). The individual hired will teach the core certificate courses, the capstone, and serve as the coordinator and advisor for the program. Until a permanent faculty position can be filled, the Dean's Office will fund the hiring of a temporary lecturer from private support and Dr. Emira Ibrahimpasic will take on the certificate coordinator responsibilities.

III. Review Criteria

A. Centrality to UNL Role and Mission

This certificate program is directly aligned with the University's role and mission to serve as the state of Nebraska by providing leadership through quality education and the generation of new knowledge. By facilitating the development of transferable skills in social entrepreneurship, this certificate program will provide another opportunity for the University to contribute to the economic and cultural development of the entire state. Given its focus on applied social impact for the public good, this certificate program will also help the University achieve the goal of having every student at UNL with a documented experiential learning experience. Through the thoughtful design of the curriculum and the focus on experiential learning and public service, the Social Entrepreneurship Certificate will advance the four core aspirations of the N150 Commission and the university's path over the next 25 years: Nebraska students co-create their

experience; Our research and creativity transforms live and learning; Every person and every interaction matters; and Engagement builds communities.

B. **Relationship of the proposal to the NU 5-year strategy**

This certificate program will enhance the NU five-year strategy focused on access, affordability, and attainment. As an 17-19-credit hour program offers students cross-college opportunities, this will be an accessible and affordable credential in the rapidly growing sector of social entrepreneurship. Given the growing list of workforce needs in the state, as well as the need for innovative solutions to a wide-range of human and environmental challenges, this unique collaboration of six colleges at UNL will enable the university to lead in the area of workforce development. By leveraging the unique strengths that exist within the colleges of UNL, we expect this certificate program to have a practical impact in some of the key areas identified within the NU five-year strategy, such as water and food security; infectious disease; rural community vitality; and early childhood education.

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

This certificate program is consistent with the Comprehensive Statewide Plan for Post-Secondary Education because it is responsive to changing academic, workforce, societal, and community development needs. The state of Nebraska, like the rest of the US and the world, is beset by a range of "wicked problems" that demand innovative solutions that neither the state nor the market alone can supply. This program will harness and cultivate the ingenuity and creativity of student-scholars to serve as agents of positive change in their communities. A flexible certificate option is also student-centered and will help serve the citizens of the state. The unique design of this program – drawing on the expertise and unique strengths of six academic colleges – embodies the shared values and beliefs of the Coordinating Commission that "the state benefits when Nebraska institutions focus resources on unique areas of excellence in which they can bring major benefits to the state and to students." As a professional certificate program that is open to diverse, non-degree seeking members of the public, this program will contribute to a competent and competitive workforce for our state, facilitate lifelong learning and training opportunities for our citizens, and promote an innovative and entrepreneurial culture that rises to the challenges of globalization.

D. Evidence of Need and Demand

1. Need:

As noted above, the non-profit sector is one of the fastest growing industries in the United States, with over 1.6 million organizations contributing an estimated $985 billion to the US economy. According to the Washington Post,[1] the non-profit sector is the second-largest employment sector in the country (second only to the for-profit sector). Throughout the state of Nebraska, 98,000 workers are employed in the non-profit sector. This includes ten percent of Lancaster County's workforce and closer to 13 percent of the workforce in, among others, Jefferson, Adams and Blaine counties.

[1] https://www.washingtonpost.com/business/2023/05/12/force-behind-americas-fast-growing-nonprofit-sector-more/

In addition to the rapidly growing nonprofit sector, for-profit entities, ranging from the footwear company TOMS to tech start-ups like Career Karma, are embracing social entrepreneurship with vigor. At the same time, consumers increasingly demand that the products and services they buy are ethically sourced and produced. With social entrepreneurship reshaping significant portions of the economy in both the for-profit and non-profit sectors, there is an increased need for employees who can tackle the world's most pressing problems across a range of fields, from public health to law, and education to environmental protection.

This need for creative problem-solvers is even more acute given the "Great Resignation" that has resulted from the Covid-19 pandemic. According to the 2023 National Council of Nonprofits 2023 workforce survey,[2] nearly 75% of non-profits have vacancies, creating challenges for their surrounding communities. The demand for non-profit workers is high and the Social Entrepreneurship Certificate will help students acquire the competencies that the world needs today.

2. Demand:

As the non-profit sector grows, so too does consumer and voter demand for the corporations, organizations, and public authors to engage with the social good. In July 2022, *Forbes* reported on a study that found that 90 percent of consumers would switch brand allegiance because of their interest in the social good, while also noting that a growing number of corporations have undergone complete overhauls in order to receive a B-Corp rating, indicating their adherence to shared social good standards. Moreover, positions like "chief responsibility officer" are becoming more and more important, driving both the need for employees as well as demand for students to engage in both the for-profit and not-for-profit social good space.

Given this fast-evolving sector and student interest in social change more broadly, we anticipate that Year 1 enrollment in the certificate program will be 15 students, and we have set the minimum number of students required to make the certificate viable at 10. In the first three years of the certificate, we expect that demand for the certificate largely will derive from existing students, particularly those already engaged in the Global Studies and Human Rights programs. In 2020, there were 135 Global Studies majors and approximately 100 human rights minors. These students, as well as students in political science (359 majors in 2020), environmental studies (31 majors in 2020), management (491 majors in 2020) and a host of other fields will also be attracted to this certificate. Table 2 illustrates our projected enrollment:

Table 2. Anticipated Enrollment

	Year 1	Year 2	Year 3	Year 4	Year 5
Anticipated Enrollment	15	18	25	35	40

We will utilize pre-existing courses for the majority of the course credits in the certificate program. We selected these courses because of their substantive focus and strong enrollment histories. The enrollment numbers demonstrate demand for the certificate. The courses will run regularly.

[2] https://www.councilofnonprofits.org/files/media/documents/2023/2023-nonprofit-workforce-survey-results.pdf

In addition to the course offerings, we see evidence for demand for this program from several stakeholders. For example, UNL's Office of Career Services noted that UNL Career Coaches across campus, including coaches from the College of Education and Human Sciences, the College of Business, the College of Agriculture and Natural Resources, and the College of Journalism and Mass Communication, as well as Career Coaches in UNL's Explore Center, have students coming to their offices with an expressed interest in careers social entrepreneurship.

Students across campus also regularly report to their faculty members that they are interested in pursuing this type of career, which is consistent with Gen Z students' values more broadly. Similarly, employers, both locally and globally, as well economic organizations like the World Economic Forum are heralding the importance of social entrepreneurship for the future of the global economy.

E. Avoidance of Unnecessary Duplication

The Social Entrepreneurship Certificate fills important gap in the UNL curriculum and in the offerings of other institutions of higher education in the state of Nebraska. While the College of Arts of Sciences offers a program of study in Global Study and a minor in Human Rights, both of which contribute to this certificate, neither program is solely focused on social entrepreneurship. Similarly, the College of Business offers a minor in entrepreneurship, broadly defined. The focus of that program is not social impact, however. UNL also offers a Civic Engagement Certificate, which builds student's skills in civic participation. The proposed certificate in social entrepreneurship differs from the Civic Engagement Certificate in two key ways. First, it offers a comprehensive curriculum and requires 17-19 credits as opposed to 12. Whereas the Civic Engagement Certificate accepts all ACE 8 and 9 courses, the proposed certificate's curriculum is more curated, as it focuses specifically on the social good sector and combines both in-class learning with transferable skill-building. Second, while there is some overlap between civic engagement and social entrepreneurship, they represent two discrete industries and job opportunities. While we expect that some students will be interested in both certificates, they draw on different skill sets and focus areas.

Beyond the University of Nebraska-Lincoln, the College of Business Administration at the University of Nebraska-Omaha offers an Entrepreneurship Concentration for business majors and a minor in entrepreneurship for non-business majors. Compared to the proposed Social Entrepreneurship Certificate, Omaha's Entrepreneurship Concentration offers primarily business or accounting courses, with less emphasis on human rights, environmental sustainability or community diversity. The minor in entrepreneurship meanwhile, consists mainly of management-focused courses, with several classes delving into specific topics such as gender and entrepreneurship, development innovations. While some of these courses reflect address similar content with courses in the proposed certificate, there is significantly less variety, particularly across colleges. Moreover, this program of study is only offered as a minor, not as a certificate program. The University of Nebraska-Omaha's College of Public Affairs and Community Service also offers a Nonprofit Management minor for undergraduate students interested in working in the nonprofit sector. At 18 total in-person credit hours, this minor consists of courses aimed at improving students' ability to lead nonprofit organizations, focusing on a management/business approach. This curriculum focuses less on broader human rights, environmental or community issues impacting the nonprofit sector. The program also offers more limited options for students than the proposed certificate.

The proposed Social Entrepreneurship certificate builds on the strengths of these existing programs to offer something unique and will help students position themselves to work at this intersection between the public good and entrepreneurship.

F. Adequacy of Resources:

1. Faculty/Staff:
   Because the certificate curates existing UNL curriculum, current faculty and staff will support the certificate program as part of their existing work. Future curricular development is anticipated with strong enrollment growth. Part-time adjuncts will cover any needed additional sections of GLST 415 and HRHA 495, funded by Foundation funds. If such funds are unavailable, the College of Arts and Sciences will support the program with temporary instruction funds. Based on enrollment growth, we plan to hire a long-term Lecturer or Assistant Professor of Practice position (described above). Estimated salary for Assistant Professor of Practice ($62,000-65,000).

2. Library/Information Resources
   There are adequate library resources to support the program.

3. Physical Facilities and Equipment
   This program will not require any additional facilities or equipment.

4. Instructional Equipment and Informational Resources
   This program will not require any additional equipment or informational resources beyond existing resources, e.g. Canvas.

5. Course and Lab Fees
   Only a very few classes included in the theme areas have associated course and/or lab fees. Those fees are listed in the table of courses above.

6. Budget Projections [include Table 1 and Table 2]
   Table 1: Projected Expenses Table 2: Revenue Sources for Projected Expenses

Appendix

A. Catalog Copy

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	(FY2024-25) Year 1		(FY2025-26) Year 2		(FY2026-27) Year 3		(FY2027-28) Year 4		(FY2028-29) Year 5		**Total**	
Personnel	**FTE**	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	**FTE**	**Cost**
Faculty [1]	0.33	$ 14,000	0.33	$ 14,420	0.33	$ 14,853	1.00	$ 84,890	1.00	$ 87,437	1.00	$215,599
Professional											-	$0
Graduate assistants											-	$0
Support staff											-	$0
Subtotal	0.33	$ 14,000	0.33	$ 14,420	0.33	$ 14,853	1.00	$ 84,890	1.00	$ 87,437	1.00	$215,599
Operating												
General Operating												$0
Equipment												$0
New or renovated space												$0
Library/Information Resources												$0
Other												$0
Subtotal		$0		$0		$0		$0		$0		$0
Total Expenses	0.33	$ 14,000	0.33	$ 14,420	0.33	$ 14,853	1.00	$ 84,890	1.00	$ 87,437	**1.00**	**$ 215,599**

[1] The first three years of the certificate will require at least 2 courses taught by temporary lecturers that will not incur benefits and will be funded by private foundation support. Based on strong enrollment growth, in years 4-5, the intent is to hire an Asst POP or long-term lecturer. Costs include benefits in years 4-5.

CCPE; 11/19/08

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	(FY2024-25) Year 1	(FY2025-26) Year 2	(FY2026-27) Year 3	(FY2027-28) Year 4	(FY2028-29) Year 5	**Total**
Reallocation of Existing Funds						$ -
Required New Public Funds						$ -
1. State Funds						$ -
2. Local Tax Funds (community colleges)						$ -
Tuition and Fees [1]	$ 36,180	$ 43,416	$ 60,300	$ 84,420	$ 96,480	$ 320,796
Other Funding						$ -
1						$ -
2						$ -
3						$ -
Total Revenue	$ 36,180	$ 43,416	$ 60,300	$ 84,420	$ 96,480	$ 320,796

[1] Three required classes GIST 211, GLST 415 and HRHA 495 at 3 credit hours each are anticipated to have at least 15 new students enroll due to this certificate program. We project that enrollment to grow to 40 students by year 5. See enrollment projection table below. New tuition generated from these new enrollments is conservatively estimated using FY23/24 tuition rates for Resident students ($268/credit hour).

	Year 1	Year 2	Year 3	Year 4	Year 5
Anticipated Enrollment	15	18	25	35	40

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve proposal to create the Doctor of Nutrition and Dietetics (DrND) in the College of Allied Health Professions at UNMC.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice President and Provost and Chancellor, UNMC

PURPOSE & KEY POINTS

UNMC proposes to establish an advanced practice Doctor of Nutrition and Dietetics (DrND) degree. The DrND degree is designed to offer Registered Dietitian Nutritionists (RDNs) additional knowledge and competencies through an advanced practice course of study, including advanced clinical nutrition and nutrition science, leadership, advocacy, education in higher learning institutions, and scholarly activity. The DrND credential will position students to fill leadership roles within advanced clinical settings, and enhance graduates' career trajectories leading toward senior clinical and education positions.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be adopted… without the approval of the Board."

RECOMMENDATION

The Interim President recommends approval of the proposed Doctor of Nutrition and Dietetics.

November 10, 2023

H. Dele Davies, MD
Senior Vice Chancellor for Academic Affairs
University of Nebraska Medical Center
987810 Nebraska Medical Center
Omaha, NE 68198-7810
dele.davies@unmc.edu

Dear Dr. Davies:

I have received the request for establishing a new Doctor of Nutrition and Dietetics degree (DrDN) in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC). Based on the information provided, I understand this will fill a workforce need and advance the profession and practice of Registered Dietitian Nutritionists (RDNs) by providing additional knowledge and competencies to fill leadership roles through an advanced practice course of study including advanced clinical nutrition and nutrition science, leadership, advocacy, education in higher learning institutions, and scholarly activity.

I concur with this decision and that it be forwarded to the Board of Regents.

Sincerely,

Jeffrey P. Gold, M.D.
Chancellor

University of Nebraska Medical Center
Jeffrey P. Gold, MD, Chancellor
986605 Nebraska Medical Center | Omaha, NE 68198-6605 | 402.559.4200 | jeffrey.gold@unmc.edu
unmc.edu

MEMO

TO: Jeffrey P. Gold, MD
Chancellor

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

DATE: October 26, 2023

RE: College of Allied Health Professions Doctor of Nutrition and Dietetics proposal

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Attached is a proposal for a Doctor of Nutrition and Dietetics program, which will allow practicing health care professionals to obtain an advanced degree through a distance format. This program will allow practicing professionals to further develop competencies and advance their careers.

I have reviewed the revised document and I am in support of the request to submit to the Board of Regents.

July 25, 2023

David Jackson, PhD
Vice Provost
University of Nebraska
3835 Holdrege
Lincoln, NE 68583-0743

Dear Dr. Jackson:

I am writing in support of the development of a new professional program, Doctor of Nutrition and Dietetics in the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC). Specifically, I want to address the budget for the proposed program.

Should the proposal to develop a Doctor of Nutrition and Dietetics program be approved, the start-up of the program would have no negative financial impact on other programs in the CAHP. Tuition revenue for the proposed program is expected to commence with the first cohort of 8 students, anticipated in the Fall of 2024, with incremental enrollment growth in the ensuing years. The program will generate tuition revenue sufficient to cover associated expenses.

The mission of UNMC and the CAHP, as Nebraska's only public academic health science center, is to offer health professions education programs to serve both the students and ultimately the citizens of Nebraska and the region. The CAHP is committed to educating the most highly qualified allied health workforce and believes there is a need in Nebraska and the region for professionals with a Doctor of Nutrition and Dietetics, and that this need will only increase in the years ahead.

As such, we are committed to the development of the proposed program, and the investment required to ensure the highest level of success.

Sincerely,

Kyle P. Meyer, PhD, MS, PT, FASAHP
Dean

University of Nebraska Medical Center
College of Allied Health Professions
Office of the Dean
984000 Nebraska Medical Center
Omaha, NE 68198-4000 | 402.559.7428 | unmc.edu/alliedhealth/

COLLEGE OF EDUCATION AND HUMAN SCIENCES
Department of Nutrition and Health Sciences

November 29, 2023

Kyle P. Meyer, PhD
Dean, College of Allied Health Professions
University of Nebraska Medical Center
Omaha, NE 68198-4000

Dear Dr. Meyer,

This letter is to convey that the Department of Nutrition and Health Sciences and the College of Education and Human Sciences at the University of Nebraska-Lincoln (UNL) support the development of the Advanced Practice Doctor of Nutrition and Dietetics Practice proposed by the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC).

This program complements the accredited nutrition and dietetics program at the University of Nebraska-Lincoln. The Advanced Practice Doctorate degree will allow practicing graduates from the UNL Professional Studies in Dietetics Future Education Model program the option to pursue a practice-based professional doctorate. UNL and UNMC provide the only nutrition and dietetics programs in the State of Nebraska and have historically worked together to meet the needs in the state for Registered Dietitian Nutritionists.

The proposed degree does not represent a conflict or duplication of programs in the Department of Nutrition and Health Sciences and supports the mutual efforts of UNMC and UNL in providing nutrition services to the citizens of Nebraska and beyond its borders (see Appendix A).

Sincerely,

Heather Rasmussen PhD, RDN
Associate Professor
Director, Professional Studies in Dietetics Program
Nutrition and Health Sciences
University of Nebraska-Lincoln
heather.rasmussen@unl.edu

Nicholas J. Pace, EdD
Acting Dean
College of Education & Human Sciences
University of Nebraska-Lincoln
nick.pace@unl.edu

Appendix A

Opportunities for Partnership and Synergy between UNMC and UNL

Drs. Rasmussen (UNL) and Hanson (UNMC) have a long history of collaboration and have worked together in the development of this proposal to identify **areas of synergy** and opportunities for **resource sharing** across both institutions. The purpose of this addendum is to provide additional information from these discussions to **clarify collaborations** (existing and future) and **opportunities to expand**.

A. Analysis of synergy and examination of duplication between UNL and UNMC doctoral level programs.

A.1 UNMC DND program overview: The proposed DND program focuses on ***advancing clinical practice*** through accreditation-defined competency-based education. The goal of the DND program is to develop graduates who are competent in the practice of advanced clinical nutrition.

A.2 UNL PhD program overview: The department of Nutrition and Health Sciences at UNL offers a PhD in Nutrition and a PhD in Human Sciences. Both UNL PhD options in are designed for students who hold a strong interest in ***nutrition research.*** *Doctoral students can focus on several specific areas of nutrition research:*

1. *Biochemical and Molecular Nutrition:* This STEM focus area is designed to meet the needs of nutritional specialists with biochemical and molecular knowledge in academia, industry, government, and non-government organizations.

2. *Community Nutrition and Health Promotion:* This focus area prepares students for teaching, outreach, and research careers in Extension, community health, and related areas to lead community-based food, nutrition, and health programs.

3. *Nutrition and Exercise:* This focus area is designed for students with a focus in exercise physiology and performance nutrition.

A.3 Takeaways and Opportunities:

1. Analysis of programs currently available to students identifies a clear gap in doctoral-level education in medical/clinical nutrition. ACEND data indicates that approximately 70% of Registered Dietitian Nutritionists work in the field of medical/clinical nutrition practice (acute and ambulatory health care). This provides a rationale for an advance course of study geared towards students who are engaged in the practice of medical/clinical nutrition therapy.

2. Analysis of doctorate programs and focus areas at UNL and UNMC identifies no duplication with the proposed degree.

3. The UNMC doctorate degree offers an alternate path for UNL masters-level graduates who do not wish to pursue a research-oriented doctorate while **promoting retention of UNL graduates in the NU system.**

4. Ongoing collaboration continues between the programs (PhD and DND) to identify any opportunities which would optimize existing faculty resources and content expertise. Some examples of this may include offering select DND courses to PhD students (see table map below)

B. Analysis of courses offered for doctoral-level training at UNMC and UNL

B.1: Crosswalk of UNMC and UNL doctorate level courses

Course	UNMC	UNL	Offered online, asynchronous	Clinical or Healthcare focus	STEM focus	Opportunity for resource sharing*
NTSC 760: Integrative Nutrition and Emerging Concepts in Advanced Nutrition Practice	x		x	x		
NUTR 763: Applied Advanced Nutrition Sciences	x		x	x		
NUTR 766: Advocacy and Global Health in the Advanced Practice of Nutrition	x		x	x		
HPTT 801: Foundations of Health Professions Education	x		x	x		Option for UNL students
HPTT 802: Instructional Design for Health Professions Education	x		x	x		Option for UNL students
HPTT 805: Evaluation and Assessment of Teaching and Learning in Health Profession Education	x		x	x		Option for UNL students
HDS 831: Management in Health Care	x		x	x		Option for UNL students
HDS 852: Design of Quality Improvement Initiatives	x		x	x		Option for UNL students
HPPT 823: Leadership in Health Professions Education	x		x	x		Option for UNL students
HDS 815: Communication and Culture in Healthcare	x		x	x		Option for UNL students
BIOS 806: Biostatistics	x		x		x	Option for UNL students
NUTR 785: Research Methods for Advanced Nutrition Practice	x		x	x		
NUTR 820: Molecular Nutrition		x			x	
NUTR 821: Molecular Nutrition Techniques		x			x	
NUTR 845: Complications of Maternal Obesity		x		x	x	Option for UNMC students who are Nebraska-based with a clinical emphasis in maternal-child health
NUTR 926: Carbohydrate and Lipid Nutrition		x			x	Option for UNMC students who are Nebraska-based
NUTR 950: Integrated Principles of Human Nutrition		x			x	Option for UNMC students who are Nebraska based
NUTR 805: Research Methods		x			x	
NUTR 859: Nutrition: A Focus on Life Stages		x	x	x		Option for UNMC students with a clinical emphasis in a specific life stage
NUTR 860: Health Behavior Theories and Approaches		x	x	x		Option for UNMC students with a clinical emphasis in behavioral therapy
NUTR 976: Organization and Management in Community Nutrition and Health Promotion		x	x			

*All 700-level professional courses based on doctoral-level practice competencies as defined by ACEND.
*All options subject to advisor approval (UNL and UNMC) and competency attainment (UNMC).
*700-level courses used for professional, graduate level courses at UNMC. UNL requires 800 or 900 level courses for graduate level programs. If interest exists, UNMC will explore cross-listing 700 level courses as 800 level courses.

B.2 Takeaways and Opportunities:

1. Analysis of coursework between UNL and UNMC identified minimal areas of duplication.
2. Analysis of coursework between UNL and UNMC identifies opportunities for resource sharing, potentially enhancing uptake of UNL courses.

C. Analysis of research collaborations for UNL and UNMC

C.1 Synergy in research collaborations across UNMC and UNL. Current funded research collaborations include:

1. Nutrition phenotyping: A Novel Tool for Improving Dietary Assessment in Cancer Survivors. Collaborators: Jackson (UNMC), Wang (UNL).
2. Nutrition Phenotyping in Rural Stroke Survivors. Collaborators: Jackson (UNMC), Wang (UNL).
3. Impact of Blueberry Consumption on Intestinal Permeability, Gut Microbiota, and Gut-Derived Inflammation in Individuals with Elevated Risk of a Pro-Inflammatory Gut Milieu. Collaborators: Rasmussen (UNL), Hanson (UNMC).
4. Palmitoleate protects against Zika virus infection in trophoblasts by activating innate immunity. Collaborators: Natajaran (UNL), Hanson (UNMC).
5. High Fiber Wheat for a Healthier Society. Collaborators: Rose (UNL), Hanson (UNMC).
6. Use of Omega-3 Fatty Acids to Inhibit Drug-Induced Inflammation and Synaptic Alterations. Collaborators: Ponce (UNMC), Member of UNL Rural Drug Addiction Research Center (RDAR).

C2. Takeaways and opportunities

1. Multiple areas of research synergy exist which combine UNL's pre-clinical and UNMC's clinical research strengths.
2. Existing research collaborations provide students with opportunities across the spectrum of translational research.
3. Exploring feasibility of in sharing research databases will enhance collaborations and increase student opportunities.

University of Nebraska Medical Center
New Degree

I. Descriptive Information

Name of Institution Proposing New Major or Degree
University of Nebraska Medical Center
Name of Proposed Major or Degree
Doctor of Nutrition and Dietetics (DND)
Degree to be Awarded to Graduates of the Major
Doctor of Nutrition and Dietetics, abbreviation of DrDN
Other Majors or Degrees Offered in this Field by Institution
UNMC Master of Medical Nutrition Program
CIP Code
51.3102 Clinical Nutrition/Nutritionist
Administrative Units for the Major or Degree
The degree will be administered and housed within by the College of Allied Health Professions (CAHP), University of Nebraska Medical Center (UNMC)
Proposed Delivery Site
UNMC Omaha campus; Online
Program will be Offered *[full program, not individual courses]*
_____ On-campus only X Distance only ___Both (on-campus and distance)
Date Approved by the Governing Board
Proposed Date the New Major or Degree will be Initiated
Upon Approval

II. Details

A. Purpose of the Proposed Major or Degree
The College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC) proposes to establish an advanced practice degree titled Doctor of Nutrition and Dietetics (DND). The degree will seek accreditation through the Accreditation Council for Education in Nutrition and Dietetics (ACEND).

The DND degree is designed to offer Registered Dietitian Nutritionists (RDNs) additional knowledge and competencies to fill leadership roles through an advanced practice course of study including advanced clinical nutrition and nutrition science, leadership, advocacy, education in higher learning institutions, and scholarly activity. ACEND has proposed the abbreviated degree name to be the DrDN to align with existing credentials recognized in the field. The DrDN credential has the potential to protect the public through assuring the competence of advanced practice nutrition professionals, improve the public's health, increase recognition of RDNs' expertise, attract and retain expert practitioners in advanced clinical and clinical leadership positions, and, and enhance graduates' career trajectories.,

B. Description of the Proposed Major or Degree
The CAHP proposes to develop an accredited post-professional doctorate degree program tailored to meet advanced practice needs of RDNs. The program plans to accept candidates who are credentialed RDNs with a master's degree and 3 years of post-credentialing experience or 5 years of post-credentialing experience without a master's degree. The program of study would require students to complete didactic courses, a scholarly project, and a residency for a total of 48 credit

hours. The DND curriculum will be comprised of 36 credit hours of didactic courses, 6 credit hours of scholarly activity, and 6 credit hours of residency (Table 1). Didactic course work will be offered in a fully online, asynchronous format (see Appendix A, Additional Details for Distance Programs). A summary of the full proposal is provided in Appendix B, Abstract of Proposal). Residency experiences may be completed in the student's home community under the guidance of DND faculty and an onsite mentor. The plan of study and courses for the proposed degree have been reviewed and approved by the CAHP Office of Academic Affairs and Curriculum Committee (see Appendix C, Letter of Support-Dr. Tammy Webster, Chair, CAHP Curriculum Committee).

The mission of the DND program is to prepare advanced nutrition and dietetics practitioners who will create a healthy future for individuals, communities and populations through expert-level knowledge and skills, critical inquiry proficiency, and innovation in scholarly activity.

The goals of the DND program are:

1. Graduates will demonstrate competencies in advanced clinical nutrition and nutrition science, leadership, advocacy, education in higher learning institutions and scholarly activity associated with the advanced practice of nutrition and dietetics.
2. Graduates will demonstrate the skills needed for innovative practice and advancement of the discipline through critical inquiry and scholarly activity.

Core Competencies: The proposed DND curriculum is based on the five ACEND-defined competency domains. Each domain contains specific competency statements and performance indicators and are detailed below:

1. Advanced Nutrition and Related Science: RDNs who complete a practice doctorate discover and integrate established and evolving science into practice.
2. Leadership: RDNs who complete a practice doctorate demonstrate emotional intelligence, creativity, and innovation to lead groups and programs.
3. Advocacy: RDNs who complete a practice doctorate advocate for change and address issues related to the wider social, cultural, and political environment.
4. Critical Inquiry, Research and Scholarship: RDNs who complete a practice doctorate lead and engage in research and scholarly initiatives and activities.
5: Education: RDNs who complete a practice doctorate lead education initiatives or programs.

Residency: An advanced practice residency is required and will have relevant, mentored, and in-depth specialized experiences that address program competencies. Students will meet with a faculty advisor at the time of acceptance to the program to identify residency opportunities aimed at addressing their area of practice/emphasis. The residency will provide new experiential learning opportunities for the student, as well as cumulative and progressive knowledge and skill attainment as the participant learns, integrates, and masters the competencies acquired through the residency.

Capstone Project: A capstone project will develop competencies associated with practice-based research and the ability to direct initiatives to design, develop, or evaluate systems, programs, or protocols. This applied project allows for both the assessment of formative knowledge and skills and the summative preparation for final dissemination as a publishable manuscript.

Plan of Study: The 48-credit hour curriculum is described in Table 1. Of the proposed curriculum, 50% of the credit hours (24/48) are from 800-level (graduate college) courses with the remaining courses being developed specifically for this program and to align with competencies that have been determined to be at the doctoral level by the Accreditation Council for Education in Nutrition and Dietetics. The 800-level courses offered through Graduate Studies that are included in the DND program address content not typically included in nutrition-related entry to practice master's degrees. Additionally, the DND plan of study is uniquely designed to meet a dedicated list of advanced competencies as compared to the professional masters. The combination of the 800-level Graduate Studies courses and the newly created DND courses allow the student to achieve the advanced competencies while minimizing course duplication in the system.

Table 1: DND Curriculum			
Course Number	Course Title & Description	Credit hours	Competency domain
NTSC 760	**Integrative Nutrition and Emerging Concepts in Advanced Nutrition Practice** This course will provide the student with opportunities for critical discussion and directed study of current literature and concepts in how integrative nutrition, genetics, artificial intelligence and other advancing technologies and concepts relate to the advanced practice of nutrition.	3	Advanced Nutrition and Related Science
NTSC 763	**Applied Advanced Nutrition Sciences** This course focuses on developing expertise in advanced clinical nutrition and dietetic sciences centered around the nutrition care process by integrating knowledge from established and evolving nutrition sciences, pharmacology, and social-behavioral sciences. The course aims to layer knowledge, skills and experience onto the existing RDN foundation to foster advanced practice in clinical nutrition and dietetics	3	Advanced Nutrition and Related Science
NTSC 766	**Advocacy and Global Health in the Advanced Practice of Nutrition** This course focuses on developing expertise in advanced nutrition and dietetic sciences centered on creating practitioners who advocate for change and address issues related to the wider social, cultural, and political environment.	3	Advocacy
HPTT 801	**Foundations of Health Professions Education** This course presents the basic concepts and processes of curriculum and instruction, including learning theories, curriculum planning, teaching modalities, and curriculum evaluation. Topics are selected to give students a basic understanding of pedagogy. Evaluation is based on weekly discussion posts and papers.	3	Education
HPTT 802	**Instructional Design for Health Professions Education** This course focuses on the fundamentals of instructional design for developing highly effective instruction. Topics include the science of how people learn, learning situations and characteristics, task and needs analysis, development of goals and objectives, principles of design process, assessment strategies (formative and summative), and concepts of design for a variety of environments and instructional modalities.	3	Education
HPTT 805	**Evaluation and Assessment of Teaching and Learning in Health Profession Education** This course explores the nature, objective, and basic procedures of assessment and program evaluation as applied to the various aspects of health professions education settings. The course will examine technical characteristics of various assessment methods, including both traditional and alternative methods. In addition, the course will analyze and discuss various topics in assessment such as authentic assessment, large-scale assessment, formative assessment, and assessment for program evaluation. Additional topics will include accreditation, program review, benchmarking, and evaluation of teaching in health professions programs.	3	Education
HDS 831	**Management in Health Care** This asynchronous course introduces allied health students and practitioners to the concepts of organizational theory and behavior as they apply to health care settings. The topics to be covered include personality types in the workplace, leadership and management, the principles of employee motivation, team performance and development, organizational culture, planning and implementing organizational change, human resource management practices, continuous quality improvement, financial management, and risk management**.**	3	Leadership
HDS 852	**Design of Quality Improvement Initiatives** Learners will explore and apply strategies and tools from the science of improvement to define, measure, and analyze quality problems in healthcare settings. Topics covered include methods to identity improvement needs and set improvement aims, strategies to evaluate the strength of evidence, selection of the data collection and analysis tools and strategies, selection of appropriate measures and metrics for evaluation and comparison, prioritization of improvement activities, assembly of improvement teams, and justification of improvement goals and efforts	3	Leadership
HPTT 823	**Leadership in Health Professions Education** This course is an in-depth exploration the knowledge, skills, attitudes, and competencies required for leadership in the context of complex health care and health	3	Leadership

	professions education organizations. Leadership theory will be used as a framework for enhancing organizational behavior focusing on both individual and team performance.		
HDS 815	**Communication and Culture in Healthcare** Communication and Culture in Healthcare is an upper-level course for allied health professions students and other interested students that facilitates an understanding of the role of culture and diversity in the healthcare arena and explores the ethical and legal implications of these situations. The course enables students to explore the value of diversity in our society through self-examination of their own beliefs, values and biases. Students will evaluate the dynamics involved when cultures interact and apply this to the healthcare setting. The course will include an in-depth assessment of the Culturally and Linguistically Appropriate Services [CLAS] standards and the cultural competency responsibilities of healthcare organizations.	3	Advocacy
BIOS 806	**Biostatistics** This course is designed to prepare the graduate student to understand and apply biostatistical methods needed in the design and analysis of biomedical and public health investigations. The major topics to be covered include types of data, descriptive statistics and plots, theoretical distributions, probability, estimation, hypothesis testing, and one-way analysis of variance. A brief introduction to correlation and univariate linear regression will also be given. The course is intended for graduate students and health professionals interested in the design and analysis of biomedical or public health studies.	3	Critical Inquiry, Research and Scholarship
NTSC 785	**Research Methods for Advanced Nutrition Practice** This course introduces students to the fundamental components of the research process including formulation of a valid research hypothesis and appropriate research methodology in a practice setting. Students will apply fundamental concepts of research methods, enabling them to critically evaluate published research, conduct a comprehensive literature review, and develop a hypothesis. Critical appraisal of nutrition publications will be reviewed for application and relevance through evidence-based medicine concepts and principles. The student will practice the skills necessary to complete a research and scientific writing experience, including selecting a topic relevant to advanced practice of nutrition.	3	Critical Inquiry, Research and Scholarship
NTSC 790	**Capstone** This course provides the student with experiences that will demonstrate competence in planning, implementing, and interpreting a relevant, focused clinical or professional topic related to high quality delivery of advanced practice nutrition sciences. The submission of the Capstone Project in the form of a publishable paper and oral presentation is a requirement for obtaining the DND degree.	6	Critical Inquiry, Research and Scholarship
NTSC 770	**Residency I** The Residency I course is the first of two required applied practicum series conducted under the guidance of a mentor. The residency course is designed to integrate the DND student into an educational experience to include all aspects of the practice of nutrition unique to the specific practice setting for the advanced practice Registered Dietitian Nutritionist. The course provides opportunities for the student to develop competent and proficient levels of mastery within the chosen area of emphasis.	3	TBD by student
NTSC 773	**Residency II** The Residency II course is the second of two required applied practicum series conducted under the guidance of a mentor. The residency course is designed to integrate the DND student into an educational experience to include all aspects of the practice of nutrition unique to the specific practice setting for the advanced practice Registered Dietitian Nutritionist. The course provides opportunities for the student to develop competent and proficient levels of mastery within the chosen area of emphasis.	3	TBD by student
Total program of study:		**48**	

Student cohorts will begin each fall semester. Full time students (defined as a minimum of 6-credit hours/semester) could complete the program in 2.5-3 years (Table 2a) and part time students (defined as enrolling in 3-6 credit hours/semester) could complete the program of study in

approximately 4-5 years (Table 2b). Specific didactic courses have been mapped for students interested in pursuing a specialty credential through the Commission on Dietetic Registration (board certificated specialist in gerontology, pediatrics, oncology, renal, obesity, or sports nutrition) or a professional certificate (i.e., Health Care Quality Improvement, or Health Care Teaching & Technology) following completion of the DND program.

Table 2a: Plan of Study – Proposed Schedule (FT)		
Year One		
Fall Semester	Spring Semester	Summer
NTSC 760	HPTT 802	HDS 815
NTSC 766	HDS 831	NTSC 785
HPTT 801		
Year Two		
Fall Semester	Spring Semester	Summer
HPTT 805	NTSC 763	HDS 852
BIOS 806	HPTT 823	
Year Three		
Fall Semester	Spring Semester	Summer Semester
NTSC 790	NTSC 790	
NTSC 770	NTSC 773	

Table 2b: Plan of Study – Proposed Schedule (PT)		
Year One		
Fall Semester	Spring Semester	Summer
NTSC 760	HPTT 802	HDS 815
Year Two		
Fall Semester	Spring Semester	Summer
NTSC 766	NTSC 763	HDS 852
Year Three		
Fall Semester	Spring Semester	Summer Semester
BIOS 806	HDS 831	NTSC 785
Year Four		
HPTT 801	NTSC 763	
NTSC 770	NTSC 790	
Year Five		
HPTT 805	HPTT 823	
NTSC 773		

C. Rationale for Developing a Doctor of Nutrition and Dietetics Degree

Advancements in health care: The depth and breadth of nutrition and dietetics practice are expanding along with the rest of health care. The advent of nutrition diagnosing, order writing, evidence-based practice, and outcomes research along with the increasingly recognized role of nutrition and diet in the management of complex medical and surgical conditions has created a demand for advanced practice dietitians who can assume these expanding roles and responsibilities (1). RDNs are involved in order writing for oral, enteral, and parenteral nutrition. Insulin dosing and monitoring is an expanded

responsibility of the dietetics professional involved in diabetes care. Additional issues in 21st century health care of relevance to nutrition and dietetics practice include the advent of "precision nutrition", defined as individualized, actionable dietary recommendations that guide what, when, why, and how to eat to optimize health and quality of life. Other aspects of advanced practice worthy of note are advanced nutrition leadership and education. There is clearly a need for advanced-level RDNs in management and leadership positions to forecast staffing needs for advanced level practitioners, create job opportunities, develop practice requirements, and address institutional standards and roles. Health systems for which educators are preparing graduates are under tremendous pressure to perform, and advanced level practitioners serving as educators are well-positioned to have a considerable influence on the professional development of nutrition students/graduates. The Accreditation Council for Education in Nutrition and Dietetics (ACEND) requires doctoral degree programs to have a program director with an academic or professional doctorate, therefore, this program will have a role in shaping the future nutrition and dietetics workforce.

The need within the profession: According to the Academy of Nutrition and Dietetics 2021 Compensation and Benefits survey, fifty-two percent of practicing RDNs hold master's degrees while only 4% hold doctoral degrees. Effective January 1, 2024, the minimum degree requirement for entry-level practice as an RDN will change from a bachelor's degree to a graduate degree (2). As practicing RDNs desire doctoral-level training to advance their skills and career options, they have very few suitable choices in the current educational marketplace beyond the traditional PhD. There is a clearly a need for a professional practice doctoral degree pathway to fill this gap.

Existing Structure of the CAHP: The CAHP currently houses six entry-level master's degree health profession education programs in the Department of Medical Sciences (diagnostic cytology, genetic counseling, medical nutrition, perfusion science, respiratory care, and physician assistant studies). The proposed DND degree will also be housed in the Department of Medical Sciences and will benefit from this organizational arrangement, affording the opportunity for shared faculty, staffing resources, and existing applicable coursework.

CAHP Role and Responsibility: The mission and obligation of the CAHP is to offer allied health profession education programs that both provide opportunities for students from Nebraska to pursue careers in the allied health professions and graduate the highest quality allied health workforce to meet the health care delivery needs of the citizens of Nebraska, the region, and the country. To fulfill this mission, the CAHP programs are, and must continue to be, at the "cutting edge" of both health professions education pedagogy and the evolution of the allied health professions. Based on the feasibility study (Appendix D) undertaken to prepare this proposal, the CAHP believes there is substantiated need to offer an advanced practice DND program that would adequately address anticipated demand within the nutrition and dietetics profession where master's level practitioners will aim to advance their practice through a dedicated professional doctoral degree.

D. Accreditation

This advanced practice Doctor of Nutrition and Dietetics degree will seek accreditation through ACEND. ACEND is an autonomous accrediting agency for education programs preparing students for careers in nutrition and dietetics. The mission of ACEND is to ensure the quality of nutrition and dietetics education to advance the practice of the profession.

E. Admissions

The DND program will conduct a holistic review of all applications, considering both academic and non-academic experiences. Enrollment in the program will be competitive. The admissions committee of the program, composed of program faculty and administration, will evaluate the qualifications of each applicant, and make the final selections for admission. Per accreditation requirements, the program will consider accepting those RDN credentialed candidates who have a master's degree and 3 years of post-credentialing experience or 5 years of post-credentialing experience without a master's degree. The DND program will have the support of the college's Office of Enrollment Management and Student Affairs for recruitment and admissions functions.

Upon matriculation, all students will be assigned an academic advisor who will evaluate academic progress during the program and work with the student to design residency and capstone

experiences. The academic advisor will also play a role in assisting the advisee in understanding program, departmental, college, and university policies and procedures. The academic advisors will be doctoral trained faculty member(s) from the entry to practice Master of Medical Nutrition Program, housed within the CAHP.

III. Review Criteria

A. Centrality to UNMC Role and Mission

UNMC and Nebraska Medicine's joint mission is "to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research, and extraordinary patient care." The DND degree program supports the University's mission by producing transformative academic and practice leaders with expertise in evidence-based patient care, education, and leadership.

The development of the advanced practice DND degree is congruent with many of the goals and objectives set forth in the UNMC Strategic Goals and Strategies. Specifically, Goal 1, "Establish UNMC and its educational programs as the most learner-centered university in health professions and interprofessional education," and Goal 3, "Establish UNMC and our clinical partners as an academic health system providing the highest-quality care that is recognized for outstanding patient outcomes and a compassionate and patient-centered care experience." Additionally, the development of a DND degree addresses many of the objectives listed in the UNMC Strategic Plan, including the following:

1.1. Provide an innovative, competency-based and individualized curriculum.
1.4. Actively recruit those faculty needed to expand UNMC's current & future programs.
1.6. Prepare UNMC health profession learners to assume leadership roles.
3.1. Build relationships with our clinical partners to improve patient health outcomes.
3.2. Utilize interprofessional practice to provide optimal patient care environments.
3.5. Assure timely access to UNMC clinical care services.
3.10. Strengthen incentives to recruit and retain clinical faculty of diverse backgrounds.

B. Relationship of the DND degree to the University of Nebraska Strategic Framework

The University of Nebraska strategic framework consists of five key goals: Access, Affordability, and Attainment; Talent Development; Culture, Diversity, and Inclusion; Partnerships; and Efficiency and Effectiveness. This DND proposal is aligned with the University of Nebraska strategic framework in many ways:

Access, Affordability, and Attainment: The DND degree provides new educational opportunities to Nebraskans as it offers a fully remote learning platform. It is anticipated that most, if not all, of the DND students will be working health care professionals who are unable to enroll in a traditional on-campus degree program. There is no geographic barrier with a distance program, and students can access courses at any time and from nearly anywhere, either as a part-time or full-time student. The students will have the flexibility to complete the program at a self-determined speed.

Results of a feasibility study conducted by Encoura Eduventures Research (Appendix D) show that compared to competitor profiles, UNMC's proposed tuition and number of credit hours is on-par and competitive with public institutions' offerings (Table 3).

Table 3: Competitor Profiles for Total Tuition and Cost per Credit Hour

Institution	*Credits*	*Cost Per Credit (Resident/Non-Resident)*	*Estimated Total Tuition (Resident/Non-Resident)*
UNMC	**48**	**$625.00***	**$30,000**
Rutgers University	50	$829/1,244	$41,450/62,200
The Ohio State University	49	$752/1,663	$36,848/81,487
Auburn University	60	$557/1,731	$34,620/103,860
University of Kansas	48	$422/990	$20,256/47,520

Maryland University of Integrated Health	44	$1,039	$45,716

**Students pay the same cost per credit hour regardless of residency status.*

Talent Development: The DND degree is competency-based and responsive to the needs of prospective employers. The DND program provides an opportunity for health care professionals who have been practicing in the field to advance their knowledge, skills and opportunities to succeed as leaders in the field of nutrition and dietetics. The remote learning platform allows professionals to obtain a quality education without the need to interrupt employment commitments or travel to a campus classroom. The program responds to requests from students and employers to advance the skills of the existing workforce.

Culture, Diversity, and Inclusion: The DND program will foster an environment where the participants feel valued and welcomed. The program will continuously refine policies and procedures to support participants more fully as led by the CAHP Diversity, Equity, Inclusion and Belonging Collaborative Governance Committee. The program will continuously evaluate the admissions process to promote a holistic approach for accepting participants into the program.

Partnerships: The DND program will invest time in cultivating partnerships that will advance program outcomes. The program will foster a collaborative model to connect participants, educators, and practitioners, whenever appropriate, in designing and implementing instructional material.

Efficiency and Effectiveness: The DND program will be highly effective and efficient in meeting the growing needs for advanced practice professionals because of its emphasis on competency-based education. The program is designed to leverage the University of Nebraska system's existing resources to minimize program expenses. The program's effectiveness will be assessed through rigorous review procedures as required by accreditation. A long-term plan will be developed to sustain and expand the projected program assets, including the faculty and information technology infrastructure. The program will maintain a 5-year rolling balanced budget.

C. Consistency with the Comprehensive Statewide Plan for Post-Secondary Education
Providing a DND degree is consistent with the vision and major statewide goals outlined in the Nebraska Coordinating Commission for Postsecondary Education *Comprehensive Statewide Plan for Postsecondary Education Plan.* The proposed degree supports several of the statewide goals and outcomes outlined in the *Plan,* including:

Be responsive to the workforce development and ongoing training needs of employers and industries to sustain a knowledgeable, trained, and skilled workforce in both rural and urban areas of the state: The DND plan of study is intentionally designed to elevate the role of practicing RDNs by providing the course content and residency activities needed to advance the level of practice in the field. The DND degree not only aims to address the workforce expectations for advanced practice competencies, but also provides the training to any geographic region through the distance education platform.

Serve the state by preparing individuals for productive, fulfilling lives and by developing and nurturing the citizens and future leaders of Nebraska: The DND program emphasizes the development of advanced clinical practice, education, and leadership competencies to prepare citizens and future leaders with a cross-disciplinary skill set.

Assess evolving needs and priorities in a timely manner and will be prepared to change and adopt new methods and technologies to address the evolving needs and priorities of the students and people of Nebraska: The DND program will deliver a high-quality educational experience that demonstrates improvement in participant outcomes. For example, all learning and evaluation tools will be linked to program competencies, and participants, faculty and prospective employers will be regularly surveyed to ensure that the program's competencies are responsive to the changing health care landscape in Nebraska and nationally.

Be effective in meeting the needs of students and the state, will be efficient in its expenditure of the state's resources, and will be accountable for developing and sustaining exemplary teaching, learning, research, and public service: The program is designed to leverage the existing resources of the University of Nebraska system to minimize program expenses. Program outcomes will be assessed

regularly with the goal of continuous improvement.

D. Evidence of Need and Demand

National data designed to investigate interest of RDNs, employers, and educators in advanced practice supports the development of professional doctorate degree programs. A study published in 2006 in the *Journal of the American Dietetic Association* surveyed 440 RDNs and 61 employers. Mean interest in obtaining advanced practice education was high among RDNs (4/5 on a Likert scale) and 90% of RDN respondents stated that advanced practice RDNs were needed. Employers' mean interest score for hiring RDs with a professional doctorate was also high (4/5 on a Likert scale), with 50% stating the need to hire advanced practice RDNs (1). In a qualitative study that explored the career outcomes of 12 RDNs after obtaining the advanced practice credentials, participants reported that earning the credential enhanced their confidence, which led to improved depth and quality of the care they provided to their patients/clients (2). A survey of 17 graduates from the UNMC Master of Medical Nutrition program indicates strong interest from alumni in pursuing a doctorate degree, with 71% (12/17) indicating they would be "somewhat or very likely" to pursue this degree option. Letters of support from ACEND (Appendix E) and other entry to practice programs (Appendix F) and the Dean of the CAHP (Dr. Kyle Meyer, Appendix G) provide further supporting evidence for the value of a DND degree.

Data supporting an increased demand for Registered Dietitians from the *U.S. Department of Labor Bureau of Labor Statistics Projected Percentage Increases in Health Professions Demand 2020-2030* for Nebraska and the 6 contiguous states is presented in Table 4. This table shows a growing demand for Registered Dietitians in the Midwest. As one of the premier educational institutions in this area, UNMC is committed to meeting increased workforce demands by training highly skilled and competent health care workers.

Table 4: U.S. Department of Labor Bureau of Labor Statistics Projected Percentage Increases in Health Professions Demand 2020-2030

2020-2030 Projected Increase in Demand for Registered Dietitians*		Projected Average Annual Openings*
Nebraska	11.8%	50
Colorado	23.7%	110
Iowa	12.7%	60
Kansas	6.1%	50
Missouri	10.3%	120
South Dakota	15%	50
Wyoming	25%	10
United States	11.3%	450 (regional)/5,500 (US)

*2020-2030 Occupational Outlook Handbook. U.S. Bureau of Labor Statistics. Available at https://www.bls.gov/ooh/healthcare/home.htm

Results of the feasibility study conducted by Eduventures (Appendix D) concluded that the Nutrition Sciences doctoral market is a growing field with opportunity for differentiation regionally. **As there are currently no accredited Advanced Practice Doctorate programs offered, this report bases their conclusion on traditional degree options.** The entire report is included as Appendix D and provides the following conclusions:

- *Nutrition science and related markets are small yet show potential opportunity*. Nationally, there are 179 doctorate programs (none of which are ACEND accredited at this time) reporting to the nutrition science CIP code and 117 programs reporting to aligned CIP codes in 2021. Top providers averaged 6 conferrals in 2021, indicating the market is small. Despite these small numbers, student demand shows growth since 2012. Regional viability appears promising with steady conferral growth and limited competitors.

- *Top regional providers are new to the market*. Although national institutions consist of strong brands such as Cornell, UNC Chapel Hill, and Tufts University, the regional landscape showcases newer programs that have reported few conferrals. The two programs that are mature in the regional market (University of Nebraska-Lincoln and University of Kansas) have not seen steady growth since being launched in 2013. However, these programs may not represent a population interested in Advanced Practice Doctorate degrees.
- *Online is not mainstream*. There are no top conferring institutions nationally or regionally that are reporting their nutrition science program as online. This may be in part due to the residency requirements of some institutions, the novel nature of offering an online doctorate, or because the relatively small size of this market. Modality selection is not explicitly mentioned by institutions. While two of the profiled competitors offer their programs online, these were not top conferring institutions and were selected for analysis for other reasons.
- *Prospective adult students are most interested in a college experience that is affordable, asynchronous, and offers hands-on experience that is predominately online*. Seventy-six percent of adult prospects interested in nutrition science desired instruction mostly, if not all online. These prospects also expect to learn the most from internships/practicums (48%), followed by interactions with faculty (36%) and students (33%) within their field. An institution's strong alumni network (0%) and access to career services (3%) are less important to these students, however, they care most about affordable tuition (67%) and options to work at their own pace (42%).
- *Possible increased demand for the future*. The current labor market indicates average demand for nutrition science-aligned occupations. Within the next ten years, these jobs are projected to grow on average by 14% while all other occupations both nationally (10%) and regionally (9%) are projected to grow slightly less.

Results of the Eduventures feasibility study identified a regional competitive landscape. Within the region, only five nutrition science doctoral programs are being reported (none of which are accredited by ACEND), the majority of which have been in operation for less than five years and report fewer conferrals compared to top national providers. Specifically, the Nutrition and Health Science degree offered at UNL is a traditional, research-based PhD program and does not offer an on-line option. This suggests a possible opportunity to enter a potentially emerging market. No providers are reporting online conferrals (Table 5).

Table 5: Conferring Programs Regionally*

Institution	2021 Completions	2020-2021 Growth	2016-2021 CAGR	Program(s) Offered
University of Nebraska-Lincoln	5	0%	5%	PhD in Nutrition and Health Science
University of Kansas	4	0%	15%	Doctor in Clinical Nutrition
Kansas State University	3	0%	N/A	PhD in Food, Nutrition, Dietetics and Health
Colorado State University-Fort Collins	2	N/A	N/A	PhD in Nutrition and Food Science
University of Missouri-Columbia	2	400%	N/A	PhD in Nutrition and Exercise Physiology

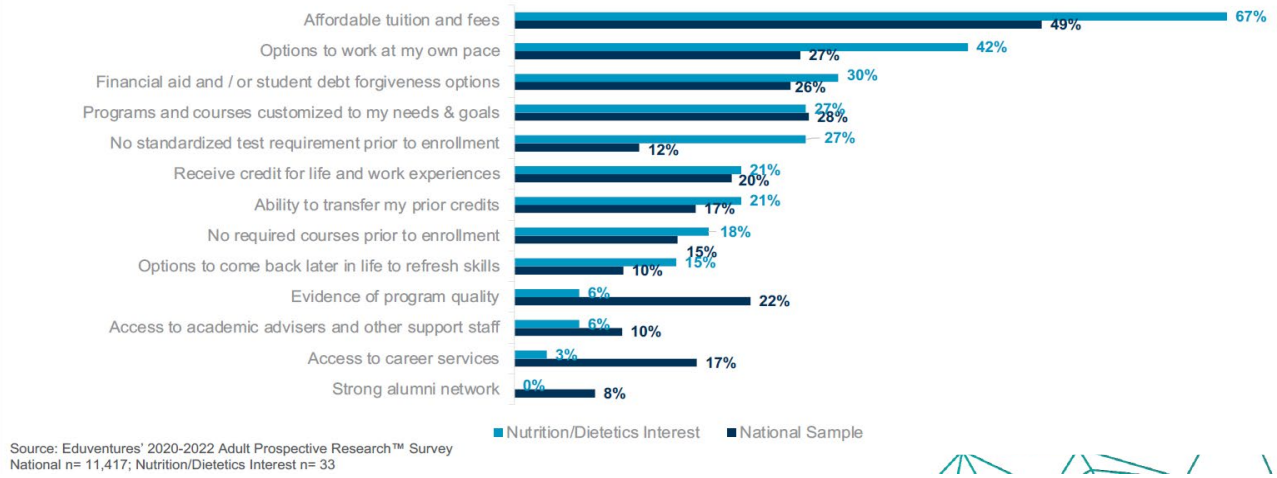
*No programs are currently accredited by ACEND
CAGR: Compound annual growth rate

Local data also supports the interest of RDNs working in clinical environments in obtaining advanced practice credentials. In the past 10 years, 7 clinical providers holding the RDN credential have enrolled in/completed a PhD through the Medical Sciences Interdepartmental Area (MSIA) within the graduate college at UNMC. While most of these clinicians were not interested in an academic career and instead were looking to advance their clinical practice, this path was the only advanced practice option available that met the needs of these professionals for flexibility and

affordability.

Results of the Eduventures feasibility study reveals the proposed degree is in line with key application drivers. Adult prospects are highly sensitive to the financial aspects of nutrition programs and desire to work at their own pace (Figure 1). This is in line with UNMC's projected tuition (that is slightly less than average profiled competitors) and plans to offer all coursework in an asynchronous format. Additionally, 55% of nutrition student prospects desire most, if not all of the courses be held online compared to 28% in other adults. This is in line with UNMC's goal to offer all coursework online.

Figure 1: Application Drivers in Adult Prospects in National and Nutrition/dietetics Interest Populations



E. Avoidance of Unnecessary Duplication

The DND program is not duplicative of other programs in the state of Nebraska as it focuses on advancing clinical practice through accreditation-defined competency-based education. Currently, the only option available for RDNs to pursue an advanced degree is through a traditional, research-focused PhD program. As an example, UNL offers a PhD in Nutrition, which is "for students who hold a strong interest in nutrition research with a STEM focus". Existing nutrition PhD programs such as those offered UNL focus on advancing the field through theoretical research and the construction of new knowledge or theories. In contrast, the proposed DND degree will focus on advancing the field of nutrition practice through applying existing knowledge to clinical practice and solving practical problems in the field. This professional doctorate is designed for working nutrition professionals who have practical experience in clinical nutrition and want to increase their knowledge, advance their careers, and translate their clinical experience into positions of credibility, leadership, and influence in a clinical setting. As a Master's degree is required for entry-level practice in the field of clinical nutrition, a clinically-focused doctorate degree allows these working professionals to expand their clinical expertise through an accredited course of study and apply learnings directly to practice, improving clinical outcomes in nutritionally high-risk patient populations. Moreover, the DND program will offer a dedicated, competency-focused plan of study that will be recognized by programmatic accreditation making it the first of its kind in the state of Nebraska and one of the first nationally recognized by ACEND.

The structure of the proposed DND is also unique through its distance learning format. The CAHP has for many years offered online degree advancement programs in clinical perfusion, medical laboratory science, physician assistant studies, and radiography, affording current practitioners the opportunity to maintain employment in their communities while acquiring advanced knowledge. Given the CAHP's experience and success in offering degree advancement programs and considering that no online advanced practice nutrition degree programs are currently offered in Nebraska, this proposal fills a unique gap.

F. Adequacy of Resources

Faculty and Staff Resources: The DND degree program will be supported by a Program Director, existing CAHP faculty, the Department of Medical Sciences, and administrative support personnel. The funding model for the program includes a dedicated Program Director currently housed in the entry to practice Medical Nutrition program. This entry to practice program has a total of 4 full-time faculty members (1 tenured Professor and 3 Assistant Professors) and 6 PhD-trained adjunct faculty members. In addition, dedicated administrative staff will help to support the program through the CAHP. The CV of the Director of the Medical Nutrition Education Program is included as Appendix H.

The CAHP organizes administrative personnel in one of four offices designed to provide comprehensive services to all students and faculty within the CAHP. These offices include academic affairs, business affairs, enrollment management and student affairs, and research affairs. The CAHP's Office of Enrollment Management & Student Affairs staff will manage the recruitment and admissions processes. The CAHP's Office of Academic Affairs will support the program in accreditation, accommodations, remediation, curriculum mapping, and assessment best practices. There is instructional technology support housed within the college as well as from the UNMC IT department. In addition, the Director of E-Learning & Instructional Designer at UNMC holds a courtesy faculty appointment in the CAHP.

Instructional Equipment, Informational & Library Resources: Given the distance delivery of the program, the resources of the Leon S. McGoogan Health Sciences Library will be vitally important. As one of the nation's major health science libraries, it serves the information needs of UNMC students, faculty, and staff, as well as licensed Nebraska health professionals and residents of the state. The library provides timely access to high quality collections of print and electronic materials, including over 42,000 print volumes and an extensive collection of anatomical models. The library website serves as the gateway to electronic information resources. Online journals, books, bibliographic and other databases are available, and many resources may be accessed using mobile devices. Online resources include nearly 39,000 journal titles and nearly 69,000 full-text books. Librarians are available to assist with the use of the library and its collections, including assistance developing search strategies for the online databases, completing online searches, authorship level of participation in preparation of systematic reviews on request, retrieving factual information and verifying citations, and storing online references using bibliographic management software. In addition, the library offers one-on-one or group instruction in locating and managing information. Requests for these services may be submitted in person, by telephone or email, or sent via text or chat. The E-Gallery houses an ever-expanding library of e-Learning modules available to students anytime and anywhere.

In recent years, the CAHP has made significant investments in technology to support the growing demand for distance education, to facilitate curriculum revision, including "flipped classroom" and hybrid delivery models, and to provide students opportunities for hands-on learning through simulation training. Audio visual (AV) and information technology(IT) components totaling more than $875,000 have been purchased and installed in Bennett Hall, Wittson Hall, and the Michael F. Sorrell Center for Health Science Education. The CAHP has a Director of Distance Education who is available to train and support the faculty with distance learning pedagogy, and CAHP offers online courses exploring learning theory, best practices in teaching, the design and application of educational research, and investigation of the uses of instructional technology in health professions education and distance learning. There are many other resources available to faculty including the UNMC's Office of Academic Affairs' Interactive e-Learning Program and the Go2Knowledge online training platform. The Interactive e-Learning Program has a mission to inspire, guide and support faculty, staff, and student partners in the creation of engaging digital experiences for diverse audiences. Through the program, faculty have created hundreds of e-Learning modules which serve as open-access resources for teaching and learning. The Go2Knowledge online training platform is designed to provide on-demand instruction for the on-the-go learner. The platform offers a wide variety of training options from 6 different categories, including technology & online learning, student success, teaching & learning, student populations, institutional effectiveness, and campus

safety & security.

Physical Resources: The DND degree will be administered on the UNMC campus in Omaha and will include the Director's office and faculty office space. These offices and conference rooms are conducive to work associated with planning, scholarly activities, and student counseling. The CAHP also has research laboratories, classrooms, and graduate student offices in the Center for Healthy Living, as well as laboratory space in Wittson Hall. These areas are equipped with all necessary technology for providing synchronous and asynchronous distance education. Program activities will be administered online or virtually with limited need for physical space. If the need arises for on-campus student or faculty consultation, various conference rooms and/or individual faculty/committee members' offices will be utilized.

Budget Projections: Proposed enrollment is based on accreditation standards and projected faculty resources. The program proposes to enroll 8 students the first year with an incremental annual increase of an addition 2 to 4 students per year until maximum enrollment of 20 students per year (per accreditation requirements) is achieved, projected to be in year 5. Tuition revenue generated by the DND degree program will be sufficient to cover projected expenses at inception due to existing resources. The CAHP proposes charging $625 per credit hour (assuming first cohort enrollment in FY 2024) for the program which is competitive with comparable programs outside of the University of Nebraska system. Revenue projections are presented in Table 6. Table 7 presents detailed tuition and fees calculations. Table 8 presents the projected expenses. The 10% protected time faculty for program start-up may seem low, but will be feasible through the maximization of existing resources in the MNE program and CAHP. Notably, several courses will be taught by adjunct faculty with appropriate credentials for a doctoral level degree, paid via stipend, leveraging program faculty resources. The program faculty have extensive experience with competency-based education and are well versed in rubrics and logistics for tracking competency attainment. The plan of study is intentionally designed to leverage existing resources allowing faculty to focus on accreditation, recruitment, and program start-up for the first two years. Faculty support for the program is projected to increase as student enrollment increases.

Table 6. Revenue Projections

	2025 Year 1	2026 Year 2	2027 Year 3	2028 Year 4	2029 Year 5	**Total**
Existing Funds [1]						$0
Required New Public Funds [2]	0	$0	0	0	0	$0
1. State Funds						$0
2. Local Tax Funds (community colleges)						$0
Tuition and Fees [3]	$45,270	$104,262	$209,501	$352,039	$451,515	$1,162,587
Other Funding [4]						$0
1						$0
2						$0
3						$0
Total Revenue	$45,270	$104,262	$209,501	$352,039	$451,515	$1,162,587

[1] No existing funds are needed. Tuition generation will be sufficient to cover program expenses

[2] No new public funds are required.

[3] Tuition generation is based on $625 per credit hour inflated at 2.5% per year. Fees are limited to the NU Online per credit hour fee of $35 and tuition is net of a UNMC 5% tax on online programs.

[4] N/A

Table 7: Tuition and Fees Calculation

	Academic Year				
	2025	2026	2027	2028	2029
Yr 1 students matriculating annually taking 9 CH	8	10	12	16	20
Yr 2 students taking 9 CH		8	10	12	16
Yr 3 students taking 15 CH			8	10	12
Yr 4 students taking 15				8	10
Total credit hours	72	162	318	522	654
Tuition generated ($625/CH inflated at 2.5%/yr)	$ 45,000	$ 103,781	$ 208,812	$ 351,336	$ 451,184
NU Online course fee @ $35/CH	$ 2,520	$ 5,670	$ 11,130	$ 18,270	$ 22,890
UNMC online program fee 5%	$ (2,250)	$ (5,189)	$ (10,441)	$ (17,567)	$ (22,559)
Total Revenue	$ 45,270	$ 104,262	$ 209,501	$ 352,039	$ 451,515

Projecting 8 part-time students in AY 25, increasing to 20 during 5 year ramp-up period. Projecting 4 years for part-time students to complete the program.

Table 8: Projected Expenses

	2025 Year 1		2026 Year 2		2027 Year 3		2028 Year 4		2029 Year 5		Total	
Personnel	**FTE**	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	**FTE**	**Cost**
Faculty [1]	0.1	$9,698	0.1	$9,988	0.60	$70,219	0.76	$103,189	0.76	$106,285	0.76	$299,379
Professional [2]											0	$0
Graduate assistants											0	$0
Support staff	0		0		0.50	$36,135	0.50	$37,219	0.5	$38,336	0.5	$111,690
Subtotal	0.1	$9,698	0.1	$9,988	1.1	$106,354	1.26	$140,408	1.26	$144,621	1.26	$411,069
Operating												
General Operating [3]		$1,940		$2,497		$21,271		$28,082		$36,155		$89,944
Tuition due to other progams[5]		$18,900		$43,588		$87,701		$147,561		$189,497		$487,247
Equipment[6]		$0		$0		$0		$0		$0		$0
												$0
Subtotal		$20,840		$46,085		$108,972		$175,643		$225,652		$577,191
Total Expenses	0.1	$30,537	0.1	$56,074	1.1	$215,325	1.26	$316,051	1.26	$370,273	1.26	$988,260

[1] Includes a Program Director who will receive an administrative stipend, an assistant professor will be hired in year three who will move to .75 FTE in year 4. Salaries are inflated at 3% per year. 50% of the program curriculum exists in other CAHP online programs and will be taught by faculty in those programs. See note # 5.

[2.] NA

[3.] General operating expenses include basic office supplies, faculty professional development, travel, etc. and are estimated at 20% of salaries and benefits. Expenses are inflated at 3% per year.

[4] Program is delivered online, no new equipment needs are anticipated.

[5.] 56% of program curriculum exists in other UNMC online programs. 75% of the Tuition generated by students enrolled in those courses will be transferred to those programs. The tuition transfer will be sufficient to pay faculty teaching stipends in those programs.

IV. Conclusion

The DND program is unique in its focus on the development of advanced clinical practice, leadership, advocacy, education, and scholarly activity/research skills as a component of advanced-level dietetics practice. Given that the regional market contains limited competitors, none of which offer online instruction, UNMC is strategically positioned to offer a program that is new and less likely to be rivaled within the market. This accredited advanced practice doctorate undoubtedly will offer graduates a cutting-edge advantage when competing for advanced-level positions in the field of nutrition and dietetics and is consistent with emerging trends and priorities within the profession. CAHP believes there is a tremendous opportunity for UNMC to be a leader within the nutrition and dietetics profession by offering an advanced practice doctorate degree program.

References:

1. Skipper A, Lewis NM. Clinical registered dietitians, employers, and educators are interested in advanced practice education and professional doctorate degrees in clinical nutrition. J Am Diet Assoc. 2006 Dec;106(12):2062-6. doi: 10.1016/j.jada.2006.09.011. PMID: 17126639.

2. Dosedel E. Compensation and Benefits Survey 2021. J Academy of Nutr Diet 2021. DOI: 10.1016/j.jand2021.08.113.

3. (Authors redacted for blinding). The Advanced Practitioner Certification in Clinical Nutrition Provides Opportunities for Validation and Career Advancement for Registered Dietitians. *Topics In Clinical Nutrition.* In press.

Appendix A: Additional Details for Distance Programs Only

A. About the Program

1. Program Description

Will the program be fully online (100% of courses and all program requirements consistently and routinely offered online)? Will the program be primarily online and developed for online learners (i.e. a minimum of 80% of the courses and program requirements consistently and routinely offered online)?

The Doctor of Nutrition and Dietetics (DND) program will be offered 100% online and developed for online learners.

How will this program being offered online impact a face-to-face program, if also offered?

No face-to-face program is being offered.

2. Licensure and Accreditation

Will the program lead to licensure? If so, provide a list of states and if the program will meet licensure requirements in each of the 50 states.

The program will not lead to licensure.

Will the program seek or be accredited by a specialized accrediting agency?

The program will seek accreditation from the Accreditation Council for Education in Nutrition and Dietetics (ACEND).

3. Marketability and Duplication

Describe the marketability of the program, including identification of competitors and a detailed description about differentiation if any related programs are offered online by other NU campuses. Explain how this program is different from similar online programs at UNO, UNK, UNMC.

The UNMC DND will be highly marketable due to its unique status as one of the first accredited Advance Practice Doctorate degrees in the field of nutrition and dietetics in the United States. The DND program will be distinctly different from these programs as the focus will not be primarily on clinical nutrition, but instead will encompass 5 domains of nutrition science competencies important for the advancement of leadership, scholarly activity, and advocacy within the profession (Advanced Nutrition Science; Leadership; Advocacy; Education; Critical Inquiry, Research and Scholarship; and Education). This allows UNMC to attract doctoral-level candidates who are interested in pursuing degrees that include training on leadership, educational pedagogy, and advocacy skills.

There are no similar online programs offered at UNO, UNK, or UNMC. UNL offers a PhD degree in Nutrition and Human Sciences, however this is a traditional, research-focused degree that must be completed in person. There is no on-line option making it less attractive to individuals who are employed or unable to relocate.

B. Curriculum:

1. Faculty and Instruction

Provide a list of the courses and their current state of development for online delivery. Are there unique aspects of a course that students will need to be aware of (e.g. requiring face-to-face testing, internship hours, on-campus residency, etc.)

A list of courses and their current state of development for online delivery is provided in Table 2. There is no required face-to-face testing or on-campus internship or residency. The program does require a residency which will be conducted in the students' community of residence.

Table 1: Course List: All courses in the program including existing and new courses						
Course Title & Number	**Faculty member developing**	**Required/Elective**	**Has been developed in online format (yes/no)**	**Has been offered in online format (Semester/Year)**	**Semester/Year course to be developed in online format (if applicable)**	**Semester/Year course is to be first taught online**
NTSC 760 Integrative Nutrition and Emerging Concepts in Advanced Nutrition Practice	New course, approved May 2023	Required	Yes	No	N/A	Fall 2024
NTSC 763 Applied Advanced Nutrition Sciences	New course, approved May 2023	Required	Yes	No	N/A	Spring 2025
NTSC 766 Advocacy and Global Health in the Advanced Practice of Nutrition	New course, approved May 2023	Required	Yes	No	N/A	Fall 2024
HPTT 801 Foundations of Health Professions Education	Existing course	Required	Yes	Yes	N/A	N/A
HPTT 802 Instructional Design for Health Professions Education	Existing course	Required	Yes	Yes	N/A	N/A
HPTT 805 Evaluation and Assessment of Teaching and Learning in Health Profession Education	Existing course	Required	Yes	Yes	N/A	N/A
HDS 831 Management in Health Care	Existing course	Required	Yes	Yes	N/A	N/A
HDS 852 Design of Quality Improvement Initiatives	Existing course	Required	Yes	Yes	N/A	N/A
HPTT 823 Leadership in Health Professions Education	Existing course	Required	Yes	Yes	N/A	N/A
HDS 815 Communication and Culture in Healthcare	Existing course	Required	Yes	Yes	N/A	N/A
BIOS 806 Biostatistics	Existing course	Required	Yes	Yes	N/A	N/A
NTSC 785	New	Required	Yes	No	N/A	Summer 2025

Research Methods for Advanced Nutrition Practice	course, approved May 2023					
NTSC 790 Capstone	New course, approved May 2023	Required	Yes	No	N/A	N/A
NTSC 770 Residency I	New course, approved May 2023	Required	Yes	No	N/A	Spring 2025
NTSC 773 Residency II	New course, approved May 2023	Required	Yes	No	N/A	Fall 2025

Describe the instructional capacity and teaching plan, include who will be teaching the courses, course size and enrollment cap, additional section triggers, and use of teaching assistants.

Per ACEND accreditation standards, a program must specify its maximum enrollment. This program is requesting accreditation to enroll 20 students annually. Therefore, course size and enrollment cap will be set at 20 with no additional section triggers. Teaching assistants will not be used. The course sequence is flexible to allow to program to operate efficiently within existing resources.

The DND degree program will be supported by a Program Director, existing College of Allied Health Professions (CAHP) faculty, the Department of Medical Sciences, and administrative support personnel within the College of Allied Health Professions. The funding model for the program includes a dedicated 0.1 FTE Program Director housed in the Medical Nutrition Education area. This area has a total of 4 full-time faculty members (1 tenured Professor and 3 Assistant Professors) and 6 PhD-trained adjunct faculty members. In addition, administrative staff will be dedicated to supporting the program through the CAHP.

Other required courses (HPTT, HDS, BIOS) are existing on-line courses currently available through UNMC.

If courses are open to on-campus students, is there a strategy for priority registration for true distance students?

Courses in this program will not be open to on-campus students. Any student wishing to take the course must do so online.

If any required courses are offered by other colleges/departments, describe the agreement for frequency of course offerings and tuition sharing?

Biostatistics (BIOS 806) is offered through the College of Public Health (COPH) and is offered in an on-line format in the Fall, Spring and Summer Semesters. Tuition sharing between CAHP and COPH has been previously arranged as CAHP students often take COPH courses as part of required curriculum.

All HPTT and HDS courses are offered through graduate studies although administered through CAHP. A tuition sharing model for these programs has been established for several years.

In what format do you want to deliver the courses (i.e. traditional semester or 8-week courses)?

The program will be delivered using a traditional semester format.

2. Program Requirements

List and describe all program requirements beyond traditional coursework. If there are residential

requirements, will there be alternatives or accommodations offered? Will experiential learning be required? Describe any external partnerships?

The DND program has two requirements beyond traditional coursework: a Capstone project and a Residency requirement.

Residency (6 credit hours): An advanced practice residency is required and will have relevant, mentored, and in-depth specialized experiences that address program-identified competencies co-created and individualized with the student. Students will meet with an advisor at the time of acceptance to the program to identify residency opportunities aimed at addressing their area of practice/emphasis. The residency will provide new experiential learning opportunities for the student, as well as cumulative and progressive knowledge and skill attainment as the participant learns, integrates, and masters the competencies acquired through the residency. The residency will be conducted at the students' home community and will be coordinated with the help of the program director and student's advisor.

Capstone (6 credit hours): The capstone project will develop competencies associated with practice-based research and the ability to direct initiatives to design, develop, or evaluate systems, programs, or protocols. This applied project allows for both the assessment of formative knowledge and skills and the summative preparation for final dissemination as a publishable manuscript. The capstone project will be conducted on-line and will be coordinated with the help of the program director and student's advisor.

3. Completion Plan

Include a semester-by-semester plan for completion. What courses are offered when? How long will it take to complete the program? Will there be intro courses available each term?

Example semester-by-semester completion plans are presented in Table 2a (full time students) and 2b (part time students). The program could typically be completed in 3 years for full-time students and 5 years for part-time students. Introductory courses (HPTT 801) will be offered in the fall semester.

Table 2a: Plan of Study – Proposed Schedule (FT)		
Year One		
Fall Semester	Spring Semester	Summer
NTSC 760	HPTT 802	HDS 815
NTSC 766	HDS 831	NTSC 785
HPTT 801		
Year Two		
Fall Semester	Spring Semester	Summer
HPTT 805	NTSC 763	HDS 852
BIOS 806	HPTT 823	
Year Three		
Fall Semester	Spring Semester	Summer Semester
NTSC 790	NTSC 790	
NTSC 770	NTSC 773	

Table 2b: Plan of Study – Proposed Schedule (PT)		
Year One		
Fall Semester	Spring Semester	Summer
NTSC 760	HPTT 802	HDS 815
Year Two		

Fall Semester	Spring Semester	Summer
NTSC 766	NTSC 763	HDS 852
Year Three		
Fall Semester	Spring Semester	Summer Semester
BIOS 806	HDS 831	NTSC 785
Year Four		
HPTT 801	NTSC 763	
NTSC 770	NTSC 790	
Year Five		
HPTT 805	HPTT 823	
NTSC 773		

4. Accessibility

Describe how the program's curriculum will support true distance learners. How will examinations be handled? What, if any, will time zones impact the course delivery? How will the availability of pre-requisite courses online be handled?

UNMC developed extensive resources for distance education during the COVID-19 pandemic, including Remote Teaching and Learning websites and faculty development opportunities. The CAHP has a Director of Distance Education who is available to train and support the faculty with distance learning pedagogy, and CAHP offers online courses exploring learning theory, best practices in teaching, the design and application of educational research, and investigation of the uses of instructional technology in health professions education and distance learning. Faculty and instructors have a variety of training opportunities related to the use of distance education pedagogy and recommended practices.

The Medical Nutrition Education area currently offers an undergraduate level course (MNE 477) which is offered completely online and has enrolled students from a wide national and international distribution. The experiences from this course, in addition to support from the CAHP Director of Distance Education, ensure the success of on-line delivery for this program. Examinations will be handled online through Examsoft, and due date and times will be adjusted based on the time zone of the student.

As this is an advanced practice degree, admission criteria do not include pre-requisite courses.

How will ADA compliance for all class materials be handled?

It is the policy of the University of Nebraska Medical Center to provide flexible and individualized accommodation to students with documented disabilities. To receive reasonable accommodations, students must complete a Request for Services application and provide documentation to the Services for Students with Disabilities office. Information is available at the Counseling and Student Development Center website at www.unmc.edu/stucouns/disabilities.htm. On-line meetings are by appointment. Adequate time for processing, up to four weeks, is recommended.

C. Recruitment and Admissions

Describe the application cycle and admissions criteria. Will a cohort model be used? Is concurrent enrollment required?

The DND will use a cohort model with each new cohort beginning in the fall. After each new cohort of students is enrolled, the program will open applications for the next cohort. Upon the application closing date, the DND program will conduct a holistic review of all applications, considering both academic and non-academic experiences. Enrollment in the program will be competitive. The admissions committee of the program, composed of program faculty and administration, will evaluate

the qualifications of each applicant, and make the final selections for admission. Per accreditation requirements, the program will consider accepting those candidates who have a master's degree and 3 years of post-credentialing experience or 5 years of post-credentialing experience without a master's degree. The DND program will have the support of the college's Office of Enrollment Management and Student Affairs for recruitment and admissions functions. Concurrent enrollment will not be required.

Describe the transfer policy, including caps on credit and acceptance of non-traditional credit.

The program will not accept transfer credit or accept non-traditional credit.

Describe the plan for recruitment and outreach, addressing true distance learners and adult learners specifically.

Information about the DND program will be available on the CAHP website. Per accreditation requirements, Information about the program must be readily available to prospective students and the public via a website and must include at least the following:

a. Accreditation status, including the full name, address, phone number and website of ACEND on the program's website homepage.
b. Description of the program, including program's mission, goals, and objectives.
c. A statement that program outcomes data are available upon request.
d. Estimated cost to students, including tuition and fees, necessary books and supplies, transportation, typical charges for room and board or housing, and any other program-specific costs.
e. Application and admission requirements.
f. Academic and program calendar or schedule.
g. Graduation and program completion requirements.
h. Availability of financial aid and loan deferments (federal or private), scholarships, stipends, and other monetary support, if applicable.
i. Guidance about distance education components, such as technology requirements, if applicable.
j. If students are required to locate their own residency sites and/or mentors, requirements for this must be described, including the program's role and responsibility to assist students to ensure timely completion of the program.

The program director will conduct multiple outreach activities, including presentations at local, regional, and national meetings, social media and listserv postings, and direct mailing to UNMC alumni. Information regarding the program will also be available on ACEND's website at https://www.eatrightpro.org/acend/accredited-programs/program-directory. The program outreach will only target adult learners to meet admission criteria for the program.

Describe your enrollment goals. What is your existing capacity? What is your strategy for growth?

The DND program is requesting accreditation for an annual enrollment of 20 students. Programs cannot increase their enrollment without applying to ACEND for permission, and re-accreditation occurs every 7 years. Therefore, we anticipate enrollment to increase incrementally every year for 7 years until the maximum number of students per cohort is enrolled each year. Given that that the program will have a dedicated Program Director and utilize existing resources such as courses and infrastructure for admissions, we are confident the existing capacity can support the early years of this new degree program. Growth will be carefully monitored over time and adjustments in resources will be made based on program outcomes, the CAHP workload policy, and revenue.

Provide projections of new students over the next five years. Indicate part-time or full-time attendance.

Projections of new students over the next five years is provided in Table 3.

Table 3: Projections of New Students Enrolled Fall 2024-Fall 2028					
	2024	2025	2026	2027	2028
Projected New Yearly Enrollment (FT/PT)	0/8	0/10	0/12	0/16	0/20
Total students enrolled (FT/PT):	**0/8 Total=8**	**0/8 Total=18**	**0/30 Total=30**	**0/46 Total =46**	**0/58 Total=58**

Assumes PT students remain in the program for 4 years

Describe the capacity for new admits each year and total program enrollments. How will growth be managed and accommodated?

Total program enrollments are shown in Table 3. Growth will be carefully monitored over time by the program director and CAHP Associate Dean of Business and Finance. Adjustments in resources will be made based on program outcomes, the CAHP workload policy, and revenue.

D. Student Support Services

1. Learner Orientation

Describe the plan for orientation, including how students will be informed about department/college and campus resources for online students. What additional support will the unit provide for student success? How will the program ensure academic honesty?

The College of Allied Health Professions currently has two very successful fully online interprofessional programs. There is an established and effective template for successfully onboarding online students. Many times, an Orientation Canvas course is developed specifically for the online cohorts. The College has a Director of Distance Education who supports all online programs within the college. All the same student success services that are available to on campus students would be offered to the remote students (ADA, Counseling, Library Resources, for example). Ensuring academic honesty is thread throughout the development of the course and the learning activities. Measures such as login password protected access and lockdown assessments are just two strategies ensure academic honesty. All students must abide by the Student Code of Conduct. Students will be provided with access to the program, college, and university policies and procedures with expectations for conduct.

2. Advising

Describe the plan for advising, including who will be advising and the advisor to student ratio. How will students connect with advisors? Who will help monitor progress through the program? And how will they accomplish this? How will students receive career guidance? How will graduation outcomes be tracked?

Upon matriculation, all students will be assigned an academic advisor, who will evaluate academic progress during the program and will work with the student to design residency and capstone experiences. The academic advisor will also play a role in assisting the advisee in understanding departmental, college, and university policies and procedures. The student can contact the advisor at via phone or email, and routine meetings (a minimum of once a semester) will be scheduled via Zoom/Teams. The academic advisors will be doctoral trained faculty member(s) in CAHP Medical Nutrition Education. Students will receive career guidance from program faculty and external mentors, such as mentors involved in residency experiences. Graduate outcomes, such as time to complete the program, post-program scholarly activity, and post-program career advancement will be tracked as part of the accreditation-required program evaluation plan.

3. Program Coordination

Who will be the program coordinator? What is the role of the coordinator (i.e. communication contact for students, coaching role, lead generation/recruitment, assignment of faculty to classes, etc.)

Per accreditation requirements, the program must have one designated program director who has

primary responsibility for the program and communication with ACEND. The program director for this degree will be named after approval by the Board of Regents, prior to applying for program accreditation from ACEND. The program director must have the authority, responsibility and sufficient time allocated to manage the program, and provide effective leadership for the program, the program faculty, and the students. The program director may have other responsibilities that do not compromise the ability to manage the program. Responsibilities and time allocation for program management are reflected in a formal position description for the program director and approved by an administrator.

The program director must:

1. Have an earned doctoral degree and have a minimum of three years full time professional experience post credentialing or equivalent.
2. Be credentialed as a registered dietitian nutritionist by the Commission on Dietetic Registration.
3. Be a full-time employee of the sponsoring institution.
4. Not direct another ACEND-accredited nutrition and dietetics education program.

The program director responsibilities must include, but are not limited to:

1. Provision or delegation of responsibilities to assure year-round coverage of director responsibilities in the absence of the director or in cases where the director's full-time appointment does not cover all 12 months. In programs where the program director assigns some responsibilities to other individuals, the director must ensure that all program director responsibilities are accomplished throughout the year.
2. Development of policies and procedures for effectively managing all components of the program and to ensure fair, equitable and considerate treatment of prospective and enrolled students (such as program admission, retention, and completion policies).
3. Student recruitment, advisement, evaluation, and counseling.
4. Maintenance of program accreditation including:
    a. Timely submission of fees, reports, and requests for major program changes.
    b. Maintenance of the program’s student records, including requirements for doctoral degree completion.
    c. Maintenance of complaints about the program received from students or others, including disposition of the complaint.
    d. On-going review of program's curriculum to meet the accreditation standards.
    e. Communication and coordination with program faculty, mentors and others involved with the program and its students.
    f. Facilitation of processes for continuous program evaluation.

E. Evaluation/Assessment

How will you review and evaluate the program’s success?

Per accreditation requirements, a program evaluation plan must be documented, reviewed annually, updated as needed with changes noted and must include the following components:

a. The program mission. The program mission must be specific to the program, distinguishes it from other programs in the sponsoring organization(s) and be compatible with the mission statement or philosophy of the sponsoring organization(s).
b. The program goals. The program must have at least two goals focused on program outcomes for graduates that are consistent with the program's mission.
c. The program objectives. The program objectives must measure the full intent of the mission and goals and are used to evaluate achievement of each program goal. The program must align the objectives with their program goals and demonstrate that the program is operating in the interest of students and the public. The program must set reasonable target measures when the targets are not specified. Required objectives must be evaluated annually using an average of data from the previous three years.
d. Qualitative and/or quantitative data needed to determine whether goals and objectives have been achieved.
e. Groups from which data will be obtained; both internal and external stakeholders must be represented (such as graduates, administrators, faculty, mentors, employers, practitioners,

nutrition and dietetics education program directors, faculty from other disciplines and advisory committees).

f. Evaluation methods that will be used to collect the data.
g. Individuals responsible for ensuring that data are collected.
h. Timeline for collecting the necessary data.

The program must evaluate the achievement of its goals and objectives based on its program evaluation plan and provide evidence that:

i. Program outcomes data are collected according to the program evaluation plan, summarized, and analyzed by comparing actual achievements with objectives.
j. Data analysis is used to evaluate the extent to which goals and objectives are being achieved.
k. The targets set for ACEND-required objectives are met.
l. Program changes have been made to improve outcomes for unmet objective(s).
m. Programmatic planning and outcomes evaluation are integrated with institutional planning and assessment, as appropriate.

Results of the program evaluation process must be used to identify strengths and areas for improvement relative to components of the program (such as policies, procedures, curriculum, teaching methods, faculty, mentors, resources). Short- and long-term strategies must be developed, and actions must be taken to maintain program strengths and address areas for improvement identified through the evaluation process.

F. Resources

What help, if any, do you need to get the program online? Consider development (instructional design, faculty load, GA support), instruction, administration/staffing/student support, marketing, assessment/evaluation. A budget worksheet is provided.

N/A

Appendix B: Abstract of Proposal

Purpose of the Proposed Degree
The College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC) proposes to establish an advanced practice degree titled as Doctor of Nutrition and Dietetics (DND). The degree will be accredited through the Accreditation Council for Education in Nutrition and Dietetics (ACEND).

The DND degree is designed to offer credentialed Registered Dietitian Nutritionists (RDNs) additional knowledge and competencies to fill leadership roles in influential and visible positions through an advanced practice course of study. The DND degree has the potential to protect the public through assuring the competence of advanced practice nutrition professionals, improve the public's health, increase recognition of the expertise of RDNs, attract and retain expert practitioners, enhance the graduates' career trajectory, and contribute to the advancement of the discipline through scholarly activity.

Evidence of Needs and Demand
The depth and breadth of nutrition and dietetics practice are expanding along with the rest of health care and many practicing RDNs are seeking to advance their education and credentials. According to the Academy of Nutrition and Dietetics 2021 Compensation and Benefits survey, 52% of practicing RDNs hold master's degrees while only 4% hold doctoral degrees. Effective January 1, 2024, the minimum degree requirement for entry-level practice as an RDN will change from a bachelor's degree to a graduate degree. As practicing RDNs desire doctoral-level training to advance their skills and career options, they have very few suitable choices in the current educational marketplace beyond the traditional PhD. There is a clearly a need for a professional practice doctoral degree pathway to fill this gap. Results of the feasibility study conducted by Eduventures concluded that the Nutrition Sciences doctoral market is a small but growing field with opportunity for differentiation regionally. This study also revealed that the proposed degree is in line with key application drivers, including costs of nutrition programs, online offerings, and the ability to work at your own pace.

Core Competencies
The proposed DND curriculum is based on five ACEND-defined competency domains. Each domain contains specific competency statements and performance indicators and are detailed below:
1. Advanced Nutrition and Related Science: RDNs who complete a practice doctorate discover and integrate established and evolving science into practice.
2. Leadership: RDNs who complete a practice doctorate demonstrate emotional intelligence, creativity, and innovation to lead groups and programs.
3. Advocacy: RDNs who complete a practice doctorate advocate for change and address issues related to the wider social, cultural, and political environment.
4. Critical Inquiry, Research and Scholarship: RDNs who complete a practice doctorate lead and engage in research and scholarly initiatives and activities.
5: Education: RDNs who complete a practice doctorate lead education initiatives or programs.

Description of the Proposed Major or Degree
The CAHP proposes to develop an accredited post-professional advanced practice doctorate degree program tailored to meet evolving practice needs of RDNs. Per accreditation requirements, the program will consider candidates who have a master's degree and 3 years of post-credentialing experience or 5 years of post-credentialing experience without a master's degree. The program of study would require students to complete didactic courses, a scholarly project, and a residency for a total of 48 credit hours. The DND curriculum will be comprised of 36 credit hours of didactic courses, 6 credit hours of scholarly activity, and 6 credit hours of residency (Table 1). Didactic course work will be offered in a fully online, asynchronous format. Residency experiences will be completed in the student's home community under the guidance of DND faculty and an onsite mentor.
The mission of the DND program is to prepare advanced nutrition and dietetics practitioners who will create a healthy future for individuals, communities and populations through expert-level knowledge and skills, critical inquiry proficiency, and innovation in scholarly activity.

The goals of the DND program are:

1. Graduates will demonstrate the competencies associated with the advanced practice of nutrition and dietetics.
2. Graduates will demonstrate the skill for innovative practice and advancement of the discipline through critical inquiry and scholarly activity.

Resources & Budget

Proposed enrollment is based on accreditation standards and projected faculty resources. The program proposes to enroll 8 students the first year with an incremental annual increase of an addition 2 to 4 students per year until maximum enrollment of 20 students per year is achieved, projected to be in year 5. Tuition revenue generated by the DND degree program will be sufficient to cover projected expenses at inception due to existing resources. The CAHP proposes charging $625 per credit hour (assuming first cohort enrollment in FY 2024) for the program which is competitive with comparable programs outside of the University of Nebraska system.

Summary

The Doctor of Nutrition and Dietetics (DND) plan of study is intentionally designed to elevate the role of practicing RDNs by providing the course content and residency activities needed to advance the level of practice in the field. This asynchronous, 48-credit hour advanced practice program of study provides working students with an opportunity to advance their professional practice and leadership competencies through a distance education platform.

Appendix C: Letter of support, CAHP Curriculum Committee

June 30, 2023

Corrine Hanson PhD, RD, LMNT, FAND
Director, Medical Nutrition Program
984045 Nebraska Medical Center
Omaha, NE 68198-4045

Dear Dr. Hanson,

As Chair of the College of Allied Health Professions (CAHP) Curriculum Committee, I would like to report that the Committee has reviewed and approved the plan of study proposed for the Doctor of Nutrition and Dietetics degree. The program developers are applauded for integrating existing graduate-level coursework into the plan of study which will foster interprofessional collaborations and reduce unnecessary course duplication.

Course Number & Approval Action
NTSC 760 – Newly Approved
NTSC 763 – Newly Approved
NTSC 766 – Newly Approved
HPTT 801 – Previously Approved
HPTT 802 – Previously Approved
HPTT 805 – Previously Approved
HDS 831 – Previously Approved
HDS 852 – Previously Approved
HPTT 823 – Previously Approved
HDS 815 – Previously Approved
BIOS 806 – Previously Approved
NTSC 785 – Newly Approved
NTSC 790 – Newly Approved
NTSC 770 – Newly Approved
NTSC 773 – Newly Approved
Total program of study: 48

Following the Accreditation Council for Education in Nutrition and Dietetics (ACEND) accreditation standards for this new advanced practice pathway will help to ensure that the program will deliver a quality curriculum and meet the goals, competencies, and performance indicators identified. Again, program developers are applauded for being one of the very first programs to apply for accreditation through ACEND for the newly recognized advanced practice doctorate. As Assistant Dean for Academic Affairs in the CAHP, I offer my full support in advancing the clinical doctorate proposal. I believe that the DND plan of study will provide an innovative and in demand opportunity for practicing Registered Dietitian Nutritionists to advance their knowledgebase, clinical skill level, and scholarship agenda for evidenced-based practice.

Sincerely,



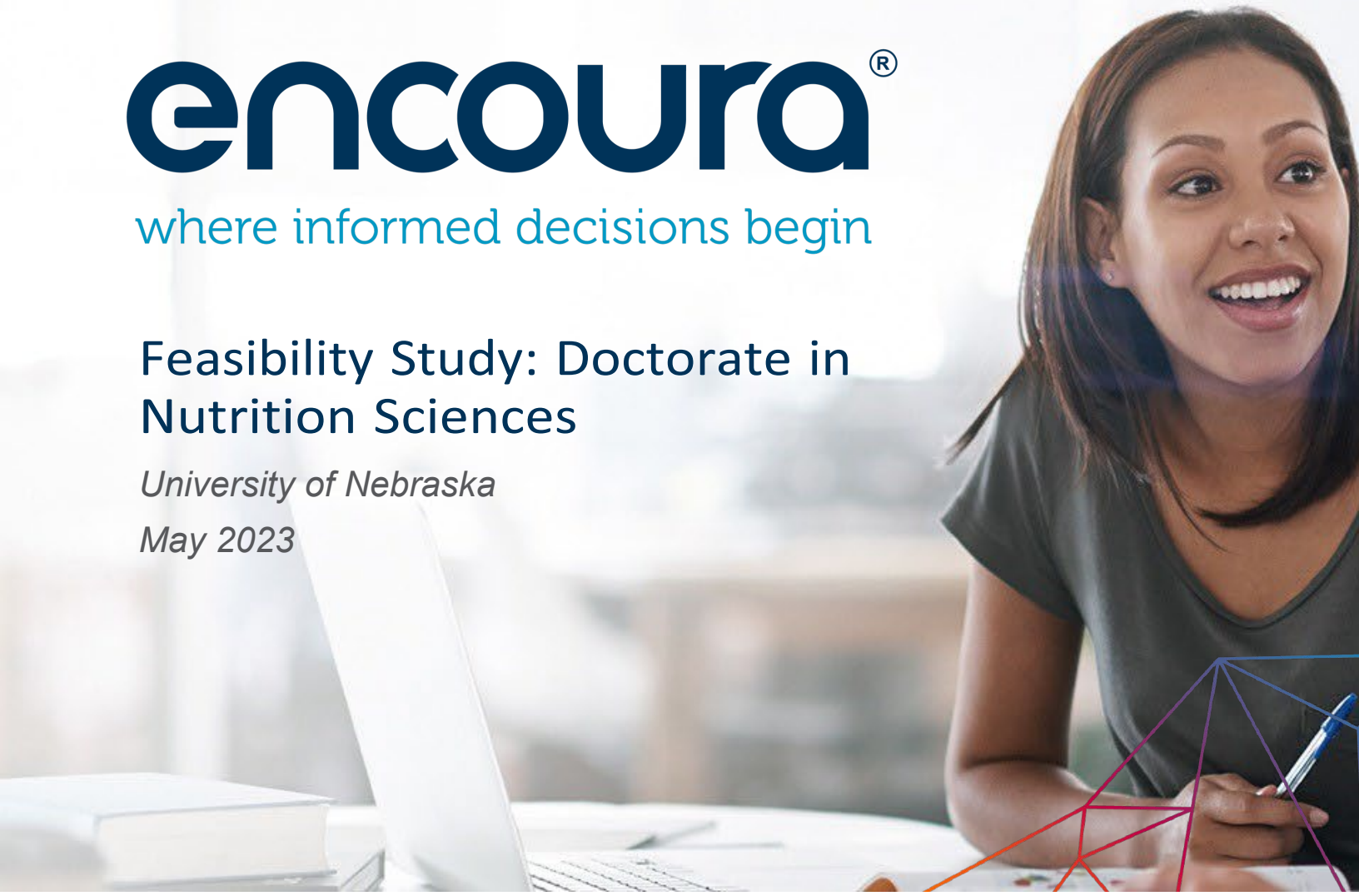
Tammy Webster, PhD
Professor, Asst Dean for Academic Affairs
Chair, Curriculum Committee

University of Nebraska Medical Center

College of Allied Health Professions
984000 Nebraska Medical Center | Omaha, NE 68198-4000 | 402.559.3846 | tammy.webster@unmc.edu unmc.edu

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Feasibility Study: Doctorate in Nutrition Sciences

University of Nebraska

May 2023

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University of Nebraska: Doctorate in Nutrition Sciences

About the Study

Project Background

University of Nebraska

PROGRAM: Doctorate in Nutrition Sciences

The College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC) is interested in obtaining a better understanding of the market for an advanced practice doctorate degree in Nutrition Science (DNS). UNMC is considering launching a new DNS program that will consist of 48 credit hours, with 36 credits composed of didactic coursework offered in a fully online, asynchronous format. The primary audience for this program is practicing nutrition professionals with 3-5 years of experience. The institution is interested in obtaining data and insights at the national, state, and regional level and plan to leverage key insights to design a unique and competitive program. Stakeholders want to learn more about market opportunity and program demand, how competitor programs are structured, and what prospective students look for in a DNS program.

Key Research Questions:

- What is the overall health of the DNS market given key supply and demand indicators?
- What are the key characteristics of competitor programs and how are they positioned in the market? Where is there opportunity in the market for UNMC?
- What can we learn from the desires of prospects interested in aligned higher education programming?

University of Nebraska: Doctorate in Nutrition Sciences

Executive Summary & Recommendations

Executive Summary. The Nutrition Sciences doctoral market is a small but growing field with opportunity for differentiation regionally.

- **Nutrition science and related markets are small, yet show potential opportunity.** Nationally, there are 179 doctorate programs reporting to the nutrition science CIP code and 117 programs reporting to aligned CIP codes in 2021. Top providers averaged 6 conferrals in 2021, indicating the market is small. Despite these small numbers, student demand shows growth since 2012. Markets related to nutrition sciences have seen mixed performance in recent years and remain small, even at the national level. Regional viability appears more promising with steady conferral growth and limited competitors.
- **Top regional providers are new to the market.** Although national institutions consist of strong brands such as Cornell, UNC Chapel Hill, and Tufts University, the regional landscape showcases newer programs that have reported few conferrals. The two programs that are mature in the regional market (University of Nebraska-Lincoln and University of Kansas) have not seen steady growth since being launched in 2013.
- **Online is not mainstream.** There are no top conferring institutions nationally or regionally that are reporting their nutrition science program online. This may be in part due to the residency requirements of some institutions, the novel nature of offering an online doctorate, or because the relatively small size of this market. Modality selection is not explicitly mentioned by institutions. While two of the profiled competitors offer their programs online, these were not top conferring institutions and were selected for analysis for other reasons.
- **Local advanced practice doctoral programs are reporting small programs and are looking for experience in the field.** Eduventures selected 5 institutions to analyze in more detail, and on average, these institutions awarded 7 conferrals in 2021. These institutions typically targeted currently employed nutritionists and dieticians with significant experience within a research and/or clinical setting.
- **Prospective adult students are most interested in a college experience that is affordable, asynchronous, and offers hands-on experience that is predominately online.** Seventy-six percent of adult prospects interested in nutrition science desired instruction taught all, if not mostly, online. These prospects also expect to learn the most from internships/practicums (48%), followed by interactions with faculty (36%) and students (33%) within their field. An institution's strong alumni network (0%) and access to career

services (3%) are less important to these students, however, they care most about affordable tuition (67%) and options to work at their own pace (42%).

- **Possible increased demand for the future.** The current labor market indicates average demand for nutrition science-aligned occupations. Within the next ten years, these jobs are projected to grow on average by 14% while all other occupations both nationally (10%) and regionally (9%) are projected to grow slightly

Recommendations. Based on growing student demand and limited regional competition, UNMC has the opportunity to differentiate itself by offering a unique online program. However, stakeholders should set realistic enrollment expectations and if this program is launched, UNMC should consider the following:

- **Expect small enrollment numbers.** Top national nutrition science doctoral programs averaged 8 conferrals in 2021, though this number is considered optimistic. When accounting for all nutrition science competitors, conferrals averaged 4 within the same year.
- **Offer an online, asynchronous program.** Given that the regional market contains limited competitors, none of which offer online instruction, UNMC is strategically positioned to offer a program that is new and less likely to be rivaled within the market. UNMC's proposal to offer didactic courses in an asynchronous format is also in line with adults' interest in web-based nutrition/dietetics courses that can be completed at their own pace.
- **Emphasize institution cost and ROI.** Adult prospects interested in nursing/dietetics are extremely sensitive to tuition pricing. Therefore, UNMC should stress that UNMC's tuition is more affordable compared to other top institutions. Additionally, describing how graduates can earn more money and how the program will aid in the progress of their careers will be a strong addition to the value proposition of the degree.
- **Be detailed in explanation of the target audience, capstone project, and residency.** While profiled institutions target registered nutritionists/dietitians, they do not specify what types of research experiences or aspects of the professional experience they value. Likewise, some institutions are vague in their descriptions of the capstone project and residency experience. UNMC has the opportunity to differentiate itself and provide clarity by detailing the following: learning objectives for residency, required residency hours, potential residency locations, and target audience and capstone project requirements. Emphasis on residency and capstone projects could increase interest from prospective students given that they are most interested in learning from hands-on experiences.
- **Explain the benefits of earning a doctorate degree compared to a bachelor's.** None of the aligned jobs examined within this study required post-bac education for entry into the workforce. It is vital for UNMC to explain to prospective students the potential differences in salary, hands-on experiences, and

career trajectory through the attainment of a doctorate that cannot be gained with a bachelor's degree. Prospective students highly value the ability to earn more money and to gain hands-on experience that can aid in creating a strong foundation for their careers.

University of Nebraska: Doctorate in Nutrition Sciences

Research Findings: Program Demand

The Aligned Market

Examining Program Trends and Demand

This section of the report leverages data NCES IPEDS for an indication as to the scale and character of the program market aligned to the following CIP codes:

- 30.1901) Nutrition Sciences
- 51.3101) Dietetics/Dietitian (RD)
- 51.3102) Clinical Nutrition/Nutritionist
- 51.3199) Dietetics and Clinical Nutrition Services, Other
- 51.9999) Health Professions and Related Clinical Sciences

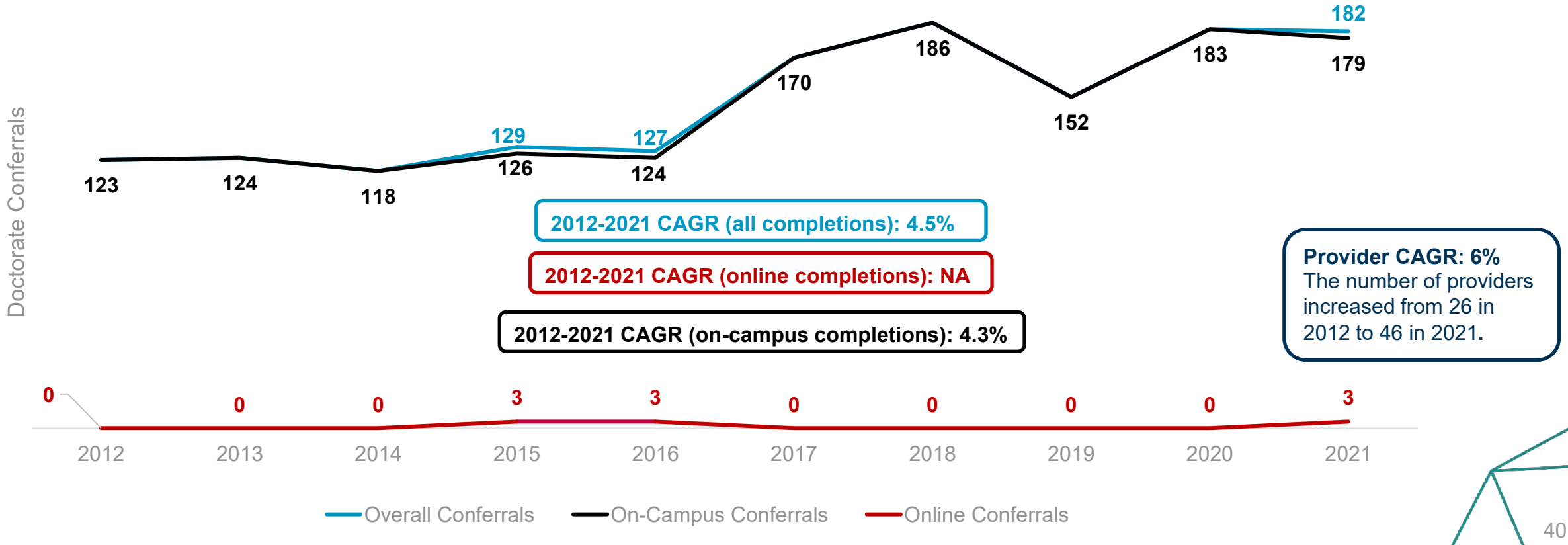
As noted in the project scope and the methodological detail section of this report, the CIP codes and corresponding descriptions used in the IPEDS analysis are listed in the Appendix.

The next slides provide completion trends nationally and within UNMC's greater region: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming.



National Doctorate's in Nutrition Science. The doctoral market at the national level shows strong preference for in-person instruction with minimal conferral growth, and slight declines in 2014 and 2019. Though there are signs of recovery in 2020 and 2021 it will be crucial to monitor these trends. Currently, provider growth exceeds student demand, indicating possible market saturation.

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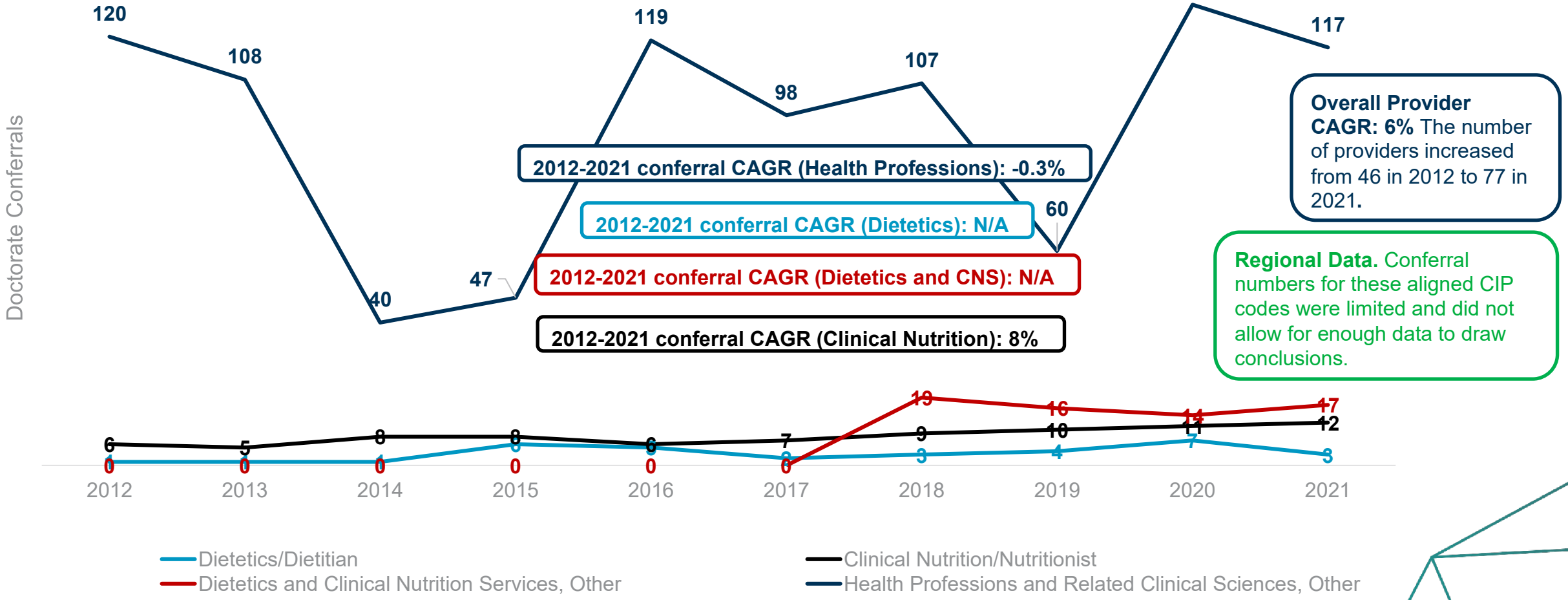


Provider CAGR: 6%
The number of providers increased from 26 in 2012 to 46 in 2021.

Source: Eduventures analysis of NCES IPEDS data under Nutrition Sciences (30.1901)

National Doctorate's in Related Programs. Analogous to the field of Nutrition Science, the national markets for doctoral programs aligned to nutrition science has demonstrated limited growth over the past decade, with a notable, but fluctuating, preference for in-person instructional modalities. Other institutions could be reporting similar programming to these CIP

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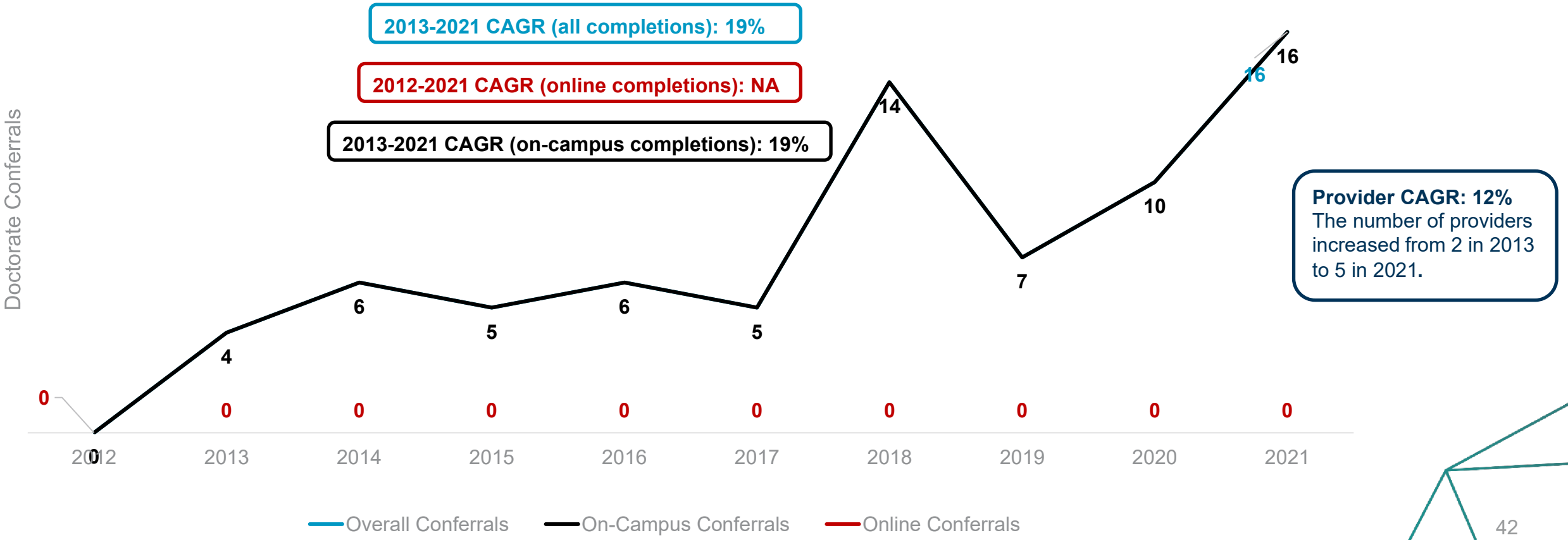
Overall Provider CAGR: 6% The number of providers increased from 46 in 2012 to 77 in 2021.

Regional Data. Conferral numbers for these aligned CIP codes were limited and did not allow for enough data to draw conclusions.

Source: Eduventures analysis of NCES IPEDS data of aligned programs (See Appendix for complete list of CIP codes)

codes; however, conferral numbers are small and fluctuating.

Regional Doctorate's in Nutrition Science. The regional market for doctoral programs in nutrition science is small with no evident online providers. Though, conferral growth rate outpaces that of providers, this may be insufficient for a viable market.



Provider CAGR: 12%
The number of providers increased from 2 in 2013 to 5 in 2021.

Source: Eduventures analysis of NCES IPEDS data under Nutrition Sciences (30.1901)
Region includes: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming.

University of Nebraska: Doctorate in Nutrition Sciences

Research Findings: Competitive Landscape

Competitive Landscape

An Overview of Top-Conferring Aligned Programs

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In this section of the report, Eduventures provides an overview of the top 10 conferring competitors nationally and the top 5 regionally (Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming) for Nutrition Sciences (30.1901). As Eduventures did not find relevant data from the additional aligned CIP codes, they are not included in this section of the study.

The next few slides include the institution names, modality, 2021 completions, their year-over-year growth rate, 2016-2021 CAGR.

National Competitive Landscape. Top national nutrition science doctoral programs averaged 8 conferrals in 2021. While there are indications of growth from the previous year for many, performance over the past five years has varied. No top providers are reporting online conferrals.

Top 10 Conferring Programs Nationally

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Institution	2021 Completions	2020-2021 Growth	2016-2021 CAGR
University of North Carolina at Chapel Hill	13	44%	5%
Tufts University	12	-14%	8%
University of California-Davis	8	14%	-9%
Ohio State University-Main Campus	8	300%	0%
Cornell University	7	-46%	-7%
University of Georgia	7	133%	N/A
Auburn University	6	20%	25%

Purdue University-Main Campus	6	20%	0%
Texas Tech University	6	-14%	N/A
University of Florida	6	50%	15%

Teal = Online Offered

Source: Eduventures analysis of Lightcast data of doctoral degrees reporting to 30.1901) Nutrition Sciences
Several institutions have reported multiple programs related to nutrition science, for which we were unable to identify the corresponding Classification of Instructional Programs (CIP) codes. Consequently, program titles have not been provided.

Regional Competitive Landscape. Within the region, only five nutrition science doctoral programs are being reported, the majority of which have been in operation for less than five years and report fewer conferrals compared to top national providers. This suggests a possible opportunity to enter a potentially emerging market. No providers are reporting online conferrals.

Top 5 Conferring Programs Regionally

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Institution	2021 Completions	2020-2021 Growth	2016-2021 CAGR	Program(s) Offered
University of Nebraska-Lincoln	5	0%	5%	PhD in Nutrition and Health Science
University of Kansas	4	0%	15%	Doctor in Clinical Nutrition
Kansas State University	3	0%	N/A	PhD in Food, Nutrition, Dietetics and Health
Colorado State University-Fort Collins	2	N/A	N/A	PhD in Nutrition and Food Science
University of Missouri-Columbia	2	400%	N/A	PhD in Nutrition and Exercise Physiology



Teal = Online Offered

Source: Eduventures analysis of Lightcast data of doctoral degrees reporting to 30.1901) Nutrition Sciences
Region includes the following states: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming.

University of Nebraska: Doctorate in Nutrition Sciences

Research Findings: Competitive Analysis

Competitive Analysis:

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An Analysis of Closely Aligned Competitor Programming

In this section of the report, Eduventures provides an analysis of five institutions that offer advanced practice programs. Eduventures selected institutions that were top performing either regionally or nationally and have been experiencing recent growth. These institutions include Auburn University, Maryland University of Integration Health, The University of Kansas, The Ohio State University, and Rutgers University-New Brunswick.

The next few slides evaluate the programs based on their conferral performance, modality options, curriculum details and requirements, marketing themes, and overall positioning.

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Conferrals and Degrees. Examined programs are among the few specifically geared toward advanced practice students. The University of Kansas* and Rutgers** offer adjacent programs which may be competitive within the market.

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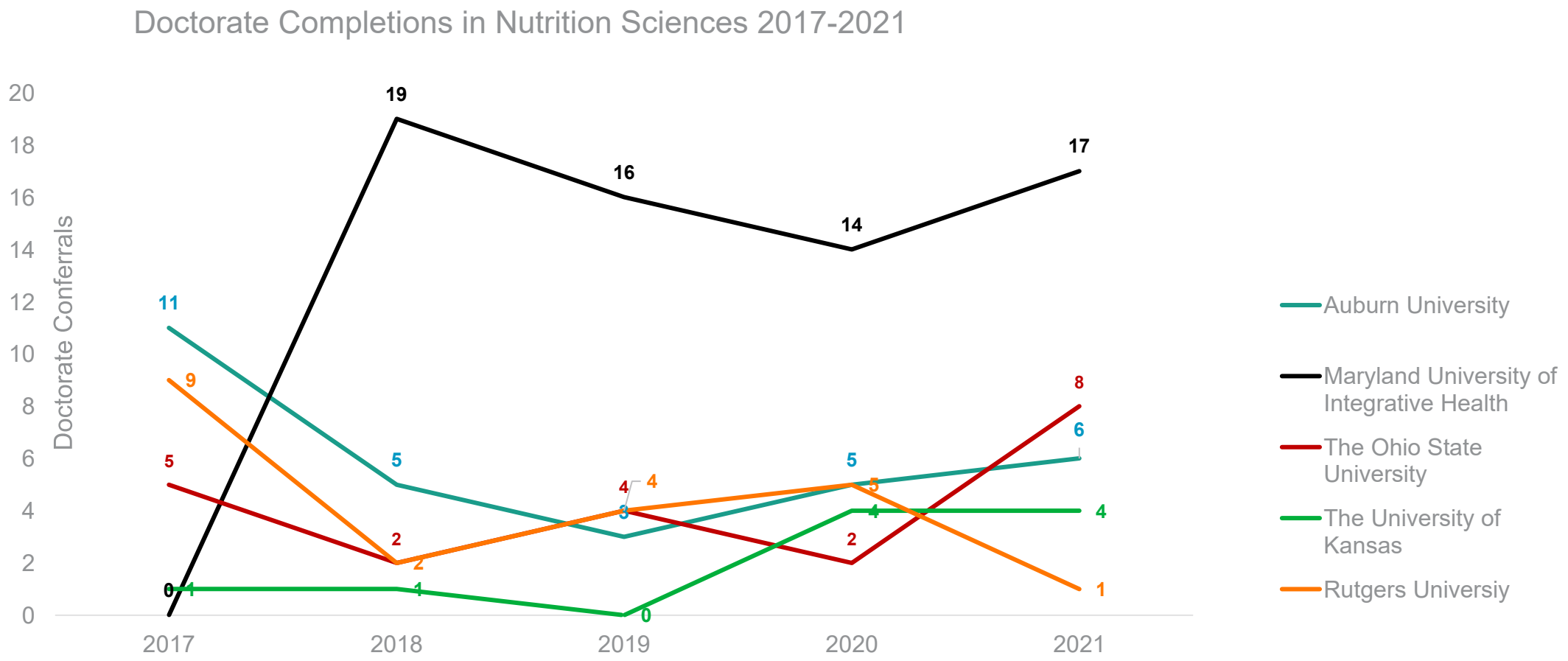
Institution	2021 Conferrals	Degree(s) Offered	Reason for Inclusion
Maryland University of Integrative Health	17	Doctor in Clinical Nutrition	Not a top conferring institution, however, this program is offered online and is reporting to the Dietetics and Clinical Nutrition Services, Others (51.3199) CIP Code
The Ohio State University	8	PhD in Nutrition	Top conferring national provider with strong year-over-year growth.
Auburn University	6	PhD in Nutrition	Top conferring national provider with strong short-and-long-term growth.
The University of Kansas*	4	Doctor in Clinical Nutrition PhD in Medical Nutrition	Top regional provider with strong long-term growth.
Rutgers University**	1	Doctor in Clinical Nutrition	Not a top conferring institution; however, this program is offered online and claims to be the first online Advanced Practice Clinical Doctorate in Nutrition Science program in the world.

Teal = Online Offered

Source: Eduventures analysis of institutional webpages
*University of Kansas offers two programs and reports conferrals under the same CIP code (30.1901) for Nutrition Sciences. The Clinical nutrition program is offered fully online, with one orientation and experiential learning campus visit required.
**Rutgers additionally offers a PhD program in Nutrition Sciences that is not advanced practice.

Conferrals and Degrees. When considering conferral performance over the past five years, most, with the exception of Maryland University, have not seen growth.

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Source: Eduventures analysis of Lightcast data.

Target Audience. Competitors target currently employed registered dietitians/nutritionists or those who possess significant post-baccalaureate experience in the field. However, there is some ambiguity as to what this experience entails.

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Institution	Target Audience
Auburn University	Prospective students who have completed a minimum of 60 semester hours of graduate coursework beyond the bachelor's degree. Prospects should mainly be interested in studying obesity and diabetes. However, prospects interested in additional topics (i.e., nutritional genomics, nutritional physiology, cellular and molecular nutrition, nutritional biochemistry, and nutritional epidemiology) are encouraged to apply.
Maryland University of Integrative Health	Prospective students who hold a master's degree in a nutrition-related field or who have a bachelor's degree but is a registered dietitian/registered dietitian nutritionist.
The Ohio State University	Prospective students with a master's degree are preferred, however, students with an exceptional record in a baccalaureate program and experience in a research setting may be admitted directly into the doctoral program. Additionally, students should have an interdisciplinary interest in some of the following areas: Education and Human Ecology, Food, Agricultural and Environmental Sciences; and Medicine.
Rutgers University	Prospective students who are registered Dietitian Nutritionists and hold a master's degree, preferably in a nutrition or health-related field.
The University of Kansas*	Prospective students who are currently working in the field of nutrition and dietetics with a registered dietitian credential.

Source: Eduventures analysis of institutional webpages
*The target audience is based on the programmatic webpage of the Clinical Nutrition Program.

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Program & Career Outcomes. Top competitors highlight rigorous interdisciplinary experiences that will equip prospective students to keep pace with the medical complexity of today's clinical nutrition practice.

Institution	Program Outcomes	Career Outcomes
Auburn University	Gain intensive study and research experiences in applied and basic nutrition fields.	Provide advanced nutrition care in the areas of nutritional genomics, nutritional physiology, cellular and molecular nutrition, nutritional biochemistry, and nutritional epidemiology, diabetes, or obesity.
Maryland University of Integrative Health	Evaluate and synthesize data from the client history, diet history, nutrition-focused physical examination, lifestyle, anthropometrics, genomics, environmental impacts, and laboratory findings to provide a comprehensive client assessment and develop a nutrition care plan.	The ability to provide advanced nutrition care in practice and research settings within the areas of gastrointestinal, immune, cardio-metabolic, neurological, nutritional genomics, energy metabolism, and endocrine health.
The Ohio State University	Gain research background in the following areas: Animal Growth, Development, and Lactation, Biochemical and Molecular Nutrition, Clinical Nutrition and Chronic Diseases Functional Foods and Bioactive Compounds, Nutrition and Cancer, and Behavioral Health and Community Nutrition	Equip students to adapt to the constantly developing and changing methods in quantitative and qualitative research in the nutritional sciences. Provide students with the oral and written communication skills required for the competitive job market.
Rutgers University	Interprofessional collaboration and evidence-based practice	Innovative, autonomous, advanced dietetics practitioners and researchers with expert-level knowledge and skills, critical thinking proficiency, and aptitude in scientific inquiry.

The University of Kansas*	Students will expand their interprofessional experiences, communication skills, medical nutrition therapy skills, management and leadership skills, and research.	Broaden the knowledge base and enhance critical thinking skills In order to stay abreast of the increasingly intricate landscape of contemporary clinical nutrition.

Source: Eduventures analysis of institutional webpages
*Program and career outcomes are based on the programmatic webpage of the Clinical Nutrition Program.

Curriculum. Top competitors have curricula that focus on statistical analysis and preparation, and presentation of the research thesis. University of Kansas and Rutgers require a residency to satisfy core requirements.

Courses listed in various colors indicate similar themes among examined providers.

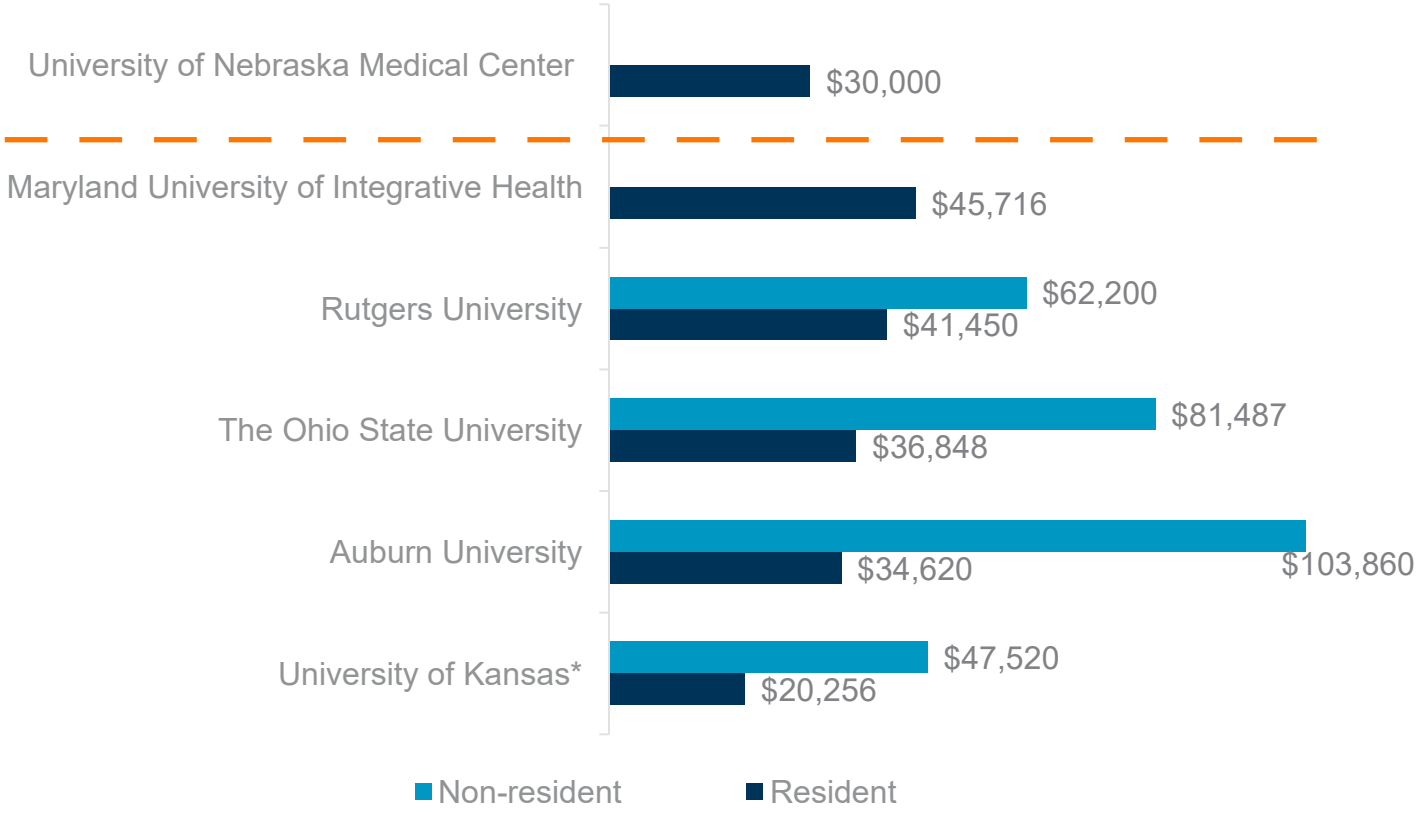
Auburn University	Maryland University of Integrative Health	The Ohio State University	Rutgers University	The University of Kansas*
60 credits (minimum)	*44 credits*	*49 credits (minimum)*	*50 credits*	*48 credits*

Core Courses • Minerals (3) • Vitamins (3) • Macronutrients: Integration and Metabolism (4) • Lab Methods in Nutrition (3) • Methods of Research (2) • Doctoral Seminar (1-2) • Human Nutrient Metabolism (4) • Experimental Statistics I • Experimental Statistics II(3) • Advanced Topics in Nutrition (1-6) • Research and Dissertation • (1-10)	**Core Courses** • Principles of Integrative & Functional Nutrition (3) • Nutritional Approaches to Detoxification (3) • Epigenetics and Nutritional Genomics (3) • Ethics in Clinical Nutrition (1.5) • Research Literacy in Nutrition (3) **Integrative and Functional Nutrition in the following (3):** • Gastrointestinal Health and Disease • Immune Health • Cardio-Metabolic Health • Neurological Health • Endocrine and Energy Health Nutrition for Complex Cases • Nutrition Focused Physical Exam (1.5) • Case Reports in Integrative Health (3) • Research Manuscript I (1) • Research Manuscript II (1)	**15 credits:** • Macronutrients • Micronutrients • Nutrition Research Ethics • Animal Models and Mechanistic Research Design OR Community and Clinical Nutrition Research Design • Oral Research Communication • Grantsmanship **Additional Courses:** • Advanced Nutrition Classes (24) • Graduate Physiology (2) • Advanced Statistics (3-7) • Supporting Course Work and Skill Development (4-7) • Seminar is to be taken every semester except summer (5) • Research Hours (20-25)	**Core Courses (44)** • Nutrition Focused Physical Examination (3) • Vitamin and Mineral Metabolism (3) • Leadership and Change (3) • Thesis Seminar (3) • Advanced Clinical Nutrition (3) (ACN) • CAN Practice Residency Seminar (1) • CAN Practice Residency (4) • Human Metabolism and Body Composition (3) • CAN Seminar (3) • Clinical Nutrition Research Designs (4) • Statistics & Data Analyses for Clinical Nutrition Research (3) • Clinical Nutrition Research Methods (4) • Clinical Nutrition Research Seminar (4) • Nutrition and Pharmacology(3) • **Electives (6)** • **Clinical Nutrition Research Advisement (0)**	• Nutrition Communication for Advanced Practice (3) • Leadership Essentials in Clinical Nutrition (3) • Interprofessional Collaboration (2) • Principles of Interprofessional Education and Practice Theory (1) • Evidence Analysis in Clinical Nutrition (3) • Ethics in Clinical Nutrition Research (1) • Advan. Methods of Research in Clinical Nutrition (3) • Applied Nutrition Epidemiology (3) • Introduction to Health Informatics (2) • Advanced Nutritional Assessment (3) • Pharmacology in Clinical Nutrition (3) • Advanced Nutrition Counseling (3) • Frontiers in Medical Nutrition Therapy (3) • Applied Research Project

Source: Eduventures analysis of institutional webpages
*Curriculum is based on the programmatic webpage of the Clinical Nutrition Program.

Competitor Profiles. Programs average 50 credits and cost $35,000* for resident students. UNMC's proposed tuition is on-par with public institutions. Out-of-State student costs range widely from around $47K to over $100K.

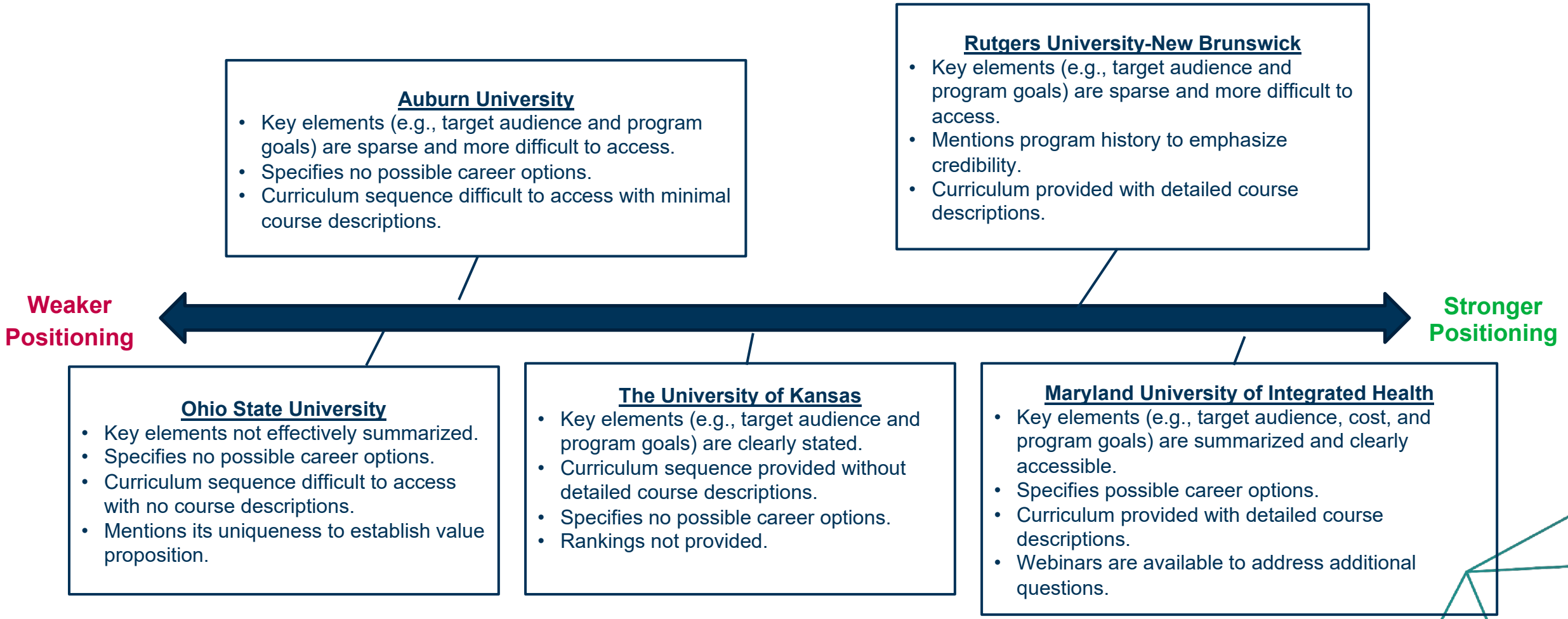
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Institution	Credits	Cost Per Credit
Auburn University	60	Resident:$577 Non-Resident:$1,731
Maryland University of Integrative Health	44	$1,039
The Ohio State University	49	Resident:$752 Non-resident:$1,663
Rutgers University	50	Resident:$829 Non-resident:$1,244
University of Kansas*	48	Resident/online: $422 Non-resident:$990

Source: Programmatic and institutional websites
*Estimated total tuition include only tuition costs, not fees or other costs.
**Proposed UNMC tuition is based on the 48-credit hour curriculum from the Nutrition Advanced Practice Doctorate Proposal

Overall Program Positioning (relative). Stronger program positioning, like Rutgers and Maryland University, provide thorough descriptions of curriculum, detail professional outcomes, and emphasize how they differentiate from competitors.



Source: Eduventures analysis of Institutional webpages

University of Nebraska: Doctorate in Nutrition Sciences

Research Findings: Eduventures Proprietary Survey Data

Adult Prospect Research™

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Understanding Adult Prospective Students

In this section, Eduventures provides insights on prospective adult learners interested in studying "Nutrition/Dietetics" (n=33) at a college, university, or other education/training provider. This data was collected for Eduventures' 2020-2022 Adult Prospective Research™ Survey fielded in the fall of each respective year. This survey was designed to provide insights on the expectations and desired experiences of prospective adult learners.

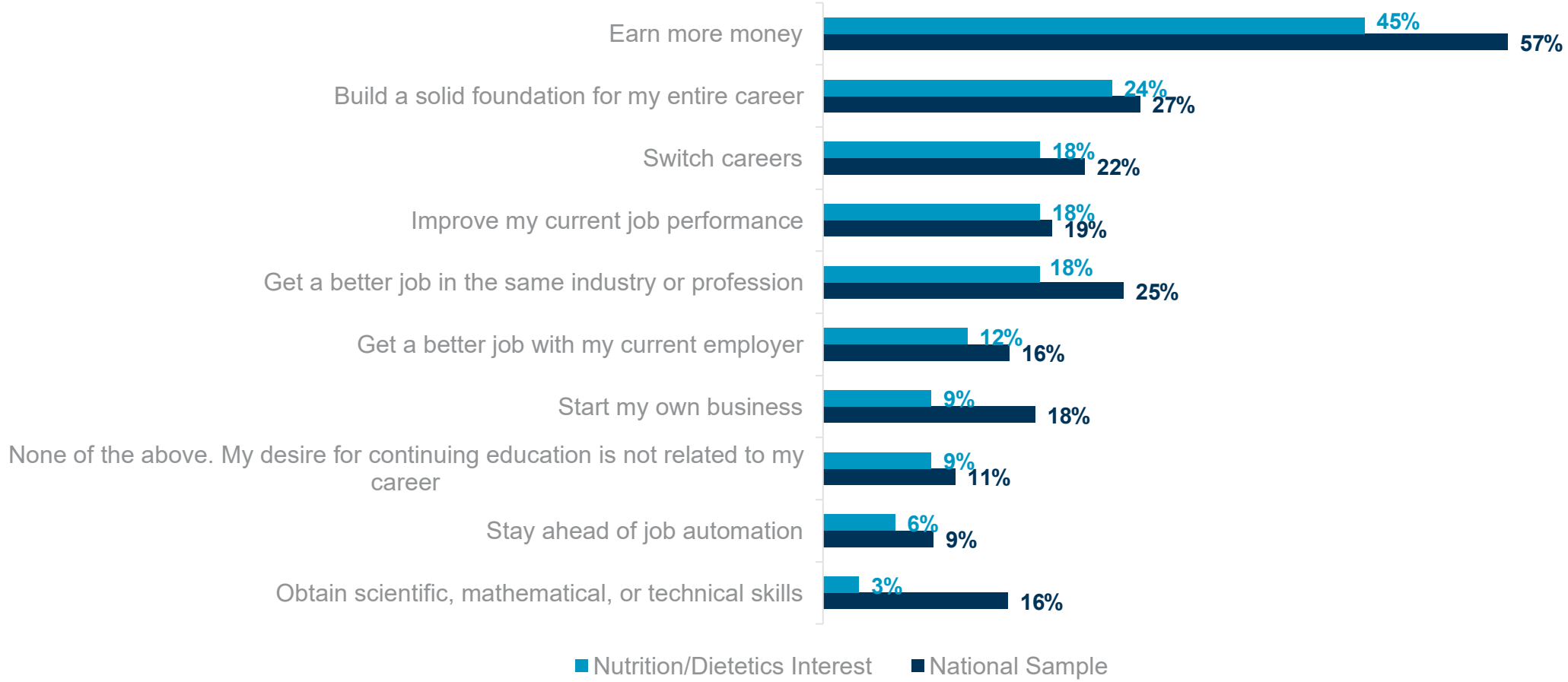
Specifically, the next slides detail:

- **Top career expectations** for Nutrition/Dietetics interested adult prospects contrasted against national sample
- **Desired learning experiences** for Nutrition/Dietetics interested adult prospects contrasted against national sample
- **Application drivers** for Nutrition/Dietetics interested adult prospects contrasted against national sample
- **Modality preference** for Nutrition/Dietetics interested adult prospects contrasted against national sample



Career Expectations. While adults interested in pursuing a degree in nutrition care most about earning more money, this is still less when compared to the national sample. Those interested in nutrition also care most about building a foundation for their entire career.

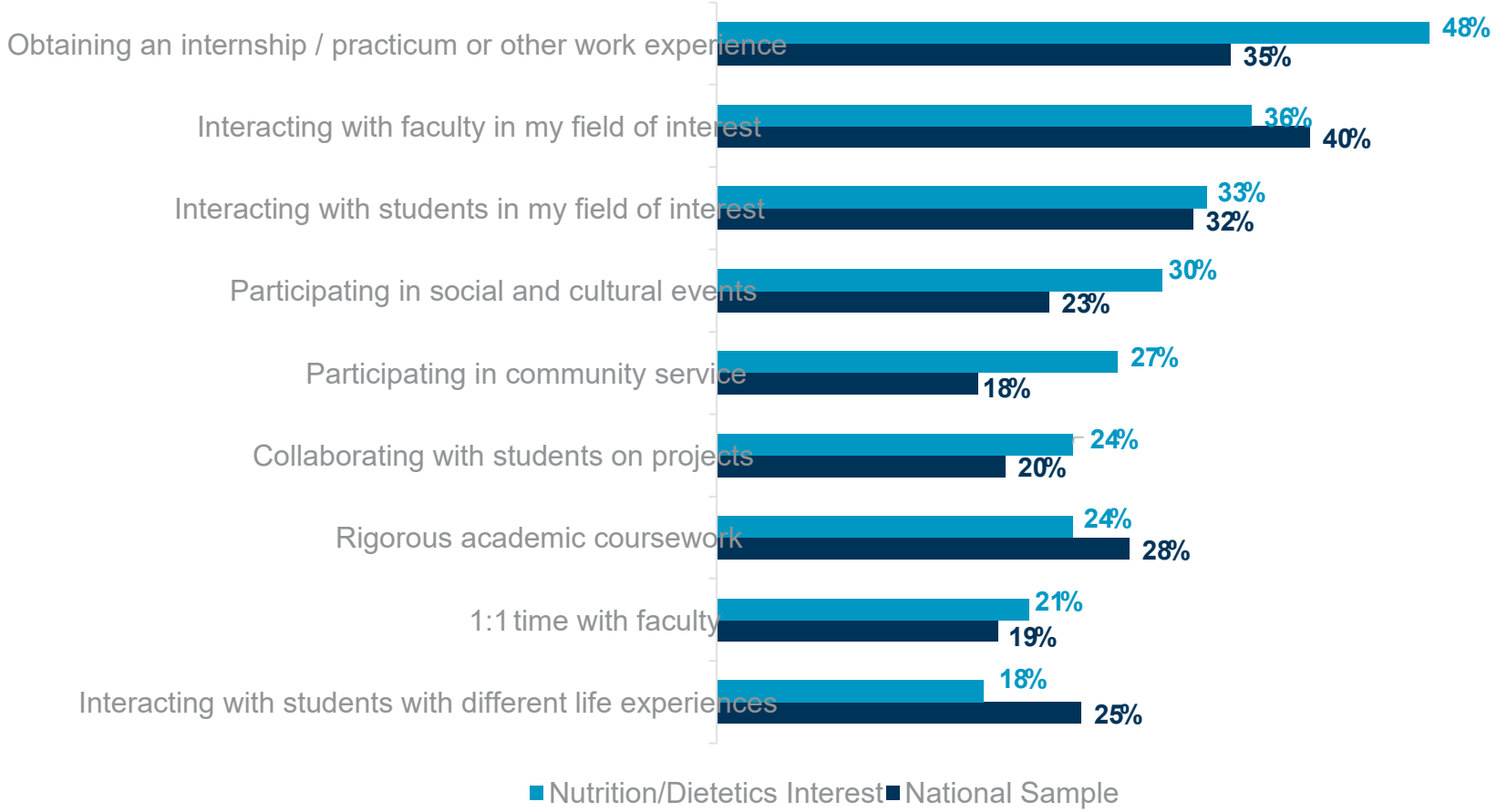
What are your top three career expectations you have for continuing your education?



Source: Eduventures' 2020-2022 Adult Prospective Research™ Survey
National n= 11,417; Nutrition/Dietetics Interest n= 33

Learning Experiences. Prospective nutrition students are focused most on the experiential learning and social aspects of the college experience. These students would be most receptive to detailed messaging on residency experiences and the interactions with faculty and students within the field.

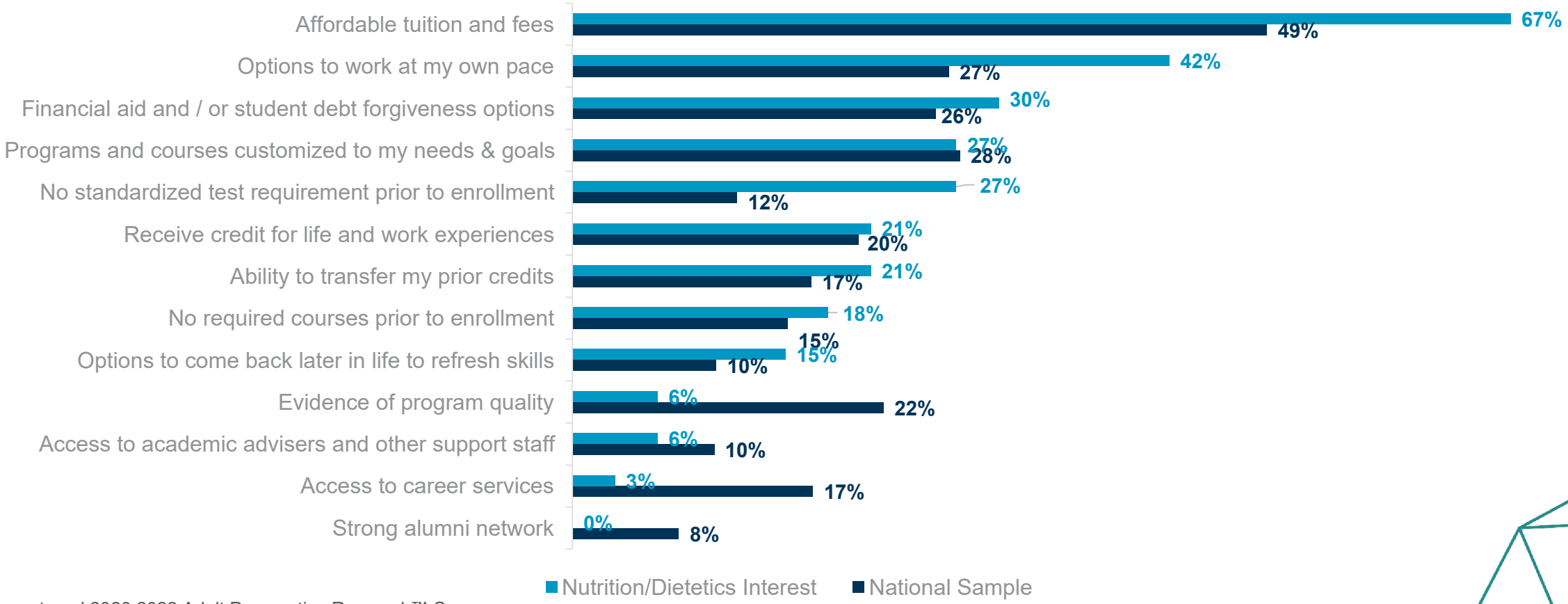
What are the top three experiences you expect to learn the most from while continuing your education?



Source Eduventures' 2022 Adult Prospective Research Survey
National n= 11,417; Nutrition/Dietetics Interest n= 33

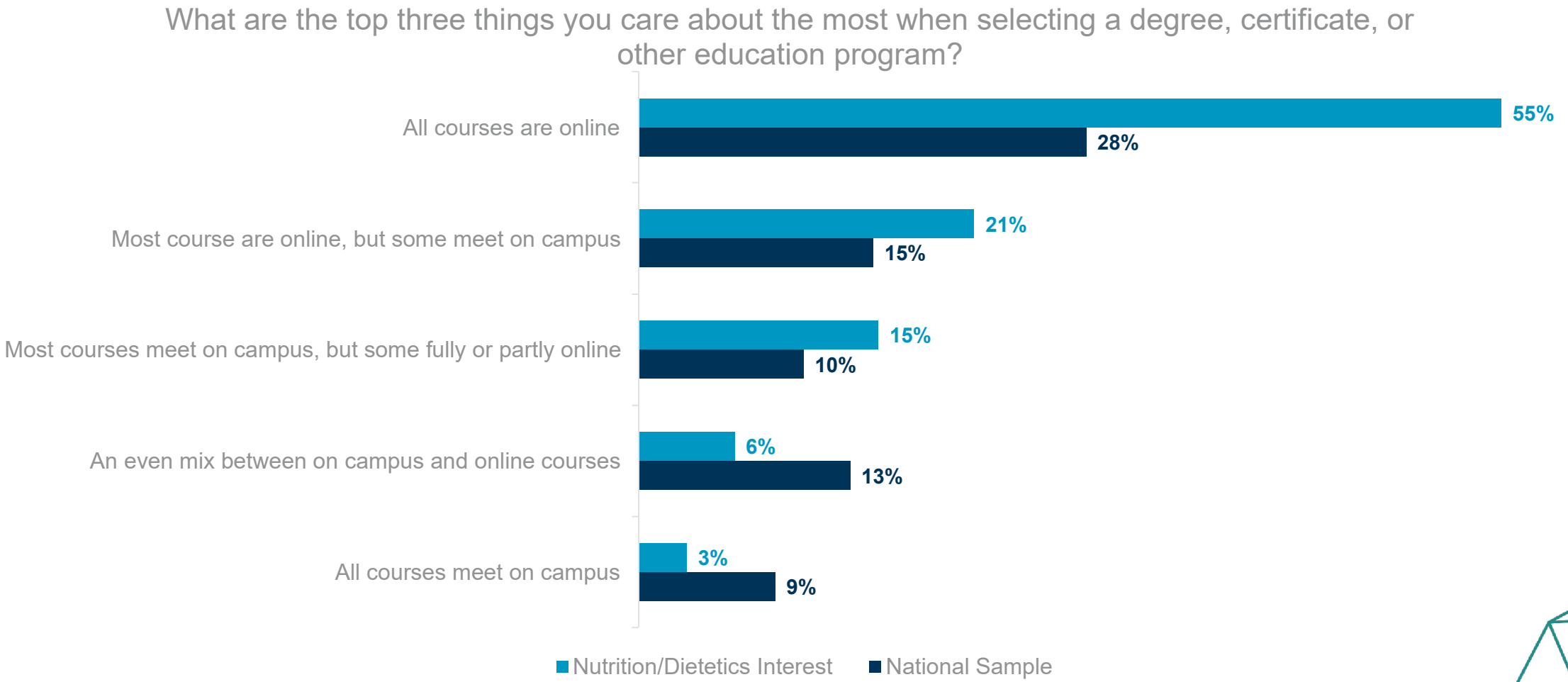
Application Drivers. Adult prospects are highly sensitive to the financial aspects of nutrition programs and desire to work at their own pace. This is in line with UNMC's projected tuition (that is slightly less than average profiled competitors) and plans to offer all coursework in an asynchronous format

What are the top three things you care about the most when selecting a degree, certificate, or other education program?



Source: Eduventures' 2020-2022 Adult Prospective Research™ Survey
National n= 11,417; Nutrition/Dietetics Interest n= 33

Modality Preference. Nutrition student prospects desire all, if not most, of their courses to be held online compared to other adults. This is in line with UNMC's goal to offer all coursework online.



Source: Eduventures' 2020-2022 Adult Prospective Research™ Survey
National n= 11,417; Nutrition/Dietetics Interest n= 33
Given the pandemic, questions surrounding modality preference have been differently phrased each year from 20202022, which may bias responses.

University of Nebraska: Doctorate in Nutrition Sciences

Research Findings: Labor Market Demand

Labor Market Analysis:

Insights into Relevant Labor Market Trends

This section of this report complements the historic market view seen in the previous section by providing forward looking occupational projections for careers aligned to the Nutrition Sciences program through BLS and other labor data sources available through Lightcast.

The next slides show:

- National occupational projection data for aligned occupations
- Regional (Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming) occupational projection data for aligned occupations
- Regional Job posting analysis



Nutrition-aligned occupations are projected to grow slightly above average, with none requiring post-bac education for entry into the workforce.

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SOC	Description	2022 Jobs	2032 Jobs	% Change	Annual Openings	Typical Entry-Level Education
All	**All National Occupations**	**155,567,029**	**172,333,771**	**10%**	**26,290**	**N/A**
21-1091	Health Education Specialists	59,075	66,996	**13%**	7,575	Bachelor's degree
21-1094	Community Health Workers	66,306	80,476	**20%**	9,229	High school diploma or equivalent
29-1031	Dietitians and Nutritionists	70,408	79,351	**12%**	5,827	Bachelor's degree

Source: Eduventures analysis of Lightcast data.

Regional Occupational Projections. Similar to the nation, nutrition-aligned occupations within the region are projected to grow slightly above average, with none requiring post-bac education for entry into the workforce.

SOC	Description	2022 Jobs	2032 Jobs	% Change	Annual Openings	Typical Entry-Level Education
All	**All Regional Occupations**	**10,522,635**	**11,519,988**	**9%**	**1,755**	**N/A**
21-1091	Health Education Specialists	3,730	4,173	**11%**	472	Bachelor's degree



21-1094	Community Health Workers	4,581	5,477	**18%**	626	High school diploma or equivalent
29-1031	Dietitians and Nutritionists	4,620	5,131	**10%**	375	Bachelor's degree

Source: Eduventures analysis of Lightcast data.
Region includes the following states: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming

Regional Job Posting Analysis. Relevant job postings in the region show average demand for all degrees and at the doctorate level.

To investigate labor market demand, Eduventures analyzed job postings in the region from March 2021 to March 2023 for Health Education Specialists, Community Health Workers, and Dietitians and Nutritionists.

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Postings for the relevant job titles for all degree levels:

24,032	3 : 1	33 days
Unique Postings 75,020 Total Postings	Posting Intensity Regional Average: 3 : 1	Median Posting Duration Regional Average: 30 days

Job postings for aligned occupations show average demand from employers between March 2021 and March 2023.

Education Level	Unique Postings	% of Total
No Education Listed	9,524	40%
High school or GED	5,432	23%
Associate degree	1,774	7%
Bachelor's degree	8,313	35%
Master's degree	3,047	13%
Ph.D. or professional degree	513	2%

Job postings listing a doctorate degree made up 2% of postings for the last two years.

Postings recommending candidates with a doctorate degree:

513	3 : 1	30 days
Unique Postings 1,412 Total Postings	Posting Intensity Regional Average: 3 : 1	Median Posting Duration Regional Average: 30 days

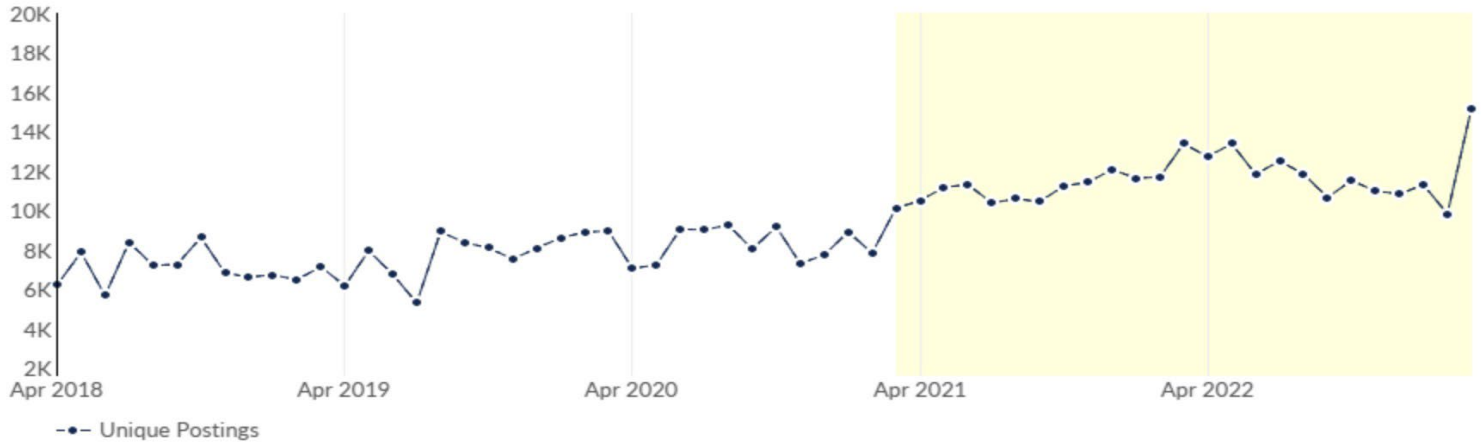
Filtering by job postings that list a Doctorate degree reveals the posting intensity remains the same, indicating employers are putting in average effort to fill these jobs.

Source: Eduventures analysis of Lightcast data.
Region includes the following states: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming.

Regional Job Posting Analysis. Unique postings have remained quite steady over the past 2 years, with Nebraska accounting for a small portion of them. In March 2023, while there was a significant increase, less than 10% of that boost was from Nebraska.

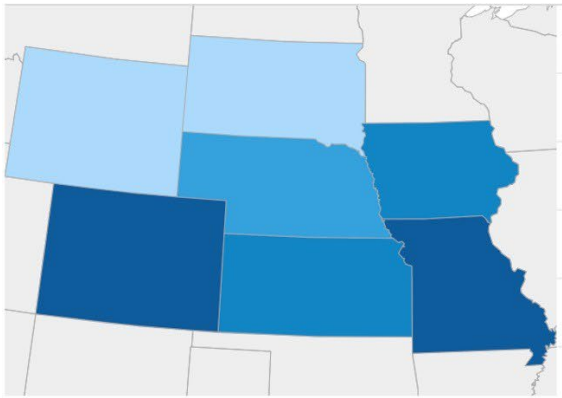
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To investigate labor market demand, Eduventures analyzed job postings in the region from March 2021 to



Unique postings has remained quite steady from April 2021 to February 2023, with rapid growth within the past month.

Out of 7 states in the region, Nebraska is ranked 5th for number of job postings. Despite a strong increase in regional unique postings, Nebraska is still number 5 on the list.



State	Unique Postings (Mar 2021 - Mar 2023)
Colorado	6,524
Missouri	6,140
Iowa	4,134
Kansas	3,883
Nebraska	2,178

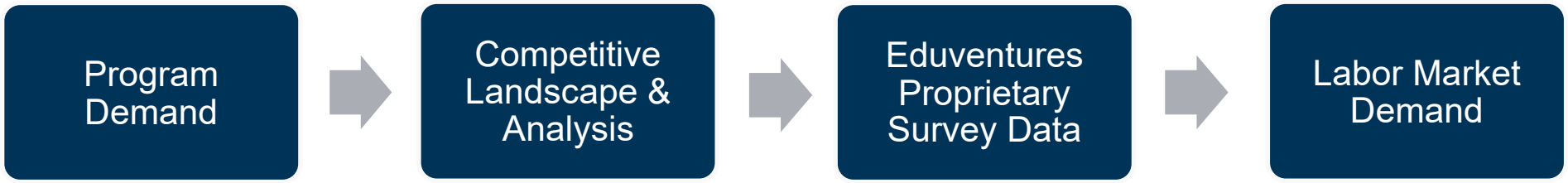
State	Unique Postings (Mar 2023)
Missouri	355
Colorado	295
Kansas	269
Iowa	230
Nebraska	90

Source: Eduventures analysis of Lightcast data.
Region includes the following states: Nebraska, Colorado, Iowa, Kansas, Missouri, South Dakota, Wyoming .

University of Nebraska: Doctorate in Nutrition Sciences

Appendix

Eduventures leveraged the following data sources to investigate the market for this degree:



Program Demand

Eduventures consulted the National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS) database to analyze national and regional completion and provider trends for the years 2012-2021. The analyzed Classification of Instruction Program Codes (CIP Codes) for this study can be found on slide 40.

Competitive Landscape and Analysis

Eduventures consulted IPEDS degree conferral data for the selected CIP codes to identify the top institutions through their 2021 completions.
Eduventures provided data on the top programs' name (regionally), five-year compound average growth rate (CAGR) from 2016-2021, 2020-2021 year-over-year growth rate, and program modality. Eduventures then identified aligned or relevant programs to provide a competitive analysis.

Eduventures Proprietary Survey Data

Eduventures provides data from the 2020-2022 Adult Prospect Survey to understand how adult learners interested in Nutrition/Dietetics may differ from all other prospects when it comes to their expectations and desires for postsecondary education.

Labor Market Demand

Eduventures leveraged Bureau of Labor Statistics (BLS) data through our partnership with Lightcast to provide the occupational outlook, both nationally and regionally, for the occupations aligned to the proposed program.

Eduventures utilized the following CIP codes to provide analysis on program demand:

CIP Codes	Program Description
30.1901) Nutrition Science	A scientific program that focuses on the utilization of food for human growth and metabolism, in both normal and dysfunctional states, from the interdisciplinary perspective of the agricultural, human, biological, and biomedical sciences. Includes instruction in food science, biochemistry, physiology, dietetics, food and nutrition studies, biotechnology, biophysics, and the clinical sciences.
51.3101) Dietetics/Dietitian	A program that prepares individuals to integrate and apply the principles of the food and nutrition sciences, human behavior, and the biomedical sciences to design and manage effective nutrition programs in a variety of settings. Includes instruction in human nutrition; nutrient metabolism; the role of foods and nutrition in health promotion and disease prevention; planning and directing food service activities; diet and nutrition analysis and planning; supervision of food storage and preparation; client education; and professional standards and regulations.
51.3102) Clinical Nutrition/ Nutritionist	A program that prepares individuals to apply the principles of dietetics and the biomedical and nutrition sciences to design and manage effective nutrition programs as part of clinical treatment and therapy programs, and to manage health care facility food services. Includes instruction in human nutrition, nutrient metabolism, the role of foods and nutrition in health promotion and disease prevention, nutrition as a treatment regime, planning and directing hospital food service programs, diet and nutrition analysis and planning, supervision of food storage and preparation, special diets, client education, and professional standards and regulations.
51.3199) Dietetics and Clinical Nutrition Services, Other	Any instructional program in dietetics and clinical nutrition services not listed above.
51.9999) Health Professions and Related Clinical Sciences	Any instructional program in the health professions and related clinical sciences not listed above.

Source: NCES

Eduventures utilized the following SOC codes to provide analysis on program demand:

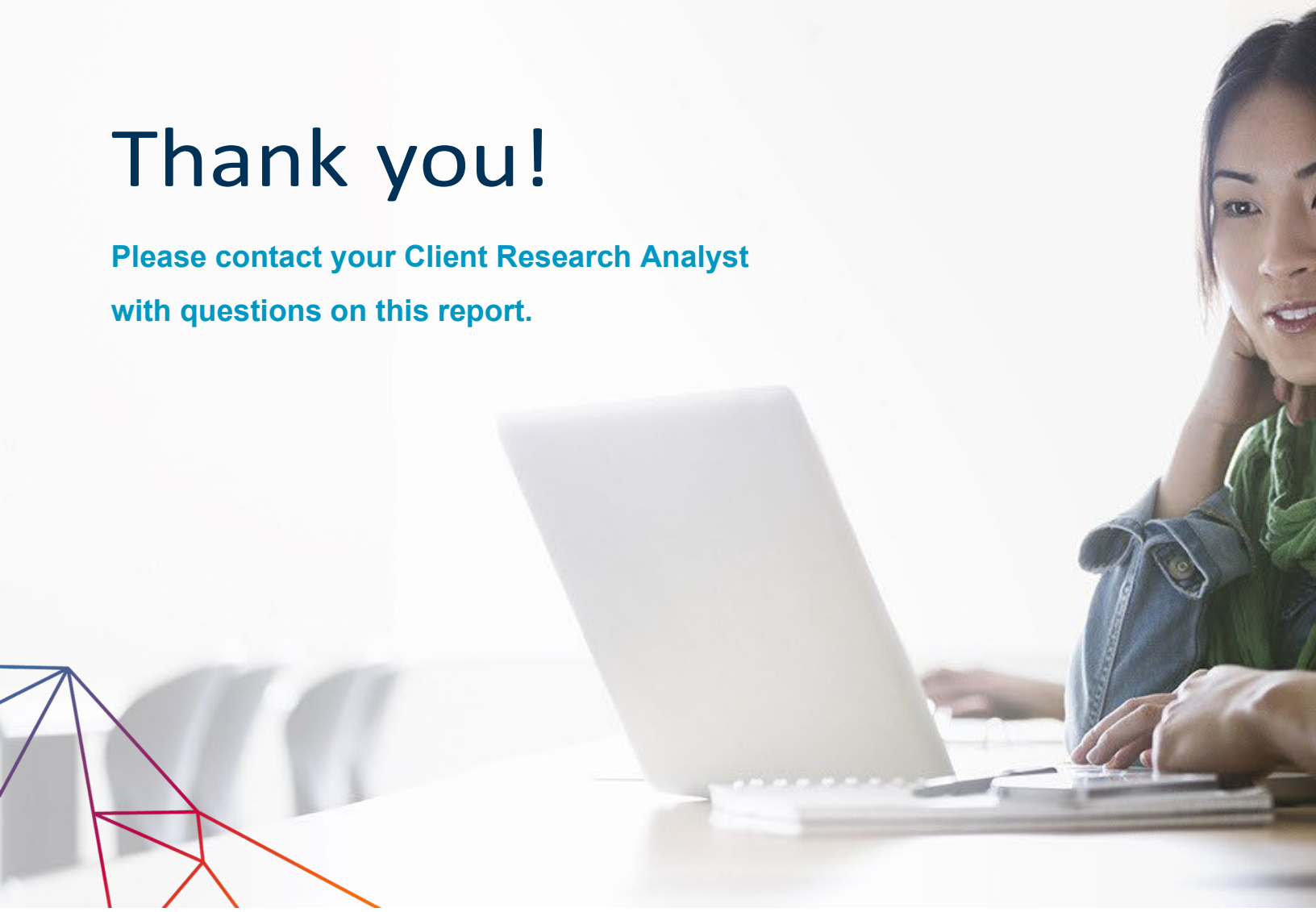
SOC Codes	Description
29-1031) Dietitians and Nutritionists	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.
21-1091) Health Education Specialists	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs.
21-1094) Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs

Source: BLS

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Thank you!

Please contact your Client Research Analyst with questions on this report.



Appendix E: Letter of Support, ACEND

Accreditation Council for Education in Nutrition and Dietetics

the accrediting agency for the Academy of Nutrition and Dietetics

May 24, 2023

Corrine Hanson, PhD, RD, LMNT, FAND
Program Director, Medical Nutrition Education 984045
University of Nebraska Medical Center Omaha, NE 68198-4045

Dear Dr. Hanson,

I am writing this letter as the Executive Director of the Accreditation Council for Education in Nutrition and Dietetics (ACEND). ACEND's mission is to ensure the quality of nutrition and dietetics education to advance the practice of the profession. Our goals are to elevate the quality of nutrition and dietetic education across the globe, promote opportunities for increasing diversity, equity, inclusion, belonging, and access in nutrition and dietetics education, and focus communication and collaboration to cultivate excellence in nutrition and dietetics.

In line with our mission and goals, ACEND has developed new accreditation standards for Doctoral Education in Advanced Nutrition and Dietetics Practice. This degree will offer credentialed Registered Dietitian Nutritionists (RDNs) the opportunity to pursue additional knowledge and competencies through an advanced practice course of study. Through development of these accreditation standards, ACEND aims to protect the public through assuring the competence of advanced practice nutrition professionals, improve the public's health, and increase recognition of the expertise of RDNs.

UNMC currently offers an entry to practice Master of Medical Nutrition degree for the training of RDNs which is fully accredited by ACEND, and now proposes to offer a Doctor of Nutrition and Dietetics degree. Given your successful history of training entry-level professionals and involvement in the development of the advance practice standards, UNMC is well positioned to develop and implement the new Advanced Practice Doctoral degree. ACEND will look forward to reviewing your application for accreditation.

Sincerely,



Rayane AbuSabha, PhD, RD Executive Director
Accreditation Council for Education in Nutrition and Dietetics

Appendix F: Letter of Support, UNL Entry to Practice Program

June 1, 2023

Kyle P. Meyer, PhD
Dean, College of Allied Health Professions
University of Nebraska Medical Center
Omaha, NE 68198-4000

Dear Dr. Meyer,

This letter is to convey that the Department of Nutrition and Health Sciences at the University of Nebraska-Lincoln (UNL) supports the development of the Advanced Practice Doctor of Nutrition and Dietetics Practice proposed by the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC).

This program complements the accredited nutrition and dietetics program at the University of Nebraska-Lincoln. The Advanced Practice Doctorate degree will allow practicing graduates from the UNL Professional Studies in Dietetics Future Education Model program the option to pursue a practice-based professional doctorate. UNL and UNMC provide the only nutrition and dietetics programs in the State of Nebraska and have historically worked together to meet the needs in the state for Registered Dietitian Nutritionists.

The proposed degree does not represent a conflict or duplication of programs in the Department of Nutrition and Health Sciences and supports the mutual efforts of UNMC and UNL in providing nutrition services to the citizens of Nebraska and beyond its borders.

Sincerely,



Heather Rasmussen PhD, RDN
Associate Professor
Director, Professional Studies in Dietetics Program
Nutrition and Health Sciences
University of Nebraska-Lincoln
heather.rasmussen@unl.edu

Appendix G: Placeholder for Kyle's letter

Appendix H: CV, Director, Medical Nutrition Education

CURRICULUM VITAE
Corrine K. Hanson, PhD, RD, LMNT, FAND

CAMPUS ADDRESS

Medical Nutrition Education Division
College of Allied Health Professions
University of Nebraska Medical Center
4045 Nebraska Medicine
Omaha, NE 68198-4045
Phone: (402)-559-3658
e-mail: ckhanson@unmc.edu

EDUCATION

August 1985-August 1989	Bachelor of Science Human Nutrition	University of Nebraska Lincoln, NE
August 1990-December 1993	Master of Science Human Nutrition	University of Nebraska Lincoln, NE
August 2007-December 2010	Doctor of Philosophy	University of Nebraska Medical Center Omaha, NE

POST-DEGREE TRAINING

July 1989-June 1990	Dietetic Internship	University of Nebraska Lincoln	Training to become a Registered Dietitian
October 2012	Visiting Scientist	Center for Excellence in Chronic Disease University of Maastricht Maastricht, Netherlands	Investigation of the role of nutritional antioxidants and co-morbid conditions associated with COPD.
January 2013	Visiting Scientist	Channing Laboratory Harvard College of Medicine Boston, MA	Investigation of the relationship between serum and intake levels of nutritional antioxidants and lung function in the Normative Aging Study
October 2015	Visiting Scientist	PRISMA Health Organization Peru	Development and validation of food frequency questionnaires in underserved and ethnic populations
August 2017	Visiting Scientist	University of Agder,	Collaborate on a study of diet of

		Kristiansand, Norway	prospective parents and health in the next generation: A comprehensive exploration of dietary causes and determinants for health in the next generation, including a theory based digital intervention to improve preconception diet (PRECDIET)
October 2019	Visiting Scientist	Shanghai First Maternity and Infant Hospital, Tongji University School of Medicine Shanghai, China	Design a collaborative research project centered on nutrition in pregnancy and early infancy

ACADEMIC APPOINTMENTS

July 1 2020-present	Professor with tenure Medical Nutrition Education College of Allied Health Professions, University of Nebraska Medical Center Omaha, NE
July 1 2020-present	Professor (courtesy) Department of Pediatrics University of Nebraska Medical Center Omaha, NE
April 1 2020-present	Director, Medical Nutrition Education Division College of Allied Health Professions, University of Nebraska Medical Center Omaha, NE
July 2019-June 2022	Program Director Fred and Pamela Buffet Cancer Center Nutrition Excellence Initiative, Omaha, NE
October 2018-June 2019	Program Co-Director Fred and Pamela Buffet Cancer Center Nutrition Excellence Initiative, Omaha, NE
August 1, 2018-present	Associate Professor (adjunct) Department of Biomechanics University of Nebraska, Omaha, NE
August 1, 2018-March 31, 2020	Associate Director, Medical Nutrition Education Division College of Allied Health Professions, University of Nebraska Medical Center Omaha, NE
July 1, 2015—June 30, 2020	Associate Professor Medical Nutrition Education

	College of Allied Health Professions, University of Nebraska Medical Center Omaha, NE
July 1, 2015-June 30, 2020	Associate Professor (courtesy) Department of Pediatrics University of Nebraska Medical Center Omaha, NE
July 1, 2013-present	M. Patricia and James W. Leuschen Professor for Advancing Research In the Allied Health Sciences
July.1, 2012-June 2015	Assistant Professor (courtesy) Department of Pediatrics University of Nebraska Medical Center Omaha, NE
July 1, 2011-present	Graduate Faculty, University of Nebraska
July 1, 2011-June 2015	Assistant Professor Medical Nutrition Education Division School of Allied Health Professions, University of Nebraska Medical Center Omaha, NE
July 1995-June 2011	Adjunct Professor Medical Nutrition Education School of Allied Health Professions, University of Nebraska Medical Center Omaha, Ne

CERTIFICATIONS AND LICENSES

Oct. 1990	Registered Dietitian	Commission on Dietetic Registration	#801825
Oct. 1995	Licensed Medical Nutrition Therapist	State of Nebraska	#274

GRANT/CONTRACT SUPPORT

Active (External)

Title:	Influence of Omega-3 Status on Asthma Health During Pregnancy
Funding Agency:	American Lung Association
Start and End Dates:	July 1, 2022-June 20, 2024
Total Dollars:	$95,000.00
Role:	Co-PI
Title:	Associations Between Plant-Based Diet, Ambient Air Pollution, and Asthma Morbidity: Analysis of the Nurses' Health Study
Funding Agency:	American Lung Association

Start and End Dates: July 1, 2022-June 20, 2023
Total Dollars: $50,000.00
Role: Co-I

Title: Evaluation of Social Health Programming's Impact on Adolescent Female's Risk for Development of Hypertensive Disorders of Pregnancy
Funding Agency: Hobel Foundation
Start and End Dates: December 2020-December 2024
Total Dollars: $268,000.00
Role: Co-PI

Title: Enhancing Cancer Patient Nutrition Services: Fred and Pamela Buffet Cancer Center Nutrition Excellence Initiative
Funding Agency: Hirschfeld Family Foundation
Start and End Dates: October 2020-September 2024
Total Dollars: $100,000.00
Role: Project Director

Title: Impact of Blueberry Consumption on Intestinal Permeability, Gut Microbiota, and Gut-Derived Inflammation in Individuals with Elevated Risk of a Pro-Inflammatory Gut Milieu
Funding Agency: United States Highbush Blueberry Council
Start and End Dates: October 2019-March 2023
Total Dollars: $182,160.00
Role: Co- Investigator; Principal Investigator: Heather Rasmussen, PhD

Title: Enhancing Cancer Patient Nutrition Services: Fred and Pamela Buffet Cancer Center Nutrition Excellence Initiative
Funding Agency: Hirschfeld Family Foundation
Start and End Dates: October 2019-September 2024
Total Dollars: $750,000.00
Role: Project Director

Title: Priority Research Center on Lifecourse Nutrition
Funding Agency: University Board of University of Agder
Start and End Dates: October 2018-September 2024
Total Dollars: $1,202.080.00
Role: Co-Investigator; Principal Investigator: Nina Overby, PhD

Title: Targeting Airway Inflammation from Concentrated Animal Feeding Dust
Funding Agency: United States Department of Veteran's Affairs Merit Award
Start and End Dates: October 2018-December 2023
Total Dollars: $497,850.00 (direct cost $497,850.00)
Role: Co-Investigator; Principal Investigator: Debra Romberger, MD

Title: Relationship Between Indoor Ultrafine Particle Exposure and Respiratory Morbidity, Inflammation, and Oxidative Stress in Children with Asthma
Funding Agency: National Institute of Environmental Health Sciences K23
Start and End Dates: July 2018-June 2023
Total Dollars: $983,805.00 (direct costs $708,339.00)
Role: Mentor; Principal Investigator: Emily Brigham, PhD

Completed (External)

Title:	Comparing Urban and Rural Effects of Poverty on COPD (CURE COPD)
Funding Agency:	National Institute of Health/National Institute on Minority Health and Health Disparities (1P50ES026096-01)
Start and End Dates:	July 2015-June 2021
Total Dollars:	$4,997,009.00 (direct costs: $3,903,066.00)
Role:	Co-Investigator (UNMC site PI); Principal Investigator: Nadia Hansel, MD

Title:	The Effect of Dietary Fiber and the Gut Microbiome on COPD
Funding Agency:	Nebraska Department of Health and Human Services, LB506
Start and End Dates:	July 2018-June 2019
Total Dollars:	$50,000.00 (direct costs: $50,000.00)
Role:	Co-Principal Investigator with Tricia LeVan, PhD

Title:	Healthy Friends and Families in Action
Funding Agency:	Children's Hospital & Medical Center Preventing Childhood Obesity Community Grants
Start and End Dates:	June 2017-June 2018
Total Dollars:	$25,000.00 (Direct costs: $25,000)
Role:	Co-Investigator, Principal Investigator: Virginia McGill

Title:	Gut-Lung Crosstalk: Impact of Dietary Fiber and Soy on Systemic Inflammation Among COPD Patients
Funding Agency:	Soy Health Research Program Incentive Award, United Soybean Board
Start and End Dates:	June 2017-June 2018
Total Dollars:	$10,000 (Direct costs: $10,000)
Role:	Co-Investigator; Principal Investigator: Tricia LeVan, PhD

Title:	Role of Omega-3 Fatty Acid-Derived Pro-Resolving Lipid Mediators in Maternal-Fetal Health
Funding Agency:	Edna Ittner Pediatric Research Foundation
Start and End Dates:	November 2016-October 2017
Total Dollars:	$35,000.00 (Direct costs: $35,000.00)
Role:	Co-Principal Investigator with Ann Anderson-Berry, PhD, MD

Title:	The Role of Omega-3 Fatty Acids and Bioactive Lipid Signaling in Airway Inflammation and Resolution Following Organic Dust Exposures
Funding Agency:	National Institute of Health/National Institute of Environmental Health Sciences
Start and End Dates:	July 2016-June 2019
Total Dollars:	$836,735.00 (Direct costs: $579,555.00)
Role:	Mentor; Principal Investigator: Tara Nordgren, PhD

Title:	Newborn Sepsis in Central Nigeria: the Role of Maternal Vitamin D Status
Funding Agency:	Edna Ittner Foundation
Start and End Dates:	November 2015-October 2016
Total Dollars:	$55,000.00 ($55,000.00)
Role:	Co-Investigator; Principal Investigator: Shirley Delair, MD

Title:	Registered Dietitians as Diabetes Case Managers: Defining Scope of Work and

	Documenting Diabetes Self Management Education Outcomes in the Outpatient Setting
Funding Agency:	Academy of Nutrition and Dietetics
Start and End Dates:	November 2014-October 2016;
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Principal Investigator with Meghan McLarney, RD

Title:	An Investigation of the Relevance, Interest and Need for Nutrition Education in an Inter-Disciplinary Environment
Funding Agency:	Kelly Foundation
Start and End Dates:	July 1, 2013-June 30, 2015
Total Dollars:	$25,000.00 (Direct costs: $25,000.00)
Role:	Principal Investigator

Title:	Placental Trafficking and Metabolism of Vitamin D: A Bedside to Bench Evaluation
Funding Agency:	Gerber Foundation
Start and End Dates:	July 1, 2013-June 30, 2014
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Investigator; Principal Investigator: Stephanie Kratzer, MS, RD

Active (Internal)

Title:	Use of Omeg-3 Fatty Acids to Inhibit Drug-Induced Inflammation and Synaptic Alterations
Funding Agency:	Rural Drug Addition Research Center Pilot Grant, University of Nebraska-Lincoln
Start and End Dates:	July 1, 2023-June 30, 2025
Total Dollars:	$50,000
Role:	Co-I (Jana Ponce, PI)

Title:	Palmitoleate protects against Zika virus infection in trophoblasts by activating innate immunity
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2022-June 30, 2023
Total Dollars:	$150,000
Role:	Co-I

Title:	Synthetic Biomimetic Environment (BEASTS) to Investigate the Role of Stiffness in Altered Redox Signaling and Inflammation in Placenta during HDP
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2022-June 30, 2023
Total Dollars:	$150,000
Role:	Co-I

Title:	Nutrition Phenotyping: An Advanced Tool for Accurate Dietary Assessment in Cancer Survivors
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2022-June 30, 2023
Total Dollars:	$40,000
Role:	PI

Title:	Nutrition Phenotyping in Rural Stroke Survivors
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2022-June 30, 2023
Total Dollars:	$7,500
Role:	Co-I

Title:	Promoting Optimal Nutrition in Pregnant Women through AI-Based Interactive Smart Chatbots
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$7,500
Role:	Co-I

Title:	Prediction of Hypertensive Disorders of Pregnancy Using Vascular Reactivity Index
Funding Agency:	Great Plains IdEA-CTR Center for Heart and Vascular Research
Start and End Dates:	March 1, 2022-February 28, 2023
Total Dollars:	$40,000
Role:	Principal Investigator

Completed (Internal)

Title:	Evaluation of Blood and Placental Biomarkers of Oxidative Stress in Mother-Infant Dyads and Relationships with Carotenoid Levels
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$40,000
Role:	Co-I

Title:	Omega 3- fatty acid: Potential for mitigation of neurodevelopmental outcomes from in utero opioid exposure in a chronic stress rat model
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$40,000
Role:	Co-I

Title:	Micronutrient deficiencies, Gut Dysbiosis and Disease Severity in Children with Sickle Cell Disease
Funding Agency:	Child Health Research Institute
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$50,000.00
Role:	Co-I

Title:	Precision Nutrition In Cancer Survivors: An Interdisciplinary Team-based Approach
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$7,500
Role:	PI

Title:	Precision Nutrition to Enhance and Preserve Motor Function in People with

	Parkinson's Disease
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$7,500
Role:	Co-I

Title:	Healthcare Disparities and Experiences of Stressors in Women During Their Pregnancy Lifecycle
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 1, 2021-June 30, 2022
Total Dollars:	$7,500
Role:	Co-I

Title:	Vitamin D and Physical Function in End-Stage Renal Disease
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 2019-December 2020
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Investigator, Principal investigator, Laura Armas MD

Title:	Determining Microbiota Accessible Carbohydrates in a Human Clinical Intervention Trial and the Link to Dietary Fiber Intake
Funding Agency:	University of Nebraska Food for Health Center
Start and End Dates:	July 2019-December 2020
Total Dollars:	$141,00.00 (Direct costs: $141,000.00)
Role:	Co-Investigator, Principal investigator, Devin Rose PhD

Title:	The Role of Specialized Pro-Resolving lipid Mediators in Placental Tissue and Perinatal Health
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 2019-December 2020
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Investigator, Principal investigator, Maheswari Muhkerjee PhD

Title:	The Role of Omega-3 Fatty Acid-Derived Pro-Resolving Mediators in Maternal-Fetal Health
Funding Agency:	UNMC Child Health Research Institute
Start and End Dates:	June 2019-May 2020
Total Dollars:	$50,000.00 (Direct costs: $50,000.00)
Role:	Co-Investigator, Principal investigator, Ann Anderson-Berry MD PhD

Title:	The Role of Omega-3 Fatty Acid Derived Pro-Resolving Mediators on GPR18 Expression in Placental Tissue
Funding Agency:	UNMC Child Research Health Institute
Start and End Dates:	June 2019-December 2020
Total Dollars:	$10,000.00 (Direct costs: $10,000.00)
Role:	Co-Investigator, Principal investigator, Maranda Thompson

Title:	Effect of Vitamin D Supplementation on Balance in Patients with Chronic Kidney Disease
Funding Agency:	University Committee on Research and Creative Activity
Start and End Dates:	December 2018-December 2019
Total Dollars:	$5,000.00 (Direct costs: $5,000.00)

Role:	Co-Investigator, Principal investigator, Jenna Yentes PhD
Title:	Impact of Obesity on Omega-3 Fatty Acid-Derived Pro-Resolving Mediators in Maternal-Infant Health
Funding Agency:	Nebraska Center for the Prevention of Obesity Diseases, University of Nebraska Lincoln
Start and End Dates:	December 2018-June 2019
Total Dollars:	$32,000.00 (Direct costs: $32,000.00)
Role:	Co-Principal Investigator with Ann Anderson Berry, MD
Title:	Evaluation of Simulation-Based Training in Healthcare Education and its Impact on the Delivery and Quality of Health Care
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 2018-June 2019
Total Dollars:	$13,000.00 (Direct costs: $13,000)
Role:	Co-Investigator, Principal Investigator: Maheswari Muhkerjee, PhD
Title:	Impact of Iron Supplementation on the Gut Microbiome and Necrotizing Enterocolitis in Preterm Neonates
Funding Agency:	University of Nebraska Collaboration Initiative
Start and End Dates:	July 2018-June 2019
Total Dollars:	$19,228.00 (Direct costs: $19,228.00)
Role:	Co-Investigator, Principal Investigator: Tricia LeVan (Corrine Hanson)
Title:	Fiber Intake and the Microbiome in Asthma: the Breathe Easy Trial
Funding Agency:	Center for Patient, Family, and Community Engagement in Chronic Care Management
Start and End Dates:	June 2017-Decemer 2018
Total Dollars:	$37,028.00 (Direct costs: $37,028.00)
Role:	Co-Principal Investigator with Lynne Buchanan, PhD
Title:	Association Between Systemic Inflammation and Nutritional Mediators in Term and Preterm Infants
Funding Agency:	UNMC Center for Clinical and Translational Research
Start and End Dates:	Feb 2018-March 2019
Total Dollars (direct costs):	$25,000.00 (Direct costs: $25,000)
Role:	Co-Investigator; Principal Investigator: Jessica Snowden, MD
Title:	Vitamin A in Maternal-Child Health: The VitaMatCH Project
Funding Agency:	UMNC Vice Chancellor for Research Health Disparities Pilot Grant
Start and End Dates:	November 2016-October 2017
Total Dollars:	$50,000.00 (Direct costs: $50,000.00)
Role:	Principal Investigator
Title:	Following the Growth of Sarah’s Baby: Development of an Interprofessional Educational Activity
Funding Agency:	University of Nebraska Medical Center Interprofessional Education Development
Start and End Dates:	January 2016-December 2017;
Total Dollars:	$1,000.00 (Direct costs: $1,000.00)
Role:	Co-Investigator; Principal Investigators: Kim Michael, MA, RT(R) and Tanya

Custer, MS, RT(R)(T)

Title:	Food Deserts, Maternal Malnutrition, and Neonatal Outcomes in Nebraska
Funding Agency:	Nebraska EPSCoR-University of Nebraska Food for Health Initiative
Start and End Dates:	January 2016-December 2017
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Principal Investigator with Ann Anderson-Berry, PhD, MD

Title:	Similarities and Differences in Infant Feeding Practices and Weight of Infants during the First 24 Months
Funding Agency:	Nebraska EPSCoR-University of Nebraska Food for Health Initiative
Start and End Dates:	January 2016-December 2017
Total Dollars:	$20,000.00 (Direct costs: $20,000.00)
Role:	Co-Principal Investigator; Principal Investigator: Jana Pressler, PhD, RN

Title:	Vitamin E Tocopherols, Infant feeding, and Inflammation during NICU Hospitalization
Agency:	Pediatric Research Grant, University of Nebraska Medical Center
Start and End Dates:	April 2014-March 2015
Total Dollars:	$41,520.00 (Direct costs: $41,520.00)
Role:	Co-Principal Investigator with Ann Anderson-Berry, PhD, MD

Title:	Nutrition and Lung Function in COPD
Funding Agency:	University of Nebraska Medical Center, Clinical Research Center
Start and End Dates:	March 1, 2014-February 28, 2016;
Total Dollars:	$129,147.00 (Direct costs: $129,147.00)
Role:	Principal Investigator

Title:	Dynamics of Vitamin D Metabolism in Premature Infants
Funding Agency:	Edna Ittner Foundation
Start and End Dates:	July 2012-July 2014
Total Dollars:	$31,000.00 (Direct costs: $31,000.00)
Role:	Principal Investigator

Title:	Serum 25(OH)D Levels, Supplemental Vitamin D, and Parathyroid Hormone Levels in Premature Infants
Funding Agency:	University of Nebraska Medical Center, Clinical Research Center
Start and End Dates:	July 2012-July 2014
Total Dollars:	$41,873.60 (Direct costs: $41,873.60)
Role:	Principal Investigator

Title:	Response to Supplemental Vitamin D in Formula-Fed, Late Preterm Infants
Funding Agency:	University of Nebraska Medical Center, Clinical Research Center
Start and End Dates:	August 2009-August 2010;
Total Dollars:	$46,813.76 (Direct costs: $46,813.76)
Role:	Principal Investigator

Title:	Assessment of Vitamin D Status of Preterm Infants
Funding Agency:	University of Nebraska Medical Center, Department of Pediatrics
Start and End Dates:	August 2009-August 2010
Total Dollars:	$10,000.00 (Direct costs: $10,000.00)
Role:	Co-Investigator; Principal Investigator: Ann Anderson Berry PhD, MD

STUDY SECTIONS

Agency:	Irish Thoracic Society
Section:	Irish Thoracic Society Annual Grant
Role:	Grant Reviewer
Date:	July 2013

Agency:	Dunhill Medical Trust
Section:	Dunhill Medical Trust
Role:	Grant Reviewer
Date:	March 2015

Agency:	Icelandic Research Fund
Role:	Grant Reviewer
Date:	October 2016

Agency:	Wellcom Trust/India Alliance Fellowship
Role:	Grant Reviewer
Date:	July 2018

PATENTS

OTHER APPOINTMENTS OR POSITIONS

April 1991-June 2010	Medical Nutrition Therapist Specialist Nebraska Medical Center, Omaha, NE
April 1999-Nov. 2005	Nutrition Specialist Visiting Nurse Association, Omaha, NE
June 2001-Oct. 2004	Nutrition Specialist Consultant Odyssey Home Care and Hospice, Omaha, Ne
July 2010-June 2011	Lead Medical Nutrition Therapist Specialist Nebraska Medical Center, Omaha, NE

CONSULTING POSITIONS

Guest Editor/Editorial Board

January 2023-present	Associate Editor	Nutrition Reviews
May 2020-present	Guest Editor, Special Issue: Novel Therapeutic Nutrient Molecules	Biomedicines
February 2014-present	Editorial Board	Journal of Translational Medicine
January 2017-January 2018	Guest Editor, Special Issue: Fat	Journal of Biomedical Research

	Soluble Vitamins in Fetal, Newborn and Child Health	International
July 2018-Present	Guest Editor, Special Issue: Vitamin A and Human Health	Nutrients

Manuscript Reviewer

November 2011-present	Manuscript reviewer	COPD: The Journal of Chronic Obstructive Pulmonary Disease
January 2012-present	Manuscript reviewer	Lung
March 2012-present	Manuscript reviewer	Journal of Neonatal-Perinatal Medicine
June 2012-present	Manuscript reviewer	Journal of Nutrition, Health, and Aging
August 2012-present	Manuscript reviewer	Current Medicinal Chemistry
October 2012-present	Manuscript reviewer	American College of Nutrition
March 2013-present	Manuscript reviewer	Health Education
May 2013-present	Manuscript reviewer	The Lancet
November 2013-present	Manuscript reviewer	North American Journal of Medical Science
December 2013-present	Manuscript reviewer	The Journal for Vitamin and Nutrition Research
February 2014-present	Manuscript reviewer	Nutrients
April 2015-present	Manuscript reviewer	The Journal of Enteral and Parenteral Nutrition
September 2015-present	Manuscript reviewer	Manuscript reviewer for The Journal of the Academy of Nutrition and Dietetics
January 2016-present	Manuscript reviewer	The Journal of Perinatology
May 2016-present	Manuscript reviewer	European Respiratory Journal
August 2016-present	Manuscript reviewer	Respiratory Research
November 2016-present	Manuscript reviewer	American Journal of Respiratory and Critical Care Medicine
February 2017-present	Manuscript reviewer	Journal of Asthma

June 2017-present	Manuscript reviewer	PloSOne
October 2017-present	Manuscript reviewer	British Journal of Nutrition

Other

November 2016	Invited Abstract Reviewer	American Society of Nutrition, Experimental Biology Meeting 2017
May 2017	Poster Session Discussion Facilitator, Obesity and Nutrients in Lung Disease Section	American Thoracic Society Meeting 2017

MILITARY SERVICE

HONORS AND AWARD

International

March 2014	Inaugurated into F1000Prime: Faculty of 1000 *The F1000 Prime faculty comprises peer-nominated, internationally-renowned researchers across biology and medicine who review and recommend articles they consider of greatest interest and merit*
June 2016	European Respiratory Society Silver Scholar Award
February 2017	European Society for Gastroenterology, Hepatology and Nutrition Abstract of Distinction Award
May 2017	Travel Scholar Award, University of Adger, Kristiansand, Norway. $4,500.00

National

June 2012	Academy of Nutrition and Dietetics 2011 Huddleson Award *Presented to the lead author of a peer-reviewed article that made an important contribution to the dietetics profession*
February 2015	American Thoracic Society Meeting Abstract Travel Scholarship Award *Given to the top young investigators presenting an oral or plenary poster presentation at the 2015 American Thoracic Society meeting*
July 2015	Fellow, Academy of Nutrition and Dietetics

University

March 2006	Ancillary Services Medical Staff Appreciation Award

May 2006	The Nebraska Medical Center Quality Award for Improvement in Neonatal Nutrition for the Very Low Birth Weight Infant
October 2011	Selected Representative, American Dietetic Association Futures Practice Summit
May 2013	University of Nebraska Medical Center School of Allied Health Professions Excellence in Research Award
July 2013	M. Patricia and James W. Leuschen Professorship for Advancing Research in the Allied Health Professions
March 2014	Outstanding Professional Achievement Award, University of Nebraska Medical Center, College of Medicine
July 2015	University of Nebraska Medical Center Interprofessional Leadership for Excellence and Academic Development *(iLead)* cohort
August 2016	Inaugural Member, Interprofessional Academy of Educators, University of Nebraska Medical Center
March 2017	UNMC Outstanding Faculty Mentor of Graduate Students Award
April 2018	UNMC Outstanding Mentor of Junior Faculty
March 2019	Significance in Research for Distinguished Faculty Award, College of Allied Health Professions
March 2019	2018 UNMC Distinguished Scientist

MEMBERSHIPS AND OFFICES IN PROFESSIONAL SOCIETIES

October 1990-present	Member	American Dietetic Association/Academy of Nutrition and Dietetics
October 1990-present	Member	Nebraska Dietetic Association
July 2006-present	Member	Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2010-present	Member	Research Ad Hoc Committee. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2011-present	Member	Society of Enteral and Parenteral Nutrition
July 2011-present	Member	American Society of Nutrition
January 2015-	Member	American Thoracic Society

present

July 2017-present	Member	University of Nebraska Food for Health Center
January 2015-present	Chair	Academy of Nutrition and Dietetics Evidence Analysis Library, Chronic Obstructive Pulmonary Disease
July 2013-June 2014	Co-Chair	Professional Development. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2011-June 2012	Co-Chair	Grants and Awards Committee. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2008-June 2009	Co-Chair	Public Relations. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2006-June 2007	Co-Chair	Neonatal Special Interest Group. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2014-June 2015	Chair	Professional Development. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2012-June 2013	Chair	Grants and Awards Committee. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2009-June 2010	Chair	Public Relations. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group
July 2007-June 2008	Chair	Neonatal Special Interest Group. Academy of Nutrition and Dietetics Pediatric Nutrition Practice Group

COMMITTEE ASSIGNMENTS

Committee Assignments within the University of Nebraska

July 2007-July 2009	Co-Chair	Co-Chair, Nutrition NICU Quality Improvement Committee, Nebraska Medicine
July 2011-June 2012	Member	Health Care Reform Committee, School of Allied Health Professionals, University of Nebraska Medical Center
July 2011-present	Member	Medical Nutrition representative, Medical Sciences Interdepartmental Area graduate committee, UNMC
August 2013-May 2014	Member	Search committee: Dean, College of Public Health
September 2013-present	Member	UNMC Faculty Senate

June 2014-July 2015	Member	College of Medicine Higher Learning Commission of the North Central Association of Colleges and Schools Accreditation Committee
August 2015-present	Member	Executive committee, UNMC Faculty Senate
July 2016-June 2017	Secretary	Faculty Senate. UNMC
July 2016-present	Member	College of Allied Health Professions Research Development Committee
September 2016-present	Professional Development Committee	Center for Patient, Family, and Community Engagement in Chronic Care Management (CCCM)
September 2016-2017	Advisory Committee	Research Editorial Office, UNMC
October 2016-present	Member	Interdisciplinary Education Committee, Interdisciplinary Academy of Educators
June 2017-June 2018	President-Elect	UNMC Faculty Senate
July 2017-June 2020	Member	College of Allied Health Professions Promotion and Tenure Advisory Committee
November 2018-June 2019	Member	Search Committee, Director of the Fred & Pamela Buffett Cancer Center and Director of UNMC Eppley Institute
March 2018-present	Member	College of Allied Health Search Committee, Occupational Therapy Program Director
March 2018-present	Member	College of Allied Health Professions Search Committee, Genetics Counseling Program Associate Director
June 2018-May 2019	President	Faculty Senate, UNMC
June 2019-May 2020	Past President	Faculty Senate, UNMC
June 2020-July 2021	Member	College of Allied Health Professions Promotion and Tenure Comittee
July 2021-present	Chair	College of Allied Health Professions Promotion and Tenure Comittee

Committee Assignments for National and International Organizations

July 2022-	Member, Human Science	Coalition for Grain Fiber

June 2012-Dec 2014	Team Member	National Institute of Health: Heart, Lung, and Blood Institute Primary Prevention of Lung Disease
June 2012-Dec 2014	Co-Chair	National Institute of Health: Heart, Lung, and Blood Institute Primary Prevention of Lung Disease-Lung Health Sub Committee
April 2015-October 2017	Co-chair	Committee on Standardized Feeding for Premature Infants, NECZero workgroup, University of Arizona
September 2015-present	Chair	Academy of Nutrition and Dietetics Evidence Analysis Library, Chronic Obstructive Pulmonary Disease
January 2016-present	Chair	UK Biobank Nutrition and Pulmonary Disease Analysis Project
May 2016-present	Member	American Lung Association, Lung Force Expo Planning Committee

PRESENTATIONS

Invited Presentations at International Meetings

1. **Hanson, C.** An Overview of Early Nutrition in the United States. University of Agder Visiting Scientist Research Seminar. Kristiansand, Norway August 2017

2. **Hanson, C.** Fat Soluble Compounds in Maternal Child Health. University of Agder Visiting Scientist Research Seminar. Kristiansand, Norway August 2017

3. **Hanson, C.** Inflammatory Potential of Diet during Pregnancy and Lung Function Outcomes in the Offspring in Mid-Childhood. Preterm Birth International Collaboration meeting, Dubrovink, Croatia, April 2019

4. **Hanson, C.** The Fatter, the Better? Results of a Systematic Analysis of Body Composition on COPD Outcomes. European Respiratory Society, Madrid, Spain, September 2019

5. **Hanson, C.** Provision of Optimal Nutrition to Preterm Infants. Shanghai First Maternity and Infant Hospital, Tongji University School of Medicine, Shanghai, China October 2019.

Invited Presentations at National Meetings

1. **Hanson, C**. Evidence for a Gut-Lung Axis in COPD: The Role of the Microbiome and Dietary Fiber Intake. John Hopkins University BREATHE Center. Baltimore, MD May 2017

2. **Hanson, C.** Diet Quality, Smoking and Lung Function in the UK Biobank. COPD10: The Annual Meeting of the COPD Foundation. Chicago, IL July 2017

3. **Hanson, C.** Retinoids and Carotenoids in Early Life. American Society for Nutrition 2018 Annual Meeting. Boston, MA, June 2018

4. **Hanson, C.** Nutrition in Pulmonary Diseases: Results of a Research Agenda. Johns Hopkins University Research Seminar Series. Baltimore, MD, September 2018.

5. **Hanson, C.** Bench to Bedside: How and Why Dietary N-3 PUFA Intake Mediates the Response to Environmental Exposures. American Thoracic Society meeting, Dallas, TX May 2019

6. **Hanson, C.** Take a Deep Breath: COPD Systemic Review Evidence Analysis Library Update. Academy of Nutrition and Dietetics 2019 Conference and Expo, Philadelphia, PA, October 2019

7. **Hanson, C.** Nutritional Antioxidants During Pregnancy and Lactation: Impact on Newborn Outcomes. National Academy of Sciences, Engineering and Medicine: Nutrition During Pregnancy and Lactation: Exploring New Evidence-A Workshop. Washington D.C., January 2020.

Invited Presentations at Regional Meetings

1. **Hanson, C.** Eat to Breathe: How Nutrition can Affect Your Lungs. American Lung Association Conference and Expo. Omaha, NE October 2015

2. **Hanson, C.** Evidence-Based Nutrition in COPD. American Lung Association Conference and Expo. Omaha, NE October 2016

Invited Presentations within Nebraska for Institutions Outside of UNMC

1. **Hanson, C.** Diet and Vitamin D in Lung Disease Omaha Veterans Affairs Medical Center Research Seminar Series, Omaha, NE. February 2014

2. **Hanson, C.** Dynamics of Vitamin D Metabolites in Premature Infants. Creighton Osteoporosis Research Seminar Series, Creighton University, Omaha Ne. May 2014

3. **Hanson, C.** A Medical Nutrition Research Agenda: Potential for Collaboration? Food Science and Technology Research Seminar Series, University of Nebraska, Lincoln, NE June 2017

Presentations Associated with Refereed Abstracts at International Meetings

1. **Hanson, C.** Dynamics of 24,25-hydroxyvitamin D_3 in Premature Infants During Neonatal Intensive Care Unit Hospitalization. European Society for Clinical Nutrition and Metabolism, Geneva, Switzerland. September 2014

2. **Hanson, C.** Diet Quality and Asthma in Peruvian Children. European Respiratory Society, London, England. September 2016

3. **Hanson, C.** Pro-vitamin A Compounds and Tocopherol Levels in Mother-infant Pairs from Midwest USA and Correlations with Fetal Growth. 16^{th} Fat Soluble Vitamin Conference, French Society of Vitamins and Biofactors, Paris, France. March 2017

4. **Hanson C.** Maternal and Infant Dynamics of Vitamin E Tocopherols. 16^{th} Fat Soluble Vitamin Conference, French Society of Vitamins and Biofactors, Paris, France. March 2017

5. **Hanson, C.** Retinol Status in Mother-Infant Pairs in the USA: Is it a Good Indicator of Vitamin A Sufficiency in Clinical Practice? European Society for Pediatric Gastroenterology, Hepatology, and Nutrition, Prague, Czech Republic. May 2017

6. **Hanson, C.** Omega-3 Fatty Acid Intake of Pregnant Women and Women of Childbearing Age in the United States: Potential for Deficiency? Nutrition and Nurture in Infancy and Childhood, University of Central Lancashire UK. June 2017

7. **Hanson, C.** Interprofessional trailblazers: Outcomes of a Library, Sonography and Nutrition Pilot Program to Initiate Interprofessional Education. Collaborating Across Borders: Exploring New Heights Interprofessional Education Conference, Banff, Alberta, Canada. October 2017.

8. **Hanson, C.** Maternal Lycopene and Lycopene Isoforms are Associated with Infant Growth at Delivery. 5th International Conference on Nutrition and Growth, Paris, France. March 2018

9. **Hanson C**. Proportion of Lutein + Zeaxanthin among the top six carotenoids in maternal dietary intake, maternal serum, umbilical cord blood, and placenta. 6thAnnual Conference on Nutrition and Growth, Valencia, Spain, March 2019.

10. **Hanson C.** Maternal Vitamin D Levels and the Relationship to Neonatal Anthropomorphic Measurements. Nutrition and Growth, London, England, March 2023.

11. **Hanson C.** Omega-6 and Omega-3 Fatty Acid-derived Oxylipins in Placental Tissue and Their Relationship with Neonatal Head Circumference at Delivery. European Society of Pediatric Neurology, Prague, Czechia, June 2023.

Presentations Associated with Refereed Abstracts at National Meetings

1. **Hanson, C.** Intake of Key Nutrients in Midwest Adolescent Females: Vitamin D, Folate, and Polyunsaturated Fatty Acids. Pediatric Academic Society, Boston, MA. May 2012

2. **Hanson, C.** Vitamin D, Vitamin D Binding Protein, And Airflow in COPD. American Thoracic Society, San Diego, CA. May 2012

3. **Hanson, C.** The Relationship Between Dietary Fiber and Lung Function in NHANES. American Thoracic Society, San Diego, CA. May 2015

4. **Hanson C.** Maternal tobacco use affects the relationship between nutritional anti-oxidants and infant inflammation Pediatric Academic Societies Meeting, Baltimore, MD April 2019

5. **Hanson C.** Infant serum nutrient levels are associated with biomarkers of inflammation at the time of delivery. Pediatric Academic Societies Meeting, Baltimore, MD April 2019

6. **Hanson C**. The Association of Dietary Fiber and Cancer Development in Rural Post-menopausal Women of Nebraska. American Society for Nutrition: Nutrition 2021 Conference (held virtually due to COVID-19) *(one of 35 abstracts out of 1100 selected for oral presentation)*

7. Ponce J, Anzalone A, Bailey K, Sayles H, Timmerman T, **Hanson C.** The Impact of Malnutrition on Clinical Outcomes in Patients Diagnosed with COVID-19. American Society of Parenteral and Enteral Nutrition, Seattle, WA, April 2022. *Selected as oral presentation as a Harry M. Vars research award candidate as one of five of the top-scoring, highest quality manuscript submissions*

8. Wharton W, Jackson M, Choi Y, **Hanson C,** Eisenberg E, Liu B, Washko G, Kalhan R, Jacobs D, Bose S. Associations of a Plant Centered Diet and Lung Function Decline Across Early to Mid-adulthood: The Cardia Lung Study. American Thoracic Society, Washington DC, May 2023.

9. Meislen R, Wharton R, Abdurrahman N, Wang A, **Hanson C,** Yun Soung K, Zahi F, Liu B, Hsu L, Bose S. Use of low-touch monitoring of asthma control among high-risk urban pregnant patients. National Institute of Health Workshop on Innovative Approaches to Improve Maternal Health. Bethesda MD, May 2023.

10. Nordgren T, **Hanson C,** Anderson-Berry A. Specialized Pro-resolving Lipid Mediators versus Omega-3 Fatty Acid Supplementation as Precision Medicine Approaches to Protect Against Adverse Pregnancy-associated Conditions. National Institute of Health Workshop on Innovative Approaches to Improve Maternal Health. Bethesda MD, May 2023.

COMMUNITY SERVICE AND OUTREACH

Press Release Outreach

Press release by the American Thoracic Society: **Hanson C**, Sayles H, Rutten E, Wouters E, MacNee W, Calverley P, Meza J, Rennard S. Dietary Intake Is Associated with Lung Function in the Eclipse Cohort**.** American Thoracic Society, San Diego, CA, May 2014

Press Release by the American Thoracic Association: **Hanson C,** Lyden E, Hopkins R, Rutten E, Rennard S, Mannino D, Young R. The Relationship between Dietary Fiber Intake and Lung Function in NHANES *Annals of the American Thoracic Society,* January 2016

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Media Exposure

"Diet's Effect on COPD". *Top of Mind with Julie Rose;* BYU radio. January 14, 2016.

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Other

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a. Articles published in scholarly journals

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b. Articles accepted for publication in scholarly journals

c. Articles submitted for publication in scholarly journals

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d. Books published

e. Chapters in books

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f. Books or journals edited

1. Guest Editor, Special Issue: Fat Soluble Vitamins in Fetal, Newborn and Child Health *Journal of Biomedical Research International*, January 2017-January 2018

2. Guest Editor, Special Issue: Vitamin A and Human Health *Nutrients*, July 2018-June 2019

g. Conference Papers and Abstracts

Conference Papers

1. Tsai Chun-Hua, Thoene M, VanOrmer M, **Hanson C,** Anderson-Berry A. Generating Personalized Nutrition Recommendations with GPT-Powered AI Chatbot. Conference Paper, *Information Systems for Crisis Response and Management Conference,* May 2023, Omaha, NE.

Conference Abstracts

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2. **Hanson C**, Armas A, Lyden E, Anderson-Berry A. Prevalence and Associated Findings of Vitamin D Deficiency in Late Preterm Infants at Birth. Pediatric Academic Society Denver, Colorado, May 2011

3. Anderson Berry A, **Hanson C**, Lyden E, Sundermeier J, Dugick L. Implementation, Process and Outcomes of Nutrition Best Practices for Infants Less Than 1500 Grams American Academy of Pediatrics, Boston, Massachuttes, Oct. 2011

4. Dudley E, **Hanson C**, Anderson-Berry A, Lyden E, Armas L, Rafferty K, Lappe J. Folate Intake Over Time in Adolescents of Childbearing Age Pediatric Academic Society, Boston, Massachuttes, May 2012

5. Berg I, **Hanson C**, Sayles H, Romberger D, Nelson A, Meza J, Miller B, Edwards L, Rennard S. Vitamin D, Vitamin D Binding Protein, And Airflow in COPD American Thoracic Society, San Diego, California May 2012

6. Zapata F, Ochsner L, Thronson E, Anderson-Berry A, **Hanson C**, Lyden E, Fernandez C. Awareness of Health Lifestyle Choices in an Inner City Pediatric Clinic 54321-Go! Union of Risk Management for Preventive Medicine World Congress, London, England, September 2012

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9. Thoene M, **Hanson C,** Lyden E, Anderson-Berry A. A Comparison of Powdered and Liquid Human Fortifier for Use in NICU Infants. Pediatric Academic Society, Washington D.C, May 2013

10. **Hanson C**, Fernandez C, Dolphens T, Lyden E, Anderson M, Kaftan A, Wessling C, Hartmann C, Hawkins MJ, Anthony R, Cornine J, Anderson-Berry A. Vitamin D Status and Associations in a Childhood Overweight Management Program. Pediatric Academic Society, Washington D.C., May 2013

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13. **Hanson C**, Sayles H, Rutten E, Wouters E, MacNee W, Calverley P, Meza J, Rennard S. Dietary Intake Is Associated With Lung Function In The Eclipse Cohort**.** American Thoracic Society, San Diego, California, May 2014

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27. Liu XD, Song Z, Nelson A, Makino F, Obaid J, Meyer J, Wu NM, Basma H, Swanson S, Romberger D, **Hanson C,** Pipinos I, Rennard S. 1,25$(OH)_2$D Inhibits Myogenic Differentiation and PGE_2 Production in Human Myoblasts. American Thoracic Society, Denver, Colorado, May 2015

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32. **Hanson C,** Lyden E, Schwartz M, Pfeiffer H, Laughlin A, Lappe J. Diet Quality of Adolescent Girls in Relation to Breast Cancer Risk. 5th International Breast Cancer Prevention Symposium, Le Gosier, Guadeloupe, October 2015

33. **Hanson C**, Scholting P, Staskiewicz A, Woscyna G, Miller C, Lyden E, Ritsema T, Norman J. Confidence of Health Care Providers in Addressing Nutrition Related Issues. Physician Assistant Education Association Education Forum, Washington D.C., November 2015

34. Hemingway E, Hannan J, McGuire T, Becker B, Siu K, Berger A, Woscyna G, **Hanson**, C, Skinner A, Bilek L. Development of a Multidisciplinary Wellness Program for Cancer Recovery. American Physical Therapy Association Combined Sections Meeting, Anaheim, California, February 2016

35. Anderson Berry A, Thoene M, Lyden E, Furtado J, Dugick L, Van Ormer M, Hageman C, Elliott E, **Hanson C**. Prevalence of Laboratory-Defined Malnutrition in Maternal-Infant Dyads During NICU Hospitalization in the United States. European Society of Pediatric Gastroenterology and Nutrition Congress, Athens, Greece May 2016

36. **Hanson C**, Thoene M, Lyden E, Furtado J, Dugick L, Van Ormer M, Hageman C, Elliott E, Anderson Berry A. Serum Concentrations and Ratios of Alpha and Gamma Tocopherol in Newborn, Hospitalized Infants**.** European Society of Pediatric Gastroenterology and Nutrition Congress, Athens, Greece May 2016

37. Anderson Berry A, Thoene M, Lyden E, Furtado J, Dugick L, Van Ormer M, Hageman C, Elliott E, **Hanson C**. The Impact of Maternal Intake of Sources of Vitamin A for the Newborn. European Society of Pediatric Gastroenterology and Nutrition Congress, Athens, Greece May 2016

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41. Thomas R, Lowes B, Lyden L, **Hanson C**. Exploring BMI Changes in LVAD Patients. National Organization of Transplant Professionals NATCO meeting, Orlando, Florida, July 2016

42. **Hanson, C**, Lyden, E, Schwartz, M, Pfeiffer, H, Laughlin, A, & Lappe, J. Diet Quality of Adolescent Girls in Relation to Breast Cancer Risk. 27th Annual Sigma Theta Tau/Iota Tau Research Day, Creighton University, Omaha, Nebraska**,** May 2016

43. **Hanson C**, Sayles H, Bowler R. Vitamin E Supplementation Use and Pulmonary Outcomes in COPDGene. European Respiratory Society Congress, London, England May 2016

44. **Hanson C**, Sayles H, Nordgren T, Bowler R. Fish Intake and Pulmonary Outcomes in COPDGene. European Respiratory Society Congress, London, England May 2016

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46. Custer T, Michael K, **Hanson C**, Hartman T, Schmidt C, List S, Wampler K. Following the Growth of Sarah's Baby: An IPE Activity of Medical Nutrition and Diagnostic Medical Sonography Students. Association of Schools of Allied Health Professions Annual Conference, New Orleans, Louisiana, October 2016

47. Nordgren T, Zoucha S, Anderson-Berry A, Van Ormer M, Johnson R, McGinn E, Cave C, Rilett K, Weishaar K, Maddipati S, Appeah H, **Hanson C**. Expression of omega-3 fatty acid-derived mediator Resolvin D2 is elevated in maternal serum during at-risk pregnancies. American Society for Parenteral and Enteral Nutrition, Clinical Nutrition Week. Orlando, Florida, February 2017

48. **Hanson C,** Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Pro-vitamin A Compounds and Tocopherol Levels in Mother-infant Pairs from Midwest USA and Correlations with Fetal Growth. 16th Fat Soluble Vitamins Conference, Paris, France, March 21-23, 2017

49. **Hanson C,** Lyden E, Furtado J, VanOrmer M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A Maternal and Infant Dynamics of Vitamin E Tocopherols. 16th Fat Soluble Vitamins Conference, Paris, France, March 21-23, 2017

50. Yates B, Hanson C, Brugh J, Kuchera A, Kupzyk K, Choquette B, & Staskiewicz K. Changes over time in eating behavior of cardiac patients and spouses. 41st Annual Midwest Nursing Research Society Conference, Minneapolis, Minnesota, April 2017

51. Triplett L, **Hanson C,** Armas L. Calcium and Vitamin D Intake in Type 1 Diabetics and Impact on Bone Health. World Congress on Osteoporosis, Osteoarthritis and Musculoskeletal Diseases. Florence, Italy. March 2017

52. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Maternal Lutein Levels and Correlations with Infant Clinical Outcomes Pediatric Academic Societies Meeting, San Francisco, California, May 2017

53. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Maternal Lycopene Levels and Correlations with Fetal Growth Pediatric Academic Societies Meeting, San Francisco, California, May 2017

54. Nordgren T, Lyden E, Anderson-Berry A, **Hanson C**. Omega-3 Fatty Acid Intake of Pregnant Women and Women of Childbearing Age in the United States: Potential for Deficiency? Nutrition and Nurture in Infancy and Childhood: Biocultural Perspectives. Grange-over-Sands, Cumbria, United Kingdom, June 2017

55. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Retinol status in mother-infant pairs from Midwest USA and correlations with infant clinical outcomes. San Francisco, California, May 2017

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57. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Pro-vitamin A Compounds and Tocopherol Levels in Mother-infant Pairs and Correlations with Newborn Respiratory Distress Syndrome. European Society of Pediatric Gastroenterology and Nutrition Congress, Prague, Czech Republic, May 2017

58. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Retinol status in mother-infant pairs from Midwest USA: Is it a good indicator of vitamin A sufficiency in clinical practice? European Society of Pediatric Gastroenterology and Nutrition Congress, Prague, Czech Republic, May 2017

59. **Hanson C**, Lyden E, Furtado J, VanOrmer M, Schumacher M, McGinn E, Weishaar K, Cave C, Johnson R, Anderson Berry A. Levels of Pro-vitamin A Compounds and Tocopherol in Mother-infant Pairs from Midwest USA and Correlations with Fetal Growth. European Society of Pediatric Gastroenterology and Nutrition Congress, Prague, Czech Republic, May 2017

60. Anderson-Berry A, **Hanson C,** Samson K, Su D. State Population Based Changes in Preterm Delivery - Impact of Efforts to Enforce Recommendations to Eliminate Early Elective Deliveries. American Academy of Pediatrics National Conference, Chicago Illinois, September, 2017

61. Becker C, Lyden E, Robertson B, Woscyna G, **Hanson C**. Malnutrition Coding Practices in a Midwestern Academic Medical Center. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

62. Carpenter S, Woscyna G, Thomas R, Anderson-Berry A, **Hanson C**. Proportion of Heart Failure Patients who Meet Criteria for Malnutrition upon Hospital Admission Based on ASPEN Guidelines. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

63. Jardon R, Paseka J, Woscyna G, **Hanson C**. An Exploration of the Effects of PEG Tube Placement on Weight Loss in Patients with ALS. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

64. Jensen S, Yates B, Lyden E, **Hanson C**. Micronutrient Intake of Participants in a Partners Together in Health" Cardiac Rehab Intervention. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

65. McLarney M, Lyden E, Anderson-Berry A, Woscyna G, **Hanson C**. Registered Dietitians Improve LDL, BMI, A1C, Adherence as Diabetes Case Managers. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

66. McLarney M, Timmerman M, Woscyna G, **Hanson C**. Registered Dietitians Facilitate Diabetes Training and Care within a Patient Centered Medical Home Care Delivery Model. Academy of Nutrition and Dietetics Food and Nutrition Conference and Expo, Chicago, Illinois, October 2017

67. **Hanson C**, Custer T, Michael K, Hartman T, Lyden E, Schmidt C, List S, Wampler K. Interprofessional trailblazers: Outcomes of a Library, Sonography and Nutrition Pilot Program to Initiate Interprofessional Education. Collaborating Across Borders: Exploring New Heights Interprofessional Education Conference. Banff, Alberta, Canada, October 2017

68. Pralle D, Bice B, Hanson C. Comparison of growth in pediatric patients with Cystic Fibrosis before and after implementation of a nutrition-based follow-up protocol. North American Cystic Fibrosis Conference. Indianapolis, Indiana. November 2017

69. Anderson-Berry A, Su D, VanOrmer M, Schumacher M, Lyden E, **Hanson C.** Maternal and Neonatal Retinol Status in a Midwest Academic Medical Center is Associated with Race and Food Security Index. Midwest Society for Pediatric Research, Chicago, Illinois, October 2017

70. Nabower A, Meilak K, DelCore A, Lyden E, Hawkins MJ, **Hanson C**, Fernandez C. The effect of early antibiotic exposure on weight status at 2 and 5 years. Obesity Week, Washington D.C. October 2017

71. **Hanson C**, Schumacher M, Lyden E, Su D, Furtado J, Cammack R, Bereitschaft B, Van Ormer M, Needelman H, Anderson-Berry A. Health Disparities and Serum Levels of Nutritional Antioxidants at Birth. Pediatric Academic Society, Toronto, Ontario, May 2018

72. **Hanson C**, Groenen M, Rutten E, Franssen F, Vanfleteren L, Wouters E, Spruit M. Diet Patterns, Lung Function, and Smoking in the UK Biobank Cohort. European Respiratory Society Meeting, Paris, France, September 2018

73. **Hanson C**, Lyden E, Furtado J, Van Ormer M, White K, Overby N, Anderson-Berry A. Maternal Serum Lycopene and Lycopene Isoforms are Associated with Infant Growth at Delivery. 5th International Conference on Nutrition and Growth, Paris, France, March 2018

74. Cornell K, Lyden E, Alam M, Wood L, **Hanson C**. The Relationship between Dietary Intake of Saturated Fatty Acids and Lung Function in the National Health and Nutrition Examination Surveys. American Thoracic Society, San Diego, California, May 2018

75. Knoell D, Smith, Sapkota, Heires A, Poole J, Wyatt T, **Hanson C**, Romberger D. Insufficient zinc intake enhances lung inflammation in response to organic dust exposure. American Thoracic Society, San Diego, California, May 2018

76. Brigham EP, McCormack M, Woo H, Rice J, Koehler K, Vulcain T, Koch A, **Hanson C**, Sharma G, Kohladooz F, Romero K, Diette G, Bose S, Hansel N. Omega-3 and Omega-6 Fatty Acid Intake Modifies Response to Indoor Air Pollution in Children with Asthma. American Thoracic Society, San Diego, California, May 2018

77. Rice J, Brigham E, Woo H, Koehler K, **Hanson C**, Sharma G, Kohladooz F, McCormack M, Diette G, Hansel N. Adherence to a Mediterranean diet attenuates the adverse effect of indoor particulate matter on asthma symptoms in children. American Thoracic Society, San Diego, California, May 2018

78. Lemoine C, Woo H, Romero K, Brigham E, McCormack M, Diettte G, **Hanson C**, Fawzy A, Putcha N, Hansel N. Association of omega-3 and omega-6 fatty acids intake in inflammation and respiratory outcomes in patients with COPD. American Thoracic Society, San Diego, California, May 2018

79. Yuil-Valdes A, Muhkerjee M, Nordgren T, **Hanson C**, Berry E, Anderson-Berry A. GRP expression and distribution in human placenta. Experimental Biology, San Diego, California, April 2018

80. Yuil-Valdes A, Muhkerjee M, Nordgren T, **Hanson C**, Berry E, Anderson-Berry A. GRP expression in placental smooth muscle cells. Pediatric Academic Society, Toronto, Ontario, May 2018

81. **Hanson C,** Anderson-Berry A, Lyden E, Obaro S, Delair S. Serum vitamin E tocopherols are associated with mode of delivery in Nigerian women. Pediatric Academic Society, Toronto, Ontario, May 2018

82. **Hanson C,** Anderson-Berry A, Lyden E, Obaro S, Delair S Maternal Vitamin D Status and Head Covering are Associated with Infant Z-scores at Birth in a Population of Nigerian Women. Pediatric Academic Society, Toronto, Ontario, May 2018

83. Brigham E, **Hanson C**, Schweitzer A, Oh S, Thaxton S, Wineke J, LeVan T, Quiros-Alcal l, McCormack M**.** Diet, the Microbiome, and Asthma: The BREATHE-Easy Trial Protocol. Association for Clinical and Translational Science meeting, Washington DC, April 2018

84. Anderson-Berry A, **Hanson C,** Kocmich N, Rezac A, Obaro S, Delair S. Fat Soluble Vitamin Carotenoid Status in Nigerian Mothers and Newborns Associates with Socioeconomic Status. Pediatric Academic Society, Toronto, Ontario, May 2018

85. Cave C, **Hanson C,** Anderson-Berry A, Lyden E, Kocmich N, Rezac A, Delair S, Obaro S. Serum concentrations of retinol and pro-vitamin A carotenoids in Nigerian vs. United States pregnant women. American Society for Nutrition, Boston, Massachusetts, June 2018

86. Cave C, **Hanson C,** Anderson-Berry A, Lyden E, Kocmich N, Rezac A, Delair S, Obaro S. Serum concentrations of vitamin E tocopherols in Nigerian vs. United States pregnant women. American Society for Nutrition, Boston, Massachusetts, June 2018

87. Thompson M, **Hanson C,** Nordgren T, Anderson-Berry A, Lyden E, Kocmich N, Rezac A, Delair S, Obaro S. Specialized Pro-Resolving Mediators in United States and Nigerian Pregnant Women. American Society for Nutrition, Boston Massachusetts, June 2018

88. Delair S, **Hanson C,** Lyden E, Kocmich N, Rezac A, Obaro S. Maternal Vitamin D Status is associated with increased risk of Neonatal Sepsis in a Cohort of Nigerian Women. American Society for Nutrition, Boston, Massachusetts, June 2018

89. Skulas-Ray A, Richter C, Nordgren T, Lyden E, Smith S, Bisselou K, Appiah A, Hein N, Anderson-Berry A, Kris-Etherton P, **Hanson C**. Docosapentaenoic acid (DPA) intake in the United States and relationship to serum n-3 fatty acid concentrations: NHANES 2003-2014. International Society for the Study of Fatty Acids and Lipids, Las Vegas, Nevada, May 2018

90. Manker B, Anderson-Berry A, **Hanson C**. Gestational length and birthweight are affected by maternal Omega-3 and Omega-6 intake. Global Health Conference Midwest, Omaha Nebraska, February 2018

91. **Hanson C,** Richter C, Nordgren T, Smith S, Bisselou K, Appiah A, Hein N, Anderson-Berry A, Kris-Etherton P, Skulas-Ray A. Intake of fish and omega-3 fatty acid in pregnant vs. non-pregnant US women: NHANES 2003-2014. Academy of Nutrition and Dietetics Food and Nutrition Expo, Washington, D.C., October 2018

92. Thiemann R, **Hanson C,** Waltman N, Bilek L, Lappe J, Smith K, Poole J, Woscyna G, Timmerman M. Omega-3 fatty acid intake and asthma in post-menopausal women. Academy of Nutrition and Dietetics Food and Nutrition Expo, Washington, D.C., October 2018

93. **Hanson C,** Lyden E, Weissenburger-Moser L, LeVan T, Romberger D. Protein Intake is Associated with Lung Function in Veterans with COPD. Midwest Rural Agricultural Safety and Health Conference, Council Bluffs, Iowa, November 2018

94. Dinkel D, Hein N, Snyder K, Siahpush M, Maloney S, Smith L, Paraskevi L, **Hanson C**. The impact of weight and sociodemographic factors on physical activity and sedentary behaviors of mothers with young children: A cross-sectional examination. Society of Behavioral Medicine, Washington, DC, March 2019.

95. Thoene M, **Hanson C,** Lyden E, VanOrmer M, Anderson Berry A. Proportion of Lutein + Zeaxanthin among the top six carotenoids in maternal dietary intake, maternal serum, umbilical cord blood, and placenta. 6thAnnual Conference on Nutrition and Growth, Valencia, Spain, March 2019.

96. Lemoine Soto C, Brigham E, Woo H, **Hanson C,** McCormack M, Koch A, Putcha N, Hansel N. Omega-3 fatty acid intake and respiratory symptoms among U.S. adults. American Thoracic Society, Dallas, Texas, May 2019.

97. Saeed A, Morshed A, Lyden E, **Hanson C,** LeVan T. Protective effect of dietary fiber on inflammation and lung Function in the adult NHANES population. American Thoracic Society, Dallas, Texas, May 2019

98. Thoene M, Anderson-Berry A, Furtado J, Van Ormer M, **Hanson C**. Maternal and social and demographic factors influence placental concentrations of lutein+zeaxanthin. European Society of Pediatric Gastroenterology, Hepatology, and Nutrition, Glasgow, Scotland June 2019

99. Van Ormer M, **Hanson C,** Furtado J, Anderson-Berry Ann. Maternal and cord serum carotenoid levels and their impact on neonatal hearing screen results. European Society of Pediatric Gastroenterology, Hepatology, and Nutrition, Glasgow, Scotland June 2019

100.Snowden J, Anderson-Berry A, Furtado J, Van Ormer M, **Hanson C**. Maternal serum nutrient levels are associated with biomarkers of inflammation at the time of delivery. European Society of Pediatric Gastroenterology, Hepatology, and Nutrition, Glasgow, Scotland June 2019

101. Connolly M, **Hanson C**, White K, Lyden E, Mattson K, Fernandez C. Utilizing the 6-minute walk test to assess weight management interventions for obese children. Pediatric Academic Societies Meeting, Baltimore, Maryland, April 2019

102. Snowden J, **Hanson C**, Furtado J, Van Ormer M, Anderson-Berry A. Maternal tobacco use affects the relationship between nutritional anti-oxidants and infant inflammation Pediatric Academic Societies Meeting, Baltimore, Maryland, April 2019

103. Snowden J, **Hanson C**, Furtado J, Van Ormer M, Anderson-Berry A. Infant serum nutrient levels are

associated with biomarkers of inflammation at the time of delivery. Pediatric Academic Societies Meeting, Baltimore, Maryland, April 2019

104. Brooks D, **Hanson C**,Lyden E, Theone M, Van Ormer M, Furtado J, Anderson-Berry A. Is maternal and cord serum deficiency of vitamins A, E and D at delivery a risk for adverse perinatal outcomes in mother-infant dyads? Pediatric Academic Societies Meeting, Baltimore, Maryland, April 2019

105. Thoene M, Anderson-Berry A, Furtado J, Goldner W, Soliman G, Van Ormer M, **Hanson C.** Maternal to Infant Transfer Rate of Combined Lutein + Zeaxanthin According to Maternal Dietary Intake**.** Pediatric Academic Societies Meeting, Baltimore, Maryland, April 2019

106. Evans S, **Hanson C**, Khandalvala B, Timmerman M, Geske J. Effects of month-long Interprofessional nutrition rotation on medical student Interprofessional attitudes. Society of Teachers of Family Medicine Medical Student Education Conference, Jacksonville, Florida, February 2019

107. Wang J, Liu B, Kroll F, **Hanson C,** Uribarri J, Coca S, Bose S. Higher dietary intake of advanced glycation end-products is associated with increased respiratory symptoms in the National Health and Nutritional Survey (NHANES) pediatric population. American Thoracic Society, Philadelphia, Pennsylvania, May 2019

108. Yuil-Valdez A, Mukherjee M, Hein A, Cox J, Santiago Pintado A, Molani M, Talmon G, Hanson C, Lyden E, Nordgren T, Akhter A, Anderson-Berry A. Preliminary findings of QuPath digital immunohistochemical analysis of placental tissue. Digital Pathology Association Visions 2019, Orlando, Fl, October 2019

109. Morozov A, VanOrmer M, Thoene M, Switchenko N, Kibaru E, **Hanson C,** Anderson-Berry A. Growth Assessment of Infants Admitted to a Government Hospital Newborn Unit in Nakuru, Kenya. Western Society for Pediatric Research, Carmel, California, January 2020.

110. **Hanson C,** Thompson M, VanORmer M, Thoene M, Enmeier M, Freeman A, Morozov A, Anderson-Berry A. Correlation of maternal serum tocopherol levels and placental weight with infant growth outcomes. Nutrition and Growth, London, England, March 2020.

111. Freeman A, **Hanson C,** VanOrmer M, Thompson M, Thoene M, Enmeier M, Evans P, Morozov A, Anderson-Berry A. Associations between maternal tocopherol levels and pregnancy-induced blood pressure changes. American Society for Nutrition, Seattle, Washinton May 2020.

112. Morozov A, VanOrmer M, Thoene M, Switchenko N, Kibaru E, **Hanson C,** Anderson-Berry A. Growth Assessment of Infants Admitted to a Government Hospital Newborn Unit in Nakuru, Kenya. Nutrition and Growth, London, England, March 2020.

113. Thoene M, VanOrmer M, Thompson M, **Hanson C,** Anderson-Berry A. Impact of Maternal Pre-pregnancy Body Mass Size on Placental Weight & Infant Growth Measures. Pediatric Academic Society, Philadelphia, PA, May 2020.

114. Thoene M, Thompson M, VanOrmer M, Furtado J, **Hanson C,** Anderson-Berry A. Proportion of Tocopherol Isoforms within Maternal Serum, Umbilical Cord Blood, and Placenta and Transfer Dynamics between Mother and Infant. Pediatric Academic Society, Philadelphia, PA, May 2020.

115. Thoene M, Morozov A, VanOermer M, Kibaru E, **Hanson C**, Anderson Berry A, Switchenko N. Malnutrition and Growth Assessment of Infants Admitted to a Government Hospital Newborn Unit in Nakuru, Kenya. Midwest Global Health Conference, Omaha, NE, February 2020.

116. Haskett H, Thoene M, Thompson M, Van Ormer M, Furtado J, **Hanson C,** Anderson Berry A. Effect of

Maternal Retinol Insufficiency or Deficiency at Time of Delivery on Intrauterine Transfer Rate and Neonatal Retinol Status. Pediatric Academic Society, Philadelphia, PA, May 2020.

117. Thompson M**,** Jackson KH, Harris WS, Thoene M, Natarajan SK, Yuil-Valdes AG, Mukherjee M, Van Ormer M, **Hanson CK**, Nordgren TM, Anderson Berry A. Impact of Obesity on Omega-3 Fatty Acid Concentration. Pediatric Academic Society, Philadelphia, PA, May 2020.

118. VanOrmer M, Thoene M, Riethoven JJ, LeVan T, **Hanson C**, Anderson-Berry A. Gastrointestinal Microbiome Diversity in Very-Premature Infants Before and After Initiation of Enteral Iron Supplementation in the NICU Setting. Pediatric Academic Society, Philadelphia, PA, May 2020.

119. VanOrmer M, Thoene M, Riethoven JJ, LeVan T, **Hanson C**, Anderson-Berry A. Quantifying Change in Gastrointestinal Inflammation After Initiation of Routine Iron Supplementation in Very Premature Infants. Pediatric Academic Society, Philadelphia, PA, May 2020.

120. Bruett T, **Hanson C,** Anderson-Berry A, Nordgren T, Natarajan S. Environmental Particulate Matter Exposure to Placental Trophoblast cells. Society for the Study of Reproduction, Ottowa, Canada, July 2020.

121. Brand S, Dougherty M, Lappe J, Bilek L, Waltman N, **Hanson C.** The Association between Vitamin A and Related Carotenoid Intake and Bone Related Outcomes in Post-Menopausal Women. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

122. Johnson J, Dougherty M, Kraay R, Timmerman M, **Hanson C.** The Effect of Bariatric Surgery and Non-Surgical Weight Loss in Pre- and Post-Kidney Transplant Patients. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

123. Wess L, Dougherty M, Paseka J, Timmerman M, **Hanson C.** The Relationship Between Vitamin Intake and Disease Severity in Patients with Parkinson's Disease. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

124. Wescom M, Dougherty M, Woscyna G, Timmerman M, **Hanson C.** Assessment of Malnutrition Coding Practices at a Midwestern Academic Medical Center. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

125. Jonson M, Dougherty M, Timmerman M, Anderson-Berry A, VanOrmer M, **Hanson C.** The relationship between food insecurity and diet diversity in a population of Midwestern pregnant women. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

126. Jordan A, Dougherty M, Timmerman M, Muhkerjee M, **Hanson C.** The Use of an Eye-Tracking Technology Tool in Analyzing and Assessing the Nutrition Focused Physical Exam Performance between Novice Nutrition Students and Expert Registered Dietitians. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

127. Dougherty M, Nessetti S, Overman K, McClarney M, Timmerman M, **Hanson C.** Impact of Medical Nutrition interventions on clinical outcomes in oncology patients. Food and Nutrition Conference and Expo, Indianapolis, Indianan, October 2020.

128. Dougherty M, Ma J, Lyden E, Lappe J, Shivappa N, Hebert J, **Hanson C.** Changes in the Dietary Inflammatory Index over time and cancer development within rural post-menopausal women. American Society for Nutrition, Seattle, Washington, June 2020.

129. Thoene M, Thompson M, VanOrmer M, Furtado J, **Hanson C,** Anderson-Berry A. Associations between

maternal tocopherol levels and pregnancy-induced blood pressure changes. American Society for Nutrition, Seattle, Washington, June 2020.

130. Thoene M, **Hanson C,** Anderson-Berry A. A Short-Form Dietary Questionnaire to Assess Intake and Status of Lutein + Zeaxanthin during Pregnancy. European Society for Parenteral and Enteral Nutrition, Lyon, France, September 2020.

131. Thoene M, Furtado J, Thompson M, VanOrmer M, **Hanson C**, Anderson-Berry A. Intrauterine Transfer of Fat-Soluble Nutrients as Analyzed at Time of Delivery. European Society for Parenteral and Enteral Nutrition, Lyon, France, September 2020.

132. Woodard V, Thoene M, VanOrmer M, Thompson M, Hanson C, Anderson-Berry A. Intrauterine Transfer of Polyunsaturated Fatty Acids in Analyzed at Time of Delivery. . European Society for Parenteral and Enteral Nutrition, Lyon, France, September 2020.

133. Thoene M, Furtado J, VanOrmer M, **Hanson C**, Anderson-Berry A. Status of Nutritional Antioxidants in Preterm Infants Receiving Oxygen Therapy. European Society for Parenteral and Enteral Nutrition, Lyon, France, September 2020.

134. Wells J, Paskea J, Swaminathan A, Adamec J, **Hanson C**. The Effect of Essential Fatty Acid Intake on Seizure Severity in Patients with Epilepsy Admitted to an Epilepsy Monitoring Unit at a Midwestern Hospital. American Epilepsy Society 2020 (virtual meeting due to COVID-19).

135. **Hanson C**, Isaak M, Heires A, Nordgren T, Niu F, Ji Y, Wu R, Ngaya R, Smith L, LeVan T, Wichman C, Furtado J, Poole J, Romberger D. Plasma concentrations of fatty acids are associated with amphiregulin production in a cohort of Midwestern veterans with COPD. American Thoracic Society Meeting, San Diego, California, May 2021 (held virtually due t COVID-19).

136. Wells J, Smith E, Wuebker J, Torres-Russotto D, Bhatti D, Roeder B, **Hanson C**, Bertoni J. Prevalence of Deficiencies of Vitamin D, B1, B6, and B12 in Parkinson Disease and Associations with Nutrient Intake. World Congress of Parkinson's Disease Related Disorders, 2021 (held virtually due to COVID-19). *Awarded one of 10 Best Abstracts*

137. Thoene M, Furtado J, Thompson M, VanOrmer M, **Hanson C**, Anderson-Berry A. Status and Intrauterine Transfer Rate of the Six Most Plentiful Carotenoids in the United States in Mother-Infant Dyads Across Five Birth Gestational Age Groups. Pediatric Academic Society, May 2021(held virtually due to COVID-19).

138. Thompson M, Thoene M, VanOrmer M, **Hanson C**, Anderson-Berry A. The influence of omega-3 and omega-6 derived bioactive metabolites in maternal and umbilical cord plasma on birth outcomes. Pediatric Academic Society, May 2021(held virtually due to COVID-19).

139. Jackson M, Wu R, Smith L, Lappe J, **Hanson C**. The Association of Dietary Fiber and Cancer Development in Rural Post-menopausal Women of Nebraska. American Society for Nutrition: Nutrition 2021 Conference (held virtually due to COVID-19).

140. Jackson M, Niu F, Smith L, Bilek L, Waltman N, **Hanson C**. The Association of Protein Intake and Bone Outcomes in Midwestern Post-menopausal Women. American Society for Nutrition: Nutrition 2021 Conference (held virtually due to COVID-19).

141. Ponce J, Cameron-Smith E, Wuebker J, Bhatti D, Torres D, **Hanson C**, Bertoni J. Prevalence of Vitamin B1 Deficiency in Subjects with Advanced Parkinson's Disease. World Congress of Neurology 2021 (held virtually due to COVID-19).

142. Ponce J, Wuebker J, Swaminathan A, Johnson A, Adamec J, **Hanson C**. Intakes of fatty acids with anti-inflammatory properties and seizure outcomes in a population of epileptic patients following a general diet. World Congress of Neurology 2021 (held virtually due to COVID-19).

143. Timmerman M, Krusen N, Wells T, Hyde M, Kennel V, Hay W, **Hanson C.** Team-based Development of a Telehealth Curriculum for Health Professions Training Students. Associations of Schools Advancing Health Professions 2021 Annual Conference, October 2021 *(held virtually due to COVID-19).*

144. Ponce J, Wuebker J, Swaminathan A, Jackson M, Timmerman M, **Hanson C**. Dietary Intake of Anti-Oxidative Trace Elements in Individuals with Epileptic Seizures. American Epilepsy Society 2021 Annual Meeting, Chicago, IL, December 2021.

145. Timmerman M, Ponce J, Nessetti S, Payzant K, **Hanson C**. The Association Between Screening Tools Used to Assess Nutrition Status in an Acute Care Setting. American Society of Parenteral and Enteral Nutrition, Seattle, WA, April 2022.

146. Ponce J, Anzalone A, Bailey K, Sayles H, Timmerman T, **Hanson C.** The Impact of Malnutrition on Clinical Outcomes in Patients Diagnosed with COVID-19. American Society of Parenteral and Enteral Nutrition, Seattle, WA, April 2022. *Selected as a Harry M. Vars research award candidate as one of five of the top-scoring, highest quality manuscript submissions.*

147. Ponce J, Timmerman M, Jackson M, Anzalone A, Bailey K, Sayles H, **Hanson C**. The Impact of Malnutrition on Mortality and Clinical Outcomes in Patients Hospitalized with COVID-19. American Thoracic Society, San Francisco CA, May 2022.

148. Eisenberg E, Liu B, Wang G, Choi Y, Jacobs D, Kalhan R, Jackson M, **Hanson C**, Bose S. Association between a Plant Centered Diet and Lung Function Trajectory and Incident Emphysema: Findings from the CARDIA Lung Study. American Thoracic Society, San Francisco CA, May 2022.

149. Schwartz M, Connelly S, **Hanson C,** VanOrmer M, Anderson-Berry A, Lappe J. Determining the Associations between Late Preterm Infant Nutrient Intake and Growth Parameters from Birth to NICU Discharge. Midwest Nursing Research Symposium, Chicago IL, March 2022.

150. Daniel C Belz, MD MPH; Han Woo, PhD; Nirupama Putcha, MD MHS; Abigail Koch MD MHS; Wendy Lorizio, MD MPH; **Corrine K Hanson**, PhD; Nadia N Hansel, MD MPH. Limited Food Access Is Associated with Decreased Omega-3 Fatty Acid Levels Among Individuals with Chronic Obstructive Pulmonary Disease. Poster presented at the American Thoracic Society International Conference; 2022 May 13-18; San Francisco, CA.

151. Jackson M, D'Angelo C, Lappe J, Bilek L, Ehlers D, Angell K, Armas A, Smith L, **Hanson C.** Polyunsaturated fatty acids may decrease cancer risk in rural midwestern post-menopausal women on vitamin D and calcium supplementation**.** Experimental Biology, Philadelphia PA, April 2022.

152. Maternal and Cord β-Carotene Levels and Their Association with Newborn Hearing Screen Results. Pediatric Academic Society, Denver CO, May 2022.

153. Smith E, Bertoni J, Das C, Smith L, **Hanson C,** Ponce J. Does total dietary protein intake affect motor and cognitive function in Parkinson's Disease? Parkinson's Study Group, Pheonix AZ, June 2022.

154. Jackson M, Ponce J, Nessetti S, Kirtley H, **Hanson C,** Timmerman M. Registered Dietitian Nutritionist Interventions for Weight Maintenance in Oncology Patients Remain Effective During the COVID-19 Pandemic. American Society for Nutrition 2022 (held virtually due to COVID-19).

155. Freeman A, Hergenrader A, Paetz O, Sweeney S, Wegner L, Bender N, Chaudhary R, Ali K, VanOrmer M, Thompson M, Slotkowski R, **Hanson C**, Thoene M, Anderson Berry A. Comparison of vitamin E isoforms among plasma, breast milk, and dietary intake measures of mother-infant dyads. Poster presented at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

156. Wegner L, VanOrmer M, Thoene M, Thompson M, Slotkowski R, Freeman A, Hergenrader A, Sweeney S, Paetz O, Bender N, Ali K, Chaudhary R, **Hanson C**, Anderson Berry A. Polyunsaturated fatty acids in mother, infant, and placental tissue, and their relationship with pre-pregnancy BMI. Oral presentation at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

157. Wegner L, VanOrmer M, Thoene M, Thompson M, Slotkowski R, Freeman A, Hergenrader A, Sweeney S, Paetz O, Bender N, Ali K, Chaudhary R, **Hanson C**, Anderson Berry A. Wegner L, VanOrmer M, Thoene M, Thompson M, Slotkowski R, Freeman A, Hergenrader A, Sweeney S, Paetz O, Bender N, Ali K, Chaudhary R, Hanson C, Anderson Berry A. Do maternal dietary carotenoids modify the relationship between pre-pregnancy BMI and pregnancy outcomes? Findings from an exploratory analysis. Poster presented at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

158. Sweeney S, VanOrmer M, Thompson M, Slotkowski R, Freeman A, Hergenrader A, Paetz O, Wegner L, Ali K, Bender N, Chaudhary R, Yuil-Valdes A, **Hanson C**, Anderson Berry A. FPR2 expression in placental extravillous trophoblasts, and its relationship with race, delivery mode, and chorioamnionitis. Poster presented at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

159. Hergenrader A, VanOrmer M, Thompson M, Slotkowski R, Freeman A, Paetz O, Sweeney S, Wegner L, Ali K, Bender N, Chaudhary R, Thoene M, **Hanson C**, Anderson Berry A. Assessing the impact of socioeconomic status on maternal and cord serum omega-3 polyunsaturated fatty acid levels. Poster presented at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

160. Slotkowski R, **Hanson C**, Samson K, Anderson Berry A, Su D. Racial disparities in caesarean delivery among nulliparous women that delivered at term: cross-sectional decomposition analysis of Nebraska birth records from 2005-2014. Poster presented at: Nutrition 2022 Live Online. June 14-16, 2022. Virtual.

161. Schwartz, M., Connelly, S., **Hanson, C**., Anderson-Berry, A, VanOmmer, M., & Thone, M. May 5th, 2022. Relationships between Late Preterm Infant Nutrient Intake and Growth Parameters from Birth to NICU Discharge. 20th Annual Child Health Research Institute (CHRI) Pediatric Research Forum, Children's Hospital & Medical Center, Omaha, Nebraska.

162. Schwartz, M., Connelly, S., **Hanson, C**., Anderson-Berry, A, VanOmmer, M., & Thone, M. March 31st – April 2nd, 2022. Relationships between Late Preterm Infant Nutrient Intake and Growth Parameters from Birth to NICU Discharge. 46th Annual Midwest Nursing Research Society Conference, "*Innovative Solutions: Re-Imagining Nursing Research and Scholarship,*" Chicago, Illinois.

163. Schwartz, M., Connelly, S., **Hanson, C**., Anderson-Berry, A, VanOmmer, M., & Thone, M. March 4th, 2022. Relationships between Late Preterm Infant Nutrient Intake and Growth Parameters from Birth to NICU Discharge. 25th Annual Practical Pediatrics Conference: 2022 Update, (Virtual), Creighton University, Omaha, Nebraska.

164. DeLaney C, Ponce J, Jackson M, Brummels M, Timmerman M, **Hanson C**. The Ability of the Malnutrition Screening Tool and the Braden Nutrition Score to Identify Risk of Pressure Injury Development in Hospitalized Patients. Academy of Nutrition and Dietetics Food Nutrition Conference and Expo, Orlando, FL, October 2022.

165. James R, Catron H, Jackson M, Ponce J, Timmerman M, **Hanson C**. The Association of SMOF Lipid Dose on

Hyperglycemia in Adult Hospitalized Patients. Academy of Nutrition and Dietetics Food Nutrition Conference and Expo, Orlando, FL, October 2022.

166. Williams E, Thoene M, Jackson M, Ponce J, Timmerman M, **Hanson C**. The Associations Between Maternal Dietary Choline Intake and Infant Growth Outcomes. Academy of Nutrition and Dietetics Food Nutrition Conference and Expo, Orlando, FL, October 2022.

167. Dirkse J, Ponce J, Wuebker J, Jackson M, Timmerman M, **Hanson C**. The impact of carotenoid intake on motor function in patients diagnosed with Parkinson's disease. Academy of Nutrition and Dietetics Food Nutrition Conference and Expo, Orlando, FL, October 2022.

168. Alberts L, Ponce J, Jackson M, Bice B, Klasna H, Timmerman M, **Hanson C.** The influence of elexacaftor-tezacaftor-ivacaftor on body mass index distribution in pediatric and adult patients with Cystic Fibrosis. Academy of Nutrition and Dietetics Food Nutrition Conference and Expo, Orlando, FL, October 2022.

169. Skrabal J, Hanson C, Anderson-Berry A, Bilek L, Rizzo W. Use of the Simplified diet method to Improve metabolic Control Among Teens and Adults with Phenylketonuria: A Mixed Methods Approach. Food and Nutrition Conference and Expo, Orlando, Florida, October 2022.

170. Paetz, O, Freeman A, Hergenrader A, Sweeney S, Wegner L, Ali K, Bender N, Chaudhary R, VanOrmer M, Thompson M, Slotkowski R, Thoene M, Hanson C, Anderson Berry A. Maternal and Cord β-Carotene Levels and Their Association With Newborn Hearing Screen Results. Pediatric Academic Societies Meeting, Denver, CO. April 21-26, 2022. E-PAS2022:278

171. Bernstien I, Jackson M, Polenz R, Hanson C, Thomas M, Armas L. Bone Health in Allogeneic Stem Cell Transplant Patients. American Association of Clinical Endocrinology Annual Meeting, San Diego CA May 2022.

172. Apu Chandra Das PhD, Erin L. Smith MD, Corrine Hanson PhD, Lynette Smith PhD, Jenna Wuebker MS, John Bertoni MD/PhD, Jana Ponce PhD. DO MOTOR AND COGNITIVE FUNCTION IN PARKINSON'S DISEASE (PD) CORRELATE WITH DIETARY PROTEIN INTAKE? International Conference on Alzheimer's & Parkinson's Diseases. Gothenburg, Sweden March 28-April 1, 2023.

173. Catron H, Hanson C, Beerman L, Carney J, Gerhardt B, Rochling F, Mercer D. Complete Weaning of Parenteral Support (PS) in Adults with Severe Short Bowel Syndrome (< 60cm): A Case Series. American Society of Parenteral and Enteral Nutrition (ASPEN) Nutrition Science and Practice Conference, Las Vegas, Nevada April 2023.

174. Ponce J, **Hanson C,** Bailey K, Anzalone J. Associations Between Micronutrient Deficiency and Post-Acute Sequelae of COVID-19 after Acute Infection: A Multi-Site Retrospective Study: NIH NIGMS 8th Biennial National IDeA Symposium of Biomedical Research Excellence (NISBRE), Held virtually, December 2022

175. **Hanson, C,** Anderson Berry A, VanOrmer M, Thoene. Maternal Dietary Tocopheroal Intake during Pregnancy and Relationships with Neonatal Growth and Respiratory Outcomes. Nutrition and Growth, London, England, March 2023.

176. Thoene M, **Hanson C,** VanOrmer M, Anderson Berry A. Maternal Vitamin D Levels and the Relationship to Neonatal Anthropomorphic Measurements. Nutrition and Growth, London, England, March 2023

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h. Published audio-visual or computer based educational materials

1. Adult Parenteral (PN) Nutrition Writing. Collier D, **Hanson C**. 2018.

i. Published continuing education materials

COLLEGE OF EDUCATION AND HUMAN SCIENCES
Department of Nutrition and Health Sciences

November 29, 2023

Kyle P. Meyer, PhD
Dean, College of Allied Health Professions
University of Nebraska Medical Center
Omaha, NE 68198-4000

Dear Dr. Meyer,

This letter is to convey that the Department of Nutrition and Health Sciences and the College of Education and Human Sciences at the University of Nebraska-Lincoln (UNL) support the development of the Advanced Practice Doctor of Nutrition and Dietetics Practice proposed by the College of Allied Health Professions (CAHP) at the University of Nebraska Medical Center (UNMC).

This program complements the accredited nutrition and dietetics program at the University of Nebraska-Lincoln. The Advanced Practice Doctorate degree will allow practicing graduates from the UNL Professional Studies in Dietetics Future Education Model program the option to pursue a practice-based professional doctorate. UNL and UNMC provide the only nutrition and dietetics programs in the State of Nebraska and have historically worked together to meet the needs in the state for Registered Dietitian Nutritionists.

The proposed degree does not represent a conflict or duplication of programs in the Department of Nutrition and Health Sciences and supports the mutual efforts of UNMC and UNL in providing nutrition services to the citizens of Nebraska and beyond its borders (see Appendix A).

Sincerely,

Heather Rasmussen PhD, RDN
Associate Professor
Director, Professional Studies in Dietetics Program
Nutrition and Health Sciences
University of Nebraska-Lincoln
heather.rasmussen@unl.edu

Nicholas J. Pace, EdD
Acting Dean
College of Education & Human Sciences
University of Nebraska-Lincoln
nick.pace@unl.edu

Appendix A

Opportunities for Partnership and Synergy between UNMC and UNL

Drs. Rasmussen (UNL) and Hanson (UNMC) have a long history of collaboration and have worked together in the development of this proposal to identify **areas of synergy** and opportunities for **resource sharing** across both institutions. The purpose of this addendum is to provide additional information from these discussions to **clarify collaborations** (existing and future) and **opportunities to expand**.

A. Analysis of synergy and examination of duplication between UNL and UNMC doctoral level programs.

A.1 UNMC DND program overview: The proposed DND program focuses on ***advancing clinical practice*** through accreditation-defined competency-based education. The goal of the DND program is to develop graduates who are competent in the practice of advanced clinical nutrition.

A.2 UNL PhD program overview: The department of Nutrition and Health Sciences at UNL offers a PhD in Nutrition and a PhD in Human Sciences. Both UNL PhD options in are designed for students who hold a strong interest in ***nutrition research.*** *Doctoral students can focus on several specific areas of nutrition research:*

1. *Biochemical and Molecular Nutrition:* This STEM focus area is designed to meet the needs of nutritional specialists with biochemical and molecular knowledge in academia, industry, government, and non-government organizations.

2. *Community Nutrition and Health Promotion:* This focus area prepares students for teaching, outreach, and research careers in Extension, community health, and related areas to lead community-based food, nutrition, and health programs.

3. *Nutrition and Exercise:* This focus area is designed for students with a focus in exercise physiology and performance nutrition.

A.3 Takeaways and Opportunities:

1. Analysis of programs currently available to students identifies a clear gap in doctoral-level education in medical/clinical nutrition. ACEND data indicates that approximately 70% of Registered Dietitian Nutritionists work in the field of medical/clinical nutrition practice (acute and ambulatory health care). This provides a rationale for an advance course of study geared towards students who are engaged in the practice of medical/clinical nutrition therapy.

2. Analysis of doctorate programs and focus areas at UNL and UNMC identifies no duplication with the proposed degree.

3. The UNMC doctorate degree offers an alternate path for UNL masters-level graduates who do not wish to pursue a research-oriented doctorate while **promoting retention of UNL graduates in the NU system.**

4. Ongoing collaboration continues between the programs (PhD and DND) to identify any opportunities which would optimize existing faculty resources and content expertise. Some examples of this may include offering select DND courses to PhD students (see table map below)

B. Analysis of courses offered for doctoral-level training at UNMC and UNL

B.1: Crosswalk of UNMC and UNL doctorate level courses

Course	UNMC	UNL	Offered online, asynchronous	Clinical or Healthcare focus	STEM focus	Opportunity for resource sharing*
NTSC 760: Integrative Nutrition and Emerging Concepts in Advanced Nutrition Practice	x		x	x		
NUTR 763: Applied Advanced Nutrition Sciences	x		x	x		
NUTR 766: Advocacy and Global Health in the Advanced Practice of Nutrition	x		x	x		
HPTT 801: Foundations of Health Professions Education	x		x	x		Option for UNL students
HPTT 802: Instructional Design for Health Professions Education	x		x	x		Option for UNL students
HPTT 805: Evaluation and Assessment of Teaching and Learning in Health Profession Education	x		x	x		Option for UNL students
HDS 831: Management in Health Care	x		x	x		Option for UNL students
HDS 852: Design of Quality Improvement Initiatives	x		x	x		Option for UNL students
HPPT 823: Leadership in Health Professions Education	x		x	x		Option for UNL students
HDS 815: Communication and Culture in Healthcare	x		x	x		Option for UNL students
BIOS 806: Biostatistics	x		x		x	Option for UNL students
NUTR 785: Research Methods for Advanced Nutrition Practice	x		x	x		
NUTR 820: Molecular Nutrition		x			x	
NUTR 821: Molecular Nutrition Techniques		x			x	
NUTR 845: Complications of Maternal Obesity		x		x	x	Option for UNMC students who are Nebraska-based with a clinical emphasis in maternal-child health
NUTR 926: Carbohydrate and Lipid Nutrition		x			x	Option for UNMC students who are Nebraska-based
NUTR 950: Integrated Principles of Human Nutrition		x			x	Option for UNMC students who are Nebraska based
NUTR 805: Research Methods		x			x	
NUTR 859: Nutrition: A Focus on Life Stages		x	x	x		Option for UNMC students with a clinical emphasis in a specific life stage
NUTR 860: Health Behavior Theories and Approaches		x	x	x		Option for UNMC students with a clinical emphasis in behavioral therapy
NUTR 976: Organization and Management in Community Nutrition and Health Promotion		x	x			

*All 700-level professional courses based on doctoral-level practice competencies as defined by ACEND.
*All options subject to advisor approval (UNL and UNMC) and competency attainment (UNMC).
*700-level courses used for professional, graduate level courses at UNMC. UNL requires 800 or 900 level courses for graduate level programs. If interest exists, UNMC will explore cross-listing 700 level courses as 800 level courses.

B.2 Takeaways and Opportunities:

1. Analysis of coursework between UNL and UNMC identified minimal areas of duplication.
2. Analysis of coursework between UNL and UNMC identifies opportunities for resource sharing, potentially enhancing uptake of UNL courses.

C. Analysis of research collaborations for UNL and UNMC

C.1 Synergy in research collaborations across UNMC and UNL. Current funded research collaborations include:

1. Nutrition phenotyping: A Novel Tool for Improving Dietary Assessment in Cancer Survivors. Collaborators: Jackson (UNMC), Wang (UNL).
2. Nutrition Phenotyping in Rural Stroke Survivors. Collaborators: Jackson (UNMC), Wang (UNL).
3. Impact of Blueberry Consumption on Intestinal Permeability, Gut Microbiota, and Gut-Derived Inflammation in Individuals with Elevated Risk of a Pro-Inflammatory Gut Milieu. Collaborators: Rasmussen (UNL), Hanson (UNMC).
4. Palmitoleate protects against Zika virus infection in trophoblasts by activating innate immunity. Collaborators: Natajaran (UNL), Hanson (UNMC).
5. High Fiber Wheat for a Healthier Society. Collaborators: Rose (UNL), Hanson (UNMC).
6. Use of Omega-3 Fatty Acids to Inhibit Drug-Induced Inflammation and Synaptic Alterations. Collaborators: Ponce (UNMC), Member of UNL Rural Drug Addiction Research Center (RDAR).

C2. Takeaways and opportunities

1. Multiple areas of research synergy exist which combine UNL's pre-clinical and UNMC's clinical research strengths.
2. Existing research collaborations provide students with opportunities across the spectrum of translational research.
3. Exploring feasibility of in sharing research databases will enhance collaborations and increase student opportunities.

Table 6: Revenue Projections

	2025 Year 1	2026 Year 2	2027 Year 3	2028 Year 4	2029 Year 5	**Total**
Existing Funds [1]						$0
Required New Public Funds [2]	0	$0	0	0	0	$0
1. State Funds						$0
2. Local Tax Funds (community colleges)						$0
Tuition and Fees [3]	$45,270	$104,262	$209,501	$352,039	$451,515	$1,162,587
Other Funding [4]						$0
1						$0
2						$0
3						$0
Total Revenue	$45,270	$104,262	$209,501	$352,039	$451,515	$1,162,587

[1] No existing funds are needed. Tuition generation will be sufficient to cover program expenses

[2.] No new public funds are required.

[3] Tuition generation is based on $625 per credit hour inflated at 2.5% per year. Fees are limited to the NU Online per credit hour fee of $35 and tuition is net of a UNMC 5% tax on online programs.

[4] N/A

NOTE: Where appropriate, show calculations and/or formulas that were used to project new revenue; e.g. number of new students projected multiplied by tuition and fees.

CCPE; 11/19/08

Table 6. Tuition and Fees Calculation

	Academic Year				
	2025	2026	2027	2028	2029
Yr 1 students matriculating annually taking 9 CH	8	10	12	16	20
Yr 2 students taking 9 CH		8	10	12	16
Yr 3 students taking 15 CH			8	10	12
Yr 4 students taking 15				8	10
Total credit hours	72	162	318	522	654
Tuition generated ($625/CH inflated at 2.5%/yr)	$ 45,000	$ 103,781	$ 208,812	$ 351,336	$ 451,184
NU Online course fee @ $35/CH	$ 2,520	$ 5,670	$ 11,130	$ 18,270	$ 22,890
UNMC online program fee 5%	$ (2,250)	$ (5,189)	$ (10,441)	$ (17,567)	$ (22,559)
Total Revenue	$ 45,270	$ 104,262	$ 209,501	$ 352,039	$ 451,515

Projecting 8 part-time students in AY 25, increasing to 20 during 5 year ramp-up period. Projecting 4 years for part-time students to complete the program.

Table 8: Projected Expenses

	2025 Year 1		2026 Year 2		2027 Year 3		2028 Year 4		2029 Year 5		**Total**	
Personnel	**FTE**	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	**FTE**	**Cost**
Faculty [1]	0.1	$9,698	0.1	$9,988	0.60	$70,219	0.76	$103,189	0.76	$106,285	0.76	$299,379
Professional [2]											0	$0
Graduate assistants											0	$0
Support staff	0		0		0.50	$36,135	0.50	$37,219	0.5	$38,336	0.5	$111,690
Subtotal	0.1	$9,698	0.1	$9,988	1.1	$106,354	1.26	$140,408	1.26	$144,621	1.26	$411,069
Operating												
General Operating [3]		$1,940		$2,497		$21,271		$28,082		$36,155		$89,944
Tuition due to other progams[5]		$18,900		$43,588		$87,701		$147,561		$189,497		$487,247
Equipment[6]		$0		$0		$0		$0		$0		$0
												$0
Subtotal		$20,840		$46,085		$108,972		$175,643		$225,652		$577,191
Total Expenses	0.1	$30,537	0.1	$56,074	1.1	$215,325	1.26	$316,051	1.26	$370,273	1.26	$988,260

[1] Includes a Program Director who will receive an administrative stipend, an assistant professor will be hired in year three who will move to .75 FTE in year 4. Salaries are inflated at 3% per year. 50% of the program curriculum exists in other CAHP online programs and will be taught by faculty in those programs. See note # 5.

[2.] NA

[3.] General operating expenses include basic office supplies, faculty professional development, travel, etc. and are estimated at 20% of salaries and benefits. Expenses are inflated at 3% per year.

[4] Program is delivered online, no new equipment needs are anticipated.

[5.] 56% of program curriculum exists in other UNMC online programs. 75% of the Tuition generated by students enrolled in those courses will be transferred to those programs. The tuition transfer will be sufficient to pay faculty teaching stipends in those programs.

NOTE: All items requiring explanation may be included on this page or in the proposal narrative.

CCPE; 11/19/08

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Approve proposal to create the Undergraduate Certificate in Internal Audit, Fraud, and Control to be administered by the School of Accounting in the College of Business Administration at UNO.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Jeff Gold, Executive Vice President and Provost
Joanne Li, Chancellor, UNO

PURPOSE & KEY POINTS

UNO proposes a 12 credit-hour in-person and online undergraduate certificate in Internal Auditing, Fraud, and Control (IFAC) using existing courses in the accounting curriculum. The Certificate will provide students with skills and knowledge applicable to the profession and will provide a foundation for the Certified Internal Auditor examination and certification. All coursework can be used towards UNO's BS/BA Accounting Concentration.

BACKGROUND INFORMATION

Section 2.9 of the *Bylaws of the Board of Regents* provides that, "No curriculum leading to a degree or certificate shall be adopted… without the approval of the Board."

RECOMMENDATION

The Interim President recommends approval of the proposed undergraduate certificate.

MEMORANDUM

To: Jeffery Gold, Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha

Date: November 11, 2023

RE: Certificate Proposal—School of Accounting

The University of Nebraska at Omaha committees have reviewed and endorsed the creation of a new undergraduate certificate.

The School of Accounting requests the addition of an Internal Audit, Fraud, and Control (IAFC) Certificate. This new certificate includes existing School of Accounting courses already offered within the BSBA Accounting concentration degree and will create a critical opportunity for undergraduate students to add to their credentials and be more viable in the high-demand, high-wage, and high-skill job market.

Cc: David Jackson, Vice Provost
Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs

October 10, 2023

Undergraduate Program Reviewers,

As Dean of the College of Business Administration (CBA), I am fully supportive of the School of Accounting's proposal to create an undergraduate *Internal Audit, Fraud and Control (IAFC) Certificate* and see its creation as an excellent opportunity for our students and businesses in the state of Nebraska.

The new certificate includes only existing School of Accounting courses offered within our BSBA Accounting concentration degree and creates a critical opportunity for our undergraduate students to add to their credentials and become even more viable in the high demand, high wage, and high skill (H3) job market. Of special note, jobs in this area are among the top five H3 jobs in the state of Nebraska.

This certificate has been approved by School of Accounting undergraduate curricular council.

Sincerely,

Michelle W. Trawick

University of Nebraska Omaha

Full (Undergraduate) Certificate Proposal Form

Descriptive Information

- Name of institution proposing the program: The University of Nebraska at Omaha
- Name of the program proposed: Internal Audit, Fraud and Control (IAFC) Certificate
- Degrees/credentials to be awarded graduates of the program: (e.g., diploma, BA, MA, etc.) – Certificate
- Other programs offered in this field by this institution: None
- CIP code: 52.0301
- List the administrative units for the program: (e.g., college, division, department, etc.) College of Business Administration, School of Accounting
- Proposed delivery site(s), and type(s) of delivery, if applicable (Note: If including online delivery, please contact online learning for additional information): In-person and online
- Date approved by governing board:
- Proposed date (term/year) the program will be initiated: Upon Approval

1. Description and Purpose of the Proposed Program

- See attached two-page description of proposed program.

2. Program of Study

- Admission requirements:
  - *open to non-degree students who meet the pre-requisites for the courses included in the certificate.*
  - *open to BSBA students who meet the pre-requisites for the courses included in the certificate.*
  - *open to BSBA students pursuing an accounting concentration who meet the pre-requisites for the courses included in the certificate.*
- Major topics
  - Accounting
  - Internal Auditing
  - Fraud
  - Auditing
  - Accounting Information Systems or Information Systems
  - Analytics for Accounting
- Courses and credit hours required

Undergraduate Certificate (Total Proposed Credit Hours = 12)

ACCT 4050/8056	Principles of Internal Auditing	Existing
ACCT 4080	Principles of Auditing	Existing
ACCT 4020	Analytics in Accounting	Existing
ACCT 3080	Accounting Information Systems	Existing

- Ensure that the program of study follows the undergraduate or graduate academic guidelines.

3. Faculty, Staff, and other Resources

- Existing faculty/faculty lines and staff are adequate to implement the proposed program.

4. Evidence of Need and Demand

The objective of the Internal Auditing, Fraud, and Control Certificate is to provide students with current information in the profession of internal audit, accounting and fraud risk assessment. The proposed certificate will provide a foundation for the Certified Internal Auditor examination and certification. The Institute of Internal Audit (IIA), the governing body of the CIA, is a globally recognized organization with 185,000 Certified Internal Auditors worldwide. Earning the proposed certificate will encourage and prepare students to pursue the CIA credential. This proposed certificate and potential professional certification will help students sharpen their skills and earn a standard of credibility and recognition of competence in the field.

Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).

In a market research study, Kerins (2023) searched for "internal auditing", "fraud prevention", and "internal controls" skills in public job postings from March 2018 to March 2023 and concluded that the "set of skills provided by this proposed certificate program are in high demand in the labor market and could be beneficial for a broad target audience with different levels of experience and education." Internal control knowledge, which is a fundamental objective of this certificate, is found to be the top in-demand specialized skill, appearing in over 60% of all job postings in the sample.
Kerins, J. (April 13, 2023). Market Research: Internal Audit, Fraud, and Control Certificate.

Gaining specialized internal audit, fraud and risk management knowledge and skills through this certificate opens up wider career opportunities for new accounting professionals who have developed skills in traditional accounting areas of financial reporting, management accounting, and taxation. Widespread recognition of the Certified Public Accountant (CPA) license has led to a narrower view of the potential scope of accounting careers. The notion that internal audit and the Certified Internal Auditor (CIA) certification enhances an individual's value to their organization and the profession is consistent with the Market Research analysis leadership survey result (Kerins 2023). This analysis further indicates that Certified Internal Auditor is second only to Certified Public Accountant in frequency of job posting qualifications. The difference is fairly

small: CIA qualifications are listed approximately 250,000 times in the sample while CPA qualifications are listed approximately 285,000 times.

Accordingly, offering an undergraduate certificate focusing specifically in internal audit will be valuable to students, current professionals, and their organizations.

The proposed certificate will provide a foundation for the Certified Internal Auditor examination and certification. The Institute of Internal Audit (IIA), the governing body of the CIA, is a globally recognized organization with 185,000 Certified Internal Auditors worldwide. Earning the proposed certificate will encourage and prepare students to pursue the CIA credential. This proposed certificate and potential professional certification will help students sharpen their skills and earn a standard of credibility and recognition of competence in the field. **Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).**

According to Surgent (https://www.surgent.com/resources/cia-salary-guide/), "Professionals with CIA certification may see a median salary increase of $38,000 annually ".

An analysis by Robert Half indicates "The salary midpoint (or median national salary) for internal auditors just starting in corporate accounting is $49,750 for up to a year of experience in 2022."
4 Reasons the Internal Audit Career Path Is so Brilliant (roberthalf.com)

The proposed certificate brings together a suite of skills in internal audit, fraud, and controls. This knowledge is critical for students entering the professional business workforce because organizations experience numerous frauds each year, resulting in billions of dollars lost. Hence, there are increasing demands on internal auditors who can help develop an effective internal control system to prevent and reduce fraud.

The first year of the Undergraduate IAFC Certificate we are expecting that a minimum of 5 students will enroll in the program. Each year thereafter, we anticipate that the number of enrolled students will rise by an additional student, such that in the fifth year of the program there will be a minimum of

10 students enrolled in the Undergraduate IAFC Certificate. The Market Research Analysis of Top Programs in Omaha identifies the Accounting Program CIP code ranked in the top 10* Therefore, the proposed Undergraduate IAFC Certificate could potentially only increase the appeal of the BSBA with a concentration in Accounting Program at UNO. Kerins, J. (July 28, 2023). Market Research Overview: Top Academic Programs in Omaha

The minimum number of students required to make the program viable is 0 students.

5. Partnerships with Business

- *The IAFC will strengthen current partnerships with Kiewit, Union Pacific, Conagra, Mutual of*

Omaha, and other entities in the Omaha metro area. The School of Accounting enjoys tremendous support from alumni and the professional accounting community. This support is reflected in the significant endowment of the School of Accounting and strong Advisory Board.

6. Collaborations within the University of Nebraska

- Discuss collaborations of other UNO colleges and departments with the principal department offering the program
  - Open to non-degree students and degree-seeking students from other UNO colleges and Departments who meet the course pre-requisites for the undergraduate IAFC certificate.
  - Open to BSBA students enrolled in other BSBA concentrations who meet the course pre-requisites for the undergraduate IAFC certificate.
- Discuss collaborations with other University of Nebraska campuses (UNL, UNK, and UNMC)
  - Open to students from UNL, UNK, and UNMC who meet the course pre-requisites.

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

- List partnerships with other colleges, universities, and agencies, and describe the nature of the partnerships. -***Institute of Internal Auditors.***
  The proposed certificate will allow the School of Accounting (SoA) to apply for increased level of endorsement from the Institute of Internal Auditors. UNO SoA was accepted as an Institute of Internal Auditing Education Partnership (IAEP) Awareness school in 2019.

  IAEP program schools are endorsed by the Institute of Internal Auditors (IIA). There are two higher levels of endorsement, and ***moving up to the Foundation Level*** *would elevate UNO's SoA to a group that includes only 27 other universities worldwide with this designation. Students who enroll for the IAEP program may earn a distinction in internal audit from the IIA after successful completion of the required courses.*

- *Potential benefits of the IAEP endorsement include:*
  - *Access to various materials and resources, including the opportunity to apply for funding via the Internal Audit Foundation IAEP Grant Program.*
  - *Enhanced opportunities to network with other educators teaching internal auditing to share ideas and materials.*
  - *Recognition by employers of universities teaching internal auditing for recruiting and hiring.*
  - *Guest speakers.*
  - *Increased opportunity for networking with internal audit professionals.*

- *Priority in IIA-sponsored academic scholarships.*

8. Centrality to Role and Mission of the Institution

- *This proposed program supports UNO's strategic goal of Workforce Development and UNO's value of Discovery, which states, "We foster a culture of critical thinking and creativity and uphold the rigorous pursuit and exchange of knowledge". This plan includes objectives regarding excellence in learning (helping students sharpen skills and building competencies toward professional career). This reflects the School of Accounting's commitment to student success in the accounting profession.*

9. Consistency with the University of Nebraska's Five-Year Strategy

- *Given the workforce shortage in accounting profession, this proposed program provides an opportunity for students to earn a professional credential in the field of Internal Auditing.*

10. Avoidance of Unnecessary Duplication

- *As of today, an IAFC certificate is not offered by any public or private institution in Nebraska. There is no Internal Audit (IA) course or significant coverage of IA at Creighton.*

11. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

- *The goal of the State of Nebraska: at least seventy percent of 25 to 34-year-old Nebraskans have a degree, certificate, diploma, or other postsecondary or industry-recognized credential with economic value by 2030. This additional certificate provides industry recognition, increasing job opportunities for Nebraskans and promoting the state's future economic growth.*

Proposed Undergraduate Certificate Curriculum:

Courses in the Proposed Internal Audit, Fraud and Control (IAFC) Certificate (all courses are required)	Certificate program - number of credit hours
ACCT 4050 Principles of Internal Auditing	3
ACCT 3080 Accounting Information Systems	3
ACCT 4020 Analytics in Accounting	3
ACCT 4080 Principles of Auditing	3
Total proposed certificate credit hours	12

Courses in the existing BSBA Accounting Concentration	BSBA-Accounting Concentration - number of credit hours	Certificate program - number of credit hours
Required: 21 Credit Hours – 7 courses		
ACCT 3020 Basic Federal Taxation	3	

ACCT 3030 Intermediate Financial Accounting I	3	
ACCT 3040 Intermediate Financial Accounting II	3	
ACCT 3050 Intermediate Managerial Accounting	3	
ACCT 3080 Accounting Information Systems	3	3
ACCT 4020 Analytics for Accounting	3	3
ACCT 4080 Principles of Auditing	3	3
Subtotal	**21**	
Accounting Concentration Elective Courses – 3 credit hours – one of the following:		
ACCT 4010 Advanced financial Accounting	3	
ACCT 4040 Advanced Federal Income Taxation	3	
ACCT 4050 Principles of Internal Audit	3	3
ACCT 4060 Advanced Managerial Accounting	3	
ACCT 4070 Governmental/Nonprofit Accounting	3	
Subtotal	**3**	
TOTAL	**24**	**12**

Proposal for Certificate in Internal Auditing, Fraud, and Control

Proposed undergraduate certificate in Internal Auditing, Fraud, and Control (IFAC) with existing courses in the accounting curriculum. It is available to both undergraduate and non-degree students. The objective of the Internal Auditing, Fraud, and Control Certificate is to provide students with current information in the profession of internal audit, accounting and fraud risk assessment. Those who complete the certificate will earn valuable recognition to benefit them in their careers by signifying their knowledge in the field. Currently, there is no similar certificate program offered by the major universities in the state of Nebraska (per website review).

This will allow the School of Accounting (SoA) to apply for an increased level of endorsement from the Institute of Internal Auditors (IIA). UNO SoA was accepted as an Institute of Internal Auditing Education Partnership (IAEP) Awareness school in 2019. As noted in the application above.

Course Descriptions of New or Revised Courses for Undergraduate Certificate

1. **ACCT 4050/8056 Principles of Internal Auditing** **Existing Course**

   Prereq: ACCT 3030, ACCT 3080, ENGL 1160, and BSAD 2130 or BSAD 3160, with a "C" (2.0) or better in each. Cumulative GPA of at least 2.5. Cumulative upper-division Accounting GPA of at least 2.5.

   This course introduces students to the internal audit (IA) profession and the IA process. Topics included in this course are the fundamentals of IA, the IIA's International Professional Practices Framework (IPPF), governance and control issues. An emphasis on the understanding of fraud risk, techniques for detecting fraud, and designing strategies to combat fraud will be included as part of the study of IA engagements. This course may provide a foundation for eligibility towards the Certified Internal Auditor exam.

2. **ACCT 3080 Accounting Information Systems (AIS)** **Existing Course** **Revised**

   This course contributes fundamental knowledge of business and accounting processes, transaction cycles, and the ultimate output of reports from these processes and cycles. Students cannot effectively learn how to examine or audit a process without this knowledge. Also, the study of internal controls is critical to IA. Internal controls should form the basis of all topics in ACCT 3080 and therefore provide students with the knowledge to subsequently review and audit the Internal Control System (ICS). Fraud is an area of emphasis in this course, and an understanding of the ICS is required in fraud mitigation, detection, and correction. The course also covers information security and computer fraud. In today's digital age, cyber threats are a significant risk factor for fraud within an organization. Knowing how to mitigate these risks by assessing the effectiveness of cybersecurity measures and identifying potential vulnerabilities that could be exploited by cybercriminals can help develop more robust controls to prevent cyber-related fraud. This course serves as a pre-requisite to ACCT 4050/8056 - Principles of IA.

3. **ACCT 4020 Analytics in Accounting** **Existing Course** **Revised**

ACCT 4020 and ACCT 4050/8056 complement each other. These two courses teach the analytical mindset, which develops students' critical thinking and professional skepticism. Acquiring experience with a variety of software is necessary for IA because most aspects of accounting have become increasingly integrated with and dependent on technology. This is true for specific audit technology software (e.g., ACL, IDEA), and to the variety of AIS technology that may be encountered in the field. The primary applications of a data analytics course are focused on data quality, internal controls, and the information systems that support the business, which are typically under the purview of the IA function (Richardson, Teeter, Terrell 2022). These two courses will work together and can be taken simultaneously or sequentially.

4. ACCT 4080 Principles of Auditing **Existing Course** **Revised**

ACCT 4080 and ACCT 4050/8056 also complement each other. External auditing, as emphasized in ACCT 4080, has the primary goal of financial statement assurance for external stakeholders. The output is public and is considered a vital part of the investment decisions of capital markets participants. ACCT 4080 covers fraud risks, but fraud detection is not an explicit objective of the external audit. External auditors practice under Standards that outline different responsibilities for fraud. The external auditor must communicate any findings of fraud to the audit committee or other governing body within the organization.

The external auditor cannot assist in creating new procedures or guidelines and can only offer opinions and assessments. In contrast, internal auditors play a major role in recommendations for process improvements, business decisions, and similar strategies to add value, which the external auditor is likely prohibited from. IA's primary focus is controls, not financial reporting assurance. This requires a greater understanding of the ICS and the development of the skills required to appropriately assess controls. The goal is to find inefficiencies, control weaknesses, and opportunities for fraud and errors, report to management and recommend improvements to how the organization manages fraud risk. These two courses will work together and can be taken simultaneously or sequentially.

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

UNDERGRADUATE INTERNAL AUDIT, FRAUD, AND CONTROL CERTIFICATE

	(FY 2024-25) Year 1	(FY 2025-26) Year 2	(FY 2026-27) Year 3	(FY 2027-28) Year 4	(FY 2028-29) Year 5	
Personnel						**Cost**
Faculty [1]						$0
Professional [2]						$0
Graduate assistants						$0
Support staff						$0
Subtotal	$0	$0	$0	$0	$0	$0
Operating						
General Operating [3]						
Equipment [4]						

New or renovated space [5]						
Library/Information Resources [6]						
Other [7]						
Subtotal	$0		$0	$0		
Total Expenses	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**

CCPE; 11/19/08

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

UNDERGRADUATE INTERNAL AUDIT, FRAUD, AND CONTROL CERTIFICATE

	(FY 2024-25) Year 1	(FY 2025-26) Year 2	(FY 2026-27) Year 3	(FY 2027-28) Year 4	(FY 2028-29) Year 5	Total
Reallocation of Existing Funds [1]						$0
Required New Public Funds [2]						$0
1. State Funds						$0
2. Local Tax Funds (community colleges)						$0
Tuition and Fees [3]	$27,087	$32,505	$37,922	$43,339	$48,757	$189,610
Other Funding [4]						$0
1						$0
2						$0
3						$0
Total Revenue [5]	$27,087	$32,505	$37,922	$43,339	$48,757	$189,610

NOTE: CBA Undergraduate tuition and fees based on 6 SCH for 2 semesters - on-campus/resident - per UNO Cashiering Rate Chart 1238

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve and authorize execution of purchase for Ciena optical network platform through ConvergeOne to support the University-wide network.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Bret Blackman, Vice President and Chief Information Officer

PURPOSE & KEY POINTS
University of Nebraska Information Technology Services (NU-ITS) operates a high-bandwidth wide area network to provide intercampus and regional network connectivity, including interconnectivity with the Great Plains Network, Northern Tier Network Consortium, Internet2, ESnet, and multiple commodity internet providers. The existing platform has reached the end of its life and is due for replacement. NU-ITS has selected a Ciena WaveServer platform as the best solution based on the university's current and forecasted needs. The Ciena platform will deliver 400 gigabit ethernet connectivity, scalable up to 12.8 Terabits per second line capacity, to the campuses to support research and keep pace with constantly increasing demands. The platform will also deliver 400 gigabit ethernet to the Holland Computing Center, enabling them to retain their status as a Tier-2 site for the US Compact Muon Solenoid (CMS) experiment at CERN's Large Hadron Collider in Switzerland. The platform is expected to have a ten-year useful life based on industry practices. Ciena is identified by Gartner as a global leader in optical networks, has been implemented by Internet2 for their nationwide backbone, and has been adopted by peer state and regional research & education networks throughout the country. The purchase will be made with Converge One Inc. as the reseller through a competitively-bid consortium pricing agreement made available to the research and education community through Internet2 using LB384 funds.

Project Budget: $5,072,435.33

BACKGROUND INFORMATION
Authority to approve and execute contracts in excess of $5,000,000 is reserved by the Board of Regents.

RECOMMENDATION
The Interim President recommends approval of this contract.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve reallocation of budget authority for multiple LB384 Projects.

[ ] **Review** [X] **Review + Action** [ ] **Action** [ ] **Discussion**

[ ] *This is a report required by Regents' policy.*

PRESENTERS: Rodney D. Bennett, UNL Chancellor
Michael Zeleny, UNL Vice Chancellor for Business and Finance
Douglas A. Kristensen, UNK Chancellor
Jon C. Watts, UNK Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

Six UNL and one UNK LB384 deferred maintenance projects require approval to reallocate existing funds from the respective campuses budgets to increase project budgets. No additional funding is required for the budget increases. Each campus has existing LB384, private, or other funds available to meet their respective needs.

Project	Reallocated Budget Requirement
Agricultural Hall HVAC and Fire Sprinkler (UNL)	810,071
Andrews Hall Air Handling Unit Replacement (UNL)	518,700
Architecture Complex Phase 2 (UNL)	7,025,000
Kimball Recital Hall (UNL)	893,965
Pershing Military and Naval Science (UNL)	676,000
Warner Hall Renovation (UNK)	125,000
Westbrook Music Building Replacement (UNL)	6,056,923

RECOMMENDATION

The Interim President recommends approval of the reallocation of LB384 deferred maintenance funds as detailed above.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: International Recruitment Partner Contingent Fee Agreements at UNL

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTERS: Katherine Ankerson, Executive Vice Chancellor, Academic Affairs
Michael Zeleny, Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

As a land-grant university, UNL prepares its students, faculty, and staff to succeed in an interconnected world. Guided by the N2025 and Forward Together strategic plans, UNL's offices of Academic Services & Enrollment Management and Global Affairs seek to engage strategic recruitment partners in key markets to grow international undergraduate enrollment at the UNL by a minimum of 145 undergraduate students. Leveraging international recruitment partners complements UNL's integrated enrollment strategy to participate in international recruitment events, build a strong network of international high schools, establish partnerships with respected international universities, and to execute effective digital marketing campaigns in key markets. After additional vetting, UNL may enter into an agreement with the following partners:

1. Access American Education
2. AECC
3. ACME USA LLC
4. Alfa Beta Institute Pvt. Ltd.
5. Amoli
6. AMVNX
7. Applyboard
8. Dirasti
9. Edwise
10. Edu4Life
11. ETEST
12. IAE Global
13. IBridge
14. IDP
15. Imperial
16. International Group for Educational Consultancy
17. ILA Vietnam
18. IPC Delhi
19. I-20 Fever
20. KC Overseas
21. Leap GeeBee
22. Map My Study
23. MyStudy
24. NCN
25. Qubolak
26. Study Square
27. The Professional Network
28. Unimates

Any amount paid to international undergraduate student recruitment partners is contingent upon students enrolling in a minimum of 12-credit hours per semester, meeting all financial obligations, and successfully completing each semester of their first year of study.

Per the proposed agreement, UNL will pay each international recruitment partner a fee up to $2,000 per semester per full-time undergraduate student for the first two consecutive semesters of enrollment and a fee of $300 per enrollment into a UNL Intensive English Program. UNL will negotiate lower fees as possible. Each recruitment agreement will have up to a five (5) year term and be evaluated annually.

Incremental Financial Overview:

	AY 23/24	AY 24/25	AY 25/26	AY 26/27	AY 27/28	5-Year Total
Total UG Students from Recruitment Partners	15	40	70	105	130	145
Net Tuition	$ 161,578	$ 430,800	$ 753,900	$ 1,130,850	$ 1,400,100	$ 3,877,228
Less: Recruitment Partner Fees	$ 60,000	$ 100,000	$ 120,000	$ 140,000	$ 160,000	$ 580,000
Net Revenue	$ 101,578	$ 330,800	$ 633,900	$ 990,850	$ 1,240,100	$ 3,297,228

Key Notes:
1. UNL will not pay a fee unless a student enrolls in a minimum of 12 credit hours and meets their financial obligation each semester.
2. Net tuition reflects undergraduate base international tuition less Global Laureate academic scholarship.
3. AY 27/28 reflects melt from AY 23/24 students graduating.

BACKGROUND INFORMATION

Per Neb. Rev. Stat. § 73-204, any contingent contract of any kind whatsoever reasonably anticipated to result in the payment of a contingent fee or fees more than twenty-five thousand dollars per annum is required to be executed by the highest executive officer thereof upon thirty days' notice to the public at large.

RECOMMENDATION

The interim President recommends approval of these agreements.

RECRUITING SERVICES AGREEMENT

between

THE UNIVERSITY OF NEBRASKA - LINCOLN, USA

AND

<Partner Institution Name>

This Recruiting Services Agreement ("Agreement") is entered into as of the___*(date)*___, 2024 ("Effective Date") between the Board of Regents of the University of Nebraska, a public body corporate and governing body of the University of Nebraska, by and on behalf the University of Nebraska - Lincoln, located in Lincoln, Nebraska, U.S.A. ("UNL"), and <Insert Partner Name Here> ("Agency"). UNL and Agency are individually referred to as "party" and collectively referred to as "parties".

WHEREAS, UNL is a public university and seeks to promote the enrollment of full-time international students in select undergraduate degree programs, and English language students; and

WHEREAS, Agency is actively engaged in the recruitment of qualified international students who are interested in pursuing post-secondary educational opportunities in the United States; and

WHEREAS, UNL wishes to expand its ability to recruit international students to UNL's educational programs; and

WHEREAS, Agency has an experienced team of international student recruitment professionals who have established relationships in many countries; and

WHEREAS, Agency and UNL wish to establish a strategic alliance through which Agency will recruit students interested in pursuing post-secondary education in Nebraska at UNL.

NOW, THEREFORE, in consideration of the promises and agreements set forth herein, the parties agree as follows:

1 ARTICLE I: TERM

1.1 The term of Agreement shall be for five (5) years from the Effective Date.

2 ARTICLE 2: DEFINITIONS

2.1 "Agency" means <Insert Partner Name/Title Here>. Agency's place of business is <Insert Partner address here>.

2.2 "Application" means a complete application for admission to an UNL academic program including undergraduate degree programs, or an English language program. An

Application shall not be deemed complete unless it is accompanied by all documents and application fees required by each specific program to which a Student applies.

2.3 "Full-Time Study" means a minimum of twelve (12) units per semester for undergraduate students.

2.4 "IEP" program refers to the English language program offered by UNL that provides intensive English instruction and professional development to international students.

2.5 "Marks" means logos, trademarks, service marks, designs, and other intellectual property that belong to, are owned by, are licensed to, or carry the name of UNL and/or the University of Nebraska, or any other name protected by the State of Nebraska, whether or not registered.

2.6 "Prospective International Student" means a person who is a citizen and/or resident of a country other than the United States and intends to enroll, or has taken any steps towards enrolling, in Full-Time Study at UNL.

2.7 "Refund Date" means the deadline to withdraw from all units/classes after which no refunds shall be given. This deadline is determined by UNL in its sole discretion.

2.8 "Student" means a person who has been recruited by the Agency and is a citizen and/or resident of a country other than the United States, holds a United States student visa, and enrolls in Full-Time Study at UNL.

2.9 "Net Tuition" means all tuition actually received by UNL for a student. As such, this is tuition revenue less any scholarships or tuition discounts.

2.10 "Undergraduate Degrees" refers to all undergraduate degrees.

2.11 "UNL" means the University of Nebraska - Lincoln, located at 1400 R Street Lincoln, NE 68588 U.S.A.

3 ARTICLE 3: REPRESENTATIONS AND WARRANTIES

3.1 UNL represents and warrants that:

3.1.1 UNL is an agency of the State of Nebraska and a public institution of higher education and has the legal capacity to enter into this Agreement.

3.1.2 To the best of UNL's knowledge, the UNL Marks and other promotional materials do not infringe on any statutory copyright, trademark right, or upon any common law trademark right, privacy right, publicity right, propriety right or any other right whatsoever.

3.2 Agency represents and warrants that:

3.2.1 Agency has obtained all necessary approvals and rights required by applicable laws, rules and regulations necessary to enter into, and perform under, this Agreement.

3.2.2 To the best of Agency's knowledge, Agency's promotional and other program materials do not infringe on any statutory copyright, trademark right, or upon any common law trademark right, privacy right, publicity right, propriety right or any other right whatsoever.

3.2.3 Agency has the legal capacity to enter into this Agreement with UNL.

4 ARTICLE 4: RESPONSIBILITIES OF AGENCY

4.1 Agency shall:

4.1.1 Describe and promote UNL's programs with integrity and accuracy and recruit Prospective Students in an honest, ethical and responsible manner in compliance with all laws governing the jurisdiction in which Agency does business, as well as all United States (federal and State) and other applicable laws, regulations, including without limitation, those of the U.S. Department of Education, The Higher Learning commission and the Nebraska State Higher Education Agency and policies governing the University of Nebraska.

4.1.2 Provide accurate information to Prospective Students about UNL and its programs. This can only be done by reference to the materials provided by UNL and, when not available, through direct communication with UNL.

4.1.3 Ensure that Agency's employees, agents and representatives, including any affiliates or sub-agencies, comply with the terms of this Agreement.

4.1.4 Subject to the terms and conditions of this Agreement, the Institution hereby grants Agency, during the Term: (a) a nonexclusive and revocable license to use, reproduce and display Institution's trademarks and service marks (the "Trademarks") and enable Agency's agents and representatives to use such Trademarks solely for the purposes of performing the services pursuant to this Agreement in accordance with any trademark guidelines provided by the Institution to Agency from time-to-time; and (b) access and use the materials of the Institution containing the Trademarks accessible online via the Institution's URLs. Any goodwill arising from the use of the Trademarks by Agency will accrue to the Institution. The Institution shall be entitled to request modification and/or monitor Agency use of any Institutional Trademarks.

4.1.5 Provide assistance to Prospective International Students in completing forms and/or Applications and submitting them to UNL

4.1.6 Ensure that each Prospective International Student compiles and submits to UNL all application forms and other related documents including each Prospective International Student's permanent address and personal email address.

4.1.7 Ensure that each Application is accompanied by the appropriate application fees.

4.1.8 Provide Prospective International Students and Students with immigration and/or visa advice only as it pertains to their student status.

4.1.9 Provide UNL with market intelligence about the recruitment of Students.

4.1.10 Abide by the privacy and personal information laws identified in Article 7.

4.1.11 Bear all costs related to promotional activities, unless otherwise specifically agreed to by UNL in writing in advance of the activity.

4.2 Agency shall Inform Prospective International Students that:

4.2.1 Students who come to the United States on a student visa must have a primary purpose of Full-Time Study.

4.2.2 Students are required to provide to UNL a personal email address and permanent address (other than Agency's address) in their country of permanent residence.

4.2.3 Personal information concerning Prospective International Students and Students may be made available to federal and State agencies in compliance with federal and Nebraska law.

4.2.4 UNL is required by law to inform the federal government of any changes to a Student's enrollment status or other changes of condition which may relate to visa status.

4.2.5 Admission decisions are made by UNL in its sole discretion and Agency gives no input with respect to admission decisions.

4.2.6 All application materials may be accompanied by a signed consent form that allows UNL staff and Agency to discuss Prospective International Student applications with each other. The consent form shall be translated by Agency into Prospective International Student's native language, if Prospective International Student (or parent or guardian, if applicable) does not have sufficient mastery of English to understand the form.

4.2.7 Students are required to comply with all UNL policies, including policies relating to timely payment of Tuition and Fees.

4.2.8 UNL reserves the right to dismiss or otherwise discipline Students according to University policies and procedures, which, along with graduation requirements, are accessible on UNL's website at "www.unl.edu".

4.2.9 UNL makes every effort to keep student costs to a minimum. Fees listed in published schedules or student accounts may need to be increased when public funding is inadequate. Therefore, UNL reserves the right, even after initial fee payments are made, to increase or modify any listed fees, without notice, until the date when instruction for a particular semester or quarter has begun. All UNL listed fees should be regarded as estimates that are subject to change upon approval by the Board of Regents of the University of Nebraska.

4.2.10 Students shall be required to timely pay any additional expenses (in addition to Tuition and Fees) related to instruction and non-instruction activities. Examples of instruction-related expenses are lab fees and educational field trip fees. Student activity fees are an example of non-instruction expenses.

4.2.11 Students will be responsible for paying for the cost of their transportation to and from UNL and their lodging and meals while at UNL. UNL housing is available but not guaranteed. UNL housing is a separate application and application fees.

4.2.12 Students are required to purchase medical insurance that meets the requirements of UNL and the United States government. Such insurance must be obtained through UNL. It is also recommended that any dependents accompanying Students procure health insurance coverage that is comparable to what is required for Students.

4.3 Agency shall not:

4.3.1 Represent to a Prospective International Student, Student recruitment channels or other third parties that UNL possesses any institutional or programmatic accreditation other than accreditations that UNL states it possesses in its then current catalog and nothing in this Agreement will allow Agency, its affiliates, agents, or employees to claim for itself or infer any accredited status other than that held by UNL.

4.3.2 Suggest to Prospective International Students that they can come to the United States on a student visa with a primary purpose other than Full-Time Study.

4.3.3 Undertake any promotional or marketing activities or make any representations concerning UNL that have not been expressly authorized in advance by UNL.

4.3.4 Take any action that will result in UNL's non-compliance with any United States or Nebraska laws or regulations or any local or national laws or regulations of the country in which Agency operates.

4.3.5 Engage in false or misleading advertising or recruitment practices.

4.3.6 Make any false or misleading comparisons (or claims of association) between UNL and any other educational institution.

4.3.7 Represent that UNL is associated or affiliated with any other educational institution.

4.3.8 Use any registered or unregistered Marks of UNL and/or University of Nebraska in any way whatsoever, without prior written authorization from UNL (see Article 9).

4.3.9 Charge any fees to a Prospective International Student for their Application, Visa appointment, or acceptance of an offer in addition to those charged by UNL.

4.3.10 Recruit Students who are eligible to receive federal financial aid under Title IV of the Higher Education Act of 1965.

4.3.11 Make any representations or offer any guarantees to Prospective International Students or Students about:

- Whether they will be granted a student visa;
- Whether they will be admitted to UNL; or
- The likelihood of being awarded financial aid or scholarships.

5 ARTICLE 5: RESPONSIBILITIES OF UNL

UNL shall:

5.1 In a timely manner, provide to Agency accurate and updated information about UNL and its programs and Tuition and Fees, to enable the Agency to perform under this Agreement.

5.2 Inform Agency of the legal or regulatory conditions for visa requirements and of any changes to those requirements promptly after becoming aware of any such changes.

5.3 In a timely manner, process all Applications received and admit Prospective International Students based on UNL admission policies. UNL, however, is under no obligation to accept Prospective International Students referred by Agency.

5.4 In a timely manner, communicate with Agency, and with the Prospective International Students whenever possible, on their admissions status.

5.5 In a timely manner, pay Agency’s fees pursuant to Article 6 of this Agreement.

6 ARTICLE 6: AGENCY FEES

6.1 Agency is deemed to have recruited a Student if Agency submits the first complete Application packet to UNL for admission and the Student matriculates. In the case of an on-line Application, Agency is deemed to have recruited a Student if Agency informs UNL that Student's complete Application packet was submitted to UNL no later than fifteen (15) business days from the date of Student's online application submission.

6.2 UNL shall provide commission payment to Agency in accordance with the following schedule.

6.2.1 For each Agency-referred Student enrolled in a full-time undergraduate program, UNL shall pay Agency $2,000 USD for the first two (2) consecutive fall and spring sessions, providing the Student maintains their participation in the program for a full academic year (two (2) semesters), the Student maintains Full Time Study status, and has fully paid the UNL Tuition and Fees.

6.2.2 For each Agency-referred Student enrolled in IEP, UNL shall pay Agency $300 USD for the first two (2) consecutive sessions, providing the Student has fully paid the IEP Tuition and Fees.

6.2.3 For each Agency-referred Student enrolled in IEP with conditional eligibility for admission into undergraduate degree programs, UNL shall pay Agency $300 USD for the first two (2) consecutive sessions. In addition, when that same conditionally eligible Student is enrolled in a degree seeking academic program upon completion of IEP study, UNL shall pay Agency $2,000 USD for the first two (2) consecutive semesters that the Student is matriculated full-time, under the same terms and conditions stipulated in Article 6, section 6.3.1.

6.3 Agency shall submit an invoice on Agency's letterhead that contains the following information:

6.3.1 The name of each Student and the Student's family name and given name, date of first enrolled term, the Student's ID number, as well as the specific program in which the Student is enrolled.

6.3.2 Payment, telephone, and email details of Agency.

6.3.3 An invoice or reference number.

6.3.4 Any additional information requested by UNL.

6.3.5 For payment by wire transfer: beneficiary name (account holder), account number, complete address of account owner, name of bank, bank SWIFT code (Bank Identifier Code, BIC), full address of the bank or branch address.

6.4 Agency shall issue the payment invoice to UNL after the last day any tuition refund is allowed in the Student's first semester of matriculation and the Student's consecutive second semester of matriculation. UNL shall pay Agency's invoice within sixty (60) calendar days of receipt for each Student who is enrolled in Full Time Study and has fully paid UNL Tuition and Fees for each of the first two (2) consecutive semesters in which the student matriculates. Agency shall issue the invoice to UNL after the last day of any tuition refund is allowed in a non-degree program. UNL shall pay Agency's invoice within sixty (60) calendar days of receipt for each Full Time Study Student.

6.5 No payment is owed to Agency where:

6.5.1 A Student withdraws from their UNL degree program before the deadline date for Tuition and Fee refund in the Student's second semester.

6.5.2 A Student enrolled in IEP withdraws from the IEP program before the stated Tuition and Fee refund date or without payment in full to the IEP program.

6.5.3 A Student fails to pay UNL the full Tuition and Fees for the program.

6.5.4 A Student does not obtain an appropriate visa.

6.5.5 A Student is eligible to receive Title IV program funds under the Higher Education Act of 1965.

6.5.6 A Student has previously attended UNL on a Full-Time Study basis other than at IEP as conditionally eligible student; or prior to the submission of an Application, the Student has also been recruited through UNL's own recruitment efforts, including any UNL distance education course.

7 ARTICLE 7: PRIVACY OF PERSONAL INFORMATION

7.1 UNL and Agency shall always keep confidential all information and personal data received from the other relating to teaching strategy, students, employees and tutors, and their performance and progress. Unless compelled by law, no personal data received from Agency will be divulged to any third party without the prior written approval of the individual to whom such personal data relates. UNL is, and Agency may be, subject to various privacy, freedom of information and public records laws, and UNL and Agency agree that they will co-operate and provide all reasonable assistance within the legal limits of each country in order to comply with these obligations.

7.2 To the extent Agent receives, generates, or maintains education records related to Students, Agent agrees to comply with the Family Educational Rights and Privacy Act ("FERPA") to the same extent as such laws and regulations apply to UNL and shall limit access to only those employees or agents with a need to know. For the purposes of this Agreement, pursuant to FERPA, UNL hereby designates the Agent as a school official

with a legitimate educational interest in the education records of Students to the extent that access to UNL records is required by Agent to carry out its obligations under this Agreement.

7.3 The parties agree that in accordance with FERPA and any other applicable laws protecting the privacy of student education records, UNL and Agent may not disclose to any other person or entity the education records of a Student without the Student's written permission.

7.4 Each party agrees that all information and documents (whether financial, technical or otherwise) obtained by it or by any of its employees or agents pursuant to the terms and provisions of this Agreement which are not generally publicly available shall remain the property of the disclosing party and shall not be used or relied upon for any purpose other than connection with the terms of this Agreement and that all such information and documents shall be kept confidential and shall not be disclosed to any person or entity by the receiving party without the prior written approval of the disclosing party. The parties agree that UNL is a public institution, and, as such, is subject to the Nebraska Open Records Act, Neb. Rev. Stat. §§ 84-712 et seq., and that UNL's obligations under this Act supersede its obligations under this Agreement. Each party to this Agreement will secure the written consent to the confidentiality terms set forth in this section from any person who is not an employee, partner, member or shareholder of such party prior to disclosing any such information to that party and those parties will be bound by the confidentiality provisions set forth herein as though an original party to this Agreement (provided that this requirement will not apply to attorneys and other professional advisors who are subject to a duty to keep such information confidential). Each party agrees to act reasonably and promptly to prevent and/or to correct the violation of the confidentiality provisions set forth in this Agreement by its employees and agents. Both parties will abide by laws established to protect the security of personally identifiable information or sensitive personally identifiable information, including General Data Protection Requirements (GDPR). Each party to this Agreement agrees that the confidentiality provisions set forth in this section of this Agreement will survive the termination or expiration of this Agreement.

8 ARTICLE 8: INDEMNIFICATION; INSURANCE; LIMITATION OF LIABILITY

8.1 Agency hereby certifies that it has developed risk management policies, practices and procedures to minimize losses to the parties and the Students and/or faculty participating in this Agreement. Such practices and procedures at a minimum include the development of financial resources through operations, reserves and /or insurance mechanisms sufficient to support the following indemnification.

8.2 To the fullest extent allowed by law, each Party agrees to defend, indemnify and hold the other Party, its affiliates, successors, assignees and their respective directors, officers, shareholders, employees and agents harmless from and against all losses, costs, damages,

expenses and liabilities (including reasonable legal fees and court costs) which may be suffered or incurred by the indemnified party or its affiliates or their respective directors, officers, employees or agents arising out of or as a result of or relating in any manner whatsoever to third party claims in respect of the infringement, violation or misappropriation of the intellectual property rights of any person by the use by the indemnified Party of the property of the indemnifying Party, including in the case of UNL, the use by Agency of the UNL's intellectual property in accordance with this Agreement..

8.3 Agency shall, at Agency's sole cost and expense, obtain and maintain the minimum insurance coverages set forth herein. By requiring such insurance, UNL shall not be deemed or construed to have assessed risk that may be applicable to Agency under this Agreement. Agency shall assess its own risks and, if it deems appropriate and/or prudent, maintain higher limits and/or broader coverages. Agency is not relieved of any liability or other obligations assumed or pursuant to this Agreement by reason of its failure to obtain or maintain insurance in sufficient amounts, durations or types. Any carrier providing coverage shall have a minimum A.M. Best's Insurance Guide rating of "A-VII". Agency shall obtain and maintain Commercial General Liability coverage of at least $1,000,000 per occurrence and $3,000,000 in the annual aggregate to cover premises and operations, personal injury/advertising injury, products/completed operations. Liability assumed under an insured contract (including tort liability of another assumed in a business contract) and independent contractors. Agency shall obtain and maintain Automobile Liability coverage with limits of not less than $1,000,000 to cover owned vehicles, leased vehicles, hired vehicle, non-owned and employee non-owned vehicles and personal injury protection. Agency shall obtain and maintain Workers' Compensation in statutorily required amounts and Employer's Liability Insurance. Agency shall name UNL and its regents, officers, employees, agents and volunteers as additional insureds. All policies must be written on a primary basis, non-contributory with any other insurance coverages and/or self-insurance carried by UNL. All policies must contain a waiver of subrogation clause. A certificate of insurance evidencing all coverages is required to be provided prior to the performance of any services under this Agreement. Policies may not be non-renewed, cancelled or materially changed or altered unless thirty (30) days' advance written notice is provided to UNL.

9 ARTICLE 9: INTELLECTUAL PROPERTY AND PROPRIETARY RIGHTS

9.1 UNL is the sole owner of all right, title and interest to all UNL information, including UNL's and the University of Nebraska's name, logos, acronyms, trademarks, trade names and copyrighted information, unless otherwise provided, including all associated goodwill (collectively, "UNL Property"). UNL hereby grants to Agency a limited, non-exclusive license to use certain UNL Property, solely in connection with University marketing and communication and in accordance with established UNL branding guidelines. Agency shall not use UNL's Property in a manner that states or implies that UNL endorses Agency or Agency's products and/or services. It is understood that UNL

retains the right to review and approve in advance all uses of such UNL Property in its sole discretion. Upon termination of this Agreement for any reason, Agency agrees to immediately cease further use of UNL Property and all rights granted to Agency in this Agreement shall revert to UNL.

9.2 UNL shall make best efforts to promptly respond to any requests for authorization to use proprietary materials. However, any request to which UNL fails to respond shall be deemed denied.

9.3 Nothing in this Agreement shall affect each Party's ownership of and rights to its respective intellectual property (or the intellectual property rights of each Party's respective licensors). Each Party acknowledges that it does not acquire any intellectual property or other proprietary rights under this Agreement, including any right, title or interest in and to patents, database rights, copyrights, trademarks, trade names, industrial designs, confidential information, or trade secrets, whether registered or unregistered, relating to the other Party's intellectual property or any part thereof, other than as expressly set out in this Agreement. Any rights not expressly granted under this Agreement are reserved. Both Parties agree not to make any claims with respect to the intellectual property of the other Party during the Term.

10 ARTICLE 10: TERMINATION

10.1 Either party may terminate this Agreement at any time and for any reason by giving the other party sixty (60) calendar days' prior written notice. Notice shall be given pursuant to Article 14. This Agreement may be terminated at any time by giving the other party written notice under any of the following circumstances:

10.1.1 Either party commits a material breach of the Agreement that is not cured within ten (10) days or as otherwise agreed to by the parties;

10.1.2 The Institution is entitled to terminate at any time by giving written notice if Agency becomes owned or controlled by any person, firm or company which is, in the Institution's reasonable opinion, a competitor of the Institution or with which the Institution is unwilling to be associated for any reason, or should any person or body engaged by Agency in the provision of the Services commit a criminal offence or be guilty of impropriety

10.1.3 An order is made or a resolution is passed for the winding up of Agency's business, or an administrator or receiver is appointed (by court order or otherwise), or Agency takes or suffers any such action in consequence of debt or insolvency.

10.2 Upon termination of this Agreement, Agency shall immediately:

10.2.1 Submit to UNL all pending Applications from Prospective International Students (received up to the date of termination);

10.2.2 Cease making any representations of any kind concerning UNL, except as is necessary to conclude pending Application(s);

10.2.3 Cease to use any promotional or other materials supplied by, or concerning, UNL;

10.2.4 Return all promotional and other materials to UNL by registered mail or a reputable international courier within ten (10) business days of the notice of termination.

10.2.5 The Commission referred to in Article 6 shall remain payable in respect of any application by students received from Agency by UNL prior to termination of this Agreement which results in admission to the Institution.

10.2.6 The termination of this Agreement by either party does not affect any accrued rights or remedies of either party.

11 ARTICLE 11: ASSIGNMENT AND SUBCONTRACTING

11.1 Agency shall not assign or subcontract this Agreement or any right under this Agreement without the prior written consent of UNL (which may be withheld at its discretion).

11.2 Any request for consent submitted to UNL shall be accompanied by the proposed written assignment or subcontract along with an English translation. Any assignment or subcontract shall require that the assignee or subcontractor be bound and abide by all the terms of this Agreement.

11.3 Notwithstanding any assignment or subcontract approved by UNL, Agency remains fully responsible for performing its obligations under this Agreement.

12 ARTICLE 12: MISCELLANEOUS TERMS

12.1 Independent Contractor. Agency is retained by UNL solely for the purposes and to the extent set forth in this Agreement, and Agency's relationship to UNL is, and always, shall remain that of independent contractor. No employee or partnership relationship is established by this Agreement, and the Agency has no power to enter any contract on behalf of UNL nor issue any offers (in writing or orally) to Potential International Students. Neither Agency nor any of Agency’s agents, employees or representatives shall be considered an employee or agent of UNL or entitled to participate in any plan, arrangements, or distributions by UNL pertaining to or in connection with any qualified pension or retirement plan or any other health or welfare plan with similar benefits for

regular UNL employees. Agency shall be responsible for the payment of any taxes on any monies received by Agency. A party shall not be deemed, nor hold itself out as being, a partner or agent of the other party. Neither party shall be liable for acts of Students participating in the program

12.2 Non-Exclusivity. This is a non-exclusive Agreement, and either party retains the right to enter into similar agreements with other parties.

12.3 No Incentive Benefits. Agency certifies that it has not given any incentive benefit directly or indirectly (monetary or in kind) to any employee of UNL, for the purpose of obtaining, or in connection with, this or any other agreement.

12.4 Severability of Agreement. If any provision of this Agreement is held to be unconscionable or invalid under any applicable statute or rule of law, it is deemed to that extent to be omitted. However, the balance of the Agreement shall remain in full force and effect.

12.5 No Waiver. The failure by either party to enforce at any time or for any period any one or more of the terms or conditions of this Agreement shall not be a waiver of them or of the right at any time subsequently to enforce all terms and conditions of this Agreement.

12.6 No Third-Party Beneficiaries. Nothing in this Agreement shall be construed to create a legal right in any third party to enforce its terms or to subject either party to liability for any failure to comply with its terms.

12.7 No Endorsement. Nothing contained in this Agreement shall be construed as conferring on any party, any right to use other party's name as an endorsement of product or service or to advertise, promote or otherwise market any product or service without the prior written consent of such party. Furthermore, nothing in this Agreement shall be construed as an endorsement of any commercial product or service by UNL, its officers, or employees.

12.8 No Denial of Remedy or Defense. Nothing in this Agreement shall be interpreted as a denial to either party of any remedy or defense available to it under the laws of the State of Nebraska; the consent of the State of Nebraska or its agent and agencies to be sued; or a waiver of sovereign immunity or any other governmental immunity of the State of Nebraska and UNL beyond the extent of any waiver provided by law.

12.9 Force Majeure. Neither party shall be liable for any delays in the performance of any of its obligations hereunder due to causes beyond its reasonable control, including but not limited to fire, strike, war, riots, acts of any civil or military authority, terrorism, acts of God, judicial action, unavailability or shortages of labor, materials or equipment, impaction or enrollment restrictions ordered by the University of Nebraska, pandemic, health emergency or failure or delay in delivery by suppliers or delays in transportation.

12.10 Authority. The parties represent and warrant that the persons signing this Agreement are duly authorized and have legal capacity to execute and deliver this Agreement. Each party represents and warrants to the other that the execution and delivery of the Agreement and the performance of such party's obligations hereunder have been duly authorized, and that the Agreement is a valid and legal agreement binding on such party and enforceable in accordance with its terms.

12.11 Counterparts. The parties may sign this Agreement in counterparts, all of which together constitute the complete Agreement. A facsimile or PDF copy of a signature of a party hereto shall have the same effect and validity as an original signature.

12.12 Nondiscrimination. In accordance with the Nebraska Fair Employment Practice Act, Neb. Rev Stat. § 48-1122, neither the University nor Agency shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions or privilege of employment on the basis of race, color, religion, sex, disability, or national origin of the employee or applicant.

12.13 **Equal Opportunity (intentionally bolded). This contractor and subcontractor shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60- 741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.**

12.1 Compliance. The parties will comply with all laws, ordinances, codes, rules, regulations, and licensing requirements that are applicable this Agreement, including those of federal, State, and local agencies having jurisdiction and/or authority, as well as each party's policies.

12.2 Fair Labor Standards. Pursuant to Neb. Rev. Stat. § 73-102, Agency states that it is complying with and will continue to comply with fair labor standards in the pursuit of its business and in the execution of this Agreement and that fair labor standards shall be maintained for the term of this Agreement.

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

12.4 Excluded/Debarred Contractors. Agency certifies and warrants that it has not been debarred, suspended, or declared ineligible as defined in the Federal Acquisition Regulation (FAR) 48

C.F.R. Ch.1 Subpart 9.4. Agency also certifies that Agency, its partners, directors, officers, employees, licensees, subcontractors or agents have not been excluded, debarred, or otherwise ineligible to participate in the Federal health care programs pursuant to 42 USC § 1320a-7. This shall be an ongoing certification and warranty during the term of the Agreement and Agency shall immediately notify UNL of any change in the status of the certification and warranty set forth in this section. If Agency becomes excluded from Federal health care program participation or placed on the Consolidated List of Debarred, Suspended, and Ineligible Contractors, the Agreement may be terminated immediately, for cause, by UNL. If any partners, directors, officers, employees, licensees, subcontractors, personnel or agents of Agency become excluded from Federal health care program participation, such individual shall be removed from participating in this Agreement immediately. Failure by Agency to remove such excluded individual immediately shall provide UNL the right to terminate the Agreement immediately for cause.

12.5 Right to Audit. Agency shall maintain documentation for all charges against UNL under this Agreement. The books, records and documents of Agency, insofar as they relate to services performed or money received under this Agreement, shall be maintained for a period of three (3) full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by UNL or its duly appointed representatives. These records shall be maintained in accordance with generally accepted accounting principles.

13 ARTICLE 13: NOTICES

For UNL:

Name
Title
Address
Phone:
Email:

For the Agency:

Name
Title
Address

Phone:
Email:

All notices under this Agreement must be in writing and sent by electronic mail and prepaid airmail. Any party that changes its address or electronic mail address, must give prompt, written notice of that change to the other party.

ARTICLE 14: FOREIGN CORRUPT PRACTICES ACT

Agency represents, warrants, and undertakes that it will comply with all applicable anti-bribery laws and regulations, including, without limitation, the U.S. Foreign Corrupt Practice Act of 1977, as amended, or the U.K. Bribery Act of 2010, as amended, and shall not cause UNL or its employees to be in breach of any applicable anti-bribery laws. Without limiting the generality of the foregoing, in performing under this Agreement, neither Agency nor any of its officers, directors, employees, agents or other representatives will pay, offer or promise to pay, or authorize the payment of, any money, or give or promise to give, or authorize the giving of, any services or anything else of value, either directly or through a third party, to any official or employee of any governmental authority or instrumentality, or of a public international organization, or of any agency or subdivision thereof, or to any political party or official thereof, or to any candidate for political office, or to any other entity, person or entity, corruptly for the purpose of (a) influencing any act or decision of that person in his/her official capacity, including a decision to fail to perform his/her official functions with such governmental agency or instrumentality or such public international organization, or such political party, or any other entity, person, or entity, or to perform such functions improperly, (b) inducing such person to use his/her influence with such governmental agency or instrumentality or such public international organization or such political party, or any other entity, person or entity to affect or influence any act or decision thereof, (c) obtaining, or retaining business, or (d) securing any improper advantage. Agency warrants and promises that neither it nor any of its officers, employees, directors or agents has made, prior to the date of this Agreement, any offer, payment, promise, gift or authorization of the sort described herein. Agency will immediately notify UNL if, at any time during the term of this Agreement, Agency's circumstances, knowledge or awareness changes such that EAG would not be able to certify the representations and warranties set out above.

15 ARTICLE 15: ENTIRE AGREEMENT

This Agreement represents the entire agreement and understanding of the parties hereto and no prior writings, conversations or representations of any nature shall be deemed to vary the provisions hereof. This Agreement may not be amended in any way except by a writing duly executed by authorized representatives of both Parties.

16 ARTICLE 16: AUTHORITATIVE VERSION

The English version of this Agreement shall be the authoritative version of the Agreement for all purposes. In the event of a conflict between the English version and any translation of this Agreement, the English version shall control.

17 ARTICLE 17: GOVERNING LAW

This Agreement shall be governed by the laws of the State of Nebraska, without regard to its choice of law provisions. Any legal actions brought by either party hereunder shall be instituted in the state or federal courts located in Lancaster County, Nebraska. It is understood and agreed that any legal action by Agency against University in relation to this Agreement may only be instituted in accordance with the provisions of the State Contract Claims Act (Neb. Rev. Stat. §§ 81-8,302 to 81-8,306), as amended.

The parties reaffirm no other terms or conditions of the above mentioned original agreement not hereby otherwise modified or amended shall be negated or changed as a result of this here stated addendum.

IN WITNESS WHEREOF, the authorized representative(s) of the parties have executed this Agreement as of the dates stated below.

FOR THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA d/b/a THE UNIVERSITY OF NEBRASKA - Lincoln	**<Insert Partner Title>**
_____	_____
	<Insert Signatory Name> **<Insert Signatory Title**
_____	_____
Date	**Date**

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve agreement to terminate the Interlocal Cooperation Agreement between the Board of Regents of the University of Nebraska and the City of Lincoln (and its Lincoln Electric System) relating to the dissolution of the Nebraska Utility Corporation (NUCorp) entity.

[ ] **Review** [X] **Review + Action** [ ] **Action** [ ] **Discussion**

[ ] *This is a report required by Regents' Policy.*

PRESENTERS: Michael Zeleny, Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

The Interlocal Cooperative Agreement was established to facilitate the financing of energy related facilities for a term of 25 years. The final debt payment was made in January 2024. Within the stated rights of the agreement, both parties agree to terminate the contract as the corporation is free of indebtedness. The energy related assets are now owned and managed by the University of Nebraska.

BACKGROUND INFORMATION

April 7, 2001, the Board of Regents approved an Interlocal Cooperative Agreement between the Board of Regents of the University of Nebraska and the City of Lincoln and its Lincoln Electric System providing for the organization and operation of Nebraska Utility Corporation, a not-for-profit corporation, for the purpose of providing for purchasing, leasing, constructing, and financing facilities and acquiring utility and infrastructure services for the City and UNL.

RECOMMENDATION

The Interim President recommends the approval of the agreement to terminate interlocal cooperation agreement.

AGREEMENT TO TERMINATE INTERLOCAL COOPERATION AGREEMENT

This Agreement to Terminate Interlocal Cooperation Agreement ("Termination Agreement") is entered into by and between the City of Lincoln, Nebraska ("City") acting for and on behalf of Lincoln Electric System ("LES") and the Board of Regents of the University of Nebraska ("Regents").City and Regents may also be referred to herein as the "Party" or "Parties".

RECITALS

I. The Parties previously entered into an Interlocal Cooperation Agreement ("Interlocal Agreement") which established the Nebraska Utility Corporation ("NUCorp") on or about May 12, 2001.

II. The Interlocal Agreement became effective upon execution by both Parties and was to continue in effect indefinitely until it was terminated in the manner provided in the Interlocal Agreement.

III. The Interlocal Agreement provides that it may be terminated at any time in which NUCorp no longer has any outstanding bonds, notes or other indebtedness upon unanimous action of the City and Regents.

IV. NUCorp has extinguished all of its debts such that it currently does not have any indebtedness.

V. Neither the City nor LES have contributed any assets to NUCorp such that the City and LES consent to NUCorp distributing, transferring and conveying all of its assets to Regents.

VI. The City and Regents desire to terminate the Interlocal Agreement and dispose of of NUCorp's assets.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. Termination of Interlocal Agreement. The Interlocal Agreement shall hereby terminate effective February 29, 2024 ("Termination Date") and the Nebraska Utility Corporation and its board of directors shall cease to be a separate legal or administrative entity or joint administrative board under the Interlocal Cooperation Act, *Neb. Rev. Stat*. §§ 13-801 et. seq. (Reissue 2022). After the Termination Date, the Interlocal Agreement shall have no further force and effect between the Parties. The Parties agree to take all necessary actions to effectuate termination of the Interlocal Agreement including, but not limited to, the passage of necessary resolutions or ordinances by the Parties' governing bodies.

2. Disposition of NUCorp Assets. All of NUCorp's assets including, but not limited to, cash, investments, thermal energy generation and distribution facilities, and power distribution facilities which remain after all of NUCorps' debts and liabilities have been extinguished and paid shall be distributed, transferred and conveyed to Regents.

3. NUCorp Books and Records. Regents shall maintain the books and records of NUCorp which were required to be maintained under Art. VI, Sec. B of the Interlocal Agreement after the Termination Date until such time as the books or records may be destroyed under applicable laws, regulations, policies and schedules. Regents shall make the aforementioned books and records available for review by the City within a reasonable amount of time after a written request for the records has been made by the City.

4. Outstanding Liabilities after Termination. Regents shall be financially responsible for the payment of any liabilities that survive termination of the Interlocal Agreement or which accrue after termination of the Interlocal Agreement.

5. Remedies for Breach. Upon breach of this Termination Agreement by either Party, the non-breaching Party may employ any legal or equitable remedies available.

6. Severability. If any of the terms of this Termination Agreement are held by a court of competent jurisdiction to be invalid, all other terms of this Termination Agreement shall remain in full force and effect.

7. Non-Waiver. Failure of either Party to insist upon the strict performance of the terms, agreements, or conditions contained herein, or any of them, shall not constitute or be construed as a waiver or relinquishment of either Party's right to enforce any such term, agreement, or condition, but shall continue in full force and effect.

8. Entire Agreement; Amendment. This Termination Agreement constitutes the entire agreement between the City and Regents regarding the subject matter hereof and supersedes all oral statements and prior writings relating thereto. Except for those set forth in this Termination Agreement, no representations, warranties, or agreements have been made by the City or Regents to the other with respect to this Termination Agreement or the obligations of the City or Regents in connection therewith. No amendment of this Termination Agreement shall be valid unless it is in writing and is signed by the parties or their duly authorized representatives.

IN WITNESS WHEREOF, the parties hereto have executed this Termination Agreement by their respective duly authorized officers this _____ day of _____, 2024.

CITY OF LINCOLN, NEBRASKA

By: _____
Mayor
City of Lincoln, Nebraska

ATTEST:

_____
Lincoln City Clerk

THE BOARD OF REGENTS OF
THE UNIVERSITY OF NEBRASKA

By: _____
President
University of Nebraska

ATTEST:

_____
Corporation Secretary

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve acquisition of property located at located at 4207, 4219, 4223, 4227 Leavenworth Street, Omaha, NE for UNMC.

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Jeff Gold, UNMC Chancellor
Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS
In anticipation of future campus development and continued assemblage along Leavenworth Street, UNMC has agreed to terms with Sellers to acquire the property located at 4207, 4219, 4223, 4227 Leavenworth Street.

Legal Description of Property:
LEAVENWORTH HEIGHTS LOT 2 BLOCK 0 45 X 110.7, LOT 5 BLOCK 0 44 X 110.7, LOT 6 BLOCK 0 44 X 110.7, AND LOT 7 BLOCK 0 44 X 110.7

A third-party appraisal of subject properties was completed by Rogge Consulting, LLC in November 2023. The appraised value of the property is $590,000.

Project Cost: $550,000

BACKGROUND INFORMATION
Regents Policy 6.2.3 requires approval by the Board of Regents to acquire real property valued at greater than $250,000.

RECOMMENDATION
The Interim President recommends approval of this property acquisition.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve acquisition of property located at 4516, 4520, 4524, 4532 Leavenworth Street, Omaha, NE for UNMC

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Jeff Gold, UNMC Chancellor
Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS
In anticipation of future campus development and continued assemblage along Leavenworth Street, UNMC has agreed to terms with Sellers to acquire the property located at 4516, 4520, 4524, 4532 Leavenworth Street.

Legal Description of Property:
WALSHER PLACE LOT 4 BLOCK 0 ALL LOTS 3 & 4 88 X 127.8
WALSHER PLACE LOT 5 BLOCK 0 44 X 127.8;
WALSHER PLACE LOT 7 BLOCK 0 LOTS 6 & 7
WALSHER PLACE LOT 8 BLOCK 0 44 X 127.8

A third-party appraisal of subject properties was completed by Rogge Consulting, LLC in October 2023. The appraised value of the property is $2,375,000.

UNMC will work to find a local partner(s) to lease the space at fair market value for flex/industrial space in the immediate future while campus considers and validates expansion plans.

Project Cost: $2,270,000

BACKGROUND INFORMATION
Regents Policy 6.2.3 requires approval by the Board of Regents to acquire real property valued at greater than $250,000.

RECOMMENDATION
The Interim President recommends approval of this property acquisition.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve acquisition of property located at located at 404 South Saddle Creek Road, Omaha, NE for UNMC

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Jeff Gold, UNMC Chancellor
Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS
In anticipation of future Saddle Creek District development, UNMC has agreed to terms with Sellers to acquire the property located at 404 South Saddle Creek Road.

Legal Description of Property:
LANDS SEC-TWN-RGE 20-15-13 PT VAC HARNEY & 45TH AVE ADJ & -EX ESTLY 584 SQ FT FOR RWY- IRR PT LTS 6 & 7 BK 2 LEISERINGS ADD & N 50 FT TL 9 E OF RR IN SW 1/4 NW 1/4 SEC 20-15-13 --EXCESS VALUE--

A third-party appraisal of subject properties was completed by Rogge Consulting, LLC in November 2023. The appraised value of the property is $2,500,000.

UNMC will negotiate and execute a Ground Lease with the existing operator for a term of 36-months at which time if it hasn't already, operator will be required to vacate the premises.

Project Cost: $2,750,000

BACKGROUND INFORMATION
Regents Policy 6.2.3 requires approval by the Board of Regents to acquire real property valued at greater than $250,000.

RECOMMENDATION
The Interim President recommends approval of this property acquisition.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Request to permit alcohol sales at 2027 NCAA Bowling Championship

☐ **Review** ☒ **Review + Action** ☐ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' Policy.*

PRESENTER: Chris kabourek, Interim President
Trev Alberts, Athletic Direcotr

PURPOSE & KEY POINTS

Approval is requested to permit the dispensing, sale, and consumption of alcohol at Sun Valley Lanes for the 2027 NCAA Bowling Championship should Nebraska Athletics be selected as the host. As part of the 2027 NCAA Bowling Championship bid, the host/venue must warrant that the host has received all necessary approvals, consents, licenses, and permissions to provide alcohol at the event.

BACKGROUND INFORMATION

On February 11, 2022, the Board of Regents amended RP-6.4.1 and authorized the dispensing and consumption of alcoholic liquor at athletic events in specifically designated facilities and areas. Executive Memorandum No. 45 requires Board of Regent approval to dispense, sell and consume alcohol at University athletic events.

RECOMMENDATION

Interim President Kabourek recommends the approval of this request.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Executive **February 9, 2024**

AGENDA ITEM: Approve amendments to Section 1.3 and 1.4 of the Standing Rules of the Board of Regents

☐ **Review** ☐ **Review + Action** ☒ **Action** ☐ **Discussion**

☐ *This is a report required by Regents' policy.*

PRESENTERS: Jack Stark, Chair, Health Affairs Working Group

PURPOSE & KEY POINTS

After reviewing "charters" from health affairs/health sciences committees of peer governing boards, the Board of Regents deems it appropriate to add a fifth standing committee dedicated to our relationship with clinical partner Nebraska Medicine. Nebraska Medicine is a critical partner to the University in producing the next generation of healthcare professionals. Topics relating to health affairs/health sciences don't always fit cleanly within the subject areas of the Board's current standing committees.

BACKGROUND INFORMATION

Standing Rule 1.3.1 provides that the Board of Regents may create such other committees and task forces, in addition to its standing committees, as it determines to be necessary.

On February 28, 2023, Chair Clare established a Health Affairs Working Group to explore governance best practices for affiliated clinical partners.

RECOMMENDATION

Approval of Standing Rule amendments as attached.

STANDING RULES
OF THE
BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA

Section 1
Structure of the Board

…

1.3 **Committees.**

1.3.1 The Board shall have ~~four~~ five standing committees: Executive; Academic Affairs; Audit, Risk, and Compliance; ~~and~~ Business and Finance; and Health Affairs. The Board may from time to time create such other committees and task forces as it determines to be necessary.

1.3.2 The Executive Committee shall consist of the Chairperson, Vice Chairperson, the most recent past Chairperson, and an additional elected Regent, and one Student Regent both appointed by the Chairperson. The elected Regent appointed by the Board Chairperson may not be reappointed to a second consecutive term.

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, Risk, and Compliance; ~~and~~ Business and Finance; and Health Affairs 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 and before its next scheduled meeting. All proposed committee agenda topics will be submitted by the committee chairs to the Executive Committee for approval.

1.3.4 In those instances where a committee or task force determines that Board action is called for, it may bring its specific recommendation to the Board. Committee and task force actions and recommendations shall be advisory only and shall have no binding force or effect unless the Board has expressly delegated to a committee or task force power to act on behalf of the Board upon a specific matter. Where a committee or task force takes action on behalf of the Board pursuant to a specific delegation of power, minutes of the committee or task force meeting or meetings relating thereto shall be prepared and distributed to the Board, the President, and other appropriate parties within two (2) working days of any such meeting, and the proceedings of the committee or task force shall be in compliance with the provisions of the Nebraska Open Meetings Law (Neb. Rev. Stat §§ 84-1408 to 84-1414).

1.4 **Staff.** The Corporation Secretary shall serve as staff to the Board and the Executive Committee. The Executive Vice President and Provost shall serve as staff to the Academic Affairs Committee; the Vice President for Business and Finance shall serve as staff to the Business and Finance Committee; ~~and~~ the President shall designate an individual charged with oversight of the University's internal audit function to serve as staff to the Audit, Risk, and Compliance Committee; and the President shall designate an individual to serve as staff to the Health Affairs Committee.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Report on renaming the Bachelor of Science (BS) in IT Innovation to the BS in Applied Computing and Informatics in the College of Information Science and Technology at UNO.

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[ ] *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

PURPOSE & KEY POINTS

The proposed name change is designed to more closely match the current curriculum, reflect student and employer expectations, and better position the degree's identity relative to UNO's peer post-secondary institutions. In addition, the proposed name will continue to be applicable in the future, allowing for curricular flexibility to adapt to emerging changes without necessitating further name changes.

BACKGROUND INFORMATION

On January 25, 2019, the Board of Regents approved the creation of the Master of Science (MS) in IT Innovation at UNO.

On April 24, 2009, the Board of Regents approved the creation of the Bachelor of Science (BS) in IT Innovation at UNO.

APPROVAL

The Interim President approved the name change on January 11, 2024.

MEMORANDUM

To: Jeffery Gold, Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha

Date: November 14, 2023

RE: Name Change—BS in IT Innovation

The University of Nebraska at Omaha has completed the campus review process and endorsed a requested name change for the BS in IT Innovation.

The BS in IT Innovation requests renaming the program to BS in Applied Computing and Informatics. The proposed name aims to better position the degree's identity relative to UNO's peer post-secondary providers in the marketplace while also allowing for greater curricular flexibility in the future to adapt to emerging changes in the IT sector.

Cc: David Jackson, Vice Provost
Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs

To: Office of Academic Affairs
From: Dr. Martha Garcia-Murillo, Dean of IS&T
Date: October 12, 2023
Subject: BS ITIN Program Name Change

The faculty of the School of Interdisciplinary Informatics have proposed renaming the BS in "IT Innovation" to BS in "Applied Computing and Informatics". Their proposal aims to better position the degree's identity relative to UNO's peer post-secondary providers in the marketplace while also allowing for greater curricular flexibility in the future to adapt to emerging changes in the IT sector. The proposed renaming for this degree was unanimously approved by the College of IS&T Academic Committee on September 27, 2023. The remainder of this memo details the benefits and projected impacts of the name change.

Name Change

The IS&T Dean's office enthusiastically endorses the proposed name "BS in Applied Computing and Informatics". Since the program's inception IS&T has experienced difficulty gaining market recognition for the name "IT Innovation" among prospective undergraduate majors both locally and across the region. This is due, at least in part, to the fact that UNO is the only institution to our knowledge that uses this term for a degree of this type. While the original hope was that this would differentiate UNO from other post-secondary providers, program enrollments and anecdotal discussions with students have not shown this to be the case.

The attached market analysis prepared by UNO's Division of Innovative and Learning-Centric Initiatives demonstrates that the new degree name more closely aligns with that which other competitors use for their interdisciplinary computing degree programs. For example, "Applied Computing" bachelor's degrees exist regionally at the University of Wisconsin Milwaukee, Wichita State, the University of Denver, and Northwest Missouri State; further this name or slight variations thereof is used throughout the US at many other campuses. Similarly, "Informatics" is a very common BS degree name in the market, and it is especially common at institutions with dedicated colleges of computing or information similar to UNO's College of IS&T. As a UNO peer institution IUPUI's BS in Informatics is of particular relevance, and it features a curricular structure allowing for a wide range of interdisciplinary concentrations.

Based on the ILCI market analysis, the new degree name "BS in Applied Computing and Informatics" should dramatically improve the marketability of this degree and increase search engine optimization for prospective students. To evaluate the growth potential of this degree, the current year IPEDS data available on College Navigator shows that IUPUI's BS in Informatics degree produced 79 graduates which was comparable to their 88 BS Computer Science graduates. For comparison, UNO produced 83 BS Computer Science degrees in that

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College of Information Science & Technology, Office of the Dean
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https://www.unomaha.edu

same window but only 8 BS IT Innovation degrees. Given the success of Applied Computing and Informatics BS programs on other campuses, we believe it is reasonable to expect this renamed degree could grow to at least match the current size of our BS in Cybersecurity (39 graduates) in a short period of time, while also better serving a group of undergraduates whose interests are not well met by IS&T's other existing BS programs in Computer Science, Cybersecurity, or Management Information Systems.

The data provided by ILCI provides a strong employment outlook for graduates of a program with this name and shows overall positive trends in bachelor's degree completions on other campuses.

Curriculum Modernization

Faculty of the School of Interdisciplinary Informatics and the College of Information Science & Technology more broadly are finalizing a curricular modernization framework that includes development of formal concentrations to maximize the potential impact of the updated degree name. The updated curricular structure is inspired by peer programs like IUPUI's BS Informatics degree and innovative "Computing + X" degrees now offered by many campuses. We anticipate these curricular changes will be routed forward for review and approval through the upcoming 2024-2025 catalog edit cycle.

Impact on CIP Code

The current BS in IT Innovation reports graduates using CIP code "11.0199 Computer and Information Sciences, Other". Concurrent with the name change, the College of IS&T requests a CIP code reclassification to "11.0104 Informatics", which better reflects the curricular focus of this degree program. Furthermore, much of the data from the enclosed ILCI market analysis draws on the 11.0104 CIP code degree production nationally because of its increased specificity.

Impact on Subject Codes

Concurrent with this name change the faculty and college have approved a subject code change which would update all ITIN course prefixes with the new subject code of ACMP. This would apply to both undergraduate and graduate courses.

Impact on ITIN Minor

The faculty and college are also proposing a simultaneous renaming of the current undergraduate minor in IT Innovation to a minor in "Applied Computing and Informatics".

Impact on MS in IT Innovation

At this time the faculty and college are not proposing a simultaneous renaming of the MS degree in IT Innovation. Given the recency of this MS degree and curricular changes enacted by the faculty for the 2023-2024 academic year, it is too early to assess how this degree is competing for students in the market. The College of IS&T will closely observe the impact of this change to the undergraduate program name to determine whether a similar rename is appropriate at the MS level at a later date.

Impact on Resources

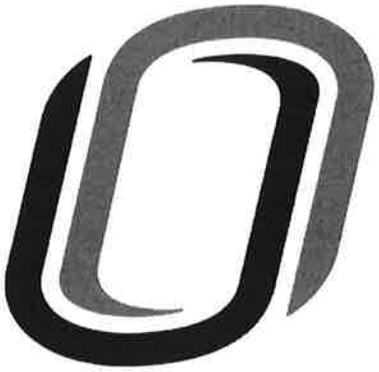
As discussed earlier, we anticipate that the new degree name will better support program growth moving forward, which should better amortize the programmatic costs associated with delivery of this BS program using current faculty staffing levels. Furthermore, the curriculum modernization framework which is being put forward along with this degree renaming should also support an increase in course staffing efficiency across the multiple degree programs in the School of Interdisciplinary Informatics.

A program rename of this sort presents a unique opportunity to invest marketing resources at the outset to ensure that there is good initial interest from prospective students in the markets we serve. A modest investment on targeted recruitment could return significant benefits both in terms of enrollment but also in terms of visibility for UNO.

John Kerins
NEW MARKET RESEARCH ANALYST, ILCI

BACHELORS OF SCIENCE IN APPLIED COMPUTING & INFORMATICS

The purpose of this report is to give insight into the market conditions surrounding UNO offering a Bachelors of Science in Applied Computing and Informatics degree programs, in which informatics and computer science coursework could be combine with coursework of other disciplines to meet the increasingly broad needs for informatics skills in the labor market.



SIMILAR PROGRAMS

Computer Science + X Programs, University of Illinois Urbana-Champaign

> "The University of Illinois has designed an innovative blended degree option, called **CS + X,** that allows students to pursue a flexible program of study incorporating a strong grounding in computer science with technical or professional training in the arts and sciences. Computing is ubiquitous, with application areas in virtually any field imaginable – from developing gene-sequencing algorithms, to designing methods for high frequency trading, creating computer-generated graphics and special effects, analyzing social data from internet communications, and creating embedded real-time systems for medical devices."
>
> CS + X Programs:
> - Computer Science + Anthropology
> - Computer Science + Astronomy
> - Computer Science + Chemistry
> - Computer Science + Economics
> - Computer Science + Geography & Geographic Information Science
> - Computer Science + Linguistics
> - Computer Science + Philosophy
> - Computer Science + Animal Sciences
> - Computer Science + Crop Sciences
> - Computer Science + Education
> - Computer Science + Music
> - Computer Science + Advertising
> - Computer Science + Bioengineering
> - Computer Science + Physics
> - Computer Science + Mathematics
> - Computer Science + Statistics

Informatics, Minor , University of Illinois Urbana-Champaign

> "The Minor in Informatics will teach you to become a better creator and user of computing technology in your major area and to think critically about new technology's role in society. No other field has, and will have, a greater influence on humanity in our generation." The program offers tracks for Various Computer Science and Art & Design Majors.

Applied Computing, BS , University of Wisconsin Milwaukee

> "As technology continues to expand into every field and industry, from the environment to education to politics, the market for skilled hands-on technicians grows increasingly competitive. The Bachelor of Science in Applied Computing was designed to produce graduates who can perform programming, software engineering, graphic applications, networking, and operating systems management in a variety of environments, while at the same time promoting power skills such as business communications, ethics, and project management."
> *Program advertised as fully online 21-course, 61-credit undergraduate program.

Applied Computing, BS , Wichita State University

"Students in the Applied Computing program learn how to apply computer technology skills with a broad understanding of how these skills operate in the real world. With a focus on experiential learning, students prepare for careers in computer analytics, cybersecurity, data analysis, game development and social media applications. This program will consist of a required core with stackable certificates that provide a flexible plan of study and certified skills."

Elective Certificates:
- Cybersecurity Essentials
- Data and Web Security
- Human Factors in Security and Technology
- Cyber-Physical Systems
- Applied Data Analysis
- Game and Simulation Programming

Applied Computing, BS , Arizona State University

"Students in the BS program in applied computing learn a computer science foundation and then explore the established knowledge and emerging developments in the high-demand areas of database systems, computer networks and cybersecurity. The program also provides the opportunity to investigate interdisciplinary connections, including the combination of computing with its real-world application in other disciplines through concurrent degrees and minors."

Applied Computing, BAS , University of Arizona Online

"Learn to use computation and technology as universal tools to solve problems and design and build computer-based systems and digital artifacts. This knowledge will prepare you to advance your career across a wide range of government, private, and public organizations including military, finance, retail, education and manufacturing."

Areas of Emphasis:
- Software Development
- Information Management
- Network Operations
- Applied Artifice Intelligence
- Cloud Computing
- DevOps

Applied Computing, BA , University of Denver

"The BA in applied computing provides a computer science foundation suitable for interdisciplinary collaborations in other disciplines. The degree is ideal for students interested in combing computing with other disciplines such as digital art and design, media, bioinformatics, computational science, psychology or business. Most of our BA majors double major in another discipline."

Applied Computer Science, Postbaccalaureate BS , University of Colorado

"The postbaccalaureate degree in applied computer science is designed for professionals who already have a bachelor's degree and would benefit from a computer science degree. The program is available only online and provides students with strong skills in computing and information technology that can be applied within a variety of business or research contexts."

Applied Computing, BS , SUNY Polytechnic Institute

"The degree combines the core of the baccalaureate program in information systems or computer science with strong academic preparation in another area of study. The capstone project requires the student to apply the tools and techniques of science of computing to the cognate area through the design and implementation of a project."

Applied Computer Science, BA , Indiana University-Purdue University Indianapolis

"With a degree in applied computer science, you'll be ready to design the future of medicine, business, engineering, and the arts. In the Department of Computer and Information Science at IUPUI, applied computer science students investigate the ways fundamental theories can be translated into real-world applications."
"The Bachelor of Arts in Applied Computer Science offers a broader-based education with more required humanities and liberal arts courses. The Bachelor of Science in Computer Science generally requires more science hours. You can compare the required courses for each in the IUPUI bulletin."

Applied Computing, BAS , Northwest Missouri State University

"Our program teaches both the theory and practice of computer science, preparing students for a career in computing or a path to graduate school. Students learn the essential theory that underlies the discipline, knowledge that makes them well-rounded and informs them as they develop software. On the practical side, students learn how to discover and document what end-users need, develop algorithms to solve those problems, assess the efficiency of those algorithms, and finally how implement those algorithms in various programming languages."
Please note this program is not a traditional four-year program. It is structured for transfer students with a Associate of Science or Associate of Applied Science.

Applied Computing, Minor , University of Washington-Tacoma

"For students who want to be sophisticated users of computing technology and principles in their field, but do not seek extensive programming experience, the minor in Applied Computing offers grounding in basic computing skills and principles and key technologies such as database management and computer networks. Through 5 elective courses, student can integrate these skills into their major field of study."

Applied Computer Science, BS , University of Nebraska-Kearney

"With an Applied Computer Science degree, you'll be prepared to make meaningful contributions to the world through the thoughtful application of technology. At UNK, Students work collaboratively as they design, develop and implement software solutions, such as mobile apps, video games and robotics software. Students gain real-world experience by completing hands-on projects and gain a strong theoretical foundation that prepares them for successful careers."

Applied Computer Science Option, Computer Science, BS , Oregon State University

"The Applied Computer Science option is for students who want to combine the study of computer science with an in-depth examination of a field in which computer science plays an important role. This option requires an approved program of study for each student. Students build their own program of study to include their choice of CS electives plus an Applied CS program. The Computer Science Undergraduate Curriculum Committee reviews these programs of study for approval. Existing OSU minors may be proposed for use both as an Applied CS program and as a minor."

Applied Computer Science, BA , Kennesaw State University

The program combines coursework in computer science, information science, computer architecture, and a student chosen minor in one of the following areas:

- Applied Mathematics Minor
- Applied Statistics and Data Analysis Minor
- Business Information Systems Minor
- Chemistry Minor
- Information Security and Assurance Minor

Informatics, BS , University of Michigan

"Michigan's interdisciplinary approach to teaching Informatics gives you a solid grounding in contemporary computer programming, mathematics, and statistics, combined with study of the ethical and social science aspects of complex information systems."

Available Tracks:

- Life Sciences Informatics

Previously Available Tracks:

- Life Sciences Informatics

Informatics, BS , Indiana University-Purdue University Indianapolis

The School of Informatics, Computing, and Engineering offers a Bachelors of Science in Informatics with concentrations in:

- 3D Graphics and Animation
- Applied Data Science
- Biology
- Business
- Bioinformatics
- Computer Information Technology
- Computer Science
- Data Studies
- Digital Humanities
- Game Design and Development
- Health Information Management
- Human Computer Interaction
- Legal Informatics
- Multi-Device Development
- Media Arts and Sciences
- Pre-Med
- Software Bots
- Video Production Minor

Informatics, BS , University of California at Irvine

"The B.S. in Informatics is designed around a small set of core courses that introduce the fundamentals of Informatics (human computer interaction, design), software (programming, requirements analysis), and human behavior (social analysis of computerization). From there, three specializations (Listed Below) enable students to focus their learning with more than three dozen courses from which they can choose. The major is inherently interdisciplinary, with courses ranging from sociology and psychology to management and public health, depending on the specialization chosen.

- human-computer interaction
- health informatics, and organizations
- information technology

Informatics, BS , University of Washington

"As an Informatics student at the UW iSchool, you'll explore the intersection of technology and human values, gaining a deep understanding information in society while creatively imagining more equitable and just information technology and systems. Informatics graduates see the world as more than just innovative apps and websites, but as larger systems of people, information and technology that harness these technologies to address global challenges in democracy, health, wellness, climate, justice and more."
Focus Areas Include:

- Data science
- Health and Well-Being
- Human-Computer Interaction
- Information Architecture
- Information Assurance and Cybersecurity
- Information Management
- Information & Society
- Software Development

Informatics, Minor , University of Nebraska-Lincoln

"The Informatics minor is an interdisciplinary program that prepares students with core computational skill sets and competencies that allow them to solve problems within their chosen discipline or field. The program also builds interdisciplinary problem solving skills that are applicable and advantageous across academia and within industry."

Informatics, Minor , University of Texas at Austin

The University of Texas at Austin offers an Informatics Minor that consists of 15 credit hours of coursework in Informatics, with at least 6 of these credit hours in upper division Informatics courses. There are currently no listed restrictions as to which majors this minor can be added on to, but the minor can not be taken alone and have to be completed in conjunction with a bachelors degree program.

JOB POSTING ANALYTICS FOR "INFORMATICS"+"COMPUTING"

Using Lightcast Analyst tool, National data from Mar 2022 - Mar 2023

Job Postings Overview

6.61M

Unique Postings

17,66M Total Postings

230,913

Employers Competing

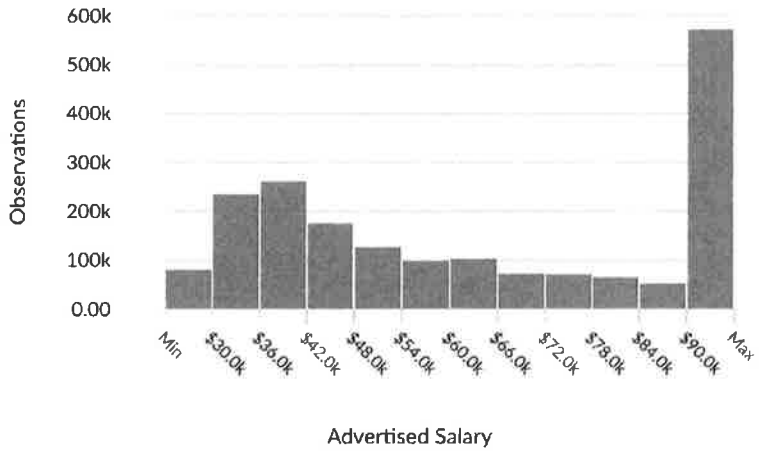
957,104 Total Employers

Advertised Salary

There are 1.899M advertised salary observations (29% of the 6.611M matching postings).

$58.0K

Median Advertised Salary



Job Postings Regional Breakdown



State	Unique Postings (Mar 2022 - Mar 2023)
California	858,641
Texas	580,517
Florida	381,632
New York	279,219
Illinois	262,914

TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

	(FY 2023) Year 1		(FY 2024) Year 2		(FY 2025) Year 3		(FY 2026) Year 4		(FY 2027) Year 5		**Total**	
Personnel	**FTE**	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	**FTE**	**Cost**
Faculty [1]											0	$0
Non-teaching staff: Professional [2]											0	$0
Graduate assistants											0	$0
Non-teaching staff: support											0	$0
Subtotal	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
Operating												
General Operating [3]												$0
Equipment [4]												$0
New or renovated space [5]												$0
Library/Information Resources [6]												$0
Other [7]												$0
Subtotal		$0		$0		$0		$0		$0		$0
Total Expenses	0	$0.00	0	$0.00	0	$0.00	0	$0.00	0	$0.00	**0**	**$0.00**

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

	FY(2023) Year 1	FY(2024) Year 2	FY(2025) Year 3	FY(2026) Year 4	FY(2027) Year 5	Total
Reallocation of Existing Funds 1						$0
Required New Public Funds 2						$0
1. State Funds						$0
2. Local Funds						$0
Tuition and Fees 3						$0
Other Funding 4						$0
1						$0
2						$0
3						$0
Total Revenue 5	$0	$0	$0	$0	$0	$0

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Report on renaming the Department of Foreign Languages and Literature to the Department of World Languages and Literature at UNO.

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[ ] *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

PURPOSE & KEY POINTS

UNO's Department of Foreign Languages and Literature proposes to change its name, replacing the adjective "foreign" with "world." "World Languages" is a current term of art replacing "Foreign Languages." In the US and Omaha there is a melting pot of cultures where, in many cases, the advanced language coursework taught at UNO is the same as the language taught within families and communities and learned by US children as their first/maternal language.

BACKGROUND INFORMATION

On February 12, 2012, the Board of Regents approved an expedited Spanish Graduate Certificate in the Department of Foreign Languages and Literature at UNO.

On April 20, 2007, the Board of Regents approved the Bachelor of Arts (BA) in Foreign Language to replace the existing BA degrees in French, German, and Spanish at UNO.

RECOMMENDATION

The Interim President approved the name change on January 11, 2024.

MEMORANDUM

To: Jeffery Gold, Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha

Date: November 14, 2023

RE: Name Change—Department of Foreign Languages and Literature

The University of Nebraska at Omaha has completed the campus review process and endorsed a requested name change for the Department of Foreign Languages and Literature.

The Department of Foreign Languages and Literature requests renaming the department to the Department of World Languages and Literature. The proposed name acknowledges the human diversity that exists in the US where the languages we teach (i.e. French, German, Japanese, and Spanish) are not foreign but are widely spoken in the US. These languages are taught within families and communities and learned by children for whom these languages are their first/maternal language.

Cc: David Jackson, Vice Provost
Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs

Current and proposed name: On May 12, 2023, the Department of Foreign Languages and Literature approved a motion to change the name of the department from the Department of Foreign Languages and Literature to the **Department of World Languages and Literature**.

Rational for name change: The proposed change replacing the adjective "foreign" with "world" as a modifier to the noun "languages" acknowledges the human diversity that exists in the US where the languages that we teach, i.e., French, German, Japanese, and Spanish, are *not* foreign to these lands but are widely spoken in the US. These languages are taught within families and communities and learned by children for whom these languages are their first/maternal language. For example, currently, in Omaha, close to 15% of the population speaks Spanish as a native language.

Name in other institutions: The proposed name change is not uncommon throughout academia.
These are peer institutions that use "World Languages" in their name.

- Cleveland State University: Department of World Languages, Literatures, & Cultures
- Portland State University: World Languages & Literatures
- University of Arkansas at Little Rock: Department of World Languages

Other institutions with "World Languages" in their department/unit name include the University of Alabama, the University of Toledo, and Auburn University to name a few.

Many Department/units have replaced the word 'foreign' the last years from their name and present similar rationales to what I described above. I present two examples here:

Example 1: The University of CalPoly Pomona described this change saying "English and Foreign Languages' no longer reflects the reality of our teaching or scholarly practice in the department. In multilingual Southern California, languages like Mandarin and Spanish are not 'foreign' languages."

Example 2: The University of Virginia explained the replacement of the term 'foreign' stating: "WHEREAS, during the past decades "foreign" has been removed from the name of most language departments due to negative connotations that include the unwanted, the unnatural, the alien, the strange".

Cost: The associated cost of the proposed name change would be minimal, including such things as signage and letterhead, things that are updated on a regular basis.

TABLE 1: PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

	(FY 2023) Year 1		(FY 2024) Year 2		(FY 2025) Year 3		(FY 2026) Year 4		(FY 2027) Year 5		**Total**	
Personnel	**FTE**	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	**FTE**	**Cost**
Faculty [1]											0	$0
Non-teaching staff: Professional [2]											0	$0
Graduate assistants											0	$0
Non-teaching staff: support											0	$0
Subtotal	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
Operating												
General Operating [3]												$0
Equipment [4]												$0
New or renovated space [5]												$0
Library/Information Resources [6]												$0
Other [7]												$0
Subtotal		$0		$0		$0		$0		$0		$0
Total Expenses	0	$0.00	0	$0.00	0	$0.00	0	$0.00	0	$0.00	**0**	**$0.00**

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW ORGANIZATIONAL UNIT

	FY(2023) Year 1	FY(2024) Year 2	FY(2025) Year 3	FY(2026) Year 4	FY(2027) Year 5	Total
Reallocation of Existing Funds 1						$0
Required New Public Funds 2						$0
1. State Funds						$0
2. Local Funds						$0
Tuition and Fees 3						$0
Other Funding 4						$0
1						$0
2						$0
3						$0
Total Revenue 5	$0	$0	$0	$0	$0	$0

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Quarterly Personnel Reports for July, August, and September 2023

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

PURPOSE & KEY POINTS

A series of reports of campus personnel actions approved by each Chancellor during the third quarter of 2023 is attached.

BACKGROUND INFORMATION

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

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT KEARNEY
NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Abulqasim Ali Akbar Abdul, Naheed	Teacher Education	Associate Professor	Specific	9/1/2023	8/31/2024	62,060	AY	1.00
Bartholomay, Emily M	Psychology	Assistant Professor	Specific	9/1/2023	8/31/2024	56,000	AY	1.00
Cooper, Jacob C	Biology	Assistant Professor	Specific	9/1/2023	8/31/2024	57,000	AY	1.00
Edokhamhen, Ehichoya	Teacher Education	Assistant Professor	Specific	9/1/2023	8/31/2024	58,000	AY	1.00
Gallup, Donna L	Social Work	Associate Professor	Specific	9/1/2023	8/31/2024	65,000	AY	1.00
Li, Tianpei	Accounting/Finance/Economics 503	Assistant Professor	Specific	9/1/2023	8/31/2024	138,000	AY	1.00
Munger, Cameron	Kiniesiology & Sports Science	Assistant Professot	Specific	9/1/2023	8/31/2024	59,000	AY	1.00
Silverman, Rachel	Kinesiology & Sports Science	Assistant Professor	Specific	9/1/2023	8/31/2024	55,000	AY	1.00
Story, Joey P	Management	Assistant Professor	Special	9/1/2023	8/31/2024	90,000	AY	1.00
Taylor, Joseph P	Library	Coordinator Access Serv/Asst Professor	Specific	9/18/2023	6/30/2024	72,000	FY	1.00
Weaver, Paige M	History	Assistant Professor	Specific	9/1/2023	8/31/2024	61,500	AY	1.00
Whalen, Clayton M	Kinesiology & Sports Sciences	Assistant Professor	Specific	9/1/2023	8/31/2024	55,000	AY	1.00

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ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Adkins, Megan M	Kinesiology & Sports Sciences	Professor	Continuous	7/1/2023		0	FY	0.00
			Professor	Continuous		6/30/2023	40,836	FY	0.50
		Graduate Studies & Academic Outreach	Associate Dean of Grad Studies & AO	Special	7/1/2023	8/31/2023	5,461	FY	0.00
			Associate Dean of Grad Studies & AO	Special	7/1/2023	6/30/2024	114,000	FY	1.00
			Associate Dean of Grad Studies/AO (includes stipend)	Special		6/30/2023	46,297	FY	0.50
09/07	Akehi, Kazuma	Kinesiology & Sports Sciences	Associate Professor	Continuous	9/1/2023		39,088	AY	0.60
			Associate Professor	Continuous		8/31/2023	63,712	AY	1.00
			Assistant Chair	Special	9/1/2023		31,683	AY	0.40
09/07	Alexander, Amber J	History	Assistant Professor	Special	9/1/2023	8/31/2024	56,000	AY	1.00
			Program Coordinator	Special		8/31/2023	45,923	AY	1.00
09/07	Arellano-Unruh, Juanita C	Kinesiology & Sports Sciences	Professor	Continuous	9/1/2023		42,743	AY	0.50
			Professor	Continuous		8/31/2023	50,166	AY	0.60
		Academic Affairs	Assoc Vice Chancellor Acad Affairs (includes stipend)	Special	9/1/2023	8/31/2024	53,993	AY	0.50
		Kinesiology & Sports Sciences	Chairperson (includes stipend)	Special		8/31/2023	38,904	AY	0.40
09/07	Bauer, John T	Geography	Professor	Continuous	9/1/2023		50,768	AY	0.60
			Professor	Continuous		8/31/2023	82,751	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2023		39,470	AY	0.40
09/07	Beissel Heath, Michelle P	English	Professor	Continuous	9/1/2023		50,309	AY	0.60
			Professor	Continuous		8/31/2023	49,202	AY	0.60
			Chairperson (inlcudes stipend)	Special	9/1/2023		39,165	AY	0.40
			Interim Chairperson (includes stipend)	Special		8/31/2023	35,532	AY	0.40
09/07	Bell, Chance A	Counseling School Psych & Family Sci	Assistant Professor	Specific	9/1/2023	8/31/2024	47,336	AY	0.75
			Assistant Professor	Specific		8/31/2023	30,863	AY	0.50
		International Education	Asst Director of International Stu Srvs (includes stipend)	Special	9/1/2023		20,466	AY	0.25
			Asst Director of International Stu Srvs (includes stipend)	Special		8/31/2023	33,137	AY	0.50
09/07	Brown, Gregory A	Kinesiology & Sports Sciences	Professor	Continuous	9/1/2023		42,743	AY	0.50
			Professor	Continuous		8/31/2023	41,803	AY	0.50
		General Studies	Director General Studies (includes stipend)	Special	9/1/2023	8/31/2024	47,431	AY	0.50
			Director General Studies (includes stipend)	Special		8/31/2023	46,250	AY	0.50
09/22	Davala, Marissa A	Counseling School Psych & Family Science	Associate Professor	Continuous	9/1/2023		38,867	AY	0.60
			Associate Professor	Continuous		8/31/2023	63,353	AY	1.00
			Assistant Chair (includes stipend)	Special	9/1/2023		31,536	AY	0.40
09/52	Dettman, Jonathan C	Modern Languages	Professor	Continuous	9/1/2023		82,980	AY	1.00
			Associate Professor	Continuous		8/31/2023	38,400	AY	0.60

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UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Chairperson (includes stipend)	Special		8/31/2023	31,058	AY	0.40
09/09	Diaz DeBose, Chandra C	Teacher Education	Associate Professor	Continuous	9/1/2023		64,782	AY	1.00
22-Sep			Associate Professor	Continuous		8/31/2023	34,196	AY	0.60
			Chairperson (includes stipend)	Special		8/31/2023	34,621	AY	0.40
09/07	Dority O'Callaghan, Bree L	Accounting/Finance/Economics 503	Professor	Continuous	9/1/2023		114,511	AY	1.00
			Professor	Continuous		8/31/2023	55,018	AY	0.50
		Business & Technology	Assoc Dean of Curriculum & Op B&T (includes stipend)	Special		8/31/2023	60,478	AY	0.50
09/07	Envick, Brooke R	Management	Professor	Continuous	9/1/2023		55,251	AY	0.50
			Professor	Continuous		8/31/2023	53,057	AY	0.50
		Nebraska Safety Center	Operations Manager	Other	9/1/2023		11,050	AY	0.10
		Business & Technology	Assoc Dean of Faculty & Strategic Initia (includes stipend)	Special	9/1/2023		49,825	AY	0.40
			Assoc Dean of Faculty & Strategic Initia (includes stipend)	Special		8/31/2023	58,517	AY	0.50
06/01	Fast, Ricci J	UNK Police	Interim Director Police and Parking Services	Special	7/1/2023	6/30/2024	111,893	FY	1.00
			Interim Director Police and Parking Services	Special		6/30/2023	108,634	FY	1.00
09/08	Favinger, Dustin D	CBT Career Center	Sr Director Career Devel & Grad Pgms	Special	7/13/2023	8/31/2024	25,945	AY	0.40
		Management	Lecturer	Special	9/1/2023	8/31/2024	38,916	AY	0.60
			Director, CBT Career Center	Special		7/12/2023	25,374	AY	0.40
		Business & Technology	Director-CBT Graduate Programs	Special	7/13/2023	8/31/2024	5,625	AY	0.00
			Director-CBT Graduate Programs	Special		7/12/2023	5,461	AY	0.00
09/07	Fendt, Eugene J	Philosophy	Albert Magnus Chair in Philosophy	Special	9/1/2023	8/31/2024	20,000	AY	0.00
			Albert Magnus Chair in Philosophy	Special		8/31/2023	20,000	AY	0.00
			Professor	Continuous	9/1/2023		98,976	AY	1.00
			Professor	Continuous		8/31/2023	96,798	AY	1.00
09/07	Forrest, Krista D	Psychology	Professor	Continuous	9/1/2023		85,486	AY	1.00
			Professor	Continuous		8/31/2023	50,164	AY	0.60
			Chairperson (includes stipend)	Special		8/31/2023	38,905	AY	0.40
06/00	Fritson, Krista K	Psychology	Director of BHECN (includes stipend)	Special	9/1/2023		26,371	AY	0.25
			Director of BHECN (includes stipend)	Special		8/31/2023	25,901	AY	0.25
			Professor	Continuous	9/1/2023		64,115	AY	0.75
			Professor	Continuous		8/31/2023	62,704	AY	0.75
09/07	Gaskill, Martonia C	Teacher Education	Associate Professor	Continuous	9/1/2023		64,954	AY	1.00
			Associate Professor	Continuous		8/31/2023	38,115	AY	0.60
		UNK Online	Digital Pedagogy Specialist (includes stipend)	Special		8/31/2023	29,961	AY	0.40
09/22	Gibbs, John M	Advising & Career Development	Director, Academic & Career Services	Special	7/1/2023		77,748	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assoc Director Academic and Career Servi	Special		6/30/2023	55,000	FY	1.00
09/01	Heelan, Catherine A	Kinesiology & Sports Sciences	Professor	Continuous	9/1/2023		51,292	AY	0.60
			Professor	Continuous		8/31/2023	83,606	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2023		39,819	AY	0.40
			Assistant Chair	Special		8/31/2023	5,461	AY	0.00
09/07	Hill, Evan M	Psychology	Associate Professor	Continuous	9/1/2023		40,516	AY	0.60
			Associate Professor	Continuous		8/31/2023	66,041	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2023		32,636	AY	0.40
09/07	Hill, Toni L	Counseling School Psych & Family Science	Professor	Continuous	7/1/2023		48,925	AY	0.60
			Professor	Continuous	9/1/2023		50,026	AY	0.60
			Professor	Continuous		8/31/2023	48,925	AY	0.60
			Interim Assistant Chair (includes stipend)	Special	7/1/2023	8/31/2023	38,078	AY	0.40
			Interim Assistant Chair (includes stipend)	Special		8/31/2023	38,078	AY	0.40
			Chairperson (includes stipend)	Special	9/1/2023		38,976	AY	0.40
09/07	Hof, David D	Counseling School Psych & Family Science	Professor	Continuous	7/1/2023		50,165	AY	0.60
			Professor	Continuous	9/1/2023		85,486	AY	1.00
			Professor	Continuous		8/31/2023	50,165	AY	0.60
			Chairperson (includes stipend)	Special	7/1/2023	8/31/2023	38,904	AY	0.40
			Chairperson (includes stipend)	Special		8/31/2023	38,904	AY	0.40
09/07	Hossain, Md Liaquat	Cyber Systems	Professor	Continuous	9/1/2023		147,266	AY	1.00
			Professor	Continuous		8/31/2023	86,415	AY	0.60
			Chairperson - NeHii	Special		8/31/2023	15,000	AY	0.00
			Chairperson	Special		8/31/2023	63,071	AY	0.40
06/01	Jensen, Dalton J	Mens Wrestling	Head Coach - Wrestling	Special	7/1/2023		74,100	FY	1.00
			Head Coach - Wrestling	Special		6/30/2023	70,000	FY	1.00
09/22	Jensen, Michael A	Library	Coord Libr Tec Srvs-eResources/Asst Prof	Specific	8/16/2023		72,000	FY	1.00
			Library Web Services Manager	Other		8/15/2023	63,919	FY	1.00
09/22	Johnson, Timothy F	Modern Languages	Associate Professor	Continuous	9/1/2023		38,857	AY	0.60
			Associate Professor	Continuous		8/31/2023	63,336	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2023		31,529	AY	0.40
09/07	Lanz, Julie J	Psychology	Associate Professor	Continuous	9/1/2023		32,802	AY	0.50
			Associate Professor	Continuous		8/31/2023	38,495	AY	0.60
		Geography	Interim Chairperson (includes stipend)	Special		8/31/2023	28,394	AY	0.40
		Arts & Sciences	Associate Dean Arts/Sciences (includes stipend)	Special	9/1/2023		38,426	AY	0.50

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UNIVERSITY OF NEBRASKA AT KEARNEY
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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Longo, Peter J	Political Science	Professor	Continuous	9/1/2023		100,295	AY	1.00
			Professor	Continuous		8/31/2023	100,295	AY	0.66
		Academic Affairs	Assoc Vice Chancellor Acad/Stdnt Affairs	Special		8/31/2023	52,229	AY	0.34
06/04	Loughrin, Sandra M	Sociology	Associate Professor	Continuous	9/1/2023		48,970	AY	0.75
			Associate Professor	Continuous		8/31/2023	47,892	AY	0.75
		Women's Studies	Director Womens Studies (includes stipend)	Special	9/1/2023		21,011	AY	0.25
			Director Womens Studies (includes stipend)	Special		8/31/2023	20,411	AY	0.25
09/07	Machida, Satoshi	Political Science	Professor	Continuous	9/1/2023		63,248	AY	0.75
			Professor	Continuous		8/31/2023	61,856	AY	0.75
		International Education	International Recruiting Coordinator (includes stipend)	Special	9/1/2023		25,770	AY	0.25
			International Recruiting Coordinator (includes stipend)	Special		8/31/2023	22,893	AY	0.25
09/07	Macy, Robert S	Management	Assistant Professor	Specific	9/1/2023	8/31/2024	92,623	AY	1.00
			Assistant Professor	Specific		8/31/2023	45,293	AY	0.50
		Cntr for Entrepreneurship & Rural De	Director, CERD	Special		8/31/2023	45,292	AY	0.50
09/07	Majocha, Kristen	Communication	Professor	Continuous	9/1/2023		90,147	AY	1.00
		Academic Affairs	Special Projects Coordinator	Special		8/31/2023	245,140	AY	1.00
09/09		Academic Affairs	Sr Vice Chancellor for Academic Affairs	Special		7/9/2023	245,140	FY	1.00
			Special Projects Coordinator	Special	7/10/2023	8/31/2023	245,140	FY	1.00
09/07	McKelvey, Miechelle L	Communication Disorders	Professor	Continuous	9/1/2023		42,217	AY	0.50
			Professor	Continuous		8/31/2023	41,288	AY	0.50
		Education	Associate Dean Education (includes stipend)	Special	9/1/2023		47,842	AY	0.50
			Associate Dean Education (includes stipend)	Special		8/31/2023	46,749	AY	0.50
09/09		Communication Disorders	Professor	Continuous	8/14/2023		41,288	AY	0.50
		Education	Associate Dean Education (includes stipend)	Special	8/14/2023		46,749	AY	0.50
09/07	Mollenkopf, Dawn L	Teacher Education	Professor	Continuous	9/1/2023		50,120	AY	0.60
			Professor	Continuous		8/31/2023	49,017	AY	0.60
			Co-Assistant Chair Teacher Education	Special	9/1/2023		39,038	AY	0.40
			Co-Assistant Chair Teacher Education	Special		8/31/2023	35,409	AY	0.40
09/07	Mulhearn, Shannon C	Kinesiology & Sports Sciences	Assistant Professor	Specific	9/1/2023	8/31/2024	43,504	AY	0.75
			Assistant Professor	Specific		8/31/2023	56,730	AY	1.00
		Center for Teaching Excellence	Interim Director Ctr Tchg Excellence	Special	9/1/2023	8/31/2024	19,190	AY	0.25
09/07	Nelson, Rebecca M	Teacher Education	Associate Professor	Specific	9/1/2023	8/31/2024	64,305	AY	1.00
			Assistant Professor	Specific		8/31/2023	34,813	AY	0.60
			Co-Assistant Chair Teacher Education (includes stipend)	Special		8/31/2023	25,940	AY	0.40

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UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Newton Campbell, Julia L	Criminal Justice	Professor	Continuous	9/1/2023		41,829	AY	0.50
			Professor	Continuous		8/31/2023	40,909	AY	0.50
		Thompson Scholar Lrng Comm	Faculty Coordinator	Special	9/1/2023	8/31/2024	41,830	AY	0.50
			Faculty Coordinator	Special		8/31/2023	40,909	AY	0.50
09/07	Nies, Gregory O	Marketing/Agribusiness/SCM 503	Assistant Professor	Specific	9/1/2023	8/31/2024	87,478	AY	1.00
			Assistant Professor	Special		8/31/2023	85,553	AY	1.00
09/07	Obermier, Timothy	Cyber Systems	Professor	Continuous	9/1/2023		54,708	AY	0.60
		Industrial Technology	Professor	Continuous		8/31/2023	87,218	AY	1.00
		Cyber Systems	Chairperson (includes stipend)	Special	9/1/2023		42,097	AY	0.40
09/09		Cyber Systems	Professor	Continuous	9/1/2023		54,708	AY	0.60
		Industrial Technology	Professor	Continuous		8/31/2023	87,218	AY	1.00
		Cyber Systems	Chairperson (includes stipend)	Special	9/1/2023		42,097	AY	0.40
09/07	Rodehorst, Shawn W	Intercollegiate Athletics	Manager of External Operations	Other		8/31/2023	19,760	FY	0.53
		Womens Golf	Head Coach - Womens Golf	Special	9/1/2023		32,122	FY	0.53
			Head Coach - Womens Golf	Special		8/31/2023	17,878	FY	0.48
		Advising & Career Development	Student Success Advisor	Other	9/1/2023		17,878	FY	0.48
09/07	Rozema, David	Philosophy	Inklings Chair in Philosophy	Special	9/1/2023	8/31/2024	20,000	AY	0.00
			Inklings Chair in Philosophy	Special		8/31/2023	20,000	AY	0.00
			Professor	Continuous	9/1/2023		89,199	AY	1.00
			Professor	Continuous		8/31/2023	87,236	AY	1.00
09/07	Shaffer, Julie J	Biology	Professor	Continuous	7/10/2023		50,164	AY	0.60
			Professor	Continuous	7/17/2023	8/31/2023	50,164	FY	0.00
			Professor	Continuous		7/16/2023	50,164	FY	0.60
		Academic Affairs	Interim Sr Vice Chancellor for Academic Affairs	Special	7/17/2023	8/31/2023	238,000	FY	1.00
		Biology	Co Chairperson Biology (includes stipend)	Special	7/10/2023		38,904	AY	0.40
			Co Chairperson Biology (includes stipend)	Special	7/17/2023	8/31/2023	38,904	FY	0.00
			Co Chairperson Biology (includes stipend)	Special		7/16/2023	38,904	FY	0.40
09/09		Biology	Professor	Continuous		8/31/2023	50,164	FY	0.00
		Academic Affairs	Interim Sr Vice Chancellor for Academic Affairs	Special	9/1/2023	6/30/2024	238,000	FY	1.00
			Interim Sr Vice Chancellor for Academic Affairs	Special		8/31/2023	238,000	FY	1.00
		Biology	Co Chairperson Biology (includes stipend)	Special		8/31/2023	38,904	FY	0.00
09/07	Steele, Janet E	Biology	Professor	Continuous	9/1/2023		54,029	AY	0.60
			Professor	Continuous		8/31/2023	86,111	AY	1.00
			Co Chairperson Biology (includes stipend)	Special	9/1/2023	8/31/2024	41,644	AY	0.40
09/07	Taylor, Allen R	Cyber Systems	Associate Professor	Continuous	9/1/2023		125,298	AY	1.00

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UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Associate Professor	Continuous		8/31/2023	73,525	AY	0.60
			Assistant Chairperson (includes stipend)	Special		8/31/2023	54,477	AY	0.40
09/07	Tenkorang, Frank A	Accounting/Finance/Economics 503	Professor	Continuous	9/1/2023		51,968	AY	0.60
			Professor	Continuous		8/31/2023	49,651	AY	0.60
			Chairperson (includes stipend)	Special	9/1/2023	8/31/2024	40,274	AY	0.40
			Chairperson (includes stipend)	Special		8/31/2023	38,565	AY	0.40
09/07	Twigg, Paul	Arts & Sciences	Dean Arts & Sciences	Special	7/1/2023		175,000	FY	1.00
			Interim Dean Arts & Sciences	Special		6/30/2023	160,000	FY	1.00
09/07	Unruh, Scott A	Education	Assistant Dean Education	Special	9/1/2023	8/31/2024	43,057	FY	0.25
			Assistant Dean Education	Special		8/31/2023	41,804	FY	0.25
		Academic Affairs	Interim Director of Accreditation	Special	9/1/2023	8/31/2024	64,184	FY	0.75
			Director of Accreditation	Special		8/31/2023	62,314	FY	0.75
09/07	Warren, Michelle L	Modern Languages	Associate Professor	Continuous	9/1/2023		48,822	AY	0.75
			Associate Professor	Continuous		8/31/2023	47,749	AY	0.75
		International Studies	Director International Studies (includes stipend)	Special	9/1/2023		20,963	AY	0.25
			Director International Studies (includes stipend)	Special		8/31/2023	20,467	AY	0.25
09/07	Willrich, Jacob P	Kinesiology & Sports Science	Lecturer	Special	9/1/2023	8/31/2024	52,000	AY	1.00
09/07		Business and Finance	Special Projects Researcher (B & F)	Other		8/31/2023	69,606	FY	1.00
09/09	Younes, Maha N	Ofc of Inclusive Excellence	Chief Diversity Officer	Special	7/1/2023		123,600	FY	1.00
		Office of the Chancellor	Chief Diversity Officer	Special		6/30/2023	120,000	FY	1.00

06/00	Error Correction
06/01	Annual Adjustment
06/04	Position Re-evaluation
06/06	Internal (Equity) Adjustment
09/01	Promotion Within
09/07	Position Add/Change
09/08	Reclassification
09/09	Other Status Change
09/13	Reappointment
09/22	Advance W/in Unit Rate Chg - C
09/52	Promotion W/in Unit-Rate Chg-C

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UNIVERSITY OF NEBRASKA-LINCOLN
NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Amman, Kristen M	Mathematics	Assistant Professor	Specific	8/14/2023		87,550	AY	1.00
Anderson, Kristian S	Journalism & Mass Comm	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	75,000	AY	1.00
Anstreicher, Garrett A	Economics	Assistant Professor	Specific	9/1/2023		145,000	AY	1.00
Antes, Carlie J	School of Art, Art History & Design	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	66,000	AY	1.00
Barbey, Aron K	Center for Brain Biology & Behavior	Dir, Ctr for Brain, Biology & Behavior	Special	8/14/2023		107,500	AY	0.30
	Psychology	Professor	Continuous	8/14/2023		150,500	AY	0.70
	Psychology	Univ Prof - Thompson Professorship	Special	8/14/2023	8/13/2028	15,000	AY	0.00
Bazis, Pamela L	Special Ed & Communic Disorders	Assistant Professor	Specific	8/14/2023		80,000	AY	1.00
Beckson, Mavis B	English	Assistant Professor	Specific	8/14/2023	12/31/2023	76,000	AY	1.00
Bennett, Amy L B	Ctr for Science Math & Computer Ed	Research Assistant Professor	Special	9/1/2023	5/15/2026	60,000	AY	1.00
Burks, Marianna E	School of Biological Sciences	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	72,000	AY	1.00
Chen, Xiangjing	Supply Chain Management & Analytics	Assistant Professor	Specific	8/14/2023		162,500	AY	1.00
Chisam, Natalie	Marketing	Assistant Professor	Specific	9/1/2023		170,000	AY	1.00
Citil, Botan	Supply Chain Management & Analytics	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	95,000	AY	1.00
Cooper, Jamie C	College of Law	Assistant Professor	Specific	9/1/2023		115,000	AY	1.00
Covington, Michelle A	University Libraries	Assistant Professor	Specific	7/10/2023		68,850	FY	1.00
Dalmagro Mengual, German	Athletics	Head Coach-Women's Tennis	Special	7/26/2023		132,500	FY	1.00
De, Anwesha	Marketing	Assistant Professor	Specific	9/1/2023		172,500	AY	1.00
Duan, Jiling	Women's & Gender Studies	Assistant Professor of Practice	Special	8/21/2023	5/15/2026	63,000	AY	1.00
Evans, Sarah Alice E	Psychology	Assistant Professor of Practice	Special	8/14/2023	5/15/2026	71,000	AY	1.00
Falkinburg, Jeffrey L	School of Computing	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	105,000	AY	1.00
Ganz, Jennifer B	Special Ed & Communic Disorders	Professor	Continuous	8/14/2023		150,000	AY	1.00
Gopal, Bhuvaneswari	School of Computing	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	105,000	AY	1.00
Golgert, Nolan S	College of Architecture	Assistant Professor of Practice	Special	8/14/2023	5/15/2026	45,010	AY	0.70
Griffin, Melanie M	University Libraries	Associate Professor	Continuous	8/14/2023		34,000	FY	0.40

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	University Libraries	Chair, Archives and Special Collections	Special	8/14/2023	6/30/2028	64,500	FY	0.60
Harpster, Jillian J	Teaching, Learning & Teacher Ed	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	70,000	AY	1.00
Hinzo, Angel M	Ethnic Studies	Assistant Professor	Special	8/14/2023		37,240	AY	0.49
	History	Assistant Professor	Specific	8/14/2023		38,760	AY	0.51
Hoetger Fendrick, Lori A	College of Law	Assistant Professor	Specific	9/1/2023		115,000	AY	1.00
Houston, Sara K	Political Science	Assistant Professor of Practice	Special	8/14/2023	5/15/2026	75,000	AY	1.00
Jackson, James B	Johnny Carson School-Theatre & Film	Assistant Professor	Specific	9/1/2023		83,000	AY	1.00
	Carson Ctr for Emerging Media Arts	Johnny Carson Center Professorship	Special	9/1/2023		5,000	AY	0.00
Jeon, Minji	Teaching, Learning & Teacher Ed	Assistant Professor	Specific	8/14/2023		82,000	AY	1.00
Johnson, Brandon J	College of Law	Assistant Professor	Specific	9/1/2023		115,000	AY	1.00
Jordan, Pamela C	Ctr on Children Families & the Law	Research Assistant Professor	Special	9/18/2023	6/30/2026	70,000	FY	1.00
Kang, Sungeun	Educational Psychology	Assistant Professor	Specific	8/14/2023		77,500	AY	1.00
Kaur, Satveer	Communication Studies	Assistant Professor	Specific	8/14/2023		77,000	AY	1.00
Li, Qi	Sociology	Assistant Professor	Specific	8/14/2023		82,000	AY	1.00
Longhenry, Susan C	Sheldon Museum of Art	Director	Special	8/15/2023		220,000	FY	1.00
Lopez, Jaime I	Community & Regional Planning	Assistant Professor	Specific	8/14/2023		74,000	AY	1.00
Lowe, Joshua M	School of Art, Art History & Design	Assistant Professor	Specific	8/14/2023		69,000	AY	1.00
McLewis, Channel C	Educational Administration	Assistant Professor	Specific	9/1/2023		74,000	AY	1.00
Messner, Andre J	Durham School Arch Engr & Const	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	100,000	AY	1.00
Mohebali, Milad	Educational Administration	Assistant Professor	Specific	8/14/2023		73,000	AY	1.00
Nguyen, Ursula	Teaching, Learning & Teacher Ed	Assistant Professor	Specific	8/14/2023		82,000	AY	1.00
Olschofka, Jan Fabian Felix	Glenn Korff School of Music	Director/Chair	Special	7/3/2023		157,000	FY	1.00
Pederson, Andrew J	University Libraries	Assistant Professor	Specific	8/14/2023		61,200	FY	1.00
Polsley, Seth C	J S Raikes School of Comp Sci & Mgmt	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	98,000	AY	1.00
Rich, Evan A	Physics & Astronomy	Assistant Professor of Practice	Special	8/14/2023	5/15/2026	70,000	AY	1.00

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Ricks, Michael D	Economics	Assistant Professor	Specific	9/1/2023		142,000	AY	1.00

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Rivera, Brian	Psychology	Research Assistant Professor	Special	9/1/2023	8/31/2025	72,000	FY	1.00
Schwarb Rohrig, Hillary D	Psychology	Assistant Professor	Specific	8/14/2023		83,000	AY	1.00
Shaver, Scott S	NUtech Ventures	Technology Manager	Special	9/25/2023		83,000	FY	1.00
Shaw, Jared B	Chemistry	Assistant Professor	Specific	9/1/2023		85,000	AY	1.00
	College of Arts & Sciences	Cordes Professorship	Special	9/1/2023	8/31/2028	5,000	AY	0.00
Siegfried, Kate L	Communication Studies	Assistant Professor	Specific	8/14/2023		77,000	AY	1.00
Song, Changsoo	Psychology	Research Assistant Professor	Special	8/1/2023	7/31/2025	64,000	FY	1.00
Stanley, Barbara L	Communication Studies	Assistant Professor	Specific	8/14/2023		39,270	AY	0.51
	Ethnic Studies	Assistant Professor	Special	8/14/2023		37,730	AY	0.49
Stratton Jr, Norman H	Johnny Carson School-Theatre & Film	Director	Special	8/1/2023		147,000	FY	1.00
	Johnny Carson School-Theatre & Film	Nebraska Repertory Professorship	Special	8/1/2023		10,000	FY	0.00
Tan, Ryan	Journalism & Mass Comm	Assistant Professor	Specific	8/14/2023		72,000	AY	1.00
Taylor, Korey T	College of Law	Assistant Professor	Specific	9/1/2023		115,000	AY	1.00
Twomey, Carolyn I	History	Assistant Professor	Specific	8/14/2023		76,000	AY	1.00
Wang, Jing	Special Ed & Communic Disorders	Assistant Professor	Specific	8/14/2023		75,000	AY	1.00
Wheeler, Jordan M	Educational Psychology	Assistant Professor	Specific	8/14/2023		70,000	AY	1.00
White, Linda R	Journalism & Mass Comm	Assistant Professor	Specific	9/1/2023		81,000	AY	1.00
		Deepe Chair Professorship	Special	9/1/2023	5/12/2028	10,000	AY	0.00
Yamazaki, Kazuo	Mathematics	Assistant Professor	Specific	8/14/2023		87,000	AY	1.00

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NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Collins, Ruby	NE Ext Engagement Zone 4	Asst Exten Educator	Special	8/1/2023		57,500	FY	1.00
Garcia, Bryan M C	4-H Youth Developments	Exten Asst Professor	Special	7/1/2023	6/30/2026	70,000	FY	1.00
Freire de Oliveira, Mailson	NE Ext Engagement Zone 8	Asst Exten Educator	Special	9/1/2023	8/31/2024	66,000	FY	1.00
Lamichhane, Ritika	NE Ext Engagement Zone 11	Asst Exten Educator	Special	8/7/2023	8/6/2024	58,000	FY	1.00
Prochaska, Travis J	NE Ext Engagement Zone 7	Assoc Exten Educator	Special	7/17/2023		77,000	FY	1.00
Stone, Mark C	Biological Systems Engineering	Department Head	Special	7/1/2023		213,125	FY	1.00
VanOverbeke, Deborah L	Animal Science	Department Head	Special	7/31/2023		220,000	FY	1.00
Vimalajeewa, Horahenage Dixon	Statistics	Asst Professor	Specific	8/14/2023		100,000	AY	1.00
Wicks, Jordan C	Animal Science	Asst Professor	Specific	8/14/2023		88,300	AY	1.00
Xu, Gen	Agronomy & Horticulture	Rsch Asst Professor	Specific	8/1/2023	7/31/2024	58,500	FY	1.00
Zhao, Tianjing	Animal Science	Asst Professor	Specific	8/14/2023		88,000	AY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Allen, Arthur C	School of Accountancy	Associate Professor	Continuous	9/1/2023		196,000	AY	1.00
			Associate Professor	Continuous		8/31/2023	190,000	AY	1.00
			Coll Prfsp/Raymond C Dein	Special		8/31/2023	10,000	AY	0.00
09/13	Allen, Bryce D	Johnny Carson School-Theatre & Film	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	68,360	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	66,742	AY	1.00
09/07	Anderson, John E	Economics	Professor	Continuous	9/1/2023		147,490	AY	0.70
			Professor	Continuous		8/31/2023	144,200	AY	0.70
		Research Data Center	Director	Special	9/1/2023	8/18/2024	84,280	AY	0.30
			Director	Special		8/31/2023	82,400	AY	0.30
09/13	Asgarpoor, Jena S	College of Engineering	Professor of Practice	Special	9/1/2023	5/12/2028	73,144	AY	0.60
			Professor of Practice	Special		8/31/2023	69,994	AY	0.60
			Director, Master of Engineering Mgmt	Special	9/1/2023	5/12/2028	48,762	AY	0.40
			Director, Master of Engineering Mgmt	Special		8/31/2023	46,662	AY	0.40
29/01	Baesu, Eveline	Mechanical & Materials Engineering	Associate Professor	Continuous	9/1/2023		85,506	AY	1.00
			Associate Professor	Continuous		8/31/2023	50,896	AY	0.60
09/07	Bailey, John Robert	Glenn Korff School of Music	Coll Prfsp/Larson	Special	9/1/2023	5/12/2028	10,000	AY	0.00
			Coll Prfsp/Larson	Special		8/31/2023	10,000	AY	0.00
			Professor	Continuous	9/1/2023		119,430	AY	1.00
			Professor	Continuous		8/31/2023	116,335	AY	1.00
09/10	Barnes, Joan M	University Libraries	Associate Professor of Practice	Special	7/1/2023	6/30/2027	83,143	FY	1.00
			Associate Professor of Practice	Special		6/30/2023	80,957	FY	1.00
06/01	Barnes, Paul E	Glenn Korff School of Music	Professor	Continuous	9/1/2023		104,134	AY	1.00
			Professor	Continuous		8/31/2023	101,383	AY	1.00
			Marguerite Scribante Professor of Music	Special	9/1/2023	5/12/2028	10,000	AY	0.00
			Marguerite Scribante Professor of Music	Special		8/31/2023	10,000	AY	0.00
09/10	Barrett, Scott T	Psychology	Rsch Asst Professor	Special	7/1/2023	6/30/2026	77,983	FY	1.00
			Rsch Asst Professor	Special		6/30/2023	71,500	FY	1.00
09/07	Barrows, Matthew B	Durham School Arch Engr & Const	Associate Professor of Practice	Special	9/1/2023	5/14/2027	114,675	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	103,637	AY	1.00

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09/07	Batelaan, Herman	Physics & Astronomy	Burton Evans Moore Professorship	Special	9/1/2023	8/13/2028	10,000	AY	0.00
			Professor	Continuous	9/1/2023		145,538	AY	1.00
			Professor	Continuous		8/31/2023	141,946	AY	1.00
09/07	Behrendt, Stephen C	English	Professor	Continuous	9/1/2023	5/23/2025	65,752	AY	0.50
			Professor	Continuous		8/31/2023	128,304	AY	1.00
09/13		English	Univ Prfsp/George Holmes-English	Special	9/1/2023	5/23/2025	7,500	AY	0.00
			Univ Prfsp/George Holmes-English	Special		8/31/2023	15,000	AY	0.00
09/07	Bellows, Laurie H	Office of the Exec Vice Chancellor	Special Assistant	Special	8/6/2023	9/29/2023	287,472	FY	1.00
		Student Affairs	Vice Chancellor	Special		8/5/2023	287,472	FY	1.00
09/07	Bevins, Rick A	Psychology	Chancellor's Professorship	Special		8/31/2023	10,000	AY	0.00
			Univ Prof - Thompson Professorship	Special	9/1/2023	5/12/2028	10,000	AY	0.00
		Research	Associate Vice Chancellor	Special	9/1/2023		96,582	AY	0.49
			Associate Vice Chancellor	Special		8/31/2023	93,979	AY	0.49
		Psychology	Professor	Continuous	9/1/2023		89,555	AY	0.51
			Professor	Continuous		8/31/2023	87,145	AY	0.51
09/07	Bicak, Nathan E	College of Architecture	Douglass Architecture Professorship	Special		6/30/2023	2,104	AY	0.00
		Interior Design	Associate Professor	Continuous	7/1/2023		79,856	AY	1.00
			Associate Professor	Continuous		6/30/2023	79,856	AY	1.00
09/10	Bonander, Allison Ronnau	Communication Studies	Associate Professor of Practice	Special	9/1/2023	5/14/2027	70,739	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	63,845	AY	1.00
09/13	Borstelmann, Thomas	History	Dist Prfsp/Elwood & Katherine Thompson	Special	9/1/2023	5/12/2028	10,000	AY	0.00
			Dist Prfsp/Elwood & Katherine Thompson	Special		8/31/2023	10,000	AY	0.00
			Professor	Continuous	9/1/2023		165,548	AY	1.00
			Professor	Continuous		8/31/2023	161,353	AY	1.00
09/07	Bradley, Justin M	College of Engineering	McNeel Assoc Professorship	Special	7/1/2023	8/31/2023	10,000	AY	0.00
		School of Computing	Associate Professor	Continuous	7/1/2023		147,378	AY	1.00
			Associate Professor	Continuous		6/30/2023	147,378	AY	1.00

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09/07	Brassil, Chad E	School of Biological Sciences	Associate Professor	Continuous	9/1/2023		60,076	AY	0.60
			Associate Professor	Continuous		8/31/2023	58,403	AY	0.60
		Office of the Exec Vice Chancellor	Faculty Director for Undergraduate	Special	9/1/2023	5/23/2025	48,050	AY	0.40
			Faculty Director for Undergraduate	Special		8/31/2023	38,935	AY	0.40
09/07	Brunton, James L	English	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	59,061	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	55,982	AY	1.00
09/07	Burnett, Tamy L	University Honors Program	Acting Acting Director	Special		6/30/2023	94,346	FY	1.00
			Associate Director	Special	7/1/2023		84,198	FY	1.00
09/07	Bushard, Anthony J	Glenn Korff School of Music	Professor	Continuous	9/1/2023		60,350	AY	0.64
			Professor	Continuous		8/31/2023	91,915	AY	1.00
			Associate Director	Special	9/1/2023	8/18/2024	38,947	AY	0.36
09/13	Carlson, Janet F	Buros Center for Testing	Associate Director BIMM	Special	7/1/2023	6/30/2028	99,565	FY	0.66
			Associate Director BIMM	Special		6/30/2023	97,042	FY	0.66
			Research Professor	Special	7/1/2023	6/30/2028	51,289	FY	0.34
			Research Professor	Special		6/30/2023	49,989	FY	0.34
09/13	Castle, Katherine M	Communication Studies	Associate Professor of Practice	Special	9/1/2023	5/14/2027	76,676	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	73,041	AY	1.00
09/13	Castro, Joy E	Ethnic Studies	Director/Chair	Special	9/1/2023	8/17/2025	89,103	AY	0.60
			Director/Chair	Special		8/31/2023	84,171	AY	0.60
		English	Professor	Continuous	9/1/2023		54,002	AY	0.40
			Professor	Continuous		8/31/2023	51,013	AY	0.40
			Willa Cather Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Willa Cather Professorship	Special		8/31/2023	5,000	AY	0.00
09/07	Clemens, Heather S	Finance	Associate Professor of Practice	Special	9/1/2023	5/14/2027	76,827	AY	0.60
			Associate Professor of Practice	Special		8/31/2023	74,858	AY	0.60
			Assistant Director	Special	9/1/2023	5/14/2027	57,618	AY	0.40
			Assistant Director	Special		8/31/2023	56,142	AY	0.40
			Ameritas Actuarial Faculty Fellowship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Ameritas Actuarial Faculty Fellowship	Special		8/31/2023	5,000	AY	0.00

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06/06	Cochran, Abigail L	Community & Regional Planning	Assistant Professor	Specific	9/1/2023		74,680	AY	1.00
			Assistant Professor	Specific		8/31/2023	70,000	AY	1.00
09/07	Combs, Gwendolyn M	Office of Diversity and Inclusion	Director of Faculty Diversity	Special		8/31/2023	94,401	AY	0.49
		Management	Associate Professor	Continuous	9/1/2023		164,207	AY	1.00
			Associate Professor	Continuous		8/31/2023	81,601	AY	0.51
09/07	Corr Kiewra, Christine M	Child, Youth & Family Studies	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	74,026	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	71,454	AY	1.00
09/07	Couch, Brian	School of Biological Sciences	Associate Professor	Continuous	9/1/2023		114,729	AY	1.00
			Associate Professor	Continuous		8/31/2023	111,411	AY	1.00
			Susan J. Rosowski Professorship	Special	9/1/2023	5/12/2028	3,000	AY	0.00
09/07	Davidson, Jennifer A	Economics	Nebraska Bankers Assoc Faculty Fellow	Special	9/1/2023	5/14/2026	5,000	AY	0.00
			Nebraska Bankers Assoc Faculty Fellow	Special		8/31/2023	5,000	AY	0.00
		Economic Education	Director	Special	9/1/2023	5/14/2027	54,443	AY	0.49
			Director	Special		8/31/2023	53,120	AY	0.49
		Economics	Associate Professor of Practice	Special	9/1/2023	5/14/2027	46,257	AY	0.51
			Associate Professor of Practice	Special		8/31/2023	44,880	AY	0.51
06/03	Deards, Kiyomi D	University Libraries	Associate Professor	Continuous	7/1/2023		79,937	FY	1.00
			Associate Professor	Continuous		6/30/2023	76,862	FY	1.00
09/10	Detloff, Herbert Emil	Electrical & Computer Engineering	Associate Professor of Practice	Special	9/1/2023	5/10/2024	92,174	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	90,057	AY	1.00
09/07	Detweiler, Carrick J	School of Computing	Susan J. Rosowski Professorship	Special		8/31/2023	3,000	AY	0.00
29/01			Professor	Continuous	9/1/2023		183,722	AY	1.00
			Professor	Continuous		8/31/2023	106,589	AY	0.58
09/07	Donsig, Allan P	Mathematics	Professor	Continuous	9/1/2023		63,082	AY	0.51
			Professor	Continuous		8/31/2023	120,291	AY	1.00
		Undergraduate Programs	Acting Faculty Coordinator	Special	9/1/2023	5/24/2024	65,609	AY	0.49
09/13	Eble, Michelle L	Durham School Arch Engr & Const	Associate Professor of Practice	Special	9/1/2023	5/14/2027	56,509	AY	0.50
			Associate Professor of Practice	Special		8/31/2023	54,783	AY	0.50

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06/01	Eklund, Peter A	Glenn Korff School of Music	Coll Prfsp/Hixson-Lied for Piano	Special		8/31/2023	3,000	AY	0.00
			Professor	Continuous	9/1/2023		98,711	AY	1.00
			Professor	Continuous		8/31/2023	96,317	AY	1.00
09/10	Ells, Mark L	Ctr on Children Families & the Law	Rsch Asst Professor	Special	7/1/2023	6/30/2024	55,875	FY	0.49
			Rsch Asst Professor	Special		6/30/2023	54,672	FY	0.49
09/13	Firestone, Justin W	J S Raikes School of Comp Sci & Mgmt	Assistant Professor of Practice in CSE	Special	9/1/2023	5/15/2026	98,917	AY	1.00
			Assistant Professor of Practice in CSE	Special		8/31/2023	93,594	AY	1.00
09/07	Foreman, Keith	Physics & Astronomy	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	80,163	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	76,556	AY	1.00
09/07	Fuelberth, Rhonda J	Glenn Korff School of Music	Associate Professor	Continuous	9/1/2023		53,414	AY	0.64
			Associate Professor	Continuous		8/31/2023	81,095	AY	0.75
			Associate Director for Graduate Studies	Special	9/1/2023	8/18/2024	35,046	AY	0.36
			Acting Associate Director for Graduate Studies	Special		8/31/2023	3,000	AY	0.25
09/07	Garbin, Calvin Peter	Psychology	Weaver Professorship	Special	9/1/2023	5/24/2024	2,500	AY	0.00
			Weaver Professorship	Special		8/31/2023	5,000	AY	0.00
			Professor	Continuous	9/1/2023	5/24/2024	45,843	AY	0.50
			Professor	Continuous		8/31/2023	91,286	AY	1.00
09/13	Gilmore, Alisa N	Electrical & Computer Engineering	Professor of Practice	Special	9/1/2023	5/12/2028	107,503	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	96,458	AY	1.00
09/07	Gogos, George	Center for Energy Sciences Research	Director	Special	9/1/2023		93,429	AY	0.33
		College of Engineering	Hergenrader Chair Professorship	Special	7/1/2023	6/30/2028	10,000	AY	0.00
		Mechanical & Materials Engineering	Professor	Continuous	9/1/2023		118,108	AY	0.67
			Professor	Continuous		8/31/2023	171,062	AY	1.00
09/13	Gonzalez-Allende, Iker	Modern Languages & Literatures	Professor	Continuous	9/1/2023		107,644	AY	1.00
			Professor	Continuous		8/31/2023	104,679	AY	1.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special		8/31/2023	5,000	AY	0.00

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09/07	Gorman, Vanessa B	Classics & Religious Studies	Aaron Douglas Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Professor	Special	9/1/2023		12,005	AY	0.10
			Professor	Special		8/31/2023	11,672	AY	0.10
		History	Professor	Continuous	9/1/2023		108,039	AY	0.90
			Professor	Continuous		8/31/2023	105,052	AY	0.90
09/07	Graves, Christine M	Journalism & Mass Comm	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	81,000	AY	1.00
		Journalism	Assistant Professor	Specific		8/31/2023	79,770	AY	1.00
		Journalism & Mass Comm	Deepe Chair Professorship	Special	9/1/2023	5/15/2026	10,000	AY	0.00
09/07	Griffiths, Jason	College of Architecture	W. Cecil Steward Professorship	Special	7/1/2023	8/31/2023	3,997	AY	0.00
			W. Cecil Steward Professorship	Special		6/30/2023	10,000	AY	0.00
		Architecture	Associate Professor	Continuous	7/1/2023		89,712	AY	1.00
			Associate Professor	Continuous		6/30/2023	89,712	AY	1.00
09/10	Hansen, Kimberly K	School of Biological Sciences	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	76,776	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	73,204	AY	1.00
09/07	Hanson-Bradley, Carrie L	Child, Youth & Family Studies	Associate Professor of Practice	Special	9/1/2023	5/14/2027	86,629	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	78,753	AY	1.00
09/07	Hao, Jingjie	Nutrition & Health Sciences	Research Assistant Professor	Special	9/18/2023	6/30/2025	73,500	FY	1.00
		Agronomy & Horticulture	Rsch Asst Professor	Special		9/17/2023	29,725	FY	0.50
09/10	Harvey, Judith M H	Special Ed & Communic Disorders	Associate Professor of Practice	Special	7/1/2023	6/30/2027	93,618	FY	1.00
			Associate Professor of Practice	Special		6/30/2023	91,175	FY	1.00
09/13	Harwood, David	Earth and Atmospheric Sciences	Professor	Continuous	9/1/2023		134,675	AY	1.00
			Professor	Continuous		8/31/2023	131,536	AY	1.00
			Coll Prfsp/TM/E Stout	Special	9/1/2023	5/12/2028	7,500	AY	0.00
			Coll Prfsp/TM/E Stout	Special		8/31/2023	7,500	AY	0.00
09/13	Hasan, Abla	Modern Languages & Literatures	Associate Professor of Practice	Special	9/1/2023	5/14/2027	67,431	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	64,059	AY	1.00
09/07	Hassler, Michelle Carr	Journalism & Mass Comm	Associate Professor of Practice	Special	9/1/2023	5/24/2024	46,054	AY	0.50
			Associate Professor of Practice	Special		8/31/2023	92,107	AY	1.00

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09/10	Hauptman, Kelli M	Ctr on Children Families & the Law	Court Improvement Project Director	Special	7/1/2023	6/30/2024	89,740	FY	1.00
			Court Improvement Project Director	Special		6/30/2023	87,042	FY	1.00
09/07	Hebets, Eileen A	School of Biological Sciences	Univ Professorship-George Holmes	Special	9/1/2023	5/12/2028	15,000	AY	0.00
			Bessey Professor	Special		8/31/2023	5,000	AY	0.00
			Professor	Continuous	9/1/2023		150,287	AY	1.00
			Professor	Continuous		8/31/2023	146,530	AY	1.00
09/10	Henningsen, Christine D	Ctr on Children Families & the Law	Project Director	Special	7/1/2023	6/30/2024	86,759	FY	1.00
			Project Director	Special		6/30/2023	84,569	FY	1.00
09/07	Henson, Anna L	Johnny Carson School-Theatre & Film	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	85,031	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	82,941	AY	1.00
		Carson Ctr for Emerging Media Arts	Johnny Carson Center Professorship	Special	9/1/2023	5/15/2026	5,000	AY	0.00
			Johnny Carson Center Professorship	Special		8/31/2023	5,000	AY	0.00
09/07	Hillebrecht, Courtney J	Human Rights & Humanitarian Affairs	Director	Special	9/1/2023		3,000	AY	0.00
			Director	Special		8/31/2023	3,000	AY	0.00
			Hitchcock Family Chair in HR & HA	Special			10,000	AY	0.00
			Hitchcock Family Chair in HR & HA	Special			10,000	AY	0.00
		Political Science	Professor	Continuous	9/1/2023		56,000	AY	0.40
			Professor	Continuous		8/31/2023	124,144	AY	1.00
			Chairperson	Special	9/1/2023		92,400	AY	0.60
09/07	Hollist, Cody S	Global Experiences Office	Director of Global Experiences Office	Special	7/1/2023	5/16/2025	71,551	FY	0.75
			Director of Global Experiences Office	Special		6/30/2023	71,151	FY	0.75
		Child, Youth & Family Studies	Associate Professor	Continuous		6/30/2023	23,717	FY	0.25
			Assoc Professor	Continuous	7/1/2023		24,237	FY	0.25
09/07	Holman, Shavonna Leigh	Educational Administration	Associate Professor of Practice	Special	9/1/2023	5/14/2027	87,056	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	84,275	AY	1.00
		College of Education & Human Sci	CEHS Professorship	Special			10,000	AY	0.00
			CEHS Professorship	Special			10,000	AY	0.00

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09/07	Hong, Soo-Young	Child, Youth & Family Studies	Associate Professor	Continuous	9/1/2023		94,201	AY	1.00
			Associate Professor	Continuous		8/31/2023	45,504	AY	0.50
		College of Education & Human Sci	Associate Dean	Special		8/31/2023	60,512	AY	0.50
09/13	Hope, Debra A	Psychology	Professor	Continuous	9/1/2023		47,338	FY	0.25
			Professor	Continuous		8/31/2023	47,338	FY	0.25
		Graduate Studies	Dean and Associate Vice Chancellor	Special	9/1/2023		171,215	FY	0.75
			Dean and Associate Vice Chancellor	Special		8/31/2023	171,215	FY	0.75
		Psychology	Aaron Douglas Professorship	Special	9/1/2023	5/12/2028	5,000	FY	0.00
			Aaron Douglas Professorship	Special		8/31/2023	5,000	FY	0.00
09/07	Hortman, Sarah B	Nutrition & Health Sciences	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	74,134	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	72,255	AY	1.00
09/10	Hruskoci, Heather M	Educational Psychology	Assistant Professor of Practice	Special	7/1/2023	6/30/2026	87,536	FY	1.00
			Assistant Professor of Practice	Special		6/30/2023	85,820	FY	1.00
09/09	Huynh, Nathan N	Civil & Environmental Engr-Lincoln	Col Professorship/Klaasmeyer Chair	Special	9/1/2023	1/1/2028	15,000	AY	0.00
			Col Professorship/Klaasmeyer Chair	Special		8/31/2023	15,000	AY	0.00
		Nebraska Transportation Center	Director, Nebraska Transportation Center	Special	9/1/2023		90,538	AY	0.49
			Director, Nebraska Transportation Center	Special		8/31/2023	88,200	AY	0.49
		Civil & Environmental Engr-Lincoln	Professor	Continuous	9/1/2023		94,233	AY	0.51
			Professor	Continuous		8/31/2023	91,800	AY	0.51
09/07	Ibrayeva, Elina S	Management	Associate Professor of Practice	Special	9/1/2023	5/14/2027	103,754	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	101,000	AY	1.00
09/07	Jagodinsky, Katrina L	History	Associate Professor	Continuous	9/1/2023		91,000	AY	1.00
			Associate Professor	Continuous		8/31/2023	91,000	AY	1.00
			Susan J. Rosowski Professorship	Special		8/31/2023	3,000	AY	0.00

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09/10	Johnson, Mary Ann	Nutrition & Health Sciences	Chairperson	Special	7/1/2023		126,077	FY	0.70
			Chairperson	Special		6/30/2023	124,829	FY	0.70
			Professor	Continuous	7/1/2023		47,278	FY	0.30
			Professor	Continuous		6/30/2023	46,810	FY	0.30
			J.S. Tinstman Professor	Special	7/1/2023	6/30/2025	10,000	FY	0.00
			J.S. Tinstman Professor	Special		6/30/2023	10,000	FY	0.00
09/07	Kang, Tony	School of Accountancy	Associate Professor	Continuous	9/1/2023		292,950	AY	1.00
			Associate Professor	Continuous		8/31/2023	279,000	AY	1.00
			Coll Prof/Deloitte & Touche Scholar	Special		8/31/2023	10,000	AY	0.00
09/07	Karle, Sarah E	Landscape Architecture	Interim Director	Special	9/1/2023	5/24/2024	32,580	AY	0.30
			Associate Professor	Continuous	9/1/2023		64,353	AY	0.70
			Associate Professor	Continuous		8/31/2023	89,096	AY	1.00
09/07	Katz, Wendy J	School of Art, Art History & Design	Professor	Continuous	9/1/2023		100,837	AY	1.00
			Professor	Continuous		8/31/2023	98,126	AY	1.00
			Coll Prof - Hixson-Lied Professor of Art	Special	9/1/2023	5/24/2024	3,000	AY	0.00
09/07	Kemp, Blakelee R	Sociology	Research Assistant Professor	Special		8/31/2023	77,490	AY	1.00
		Child, Youth & Family Studies	Assistant Professor	Specific	9/1/2023		75,000	AY	1.00
09/07	Kiewra, Kenneth Anthony	Educational Psychology	John E. Weaver Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Professor	Continuous	9/1/2023		139,747	AY	1.00
			Professor	Continuous		8/31/2023	136,206	AY	1.00
09/07	Kim, Jinku	Johnny Carson School-Theatre & Film	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	85,022	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	82,932	AY	1.00
		Carson Ctr for Emerging Media Arts	Johnny Carson Center Professorship	Special	9/1/2023	5/15/2026	5,000	AY	0.00
			Johnny Carson Center Professorship	Special		8/31/2023	5,000	AY	0.00
09/07	Kingsbury Brunetto, Kelly C	Modern Languages & Literatures	Associate Professor of Practice	Special	9/1/2023	5/14/2027	66,842	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	64,017	AY	1.00

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09/07	Kirk, Christina M	Johnny Carson School-Theatre & Film	Director	Special		8/31/2023	28,000	AY	0.00
			Professor	Continuous	9/1/2023		106,710	AY	1.00
			Professor	Continuous		8/31/2023	104,782	AY	1.00
09/07	Kleppinger, Stanley V	Glenn Korff School of Music	Associate Director for Undergraduate Stu	Special	9/1/2023	8/18/2024	34,175	AY	0.36
			Associate Professor	Continuous	9/1/2023		51,868	AY	0.64
			Associate Professor	Continuous		8/31/2023	78,866	AY	1.00
09/07	Kobelt, Peter C	Athletics	Interim Head Coach-Men's Tennis	Special	8/1/2023		100,000	FY	1.00
			Assistant Coach-Men's Tennis	Other		7/31/2023	70,038	FY	1.00
09/13	Landis, Jennifer C	School of Art, Art History & Design	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	70,507	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	68,553	AY	1.00
09/07	Lewis, Elizabeth B	Ctr for Science Math & Computer Ed	Senior Advisor	Special		8/31/2023	21,227	AY	0.20
		Teaching, Learning & Teacher Ed	Professor	Continuous	9/1/2023		108,787	AY	1.00
			Professor	Continuous		8/31/2023	84,907	AY	0.80
09/07	Lewis, Neal A	College of Engineering	Professor of Practice	Special	9/1/2023	5/12/2028	115,000	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	100,415	AY	1.00
09/10	Li, Guangyong	Center for Plant Science Innovation	Research Assistant Professor	Special	7/1/2023	6/30/2024	50,504	FY	1.00
			Research Assistant Professor	Special		6/30/2023	50,504	FY	1.00
06/10	Lindquist, Salvador N	Landscape Architecture	Assistant Professor	Specific	7/1/2023		70,360	AY	1.00
			Assistant Professor	Specific		6/30/2023	70,360	AY	1.00
		College of Architecture	Enright Professorship	Special	7/1/2023	6/30/2024	1,863	AY	0.00
			Enright Professorship	Special		6/30/2023	1,865	AY	0.00
09/07	Li, Qingsheng	School of Biological Sciences	Professor	Continuous	9/1/2023		155,188	AY	1.00
			Professor	Continuous		8/31/2023	151,371	AY	1.00
			Willa Cather Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00

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06/01	Lorang, Elizabeth M	University Libraries	Interim Dean	Special	7/1/2023	4/30/2024	189,995	FY	1.00
			Interim Dean	Special		6/30/2023	185,000	FY	1.00
09/07	Mackalski, Robert	J S Raikes School of Comp Sci & Mgmt	Assistant Director of Branding	Special		8/31/2023	10,400	AY	0.00
09/13			Asst Professor of Practice in Marketing	Special	9/1/2023	5/15/2026	81,592	AY	0.75
			Asst Professor of Practice in Marketing	Special		8/31/2023	79,201	AY	0.75
		Marketing	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	27,197	AY	0.25
			Assistant Professor of Practice	Special		8/31/2023	26,400	AY	0.25
09/07	Mardesen, Chad P	Marketing	Associate Professor of Practice	Special	9/1/2023	5/14/2027	103,636	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	101,006	AY	1.00
09/07	Marks, Christopher S	Hixson-Lied Fine & Performing Arts	Associate Dean	Special	7/1/2023		164,186	FY	1.00
			Associate Dean	Special		6/30/2023	160,000	FY	1.00
		Johnny Carson School-Theatre & Film	Interim Director	Special		6/30/2023	20,000	FY	0.00
09/07	Mattingly, Alan F	Glenn Korff School of Music	Interim Director/Chair	Special		8/31/2023	119,751	AY	1.00
			Professor	Continuous	9/1/2023		95,891	AY	1.00
			Glenn Korff Chair of Music	Special			10,000	AY	0.00
			Glenn Korff Chair of Music	Special			10,000	AY	0.00
09/07	Mattingly, Jacqueline G	Glenn Korff School of Music	Assistant Professor of Practice	Special	9/1/2023	5/10/2024	72,865	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	51,482	AY	0.60
		Hixson-Lied Fine & Performing Arts	Interim Assoc Dean, Hixson-Lied Student Affairs	Special		8/31/2023	34,321	AY	0.40
06/00	Maxey-Harris, Charlene	University Libraries	Associate Dean	Special	7/1/2023	9/30/2023	113,422	FY	1.00
			Associate Dean	Special		6/30/2023	114,395	FY	1.00
09/13	McCreight, David J	Electrical & Computer Engineering	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	85,585	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	85,585	AY	1.00
06/00	McMahon, Patrice C	University Honors Program	Director/Chair	Special	7/1/2023		192,922	FY	1.00
			Director/Chair	Special		6/30/2023	188,222	FY	1.00

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09/07	Moore, Brian Robert	Glenn Korff School of Music	Professor	Continuous	9/1/2023	5/23/2025	49,831	AY	0.50
			Professor	Continuous		8/31/2023	97,349	AY	1.00
09/07	Morris, Jina J	School of Accountancy	Associate Professor of Practice	Special	9/1/2023	5/14/2027	123,156	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	120,000	AY	1.00
09/13	Morton, Martha D	Chemistry	Research Professor	Special	7/1/2023	6/30/2028	111,629	FY	1.00
			Research Associate Professor	Special		6/30/2023	100,042	FY	1.00
09/07	Moser, Shane M	Finance	Nebraska Bankers Assoc Faculty Fellow	Special	9/1/2023	5/14/2026	5,000	AY	0.00
			Nebraska Bankers Assoc Faculty Fellow	Special		8/31/2023	5,000	AY	0.00
			Associate Professor of Practice	Special	9/1/2023	5/14/2027	148,904	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	136,308	AY	1.00
09/07	Moser, Sheree L M	Child, Youth & Family Studies	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	84,157	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	82,176	AY	1.00
09/10	Naldrett, Michael J	Center for Biotechnology	Research Associate Professor	Special	7/1/2023	6/30/2027	107,082	FY	1.00
			Research Assistant Professor	Special		6/30/2023	100,077	FY	1.00
06/10	Nam, Yunwoo	College of Architecture	Hyde Architectural Professorship	Special	7/1/2023	6/30/2024	7,838	AY	0.00
			Hyde Architectural Professorship	Special		6/30/2023	7,691	AY	0.00
09/07		Community & Regional Planning	Professor	Continuous	9/1/2023		100,346	AY	1.00
			Associate Professor	Continuous		8/31/2023	90,075	AY	1.00
09/07	Nelson, Jennifer M	Research	Asst VC & Rsch Integrity Officer	Special	8/1/2023	8/31/2025	209,000	FY	0.95
			Assistant Vice Chancellor	Special		7/31/2023	186,460	FY	0.95
		Psychology	Research Associate Professor	Special	8/1/2023	8/31/2025	11,000	FY	0.05
			Research Associate Professor	Special		7/31/2023	9,814	FY	0.05

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09/07	Nugent, Gwen C	NE Ctr Rsrch on Youth,Fam & School	Research Professor	Special	7/1/2023	6/30/2024	76,625	FY	0.70
			Research Professor	Special		6/30/2023	79,994	FY	0.75
09/13	Olson, Kristen M	Sociology	Professor	Continuous	9/1/2023		128,380	AY	1.00
			Professor	Continuous		8/31/2023	125,169	AY	1.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special		8/31/2023	5,000	AY	0.00
06/10	Ordia, Kendra L	Interior Design	Assistant Professor	Specific	7/1/2023		75,410	AY	1.00
			Assistant Professor	Specific		6/30/2023	75,410	AY	1.00
		College of Architecture	Bachman Professorship	Special	7/1/2023	6/30/2024	5,977	AY	0.00
			Bachman Professorship	Special		6/30/2023	7,383	AY	0.00
09/07	Osiri, John K	Management	Associate Professor of Practice	Special	9/1/2023	5/14/2027	75,615	AY	0.70
			Associate Professor of Practice	Special		8/31/2023	73,674	AY	0.70
			Director, International Business	Special	9/1/2023	5/14/2027	43,210	AY	0.30
			Director, International Business	Special		8/31/2023	42,101	AY	0.30
09/07	Paxton, Michelle A	Ctr on Children Families & the Law	Director, Children's Justice Clinic	Special	7/1/2023	6/30/2026	136,892	FY	1.00
			Director, Children's Justice Clinic	Special		6/30/2023	133,410	FY	1.00
09/07	Powers, Robert	School of Biological Sciences	Bessey Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
		Chemistry	Professor	Continuous	9/1/2023		157,584	AY	1.00
			Professor	Continuous		8/31/2023	153,285	AY	1.00
09/07	Pytlik Zillig, Lisa Marie	Office of the Exec Vice Chancellor	Faculty Ombuds	Special	7/1/2023	6/30/2024	17,073	FY	0.20
			Faculty Ombuds	Special		6/30/2023	22,607	FY	0.20
		Social/Behavioral Sci Rsch Consort	Interim Director, SBSRC	Special		6/30/2023	20,133	FY	0.25
09/10		Public Policy Center	Research Associate Professor	Special	7/1/2023	7/31/2027	68,292	FY	0.80
			Research Associate Professor	Special		6/30/2023	44,293	FY	0.55

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Radu, Petronela	Mathematics	Chairperson	Special	9/1/2023		84,941	AY	0.60
			Chairperson	Special		8/31/2023	82,764	AY	0.60
			Professor	Continuous	9/1/2023		51,479	AY	0.40
			Professor	Continuous		8/31/2023	50,160	AY	0.40
			Leland J. and Dorothy H. Olson Prfssrshp	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special		8/31/2023	5,000	AY	0.00
09/07	Rajurkar, Kamlakar P	Mechanical & Materials Engineering	Dist Prfsp/Engineering College	Special		6/30/2023	10,000	AY	0.00
			Professor	Continuous	7/1/2023		193,339	AY	1.00
			Professor	Continuous		6/30/2023	193,339	AY	1.00
09/07	Reddi, Vishnu G	Durham School Arch Engr & Const	Associate Professor of Practice	Special	9/1/2023	5/14/2027	112,722	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	102,961	AY	1.00
09/13	Reilly, Julia C	Human Rights & Humanitarian Affairs	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	33,578	AY	0.49
			Assistant Professor of Practice	Special		8/31/2023	32,039	AY	0.49
		School of Global Integrative Studies	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	34,948	AY	0.51
			Assistant Professor of Practice	Special		8/31/2023	33,347	AY	0.51
09/13	Roebuck II, Anthony	Durham School Arch Engr & Const	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	101,895	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	99,071	AY	1.00
29/01	Rumann, Corey B	Educational Administration	Assistant Professor of Practice	Special	9/1/2023	5/15/2024	84,048	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	49,151	AY	0.60
09/07	Runnalls, Pinar	Marketing	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	103,970	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	101,000	AY	1.00
09/07	Saini, Amit	Marketing	Professor	Continuous	9/1/2023		228,890	AY	1.00
			Professor	Continuous		8/31/2023	218,000	AY	1.00
			Coll Prfsp/WW Marshall	Special		8/31/2023	10,000	AY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Savage, Cary R	Psychology	Professor	Continuous	9/1/2023	1/3/2025	94,508	AY	0.50
		Center for Brain Biology & Behavior	Dir, Ctr for Brain, Biology & Behavior	Special		8/31/2023	211,097	AY	1.00
09/13		Psychology	Univ Prof - Thompson Professorship	Special	9/1/2023	1/3/2025	7,500	AY	0.00
			Univ Prof - Thompson Professorship	Special		8/31/2023	15,000	AY	0.00
09/07	Schaffert, Timothy L	English	Professor	Continuous	9/1/2023		105,832	AY	1.00
			Professor	Continuous		8/31/2023	103,000	AY	1.00
			Coll Prof - Adele Hall Prof of English	Special	9/1/2023	8/13/2028	10,000	AY	0.00
09/07	Schauer, Erica C	Modern Languages & Literatures	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	60,157	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	57,615	AY	1.00
09/07	Schutz, Anthony B	College of Law	Associate Dean	Special	9/1/2023	5/10/2024	20,000	AY	0.00
			Associate Dean	Special		8/31/2023	20,000	AY	0.00
			Professor	Continuous	9/1/2023		173,594	AY	1.00
			Associate Professor	Continuous		8/31/2023	154,443	AY	1.00
			Coll Prof-Schmid Professor of Ag Law	Special	9/1/2023	8/13/2028	15,000	AY	0.00
09/13	Searls, Mindi L	Earth and Atmospheric Sciences	Rsch Asst Professor	Special	9/1/2023	5/15/2026	19,144	AY	0.25
			Rsch Asst Professor	Special		8/31/2023	18,572	AY	0.25
		Ctr for Science Math & Computer Ed	Research Assistant Professor	Special	9/1/2023	5/15/2026	57,432	AY	0.75
			Research Assistant Professor	Special		8/31/2023	55,720	AY	0.75
09/07	Sheridan, Susan M	Educational Psychology	Professor	Continuous	9/1/2023		240,071	AY	1.00
			Professor	Continuous		8/31/2023	117,681	AY	0.50
		NE Ctr Rsrch on Youth,Fam & School	Dir, NE Ctr Rsrch on Youth/Fam/Schools	Special	9/1/2023		24,007	AY	0.00
			Dir, NE Ctr Rsrch on Youth/Fam/Schools	Special		8/31/2023	23,536	AY	0.00
		Educational Psychology	Univ Professor-George Holmes	Special	9/1/2023	8/31/2025	25,000	AY	0.00
			Univ Professor-George Holmes	Special		8/31/2023	25,000	AY	0.00
		College of Education & Human Sci	Associate Dean	Special		8/31/2023	132,682	AY	0.50

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09/13	Smith, Kevin Brian	Political Science	Leland J & Dorothy H Olson Profssrship	Special	9/1/2023	5/12/2028	10,000	AY	0.00
			Leland J & Dorothy H Olson Profssrship	Special		8/31/2023	10,000	AY	0.00
			Chairperson	Special		8/31/2023	111,359	AY	0.60
			Professor	Continuous	9/1/2023		173,789	AY	1.00
			Professor	Continuous		8/31/2023	67,492	AY	0.40
09/10	Sohi, Ravipreet S	Marketing	Director, Center for Professional Sales	Special	9/1/2023	5/24/2024	105,765	AY	0.35
			Director, Center for Professional Sales	Special		8/31/2023	103,051	AY	0.35
			Chairperson	Special	9/1/2023	5/24/2024	105,765	AY	0.35
			Chairperson	Special		8/31/2023	103,051	AY	0.35
			Professor	Continuous	9/1/2023		70,506	AY	0.30
			Professor	Continuous		8/31/2023	68,698	AY	0.30
09/07	Soh, Leen-Kiat	School of Computing	Bessey Professorship	Special	9/1/2023	8/15/2027	5,000	AY	0.00
			Bessey Professorship	Special		8/31/2023	5,000	AY	0.00
			Professor	Continuous	9/1/2023		175,654	AY	1.00
			Professor	Continuous		8/31/2023	168,898	AY	1.00
09/07	Souto, Francisco E	School of Art, Art History & Design	Cather Professorship	Special	7/1/2023	6/30/2028	5,000	FY	0.00
			Director	Special	7/1/2023		159,721	FY	1.00
			Director	Special		6/30/2023	147,042	FY	1.00
06/01	Spiegel, Amy N	Social/Behavioral Sci Rsch Consort	Research Associate Professor	Special		6/30/2023	44,360	FY	0.50
29/01			Research Associate Professor	Special	8/1/2023	6/30/2026	45,691	FY	0.20
			Research Associate Professor	Special		7/31/2023	45,691	FY	0.50
09/07	Srisa-An, Witawas	School of Computing	Director	Special	9/1/2023		127,545	AY	0.60
			Senior Associate Director	Special		8/31/2023	2,400	AY	0.00
			Professor	Continuous	9/1/2023		68,024	AY	0.40
			Professor	Continuous		8/31/2023	162,116	AY	1.00

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09/07	Sullivan, Ryan P	College of Law	Professor	Continuous	9/1/2023		158,322	AY	1.00
			Associate Professor	Continuous		8/31/2023	140,856	AY	1.00
			Coll Prfsp/Robert J Kutak	Special	9/1/2023	8/13/2028	15,000	AY	0.00
09/10	Takacs, James M	Chemistry	Professor	Special	7/1/2023	12/31/2023	160,967	FY	0.25
			Professor	Special		6/30/2023	160,967	FY	0.25
06/10	Tang, Zhenghong	Community & Regional Planning	Program Director	Special	7/1/2023	5/16/2025	5,000	AY	0.00
			Program Director	Special		6/30/2023	5,000	AY	0.00
			Professor	Continuous	7/1/2023		119,197	AY	1.00
			Professor	Continuous		6/30/2023	119,197	AY	1.00
		College of Architecture	Hyde Architectural Professorship	Special	7/1/2023	6/30/2024	16,706	AY	0.00
			Hyde Architectural Professorship	Special		6/30/2023	15,196	AY	0.00
09/10	Thomas, Anne E	Special Ed & Communic Disorders	Assistant Professor of Practice	Special	7/1/2023	6/30/2026	90,944	FY	1.00
			Assistant Professor of Practice	Special		6/30/2023	87,028	FY	1.00
09/07	Tschetter, Ann M	History	Associate Professor of Practice	Special	9/1/2023	5/14/2027	66,061	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	63,724	AY	1.00
09/13	Tsymbal, Evgeny	Physics & Astronomy	Professor	Continuous	9/1/2023		212,360	AY	1.00
			Professor	Continuous		8/31/2023	208,504	AY	1.00
			Univ Prfsp/George Holmes-Physics	Special	9/1/2023	5/12/2028	15,000	AY	0.00
			Univ Prfsp/George Holmes-Physics	Special		8/31/2023	15,000	AY	0.00
09/07	Tyler, Kimberly A	Sociology	Professor	Continuous	9/1/2023		145,746	AY	1.00
			Professor	Continuous		8/31/2023	142,317	AY	1.00
			George Holmes Professorship	Special	9/1/2023	5/12/2028	15,000	AY	0.00
			Cather/Bessey Professorship	Special		8/31/2023	5,000	AY	0.00
09/13	Untalan, Rafael D	Johnny Carson School-Theatre & Film	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	70,440	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	68,695	AY	1.00

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09/13	Vagts, Susan M	Finance	College Prof-D P Hayes Chair of Act Sci	Special	9/1/2023	5/18/2024	20,000	AY	0.00
			College Prof-D P Hayes Chair of Act Sci	Special		8/31/2023	20,000	AY	0.00
			Ameritas Actuarial Faculty Fellowship	Special	9/1/2023	5/18/2024	10,000	AY	0.00
			Ameritas Actuarial Faculty Fellowship	Special		8/31/2023	10,000	AY	0.00
			Associate Professor of Practice	Special	9/1/2023	5/14/2027	48,831	AY	0.40
			Associate Professor of Practice	Special		8/31/2023	47,272	AY	0.40
			Director	Special	9/1/2023	5/14/2027	85,456	AY	0.60
			Director	Special		8/31/2023	82,728	AY	0.60
09/07	Valentine, Stephanie Lynn	J S Raikes School of Comp Sci & Mgmt	Associate Professor of Practice	Special	9/1/2023	5/14/2027	111,584	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	101,416	AY	1.00
09/13	Velazquez, Maria Isabel	Modern Languages & Literatures	College Professorship - Harold E Spencer	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			College Professorship - Harold E Spencer	Special		8/31/2023	5,000	AY	0.00
			Professor	Continuous	9/1/2023		101,938	AY	1.00
			Professor	Continuous		8/31/2023	99,928	AY	1.00
09/07	Viljoen, Hendrik J	Chemical & Biomolecular Engineering	College Professor	Special		6/30/2023	10,000	AY	0.00
			Professor	Continuous	7/1/2023		162,449	AY	1.00
			Professor	Continuous		6/30/2023	162,449	AY	1.00
09/13	von der Dunk, Frans G	College of Law	Coll Prof-Law Alumni Professor of Law	Special	9/1/2023	5/22/2026	2,500	AY	0.00
			Coll Prof-Law Alumni Professor of Law	Special		8/31/2023	5,000	AY	0.00
			Coll Prof-Perlman/Othmer Prof of Law	Special	9/1/2023	5/22/2026	15,000	AY	0.00
			Coll Prof-Perlman/Othmer Prof of Law	Special		8/31/2023	30,000	AY	0.00
			Professor	Special	9/1/2023	5/22/2026	55,912	AY	0.50
			Professor	Special		8/31/2023	115,281	AY	0.50
09/13	Waters, Clarence E	Durham School Arch Engr & Const	Professor	Continuous	9/1/2023		162,677	AY	1.00
			Professor	Continuous		8/31/2023	162,677	AY	1.00
			Aaron Douglas Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Aaron Douglas Professorship	Special		8/31/2023	5,000	AY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Watts, William H	Undergraduate Educ & Student Success	Associate Dean for Student Success	Special	9/5/2023		166,113	FY	1.00
			Associate Dean	Special		8/6/2023	166,113	FY	1.00
		Student Affairs	Interim Vice Chancellor	Special	8/7/2023	9/4/2023	220,113	FY	1.00
			Interim Vice Chancellor	Special		9/4/2023	220,113	FY	1.00
09/13	White, Tyler R	Political Science	Associate Professor of Practice	Special	9/1/2023	5/14/2027	85,443	AY	1.00
			Associate Professor of Practice	Special		8/31/2023	81,316	AY	1.00
09/13	Wiener, Richard L	Psychology	Professor	Continuous	9/1/2023		163,044	AY	1.00
			Professor	Continuous		8/31/2023	160,100	AY	1.00
			Cather/Bessey Professorship	Special	9/1/2023	5/12/2028	5,000	AY	0.00
			Cather/Bessey Professorship	Special		8/31/2023	5,000	AY	0.00
09/07	Wilhelm, Robert G	Research	Kate Foster Professorship	Special	7/1/2023	10/31/2023	10,000	FY	0.00
			Kate Foster Professorship	Special		6/30/2023	10,429	FY	0.00
			Vice Chanc - Research & Economic Develop	Special	9/1/2023		360,705	FY	1.00
			Vice Chanc - Research & Economic Develop	Special		8/31/2023	360,705	FY	1.00
09/13	Williamson, Matthew J	Civil & Environmental Engr-Lincoln	Assistant Professor of Practice	Special	9/1/2023	5/15/2026	104,665	AY	1.00
			Assistant Professor of Practice	Special		8/31/2023	102,282	AY	1.00
09/07	Wolf, Marilyn C	Research	Dir for ORED Eng & Tech Initiatives	Special	8/14/2023	8/18/2024	286,146	FY	1.00
		College of Engineering	Elmer Koch Professorship	Special			10,000	FY	0.00
			Elmer Koch Professorship	Special			10,000	FY	0.00
		School of Computing	Founding Director	Special		8/13/2023	171,688	FY	0.60
			Professor	Continuous		8/13/2023	114,458	FY	0.40

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Xu, Xiaoshan	Nebr Ctr for Materials & Nanoscience	Associate Professor	Special	9/1/2023		26,610	AY	0.25
			Associate Professor	Special		8/31/2023	25,772	AY	0.25
		Physics & Astronomy	Associate Professor	Continuous	9/1/2023		79,828	AY	0.75
			Associate Professor	Continuous		8/31/2023	77,315	AY	0.75
			Susan J. Rosowski	Special	9/1/2023	5/12/2028	3,000	AY	0.00
09/07	Yoon, HyeonJin	NE Ctr Rsrch on Youth,Fam & School	Research Assistant Professor	Special	7/1/2023	6/30/2026	79,993	FY	1.00
			Research Assistant Professor	Special		6/30/2023	77,943	FY	1.00
09/07	Zuhlke, Craig A	Electrical & Computer Engineering	Associate Professor	Specific	9/1/2023		120,000	AY	1.00
			Research Associate Professor	Special		8/31/2023	102,847	AY	1.00

06/00	Error Correction
06/01	Annual Adjustment
06/02	Performance Adjustment
06/03	External (Market) Adjustment
06/06	Internal (Equity) Adjustment
06/07	Additional Responsibilities
06/08	End Addl. Responsibilities
06/10	Administrative Adjustment
09/07	Position Add/Change
09/09	Other Status Change
09/10	Extension of Appointment
09/13	Reappointment
29/01	Change Employment %

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09/10	Agarkova, Irina V	Plant Pathology	Rsch Asst Professor	Special	7/1/2023	6/30/2024	58,356	FY	1.00
			Rsch Asst Professor	Special		6/30/2023	56,574	FY	1.00
09/10	Balboa, Guillermo Raul	Agronomy & Horticulture	Rsch Asst Professor	Special	9/7/2023	6/30/2024	76,876	FY	1.00
			Rsch Asst Professor	Special		9/6/2023	76,876	FY	1.00
09/13	Barksdale, Larry E	College of Ag Sci & Nat Res	Asst Prof Practice	Special	9/1/2023	5/24/2024	65,284	AY	1.00
			Asst Prof Practice	Special		8/31/2023	63,076	AY	1.00
09/07	Bassford, Jeffrey T	IANR Finance & Personnel Office	Asst Vice Chancellor	Special	9/25/2023		182,171	FY	0.90
			Asst Vice Chancellor	Special		9/24/2023	202,412	FY	1.00
		College of Ag Sci & Nat Res	Interim Director PGA Golf Management	Special	9/25/2033	6/30/2024	20,241	FY	0.10
09/13	Becker, Donald F	Biochemistry	Prfship/Bessey	Special	7/1/2023	6/30/2028	5,000	FY	0.00
			Prfship/Bessey	Special		6/30/2023	5,000	FY	0.00
			Department Head	Special	7/1/2023		156,382	FY	0.70
			Department Head	Special		6/30/2023	151,827	FY	0.70
			Professor	Continuous	7/1/2023		58,643	FY	0.30
			Professor	Continuous		6/30/2023	56,935	FY	0.30
29/01	Bell, Stephanie L	NE Ext Engagement Zone 7	Assoc Exten Educator	Special	7/1/2023		73,400	FY	1.00
			Assoc Exten Educator	Special		6/30/2023	36,700	FY	0.50
06/07	Brooks, Kathleen	Agricultural Economics	Assoc Professor	Continuous	7/1/2023		181,090	FY	1.00
			Assoc Professor	Continuous		6/30/2023	177,089	FY	1.00
06/08		Agricultural Economics	Assoc Professor	Continuous	7/1/2023		181,090	FY	1.00
			Assoc Professor	Continuous		6/30/2023	177,089	FY	1.00
09/07	Burkey, Thomas E	College of Ag Sci & Nat Res	Assoc Dean	Special	7/31/2023	12/31/2026	87,808	FY	0.50
		ISU/UNL Coop Vet Med Education Prog	Professor	Continuous	7/31/2023		79,825	FY	0.50
		Animal Science	Interim Department Head	Special	7/1/2023	7/30/2023	183,598	FY	1.00
			Interim Department Head	Special		6/30/2023	178,250	FY	1.00
09/07	Carroll, John	School of Natural Resources	Professor	Continuous	8/1/2023		173,934	FY	1.00
			Director	Special		7/31/2023	217,413	FY	1.00
09/07	Charlson, Dirk V	Cooperative Ext Division	Program Leader	Special	9/11/2023	9/10/2026	28,286	FY	0.25
		NE Ext Engagement Zone 10	Assoc Exten Educator	Special	9/11/2023		60,613	FY	0.75
			Assoc Exten Educator	Special		9/10/2023	80,817	FY	1.00
09/09	Chaudhuri, Sanjay	Statistics	Assoc Professor	Continuous	9/1/2023		121,872	AY	1.00
			Assoc Professor	Continuous		8/31/2023	146,667	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/13	Ciftci, Deniz	Food Science & Technology	Asst Prof Practice	Special	9/1/2023	5/23/2025	80,587	AY	1.00
			Asst Prof Practice	Special		8/31/2023	79,166	AY	1.00
09/09	Deehan, Edward C	Food Science & Technology	Asst Professor	Specific	9/1/2023		86,713	AY	1.00
			Asst Professor	Specific		8/31/2023	103,278	FY	1.00
09/07	Dunker, Tara N	Nutrition & Health Sciences	Assoc Exten Educator	Special	9/1/2023		68,725	FY	1.00
		NE Ext Engagement Zone 11	Asst Exten Educator	Special		8/31/2023	64,229	FY	1.00
09/10	Elowsky, Christian G	Agronomy & Horticulture	Asst Prof Practice	Special	8/17/2023	8/16/2026	78,163	FY	1.00
			Asst Prof Practice	Special		8/16/2023	78,163	FY	1.00
09/10	Erickson, Galen E	Animal Science	Professor	Continuous	7/1/2023		183,428	FY	1.00
			Professor	Continuous		6/30/2023	178,955	FY	1.00
			Coll Prfsp/Nebraska Beef Industry	Special	7/1/2023	6/30/2027	10,000	FY	0.00
			Coll Prfsp/Nebraska Beef Industry	Special		6/30/2023	10,000	FY	0.00
09/13	Ferraro, Dennis M	School of Natural Resources	Professor Practice	Special	7/1/2023	6/30/2026	89,543	FY	1.00
			Professor Practice	Special		6/30/2023	83,064	FY	1.00
09/07	Franco Cruz, Rodrigo	Office of the Exec Vice Chancellor	Faculty Ombuds	Special	9/1/2023	5/24/2024	32,524	AY	0.20
		Vet & Biomedical Sciences	Professor	Continuous	9/1/2023		104,094	AY	0.80
			Professor	Continuous		8/31/2023	133,568	AY	1.00
09/07	Franzen-Castle, Lisa D	Nutrition & Health Sciences	Professor	Continuous	7/1/2023		136,788	FY	1.00
			Professor	Continuous		6/30/2023	66,081	FY	0.50
		College of Education & Human Sci	Associate Dean	Continuous		6/30/2023	81,081	FY	0.50
09/10	Franz, Trenton E	School of Natural Resources	Assoc Director	Special	9/1/2023	12/31/2023	34,124	FY	0.25
			Assoc Director	Special		8/31/2023	34,124	FY	0.25
			Assoc Professor	Continuous	9/1/2023		93,065	FY	0.75
			Assoc Professor	Continuous		8/31/2023	93,065	FY	0.75
09/07	Grummert Rasmussen, Jordan G	Cooperative Ext Division	Program Leader	Special	9/1/2023	8/31/2026	29,199	FY	0.35
		NE Ext Engagement Zone 2	Asst Exten Educator	Special	9/1/2023		42,177	FY	0.65
			Asst Exten Educator	Special		8/31/2023	64,887	FY	1.00
09/07	Hastings, Lindsay J	Ag Leadership Educ & Comm	Professor	Continuous	7/1/2023		137,277	FY	1.00
			Assoc Professor	Continuous		6/30/2023	122,568	FY	1.00
09/07	Hilton-Hagemann, Brandi L	Cooperative Ext Division	Program Leader	Special	9/1/2023	8/31/2026	33,650	FY	0.35
		NE Ext Engagement Zone 4	Assoc Exten Educator	Special	9/1/2023		48,604	FY	0.65
			Assoc Exten Educator	Special		8/31/2023	74,776	FY	1.00

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09/07	Husmann, Dann E	Ag Leadership Educ & Comm	Professor	Continuous	9/25/2023		140,868	FY	1.00
			Professor	Continuous		9/24/2023	105,650	FY	0.75
		College of Ag Sci & Nat Res	Director PGA Golf Mgmt	Special		9/24/2023	38,739	FY	0.25
09/07	Johnson, Blaine E	Agronomy & Horticulture	Prof Practice	Special	9/1/2023	5/10/2024	66,623	AY	0.50
			Prof Practice	Special		8/31/2023	65,000	AY	0.50
09/09	Jones, David D	Biological Systems Engineering	Professor	Continuous	9/1/2023		191,164	AY	1.00
			Professor	Continuous		8/31/2023	233,645	FY	1.00
09/07		Biological Systems Engineering	Professor	Continuous	7/1/2023		233,645	FY	1.00
			Department Head	Special		6/30/2023	231,972	FY	1.00
09/07	Kim, Saet-Byul	Plant Pathology	Asst Professor	Specific	9/1/2023		88,000	AY	1.00
			Rsch Asst Professor	Special		8/31/2023	107,555	FY	1.00
09/13	Kreifels, Matthew S	Ag Leadership Educ & Comm	Assoc Prof Practice	Special	7/1/2023	6/30/2027	95,927	FY	1.00
			Assoc Prof Practice	Special		6/30/2023	93,133	FY	1.00
09/07	Limpert, George L	School of Natural Resources	Rsch Asst Professor	Special	9/5/2023	3/8/2024	35,568	FY	0.50
09/13		School of Natural Resources	Rsch Asst Professor	Special	9/1/2023	9/1/2023	60,504	OTH	1.00
			Rsch Asst Professor	Special		8/31/2023	60,504	OTH	1.00
09/09	McMillan, Nicholas A	Agronomy & Horticulture	Asst Professor	Specific	9/1/2023		85,000	FY	1.00
			Asst Professor	Specific		8/31/2023	103,889	AY	1.00
09/13	Meyer, Timothy J	Agricultural Economics	Assoc Prof Practice	Special	9/1/2023	5/14/2027	95,824	AY	1.00
			Assoc Prof Practice	Special		8/31/2023	93,945	AY	1.00
09/09	Mondal, Shaonpius	Entomology	Asst Professor	Specific	9/1/2023		86,360	AY	1.00
			Asst Professor	Specific		8/31/2023	103,889	FY	1.00
09/13	Panday, Sorab M	Water Center	Rsch Professor	Special		6/30/2024	60,000	FY	0.12
		Biological Systems Engineering	Rsch Professor	Special	7/1/2023	6/30/2023	60,000	FY	0.12
09/07	Parsons, Jay R	Cooperative Ext Division	Program Leader	Special	9/1/2023	8/31/2026	60,259	FY	0.25
		Agricultural Economics	Professor	Continuous	9/1/2023		129,125	FY	0.75
			Professor	Continuous		8/31/2023	172,167	FY	1.00
09/07	Peterson, E Wesley	Agricultural Economics	Interim Department Head	Special	7/1/2023	6/30/2024	201,033	FY	1.00
			Interim Department Head	Special		6/30/2023	201,033	FY	1.00
09/07	Peterson, Julie A	Entomology	Professor	Continuous	9/1/2023		106,787	FY	0.80
			Professor	Continuous	7/1/2023	8/31/2023	133,484	FY	1.00
		West Central Rsch & Ext Center	Assoc Director	Special	9/1/2023	8/31/2026	40,045	FY	0.20

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09/07	Powell, Larkin A	College of Ag Sci & Nat Res	Interim Assoc Dean	Special		7/31/2023	83,474	FY	0.50
		School of Natural Resources	Director	Special	8/1/2023		220,000	FY	1.00
			Professor	Continuous		7/31/2023	75,884	FY	0.50
09/13	Price, Jeffrey D	Food Science & Technology	Rsch Asst Professor	Special	9/14/2023	9/13/2026	78,647	FY	1.00
			Rsch Asst Professor	Special		9/13/2023	78,647	FY	1.00
09/07	Rasby, Richard J	Animal Science	Professor	Continuous	7/1/2023		163,905	FY	1.00
		Cooperative Ext Division	Assoc Dean	Special		6/30/2023	176,328	FY	1.00
09/09	Rojas, Clemencia M	Plant Pathology	Assoc Professor	Continuous	9/1/2023		101,000	AY	1.00
			Assoc Professor	Continuous		8/31/2023	123,444	FY	1.00
09/07	Saner, Randy D	Cooperative Ext Division	Program Leader	Special	9/1/2023	8/31/2026	59,258	FY	0.50
		NE Ext Engagement Zone 3	Exten Educator	Special	9/1/2023		49,381	FY	0.50
			Exten Educator	Special		8/31/2023	98,763	FY	1.00
09/07	Schnable, James C	Agronomy & Horticulture	Professor	Continuous	9/1/2023		148,306	AY	1.00
			Professor	Continuous		8/31/2023	144,000	AY	1.00
			Prfsp/Charles O Gardner	Special	9/1/2023	9/30/2024	10,000	AY	0.00
			Prfsp/Charles O Gardner	Special		8/31/2023	10,000	AY	0.00
09/07	Schoengold, Karina	Agricultural Economics	Professor	Continuous	7/1/2023		133,216	FY	0.80
			Assoc Professor	Continuous		6/30/2023	148,519	FY	1.00
		Water Center	Assoc Director	Special	7/1/2023		36,634	FY	0.20
09/09	Stephenson, Ronald C	Agronomy & Horticulture	Asst Prof Practice	Special	9/1/2023	12/31/2025	65,000	AY	1.00
			Asst Prof Practice	Special		8/31/2023	79,444	FY	1.00
09/07	Vander Ley, Brian L	Great Plains Vet Ed Center	Assoc Professor	Continuous	7/1/2023		130,292	FY	0.90
			Assoc Professor	Continuous		6/30/2023	125,898	FY	0.90
			Interim Director	Special	7/1/2023	6/30/2024	15,925	FY	0.10
			Interim Director	Special		6/30/2023	15,387	FY	0.10
09/07	Wedin, David A	Grassland Studies Center	Director	Special	7/1/2023		82,077	FY	0.50
		School of Natural Resources	Professor	Continuous	7/1/2023		38,176	FY	0.25
			Professor	Continuous		6/30/2023	147,113	FY	1.00
09/07	Wood, Jennifer R	Graduate Studies	Associate Dean	Special	7/17/2023	6/30/2026	87,962	FY	0.49
		Animal Science	Professor	Continuous	7/17/2023		76,035	FY	0.51
			Professor	Continuous		7/16/2023	149,088	FY	1.00

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09/13	Xu, Changmou	Food Processing Center	Rsch Assoc Professor	Special	7/1/2023	6/30/2025	94,030	FY	1.00
			Rsch Assoc Professor	Special		6/30/2023	94,030	FY	1.00
09/07	Zink, Robert M	School of Biological Sciences	Professor	Special	9/1/2023		34,173	FY	0.20
			Professor	Special		8/31/2023	42,773	FY	0.25
		University Museum	Professor	Special	9/1/2023		34,173	FY	0.20
			Professor	Special		8/31/2023	34,144	FY	0.20
		School of Natural Resources	Professor	Continuous	9/1/2023		59,786	FY	0.35
			Professor	Continuous		8/31/2023	93,925	FY	0.55

06/00	Error Correction
06/01	Annual Adjustment
06/02	Performance Adjustment
06/03	External (Market) Adjustment
06/07	Additional Responsibilities
06/08	End Addl. Responsibilities
09/07	Position Add/Change
09/09	Other Status Change
09/10	Extension of Appointment
09/13	Reappointment
29/01	Change Employment %

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Amendola, Richard L	Orthopaedic Surgery	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Arsky Lombardi, Rafael	Anesthesia	Asst Professor	Special	7/1/2023		110,000	FY	1.00
Asif, Samia	Int Med Oncology/Hem	Asst Professor	Health Prof	7/1/2023	6/30/2028	57,000	FY	1.00
Awad, Ahmed M	Pediatrics Neurology	Asst Professor	Health Prof	7/1/2023	6/30/2028	57,000	FY	1.00
Bauer, Ariana A	Int Med Geriatrics/Palliative Med	Asst Professor	Special	7/31/2023		31,500	FY	0.70
Benes, Brian J.	Int Med Nephrology	Asst Professor	Health Prof	7/31/2023	6/30/2028	45,000	FY	1.00
Bethel, Micaela E	Anesthesiology	Asst Professor	Special	9/1/2023		45,000	FY	1.00
Biggs, Erin N.	COPH Epidemiology	Asst Professor	Special	8/1/2023		15,750	FY	0.15
Bird, Allison A	Family Medicine	Asst Professor	Health Prof	7/31/2023	6/30/2028	55,000	FY	1.00
Bleed, Elizabeth J	Pediatrics Critical Care	Asst Professor	Health Prof	8/15/2023	6/30/2028	45,000	FY	1.00
Bookani, Kaveh R	Int Med Cardiovascular Medicine	Asst Professor	Health Prof	7/17/2023	6/30/2028	57,000	FY	1.00
Borghoff, Kathleen A.	Int Med Nephrology	Asst Professor	Health Prof	7/17/2023	6/30/2028	45,000	FY	1.00
Bosworth, Diana R.	Int Med Hospital Med	Asst Professor	Special	7/17/2023		45,000	FY	1.00
Braley, Tamara	CON-Omaha Division	Clinical Asst Professor	Special	8/7/2023		108,000	FY	1.00
Burt, Alexandra J	Psychiatry	Asst Professor	Special	7/31/2023		45,000	FY	1.00
Castillo, Heidi A	Pediatrics Developmental Medicine	Professor	Special	8/1/2023		18,000	FY	0.40
Channa, Yamna	Psychiatry	Asst Professor	Special	7/1/2023		58,000	FY	1.00
Choman, Maureen T.	Int Med Geriatrics	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Christensen, Cason	Int Med Cardiovascular	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Clemons, Joseph Z	Emergency Medicine	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Courson, Christian	MMI - ICASD	Asst Professor	Health Prof	8/1/2023	6/30/2025	50,000	FY	1.00
	MMI - ICASD	Clinical Provider	Special	8/1/2023		42,000	FY	0.00

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Cusick, Robert A	Surgery-Pediatric General	Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Dachepally, Rashmitha	Pediatrics Critical Care	Asst Professor	Special	9/1/2023		36,000	FY	0.80
Dale, Matthew A	Surgery-General Surgery	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Davis, Jennifer M	Int Med Infectious Diseases	Asst Professor	Health Prof	8/14/2023	6/30/2028	45,000	FY	1.00
Ehresman, Zachary E	Family Medicine	Asst Professor	Health Prof	7/31/2023	6/30/2028	55,000	FY	1.00
Facciolo, Michael D	Pediatrics Critical Care	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Fager, Susan K	MMI Speech Pathology	Assoc Professor	Continuous	7/24/2023		55,000	FY	1.00
	MMI Speech Pathology	Director of Speech Language Pathology	Special	7/24/2023		18,000	FY	0.00
	MMI Speech Pathology	Omaha Scottish-Rite Masonic Prfsrship	Special	7/24/2023	6/30/2028	10,000	FY	0.00
	MMI Speech Pathology	Research Scientist	Special	7/24/2023		60,000	FY	0.00
Foy, Alex J	Pediatrics Cardiology	Professor	Health Prof	7/17/2023	6/30/2028	45,000	FY	1.00
Fritzsch, Bernd	Neurological Sciences	Professor	Special	7/1/2023		4,000	FY	0.02
Fuglestad, Matthew A	Surgery-Colorectal Surgery	Asst Professor	Health Prof	9/15/2023	6/30/2028	45,000	FY	1.00
Fuller, Megan K	Surgery-Pediatric General	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Fyffe-Freil, Ria C	Pathology/Microbiology	Asst Professor	Health Prof	9/18/2023	6/30/2028	60,000	FY	1.00
Gage, Lindsay	Int Med Geriatrics	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Gangishetti, Prasanna Kumar	Pediatrics Neurology	Asst Professor	Health Prof	7/1/2023	6/30/2028	57,000	FY	1.00
Gearin, Priya F	Psychiatry	Asst Professor	Special	9/1/2023		45,000	FY	1.00
Gonzalez, Vincent J	Pediatrics Cardiology	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Grandgenett, Hanna	MMI Psychology	Asst Professor	Health Prof	8/1/2023	6/30/2025	50,000	FY	1.00
	MMI Psychology	Clinical Provider	Special	8/1/2023		40,000	FY	0.00
Haddadin, Michael M	Int Med Oncology/Hematology	Asst Professor	Health Prof	7/17/2023	6/30/2028	57,000	FY	1.00
Halawa, Ahmad	Ophthalmology and Visual Sciences	Asst Professor	Health Prof	7/20/2023	6/30/2028	57,000	FY	1.00

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Hendricks, Bailey	CON-Omaha Division	Asst Professor	Health Prof	7/1/2023	6/30/2026	112,000	FY	1.00
Huy, Alexandra S	Pediatrics Palliative Care	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Kanley, Amissabah M	Pediatrics General	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Kesireddy, Meghana	Int Med Oncology/Hematology	Asst Professor	Health Prof	7/1/2023	6/30/2028	57,000	FY	1.00
Klein, Abbey	CON-Omaha Division	Asst Professor	Special	8/14/2023		31,848	FY	1.00
Kistler, Amanda	Surgery-Vascular Surgery	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Kovach, Christopher K	Neurosurgery	Asst Professor	Special	9/18/2023		60,000	FY	1.00
	Neurosurgery	Research Scientist	Special	9/18/2023	6/30/2024	60,000	FY	0.00
Kraus, Emily M	COPH Epidemiology	Asst Professor	Special	9/1/2023		11,500	FY	0.10
Krause, Monica A	Neurological Sciences	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Kugel, Gerard	COD-Adult Restorative	Professor	Health Prof	9/18/2023		200,000	FY	1.00
	COD-Dental Administration	Dean	Special	9/18/2023		175,000	FY	0.00
Lai, Grace Y	Neurosurgery	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Lamb, Gina	Surgery-Acute Care Surgery	Asst Professor	Health Prof	8/11/2023	6/30/2028	57,000	FY	1.00
Luedders, Brent	Int Med Rheumatology	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Luksa, Hannah F	Int Med Hospital Med	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Mahmood, Mobasser	Int Med Cardiovascular Medicine	Asst Professor	Health Prof	7/17/2023	6/30/2028	45,000	FY	1.00
McAlarnen, Lindsey A	Obstetrics/Gynecology	Asst Professor	Health Prof	8/28/2023	6/30/2028	45,000	FY	1.00
McConnaughhay, Maddison A	COD-Growth and Development	Asst Professor	Health Prof	7/24/2023	6/30/2026	125,000	FY	1.00
McHenry, Lepaine A	CON-Administration	Dean	Special	7/3/2023		200,000	FY	1.00
		Dean Stipend	Special	7/3/2023		160,000	FY	0.00
	CON-Omaha Division	Professor	Continuous	7/3/2023		0	FY	0.00
Meyer, Taylor J	Anesthesiology	Asst Professor	Special	7/31/2023		110,000	FY	1.00

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Miri, Ahmad	Pediatrics	Asst Professor	Health Prof	7/31/2023	6/30/2028	57,000	FY	1.00
Muir, Kate-Lynn E	Int Med Oncology/Hematology	Asst Professor	Health Prof	7/31/2023	6/30/2028	45,000	FY	1.00
Musa, Amal	Int Med Hospital Medicine	Asst Professor	Special	7/31/2023		45,000	FY	3.00
Nanavati, Ashnoo	Psychiatry	Asst Professor	Special	7/1/2023		45,000	FY	1.00
Neelans, Ashton K	CON-Omaha Division	Clinical Asst Professor	Special	7/1/2023		102,600	FY	0.95
O'Malley, Maria T	Radiology	Asst Professor	Special	8/28/2023		36,000	FY	0.80
O'Neill, Bridgette	Int Med Hospital Medicine	Asst Professor	Special	7/1/2023		45,000	FY	1.00
Oudenhoven, Mollie D	Dermatology	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Ozanne, Keith J	Int Med Hospital Medicine	Asst Professor	Special	7/31/2023		45,000	FY	1.00
Park, Kwangwon	Orthopaedic Surgery	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Parshall, Zachary S	Surgery-General Surgery	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Perez Ramirez, Leilanie	Pediatrics Allergy	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Pitlick, Jaeda M	Int Med General Medicine	Asst Professor	Health Prof	7/31/2023	6/30/2028	45,000	FY	1.00
Porter, Jonathan C	Pediatrics Developmental Medicine	Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Pradhan, Dinesh	Pathology/Microbiology	Assoc Professor	Health Prof	8/1/2023	6/30/2028	70,000	FY	1.00
Rai, Vivek	Biochem and Molecular Biology	Asst Professor	Special	8/1/2023		60,000	FY	1.00
	Biochem and Molecular Biology	Research Scientist	Special	8/1/2023	6/30/2024	25,000	FY	0.00
Rimsza, Rebecca R	Obstetrics/Gynecology	Asst Professor	Health Prof	8/28/2023	6/30/2028	45,000	FY	1.00
Rung, Ariane R	COPH Epidemiology	Assoc Professor	Continuous	8/1/2023		160,000	FY	1.00
	COPH Epidemiology	Vice Chair Epidemiology	Special	8/1/2023		10,000	FY	0.00
Schall, Kathy A	Surgery-Pediatric General	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Scherger, Sias J	Int Med Infectious Diseases	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00

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Schmitt, Matthew W.	Int Med General Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Schneider, Sonia	Physical Medicine & Rehabilitation	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Shah, Adil A	Surgery-Pediatric General	Asst Professor	Health Prof	9/1/2023	6/30/2028	57,000	FY	1.00
Slater, Robert E	Pediatrics Cardiology	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Strand, John D	Pediatrics Hospitalists	Asst Professor	Health Prof	9/1/2023	6/30/2028	45,000	FY	1.00
Subramanyan, Ram Kumar	Surgery-Cardiothoracic Surgery	Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Suh, Melissa K	Surgery-Pediatric General	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Sun, Jingjing	COP Pharmaceutical Science	Asst Professor	Health Prof	9/1/2023	6/30/2026	120,000	FY	1.00
Sundine, Makena M.	COD Adult Restorative Dentistry	Asst Professor	Special	8/1/2023		92,800	FY	0.80
Tang, Zhenya	Pathology/Microbiology	Professor	Health Prof	9/1/2023	6/30/2028	80,000	FY	1.00
Taylor, David I	Psychiatry	Asst Professor	Special	7/31/2023		45,000	FY	1.00
Teague, Nathan L	Anesthesiology	Asst Professor	Special	7/31/2023		110,000	FY	1.00
Teran Plasencia, Juan M	Int Med Infectious Diseases	Asst Professor	Health Prof	7/1/2023	6/30/2028	57,000	FY	1.00
Van Roy, Victoria L	Dermatology	Assoc Professor	Special	7/1/2023		27,500	FY	0.50
Varshney, Nishank	MMI Education and Child Development	Asst Professor	Special	7/10/2023		77,000	FY	1.00
Veit, Kaleb T	Int Med Pulmonary	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
Voss, Vanessa B	Dermatology	Asst Professor	Health Prof	8/1/2023	6/30/2028	45,000	FY	1.00
Wade, Colene	CAHP Physician Assistant	Asst Professor	Special	8/21/2023		112,000	FY	1.00
Walcutt, Julie E	Radiology	Asst Professor	Special	9/1/2023		36,000	FY	0.80
Walgren, Morgan C	Int Med Hospital Medicine	Asst Professor	Special	7/31/2023		45,000	FY	1.00
Xie, Jian	Pathology/Microbiology	Asst Professor	Health Prof	7/10/2023	6/30/2028	60,000	FY	1.00
	Pathology/Microbiology	Research Scientist	Special	7/10/2023	6/30/2024	45,000	FY	0.00

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NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Zahid, Usman	COD-Surgical Specialties	Asst Professor	Health Prof	7/24/2023	6/30/2024	110,000	FY	1.00
Zhang, Pengwei	Pathology/Microbiology	Asst Professor	Health Prof	7/10/2023	6/30/2028	60,000	FY	1.00
	Pathology/Microbiology	Research Scientist	Special	7/10/2023	6/30/2024	45,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Abdalla, Maher Y	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	5,962	FY	0.00
			Research Scientist	Special		6/30/2023	3,659	FY	0.00
			Asst Professor	Special	7/1/2023		76,569	FY	1.00
			Asst Professor	Special		6/30/2023	76,469	FY	1.00
29/01	Abromowitch, Minnie	Pediatrics Hematology/Oncology	Professor	Special	7/1/2023		68,225	FY	0.50
			Professor	Special		6/30/2023	136,349	FY	1.00
29/01	Allbery, Sandra M	Radiology	Assoc Professor	Special	7/1/2023		23,694	FY	0.55
			Assoc Professor	Special		6/30/2023	42,980	FY	1.00
09/07	Allen, Keith D	MMI Psychology	Coordinator	Special		6/30/2023	18,000	FY	0.00
			Professor	Special	7/1/2023		99,295	FY	0.50
			Professor	Special	7/20/2023		99,295	FY	0.50
			Professor	Continuous		6/30/2023	192,165	FY	1.00
			Professor	Special		7/19/2023	99,295	FY	0.50
		MMI Administration	Associate Director of Academic Affairs	Special	7/1/2023		11,000	FY	0.00
			Associate Director of Academic Affairs	Special	7/20/2023		11,000	FY	0.00
			Associate Director of Academic Affairs	Special		6/30/2023	11,000	FY	0.00
			Associate Director of Academic Affairs	Special		7/19/2023	11,000	FY	0.00
09/10	Amin, Saber A	Radiation Oncology	Research Scientist	Special	7/1/2023	6/30/2024	41,055	FY	0.00
			Research Scientist	Special		6/30/2023	35,700	FY	0.00
			Asst Professor	Special	7/1/2023		69,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
06/01	Anderson, Daniel R	Int Med Cardiovascular Medicine	Assoc Professor	Health Prof	7/1/2023	6/30/2027	90,288	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assoc Professor	Health Prof		6/30/2023	90,188	FY	1.00
09/07	Apker, Kimberly A	Radiology	Assoc Professor	Special	7/1/2023		106,320	FY	0.90
			Assoc Professor	Health Prof		6/30/2023	118,022	FY	1.00
29/01		Radiology	Assoc Professor	Special	7/1/2023		106,320	FY	0.90
			Assoc Professor	Health Prof		6/30/2023	118,022	FY	1.00
09/10	Bade, Aditya N	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	10,781	FY	0.00
			Research Scientist	Special		6/30/2023	8,807	FY	0.00
09/10	Bagenda, Danstan S	Anesthesiology	Research Scientist	Special	7/1/2023	6/30/2024	282	FY	0.00
			Research Scientist	Special		6/30/2023	282	FY	0.00
			Asst Professor	Special	7/1/2023		704	FY	0.01
			Asst Professor	Special		6/30/2023	703	FY	0.01
09/10	Bagher, Pooneh	Cellular/Integrative Physiology	Assoc Professor	Continuous	7/1/2023		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	63,900	FY	0.00
			Research Scientist	Special		6/30/2023	60,000	FY	0.00
			Director Vascular Research Program	Special	7/1/2023		25,000	FY	0.00
			Director Vascular Research Program	Special		6/30/2023	25,000	FY	0.00
09/07	Baker, Craig V	MMI Genetic Medicine	Asst Professor	Special	9/1/2023		153,393	FY	1.00
			Asst Professor	Special		8/31/2023	153,393	FY	1.00
			Interim Director of Genetic Medicine	Special	9/1/2023		18,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Balas, Michele C	CON-Omaha Division	Associate Dean	Special	7/1/2023		5,000	FY	0.00
			Associate Dean	Special		6/30/2023	5,000	FY	0.00
			Dorothy Hodges Olson Chair in Nursing	Special	7/1/2023	8/31/2026	5,000	FY	0.00
			Dorothy Hodges Olson Chair in Nursing	Special		6/30/2023	5,000	FY	0.00
			Professor	Continuous	7/1/2023		186,019	FY	1.00
			Professor	Continuous		6/30/2023	177,177	FY	1.00
06/01	Band, Vimla	Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2023		167,155	FY	0.75
			Professor	Continuous		6/30/2023	167,155	FY	0.75
			Chairperson	Special	7/1/2023		54,134	FY	0.25
			Chairperson	Special		6/30/2023	54,134	FY	0.25
			Chairperson Stipend	Special	7/1/2023		105,519	FY	0.00
			Chairperson Stipend	Special		6/30/2023	96,000	FY	0.00
		Eppley Inst Faculty	Prgm Dir, Breast Cancer Rsch Program	Special	7/1/2023		5,000	FY	0.00
			Prgm Dir, Breast Cancer Rsch Program	Special		6/30/2023	5,000	FY	0.00
06/06	Bartenhagen, Lisa Ann	CAHP Clin, Diag & Ther Sciences	Chair Clinical, Diag and Therapeutic Sci	Special	7/1/2023		5,000	FY	0.00
			Chair Clinical, Diag and Therapeutic Sci	Special		6/30/2023	5,000	FY	0.00
		CAHP Radiation Therapy Education	Program Director/RTT	Special	7/1/2023		54,171	FY	0.51
			Program Director/RTT	Special		6/30/2023	52,440	FY	0.51
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	53,694	FY	0.49
		CAHP Clin, Diag & Ther Sciences	Assoc Professor	Health Prof		6/30/2023	51,979	FY	0.49
		CAHP Administration	Charles R. O'Malley Chair of RSTE	Special	7/1/2023		10,433	FY	0.00
			Charles R. O'Malley Chair of RSTE	Special		6/30/2023	5,433	FY	0.00
09/10	Batra, Surinder Kumar	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	47,557	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Scientist	Special		6/30/2023	34,367	FY	0.00
			Chairperson	Special	7/1/2023		15,569	FY	0.05
			Chairperson	Special		6/30/2023	15,569	FY	0.05
			Chairperson Stipend	Special	7/1/2023		68,520	FY	0.00
			Chairperson Stipend	Special		6/30/2023	68,520	FY	0.00
			Professor	Continuous	7/1/2023		321,198	FY	0.95
			Professor	Continuous		6/30/2023	321,198	FY	0.95
		Eppley Inst Faculty	Assoc Dir of Educ & Training	Special	7/1/2023		5,000	FY	0.00
			Assoc Dir of Educ & Training	Special		6/30/2023	5,000	FY	0.00
		Biochem and Molecular Biology	Hartmann Chair BMB	Special	7/1/2023	11/30/2025	20,378	FY	0.00
			Hartmann Chair BMB	Special		6/30/2023	20,378	FY	0.00
09/07	Bavitz, J Bruce	COD-Surgical Specialties	Chairperson	Special	7/1/2023		112,098	FY	0.60
			Chairperson	Special		6/30/2023	108,833	FY	0.60
			Chairperson Stipend	Special	7/1/2023		10,000	FY	0.00
			Chairperson Stipend	Special		6/30/2023	10,000	FY	0.00
			Professor	Continuous	7/1/2023		77,752	FY	0.40
			Professor	Continuous		6/30/2023	75,487	FY	0.40
			Director, Oral Surg Intern Program	Special	7/1/2023		10,000	FY	0.00
			Director, Oral Surg Intern Program	Special		6/30/2023	10,000	FY	0.00
			Director of Emergency Services	Special	7/1/2023		10,000	FY	0.00
06/00	Bayles, Kenneth W	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	8,241	FY	0.00
			Research Scientist	Special		6/30/2023	8,779	FY	0.00
			Professor	Continuous	7/1/2023		74,235	FY	0.15

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Professor	Continuous		6/30/2023	71,295	FY	0.17
		Vice Chancellor for Research	Vice Chancellor/Research	Special	7/1/2023		360,424	FY	0.85
			Vice Chancellor/Research	Special		6/30/2023	349,926	FY	0.83
06/01		Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	8,241	FY	0.00
			Research Scientist	Special		6/30/2023	8,779	FY	0.00
			Professor	Continuous	7/1/2023		74,235	FY	0.15
			Professor	Continuous		6/30/2023	71,295	FY	0.17
		Vice Chancellor for Research	Vice Chancellor/Research	Special	7/1/2023		360,424	FY	0.85
			Vice Chancellor/Research	Special		6/30/2023	349,926	FY	0.83
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	8,241	FY	0.00
			Research Scientist	Special		6/30/2023	8,779	FY	0.00
			Professor	Continuous	7/1/2023		74,235	FY	0.15
			Professor	Continuous		6/30/2023	71,295	FY	0.17
		Vice Chancellor for Research	Vice Chancellor/Research	Special	7/1/2023		360,424	FY	0.85
			Vice Chancellor/Research	Special		6/30/2023	349,926	FY	0.83
29/01	Beideck, Jenna S	CON-Lincoln Division	Clinical Asst Professor	Special	9/1/2023		103,958	FY	0.95
			Clinical Asst Professor	Special		8/31/2023	109,429	FY	1.00
09/07	Bell, Jesse E	School of Natural Resources	Assoc Professor	Specific	7/1/2023	6/30/2024	58,957	FY	0.35
			Assoc Professor	Specific		6/30/2023	57,239	FY	0.35
		Water for Food Institute	Director	Special	7/1/2023		13,406	FY	0.10
			Director	Special		6/30/2023	13,016	FY	0.10
		COPH Environ, Agri & Occ Health	Assoc Professor	Health Prof	7/1/2023	6/30/2024	75,754	FY	0.45
			Assoc Professor	Health Prof		6/30/2023	73,547	FY	0.45

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Director-Water, Climate, Health Program	Special	7/1/2023		13,406	FY	0.10
			Director-Water, Climate, Health Program	Special		6/30/2023	13,016	FY	0.10
			Director, Environmental Health	Special	7/1/2023		20,000	FY	0.00
			Director, Environmental Health	Special		6/30/2023	20,000	FY	0.00
		COPH Center-Env Hlth & Toxic	Dir Ctr for Env Hlth and Toxicology	Special	7/1/2023		10,000	FY	0.00
09/10	Bhakat, Kishor K.	Genetics Cell Biology & Anatomy	Assoc Professor	Health Prof	7/1/2023	6/30/2028	99,825	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	99,825	FY	1.00
			Research Scientist	Special	7/1/2023		37,087	FY	0.00
			Research Scientist	Special		6/30/2023	33,099	FY	0.00
09/10	Bhattacharyya, Suvendra N	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		80,000	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	80,000	FY	0.00
			Research Scientist	Special		6/30/2023	80,000	FY	0.00
09/10	Bi, Chengfeng	Int Med Oncology/Hematology	Research Scientist	Special	7/1/2023	6/30/2024	36,440	FY	0.00
			Research Scientist	Special		6/30/2023	35,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2026	61,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	61,000	FY	1.00
09/10	Bidasee, Keshore R	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		131,102	FY	1.00
			Professor	Continuous		6/30/2023	131,102	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	26,883	FY	0.00
			Research Scientist	Special		6/30/2023	19,503	FY	0.00
09/07	Bills, Nathan D	Surgery-General Surgery	Assoc Professor	Special	7/1/2023		75,906	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assoc Professor	Special		6/30/2023	75,806	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	11,940	FY	0.00
			Research Scientist	Special		6/30/2023	9,481	FY	0.00
09/07	Boesen, Erika I	Cellular/Integrative Physiology	Co-Dir Integrative Phys/Mol Med Grad Prg	Special		6/30/2023	3,000	FY	0.00
			Director, IPMM Doctoral Program	Special	7/1/2023		8,000	FY	0.00
			Research Scientist	Special	7/1/2023	6/30/2024	19,232	FY	0.00
			Research Scientist	Special		6/30/2023	15,559	FY	0.00
			Assoc Professor	Continuous	7/1/2023		106,862	FY	1.00
			Assoc Professor	Continuous		6/30/2023	106,862	FY	1.00
09/10		Cellular/Integrative Physiology	Co-Dir Integrative Phys/Mol Med Grad Prg	Special		6/30/2023	3,000	FY	0.00
			Director, IPMM Doctoral Program	Special	7/1/2023		8,000	FY	0.00
			Research Scientist	Special	7/1/2023	6/30/2024	19,232	FY	0.00
			Research Scientist	Special		6/30/2023	15,559	FY	0.00
			Assoc Professor	Continuous	7/1/2023		106,862	FY	1.00
			Assoc Professor	Continuous		6/30/2023	106,862	FY	1.00
09/58	Bogatz, Frank A	Business and Finance	Intrm Chief Academic Technology Officer	Special	8/14/2023		134,004	FY	1.00
		iEXCEL	Assoc Exec Dir, Business & Data	Other		8/13/2023	122,004	FY	1.00
06/00	Bravo, Katherine S	CON-Omaha Division	Asst Professor	Health Prof	7/1/2023	6/30/2026	120,728	FY	1.00
			Asst Professor	Health Prof		6/30/2023	107,553	FY	0.85
		Academic Affairs	Co-Director Design Thinking	Special		6/30/2023	9,375	FY	0.15
		CON-Academic Programs	Director	Special	7/1/2023		3,000	FY	0.00
			Director	Special		6/30/2023	3,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/13	Brett-Major, David M	COPH Epidemiology	Professor	Health Prof	7/1/2023	6/30/2024	240,747	FY	1.00
			Professor	Health Prof		6/30/2023	188,181	FY	1.00
09/10	Brinkworth, Amanda J	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	5,962	FY	0.00
			Research Scientist	Special		6/30/2023	3,659	FY	0.00
			Asst Professor	Special	7/1/2023		76,569	FY	1.00
			Asst Professor	Special		6/30/2023	76,469	FY	1.00
09/10	Broadhurst, Mara	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	147,950	FY	0.00
			Research Scientist	Special		6/30/2023	139,550	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2024	60,300	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,200	FY	1.00
09/10	Bronner, Liliana P	Family Medicine	Research Scientist	Special	7/1/2023	6/30/2024	12,136	FY	0.00
			Research Scientist	Special		6/30/2023	12,136	FY	0.00
			Asst Professor	Special	7/1/2023		90,964	FY	1.00
			Asst Professor	Special		6/30/2023	87,960	FY	1.00
09/07	Buch, Shilpa	Pharmacology/Exp Neuroscience	Research Scientist	Special	8/1/2023		#	FY	0.00
			Research Scientist	Special		7/31/2023	#	FY	0.00
			Professor	Continuous	8/1/2023		#	FY	1.00
			Professor	Continuous		7/31/2023	#	FY	1.00
			Director NCSAR	Special	8/1/2023		#	FY	0.00
			Director NCSAR	Special		7/31/2023	#	FY	0.00
09/10	Byrareddy, Siddappa Nagadenahalli	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		80,000	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Scientist	Special	7/1/2023	6/30/2024	99,367	FY	0.00
			Research Scientist	Special		6/30/2023	95,850	FY	0.00
09/10	Campbell, Walter S.	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	75,959	FY	0.00
			Research Scientist	Special		6/30/2023	71,799	FY	0.00
			Director Pub Hlth & Path Lab Informatics	Special	7/1/2023		10,000	FY	0.00
			Director Pub Hlth & Path Lab Informatics	Special		6/30/2023	10,000	FY	0.00
			Assoc Professor	Continuous	7/1/2023		70,300	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,200	FY	1.00
		VCR Cores	READI Core Director	Special	7/1/2023	6/30/2024	25,000	FY	0.00
09/01	Cantrell, Emily F	Surgery-Acute Care Surgery	Assoc Professor	Health Prof	7/1/2023	6/30/2028	46,300	FY	1.00
			Asst Professor	Health Prof		6/30/2023	45,300	FY	1.00
09/10	Caplan, Steven H	Biochem and Molecular Biology	Professor	Continuous	7/1/2023		148,058	FY	1.00
			Professor	Continuous		6/30/2023	148,058	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	37,728	FY	0.00
			Research Scientist	Special		6/30/2023	29,050	FY	0.00
			Vice Chair for Administration	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Vice Chair for Administration	Special		6/30/2023	5,000	FY	0.00
			Departmental Core Facility Director	Special	7/1/2023	6/30/2024	9,000	FY	0.00
			Departmental Core Facility Director	Special		6/30/2023	12,000	FY	0.00
09/10	Carlson, Mark A	Surgery-General Surgery	Professor	Health Prof	7/1/2023	6/30/2028	69,685	FY	0.75
			Professor	Health Prof		6/30/2023	69,585	FY	0.75
		Computer Assisted Surgery	Director Advanced Surgical Technology	Special	7/1/2023	6/30/2024	50,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Director Advanced Surgical Technology	Special		6/30/2023	50,000	FY	0.00
09/10	Casey, Carol A	Int Med GI	Professor	Health Prof	7/1/2023	6/30/2026	40,000	FY	0.50
			Professor	Health Prof		6/30/2023	40,000	FY	0.50
			Research Scientist	Special	7/1/2023	6/30/2024	36,458	FY	0.00
			Research Scientist	Special		6/30/2023	35,316	FY	0.00
09/10	Cassidy, Keely M	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	33,888	FY	0.00
			Research Scientist	Special		6/30/2023	30,520	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2025	81,750	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	81,750	FY	1.00
			Director PA/PT Gross Anatomy Course	Special	7/1/2023		10,000	FY	0.00
			Director PA/PT Gross Anatomy Course	Special		6/30/2023	10,000	FY	0.00
		CAHP Medical Laboratory Science	Director of Anatomy	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Director of Anatomy	Special		6/30/2023	5,000	FY	0.00
09/07	Cemaj, Samuel	Surgery-Acute Care Surgery	Assoc Professor	Special	7/1/2023		38,025	FY	0.50
			Assoc Professor	Health Prof		6/30/2023	75,950	FY	1.00
29/01		Surgery-Acute Care Surgery	Assoc Professor	Special	7/1/2023		38,025	FY	0.50
			Assoc Professor	Health Prof		6/30/2023	75,950	FY	1.00
09/07	Cera, Jennifer Lynn	CON-Academic Programs	Coordinator	Special	8/14/2023		750	AY	0.00
			Coordinator	Special	9/1/2023		750	AY	0.00
			Coordinator	Special		8/13/2023	750	AY	0.00
			Coordinator	Special		8/31/2023	750	AY	0.00
		CON-Omaha Division	Clinical Asst Professor	Special	8/14/2023		82,608	AY	0.95

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			Clinical Asst Professor	Special	9/1/2023		84,880	AY	0.95
			Asst Professor	Special		8/13/2023	82,608	AY	0.95
			Clinical Asst Professor	Special		8/31/2023	82,608	AY	0.95
09/10	Chaudhari, Sujata S	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	22,753	FY	0.00
			Research Scientist	Special		6/30/2023	20,332	FY	0.00
			Asst Professor	Special	7/1/2023		63,816	FY	1.00
			Asst Professor	Special		6/30/2023	63,716	FY	1.00
09/10	Cheng, Pi-Wan	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	3,747	FY	0.00
			Research Scientist	Special		6/30/2023	3,647	FY	0.00
			Professor	Continuous	7/1/2023		172,338	FY	1.00
			Professor	Continuous		6/30/2023	172,338	FY	1.00
09/10	Chen, Kuan-Hua	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	50,145	FY	0.00
			Research Scientist	Special		6/30/2023	45,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/10	Chittezham Thomas, Vinai	Pathology/Microbiology	Assoc Professor	Continuous	7/1/2023		70,200	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,100	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	54,839	FY	0.00
			Research Scientist	Special		6/30/2023	51,297	FY	0.00
09/01	Clarke, Brandy L	MMI Psychology	Director of Psychology	Special	7/1/2023		18,000	FY	0.00
			Assoc Dir Prog Growth & Sustainability	Special		6/30/2023	5,000	FY	0.00
			Research Scientist	Special	7/1/2023		105,000	FY	0.00

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		Academic Affairs	Director UNMC Equity Office Stipend	Special		6/30/2023	5,000	FY	0.00
			Director UNMC Equity Office	Special		6/30/2023	10,526	FY	0.10
		MMI Psychology	Professor	Continuous	7/1/2023		60,000	FY	1.00
			Assoc Professor	Continuous		6/30/2023	104,730	FY	0.90
09/07	Claudy, Stephanie L	Pediatrics Critical Care	Asst Professor	Special	7/1/2023		40,680	FY	0.90
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00
29/01		Pediatrics Critical Care	Asst Professor	Special	7/1/2023		40,680	FY	0.90
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00
09/07	Cochran, Teresa M	CAHP Physical Therapy	Assoc Professor	Health Prof	7/1/2023	6/30/2027	117,219	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	113,572	FY	1.00
		CAHP Administration	Assistant Dean	Special	7/1/2023		7,996	FY	0.00
			Assistant Dean	Special		6/30/2023	7,996	FY	0.00
09/10	Cohen, Samuel M	Pathology/Microbiology	Professor	Continuous	7/1/2023		185,575	FY	0.90
			Professor	Continuous		6/30/2023	185,975	FY	0.90
			Havlik/Wall Prof/Oncology	Special	7/1/2023	9/30/2028	21,114	FY	0.10
			Havlik/Wall Prof/Oncology	Special		6/30/2023	20,614	FY	0.10
09/07	Connolly, Sarah C	MMI ICASD	Clinical Provider	Special	7/1/2023		58,854	FY	0.00
			Clinical Provider	Special		6/30/2023	55,000	FY	0.00
			iCASD Bridge Coordinator	Special	7/1/2023		2,500	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2024	50,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	50,000	FY	1.00
09/10	Cordts, Katrina M	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	50,000	FY	0.00

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			Research Scientist	Special		6/30/2023	40,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/13	Cozad, Melanie J	COPH Health Services Res & Admin	Asst Professor	Health Prof	7/1/2023	6/30/2024	107,120	FY	1.00
			Asst Professor	Health Prof		6/30/2023	103,000	FY	1.00
09/07	Cross, Shaun T	COPH Environ, Agri & Occ Health	Asst Professor	Special	8/1/2023		85,850	FY	1.00
			Research Asst Professor	Special		7/31/2023	85,850	FY	1.00
09/13	Dai, Ran	COPH Biostatistics	Asst Professor	Health Prof	7/1/2023	6/30/2024	124,312	FY	1.00
			Asst Professor	Health Prof		6/30/2023	120,108	FY	1.00
09/10	Dash, Prasanta	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2025	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	51,753	FY	0.00
			Research Scientist	Special		6/30/2023	48,498	FY	0.00
09/10	da Silva Augusto, Leonardo	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	15,448	FY	0.00
			Research Scientist	Special		6/30/2023	13,342	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,300	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,200	FY	1.00
09/10	Das, Rig	Neurosurgery	Instructor	Special	7/1/2023	7/31/2023	50,000	FY	1.00
			Instructor	Special		6/30/2023	50,000	FY	1.00
			Research Scientist	Special	7/1/2023	7/31/2023	47,603	FY	0.00
			Research Scientist	Special		6/30/2023	44,760	FY	0.00

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09/07	Datta, Kaustubh	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	34,216	FY	0.00
			Research Scientist	Special		6/30/2023	27,989	FY	0.00
			Postdoctoral Committee Chair	Special		6/30/2023	5,000	FY	0.00
			Professor	Continuous	7/1/2023		127,676	FY	1.00
			Professor	Continuous		6/30/2023	127,676	FY	1.00
09/10		Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	34,216	FY	0.00
			Research Scientist	Special		6/30/2023	27,989	FY	0.00
			Postdoctoral Committee Chair	Special		6/30/2023	5,000	FY	0.00
			Professor	Continuous	7/1/2023		127,676	FY	1.00
			Professor	Continuous		6/30/2023	127,676	FY	1.00
09/07	Dawson, Rebekah	Cellular/Integrative Physiology	Director Cardiovascular Research Program	Special	8/15/2023		55,000	FY	0.00
			Director Cardiovascular Research Program	Special		8/14/2023	50,000	FY	0.00
			Research Scientist	Special	8/15/2023	6/30/2024	119,800	FY	0.00
			Research Scientist	Special		8/14/2023	105,331	FY	0.00
			Chairperson	Special	8/15/2023		90,000	FY	0.00
			Interim Chairperson	Special		8/14/2023	65,000	FY	0.00
		Int Med Cardiovascular Medicine	Asst Chief Basic & Translational Rsrch	Special		8/14/2023	10,000	FY	0.00
		Cellular/Integrative Physiology	Director CardiOmics Program Resources	Special	8/15/2023		55,000	FY	0.00
			Director CardiOmics Program Resources	Special		8/14/2023	50,000	FY	0.00
			Professor	Continuous	8/15/2023		80,200	FY	1.00
			Professor	Continuous		8/14/2023	80,200	FY	1.00
09/01	De Alba, Armando	Family Medicine	Assoc Professor	Health Prof	7/1/2023	6/30/2025	73,840	FY	1.00
			Asst Professor	Health Prof		6/30/2023	73,840	FY	1.00

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			Research Scientist	Special	7/1/2023	6/30/2024	75,875	FY	0.00
			Research Scientist	Special		6/30/2023	65,875	FY	0.00
09/07	Deegan, Rebecca E	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	41,892	FY	0.00
			Research Scientist	Special	9/1/2023	6/30/2024	41,892	FY	0.00
			Research Scientist	Special		6/30/2023	37,551	FY	0.00
			Research Scientist	Special		8/31/2023	41,892	FY	0.00
		Biosafety Program	Institutional Biosafety Comm Chair	Special		8/31/2023	10,000	FY	0.00
		Biochem and Molecular Biology	Professor	Continuous	7/1/2023		107,142	FY	1.00
			Professor	Continuous	9/1/2023		107,142	FY	1.00
			Professor	Continuous		6/30/2023	107,142	FY	1.00
			Professor	Continuous		8/31/2023	107,142	FY	1.00
			BMB Graduate Program Co-Chair	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			BMB Graduate Program Co-Chair	Special	9/1/2023	6/30/2024	5,000	FY	0.00
			BMB Graduate Program Co-Chair	Special		8/31/2023	5,000	FY	0.00
09/07	Delizza, Alison A	Psychiatry	Asst Professor	Special		8/31/2023	95,275	FY	1.00
		MMI Psychology	Asst Professor	Special	9/1/2023		95,000	FY	1.00
09/10	Dhawan, Punita	Biochem and Molecular Biology	Professor	Continuous	7/1/2023		40,995	FY	0.38
			Professor	Continuous		6/30/2023	40,995	FY	0.38
			Research Scientist	Special	7/1/2023	6/30/2024	32,330	FY	0.00
			Research Scientist	Special		6/30/2023	29,681	FY	0.00
09/13	Dickinson, Kristin A	CON-Omaha Division	Asst Professor	Health Prof	7/1/2023	6/30/2028	119,039	FY	1.00
			Asst Professor	Health Prof		6/30/2023	115,292	FY	1.00

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09/13	Dong, Jianghu	COPH Biostatistics	Asst Professor	Health Prof	7/1/2023	6/30/2024	123,590	FY	1.00
			Asst Professor	Health Prof		6/30/2023	120,108	FY	1.00
29/01	Dong, Yuxiang	Pharmaceutical Science	Research Assoc Professor	Special	9/1/2023		46,821	FY	0.51
			Research Assoc Professor	Special		8/31/2023	44,591	FY	0.46
09/10	Donnelly, Amber	Cytotechnology	Professor	Continuous	7/1/2023			FY	0.00
			Professor	Continuous		6/30/2023		FY	0.00
		CAHP Administration	M.Patricia & James Leuchen Professorship	Special	7/1/2023	6/30/2026		FY	0.00
			M.Patricia & James Leuchen Professorship	Special		6/30/2023		FY	0.00
		CAHP Enrllmt Mgmt	Asst Dean Student Affairs	Special	7/1/2023		137,923	FY	1.00
			Director NCSAR	Special		7/31/2023	137,923	FY	1.00
09/09	Dougherty, Kaitlin	Emergency Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
			Instructor	Special		6/30/2023	40,100	FY	1.00
09/21	Dreessen, Amy C	Int Med Hospital Medicine	Instructor	Special		6/30/2023	67,917	FY	1.00
		Int Med General Medicine	Asst Professor	Special	7/1/2023		45,000	FY	1.00
09/10	Duan, Bin	Int Med Cardiovascular Medicine	Assoc Professor	Continuous	7/1/2023		115,045	FY	1.00
			Assoc Professor	Continuous		6/30/2023	115,045	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	24,366	FY	0.00
			Research Scientist	Special		6/30/2023	17,729	FY	0.00
09/10	Duffy, Ashlee M	Surgery	Research Scientist	Special	7/1/2023	6/30/2024	27,453	FY	0.00
			Research Scientist	Special		6/30/2023	25,000	FY	0.00
			Asst Professor	Special	7/1/2023		60,200	FY	1.00
			Asst Professor	Special		6/30/2023	60,100	FY	1.00

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09/10	Dunaevsky-Hutt, Anna	Neurological Sciences	Professor	Continuous	7/1/2023		155,546	FY	1.00
			Professor	Continuous		6/30/2023	155,546	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	32,903	FY	0.00
			Research Scientist	Special		6/30/2023	25,655	FY	0.00
09/07	Easley Jr, Arthur R	Int Med Cardiovascular Medicine	Assoc Professor	Special	7/1/2023		68,696	FY	0.65
			Assoc Professor	Health Prof		6/30/2023	105,533	FY	1.00
29/01		Int Med Cardiovascular Medicine	Assoc Professor	Special	7/1/2023		68,696	FY	0.65
			Assoc Professor	Health Prof		6/30/2023	105,533	FY	1.00
09/10	Edagwa, Benson J	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2023	6/30/2024	96,596	FY	0.00
			Research Scientist	Special		6/30/2023	90,188	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2024	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/07	Edwards, Lauren R	Pediatrics Critical Care	Asst Professor	Special	7/1/2023		38,420	FY	0.85
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00
29/01		Pediatrics Critical Care	Asst Professor	Special	7/1/2023		38,420	FY	0.85
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00
29/01	Egbert, Matthew	Psychiatry	Assoc Professor	Special	7/1/2023		67,209	FY	0.50
			Assoc Professor	Special		6/30/2023	120,796	FY	0.90
09/07	Erickson, Christopher C	Pediatrics Cardiology	Professor	Special	7/1/2023		71,130	FY	0.55
			Professor	Continuous		6/30/2023	129,228	FY	1.00
29/01		Pediatrics Cardiology	Professor	Special	7/1/2023		71,130	FY	0.55
			Professor	Continuous		6/30/2023	129,228	FY	1.00

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09/01	Esteraich, Rocky P	Psychiatry	Asst Professor	Special	7/1/2023		45,100	FY	1.00
			Instructor	Special		6/30/2023	39,236	FY	0.98
29/01		Psychiatry	Asst Professor	Special	7/1/2023		45,100	FY	1.00
			Instructor	Special		6/30/2023	39,236	FY	0.98
09/01	Evans, Charity H	Surgery-Acute Care Surgery	Professor	Health Prof	7/1/2023	6/30/2028	67,900	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	66,700	FY	1.00
09/10	Evans, Jared D	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	103,950	FY	0.00
			Research Scientist	Special		6/30/2023	100,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	70,100	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/07	Evans, Susan K	Family Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2028	50,683	FY	1.00
			Asst Professor	Special		6/30/2023	45,525	FY	0.90
29/01		Family Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2028	50,683	FY	1.00
			Asst Professor	Special		6/30/2023	45,525	FY	0.90
09/10	Fan, Shan	Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2023	6/30/2024	11,301	FY	0.00
			Research Scientist	Special		6/30/2023	11,301	FY	0.00
			Asst Professor	Special	7/1/2023		70,699	FY	1.00
			Asst Professor	Special		6/30/2023	65,066	FY	1.00
06/01	Fey, Paul D	Pathology/Microbiology	Research Scientist	Special		6/30/2023	7,334	FY	0.00
			Professor	Continuous	7/1/2023		149,195	FY	1.00
			Professor	Continuous		6/30/2023	149,095	FY	1.00
			Vice Chairperson	Special		6/30/2023	10,000	FY	0.00

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			Associate Director	Special		6/30/2023	19,000	FY	0.00
09/07		Pathology/Microbiology	Research Scientist	Special		6/30/2023	7,334	FY	0.00
			Professor	Continuous	7/1/2023		149,195	FY	1.00
			Professor	Continuous		6/30/2023	149,095	FY	1.00
			Vice Chairperson	Special		6/30/2023	10,000	FY	0.00
			Associate Director	Special		6/30/2023	19,000	FY	0.00
09/10	Fisher, Alfred	Int Med Geriatrics	Neumann & Mildred Harris Professor of Geriatric	Special	7/1/2023	6/30/2028	30,000	FY	0.00
			Professor	Continuous	7/1/2023		63,465	FY	1.00
			Neumann & Mildred Harris Professor of Geriatric	Special		6/30/2023	30,000	FY	0.00
			Professor	Continuous		6/30/2023	63,465	FY	1.00
09/07	Florell, Melissa	CON-Kearney Division	Asst Professor	Special	9/1/2023		82,500	FY	1.00
			Instru	Special		8/31/2023	63,944	FY	1.00
29/01	Fouzdar Jain, Samiksha	Ophthalmology & Visual Sciences	Asst Professor	Special	9/1/2023		54,435	FY	0.95
			Asst Professor	Health Prof		8/31/2023	57,300	FY	1.00
09/07	Franzen, Marcellene H	Anesthesiology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	41,013	FY	1.00
			Asst Professor	Special		6/30/2023	40,913	FY	1.00
09/04	Ganesan, Murali	Pharmacology/Exp Neuroscience	Research Scientist	Special	9/1/2023	6/30/2024	50,000	FY	0.00
		Int Med GI	Research Scientist	Special		8/31/2023	4,406	FY	0.00
		Pharmacology/Exp Neuroscience	Asst Professor	Special	9/1/2023		60,000	FY	1.00
		Int Med GI	Asst Professor	Special		8/31/2023	88,223	FY	1.00
09/10		Int Med GI	Research Scientist	Special	7/1/2023	8/31/2023	4,406	FY	0.00
			Research Scientist	Special		6/30/2023	4,406	FY	0.00

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			Asst Professor	Special	7/1/2023		88,223	FY	1.00
			Asst Professor	Special		6/30/2023	88,123	FY	1.00
09/07	Gannon, David E	Int Med Pulmonary	Assoc Professor	Special	7/1/2023		50,950	FY	0.50
			Assoc Professor	Health Prof		6/30/2023	101,700	FY	1.00
29/01		Int Med Pulmonary	Assoc Professor	Special	7/1/2023		50,950	FY	0.50
			Assoc Professor	Health Prof		6/30/2023	101,700	FY	1.00
09/10	Gao, Lie	Anesthesiology	Research Scientist	Special	7/1/2023	6/30/2024	74,650	FY	0.00
			Research Scientist	Special		6/30/2023	72,400	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2026	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/01	Geary, Carol R	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	26,269	FY	0.00
			Research Scientist	Special		6/30/2023	23,848	FY	0.00
			Asst Professor	Special	7/1/2023		60,300	FY	1.00
			Asst Professor	Special		6/30/2023	60,200	FY	1.00
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	26,269	FY	0.00
			Research Scientist	Special		6/30/2023	23,848	FY	0.00
			Asst Professor	Special	7/1/2023		60,300	FY	1.00
			Asst Professor	Special		6/30/2023	60,200	FY	1.00
09/01	Geelan-Hansen, Katie R	Otol-Head and Neck Surgery	Assoc Professor	Health Prof	7/1/2023	6/30/2028	45,400	FY	1.00
			Asst Professor	Health Prof		6/30/2023	45,300	FY	1.00
09/07	Gehringer, James E	MMI Physical Therapy	Asst Professor	Health Prof	9/1/2023	6/30/2025	50,000	FY	1.00
			Research Asst Professor	Health Prof		8/31/2023	65,228	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Scientist	Special	9/1/2023		25,000	FY	0.00
06/01	Gendelman, Howard E	Pharmacology/Exp Neuroscience	Chairperson	Special	7/1/2023		140,173	FY	0.49
			Chairperson	Special		6/30/2023	140,173	FY	0.49
			Chairperson Stipend	Special	7/1/2023		101,088	FY	0.00
			Chairperson Stipend	Special		6/30/2023	101,088	FY	0.00
			Professor	Continuous	7/1/2023		145,790	FY	0.51
			Professor	Continuous		6/30/2023	145,790	FY	0.51
			Research Scientist	Special	7/1/2023	6/30/2024	31,116	FY	0.00
			Research Scientist	Special		6/30/2023	18,936	FY	0.00
29/01	George, Kerri	Anesthesiology	Asst Professor	Special	7/1/2023	10/12/2023	34,522	FY	0.80
			Asst Professor	Special		6/30/2023	38,742	FY	0.90
09/01	Ghosal, Gargi	Genetics Cell Biology & Anatomy	Director MGCB MS Program	Special	7/1/2023		5,000	FY	0.00
			Director MGCB MS Program	Special		6/30/2023	5,000	FY	0.00
			Director GCBA Seminar Series	Other	7/1/2023		5,000	FY	0.00
			Research Scientist	Special	7/1/2023		21,917	FY	0.00
			Research Scientist	Special		6/30/2023	14,190	FY	0.00
			Assoc Professor	Continuous	7/1/2023	6/30/2025	82,400	FY	1.00
			Asst Professor	Continuous		6/30/2023	82,400	FY	1.00
09/07		Genetics Cell Biology & Anatomy	Director MGCB MS Program	Special	7/1/2023		5,000	FY	0.00
			Director MGCB MS Program	Special		6/30/2023	5,000	FY	0.00
			Director GCBA Seminar Series	Other	7/1/2023		5,000	FY	0.00
			Research Scientist	Special	7/1/2023		21,917	FY	0.00
			Research Scientist	Special		6/30/2023	14,190	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assoc Professor	Continuous	7/1/2023	6/30/2025	82,400	FY	1.00
			Asst Professor	Continuous		6/30/2023	82,400	FY	1.00
09/07	Gilbert, Carol S	COPH Health Promotion	Asst Professor	Health Prof	7/1/2023	6/30/2028	90,846	FY	1.00
		COPH Child Health	Asst Professor	Health Prof		6/30/2023	60,100	FY	1.00
			Research Scientist	Special		6/30/2023	28,100	FY	0.00
06/01	Gilk, Stacey D	Pathology/Microbiology	Assoc Professor	Continuous	7/1/2023		70,300	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,200	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	70,375	FY	0.00
			Research Scientist	Special		6/30/2023	66,378	FY	0.00
09/10		Pathology/Microbiology	Assoc Professor	Continuous	7/1/2023		70,300	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,200	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	70,375	FY	0.00
			Research Scientist	Special		6/30/2023	66,378	FY	0.00
09/09	Glenn, Emily J	McGoogan Health Sciences Library	Dean	Special	7/1/2023		60,000	FY	0.00
			Interim Dean	Special		6/30/2023	60,000	FY	0.00
			Professor	Special	7/1/2023		125,000	FY	1.00
			Assoc Professor	Special		6/30/2023	110,000	FY	1.00
09/10	Gliske, Stephen V	Neurosurgery	Research Scientist	Special	7/1/2023	6/30/2024	80,039	FY	0.00
			Research Scientist	Special		6/30/2023	75,960	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2025	60,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/07	Godfrey, Maurice	MMI Administration	Professor	Continuous	7/1/2023		133,438	FY	1.00

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			Director Scienced Ed Partnership	Special		6/30/2023	10,000		
			Professor	Continuous		6/30/2023	130,183	FY	1.00
06/00	Golightly, Yvonne M	CAHP Physical Therapy	Professor	Health Prof	7/1/2023	6/30/2027	148,865	FY	1.00
			Professor	Health Prof		6/30/2023	144,340	FY	1.00
		CAHP Research Administration	Asst Dean for Research	Special	7/1/2023		6,500	FY	0.00
			Asst Dean for Research	Special		6/30/2023	6,500	FY	0.00
09/10	Gorantla, Santhi	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		80,000	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	109,129	FY	0.00
			Research Scientist	Special		6/30/2023	101,855	FY	0.00
09/07	Gormley, Jessica E	MMI Speech Pathology	Asst Professor	Special	7/24/2023		84,351	FY	1.00
			Asst Professor	Special		7/23/2023	84,351	FY	1.00
			Interim Director of Speech Language Pathology	Special		7/23/2023	10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfsrship	Special		7/23/2023	10,000	FY	0.00
			Research Coordinator	Special	7/24/2023		1,500	FY	0.00
			Research Coordinator	Special		7/23/2023	1,500	FY	0.00
09/09		MMI Speech Pathology	Asst Professor	Special	7/1/2023		84,351	FY	1.00
			Asst Professor	Special		6/30/2023	81,850	FY	1.00
			Interim Director of Speech Language Pathology	Special	7/1/2023	7/23/2023	10,000	FY	0.00
			Interim Director of Speech Language Pathology	Special		6/30/2023	10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfsrship	Special	7/1/2023	7/23/2023	10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfsrship	Special		6/30/2023	10,000	FY	0.00
			Research Coordinator	Special	7/1/2023		1,500	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Coordinator	Special		6/30/2023	1,500	FY	0.00
06/00	Grammer, Shaun L	CAHP Physician Assistant	Assoc Professor	Special	7/1/2023		142,101	FY	1.00
			Assoc Professor	Special		6/30/2023	135,464	FY	1.00
		CAHP Medical Sciences	Chair of Medical Sciences	Special	7/1/2023		10,000	FY	0.00
		CAHP Physician Assistant	Chair of Medical Sciences	Special		6/30/2023	10,000	FY	0.00
			Director	Special	7/1/2023		27,370	FY	0.00
			Director	Special		6/30/2023	27,370	FY	0.00
09/07	Greiner, Timothy C	Pathology/Microbiology	Professor	Special	7/1/2023		59,687	FY	0.60
			Professor	Special		6/30/2023	99,378	FY	1.00
29/01		Pathology/Microbiology	Professor	Special	7/1/2023		59,687	FY	0.60
			Professor	Special		6/30/2023	99,378	FY	1.00
29/01	Gregg, Christina	CAHP Hlth Prof Teach	Instructor	Special	8/1/2023		32,304	FY	0.38
			Instructor	Special		7/31/2023	17,229	FY	0.20
09/07	Grennan, Allison Q	MMI Psychology	Assoc Professor	Special	9/1/2023		118,823	FY	1.00
			Assoc Professor	Special		8/31/2023	118,823	FY	1.00
			Asst Dir Education and Training	Special	9/1/2023		3,500	FY	0.00
			Coordinator Internship	Special		8/31/2023	2,500	FY	0.00
06/01	Guda, Chittibabu	Dean College of Medicine	Asst Dean for Rsrch Development	Special	7/1/2023		5,000	FY	0.00
			Asst Dean for Rsrch Development	Special		6/30/2023	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2023		180,572	FY	1.00
			Professor	Continuous		6/30/2023	180,572	FY	1.00
			Dir Bioinformatics & Sys Biol Core Facil	Special	7/1/2023		50,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Dir Bioinformatics & Sys Biol Core Facil	Special		6/30/2023	50,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special	7/1/2023		5,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special		6/30/2023	5,000	FY	0.00
			Research Scientist	Special	7/1/2023		45,425	FY	0.00
			Research Scientist	Special		6/30/2023	32,633	FY	0.00
		Vice Chancellor for Research	Chief Bioinformatics/Rsearch Comput Ofcr	Special	7/1/2023		35,000	FY	0.00
			Chief Bioinformatics/Rsearch Comput Ofcr	Special		6/30/2023	35,000	FY	0.00
06/07		Dean College of Medicine	Asst Dean for Rsrch Development	Special	7/1/2023		5,000	FY	0.00
			Asst Dean for Rsrch Development	Special		6/30/2023	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2023		180,572	FY	1.00
			Professor	Continuous		6/30/2023	180,572	FY	1.00
			Dir Bioinformatics & Sys Biol Core Facil	Special	7/1/2023		50,000	FY	0.00
			Dir Bioinformatics & Sys Biol Core Facil	Special		6/30/2023	50,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special	7/1/2023		5,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special		6/30/2023	5,000	FY	0.00
			Research Scientist	Special	7/1/2023		45,425	FY	0.00
			Research Scientist	Special		6/30/2023	32,633	FY	0.00
		Vice Chancellor for Research	Chief Bioinformatics/Rsearch Comput Ofcr	Special	7/1/2023		35,000	FY	0.00
			Chief Bioinformatics/Rsearch Comput Ofcr	Special		6/30/2023	35,000	FY	0.00
09/07		Dean College of Medicine	Asst Dean for Rsrch Development	Special	7/1/2023		5,000	FY	0.00
			Asst Dean for Rsrch Development	Special		6/30/2023	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2023		180,572	FY	1.00
			Professor	Continuous		6/30/2023	180,572	FY	1.00
			Dir Bioinformatics & Sys Biol Core Facil	Special	7/1/2023		50,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Dir Bioinformatics & Sys Biol Core Facil	Special		6/30/2023	50,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special	7/1/2023		5,000	FY	0.00
			Vice Chair, Bioinformatics Rsch & Trng	Special		6/30/2023	5,000	FY	0.00
			Research Scientist	Special	7/1/2023		45,425	FY	0.00
			Research Scientist	Special		6/30/2023	32,633	FY	0.00
		Vice Chancellor for Research	Chief Bioinformatics/Rsearch Comput Ofcr	Special	7/1/2023		35,000	FY	0.00
			Chief Bioinformatics/Rsearch Comput Ofcr	Special		6/30/2023	35,000	FY	0.00
09/07	Guha, Upoma	COD-Adult Restorative	Director of Clinics	Special	7/1/2023		5,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2024	134,734	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	131,000	FY	1.00
09/10	Gumenyuk, Valentina	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	67,416	FY	0.00
			Research Scientist	Special		6/30/2023	63,600	FY	0.00
			Asst Professor	Special	7/1/2023		63,600	FY	1.00
			Asst Professor	Special		6/30/2023	63,600	FY	1.00
09/13	Gwon, Yeongjin	COPH Biostatistics	Asst Professor	Health Prof	7/1/2023	6/30/2024	125,564	FY	1.00
			Asst Professor	Health Prof		6/30/2023	121,318	FY	1.00
09/07	Hackfort, Bryan T	Cellular/Integrative Physiology	Research Scientist	Special	7/1/2023	6/30/2024	22,425	FY	0.00
			Research Scientist	Special		6/30/2023	15,000	FY	0.00
			Asst Professor	Special	7/1/2023		60,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
			Asst Director MS Medical Physiology Prgm	Special	7/1/2023		9,000	FY	0.00
			Asst Director MS Medical Physiology Prgm	Special		6/30/2023	3,000	FY	0.00

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29/01	Harlow, Elizabeth N	Int Med Geriatrics/Palliative Med	Assoc Professor	Special	7/1/2023		34,921	FY	0.75
			Assoc Professor	Special		6/30/2023	32,500	FY	0.70
09/10	Harris, Lynda K	Ob/Gyn Research Lab	Research Scientist	Special	7/1/2023	6/30/2024	84,500	FY	0.00
			Research Scientist	Special		6/30/2023	80,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
29/01	Hartman, Stephanie J	Int Med General Medicine	Asst Professor	Special	7/1/2023		22,993	FY	0.50
			Asst Professor	Special		6/30/2023	16,060	FY	0.35
09/07	Hayes, Kristie D	Dermatology	Assoc Professor	Special	7/1/2023		1,000	FY	0.01
			Assoc Professor	Special		6/30/2023	25,200	FY	0.25
		Academic Affairs	UNMC Ombudsperson	Special	7/1/2023		9,000	FY	0.09
29/01	Hays, Haley M	CON-West Nebraska Division	Clinical Asst Professor	Special	8/14/2023		55,093	FY	0.50
			Clinical Asst Professor	Special		8/13/2023	33,056	FY	0.30
06/01	Heiser, Nicholas E	Anesthesiology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	110,300	FY	1.00
			Asst Professor	Special		6/30/2023	110,200	FY	1.00
09/01		Anesthesiology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	110,300	FY	1.00
			Asst Professor	Special		6/30/2023	110,200	FY	1.00
09/07	Helget, Lindsay N	Int Med Rheumatology	Asst Professor	Special	7/1/2023		36,180	FY	0.80
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00
29/01		Int Med Rheumatology	Asst Professor	Special	7/1/2023		36,180	FY	0.80
			Asst Professor	Health Prof		6/30/2023	45,100	FY	1.00

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29/01	Herbster, Stacey L	Psychiatry	Asst Professor	Special	7/1/2023		33,871	FY	0.75
			Asst Professor	Special		6/30/2023	37,697	FY	0.83
29/01	Herrick, Linda M	CON-Omaha Division	Clinical Professor	Special	9/1/2023		56,146	AY	0.50
			Clinical Professor	Special		8/31/2023	27,388	AY	0.25
09/13	Herstein, Jocelyn J	COPH Environ, Agri & Occ Health	Asst Professor	Health Prof	7/1/2023	6/30/2024	120,118	FY	1.00
			Asst Professor	Health Prof		6/30/2023	88,322	FY	1.00
09/13	Hetland, Breanna D	CON-Omaha Division	Asst Professor	Health Prof	7/1/2023	6/30/2028	118,217	FY	1.00
			Asst Professor	Health Prof		6/30/2023	115,053	FY	1.00
06/00	Hewitt, Kyle J	Genetics Cell Biology & Anatomy	Assoc Professor	Continuous	7/1/2023		70,000	FY	1.00
			Asst Professor	Continuous		6/30/2023	60,000	FY	1.00
			Co-Director MGCB Program	Special	7/1/2023		5,000	FY	0.00
			Co-Director MGCB Program	Special		6/30/2023	5,000	FY	0.00
09/01		Genetics Cell Biology & Anatomy	Assoc Professor	Continuous	7/1/2023		70,000	FY	1.00
			Asst Professor	Continuous		6/30/2023	60,000	FY	1.00
			Co-Director MGCB Program	Special	7/1/2023		5,000	FY	0.00
			Co-Director MGCB Program	Special		6/30/2023	5,000	FY	0.00
09/07		Genetics Cell Biology & Anatomy	Assoc Professor	Continuous	8/1/2023		70,000	FY	1.00
			Assoc Professor	Continuous		7/31/2023	70,000	FY	1.00
			Co-Director MGCB Program	Special	8/1/2023		5,000	FY	0.00
			Co-Director MGCB Program	Special		7/31/2023	5,000	FY	0.00
			Research Scientist	Special	7/1/2023		45,034	FY	0.00
			Research Scientist	Special		6/30/2023	37,254	FY	0.00

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09/09	Hollingsworth, Michael A	Eppley Inst Faculty	Research Scientist	Special	7/1/2023		85,554	FY	0.00
			Research Scientist	Special		6/30/2023	78,212	FY	0.00
			Professor	Continuous	7/1/2023		252,301	FY	1.00
			Professor	Continuous		6/30/2023	249,803	FY	1.00
06/00	Holmes, LeAnn R	CON-Lincoln Division	Clinical Assoc Professor	Special	7/1/2023		124,000	FY	1.00
			Clinical Asst Professor	Special		6/30/2023	114,484	FY	1.00
		CON-Mobile Nursing Center	Director	Special	7/1/2023		3,000	FY	0.00
			Director	Special		6/30/2023	3,000	FY	0.00
		CON-Academic Programs	Director	Special	7/1/2023		3,000	FY	0.00
			Director	Special		6/30/2023	3,000	FY	0.00
09/01		CON-Lincoln Division	Clinical Assoc Professor	Special	7/1/2023		124,000	FY	1.00
			Clinical Asst Professor	Special		6/30/2023	114,484	FY	1.00
		CON-Mobile Nursing Center	Director	Special	7/1/2023		3,000	FY	0.00
			Director	Special		6/30/2023	3,000	FY	0.00
		CON-Academic Programs	Director	Special	7/1/2023		3,000	FY	0.00
			Director	Special		6/30/2023	3,000	FY	0.00
09/10	Holstein, Sarah A	Int Med Oncology/Hematology	Professor	Continuous	7/1/2023		50,600	FY	1.00
			Professor	Continuous		6/30/2023	50,500	FY	1.00
06/00	Horak, Shaun C	CAHP Physician Assistant	Asst Professor	Special	7/1/2023		138,864	FY	1.00
			Asst Professor	Special		6/30/2023	132,377	FY	1.00
			Assoc Director DMSc Program	Special	7/1/2023		5,000	FY	0.00
			Assoc Director DMSc Program	Special		6/30/2023	5,000	FY	0.00

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09/13	Horner, Ronnie D	COPH Health Services Res & Admin	Chairperson	Special	7/1/2023		40,000	FY	0.00
			Chairperson	Special		6/30/2023	40,000	FY	0.00
			Professor	Health Prof	7/1/2023	6/30/2024	234,090	FY	1.00
			Professor	Health Prof		6/30/2023	229,500	FY	1.00
09/26	Hrncirik, Michael A	Budget Analysis & Financial Cmpl	Sr Manager,Financial Compl&Cost Analysis	Other		6/30/2023	105,818	FY	1.00
		Finance and Business Services	Asst Vice Chancellor, B&F and Controller	Special	7/1/2023		150,000	FY	1.00
06/00	Hu, Guoku	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2023	6/30/2024	14,141	FY	0.00
			Research Scientist	Special		6/30/2023	11,690	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2024	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/10		Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2023	6/30/2024	14,141	FY	0.00
			Research Scientist	Special		6/30/2023	11,690	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2024	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/01	Hultquist, Teresa L	CON-Omaha Division	Professor	Continuous	7/1/2023		151,128	FY	1.00
			Assoc Professor	Continuous		6/30/2023	142,334	FY	1.00
			Direct of Evaluation	Special	7/1/2023		3,000	FY	0.00
			Direct of Evaluation	Special		6/30/2023	3,000	FY	0.00
09/01	Hyde, Ricia K	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	27,799	FY	0.00
			Research Scientist	Special		6/30/2023	22,010	FY	0.00
			Assoc Professor	Continuous	7/1/2023		96,134	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	96,134	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Graduate Committee Chair	Special	7/1/2023	6/30/2024	10,000	FY	0.00
			Graduate Committee Chair	Special		6/30/2023	10,000	FY	0.00
09/10		Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	27,799	FY	0.00
			Research Scientist	Special		6/30/2023	22,010	FY	0.00
			Assoc Professor	Continuous	7/1/2023		96,134	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	96,134	FY	1.00
			Graduate Committee Chair	Special	7/1/2023	6/30/2024	10,000	FY	0.00
			Graduate Committee Chair	Special		6/30/2023	10,000	FY	0.00
06/00	Idoate, Regina E	COPH Health Promotion	Director Spirituality, Culture and Hlth	Special	7/1/2023		20,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2028	120,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	98,948	FY	1.00
09/01		COPH Health Promotion	Director Spirituality, Culture and Hlth	Special	7/1/2023		20,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2028	120,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	98,948	FY	1.00
06/01	Iqbal, Javeed	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	91,900	FY	0.00
			Research Scientist	Special		6/30/2023	77,464	FY	0.00
			Professor	Continuous	7/1/2023		80,100	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	91,900	FY	0.00
			Research Scientist	Special		6/30/2023	77,464	FY	0.00
			Professor	Continuous	7/1/2023		80,100	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00
06/01	Iwen, Peter C	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	11,784	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Scientist	Special		6/30/2023	7,246	FY	0.00
			Professor	Continuous	7/1/2023		131,542	FY	0.90
			Professor	Continuous		6/30/2023	131,906	FY	0.90
		Office of Regulatory Affairs/IRB	Biosafety Officer	Special	7/1/2023		2,500	FY	0.00
			Biosafety Officer	Special		6/30/2023	2,500	FY	0.00
		Pathology/Microbiology	Director - NPHL	Special	7/1/2023		15,000	FY	0.00
			Director - NPHL	Special		6/30/2023	15,000	FY	0.00
		COPH Environ, Agri & Occ Health	Professor	Special	7/1/2023		15,925	FY	0.10
			Professor	Special		6/30/2023	15,461	FY	0.10
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	11,784	FY	0.00
			Research Scientist	Special		6/30/2023	7,246	FY	0.00
			Professor	Continuous	7/1/2023		131,542	FY	0.90
			Professor	Continuous		6/30/2023	131,906	FY	0.90
		Office of Regulatory Affairs/IRB	Biosafety Officer	Special	7/1/2023		2,500	FY	0.00
			Biosafety Officer	Special		6/30/2023	2,500	FY	0.00
		Pathology/Microbiology	Director - NPHL	Special	7/1/2023		15,000	FY	0.00
			Director - NPHL	Special		6/30/2023	15,000	FY	0.00
		COPH Environ, Agri & Occ Health	Professor	Special	7/1/2023		15,925	FY	0.10
			Professor	Special		6/30/2023	15,461	FY	0.10
09/07	Jackson, Mariah K	CAHP Medical Nutrition	Asst Professor	Health Prof	7/1/2023	6/30/2028	69,732	FY	1.00
			Asst Professor	Special		6/30/2023	67,701	FY	1.00
09/07	Jain, Maneesh	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	40,395	FY	0.00
			Research Scientist	Special		6/30/2023	35,776	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Postdoctoral Committee Chair	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Professor	Continuous	7/1/2023		118,196	FY	1.00
			Professor	Continuous		6/30/2023	118,196	FY	1.00
			BMB Graduate Program Co-Chair	Special		6/30/2023	5,000	FY	0.00
09/10	Jarzynka, Kimberly J	Family Medicine	Residency Program Director	Special	7/1/2023		10,000	FY	0.00
			Residency Program Director	Special		6/30/2023	10,000	FY	0.00
			Vice Chairperson	Special	7/1/2023		10,000	FY	0.00
			Vice Chairperson	Special		6/30/2023	10,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2028	112,212	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	112,112	FY	1.00
09/07	Jenkins, James F	COD-Adult Restorative	Assoc Professor	Special	7/1/2023		86,682	FY	0.60
			Assoc Professor	Health Prof		6/30/2023	140,466	FY	1.00
			Maude Faculty Fellowship	Special		6/30/2023	5,000	FY	0.00
			Director of Clinics	Special		6/30/2023	5,000	FY	0.00
29/01	Jenkins, Jessie S	Int Med Geriatrics/Palliative Med	Asst Professor	Special	7/1/2023		45,400	FY	1.00
			Asst Professor	Special		6/30/2023	38,872	FY	0.86
09/07	Johnson, Angela M	CON-Northern Division	Assistant Dean	Special	7/1/2023		5,000	FY	0.00
			Interim Assistant Dean	Special		6/30/2023	5,000	FY	0.00
			Asst Professor	Special	7/1/2023		113,121	FY	1.00
			Asst Professor	Special		6/30/2023	108,250	FY	1.00
09/10	Johnson, Daniel W	Anesthesiology	Professor	Health Prof	7/1/2023	6/30/2028	110,300	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	110,200	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
29/01	Johnson, William W	COD-Adult Restorative	Professor	Special	8/31/2023		72,175	FY	0.50
			Professor	Continuous		8/30/2023	144,349	FY	1.00
06/03	Kanmogne, Georgette D	Pharmacology/Exp Neuroscience	Professor	Continuous	8/1/2023		127,893	FY	1.00
			Professor	Continuous		7/31/2023	127,893	FY	1.00
			Research Scientist	Special	8/1/2023		32,870	FY	0.00
			Research Scientist	Special		7/31/2023	31,201	FY	0.00
09/07	Kelly, David Lee	Eppley Inst Faculty	Research Scientist	Special	7/1/2023		845	FY	0.00
			Asst Professor	Special	7/1/2023		86,155	FY	1.00
			Asst Professor	Special		6/30/2023	84,466	FY	1.00
09/09	Kennel, Victoria Lynette	CAHP Educ, Research & Practice	Asst Professor	Health Prof	7/1/2023	6/30/2025	97,084	FY	1.00
		CAHP Research Administration	Asst Professor	Health Prof		6/30/2023	94,256	FY	1.00
09/07	Kerns, Ellen K	Pediatrics Biomed Informatics & HSS	Director of Pediatric Bioinformatics	Special	7/1/2023		20,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2028	60,201	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,101	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	44,800	FY	0.00
			Research Scientist	Special		6/30/2023	55,388	FY	0.00
29/01	Khan, Brent D	Psychiatry	Asst Professor	Special	7/1/2023		118,005	FY	0.92
			Asst Professor	Special		6/30/2023	125,546	FY	1.00
29/01	Khandalavala, Birgit N	Family Medicine	Assoc Professor	Special	7/1/2023		51,520	FY	0.80
			Assoc Professor	Special		6/30/2023	57,847	FY	0.90
09/10	Kharbanda, Kusum	Int Med GI	Professor	Health Prof	7/1/2023	6/30/2025	40,000	FY	0.50

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Professor	Health Prof		6/30/2023	40,000	FY	0.50
			Research Scientist	Special	7/1/2023	6/30/2024	27,032	FY	0.00
			Research Scientist	Special		6/30/2023	26,932	FY	0.00
09/10	Kielian, Tammy L	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	15,295	FY	0.00
			Research Scientist	Special		6/30/2023	9,410	FY	0.00
			C Kommineni, DVM, PhD, Prof of Pathology	Special	7/1/2023	6/30/2026	8,000	FY	0.00
			C Kommineni, DVM, PhD, Prof of Pathology	Special		6/30/2023	8,000	FY	0.00
			Professor	Continuous	7/1/2023		190,200	FY	1.00
			Professor	Continuous		6/30/2023	190,100	FY	1.00
09/07	Kim, Jungyoon	COPH Health Services Res & Admin	Asst Professor	Health Prof	7/1/2023	6/30/2028	99,141	FY	1.00
			Asst Professor	Special		6/30/2023	81,815	FY	0.85
29/01		COPH Health Services Res & Admin	Asst Professor	Health Prof	7/1/2023	6/30/2028	99,141	FY	1.00
			Asst Professor	Special		6/30/2023	81,815	FY	0.85
09/07	King, Jeremy C	Family Medicine	Asst Professor	Special	7/1/2023		98,717	FY	0.90
			Asst Professor	Health Prof		6/30/2023	109,573	FY	1.00
29/01		Family Medicine	Asst Professor	Special	7/1/2023		98,717	FY	0.90
			Asst Professor	Health Prof		6/30/2023	109,573	FY	1.00
09/01	King, Keyonna M	COPH Health Promotion	Assoc Professor	Health Prof	7/1/2023	6/30/2028	120,000	FY	1.00
			Asst Professor	Special		6/30/2023	96,780	FY	1.00
09/07		COPH Health Promotion	Assoc Professor	Health Prof	7/1/2023	6/30/2028	120,000	FY	1.00
			Asst Professor	Special		6/30/2023	96,780	FY	1.00
09/07	Kintziger, Kristina W	COPH Environ, Agri & Occ Health	Assoc Professor	Health Prof	7/1/2023	6/30/2024	128,750	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assoc Professor	Health Prof		6/30/2023	125,000	FY	1.00
		COPH Center-Env Hlth & Toxic	Co-Dir Ctr Envirn. Hlth and Toxicology	Special	7/1/2023		10,000	FY	0.00
06/09	Klein, Abbey J	CON-Omaha Division	Asst Professor	Special	9/1/2023		81,375	AY	1.00
			Asst Professor	Special		8/31/2023	31,848	AY	1.00
09/07	Konigsberg, Beau S	Dean College of Medicine	Assistant Dean for Admissions	Special		6/30/2023	5,000	FY	0.00
		Orthopaedic Surgery	Professor	Health Prof	7/1/2023	6/30/2028	96,735	FY	1.00
			Professor	Health Prof		6/30/2023	96,535	FY	1.00
09/07	Koukol, Claire C	COD-Growth and Development	Director MMI Caring for Champions Clinic	Special		7/31/2023	3,000	FY	0.00
			Asst Professor	Health Prof	8/1/2023	6/30/2025	138,713	FY	1.00
			Asst Professor	Health Prof		7/31/2023	138,713	FY	1.00
			Director Omaha Ped Dental Clinic	Special	8/1/2023		5,000	FY	0.00
			Director Omaha Ped Dental Clinic	Special		7/31/2023	5,000	FY	0.00
09/10	Krause, Crystal M	Surgery-General Surgery	Research Scientist	Special	7/1/2023	6/30/2024	11,313	FY	0.00
			Research Scientist	Special		6/30/2023	9,327	FY	0.00
			Asst Professor	Special	7/1/2023		60,300	FY	1.00
			Asst Professor	Special		6/30/2023	60,200	FY	1.00
09/10	Krishnan, Mohan K	Biochem and Molecular Biology	Assoc Professor	Health Prof	7/1/2023	6/30/2027	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	46,100	FY	0.00
			Research Scientist	Special		6/30/2023	46,000	FY	0.00
09/07	Kuhn, Brett R	MMI Psychology	Clinical Provider	Special	7/1/2023		85,198	FY	0.00
			Professor	Health Prof	7/1/2023	6/30/2024	60,000	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Professor	Health Prof		6/30/2023	141,657	FY	1.00
09/10	Kumar, Vikas	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	60,819	FY	0.00
			Research Scientist	Special		6/30/2023	57,300	FY	0.00
			Asst Professor	Special	7/1/2023		60,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
09/07	Lally, Robin M	CON-Center for CCM	Director CCCM	Special	7/1/2023		3,000	FY	0.00
		CON-Omaha Division	Professor	Continuous	7/1/2023		180,088	FY	1.00
			Professor	Continuous		6/30/2023	171,529	FY	1.00
			Bertha L Pankratz Professorship in Nrsng	Special	7/1/2023	6/30/2025	5,000	FY	0.00
			Bertha L. Pankratz Professorship in Nurs	Special		6/30/2023	5,000	FY	0.00
09/07	Lamounier, Adriana	COD-Adult Restorative	Assoc Professor	Health Prof	7/1/2023	6/30/2024	134,734	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	131,000	FY	1.00
			Clinical Model Group Leader	Special	7/1/2023		5,000	FY	0.00
09/07	Larsen, Jennifer L	Int Med DEM	Professor	Special	7/1/2023		165,750	FY	0.50
			Professor	Special		6/30/2023	74,584	FY	0.10
		Vice Chancellor for Research	Vice Chancellor/Research	Special		6/30/2023	253,750	FY	0.90
		Int Med DEM	Degan Professorship (Louise & Morton)	Special	7/1/2023		0	FY	0.00
			Degan Professorship (Louise & Morton)	Special		6/30/2023	13,116	FY	0.00
09/10	Larson, Marilynn A	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	6,261	FY	0.00
			Research Scientist	Special		6/30/2023	3,843	FY	0.00
			Asst Professor	Special	7/1/2023		80,202	FY	1.00
			Asst Professor	Special		6/30/2023	80,102	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Latacha, Kimberly S	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	72,161	FY	0.00
			Research Scientist	Special		6/30/2023	51,213	FY	0.00
			Vice Chair for Medical Education	Special	7/1/2023		10,000	FY	0.00
			Vice Chair for Medical Education	Special		6/30/2023	26,807	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/10	Lawler, James V	Int Med Infectious Diseases	Professor	Continuous	7/1/2023		55,100	FY	1.00
			Professor	Continuous		6/30/2023	55,000	FY	1.00
		Academic Affairs	Woody and Paula Varner Professorship	Special	7/1/2023	6/30/2026	10,000	FY	0.00
			Woody and Paula Varner Professorship	Special		6/30/2023	10,000	FY	0.00
09/10	Lehman, McKenzie	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	11,189	FY	0.00
			Research Scientist	Special		6/30/2023	9,000	FY	0.00
			Asst Professor	Special	7/1/2023		67,400	FY	1.00
			Asst Professor	Special		6/30/2023	67,300	FY	1.00
09/10	Lei, Yu	Radiation Oncology	Research Scientist	Special	7/1/2023	6/30/2024	162,100	FY	0.00
			Research Scientist	Special		6/30/2023	162,000	FY	0.00
			Assoc Professor	Special	7/1/2023		70,000	FY	1.00
			Assoc Professor	Special		6/30/2023	70,000	FY	1.00
29/01	Levy, Deborah A	COPH Epidemiology	Professor	Special	7/1/2023		57,777	FY	0.25
			Professor	Special		6/30/2023	114,980	FY	0.50
09/10	Lieneman, Corey C	Psychiatry	Asst Professor	Special	7/1/2023		61,800	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Research Scientist	Special	7/1/2023	6/30/2024	28,840	FY	0.00
			Research Scientist	Special		6/30/2023	28,000	FY	0.00
09/10	Li, Ling	Pediatrics Cardiology	Asst Professor	Health Prof	7/1/2023	6/30/2025	72,800	FY	1.00
			Asst Professor	Health Prof		6/30/2023	72,700	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	9,526	FY	0.00
			Research Scientist	Special		6/30/2023	7,228	FY	0.00
09/07	Lin, Ming-Fong	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	11,627	FY	0.00
			Research Scientist	Special		6/30/2023	10,017	FY	0.00
			Professor	Continuous	7/1/2023		150,951	FY	1.00
			Professor	Continuous		6/30/2023	150,951	FY	1.00
			Vice Chair for Research	Special		6/30/2023	0	FY	0.00
09/07	Liu, Jennifer L	Family Medicine	Asst Professor	Special	7/1/2023		41,140	FY	0.90
			Asst Professor	Health Prof		6/30/2023	45,600	FY	1.00
29/01		Family Medicine	Asst Professor	Special	7/1/2023		41,140	FY	0.90
			Asst Professor	Health Prof		6/30/2023	45,600	FY	1.00
09/10	Liu, Yutong	Radiology	Research Scientist	Special	7/1/2023	6/30/2024	23,318	FY	0.00
			Research Scientist	Special		6/30/2023	18,318	FY	0.00
			Professor	Special	7/1/2023		110,599	FY	1.00
			Assoc Professor	Special		6/30/2023	110,599	FY	1.00
09/10	Lowman, Sarah G	COD-Growth and Development	Asst Professor	Health Prof	7/1/2023	6/30/2026	129,167	FY	1.00
			Asst Professor	Health Prof		6/30/2023	125,405	FY	1.00
		COD-Dental Administration	Asst Dean of Admissions	Special	7/1/2023		30,000	FY	0.00

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			Asst Dean of Admissions	Special		6/30/2023	30,000	FY	0.00
09/07	Lowndes, Bethany R	Neurological Sciences	Research Scientist	Special	8/1/2023		76,971	FY	0.00
			Asst Professor	Health Prof	8/1/2023	6/30/2027	51,743	FY	1.00
			Asst Professor	Health Prof		7/31/2023	51,743	FY	1.00
			Responsible Official	Special		7/31/2023	76,971	FY	0.00
29/01	Lynch, Natalie M	Family Medicine	Asst Professor	Special	7/1/2023		33,160	FY	0.60
			Asst Professor	Special		6/30/2023	27,550	FY	0.50
09/07	Marcelin, Alberto	Family Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2028	55,100	FY	1.00
			Asst Professor	Health Prof		6/30/2023	55,000	FY	1.00
		Dean College of Medicine	Asst Dean for Admissions	Special	7/1/2023		0	FY	0.00
09/07	Marky, Luis A	COP Pharmaceutical Science	Director of Graduates Studies	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Professor	Continuous	7/1/2023		181,602	FY	1.00
			Professor	Continuous		6/30/2023	181,602	FY	1.00
09/10	Maroni Veiga, Dulce	Neurosurgery	Asst Professor	Special	7/1/2023		60,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	37,603	FY	0.00
			Research Scientist	Special		6/30/2023	34,760	FY	0.00
09/10	Marshall, Julie	COD-Adult Restorative Dentistry	Assoc Professor	Health Prof	7/1/2023	6/30/2024	163,796	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	159,257	FY	1.00
			Advanced Standing Program Director	Special	7/1/2023		12,000	FY	0.00
			Advanced Standing Program Director	Special		6/30/2023	12,000	FY	0.00
			William & Kathryn Greer Faculty Fellowship	Special	7/1/2023	6/30/2028	0	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			William & Kathryn Greer Faculty Fellowship	Special		6/30/2023	0	FY	0.00
29/01	Maskin, Lauren J	Pediatrics Hospitalists	Assoc Professor	Special	7/1/2023		42,483	FY	1.00
			Assoc Professor	Special		6/30/2023	33,886	FY	0.80
09/07	McConnaughhay, Maddison A	COD-Growth and Development	Director MMI Caring for Champions Clinic	Special	8/1/2023		3,000	FY	0.00
			Asst Professor	Health Prof	8/1/2023	6/30/2026	125,000	FY	1.00
			Asst Professor	Health Prof		7/31/2023	125,000	FY	1.00
09/10	McCulloh, Russell J	Pediatrics Hospitalists	Professor	Health Prof	7/1/2023	6/30/2027	45,500	FY	1.00
			Professor	Health Prof		6/30/2023	45,400	FY	1.00
			CHMC Dir Clinical/Translational Rsch Ops	Special	7/1/2023		124,500	FY	0.00
			CHMC Dir Clinical/Translational Rsch Ops	Special		6/30/2023	124,500	FY	0.00
			Research Scientist	Special	7/1/2023	6/30/2024	79,100	FY	0.00
			Research Scientist	Special		6/30/2023	79,100	FY	0.00
09/10	McCumber, Travis L	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	39,502	FY	0.00
			Research Scientist	Special		6/30/2023	35,970	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	81,750	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	81,750	FY	1.00
			Director of Gross Anatomy Laboratory	Special	7/1/2023		5,000	FY	0.00
			Director of Gross Anatomy Laboratory	Special		6/30/2023	5,000	FY	0.00
09/10	McDonald, Thomas L	Pathology/Microbiology	Professor	Continuous	7/1/2023		153,103	FY	1.00
			Professor	Continuous		6/30/2023	153,003	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	2,956	FY	0.00
			Research Scientist	Special		6/30/2023	2,956	FY	0.00

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09/07	McMillan, Analisa	COPH Office of the Dean	Director, Distance Learning	Other		8/31/2023	67,488	FY	0.70
		COPH Health Promotion	Asst Professor	Special	9/1/2023		73,500	FY	0.70
		COPH Office of the Dean	Director of Teaching and Learning	Special	9/1/2023		5,000	FY	0.00
		Academic Affairs	Assoc Director IAE	Special	9/1/2023	12/31/2024	31,500	FY	0.30
			Assoc Director IAE	Special		8/31/2023	28,922	FY	0.30
			Assoc Director Stipend	Special	9/1/2023	12/31/2024	5,000	FY	0.00
			Assoc Director Stipend	Special		8/31/2023	5,000	FY	0.00
			UNMC Director of Distance Education	Special	9/1/2023		5,000	FY	0.00
			UNMC Director of Distance Education	Special		8/31/2023	5,000	FY	0.00
09/10	McMillan, David C	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2023	6/30/2024	37,729	FY	0.00
			Research Scientist	Special		6/30/2023	27,938	FY	0.00
			Professor	Continuous	7/1/2023		171,882	FY	1.00
			Professor	Continuous		6/30/2023	171,882	FY	1.00
09/07	McMillan, JoEllyn M	Biosafety Program	Institutional Biosafety Comm Chair	Special	9/1/2023	1/31/2027	10,000	FY	0.00
		COPH Environ, Agri & Occ Health	Assoc Professor	Special	9/1/2023		34,049	FY	0.35
			Assoc Professor	Special		8/31/2023	34,049	FY	0.35
		Pharmacology/Exp Neuroscience	Assoc Professor	Special	9/1/2023		63,234	FY	0.65
			Assoc Professor	Special		8/31/2023	63,234	FY	0.65
09/07	McMurray, Diane M	CON-Lincoln Division	Asst Professor	Special	7/1/2023		109,035	FY	1.00
			Instructor	Special		6/30/2023	92,013	FY	1.00
09/07	McVicker, Benita L	Int Med GI	Assoc Professor	Special	7/1/2023		39,804	FY	0.50
			Assoc Professor	Special		6/30/2023	19,852	FY	0.25

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			Research Scientist	Special	7/1/2023	6/30/2024	2,945	FY	0.00
09/13	Meaker-Medcalf, Sharon J	COPH Epidemiology	Assoc Professor	Health Prof	7/1/2023	6/30/2024	139,813	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	137,072	FY	1.00
29/01	Meier, Nancy J	CON-West Nebraska Division	Asst Professor	Special	9/1/2023		45,385	AY	0.50
			Asst Professor	Special		8/31/2023	87,912	AY	1.00
09/13	Mengist, Abraham D	COPH Epidemiology	Asst Professor	Health Prof	7/1/2023	6/30/2024	108,620	FY	1.00
			Asst Professor	Health Prof		6/30/2023	105,456	FY	1.00
09/07	Meredith, Thomas J	Family Medicine	Vice Chair Faculty Affairs	Special	7/1/2023		5,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023		56,200	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	56,100	FY	1.00
			Assoc Residency Program Director	Special	7/1/2023		5,000	FY	0.00
			Assoc Residency Program Director	Special		6/30/2023	5,000	FY	0.00
09/10	Merickel, Jennifer I	Neurological Sciences	Research Scientist	Special	7/1/2023	10/5/2023	54,031	FY	0.00
			Research Scientist	Special		6/30/2023	51,760	FY	0.00
			Asst Professor	Health Prof	7/1/2023	10/5/2023	61,800	FY	1.00
			Asst Professor	Health Prof		6/30/2023	61,800	FY	1.00
29/01	Meyer Karre, Vakara M	Psychiatry	Assoc Professor	Special	7/1/2023		28,357	FY	0.60
			Assoc Professor	Special		6/30/2023	28,257	FY	0.70
09/07	Meza, Jane L	Chancellor's Support Staff	Exec Director of Health Security	Special		6/30/2023	86,920	FY	0.30
		COPH Biostatistics	Professor	Continuous	7/1/2023		29,843	FY	0.10
			Professor	Continuous		6/30/2023	28,973	FY	0.10

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		Office of Global Engagement	Interim Assoc Vice Chanc Global & Student Supp	Special	7/1/2023	6/30/2024	89,528	FY	0.30
			Interim Assoc Vice Chanc Global & Student Supp	Special		6/30/2023	101,407	FY	0.35
		Academic Affairs	Assoc Vice Chanc Academic Affairs	Special	7/1/2023		149,213	FY	0.50
			Assoc Vice Chanc Academic Affairs -stpnd	Special	7/1/2023		25,000	FY	0.00
		Chancellor's Support Staff	Interim Assoc Vice Chanc Strategic Initiatives	Special	7/1/2023	6/30/2024	29,843	FY	0.10
			Interim Assoc Vice Chanc Strategic Initiatives	Special		6/30/2023	72,434	FY	0.25
			Exec Director of Health Security Stipend	Special		6/30/2023	10,000	FY	0.00
09/07	Michael, Kimberly K	CAHP Diagnostic Med Sonography	Program Director/DMS	Special	7/1/2023		25,750	FY	0.20
			Program Director/DMS	Special		6/30/2023	25,000	FY	0.20
			Professor	Continuous	7/1/2023		94,982	FY	0.80
			Professor	Continuous		6/30/2023	92,216	FY	0.80
			Anderson Dist. Professor	Special	7/1/2023	6/30/2026	0	FY	0.00
			Anderson Dist. Professor	Special		6/30/2023	0	FY	0.00
09/10	Michaud, Kaleb D	Int Med Rheumatology	Research Scientist	Special	7/1/2023	6/30/2024	73,823	FY	0.00
			Research Scientist	Special		6/30/2023	71,623	FY	0.00
			Professor	Continuous	7/1/2023		114,083	FY	1.00
			Professor	Continuous		6/30/2023	113,983	FY	1.00
09/10	Mishra, Paras Kumar	Cellular/Integrative Physiology	Research Scientist	Special	7/1/2023	6/30/2024	4,687	FY	0.00
			Research Scientist	Special		6/30/2023	3,500	FY	0.00
			Assoc Professor	Continuous	7/1/2023		115,221	FY	1.00
			Assoc Professor	Continuous		6/30/2023	115,221	FY	1.00
09/10	Monaghan, Daniel T	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		170,152	FY	1.00

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			Professor	Continuous		6/30/2023	170,152	FY	1.00
		Academic Affairs	Assoc Director IGPBS	Special	7/1/2023		5,000	FY	0.00
			Assoc Director IGPBS	Special		6/30/2023	5,000	FY	0.00
			Director of Strategic Initiatives	Special	7/1/2023		10,000	FY	0.00
			Director of Strategic Initiatives	Special		6/30/2023	10,000	FY	0.00
		Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2023	6/30/2024	39,442	FY	0.00
			Research Scientist	Special		6/30/2023	30,804	FY	0.00
09/10	Mott, Justin L	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	21,904	FY	0.00
			Research Scientist	Special		6/30/2023	17,827	FY	0.00
			Professor	Continuous	7/1/2023		118,056	FY	1.00
			Professor	Continuous		6/30/2023	118,056	FY	1.00
			Medical Core Asst Director	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Medical Core Asst Director	Special		6/30/2023	7,500	FY	0.00
		Dean College of Medicine	Director, MD, PhD Program	Special	7/1/2023		2,500	FY	0.00
			Director, MD, PhD Program	Special		6/30/2023	2,500	FY	0.00
			Curriculum Cmte Chair	Special	7/1/2023		2,500	FY	0.00
			Curriculum Cmte Chair	Special		6/30/2023	2,500	FY	0.00
09/10	Mukherjee, Kamalika	Pharmacology/Exp Neuroscience	Asst Professor	Special	7/1/2023		60,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	20,000	FY	0.00
			Research Scientist	Special		6/30/2023	20,000	FY	0.00
09/10	Mullane, Ryan	Int Med Nephrology	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,400	FY	1.00
			Asst Professor	Health Prof		6/30/2023	45,300	FY	1.00

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		CAHP Physician Assistant	Medical Director	Special	7/1/2023		36,050	FY	0.00
			Medical Director	Special		6/30/2023	35,000	FY	0.00
09/10	Narayanasamy, Prabagaran	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	17,920	FY	0.00
			Research Scientist	Special		6/30/2023	15,742	FY	0.00
			Asst Professor	Special	7/1/2023		60,300	FY	1.00
			Asst Professor	Special		6/30/2023	60,200	FY	1.00
09/10	Nasser, Mohd W	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	50,708	FY	0.00
			Research Scientist	Special		6/30/2023	47,192	FY	0.00
			Assoc Professor	Continuous	7/1/2023		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,000	FY	1.00
09/07	Natarajan, Amarnath	Eppley Inst Faculty	Research Scientist	Special	7/1/2023		36,375	FY	0.00
			Research Scientist	Special		6/30/2023	29,295	FY	0.00
		Eppley Inst Research	Ruth Branham Professor in Cancer Rsch	Special	7/1/2023	6/30/2026	40,000	FY	0.00
			Ruth Branham Professor in Cancer Rsch	Special		6/30/2023	40,000	FY	0.00
		Eppley Inst Faculty	Professor	Continuous	7/1/2023		158,922	FY	1.00
			Professor	Continuous		6/30/2023	156,952	FY	1.00
09/07	Nelson, Satera A	CAHP Educ, Research & Practice	Director Anatomy Lab - HSEC	Special	7/1/2023		5,000	FY	0.00
			Director Anatomy Lab - HSEC	Special		6/30/2023	5,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2028	86,046	FY	1.00
			Asst Professor	Special		6/30/2023	78,224	FY	1.00
09/10	Nguyen, Thang T	Emergency Medicine	Asst Professor	Health Prof	7/1/2023	6/30/2026	61,900	FY	1.00
			Asst Professor	Health Prof		6/30/2023	61,800	FY	1.00

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			Research Scientist	Special	7/1/2023	6/30/2024	108,144	FY	0.00
			Research Scientist	Special		6/30/2023	103,000	FY	0.00
09/44	Niu, Meng	Genetics Cell Biology & Anatomy	Asst Professor	Special		6/30/2023	70,000	FY	1.00
		Neurological Sciences	Asst Professor	Special	7/1/2023		91,000	FY	1.00
06/00	Nordby, Alyssa T	CON-Northern Division	Clinical Asst Professor	Special	9/1/2023		81,806	AY	1.00
			Clinical Asst Professor	Special		8/31/2023	79,500	AY	1.00
09/10	Oldenburg, Peter J	Pharmacology/Exp Neuroscience	Assoc Professor	Special	7/1/2023		110,134	FY	1.00
			Assoc Professor	Special		6/30/2023	110,134	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	17,466	FY	0.00
			Research Scientist	Special		6/30/2023	11,506	FY	0.00
09/01	Olson-Johnson, Katherine E	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2028	60,000	FY	1.00
			Instructor	Health Prof		6/30/2023	59,551	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	3,124	FY	0.00
09/10		Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2028	60,000	FY	1.00
			Instructor	Health Prof		6/30/2023	59,551	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	3,124	FY	0.00
09/04	Osna, Natalia A	Pharmacology/Exp Neuroscience	Professor	Special	9/1/2023		80,000	FY	1.00
		Int Med GI	Professor	Special		8/31/2023	75,738	FY	1.00
		Pharmacology/Exp Neuroscience	Research Scientist	Special	9/1/2023	6/30/2024	70,000	FY	0.00
		Int Med GI	Research Scientist	Special		8/31/2023	37,578	FY	0.00
09/10	Ouellette, Scot P	Pathology/Microbiology	Professor	Continuous	7/1/2023		80,000	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,000	FY	1.00

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			Research Scientist	Special	7/1/2023	6/30/2024	76,578	FY	0.00
			Research Scientist	Special		6/30/2023	66,578	FY	0.00
09/10	Palanimuthu Ponnusamy, Moorthy	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	82,877	FY	0.00
			Research Scientist	Special		6/30/2023	78,423	FY	0.00
			Assoc Professor	Continuous	7/1/2023		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2023	70,000	FY	1.00
			Master's Program Co-Chair	Special	7/1/2023	6/30/2024	2,500	FY	0.00
			Master's Program Co-Chair	Special		6/30/2023	2,500	FY	0.00
29/01	Palm, David W	COPH Center for Health Policy	Director Center for Health Policy	Special	7/1/2023		5,000	FY	0.00
			Director Center for Health Policy	Special		6/30/2023	5,000	FY	0.00
		COPH Health Services Res & Admin	Assoc Professor	Special	7/1/2023		126,932	FY	1.00
			Assoc Professor	Special		6/30/2023	96,710	FY	0.80
09/10	Patel, Kaushik P	Cellular/Integrative Physiology	Professor	Continuous	7/1/2023		186,149	FY	1.00
			Professor	Continuous		6/30/2023	186,149	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	14,740	FY	0.00
			Research Scientist	Special		6/30/2023	8,700	FY	0.00
			A Ross McIntyre Professorship	Special	7/1/2023	9/30/2023	5,000	FY	0.00
			A Ross McIntyre Professorship	Special		6/30/2023	5,000	FY	0.00
09/10	Pendyala, Gurudutt N	Anesthesiology	Research Scientist	Special	7/1/2023	6/30/2024	52,450	FY	0.00
			Research Scientist	Special		6/30/2023	49,200	FY	0.00
			Assoc Professor	Continuous	7/1/2023		95,200	FY	1.00
			Assoc Professor	Continuous		6/30/2023	95,200	FY	1.00

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09/10	Peng, Aimin	COD-Oral Biology	Professor	Continuous	7/1/2023		153,097	FY	1.00
			Professor	Continuous		6/30/2023	149,000	FY	1.00
			Weeth Professorship Dental Research	Special	7/1/2023	6/30/2026	20,000	FY	0.00
			Weeth Professorship Dental Research	Special		6/30/2023	20,000	FY	0.00
09/10	Perinkulam Ramanathan, Subramania	Genetics Cell Biology & Anatomy	Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	21,600	FY	0.00
			Research Scientist	Special		6/30/2023	20,000	FY	0.00
09/10	Periyasamy, Palsamy	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2025	60,001	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	61,792	FY	0.00
			Research Scientist	Special		6/30/2023	57,109	FY	0.00
09/10	Perry, Megan C	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	22,591	FY	0.00
			Research Scientist	Special		6/30/2023	20,185	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2026	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/10	Petrosyan, Armen	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	43,815	FY	0.00
			Research Scientist	Special		6/30/2023	40,500	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2024	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	70,000	FY	1.00
09/10	Phan-Rinne, Myhanh Thi	COD-Adult Restorative	Asst Professor	Health Prof	7/1/2023	6/30/2026	119,185	FY	1.00
			Asst Professor	Health Prof		6/30/2023	115,995	FY	1.00

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09/07	Pierson, Julie Ann P	COPH Epidemiology	Director of Preparedness Engagement	Special	8/1/2023		5,000	FY	0.00
			Asst Professor	Special	8/1/2023		63,250	FY	0.55
			Asst Professor	Special		7/31/2023	63,250	FY	0.55
09/07	Pirruccello, Samuel J	Pathology/Microbiology	Professor	Special	7/1/2023		61,038	FY	0.50
			Professor	Continuous		6/30/2023	121,975	FY	1.00
29/01		Pathology/Microbiology	Professor	Special	7/1/2023		61,038	FY	0.50
			Professor	Continuous		6/30/2023	121,975	FY	1.00
06/03	Poluektova, Larisa Y	Pharmacology/Exp Neuroscience	Professor	Continuous	8/1/2023		80,000	FY	1.00
			Professor	Continuous		7/31/2023	79,999	FY	1.00
			Research Scientist	Special	8/1/2023		67,868	FY	0.00
			Research Scientist	Special		7/31/2023	66,147	FY	0.00
			Dir, Humanized Mice Dev Program	Special	8/1/2023		20,000	FY	0.00
			Dir, Humanized Mice Dev Program	Special		7/31/2023	20,000	FY	0.00
09/07	Ponce, Jana K	CAHP Medical Nutrition	Asst Professor	Health Prof	7/1/2023	6/30/2028	83,947	FY	1.00
			Asst Professor	Special		6/30/2023	81,502	FY	1.00
29/01	Pozehl, Bunny	CON-Omaha Division	Professor	Special	7/1/2023		27,379	FY	0.15
			Professor	Special		6/30/2023	88,390	FY	0.50
09/07	Preston, Bradley D	Eppley Inst Faculty	Research Scientist	Special	7/1/2023		3,321	FY	0.00
			Professor	Special	7/1/2023		167,696	FY	1.00
			Professor	Special		6/30/2023	166,036	FY	1.00
09/07	Qadeer, Ahsan	Anesthesiology	Assoc Professor	Special	7/1/2023		36,560	FY	0.80
			Assoc Professor	Health Prof		6/30/2023	45,600	FY	1.00

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06/10	Radhakrishnan, Prakash	Eppley Inst Faculty	Research Scientist	Special	7/1/2023		26,248	FY	0.00
			Research Scientist	Special		6/30/2023	20,072	FY	0.00
			Assoc Professor	Continuous	7/1/2023		101,468	FY	1.00
			Assoc Professor	Continuous		6/30/2023	97,099	FY	1.00
09/10	Ragunathan, Padmashri	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	32,000	FY	0.00
			Research Scientist	Special		6/30/2023	27,563	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2024	63,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	63,000	FY	1.00
09/13	Ramos, Athena K	COPH Health Promotion	Assoc Professor	Health Prof	7/1/2023	6/30/2024	120,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	106,486	FY	1.00
09/10	Rasineni, Karuna	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	39,741	FY	0.00
			Research Scientist	Special		6/30/2023	35,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
06/10	Ray, Rachel R	MMI UCEDD	Asst Professor	Special	8/1/2023		77,634	FY	1.00
			Asst Professor	Special		7/31/2023	76,311	FY	1.00
09/10	Ray, Sutapa	Pediatrics Hematology/Oncology	Research Scientist	Special	7/1/2023	6/30/2024	9,816	FY	0.00
			Research Scientist	Special		6/30/2023	7,371	FY	0.00
			Asst Professor	Special	7/1/2023		77,559	FY	1.00
			Asst Professor	Special		6/30/2023	77,459	FY	1.00
09/10	Reid, Saint Patrick M	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	25,656	FY	0.00

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			Research Scientist	Special		6/30/2023	21,917	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2026	106,161	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	106,061	FY	1.00
29/01	Renze, Erin	Anesthesiology	Asst Professor	Special	7/1/2023		38,335	FY	0.85
			Asst Professor	Special		6/30/2023	45,000	FY	1.00
06/00	Reynolds, Jannelle G	CAHP Physician Assistant	Asst Professor	Special	7/1/2023		119,336	FY	1.00
			Asst Professor	Special		6/30/2023	113,761	FY	1.00
09/07	Rodriguez, Nicole M	MMI ICASD Early Intervention	Prog Director iCASD Early Intervention	Special	7/1/2023		5,000	FY	0.00
			Prog Director iCASD Early Intervention	Special		6/30/2023	5,000	FY	0.00
		MMI ICASD	Clinical Provider	Special	7/1/2023		52,453	FY	0.00
			Coordinator	Special	7/1/2023		5,000	FY	0.00
			Coordinator	Special		6/30/2023	5,000	FY	0.00
		MMI ICASD Early Intervention	Assoc Professor	Health Prof	7/1/2023	6/30/2025	55,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	103,295	FY	1.00
09/01	Ronshaugen, Natalie C	Pediatrics Sports Medicine	Assoc Professor	Health Prof	7/1/2023	6/30/2028	45,400	FY	1.00
			Asst Professor	Health Prof		6/30/2023	45,300	FY	1.00
09/01	Rucks, Elizabeth A	Pathology/Microbiology	Research Scientist	Special	7/1/2023		82,326	FY	0.00
			Research Scientist	Special		6/30/2023	75,000	FY	0.00
			Professor	Continuous	7/1/2023		80,001	FY	1.00
			Assoc Professor	Continuous		6/30/2023	67,327	FY	1.00
09/22	Ryder, Jonathan H	Int Med Infectious Diseases	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
			Instructor	Special		6/30/2023	45,000	FY	1.00

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09/10	Sadykov, Marat R	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	5,572	FY	0.00
			Research Scientist	Special		6/30/2023	3,418	FY	0.00
			Asst Professor	Special	7/1/2023		71,808	FY	1.00
			Asst Professor	Special		6/30/2023	71,708	FY	1.00
09/07	Sambol, Anthony R	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	13,820	FY	0.00
			Research Scientist	Special		6/30/2023	4,820	FY	0.00
			Assoc Professor	Special	7/1/2023		100,424	FY	1.00
			Asst Professor	Special		6/30/2023	99,424	FY	1.00
		Office of Regulatory Affairs/IRB	Associate Biosafety Officer	Special	7/1/2023		6,689	FY	0.00
			Associate Biosafety Officer	Special		6/30/2023	6,494	FY	0.00
09/10	Samuelson, Derrick R	Int Med Pulmonary	Research Scientist	Special	7/1/2023	6/30/2024	69,369	FY	0.00
			Research Scientist	Special		6/30/2023	67,955	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2024	47,045	FY	1.00
			Asst Professor	Health Prof		6/30/2023	47,045	FY	1.00
09/07	Samuelson, Mystera M	VCR Cores	Animal Behavior Core Director	Other		8/31/2023	106,529	FY	1.00
		COPH Environ, Agri & Occ Health	Asst Professor	Special	9/1/2023		106,529	FY	1.00
09/10	Santarpia, Joshua L	Pathology/Microbiology	Research Scientist	Special	7/1/2023		129,675	FY	0.00
			Research Scientist	Special		6/30/2023	119,375	FY	0.00
			Professor	Continuous	7/1/2023		80,000	FY	1.00
			Professor	Continuous		6/30/2023	70,300	FY	1.00
			Nat'l Strategic Rsch Inst Rsch Director	Special	7/1/2023		50,000	FY	0.00
			Nat'l Strategic Rsch Inst Rsch Director	Special		6/30/2023	50,000	FY	0.00

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09/13	Sauer, Lauren	Global Center for Health Security	GCHS Assoc Director of Research	Special	7/1/2023	1/31/2024	30,000	FY	0.00
			GCHS Assoc Director of Research	Special		6/30/2023	30,000	FY	0.00
		COPH Environ, Agri & Occ Health	Assoc Professor	Health Prof	7/1/2023	6/30/2024	154,500	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	150,000	FY	1.00
09/07	Schindler, Peter J	Family Medicine	Research Medical Director	Special	7/1/2023	6/30/2024	5,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	55,100	FY	1.00
			Asst Professor	Health Prof		6/30/2023	55,000	FY	1.00
09/07	Schmaderer, Myra S	CON-Lincoln Division	Assoc Professor	Continuous	7/18/2023	6/30/2024	131,187	FY	1.00
			Assoc Professor	Continuous		7/17/2023	131,187	FY	1.00
			Interim Assistant Dean	Special	7/18/2023		5,000	FY	0.00
09/10	Schott, Micah B	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	43,856	FY	0.00
			Research Scientist	Special		6/30/2023	34,500	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2026	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
29/01	Schultz, Harold D	Cellular/Integrative Physiology	Professor	Special	7/1/2023		40,124	FY	0.25
			Professor	Special		6/30/2023	80,148	FY	0.51
09/07	Sewell, Ryan K	Otol-Head and Neck Surgery	Asst Professor	Health Prof	7/1/2023	6/30/2028	45,000	FY	1.00
			Asst Professor	Special		6/30/2023	850	FY	0.20
09/10	Shinde, Dhananjay	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	25,366	FY	0.00
			Research Scientist	Special		6/30/2023	22,642	FY	0.00
			Asst Professor	Special	7/1/2023		71,600	FY	1.00
			Asst Professor	Special		6/30/2023	71,500	FY	1.00

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09/10	Siddiqui, Jawed A	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	38,262	FY	0.00
			Research Scientist	Special		6/30/2023	35,400	FY	0.00
			Asst Professor	Special	7/1/2023		60,000	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
06/06	Sil, Susmita	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	9/1/2023	6/30/2026	60,000	FY	1.00
			Asst Professor	Health Prof		8/31/2023	60,000	FY	1.00
			Research Scientist	Special	9/1/2023	6/30/2024	27,400	FY	0.00
			Research Scientist	Special		8/31/2023	22,400	FY	0.00
09/10		Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2023	6/30/2026	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	22,400	FY	0.00
			Research Scientist	Special		6/30/2023	20,000	FY	0.00
09/10	Simet Chadwick, Samantha M	Genetics Cell Biology & Anatomy	Assoc Professor	Health Prof	7/1/2023	6/30/2025	82,400	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	82,400	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	33,238	FY	0.00
			Research Scientist	Special		6/30/2023	20,608	FY	0.00
			Director Mstrs Med Gross Anatomy Course	Special	7/1/2023		5,000	FY	0.00
			Director Mstrs Med Gross Anatomy Course	Special		6/30/2023	14,262	FY	0.00
09/10	Singh, Amar B	Biochem and Molecular Biology	Professor	Continuous	7/1/2023		47,354	FY	0.45
			Professor	Continuous		6/30/2023	47,354	FY	0.45
			Research Scientist	Special	7/1/2023	6/30/2024	26,797	FY	0.00
			Research Scientist	Special		6/30/2023	23,219	FY	0.00

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09/10	Singh, Dhirendra P	Ophthalmology and Visual Sciences	Professor	Continuous	7/1/2023		129,064	FY	1.00
			Professor	Continuous		6/30/2023	128,964	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	22,491	FY	0.00
			Research Scientist	Special		6/30/2023	29,491	FY	0.00
09/10	Singh, Rakesh K	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	12,050	FY	0.00
			Research Scientist	Special		6/30/2023	7,410	FY	0.00
			Director Graduate Program	Special	7/1/2023		15,000	FY	0.00
			Director Graduate Program	Special		6/30/2023	15,000	FY	0.00
			Professor	Continuous	7/1/2023		150,699	FY	1.00
			Professor	Continuous		6/30/2023	150,599	FY	1.00
09/07	Songster, Jeffrey C	Anesthesiology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	110,300	FY	1.00
			Asst Professor	Special		6/30/2023	110,200	FY	1.00
09/10	Sorgen, Paul L	Biochem and Molecular Biology	Professor	Continuous	7/1/2023		148,756	FY	1.00
			Professor	Continuous		6/30/2023	148,756	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	41,495	FY	0.00
			Research Scientist	Special		6/30/2023	32,608	FY	0.00
			INBRE Director	Special	7/1/2023	6/30/2024	9,000	FY	0.00
			INBRE Director	Special		6/30/2023	12,000	FY	0.00
09/07	Starr, Lois J	MMI Administration	Medical Director	Special	9/1/2023	9/30/2023	10,000	FY	0.00
			Medical Director	Special		8/31/2023	10,000	FY	0.00
		MMI Genetic Medicine	Assoc Professor	Special	9/1/2023		224,588	FY	1.00
			Assoc Professor	Special		8/31/2023	224,588	FY	1.00

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			Interim Director of Genetic Medicine	Special		8/31/2023	18,000	FY	0.00
09/10	Stauch, Kelly	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	57,208	FY	0.00
			Research Scientist	Special		6/30/2023	53,654	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2024	64,798	FY	1.00
			Asst Professor	Health Prof		6/30/2023	64,798	FY	1.00
09/10	Steinke, Laurey A	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	26,096	FY	0.00
			Research Scientist	Special		6/30/2023	22,542	FY	0.00
			PBL Coordinator	Special	7/1/2023	6/30/2024	2,500	FY	0.00
			PBL Coordinator	Special		6/30/2023	2,500	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2025	95,659	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	95,659	FY	1.00
29/01	Stohs, Erica J	Int Med Infectious Diseases	Asst Professor	Special	7/1/2023	6/30/2024	38,590	FY	0.85
			Asst Professor	Health Prof		6/30/2023	45,300	FY	1.00
06/00	Strong, Sheritta A	Academic Affairs	Asst Vice Chancellor for Inclusion	Special	7/1/2023		62,722	FY	0.60
			Asst Vice Chancellor for Inclusion	Special		6/30/2023	60,895	FY	0.60
			Asst Vice Chanc for Inclusion Stipend	Special	7/1/2023		20,000	FY	0.00
			Asst Vice Chanc for Inclusion Stipend	Special		6/30/2023	20,000	FY	0.00
		Psychiatry	Assoc Professor	Health Prof	7/1/2023	6/30/2024	40,697	FY	0.40
			Assoc Professor	Health Prof		6/30/2023	40,597	FY	0.40
09/01	Sutton, Adam V	Dermatology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	55,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	45,400	FY	1.00
09/07	Swanson, Rebecca K	CON-Omaha Division	Clinical Asst Professor	Special	8/1/2023		115,826	FY	1.00

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			Clinical Asst Professor	Special		7/31/2023	115,826	FY	1.00
		CON-Academic Programs	Coordinator	Special	8/1/2023		1,500	FY	0.00
			Coordinator	Special		7/31/2023	750	FY	0.00
			Coordinator	Special	8/1/2023		1,500	FY	0.00
			Coordinator	Special		7/31/2023	1,500	FY	0.00
06/10	Swanson, Sarah R	MMI UCEDD	Asst Professor	Special	8/1/2023		82,113	FY	1.00
			Asst Professor	Special		7/31/2023	80,714	FY	1.00
09/07	Swanson, Sara K	Pediatrics Cardiology	Assoc Professor	Special	7/1/2023		33,975	FY	0.75
			Asst Professor	Health Prof		6/30/2023	45,200	FY	1.00
29/01		Pediatrics Cardiology	Assoc Professor	Special	7/1/2023		33,975	FY	0.75
			Asst Professor	Health Prof		6/30/2023	45,200	FY	1.00
29/01	Swindells, Susan	Int Med Infectious Diseases	Professor	Special	8/1/2023		46,164	FY	0.48
			Professor	Special		7/31/2023	38,470	FY	0.40
29/01	Tassemeyer, Dawn E	CON-Lincoln Division	Clinical Asst Professor	Special	9/1/2023		68,145	AY	0.80
			Clinical Asst Professor	Special		8/31/2023	82,500	AY	1.00
09/10	Teoh, Melissa LT	Biochem and Molecular Biology	Research Scientist	Special	7/1/2023	6/30/2024	16,019	FY	0.00
			Research Scientist	Special		6/30/2023	13,878	FY	0.00
			Master's Program Co-Chair	Special	7/1/2023	6/30/2024	2,500	FY	0.00
			Master's Program Co-Chair	Special		6/30/2023	2,500	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2027	93,167	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	93,167	FY	1.00
09/10	Thoene, Melissa K	Pediatrics Newborn Medicine	Research Scientist	Special	7/1/2023	6/30/2024	9,680	FY	0.00

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			Research Scientist	Special		6/30/2023	7,303	FY	0.00
			Asst Professor	Special	7/1/2023		75,322	FY	1.00
			Asst Professor	Special		6/30/2023	75,222	FY	1.00
06/01	Thomes, Paul G	Int Med GI	Asst Professor	Health Prof	7/1/2023	9/29/2023	61,400	FY	1.00
			Asst Professor	Health Prof		6/30/2023	61,300	FY	1.00
			Research Scientist	Special	7/1/2023	9/29/2023	50,154	FY	0.00
			Research Scientist	Special		6/30/2023	24,065	FY	0.00
09/10		Int Med GI	Asst Professor	Health Prof	7/1/2023	9/29/2023	61,400	FY	1.00
			Asst Professor	Health Prof		6/30/2023	61,300	FY	1.00
			Research Scientist	Special	7/1/2023	9/29/2023	50,154	FY	0.00
			Research Scientist	Special		6/30/2023	24,065	FY	0.00
09/07	Thompson, Shaun L	Anesthesiology	Assoc Professor	Health Prof	7/1/2023	6/30/2028	110,300	FY	1.00
			Asst Professor	Special		6/30/2023	110,200	FY	1.00
09/13	Tibbits, Melissa K	COPH Health Promotion	Assoc Professor	Health Prof	7/1/2023	6/30/2024	130,736	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	126,928	FY	1.00
09/07	Timmerman, Megan E	CAHP Medical Nutrition	Clinical Education Coordinator	Special		7/31/2023	2,000	FY	0.00
			Associate Director	Special	8/1/2023		4,500	FY	0.00
			Asst Professor	Health Prof	8/1/2023	6/30/2028	101,822	FY	1.00
			Asst Professor	Health Prof		7/31/2023	101,822	FY	1.00
29/01	Timmons, Jaci A	Pediatrics Hospitalists	Asst Professor	Special	7/1/2023		29,575	FY	0.65
			Asst Professor	Special		6/30/2023	27,200	FY	0.60
09/26	Tong, Zenghan	Office of Global Engagement	Exec Director Academic Partnerships	Special	7/1/2023		10,000	FY	0.00

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			Director Academic Partnerships	Special		6/30/2023	10,000	FY	0.00
09/07	Trippier, Paul C	COP Pharmaceutical Science	Assoc Professor	Continuous	7/1/2023		135,208	FY	1.00
			Assoc Professor	Continuous		6/30/2023	135,208	FY	1.00
			Director of Graduate Studies	Special		6/30/2023	10,000	FY	0.00
09/10	Van Hook, Matthew	Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2023	6/30/2024	25,291	FY	0.00
			Research Scientist	Special		6/30/2023	25,291	FY	0.00
			Assoc Professor	Continuous	7/1/2023		105,049	FY	1.00
			Assoc Professor	Continuous		6/30/2023	101,253	FY	1.00
09/02	Van Osdel, Corinne M	COD-Growth and Development	Clinical Instructor	Health Prof		6/30/2023	112,000	FY	1.00
		COD-Dental Administration	MMI Clinical Co-Director	Special	7/1/2023		3,000	FY	0.00
		COD-Adult Restorative	Asst Professor	Health Prof	7/1/2023	6/30/2026	120,000	FY	1.00
09/10	Vilburn, Matthew J	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2023	6/30/2024	23,868	FY	0.00
			Research Scientist	Special		6/30/2023	20,840	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	80,100	FY	1.00
			Asst Professor	Health Prof		6/30/2023	80,100	FY	1.00
29/01	Viswanathan, Saraswathi	Int Med DEM	Assoc Professor	Continuous	7/1/2023		49,138	FY	0.45
			Assoc Professor	Continuous		6/30/2023	40,865	FY	0.38
			Research Scientist	Special	7/1/2023	6/30/2024	6,868	FY	0.00
			Research Scientist	Special		6/30/2023	6,868	FY	0.00
29/01	Waldman, Marcus R	COPH Health Promotion	Research Asst Professor	Special	7/1/2023		53,828	FY	0.67
			Research Asst Professor	Special		6/30/2023	78,000	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Wang, Guangshun	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	64,665	FY	0.00
			Research Scientist	Special		6/30/2023	60,549	FY	0.00
			Professor	Continuous	7/1/2023		80,100	FY	1.00
			Professor	Continuous		6/30/2023	80,000	FY	1.00
09/10	Wan, Shibiao	Genetics Cell Biology & Anatomy	Assistant Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Assistant Professor	Health Prof		6/30/2023	60,000	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	51,110	FY	0.00
			Research Scientist	Special		6/30/2023	48,400	FY	0.00
			Asst Director BSIB Core	Special	7/1/2023		27,100	FY	0.00
			Asst Director BSIB Core	Special		6/30/2023	27,100	FY	0.00
09/10	Warren, David E	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	24,146	FY	0.00
			Research Scientist	Special		6/30/2023	17,937	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2025	108,769	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	108,769	FY	1.00
09/07	Watanabe-Galloway, Shinobu	COPH Office of the Dean	Director of Governing Faculty	Special	7/1/2023		2,500	FY	0.00
			Director of Governing Faculty	Special		6/30/2023	2,500	FY	0.00
		COPH Epidemiol	Tim Hawks Chair in Cancer Prevention	Special	7/1/2023		0	FY	0.00
			Professor	Continuous	7/1/2023		201,274	FY	1.00
			Professor	Continuous	7/1/2023		201,274	FY	1.00
		COPH Epidemiology	Professor	Continuous	7/1/2023		201,274	FY	1.00
			Professor	Continuous		6/30/2023	201,274	FY	1.00
09/10	Wengel, Steven P	Psychiatry	Professor	Continuous	7/1/2023		235,274	FY	1.00

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			Professor	Continuous		6/30/2023	235,174	FY	1.00
		Human Resources	Asst VC for UNMC Campus Wellness	Special	7/1/2023	6/30/2024	17,500	FY	0.00
		Academic Affairs	Asst VC for UNO/UNMC Campus Wellness	Special		6/30/2023	17,500	FY	0.00
29/01	Williamson, Richard A	COD-Adult Restorative	Larson Faculty Fellowship	Special	9/1/2023	6/30/2028	5,000	FY	0.00
			Assoc Professor	Health Prof	9/1/2023	6/30/2025	149,000	FY	1.00
			Assoc Professor	Special		8/31/2023	82,389	FY	0.60
09/10	Winfree, Seth	Pathology/Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	17,150	FY	0.00
			Research Scientist	Special		6/30/2023	15,000	FY	0.00
			Asst Professor	Special	7/1/2023		60,100	FY	1.00
			Asst Professor	Special		6/30/2023	60,000	FY	1.00
09/10	Wysong, Ashley	Dermatology	Chairperson	Special	7/1/2023		100,000	FY	0.00
			Chairperson	Special		6/30/2023	100,000	FY	0.20
			William W. Bruce Distinguished Chair	Special	7/1/2023	6/30/2028	10,000	FY	0.20
			William W. Bruce Distinguished Chair	Special		6/30/2023	10,000	FY	0.00
			Professor	Continuous	7/1/2023		40,400	FY	0.80
			Professor	Continuous		6/30/2023	40,400	FY	0.80
29/01	Wysoske, Rebecca	Psychiatry	Asst Professor	Special	7/1/2023		61,110	FY	0.60
			Asst Professor	Special		6/30/2023	71,178	FY	0.70
09/10	Xiong, Huangui	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2023		174,888	FY	1.00
			Professor	Continuous		6/30/2023	174,888	FY	1.00
			Research Scientist	Special	7/1/2023	6/30/2024	13,361	FY	0.00
			Research Scientist	Special		6/30/2023	6,121	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Yan, Ying	Radiation Oncology	Research Scientist	Special	7/1/2023	6/30/2024	42,222	FY	0.00
			Research Scientist	Special		6/30/2023	40,992	FY	0.00
			Professor	Health Prof	7/1/2023	6/30/2026	82,400	FY	1.00
			Professor	Health Prof		6/30/2023	80,000	FY	1.00
09/07	Yee, Gary C	COP Pharmacy Practice and Science	Professor	Special	7/1/2023		93,698	FY	0.50
			Professor	Special		6/30/2023	91,106	FY	0.50
		Academic Affairs	Director Faculty Mentorship Program	Special		6/30/2023	5,000	FY	0.00
			Assoc Vice Chanc Academic Affairs	Special		6/30/2023	91,286	FY	0.50
			Assoc Vice Chanc Academic Affairs -stpnd	Special		6/30/2023	20,000	FY	0.00
29/05		COP Pharmacy Practice and Science	Professor	Special	7/1/2023		93,698	FY	0.50
			Professor	Special		6/30/2023	91,106	FY	0.50
		Academic Affairs	Director Faculty Mentorship Program	Special		6/30/2023	5,000	FY	0.00
			Assoc Vice Chanc Academic Affairs	Special		6/30/2023	91,286	FY	0.50
			Assoc Vice Chanc Academic Affairs -stpnd	Special		6/30/2023	20,000	FY	0.00
09/10	Yelamanchili, Sowmya V	Anesthesiology	Research Scientist	Special	7/1/2023	6/30/2024	51,450	FY	0.00
			Research Scientist	Special		6/30/2023	44,680	FY	0.00
			Assoc Professor	Continuous	7/1/2023		95,200	FY	1.00
			Assoc Professor	Continuous		6/30/2023	95,200	FY	1.00
09/10	Yoachim, Shayla D	COD-Oral Biology	F. Gene & Rosemary Dixon Fellowship	Special	7/1/2023	6/30/2027	5,000	FY	0.00
			F. Gene & Rosemary Dixon Fellowship	Special		6/30/2023	5,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2023	6/30/2026	126,213	FY	1.00
			Assoc Professor	Health Prof		6/30/2023	122,835	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Yoder, Aaron M	Biological Systems Engineering	Assoc Professor	Special	7/1/2023		12,319	FY	0.10
			Assoc Professor	Special		6/30/2023	11,960	FY	0.10
		COPH Environ, Agri & Occ Health	Assoc Professor	Health Prof	7/1/2023	6/30/2024	110,875	FY	0.90
			Assoc Professor	Health Prof		6/30/2023	107,646	FY	0.90
09/10	Yoo, Jae Hyuk	Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2023	6/30/2024	31,800	FY	0.00
			Research Scientist	Special		6/30/2023	31,800	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2026	62,754	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
09/10	Yuan, Zhihong	Int Med Pulmonary	Research Scientist	Special	7/1/2023	6/30/2024	6,748	FY	0.00
			Research Scientist	Special		6/30/2023	4,523	FY	0.00
09/10	Zalewski, David E	COD-Adult Restorative	Asst Professor	Health Prof	7/1/2023	6/30/2026	124,267	FY	1.00
			Asst Professor	Health Prof		6/30/2023	121,000	FY	1.00
09/07	Zhang, Weiwei	Pathology/Microbiology	Assoc Professor	Special	7/1/2023		99,333	FY	1.00
			Assoc Professor	Special		6/30/2023	99,233	FY	1.00
			Research Scientist	Special		6/30/2023	11,874	FY	0.00
09/10	Zhong, Peng	Neurological Sciences	Research Scientist	Special	7/1/2023	6/30/2024	48,150	FY	0.00
			Research Scientist	Special		6/30/2023	45,000	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,000	FY	1.00
29/01	Zimmerman, Lani M	CON-Lincoln Division	Professor	Special	9/2/2023		55,808	FY	0.30
			Professor	Special		9/1/2023	186,029	FY	1.00
			Peck Lienemann & Alum Dist Chair	Special		9/1/2023	5,000	FY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Zimmerman, Matthew C	Cellular/Integrative Physiology	Dir Free Radical Biology Program	Special	7/1/2023		10,000	FY	0.00
			Dir Free Radical Biology Program	Special		6/30/2023	10,000	FY	0.00
			Director, IPMM Doctoral & MS in MEP Prog	Special		6/30/2023	20,000	FY	0.00
			Research Scientist	Special	7/1/2023	6/30/2024	30,223	FY	0.00
			Research Scientist	Special		6/30/2023	25,000	FY	0.00
		Academic Affairs	Director IGPBS	Special	7/1/2023		20,000	FY	0.00
			Director IGPBS	Special		6/30/2023	20,000	FY	0.00
		Cellular/Integrative Physiology	Director MS in Medical Physiology Prgm	Special	7/1/2023		15,000	FY	0.00
			Vice Chairperson	Special	7/1/2023		25,000	FY	0.00
			Interim Vice Chairperson	Special		6/30/2023	25,000	FY	0.00
			Professor	Continuous	7/1/2023		115,753	FY	1.00
			Professor	Continuous		6/30/2023	115,753	FY	1.00
09/10	Zucker, Irving H	Cellular/Integrative Physiology	Professor	Continuous	7/1/2023		222,663	FY	0.96
			Professor	Continuous		6/30/2023	222,663	FY	0.96
			Research Scientist	Special	7/1/2023	6/30/2024	18,288	FY	0.00
			Research Scientist	Special		6/30/2023	11,000	FY	0.00
			Theodore F Hubbard Chair/Cardiovascular	Special	7/1/2023	9/30/2028	9,261	FY	0.04
			Theodore F Hubbard Chair/Cardiovascular	Special		6/30/2023	9,261	FY	0.04
09/10	da Silva Augusto, Leonardo	Pathology & Microbiology	Research Scientist	Special	7/1/2023	6/30/2024	15,448	FY	0.00
			Research Scientist	Special		6/30/2023	13,342	FY	0.00
			Asst Professor	Health Prof	7/1/2023	6/30/2027	60,200	FY	1.00
			Asst Professor	Health Prof		6/30/2023	60,200	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
06/00	Error Correction								
06/01	Annual Adjustment								
06/03	External (Market) Adjustment								
06/06	Internal (Equity) Adjustment								
06/07	Additional Responsibilities								
06/09	Change in Payment Schedule								
06/10	Administrative Adjustment								
09/01	Promotion Within								
09/02	Promotion/Transfer								
09/04	Lateral Transfer								
09/07	Position Add/Change								
09/09	Other Status Change								
09/10	Extension of Appointment								
09/13	Reappointment								
09/16	New Faculty								
09/21	Advancement W/in Unit - C								
09/22	Advance W/in Unit Rate Chg - C								
09/26	Advance W/in Unit Rate Chg- NC								
09/44	Lateral/Transfer - Rate Chg-C								
09/58	Promotion/Transfer-Rate Chg-NC								
29/01	Change Employment %								
29/05	Voluntary FTE Reduction								

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NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Aubry, Peter D	Hockey	Associate Hockey Coach	Special	7/24/2023		135,000	FY	1.00
Baldwin, Joseph	Men's Golf	Head Men's Golf Coach	Special	7/24/2023		48,000	FY	1.00
Brandao Barleta, Leonardo	History	Assistant Professor	Specific	9/1/2023	7/30/2026	65,000	AY	1.00
Goodro, Philip T	Baseball	Assistant Coach - Baseball	Special	9/27/2023		40,000	FY	1.00
Haack, Terrence L	College of Educ, Health & Human Sci	Executive Director	Special	7/1/2023	6/30/2026	115,000	FY	1.00
Haas, Christian	ISQA	Associate Professor	Continuous	9/1/2023	8/7/2026	125,000	AY	1.00
Lindburg, Jaclyn J	Innovative & Learning-Centric Instit	Assoc VC Innovative & Learning-Centric I	Special	7/1/2023		137,735	FY	0.60
	IT Academic Technology	Asst VP, IT Strategy & Learning Tech	Special	7/1/2023		86,994	FY	0.40
Neal Jr, Donald J	Business and Finance	Financial Strategy Officer	Special	9/1/2023	4/30/2024	98,664	FY	0.60
	VP for Business and Finance	Senior Tax Director	Special	9/1/2023		65,775	FY	0.40
Richard Harris, Jaelyn	Women's Basketball	Asst Coach - Women's Basketball	Special	8/14/2023		54,330	FY	1.00
Wiedie, James E	Women's Basketball	Asst Coach - Women's Basketball	Special	7/17/2023		60,000	FY	1.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/10	Adkins, Randall E	College of Arts and Sciences	Senior Associate Dean	Special	9/1/2023	8/31/2026	155,892	FY	1.00
			Associate Dean	Special		8/31/2023	155,892	FY	1.00
09/07	Alexander, Laura E	Philosophy & Religion	Director, Goldstein Center Human Rights	Special	9/1/2023	5/31/2028	20,000	AY	0.00
			Director, Goldstein Center Human Rights	Special		8/31/2023	20,000	AY	0.00
			Associate Professor	Continuous	9/1/2023		70,426	AY	1.00
			Associate Professor	Continuous		8/31/2023	68,443	AY	1.00
09/07	Aliaga-Linares, Lissette	Sociology	Associate Professor	Continuous	9/1/2023		70,366	AY	1.00
			Assistant Professor	Continuous		8/31/2023	64,132	AY	1.00
09/09	Anderson, Amy L	School of Criminology & Crim Justice	Professor	Continuous	9/1/2023		83,831	AY	1.00
			Professor	Continuous		8/31/2023	81,917	AY	1.00
09/09	Anderson, Frances E	Teacher Education	Assistant Professor	Specific	9/1/2023		67,000	AY	1.00
			Instructor	Specific		8/31/2023	50,000	AY	0.75
09/07	Armstrong, Gaylene S	School of Criminology & Crim Justice	Director, School	Special	7/1/2023		123,957	FY	0.60
			Director, School	Special		6/30/2023	121,021	FY	0.60
			Professor	Continuous	7/1/2023		72,638	FY	0.40
			Professor	Continuous		6/30/2023	70,681	FY	0.40
			Co-Director, NCVIP	Special	7/1/2023	6/30/2024	45,083	FY	0.00
			Distinguished Professor	Special	7/1/2023	8/31/2025	5,000	FY	0.00
			Distinguished Professor	Special		6/30/2023	5,000	FY	0.00
09/07		School of Criminology & Crim Justice	Director, School	Special	7/1/2023		123,957	FY	0.60
			Director, School	Special		6/30/2023	121,021	FY	0.60
			Professor	Continuous	7/1/2023		72,638	FY	0.40
			Professor	Continuous		6/30/2023	70,681	FY	0.40
			Co-Director, NCVIP	Special	7/1/2023	6/30/2024	45,083	FY	0.00
			Distinguished Professor	Special	7/1/2023	8/31/2025	5,000	FY	0.00
			Distinguished Professor	Special		6/30/2023	5,000	FY	0.00

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09/10	Armstrong, Todd A	School of Criminology & Crim Justice	SCCJ Doctoral Program Chair	Special	9/1/2023	5/24/2024	7,500	AY	0.00
			SCCJ Doctoral Program Chair	Special		8/31/2023	7,500	AY	0.00
			Professor	Continuous	9/1/2023		136,363	AY	1.00
			Professor	Continuous		8/31/2023	131,853	AY	1.00
09/07	Bash, Rachel M	College of Arts and Sciences	Asst Dir & Programming of the Explorator	Special	9/1/2023	8/16/2024	4,000	AY	0.00
09/07	Bass, Andrea E	Management	Associate Professor	Continuous	9/1/2023		140,951	AY	1.00
			Associate Professor	Continuous		8/31/2023	136,910	AY	1.00
		College of Business Administration	Schumacher Chair of Ethics	Special	9/1/2023	8/31/2026	7,500	AY	0.00
		Marketing & Entrepreneurship	Schumacher Chair of Ethics	Special		8/31/2023	10,000	AY	0.00
		Center for Collaboration Science	Co-Lead of Strategic Plan	Special	7/1/2023	6/30/2024	10,000	AY	0.00
09/10		College of Business Administration	Schumacher Chair of Ethics	Special	9/1/2023	8/31/2026	7,500	AY	0.00
		Management	Associate Professor	Continuous	9/1/2023		140,951	AY	1.00
			Associate Professor	Continuous		8/31/2023	136,910	AY	1.00
		College of Business Administration	Schumacher Chair of Ethics	Special	9/1/2023	8/31/2026	7,500	AY	0.00
		Marketing & Entrepreneurship	Schumacher Chair of Ethics	Special		8/31/2023	10,000	AY	0.00
09/07	Beadle, Janelle N	Gerontology	Associate Professor	Continuous	9/1/2023		71,346	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,385	AY	1.00
			Undergraduate Program Chair	Special	9/1/2023	5/15/2025	5,000	AY	0.00
			Undergraduate Program Chair	Special		8/31/2023	5,000	AY	0.00
09/07	Behboodi, Ahad	Biomechanics	Assistant Professor	Specific	9/1/2023		85,000	AY	1.00
09/07	Bell, Julie M	Teacher Education	Associate Professor	Continuous	9/1/2023		68,288	AY	1.00
			Assistant Professor	Continuous		8/31/2023	62,121	AY	1.00
09/07	Beulaygue, Isabelle C	College of Arts and Sciences	Asst Dir for Outreach & Assesment of Exp	Special	9/1/2023	8/16/2024	4,000	AY	0.00
06/10	Billings, Christine D	Innovative & Learning-Centric Instit	Dir of Adult & Contemporary Learning Int	Special	7/1/2023	4/30/2024	20,000	FY	0.00
			Dir of Adult & Contemporary Learning Int	Special		6/30/2023	20,000	FY	0.00
		Division of Continuing Studies	Director, Division of Continuing Studies	Special	7/1/2023		95,563	FY	1.00
			Director, Division of Continuing Studies	Special		6/30/2023	92,443	FY	1.00

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09/07	Black, Michelle R	Political Science	Diretor of the Deterrence Lab	Special	9/1/2023	5/19/2029	15,000	AY	0.00
			Associate Professor	Continuous	9/1/2023		71,413	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,391	AY	1.00
09/07	Blount, Ashley J	Counseling	Associate Professor	Continuous	9/1/2023		74,512	AY	1.00
			Assistant Professor	Continuous		8/31/2023	68,311	AY	1.00
09/10	Boron, Julie B	Gerontology	Professor	Continuous	9/1/2023		60,114	FY	0.50
			Professor	Continuous		8/31/2023	59,234	FY	0.50
		Graduate Studies	Associate Dean	Special	9/1/2023		70,595	FY	0.50
			Associate Dean	Special		8/31/2023	70,595	FY	0.50
		Gerontology	Doctoral Program Chair	Special	9/1/2023	5/15/2025	5,000	FY	0.00
			Doctoral Program Chair	Special		8/31/2023	5,000	FY	0.00
			Missinne Professorship	Special	9/1/2023	8/31/2024	5,000	FY	0.00
			Missinne Professorship	Special		8/31/2023	5,000	FY	0.00
09/07	Bridgeford, Tracy B	English	Chairperson	Special		8/31/2023	50,617	AY	0.60
			Professor	Continuous	9/1/2023		80,577	AY	1.00
			Professor	Continuous		8/31/2023	31,345	AY	0.40
09/07	Burcal, Christopher J	School of Health and Kinesiology	Associate Professor	Continuous	9/1/2023		72,332	AY	1.00
			Assistant Professor	Continuous		8/31/2023	66,154	AY	1.00
09/07	Cammack, Rex George	Geography/Geology	Chairperson	Special	9/1/2023	5/22/2026	54,516	AY	0.60
			Associate Professor	Continuous	9/1/2023		33,944	AY	0.40
			Associate Professor	Continuous		8/31/2023	82,541	AY	1.00
09/07	Carmody, Teresa R	Writer's Workshop	Assistant Professor	Specific	9/1/2023		57,000	AY	1.00
09/07	Casas, Juan F	Graduate Studies	Associate Dean	Special		6/30/2023	133,430	FY	1.00
			Dean	Special	7/1/2023		190,000	FY	1.00
			Interim Dean	Special		6/30/2023	36,000	FY	0.00
06/09	Celinscak, Mark	History	Director of The Fried Academy	Special	9/1/2023	6/30/2029	20,000	FY	0.00

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UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Director of The Fried Academy	Special		6/30/2023	20,000	FY	0.00
			Research Stipend	Special	9/1/2023	6/30/2029	3,000	FY	0.00
			Associate Professor	Continuous	9/1/2023		87,434	FY	1.00
			Associate Professor	Continuous		6/30/2023	64,182	FY	1.00
			Blumkin Professorship	Special	9/1/2023	6/30/2029	10,000	FY	0.00
			Blumkin Professorship	Special		6/30/2023	10,000	FY	0.00
09/07		History	Director of The Fried Academy	Special	7/1/2023	6/30/2029	20,000	FY	0.00
			Director of The Fried Academy	Special		6/30/2023	20,000	FY	0.00
			Research Stipend	Special	7/1/2023	6/30/2029	3,000	FY	0.00
			Associate Professor	Continuous	7/1/2023		87,434	FY	1.00
			Associate Professor	Continuous		6/30/2023	64,182	FY	1.00
			Blumkin Professorship	Special	7/1/2023	6/30/2029	10,000	FY	0.00
			Blumkin Professorship	Special		6/30/2023	10,000	FY	0.00
09/10	Chalecki, Elizabeth	Political Science	Associate Professor	Continuous	9/1/2023		72,247	AY	1.00
			Associate Professor	Continuous		8/31/2023	70,207	AY	1.00
		Sociology	Director, Sustainabilty Minor	Special	9/1/2023	5/24/2024	1,200	AY	0.00
			Director, Sustainabilty Minor	Special		8/31/2023	1,200	AY	0.00
09/07	Chasek, Christine L	Counseling	Chairperson	Special	7/1/2023		70,665	FY	0.60
			Chairperson	Special		6/30/2023	65,570	FY	0.60
			Hefflinger Professorship in Counseling	Special	7/1/2023	6/30/2026	10,000	FY	0.00
			Hefflinger Professorship in Counseling	Special		6/30/2023	10,000	FY	0.00
			Professor	Continuous	7/1/2023		43,777	FY	0.40
			Associate Professor	Continuous		6/30/2023	40,380	FY	0.40
06/07	Cheng, Xiaoyan	School of Accounting	Professor	Continuous	9/1/2023		161,027	AY	1.00
			Professor	Continuous		8/31/2023	156,702	AY	1.00
			Dist Alumni Chair	Special	9/1/2023	8/31/2026	12,000	AY	0.00
			Dist Alumni Chair	Special		8/31/2023	10,000	AY	0.00

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Christensen, Margarette	English	Writing Program Administrator	Special		8/31/2023	15,000	AY	0.00
09/07	Clark, Brent B	Management	Professor	Continuous	9/1/2023		141,922	AY	1.00
			Associate Professor	Continuous		8/31/2023	132,431	AY	1.00
06/07	Coleman, Jason D	School of Health and Kinesiology	Director, School	Special	7/1/2023	6/30/2024	20,000	FY	0.00
			Director, School	Special	7/1/2023		80,425	FY	0.60
			Director, School	Special		6/30/2023	78,484	FY	0.60
			Professor	Continuous	7/1/2023		46,949	FY	0.40
			Professor	Continuous		6/30/2023	45,655	FY	0.40
			Dean's Award of Excellence Professorship	Special	7/1/2023	8/31/2027	10,000	FY	0.00
			Dean's Award of Excellence Professorship	Special		6/30/2023	10,000	FY	0.00
09/07	Combs, Jessie	Controller	Interim Asst V/C for Business & Finance	Special	9/1/2023	6/30/2024	18,000	AY	0.00
			Controller	Continuous	9/1/2023		127,491	AY	1.00
			Controller	Continuous		8/31/2023	127,491	AY	1.00
09/07	Cooper, Shelly C	Music	Professor	Continuous	9/1/2023		71,612	AY	1.00
			Associate Professor	Continuous		8/31/2023	64,213	AY	1.00
09/07	Cummins, Shannon M	Marketing & Entrepreneurship	Professor	Continuous	9/1/2023		147,527	AY	1.00
			Associate Professor	Continuous		8/31/2023	138,057	AY	1.00
06/00	Dando, Christina E	Geography/Geology	Chairperson	Special		8/31/2023	51,607	AY	0.60
			Peter Kiewit Chair	Special	9/1/2023	8/31/2025	5,000	AY	0.00
		Educational Leadership	Peter Kiewit Chair	Special		8/31/2023	5,000	AY	0.00
		Geography/Geology	Professor	Continuous	9/1/2023		82,329	AY	1.00
			Professor	Continuous		8/31/2023	32,004	AY	0.40
09/07		Geography/Geology	Chairperson	Special		8/31/2023	51,607	AY	0.60
			Peter Kiewit Chair	Special	9/1/2023	8/31/2025	5,000	AY	0.00
		Educational Leadership	Peter Kiewit Chair	Special		8/31/2023	5,000	AY	0.00
		Geography/Geology	Professor	Continuous	9/1/2023		82,329	AY	1.00
			Professor	Continuous		8/31/2023	32,004	AY	0.40

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	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Danielson, Kathleen E	Teacher Education	Chairperson	Special		8/31/2023	88,383	AY	0.60
			Professor	Continuous	9/1/2023		101,580	AY	1.00
			Professor	Continuous		8/31/2023	52,256	AY	0.40
			Hollie Bethel Professorship	Special		8/31/2023	10,000	AY	0.00
09/07	Darr, Joshua Paul	Chemistry	Professor	Continuous	9/1/2023		76,604	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,010	AY	1.00
09/07	Davis, Paul H	Biology	Regents/Foundation	Special	9/1/2023	8/31/2025	5,000	AY	0.00
			Regents/Foundation	Special		8/31/2023	5,000	AY	0.00
			Professor	Continuous	9/1/2023		146,418	AY	1.00
			Professor	Continuous		8/31/2023	141,485	AY	1.00
		College of Arts and Sciences	Director, Pre-Health Advising Office	Special		8/31/2023	15,000	AY	0.00
			Distinguished Professor	Special	9/1/2023	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2023	5,000	AY	0.00
09/09		Biology	Regents/Foundation	Special	7/1/2023	8/31/2025	5,000	AY	0.00
		Writer's Workshop	Regents/Foundation	Special		6/30/2023	5,000	AY	0.00
		Biology	Professor	Continuous	7/1/2023		141,485	AY	1.00
			Professor	Continuous		6/30/2023	141,485	AY	1.00
		College of Arts and Sciences	Director, Pre-Health Advising Office	Special	7/1/2023	5/27/2023	15,000	AY	0.00
			Director, Pre-Health Advising Office	Special		6/30/2023	15,000	AY	0.00
			Distinguished Professor	Special	7/1/2023	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		6/30/2023	5,000	AY	0.00
09/07	Deitzer, Jessica R	School of Criminology & Crim Justice	Assistant Professor	Specific	9/1/2023		76,500	AY	1.00
09/07	Dere, Ashlee L D	Geography/Geology	Associate Professor	Continuous	9/1/2023		72,297	AY	1.00
			Associate Professor	Continuous		8/31/2023	70,150	AY	1.00
			Program Coordinator Soil Lab	Special	9/1/2023	5/24/2024	5,000	AY	0.00
09/07	Dhaliwal, Harnoor	Scott Scholars Program	Associate Executive Director	Special	7/1/2023		183,600	FY	1.00
			Associate Executive Director	Special		6/30/2023	180,000	FY	1.00

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09/10	Dohrman-Swain, Kristine J	Teacher Education	Isaacson Chair	Special	7/1/2023	8/31/2023	10,000	FY	0.00
			Isaacson Chair	Special		6/30/2023	10,000	FY	0.00
		College of Educ, Health & Human Sci	Associate Dean	Special	7/1/2023	6/30/2024	151,250	FY	1.00
			Associate Dean	Special		6/30/2023	135,000	FY	1.00
06/09	Dotov, Dobromir	Biomechanics	Assistant Professor	Specific	9/1/2023	3/22/2024	86,378	AY	1.00
			Assistant Professor	Specific		8/31/2023	85,000	AY	1.00
09/07	D'Souza, Henry J	Social Work	Professor	Continuous	9/1/2023		99,433	AY	1.00
			Professor	Continuous		8/31/2023	96,792	AY	1.00
			Coordinator - MSW	Special	9/1/2023	5/24/2024	5,000	AY	0.00
			Coordinator - MSW	Special		8/31/2023	2,500	AY	0.00
09/07	Edick, Nancy A	College of Educ, Health & Human Sci	Dean	Special		6/30/2023	228,556	FY	1.00
		Special Education Comm Disorders	Associate Professor	Continuous	7/1/2023		198,556	FY	1.00
09/07	Eikenberry, Angela Marie	Public Administration	Varner Chair	Special	9/1/2023	8/31/2026	10,000	AY	0.00
		Psychology	Varner Chair	Special		8/31/2023	10,000	AY	0.00
		Public Administration	Professor	Continuous	9/1/2023		96,625	AY	1.00
			Professor	Continuous		8/31/2023	93,913	AY	1.00
09/07	Farooq, Omer	Criss Library	Assistant Professor	Continuous	7/1/2023		58,291	FY	1.00
			Assistant Professor	Continuous		6/30/2023	52,867	FY	1.00
09/09		Criss Library	Associate Professor	Continuous	9/1/2023		58,291	FY	1.00
			Assistant Professor	Continuous		6/30/2023	52,867	FY	1.00
09/07	Fields, Alexander	Counseling	Assistant Professor	Specific	9/1/2023		67,000	AY	1.00
09/07	Frampton, Sarah	Psychology	Assistant Professor	Specific	8/1/2023		73,000	AY	1.00
			Assistant Professor	Specific	9/1/2023		75,071	AY	1.00
			Assistant Professor	Specific		7/31/2023	73,000	AY	1.00
			Assistant Professor	Specific		8/31/2023	73,000	AY	1.00
09/07	France, Harold J	Theatre	SMTA and Recruitment Coordinator	Special	9/1/2023	8/31/2024	15,000	AY	0.00

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			SMTA and Recruitment Coordinator	Special		8/31/2023	15,000	AY	0.00
09/09	From, Steven G	Mathematics	Professor	Continuous	8/14/2023	5/22/2026	51,277	AY	0.50
			Professor	Continuous		8/13/2023	99,852	AY	1.00
09/07	Gandhi, Robin A	College of Info Science and Tech	Associate Dean for Research	Special	8/14/2023		188,200	FY	1.00
		School of Interdisciplinary Informat	Durham Professorship	Special	8/14/2023	8/31/2025	10,000	FY	0.00
			Durham Professorship	Special		8/13/2023	10,000	FY	0.00
			Professor	Continuous		8/13/2023	50,510	FY	0.40
			Director	Special		8/13/2023	79,368	FY	0.60
09/07	Garcia, Claudia S	Foreign Languages	Professor	Continuous	9/1/2023		75,556	AY	1.00
			Associate Professor	Continuous		8/31/2023	68,050	AY	1.00
09/07	Ghosh, Tanushree	English	Chairperson	Special	9/1/2023	5/22/2026	46,264	AY	0.60
			Associate Professor	Continuous	9/1/2023		28,442	AY	0.40
			Associate Professor	Continuous		8/31/2023	69,116	AY	1.00
09/07	Gilbert, Mark A	Art and Art History	Associate Professor	Continuous	9/1/2023	8/6/2026	31,418	AY	0.40
			Associate Professor	Continuous		8/31/2023	76,426	AY	1.00
			Division Coordinator	Special	9/1/2023	5/24/2024	50,128	AY	0.60
09/07	Girten, Kristin Marie	English	Associate Professor	Continuous	9/1/2023		36,802	AY	0.50
			Associate Professor	Continuous		8/31/2023	36,002	AY	0.50
			Jefferis Professorship	Special	9/1/2023	8/31/2025	3,000	AY	0.00
		Office of Research & Creative Actvty	Asst VC for Research, Arts & Humanities	Special	9/1/2023	12/31/2023	60,629	AY	0.50
			Asst VC for Research, Arts & Humanities	Special		8/31/2023	59,353	AY	0.50
06/09	Gomez Johnson, Kelly M	Teacher Education	Chairperson	Special	9/1/2023	7/31/2026	74,797	FY	0.60
			Chairperson	Special		8/31/2023	74,797	FY	0.60
			Hollie Bethel Professorship	Special	9/1/2023	8/31/2026	10,000	FY	0.00
			Associate Professor	Specific	9/1/2023		39,865	FY	0.40
			Associate Professor	Specific		8/31/2023	39,865	FY	0.40
09/07		Teacher Education	Chairperson	Special	8/1/2023	7/31/2026	74,797	FY	0.60

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			Chairperson	Special	9/1/2023	7/31/2026	74,797	FY	0.60
			Chairperson	Special		8/31/2023	74,797	FY	0.60
			Hollie Bethel Professorship	Special	9/1/2023	8/31/2026	10,000	FY	0.00
			Associate Professor	Specific	8/1/2023		39,865	FY	0.40
			Associate Professor	Specific	9/1/2023		39,865	FY	0.40
			Associate Professor	Specific		7/31/2023	74,746	FY	1.00
			Associate Professor	Specific		8/31/2023	39,865	FY	0.40
09/07	Gorham, Ashley B	Art and Art History	Assistant Professor	Specific	9/1/2023		57,000	AY	1.00
09/07	Grajales Geliga, Susana D	History	Assistant Professor	Specific	9/1/2023		67,493	AY	1.00
			Assistant Professor	Specific		8/31/2023	65,608	AY	1.00
			Martin Prof of West Am Hist	Special	9/1/2023	8/31/2025	4,500	AY	0.00
09/07	Grandgenett, Nealy Frank	College of Educ, Health & Human Sci	Associate Dean	Special	7/1/2023		144,385	FY	1.00
			Associate Dean	Special		6/30/2023	140,471	FY	1.00
			Interim Dean	Special	7/1/2023	6/30/2024	36,000	FY	0.00
		Teacher Education	Haddix Community Chair	Special	7/1/2023	8/31/2025	25,000	FY	0.00
			Haddix Community Chair	Special		6/30/2023	25,000	FY	0.00
09/09	Gutierrez, Gabriel	Teacher Education	Assistant Professor	Specific	9/1/2023		67,000	AY	1.00
09/07	Hagaman, Jessica L	Special Education Comm Disorders	Professor	Continuous	9/1/2023		77,329	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,813	AY	1.00
09/07	Hale, Matthew L	School of Interdisciplinary Informat	Director	Special	9/1/2023	8/13/2026	3,600	AY	0.00
			Director	Special	9/1/2023		68,392	AY	0.60
			Associate Professor	Continuous	9/1/2023		45,594	AY	0.40
			Associate Professor	Continuous		8/31/2023	110,772	AY	1.00
09/07	Hall, Margeret A	ISQA	Associate Professor	Continuous	9/1/2023		125,000	AY	1.00
09/07	Hambrook, Bennett	Hockey	Assistant Coach, Ice Hockey	Special	7/1/2023		80,000	FY	1.00
			Director of Hockey Operations	Other		6/30/2023	55,000	FY	1.00

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09/09	Hamilton, Zachary K	School of Criminology & Crim Justice	Professor	Continuous	9/1/2023		99,428	AY	1.00
			Associate Professor	Continuous		8/31/2023	90,773	AY	1.00
			Associate Director	Special	9/1/2023	5/23/2025	10,000	AY	0.00
			Associate Director	Special		8/31/2023	10,000	AY	0.00
09/07	Hashimi, Sadaf	School of Criminology & Crim Justice	Assistant Professor	Specific	9/1/2023	4/14/2025	76,239	AY	1.00
			Assistant Professor	Specific		8/31/2023	73,717	AY	1.00
			TRAC Program Coordinator	Specific	9/1/2023	5/24/2024	5,000	AY	0.00
09/09	Hessel, Jessica C	Women's Swimming/Diving	Head Coach, Men's & Women's Swimming & D	Special	7/3/2023		70,000	FY	1.00
			Interim Head Coach, Swimming	Special		7/2/2023	70,000	FY	1.00
09/07	Huang, Chenyu	Aviation Institute	Associate Professor	Continuous	9/1/2023	8/10/2025	80,227	AY	1.00
			Assistant Professor	Continuous		8/31/2023	73,713	AY	1.00
			Dist. Prof of Aviation	Special	9/1/2023	8/31/2028	6,500	AY	0.00
09/07	Hundley, Heather L	Communication	Director	Special	7/1/2023	6/30/2024	84,843	FY	0.60
			Director	Special		6/30/2023	82,200	FY	0.60
			Professor	Continuous	7/1/2023		52,562	FY	0.40
			Professor	Continuous		6/30/2023	62,800	FY	0.40
			Reilly Diamond Alumni	Special	7/1/2023	6/30/2024	12,000	FY	0.00
			Reilly Diamond Alumni	Special		6/30/2023	12,000	FY	0.00
09/07	Hunter, Samuel T	Center for Collaboration Sciences	Coordinator	Special		6/30/2023	10,000	AY	0.00
			Director of Strategic Init	Special	7/1/2023	8/31/2026	10,000	AY	0.00
		Biology	Regents/Foundation	Special	9/1/2023	8/31/2026	5,000	AY	0.00
		Psychology	Professor	Continuous	7/1/2023		146,298	AY	1.00
			Professor	Continuous	9/1/2023		149,997	AY	1.00
			Professor	Continuous		8/31/2023	146,298	AY	1.00
09/07	Hunt, Nathaniel H	Biomechanics	Associate Professor	Continuous	9/1/2023		86,989	AY	1.00
			Assistant Professor	Continuous		8/31/2023	80,224	AY	1.00
09/07	Hutt, Curtis M	Philosophy & Religion	Director, Goldstein Center Human Rights	Special		8/31/2023	15,000	AY	0.00

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			Professor	Continuous	9/1/2023		76,600	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,053	AY	1.00
09/07	Infante, Nicole M	Mathematics	Director of Quantitative Reasoning	Special	9/1/2023		25,000	AY	0.00
			Director of Quantitative Reasoning	Special		8/31/2023	25,000	AY	0.00
			Professor	Continuous	9/1/2023		109,308	AY	1.00
			Associate Professor	Continuous		8/31/2023	125,934	AY	1.00
09/10	Jesseau, Stephanie A	Psychology	Director, Intro to Psychology	Special	9/1/2023	5/23/2025	15,000	AY	0.00
			Director, Intro to Psychology	Special		8/31/2023	15,000	AY	0.00
09/07	Kafafian, Matthew R	School of Criminology & Crim Justice	Assistant Professor	Specific	9/1/2023		76,500	AY	1.00
09/07	Kearns, Erin M	School of Criminology & Crim Justice	Associate Professor	Continuous	9/1/2023		87,801	AY	1.00
			Assistant Professor	Continuous		8/31/2023	80,788	AY	1.00
09/07	Kennedy, Tammie Marie	English	Professor	Continuous	9/1/2023		77,123	AY	1.00
			Associate Professor	Continuous		8/31/2023	69,573	AY	1.00
		College of Arts and Sciences	Director of Exploratory Studies	Special		8/31/2023	20,000	AY	0.00
09/07	Kilinc, Ramazan	College of Arts and Sciences	Director	Special		8/31/2023	2,000	AY	0.00
		Philosophy & Religion	Goldstein Family Community Chair	Special	9/1/2023	8/31/2028	20,000	AY	0.00
		Political Science	Orville D Menard Distinguished Faculty F	Special		8/31/2023	2,500	AY	0.00
			Professor	Continuous	9/1/2023		81,474	AY	1.00
			Professor	Continuous		8/31/2023	79,233	AY	1.00
		Academic Affairs	Administrative Faculty Fellow	Special	9/1/2023	5/24/2024	3,600	AY	0.00
		College of Arts and Sciences	Distinguished Professor	Special	9/1/2023	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2023	5,000	AY	0.00
09/07	Kinney, Payton R	Baseball	Assistant Coach - Baseball	Special		9/10/2023	41,219	FY	1.00
			Asst Coach - Baseball	Special	9/11/2023		46,000	FY	1.00
09/07	Knarr, Brian A	Biomechanics	Named Chair	Special		6/30/2023	15,000	AY	0.00
			Associate Professor	Continuous	9/1/2023		99,735	AY	1.00

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			Associate Professor	Continuous		8/31/2023	96,696	AY	1.00
09/07	Kohout, Victoria J	Government Relations	Chief of Government & Comm. Relations	Special	7/31/2023		136,004	FY	1.00
			Chief of Government & Comm. Relations	Special		7/30/2023	136,004	FY	1.00
		Strategic Mrkting & Communications	Interim Chief Communications & Marketing Officer	Special	7/31/2023	12/31/2023	5,832	FY	0.00
09/07	Kwak, Wikil	School of Accounting	Professor	Continuous	9/1/2023		159,232	AY	1.00
			Professor	Continuous		8/31/2023	154,855	AY	1.00
			Hockett Diamond Alumni	Special	9/1/2023	8/31/2026	12,000	AY	0.00
09/07	Layec, Gwenael L	School of Health and Kinesiology	Assistant Professor	Specific	9/1/2023		80,000	AY	1.00
09/07	Lee, Jooho	Public Administration	Professor	Continuous	9/1/2023		93,103	AY	1.00
			Associate Professor	Continuous		8/31/2023	85,038	AY	1.00
09/07	Li, Joanne W	Office of the Chancellor	Chancellor	Special	7/1/2023		456,187	FY	1.00
			Chancellor	Special		6/30/2023	442,900	FY	1.00
			Barbara & Wally Weitz Endowed Chair	Special	7/1/2023		100,000	FY	0.00
09/07	Love, Betty	Mathematics	Professor	Continuous	9/1/2023		112,354	AY	1.00
			Professor	Continuous		8/31/2023	109,344	AY	1.00
			James Earl Professorship	Special	9/1/2023	8/31/2026	5,000	AY	0.00
09/07	Malcolm, Philippe	Biomechanics	Associate Professor	Continuous	9/1/2023		90,807	AY	1.00
			Assistant Professor	Continuous		8/31/2023	83,934	AY	1.00
09/07	Manning, David W P	Biology	Associate Professor	Continuous	9/1/2023		75,278	AY	1.00
			Assistant Professor	Continuous		8/31/2023	69,004	AY	1.00
29/01	Marshall, Gary S	Public Administration	Professor	Continuous	9/1/2023	5/22/2026	53,089	AY	0.50
			Professor	Continuous		8/31/2023	103,258	AY	1.00
09/07	Marzioli, Sara	College of Arts and Sciences	Director of Exploratory Studies	Special	9/1/2023	5/22/2026	3,600	AY	0.00
09/07	Mehlhaff Weare, Andrea	Communication	Associate Professor	Continuous	9/1/2023		68,086	AY	1.00
			Assistant Professor	Continuous		8/31/2023	62,035	AY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Assistant Director	Special	9/1/2023		4,000	AY	0.00
09/07	Mei, Wai-Ning	Physics	Professor	Continuous	9/1/2023		97,500	AY	1.00
			Professor	Continuous		8/31/2023	94,940	AY	1.00
		Biology	Isaacson Chair	Special	9/1/2023	8/31/2026	5,000	AY	0.00
06/07	Messerole, Michael J	School of Health and Kinesiology	Associate Professor	Continuous	7/1/2023		73,698	AY	1.00
			Associate Professor	Continuous	9/1/2023		75,794	AY	1.00
			Associate Professor	Continuous		6/30/2023	73,698	AY	1.00
			Associate Professor	Continuous		8/31/2023	73,698	AY	1.00
			Assistant Director	Special	7/1/2023		9,800	AY	0.00
			Assistant Director	Special	9/1/2023		9,800	AY	0.00
			Assistant Director	Special		6/30/2023	4,800	AY	0.00
			Assistant Director	Special		8/31/2023	9,800	AY	0.00
09/07	Moore, James C	Physics	Chairperson	Special	9/1/2023	5/16/2025	54,757	AY	0.60
			Chairperson	Special		8/31/2023	53,380	AY	0.60
		Academic Affairs	Director, STEM TRAIL Center	Special	9/1/2023	8/31/2024	21,000	AY	0.00
			Director, STEM TRAIL Center	Special		8/31/2023	21,000	AY	0.00
		Physics	Professor	Continuous	9/1/2023		34,104	AY	0.40
			Professor	Continuous		8/31/2023	33,186	AY	0.40
			Haddix Community Chair in Physical Scien	Special	9/1/2023	8/31/2026	22,500	AY	0.00
			Haddix Community Chair in Physical Scien	Special		8/31/2023	22,500	AY	0.00
09/08	Morgan, Larry D	Facilities Management and Planning	Asst VC for Facilities Mngmnt & Planning	Special	7/1/2023		185,000	FY	1.00
			Executive Director Campus Facilities	Special		6/30/2023	168,912	FY	1.00
09/07	Morris, Amy M	Art and Art History	Professor	Continuous	9/1/2023		52,918	FY	0.40
			Professor	Continuous		8/31/2023	51,600	FY	0.40
		School of Arts	Director, School of the Arts	Special	9/1/2023		85,376	FY	0.60
		Music	Clark Diamond Alumni	Special	9/1/2023	8/31/2026	2,000	FY	0.00
		School of Arts	Director, School of Arts	Special		8/31/2023	83,400	FY	0.60

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
		Academic Affairs	Administrative Faculty Fellow	Special	9/1/2023	5/24/2024	3,600	FY	0.00
09/07	Mota Aquino, Jose Manuel	Economics	Assistant Professor	Specific	9/1/2023	5/24/2024	93,000	AY	1.00
09/07	Murch-Shafer, Karen Sue	College of Arts and Sciences	Director - Course Mentoring Program	Special		8/31/2023	3,000	AY	0.00
			Director of Exploratory Studies	Special	9/1/2023	5/22/2026	3,600	AY	0.00
			Associate Director - Exploratory Studies	Special		8/31/2023	3,000	AY	0.00
			Senior Lecturer	Special	9/1/2023	8/31/2024	5,000	AY	0.00
			Senior Lecturer	Special		8/31/2023	5,000	AY	0.00
09/07	Myers, Sara A	Psychology	Varner Chair	Special	7/1/2023	8/31/2023	10,000	FY	0.00
		Psychology	Varner Chair	Special		6/30/2023	10,000	FY	0.00
		Office of Research & Creative Actvty	Associate Vice Chancellor for Research	Special	9/1/2023		172,900	FY	0.70
			Interim Associate Vice Chancellor for Research	Special		6/30/2023	36,000	FY	0.00
			Assistant Vice Chancellor for Research	Special		7/31/2023	87,526	FY	0.58
09/10	Neathery-Castro, Jody L	International Programs	Interim Associate V/C for Global Engagement	Special	7/1/2023	6/30/2024	152,662	FY	1.00
			Interim Associate V/C for Global Engagement	Special		6/30/2023	149,614	FY	1.00
		College of Arts and Sciences	Distinguished Associate Professor	Special	7/1/2023	8/31/2024	5,000	FY	0.00
			Distinguished Associate Professor	Special		6/30/2023	5,000	FY	0.00
09/07	Newcomb Brownlee, Jodeane F	Communication	Coordinator - MavRadio	Special	9/1/2023	5/22/2026	5,000	AY	0.10
			Coordinator - MavRadio	Special		8/31/2023	5,000	AY	0.00
09/10	Nix, Justin	School of Criminology & Crim Justice	MA Program Coordinator	Special	9/1/2023	5/24/2024	5,000	AY	0.00
			MA Program Coordinator	Special		8/31/2023	5,000	AY	0.00
			Associate Professor	Continuous	9/1/2023		88,059	AY	1.00
			Associate Professor	Continuous		8/31/2023	85,146	AY	1.00
			Distinguished Associate Professor	Continuous	9/1/2023	5/24/2024	25,000	AY	0.00
			Distinguished Associate Professor	Continuous		8/31/2023	25,000	AY	0.00
09/07	Nordman, Russell L	Art and Art History	Division Coordinator	Special		8/31/2023	49,403	AY	0.60
		School of Arts	Assistant Director	Special	9/1/2023	5/31/2024	4,000	AY	0.00
		Art and Art History	Professor	Continuous	9/1/2023		79,479	AY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Professor	Continuous		8/31/2023	30,653	AY	0.40
09/07	Owsley, Chad S	Communication	Assistant Professor	Specific	9/1/2023		57,000	AY	1.00
09/07	Perry, Michael W	Physics	Coordinator	Special	9/1/2023	5/24/2024	10,800	AY	0.00
			Coordinator	Special		8/31/2023	7,200	AY	0.00
09/09	Petrow, Gregory A	Political Science	Professor	Continuous	9/1/2023		78,891	AY	1.00
			Associate Professor	Continuous		8/31/2023	71,326	AY	1.00
09/10	Price, John T	English	Professor	Continuous	9/1/2023		86,565	AY	1.00
			Professor	Continuous		8/31/2023	84,239	AY	1.00
			Regents/Foundation	Special	9/1/2023	8/31/2025	5,000	AY	0.00
			Regents/Foundation	Special		8/31/2023	5,000	AY	0.00
			Director	Special	9/1/2023	5/24/2024	3,000	AY	0.00
			Director	Special		8/31/2023	3,000	AY	0.00
09/07	Proulx, Patrice June	Foreign Languages	Professor	Continuous	9/1/2023		87,948	AY	1.00
			Professor	Continuous		8/31/2023	85,602	AY	1.00
		College of Arts and Sciences	Director	Special	9/1/2023	5/10/2024	3,600	AY	0.00
			Director	Special		8/31/2023	1,800	AY	0.00
09/07	Rauter, Claudia M	Biology	Haddix Community Chair in Science	Special	9/1/2023	8/31/2026	22,500	AY	0.00
			Associate Professor	Continuous	9/1/2023		79,372	AY	1.00
			Associate Professor	Continuous		8/31/2023	77,167	AY	1.00
09/07	Reames, Mary Jeanne	History	Associate Professor	Continuous	9/1/2023		75,237	AY	1.00
			Associate Professor	Continuous		8/31/2023	73,184	AY	1.00
			Martin Prof of History	Special	9/1/2023	8/31/2025	4,500	AY	0.00
09/07	Reiter-Palmon, Roni	Psychology	Professor	Continuous	9/1/2023		95,507	AY	1.00
			Professor	Continuous		8/31/2023	92,541	AY	1.00
		Economics	Kayser Chair	Special	9/1/2023	8/31/2026	5,000	AY	0.00
		Psychology	Director, Ctr of Applied Psych Svcs	Special	9/1/2023	5/24/2024	10,000	AY	0.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Director, Ctr of Applied Psych Svcs	Special		8/31/2023	10,000	AY	0.00
		College of Arts and Sciences	Distinguished Professor	Special	9/1/2023	8/31/2024	20,000	AY	0.00
			Distinguished Professor	Special		8/31/2023	20,000	AY	0.00
09/07	Ren, Ling	School of Criminology & Crim Justice	Professor	Continuous	9/1/2023		120,000	AY	1.00
09/10	Richardson, Todd	College of Business Administration	Schumacher Chair of Ethics	Special	9/1/2023	8/31/2026	7,500	AY	0.00
		Marketing & Entrepreneurship	Schumacher Chair of Ethics	Special		8/31/2023	10,000	AY	0.00
		Goodrich	Professor	Continuous	9/1/2023		76,316	AY	1.00
			Professor	Continuous		8/31/2023	74,147	AY	1.00
09/07	Richter-Egger, Dana L	College of Arts and Sciences	Director	Special	9/1/2023	5/24/2024	54,183	AY	0.75
			Director	Special		8/31/2023	52,628	AY	0.75
09/07	Ricks, Brian C	Computer Science	Associate Professor	Continuous	9/1/2023		113,362	AY	1.00
			Assistant Professor	Continuous		8/31/2023	105,983	AY	1.00
06/07	Riley, Jennifer L	School of Accounting	Professor	Continuous	9/1/2023		155,290	AY	1.00
			Professor	Continuous		8/31/2023	150,998	AY	1.00
			Hockett Diamond Alumni	Special	9/1/2023	8/31/2026	12,000	AY	0.00
			Hockett Diamond Alumni	Special		8/31/2023	10,000	AY	0.00
09/07	Rodriguez-Arroyo, Sandra	Teacher Education	Associate Professor	Continuous	7/1/2023		68,651	AY	1.00
			Associate Professor	Continuous		6/30/2023	68,651	AY	1.00
			Ackerman Prof of Comm Eng	Special	7/1/2023	8/31/2023	5,000	AY	0.00
			Ackerman Prof of Comm Eng	Special		6/30/2023	5,000	AY	0.00
		Academic Affairs	Administrative Faculty Fellow	Special		6/30/2023	3,600	AY	0.00
09/10		Teacher Education	Associate Professor	Continuous	9/1/2023		70,713	AY	1.00
			Associate Professor	Continuous		8/31/2023	68,651	AY	1.00
			Ackerman Prof of Comm Eng	Special	9/1/2023	8/31/2026	5,000	AY	0.00
			Ackerman Prof of Comm Eng	Special		8/31/2023	5,000	AY	0.00
09/07	Rogers, Jimmy A	Mathematics	Chairperson	Special		8/31/2023	49,586	AY	0.60
			Associate Professor	Continuous	9/1/2023	12/22/2023	78,344	AY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Associate Professor	Continuous		8/31/2023	30,656	AY	0.40
09/07	Roland, Thomas A	Music	Professor	Continuous	9/1/2023		77,404	AY	1.00
			Professor	Continuous		8/31/2023	75,308	AY	1.00
			DE Coordinator	Special	9/1/2023	8/31/2025	15,000	AY	0.00
			DE Coordinator	Special		8/31/2023	15,000	AY	0.00
			Assistant Director	Special		8/31/2023	1,333	AY	0.00
09/10		Music	Professor	Continuous	9/1/2023		77,404	AY	1.00
			Professor	Continuous		8/31/2023	75,308	AY	1.00
			DE Coordinator	Special	9/1/2023	8/31/2025	15,000	AY	0.00
			DE Coordinator	Special		8/31/2023	15,000	AY	0.00
			Assistant Director	Special		8/31/2023	1,333	AY	0.00
09/07	Sandhoff, Bridget K	Art and Art History	Associate Professor	Continuous	9/1/2023		67,461	AY	1.00
			Associate Professor	Continuous		8/31/2023	26,232	AY	0.40
			Division Coordinator	Special		8/31/2023	42,349	AY	0.60
09/07	Santo, Jonathan	Psychology	Professor	Continuous	7/1/2023		77,461	AY	1.00
			Professor	Continuous		6/30/2023	77,461	AY	1.00
		Academic Affairs	Administrative Faculty Fellow	Special		6/30/2023	3,600	AY	0.00
09/07	Scherer, Mark R	History	Professor	Continuous	9/1/2023		81,711	AY	1.00
			Professor	Continuous		8/31/2023	79,517	AY	1.00
			Martin Prof of West Am Hist	Special		8/31/2023	4,500	AY	0.00
		Political Science	Director, Holocast Genocide Studies	Special	9/1/2023	5/24/2024	1,200	AY	0.00
			Director, Holocast Genocide Studies	Special		8/31/2023	600	AY	0.00
09/07	Siebler, Kay A	English	Associate Professor	Continuous	9/1/2023		71,770	AY	1.00
			Assistant Professor	Continuous		8/31/2023	65,608	AY	1.00
			Writing Program Administrator	Special	9/1/2023	5/24/2024	15,000	AY	0.00
09/09		English	Associate Professor	Continuous	9/1/2023		71,770	AY	1.00
			Assistant Professor	Continuous		8/31/2023	65,608	AY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Writing Program Administrator	Special	9/1/2023	5/24/2024	15,000	AY	0.00
06/01	Sollars, Suzanne I	Psychology	Director, Neuroscience	Special	9/1/2023	5/24/2024	3,600	AY	0.00
			Director, Neuroscience	Special		8/31/2023	3,600	AY	0.00
			Professor	Continuous	9/1/2023		95,861	AY	1.00
			Professor	Continuous		8/31/2023	93,338	AY	1.00
09/07	Storie, Matthew A	Music	Assistant Professor	Specific	9/1/2023		55,000	AY	1.00
09/07	Subramanian, Roma	Communication	Associate Professor	Continuous	9/1/2023		62,469	AY	1.00
			Assistant Professor	Continuous		8/31/2023	56,540	AY	1.00
09/07	Swann, William	Public Administration	Assistant Professor	Specific	9/1/2023		80,000	AY	1.00
			Blue Cross Blue Shield Chair	Special	9/1/2023		20,000	AY	0.00
09/07	Swift, Andrew W	Mathematics	Chairperson	Special	9/1/2023	5/23/2025	44,546	AY	0.60
			Chairperson	Special	9/1/2023	5/25/2025	3,600	AY	0.00
			Associate Professor	Continuous	9/1/2023		29,697	AY	0.40
			Associate Professor	Continuous		8/31/2023	72,061	AY	1.00
09/10	Szto, Peter P	Social Work	Professor	Continuous	9/1/2023		94,065	AY	1.00
			Professor	Continuous		8/31/2023	91,541	AY	1.00
			Peter Kiewit Chair	Special	9/1/2023	8/31/2025	5,000	AY	0.00
		Psychology	Peter Kiewit Chair	Special		8/31/2023	5,000	AY	0.00
		Social Work	BSSW Coordinator	Special	9/1/2023	5/24/2024	5,000	AY	0.00
			BSSW Coordinator	Special		8/31/2023	5,000	AY	0.00
06/09	Tocaimaza-Hatch, Carmen C	Foreign Languages	Chairperson	Special	9/1/2023	5/16/2026	43,903	AY	0.60
			Chairperson	Special		8/31/2023	40,964	AY	0.60
			Associate Professor	Continuous	9/1/2023		26,869	AY	0.40
			Associate Professor	Continuous		8/31/2023	26,109	AY	0.40
09/07	Tostlebe, Jennifer J	School of Criminology & Crim Justice	Assistant Professor	Specific	9/1/2023		76,500	AY	1.00
06/09	Velcsov, Mihaela T	Mathematics	Professor	Continuous	9/1/2023		104,978	OTH	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
			Professor	Continuous		8/31/2023	104,978	OTH	1.00
			Lipton Professor of Mathematics	Special	9/1/2023	8/31/2027	12,000	OTH	0.00
			Lipton Professor of Mathematics	Special		8/31/2023	12,000	OTH	0.00
09/10	Waggener, Miles B	Writer's Workshop	Division Coordinator	Special	9/1/2023	5/31/2025	49,280	AY	0.60
			Division Coordinator	Special		8/31/2023	48,039	AY	0.60
			Professor	Continuous	9/1/2023		30,453	AY	0.40
			Professor	Continuous		8/31/2023	29,626	AY	0.40
09/10	White, Jeremy Andrew	College of Arts and Sciences	Senior Lecturer	Special	9/1/2023	8/31/2024	5,000	AY	0.00
			Senior Lecturer	Special		8/31/2023	5,000	AY	0.00
09/07	Whittredge, Adam J	Theatre	Assistant Professor	Specific	9/1/2023		57,000	AY	1.00
09/07	Williams, Paul A	Political Science	Director	Special	9/1/2023	5/24/2024	2,000	AY	0.00
		Philosophy & Religion	Asst. Dir., Goldstein Ctr Human Rights	Special	9/1/2023	8/31/2024	5,000	AY	0.00
			Asst. Dir., Goldstein Ctr Human Rights	Special		8/31/2023	5,500	AY	0.00
			Associate Professor	Continuous	9/1/2023		75,886	AY	1.00
			Associate Professor	Continuous		8/31/2023	73,784	AY	1.00
09/07	Wolfenbarger, Lillian LaReesa	College of Arts and Sciences	Associate Dean, Science and Research	Special	9/1/2023	8/14/2024	145,589	FY	1.00
			Associate Dean, Science and Research	Special		8/31/2023	145,589	FY	1.00
		Center for Collaboration Sciences	Director of Animal Care and Use Program	Special	9/1/2023	8/31/2024	12,000	FY	0.00
09/07	Wong, Ryan Ying	Biology	Associate Professor	Continuous	9/1/2023		75,437	AY	1.00
			Associate Professor	Continuous		8/31/2023	73,318	AY	1.00
			Kahn Professorship of Biology	Special	9/1/2023	8/31/2026	5,000	AY	0.00
09/07	Yang, Joo Young	Psychology	Assistant Professor	Specific	9/1/2023	8/13/2026	73,000	AY	1.00
09/07	Yao, Xinqiu	Chemistry	Assistant Professor	Specific	9/1/2023		70,000	AY	1.00
09/07	Yuan, Ming	School of Accounting	Assistant Professor	Specific	9/1/2023		149,000	AY	1.00
09/07	Zhang, Xiaoqian	Computer Science	Assistant Professor	Specific	9/1/2023		110,000	AY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Zuniga Ulloa, Jorge M	Biomechanics	Named Chair	Special		6/30/2023	15,000	AY	0.00
			Associate Professor	Continuous	9/1/2023		92,223	AY	1.00
			Associate Professor	Continuous		8/31/2023	89,296	AY	1.00

06/00	Error Correction
06/01	Annual Adjustment
06/07	Additional Responsibilities
06/09	Change in Payment Schedule
06/10	Administrative Adjustment
09/07	Position Add/Change
09/08	Reclassification
09/09	Other Status Change
09/10	Extension of Appointment
29/01	Change Employment %
29/04	Change Benefits % Elig to Elig

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA ADMINISTRATION
NEW APPOINTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
Hassebrook, Kristen J	External Relations	Assoc VP, Government Relations	Special	8/16/2023		240,000	FY	1.00
Johnson, Wendy K	Facilities Planning & Construction	Assistant Vice President, FPCP	Special	9/11/2023		160,000	FY	1.00

PERSONNEL REPORT
07/01/2023 - 09/30/2023
UNIVERSITY OF NEBRASKA ADMINISTRATION
ADJUSTMENTS

	NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
06/01	Neal Jr, Donald J	VP for Business and Finance	Senior Tax Director	Special	7/1/2023		131,552	FY	0.80
			Senior Tax Director	Special		6/30/2023	127,720	FY	0.80
		Business and Finance	Financial Strategy Officer	Special	7/1/2023	4/30/2024	32,887	FY	0.20
			Financial Strategy Officer	Special		6/30/2023	31,930	FY	0.20
06/01	Annual Adjustment								

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Annual Tenure Density Report

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

BACKGROUND INFORMATION

As per the *Policies of the Board of Regents* (RP-4.3.1), Policies for the Granting of Tenure, the Executive Vice President and Provost shall provide an updated Tenure Density Report annually. This report includes headcounts and net changes across years for faculty and administrators with tenure status or in tenure-track positions on all campuses. The purpose of the report is to show the number and percentage of individuals that are tenured at each campus.

TENURE DENSITY
Fall 2023 Compared to Selected Previous Years

					Net Change Numbers and Percentage Points		
	2013	2018	2022	2023	1-yr	5-yr	10-yr
University Wide							
Tenured	1,658	1,592	1,665	1,659	(6)	67	1
Tenure-Track	463	547	458	460	2	(87)	(3)
Health Professions	487	639	861	889	28	250	402
Total	2,608	2,778	2,984	3,008	24	230	400
% Tenured	63.6%	57.3%	55.8%	55.2%	-0.6%	-2.2%	-8.4%
UNL							
Tenured	879	848	865	858	(7)	10	(21)
Tenure-Track	280	323	227	234	7	(89)	(46)
Total	1,159	1,171	1,092	1,092	0	(79)	(67)
% Tenured	75.8%	72.4%	79.2%	78.6%	-0.6%	6.2%	2.7%
UNL (city only)							
Tenured	651	621	619	608	(11)	(13)	(43)
Tenure-Track	203	230	172	183	11	(47)	(20)
Total	854	851	791	791	0	(60)	(63)
% Tenured	76.2%	73.0%	78.3%	76.9%	-1.4%	3.9%	0.6%
IANR							
Tenured	228	227	246	250	4	23	22
Tenure-Track	77	93	55	51	(4)	(42)	(26)
Total	305	320	301	301	0	(19)	(4)
% Tenured	74.8%	70.9%	81.7%	83.1%	1.3%	12.1%	8.3%
UNMC							
Tenured	271	245	274	279	5	34	8
Tenure-Track*					-	-	-
Health Professions*	487	639	861	889	28	250	402
Total	758	884	1,135	1,168	33	284	410
% Tenured	35.8%	27.7%	24.1%	23.9%	-0.3%	-3.8%	-11.9%
UNO							
Tenured	339	335	345	335	(10)	0	(4)
Tenure-Track	97	131	155	160	5	29	63
Total	436	466	495	495	0	29	59
% Tenured	77.8%	71.9%	69.7%	67.7%	-2.0%	-4.2%	-10.1%
UNK							
Tenured	169	164	181	187	6	23	18
Tenure-Track	86	93	76	66	(10)	(27)	(20)
Total	255	257	257	253	(4)	(4)	(2)
% Tenured	66.3%	63.8%	70.4%	73.9%	3.5%	10.1%	7.6%

*Health professions faculty at UNMC are the functional equivalent of tenure-track faculty at other campuses.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Academic Affairs **February 9, 2024**

AGENDA ITEM: Campus Tuition Variances Report

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' Policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President and Provost

BACKGROUND INFORMATION

Following the approval of Regents Policy RP-5.7.4.10, Differential Tuition Rates, the President was granted authority to approve recommendations by which the campuses may vary the tuition rate from that established by the Board. The purpose of such variable rates was to achieve University goals and objectives. Regents Policy RP-5.7.4.10 was amended in September, 2011 to provide for annual reporting of tuition variances. The attached report provides information about the variances granted on the Board-approved tuition rates for the previous academic year and the impact of those actions.

Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2022-23

Campus: Nebraska College of Technical Agriculture
Program: Dual Credit
Approved:

Differential: FY 2022-23 Tuition rates were $139.00 and Dual Credit rates were $69.50
FY 2021-22 Tuition rates were $139.00 and Dual Credit rates were $69.50
FY 2020-21 Tuition rates were $139.00 and Dual Credit rates were $69.50

Description: Dual Credit classes at NCTA offer high school juniors and seniors an opportunity to take selected NCTA courses to enhance their high school curriculum. With dual credit classes:

- Students have an opportunity to experience the rigors of college coursework prior to attending the University.
- Programs keep students academically challenged throughout their senior year.
- Students are provided with a college studies head start, which offers greater flexibility with their academic programs.

Dual credit classes provide an important recruiting tool. Since 2006, NCTA has had students participate in the program from 187 high schools across Nebraska.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net)*
2022-23	53	149	$10,356
2021-22	26	71	$4,935
2020-21	51	149	$10,356

**Difference between the published tuition rate and the tuition discount.*
Headcount is fall census.

Tuition Variance Report - 2023

Campus: University of Nebraska at Kearney
Program: Dual Enrollment
Approved:

Differential: Beginning with fall 2018, the Dual Enrollment Program at UNK is a fee-based program, not a tuition variance approved by the President, data on the program is provided here for completeness. Prior to fall 2018, the Dual Enrollment Program was tuition based. The cost per credit hour did not change.

Variance: Undergraduate tuition at UNK for 2022-2023 is $209.00 per student credit hour or $627.00 for a 3-credit hour course. Students in the dual enrollment program are charged a $75.00 per credit hour fee. The variance per credit hour is $134.00.

Description: The Dual Enrollment Program allows high school juniors and seniors to earn college credit while still in high school. College-bound students can get a jump on their degree and maximize their time in advanced high school classes. Dual enrollment can provide enhanced curriculum opportunities that help students remain engaged in their junior and senior years of high school and help prepare for college level work.

UNK Dual Enrollment Program

	Headcount	Student Credit Hours Earned
Fall 2022-Spring 2023	323	1575.0
Fall 2021-Spring 2022	327	1669.0
Fall 2020-Spring 2021	289	1448.0
Fall 2019-Spring 2020	233	1087.0
Fall 2018-Spring 2019	282	1594.0
Fall 2017-Spring 2018	312	1728.0

Differential Tuition Report - 2023

Campus: UNK

Program: **Speech-Language Pathology Master's Program (Online Track)**

Approved: January 15, 2021, by President Ted Carter

Differential: Rates for the online speech-language pathology master's program were set at $750 per credit hour upon development of the program. This rate differs from the established base tuition rate for graduate coursework of $259 per credit hour. The variance per credit hour is $491.00. This rate was established following marketplace analysis of similar programs nationwide and with the goal of supporting additional hires needed to make this program successful. We wanted the cost of our program to be competitive with other similar programs nationwide and represent the quality of our program accurately.

Description: This program was developed for a few reasons: 1. Shortage of SLPs nationwide; 2. Needs in underserved rural areas (like Nebraska); 3. Grow our program.

1. According to the Bureau of Labor Statistics, the national employment rate of speech-language pathologists (SLPs) is expected to grow much faster than average through the year 2026. An additional 25,400 SLPs will be needed to fill the demand between 2016 and 2026—an 18% increase in job openings (ASHA Supply & Demand Resource List for SLPs, 2018).

2. In the state of Nebraska there are vacancies in school SLP positions (20.5 unfilled positions in 2018-2019 school year), and we know based on the lack of medical placements we have for our students that this is similar in medical settings as well.

3. We turn away qualified applicants for the on-campus graduate program every year. We are limited in how we can grow the on-campus program, however, as we are required to secure medical internships for each student (there are not very many of these in our area, so we cannot take too many more students). With an online program, however, we can help students across the country to secure such placements. Developing an online program has helped our program grow in ways we never thought possible.

Revenue: UNK: $19,888,250 – FY23 Total Distance Education Gross Tuition, of this $578,250 is from the online speech-language pathology master's program

Table 1: Total UNK Headcount, Student Credit Hours and Distance Education Tuition

Year	Headcount Distance Only[1]	Student Credit Hours[2]	Gross DE Tuition Revenue[3]
FY 2021-22	3,342	66,578.0	$20,668,593
FY 2022-23	3,185	64,442.0	$19,888,250

Table 2: Online Speech-Language Pathology Master's program Headcount, Student Credit Hours and Tuition revenue

Year	Headcount	Student Credit Hours	Gross Tuition Revenue	Differential Tuition Generated
FY 2021-22	18	375	$281,250	$184,125
FY 2022-23	38	771	$578,250	$378,561

Intentions for Reinvestment:

M.S. in Speech Language Pathology				
$750/SCH				
Academic Year	**2021**	**2022**	**2023**	**2024**
Expenses				
Full-Time Tenure Track Faculty		$ 60,000	$ 61,800	$ 63,654
Ph.D. Adjunct	$ 24,000	$ 24,720	$ 25,462	$ 26,225
Online Program Coordinator	$ 35,000	$ 36,050	$ 37,132	$ 38,245
Master's Level Clinician (adult)	$ 45,000	$ 46,350	$ 47,741	$ 49,173
Master's Level Clinical (child)		$ 45,000	$ 46,350	$ 47,741
Audiologist			$ 60,000	$ 61,800
Marketing	$ 10,000	$ 5,000	$ 5,000	$ 5,000
Total Expenses	$ 114,000	$ 217,120	$ 278,484	$ 286,838

[1] Students who took online courses exclusively during the academic year reported to IPEDS
[2] Student Credit Hours for all students who took online courses for the academic year
[3] Distance Education Gross Tuition Revenue for students who took online courses for the academic year

Differential Tuition Report - 2023

Campus: UNK

Program: Distance Education

Approved:

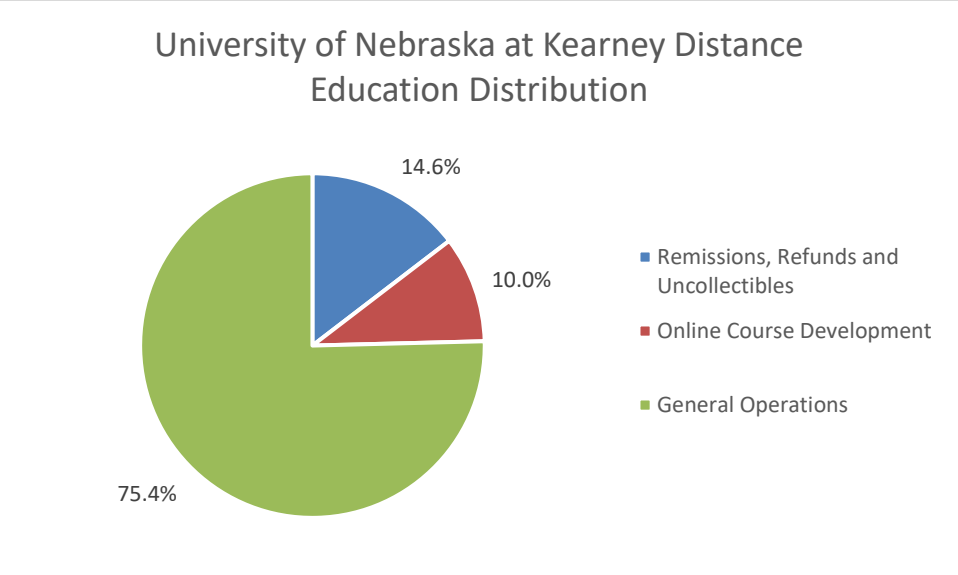
Differential: Distance Education rates were set following the University of Nebraska Board of Regents policy and Presidential approval. The rates were established following analysis of the marketplace and with consideration of campus and program goals.

Description: The University of Nebraska Online system-wide financial model assumes that campuses will recover campus expenses and that the distance education tuition would be used to support the development, delivery, and sustainability of online education. University of Nebraska at Kearney (UNK) offers and supports online programing including academic degrees (undergraduate and graduate), faculty and student support services to meet the educational needs of Nebraskans and provide access to students who may otherwise not be able to enroll in residential degree programs. UNK uses these funds to provide new resources for expansion of existing online academic programs or development of new online academic programs, support faculty professional development related to online instruction, instructional design consultation for course design, and an infrastructure for student support with online program coordinators to help guide students toward degree completion. A large portion of the online tuition variance is also used for university general operation. UNK will continue to use the online variance to enhance its growing online offerings.

Explanation: UNK: $19,888,250 – FY23 DE Gross Tuition
For distance education gross revenue, about 10% is allocated to online development of courses; 14.6% to Remissions/Refunds/Un-collectibles; and 75.4% to general operations, including instruction, distance education/e-campus support, etc.

University of Nebraska at Kearney		
Distance Education Distribution		
	FY23	**% of**
FY23 Actual:	Final Actual	**Gross Tuition**
Remissions, Refunds and Uncollectibles	2,894,910	14.6%
Online Course Development	2,000,000	10.0%
General Operations	14,993,340	75.4%
DE Gross Tuition	19,888,250	100.0%

FY2023 Distance Education Gross Revenue and allocation percentages reported by UNK



Year	Headcount Distance Only[1]	Headcount Distance & Blended[2]	Student Credit Hours[3]	Gross DE Tuition Revenue[4]
FY 2019-20	3,127	6,310	60,175.0	$18,981,953
FY 2020-21	3,299	6,770	67,823.0	$21,108,092
FY 2021-22	3,342	6,632	66,578.0	$20,668,593
FY 2022-23	3,185	6,251	64,442.0	$19,888,250

Table 1: Comparison of Headcount, Student Credit Hours and Distance Education Tuition totals

[1] Students who took online courses exclusively during the academic year reported to IPEDS
[2] Students who took at least one online course during the academic year reported to IPEDS
[3] Student Credit Hours for all students who took online courses for the academic year
[4] Distance Education Gross Tuition Revenue for students who took online courses for the academic year

Tuition Variance Reporting Format

Campus: University of Nebraska-Lincoln

Program: Dual Credit offering of Math 208 in Lincoln Public Schools

Approved: June 28, 2019

Differential: Students in UNL's dual enrollment courses, currently Math 208 in Lincoln Public Schools only, pay a flat rate of $330/course. The AY 2023-2024 resident tuition rate was $259/credit hour. UNL's dual enrollment courses diverge from the published resident tuition rates by 58%.

Description: Originally approved April 2016 as a flat rate of $250/course, President Bounds approved an increase to $330/course for AY 2019-20. UNL's Mathematics Department offers this dual credit section of Math 208 in conjunction with Lincoln Public Schools to accommodate students who have completed the calculus courses offered at LPS but who are not able to come to UNL's campus for advanced coursework. The primary goal for this offering is to support the continued education of these high-achieving students through collaboration with LPS, which aids in recruiting high-achieving LPS students to UNL and supports their educational transition to college-based coursework.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance*
Fall 2018	13	52	$ 9,490
Fall 2019	11	44	$ 7,458
Fall 2020	23	92	$16,238
Spring 2022	21	84	$14,826
Spring 2023	18	72	$12,708

*Difference between the published tuition rate and the tuition discount.

Tuition Variance Reporting Format

Campus: University of Nebraska-Lincoln

Program: **Great Plains Interactive Distance Education Alliance (GPIDEA)**
Agricultural Interactive Distance Education Alliance (AG IDEA)

Approved: June 21, 2022

Differential: Undergraduate students in GPIDEA/AG IDEA courses paid $420/credit hour and graduate students paid $590/credit hour in AY2021-22, regardless of residency status. The tuition rate increased to $430/credit hour for undergraduates and $600/credit hour for graduates in AY2022-23. The tuition rate is set by the GPIDEA/AG IDEA consortium.

Description: GPIDEA/AG IDEA is a consortium of 19 public universities from across the United States, offering specialized online degree and certificate programs in human sciences and agriculture. Offerings are typically in high-demand professional fields. The consortium approach to these programs fosters an expanded knowledge of skillset in the students' fields of interest, in a flexible online learning environment from faculty across the country. GPIDEA/AG IDEA faculty collaborate closely and have developed a student-centric online academic environment that maximizes learning and preparation for career advancement.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net)*
2021-22	521	2,191	$568,297
2022-23	512	1,960	$474,933

*Difference between the published tuition rate and the tuition discount.

Tuition Variance Reporting Format

Campus: University of Nebraska-Lincoln

Program: Nebraska Now

Approved: June 28, 2019

Differential: Students in Nebraska Now courses pay a flat rate of $330/course. The AY 2020-2021 resident tuition rate was $259/credit hour. Nebraska Now courses diverge from the published resident tuition rates by 58%.

Description: Since 2005 the University of Nebraska-Lincoln (UNL) has offered the Nebraska Now program (formerly Advanced Scholars). This program allows high school students to take select UNL online and in-person courses at a reduced rate (most are offered online). The initial tuition rate approved was $100 per credit hour for Nebraska residents and $213 per credit hour for non-residents.

During 2015-2016, UNL reviewed the Nebraska Now program and made changes to be more competitive and attractive to high school students, their parents, and guidance counselors. At that time, the tuition rate changed to a flat rate of $250 per course to align with UNL's dual enrollment courses. The University of Nebraska Board of Regents approved an increase in AY 2019-2020 for both Nebraska Now and dual enrollment courses. The current rate is $330 per course.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance*
AY 2018-19	282	915	$153,675
AY 2019-20	222	675	$ 73,260
AY 2020-21	165	495	$ 73,775
AY 2021-22	183	545	$ 80,765
AY 2022-23	148	403	$ 55,537

*Difference between the published tuition rate and the tuition discount.

Tuition Variance Reporting Format

Campus: University of Nebraska-Lincoln

Program: Distance Education

Approved: June 2022

Differential: Distance Education rates were set following Board of Regents policy. The rates were established following analysis of the marketplace and with consideration of campus and program goals.

Description: Distance Education rates are charged at the course level. All of the undergraduate resident and non-resident distance education tuition rates match the corresponding in-person tuition rate. At the graduate level, there is more variance based on historical rate setting. UNL is committed to closing the gap between the graduate in-person and distance education tuition rates for both residents and non-residents as a part of UNL's online strategic goals, which also include establishing additional market-based tuition rates by academic program. This would be similar to the online MBA and online MEM program flat rate of $650 per credit hour. UNL's distance education consortium programs include GP IDEA, AG IDEA, and the University of Engineering Alliance. These consortiums establish shared tuition rates across multiple participating universities.

Explanation: The chart below reflects pre- and post-pandemic enrollments in online courses at UNL. Prior to the COVID pandemic, approximately 86 percent of UNL students were enrolled in at least one online course. During the pandemic, 2020-21 and 2021-22, these percentages increased to 88 percent and 87 percent respectively. Post-pandemic, 2022-23, the percentage increased to 89 percent. The number of students who take at least one online course reflects the importance of flexibility in curricular offerings that includes online courses. UNL has focused on offering Summer online courses to assist with degree completion while students were also completing internships, studying abroad, or returning home to work. UNL's strategic online goals are to continue providing students flexibility with their course scheduling and degree completion while also expanding the number of market-driven undergraduate and graduate programs delivered through distance education. The Nebraska Now program promotes selected online undergraduate courses appropriate for and targeted to high school students.

Year	Total Headcount[1]	Headcount – At least One Online Course[2]	Headcount – Online Courses Only[3]	Student Credit Hours[4]	Total Revenue[5]
2019-20	18,443	15,914	2,529	102,642	$38,768,305
2020-21	22,155	19,456	2,699	182,039	$80,981,458
2021-22	20,597	17,848	2,749	153,014	$58,779,112
2022-23	19,675	17,425	2,250	142,433	$54,487,906

Online courses are defined by instructional mode (EX - online, ES - online, with on campus testing, EM – MBA/MEM, EC – Contract e.g. Great Plains IDEA); Headcount and SCH reported as Graded Extract

[1]Total Headcount of students who took online courses (Academic Year, plus summer)

[2]Students who took at least one online course (Academic Year, plus summer). This number is a subset of Total Headcount.

[3]Students who exclusively took online courses, "Online Only" (Academic Year, plus summer). This number is a subset of Total Headcount.

[4]SCH for all online courses

[5]Total revenue of all online courses, not tuition variance. Source: SAP actuals

Tuition Variance Reporting Format
(Typically a Discount)

Campus: University of Nebraska Medical Center

Program: **Nursing (Traditional and Accelerated Bachelor of Science)**

Approved: June 22, 2022
(Annual reports are required)

Differential: Approved tuition remission for non-resident BSN students from specified states attending rural divisions is approximately 63% of the published non-resident tuition rate of $1,053 per credit hour.

Description: As part of the College of Nursing's strategic priority to expand rural enrollments, non-resident tuition scholarships will be provided for Traditional BSN and Accelerated BSN students on the three rural campuses (Kearney, West Nebraska, and Northern). The non-resident tuition scholarship will cover the cost of the full out-of-state component of tuition for students from contiguous states bordering Nebraska (Kansas, Wyoming, Colorado, South Dakota, and Iowa) who are attending the Traditional or Accelerated BSN program at the three rural campuses.

Tuition Variance:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)*
2022-23	4	126	$80,514
2023-24	12	192	$127,104**

*Difference between the published tuition rate and the tuition discount.

**Tuition variance represents the amount remitted in fall 2023

Tuition Variance Reporting Format
(Typically a Discount)

Campus: University of Nebraska at Omaha

Program: **Career Currency Program**

Approved: UNO chancellor Jeffrey P. Gold submitted a Tuition Variance Request to the Office of the President on July 1, 2020. Per memo from the NU president Carter on August 13, 2020, the request was approved, with the intent that the proposed variance "will assist the campus in accomplishing key strategic objectives which include increasing educational attainment and strengthening the regional economy."

Differential: UNO currently partners with eight organizations, who since program inception individually spent from $20,000 up to $2,750,000 on their respective employee tuition reimbursement programs utilizing UNO coursework. From 2020 through 2023, this program offered varying contract arrangements with each partner, some of which included fee waivers and discounts on resident tuition. Nearly 600 employees/students participate in this program each year, most of whom take their coursework online.

Employer	Discount off in-state	Annual Expenditure Contract
Union Pacific	35%	$800,000
Mutual of Omaha	0%	$200,000 (*cf* $100k)
OPPD	10%	$250,000
Werner	10%	$250,000
Blue Cross Blue Shield	5%	$125,000
First National Bank of Omaha	10%	$250,000
Metro Comm. Coll.	0%	$100,000
Physicians Mutual	0%	$100,000

The Career Currency Program waived on-campus fees for the employees, recognizing that over 90% of enrollments are online courses and the employees are not utilizing functions such as recreational sports, counseling services, etc. The only fees assessed are "course-specific fees"; in the MOUs for all corporations subsequent to UP this was clarified to include Distance Education (DE). A streamlining of agreements began May 15, 2023 requiring assessment of all fees effective with the summer 2023 term.

Description: The UNO Career Currency program is a volume discount offered to Omaha-based corporations who pay UNO directly for their employees to attend credit-bearing courses at UNO. Corporations pay a contracted amount per year, and UNO debits the amount spent by the corporations' employees until the contracted amount is expended. If the contracted amount is expended before the end of the fiscal year, the corporation has the option to pay additional funds to UNO or to halt further registrations by its employees for the remainder of the fiscal year. Unexpended funds are retained by UNO and carry forward to the following fiscal year for use by the corporations' employees. This practice will no longer be followed beginning FY24. Instead, corporations will be given an estimate of tuition cost at the beginning of each term and payment will be made to cover that estimate.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)*	Fee Variance
Summer 2023	253	1,365	$268,969	$0
Spring 2023	402	2,654	$552,287	$188,258
Fall 2022	396	2,624	$527,622	$182,808
Unduplicated headcount	563			

*Difference between the published tuition rate and the tuition discount.

Tuition variance includes a differential between non-resident and resident rates as well as the discounted amount reducing tuition below the resident rate. Prior year reports included only the discounted amount. During summer 2022, we were asked by the President's Office to change the discounting method to a full tuition assessment less a remission applied as discount. This single remission reflects both the non-resident differential and the career currency discount.

In the original UP MOU, it was stated that only course-specific fees would be assessed, since students are not on campus to utilize other services. In MOUs subsequent to UP, this was clarified to note that DE fees are included among course-specific fees. As MOUs are re-negotiated for 23-24, fees will no longer be waived in any of our agreements. This change is reflected in summer 2023 fee variance.

Tuition Variance Reporting Format

Campus: University of Nebraska at Omaha

Program: Distance Education

Approved: 2022-23 online rates approved June 2022

Differential: Distance education tuition rates are established annually.

FY22-23 Approved Tuition Rates

Undergraduate Tuition

	Resident			Non-Resident			MAP		
College/Department	Distance	Standard	Differential	Distance	Standard	Differential	Distance	Standard	Differential
Arts & Science	$ 259	$ 235	$ 24	$ 452	$ 738	$ (286)	$ 389	$ 353	$ 36
Business	$ 305	$ 305	$ -	$ 650	$ 842	$ (192)	$ 458	$ 458	$ -
Communcation, Fine Arts & Media	$ 259	$ 235	$ 24	$ 452	$ 738	$ (286)	$ 389	$ 353	$ 36
Education, Health & Human Science	$ 259	$ 235	$ 24	$ 398	$ 738	$ (340)	$ 389	$ 353	$ 36
Public Administration & Community Service	$ 259	$ 235	$ 24	$ 534	$ 738	$ (204)	$ 389	$ 353	$ 36
Emergency Management/Aviation	$ 259	$ 235	$ 24	$ 411	$ 738	$ (327)	$ 389	$ 353	$ 36
Criminal Justice	$ 259	$ 235	$ 24	$ 534	$ 738	$ (204)	$ 389	$ 353	$ 36
Information, Science & Technology	$ 293	$ 283	$ 10	$ 524	$ 884	$ (360)	$ 440	$ 425	$ 15

Graduate Tuition

	Resident			Non-Resident			MAP		
College/Department	Distance	Standard	Differential	Distance	Standard	Differential	Distance	Standard	Differential
Arts & Science	$ 375	$ 341	$ 34	$ 617	$ 820	$ (203)	$ 563	$ 512	$ 51
Business	$ 393	$ 393	$ -	$ 807	$ 968	$ (161)	$ 590	$ 590	$ -
Communcation, Fine Arts & Media	$ 375	$ 341	$ 34	$ 617	$ 820	$ (203)	$ 563	$ 512	$ 51
Masters-Fine Arts & Writing	$ 514	$ 341	$ 173	$ 514	$ 820	$ (306)	$ 514	$ 512	$ 2
Education, Health & Human Science	$ 351	$ 341	$ 10	$ 457	$ 820	$ (363)	$ 457	$ 512	$ (55)
Public Administration & Community Service	$ 375	$ 341	$ 34	$ 617	$ 820	$ (203)	$ 563	$ 512	$ 51
Information, Science & Technology	$ 375	$ 356	$ 19	$ 632	$ 994	$ (362)	$ 563	$ 534	$ 29

Description:

The University of Nebraska at Omaha offers online courses and degree programs across the six colleges. The revenue generated from online courses in 2022-23 ($58,325,885) was used to purposefully reinvest in distance education programs and support services, cover campus costs related to the development and delivery of distance education, bring scale and accessibility to online education, and support a plethora of critical programs, services, and initiatives across the institution. A significant portion of these funds are strategically reinvested back to the colleges and academic units offering online courses and programs.

Explanation:

FY 22-23 SCH DE Differential

Computed Tuition FY 22-23		Tuition by Student Residency			
		Iowa MAP	Non-resident	Resident	Total
On-Line	Undergrad	(194,976)	4,117,240	(2,496,208)	1,426,056
	Grad	(6,744)	1,254,573	(389,083)	858,746
Total On-Line	**Total**	(201,720)	5,371,813	(2,885,291)	2,284,802

SCH Comparing FY 21-22 to Fiscal Year 22-23

	SCH FY 21-22	SCH FY 22-23	Delta
Ugrad 100% Distance	167,894	154,830	(0.08)
Grad 100% Distance	24,946	28,332	0.14
Total SCH	192,840	183,162	(0.05)

Additional notes:

(1) In Summer 2023, UNO introduced a new strategic "OUR" tuition rate that is 1.5x the resident rate for all modalities. This comprehensive campus strategic enrollment and marketing initiative aims to have clearly defined resident, OUR rate, and non-resident rates. In order to clearly articulate rates to students in each of these categories, a number of online rates needed to be adjusted in Summer 2023 for AY 2023-24 so that we didn't continue to have online rates that were major outliers both more and less than OUR rates. While outside the scope of this AY 2022-23 report, we do want to proactively identify that our online rate changes approved in Summer 2023 were larger percent changes than we typically see in annual online tuition setting processes and were done as part of the larger strategic enrollment and marketing initiative related to the introduction of the OUR rate. We will include more detail about these changes in the 2023-24 tuition variance report for online at UNO.

(2) Since 2020, UNO has engaged in an initiative called "Career Currency," where UNO partners with Omaha-based companies in a direct employer-paid tuition program for eligible employees of each organization under their tax-deductible corporate education assistance programs. Each partner enters into a contract with UNO. At the request of Chancellor Li, key changes were made to the Career Currency program in May 2023 which served to enhance sustainability and bring long-term viability to this program, which are further outlined in that respective tuition report. However, worth noting on this online tuition report is that over 90% of employees at these partner organizations who take advantage of this program by taking courses at UNO are taking their coursework online.

Campus: University of Nebraska at Omaha
Program: Dual Enrollment
Approved: November 2006

Differential: The Dual Enrollment Program at UNO is a fee-based program, not a tuition variance approved by the President, data on the program is provided here for completeness.

Variance: Undergraduate tuition at UNO for 2022-2023 is $235.00 per student credit hour or $705.00 for a 3-credit hour course. Students in the dual enrollment program are charged $250.00 for a 3, 4 or 5 credit hour course, and for a 1-credit hour course, the cost is $160.00. For a 1-credit hour course, the variance is $75.00; for a 3-credit hour course, the variance is $530.00; for a 4-credit hour course, the variance is $690.00; for a 5 credit-hour course, the variance is $925.00.

Description: The Dual Enrollment Program allows academically talented students to earn college credit while still in high school. College-bound students can get a jump on their degree and maximize their time in advanced high school classes. Dual enrollment can provide enhanced curriculum opportunities that help students remain engaged in their junior and senior years of high school and help prepare for college level work.

The Dual Enrollment program is a fee-based program that is completely self-supporting. Fees are broken down as follows:

1. $97 AP exam (UNO pays cost of student's exam)
2. $77 UNO Department supports collaboration with high school counterpart
3. $44 Program support
4. $25 AP support to participating districts
5. $6 UNO Library Supports collaboration with high school Librarians
6. $1 UNO Records and Registration collaboration with high schools

UNO Dual Enrollment Program

	Number of Enrollments	Credit Hours Earned
Fall 2022-Summer 2023	6956	23,317
Fall 2021-Summer 2022	6000	20,619
Fall 2020-Spring 2021	5797	20,158
Fall 2019-Spring 2020	5629	19,366
Fall 2018-Spring 2019	5355	18,564
Fall 2017-Spring 2018	5521	18,688
Fall 2016-Spring 2017	4934	16,876
Fall 2015-Spring 2016	4526	15,284
Fall 2014-Spring 2015	4896	16,635
Fall 2013-Spring 2014	4397	14,985
Fall 2012-Spring 2013	4229	14,347
Fall 2011-Spring 2012	3880	13,424

Fall 2010-Spring 2011	3495	12,274
Fall 2009-Spring 2010	3206	11,433
Fall 2008-Spring 2009	3371	11,947
Fall 2007-Spring 2008	3068	11,111

Tuition Variance Reporting Format
(Typically a Discount)

Campus: University of Nebraska at Omaha

Program: **David USA Education: China - Undergraduate**

Approved: February 2015

Differential: 2022-23 Nonresident undergraduate $738/SCH
2022-23 International price $352.50 (150% of $235 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Chinese high schools to pursue four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)*
Spring 2023	3	51	$32,875
Fall 2022	4	42	$18,510
Total	7 (down by 4)	93 (down by 15)	$51,385
Total unduplicated	4		

*Difference between the published tuition rate and the tuition discount.

Tuition Variance Reporting Format
(Typically a Discount)

Campus: University of Nebraska at Omaha

Program: **National Collegiate Network: Japan - Undergraduate**

Approved: October 2013

Differential: 2022-23 Nonresident undergraduate $738/SCH
2022-23 International price $352.50 (150% of $235 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Japanese high schools to pursue four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)*
Summer 2023	4	36	$16,119
Spring 2023	52	1,320	$314,059
Fall 2022	56	1,034	$292,133
Total	112 (up by 8)		$622,311
Total unduplicated	58		

*Difference between the published tuition rate and the tuition discount.

Tuition Variance Reporting Format
(Typically a Discount)

Campus: University of Nebraska at Omaha

Program: **Midwest China Council - Undergraduate**

Approved: September 2013

Differential: 2022-23 Nonresident undergraduate $738/SCH
2022-23 International price $352.50 (150% of $235 resident undergraduate rate)

Description: The primary purpose of this program is to attract outstanding qualified undergraduate students from selected Chinese high schools to pursue four-year baccalaureate education at the University of Nebraska at Omaha, as well as qualified students for one-year study abroad programs.

Explanation:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)*
Spring 2023	8	126	$50,210
Fall 2022	8	90	$42,234
Total	16 (down by 6)	216	$92,444
Total unduplicated	8		

*Difference between the published tuition rate and the tuition discount.

University of Nebraska System
Five-Year Strategy
Accountability Measures

Updated February 9, 2024

Winter Term (4.1)
2021-22

	Target	Outcome
↑	# of Winter Term Courses > 2021-22	40 more courses offered over Winter Term 2021-22

Winter Term (4.2)
2021-22

	Target	Outcome
↑	# of Winter Term Student Credit Hours Completed > 2021-22	3,107 more Student Credit Hours Completed over Winter Term 2021-22

Enrollment (6.1)
Fall 2023

	Target	Outcome
↓	Each campuses' total headcount will exceed Fall 2022	UNL = -205 UNMC = +47 UNO = -50 UNK = -24 NCTA = -18

Enrollment (6.2)
Fall 2023

	Target	Outcome
↓	Total transfer students will exceed Fall 2022	-82

Retention (7)
Fall 2023

	Target	Outcome
↑	Campus first to second year retention rates will exceed Fall 2021	UNL = +2.1% UNO = +2.3% UNK = -+2.2%

Open Nebraska (8)
2021-22

	Target	Outcome
↑	$8 million in aggregate savings to students	$9.2 million in aggregate savings to students

Handshake Participation (10)
2021-22

	Target	Outcome
Establishes baseline	# of Nebraska businesses with active *Handshake* account	6,232

Administrative Bloat (18)
FY2020-21

	Target	Outcome
↑	Institutional Support expenditures below peer average	$794/FTE Student Below Peer Avarege (19.6% Below)

Procurement Savings (20)
FY2021-22

	Target	Outcome
Establishes baseline	Amount saved through University-wide RFPs	$542,167

Research (17.1)
FY2021-22

	Target	Outcome
↑	Total research expenditures will exceed prior year	$33,949,000

Four-Year Graduation Rate (1)
FY2022-23

	Target	Outcome
↑	Campuses will increase their four-year graduation rate over AY2021-22	UNL = +4.7% UNO = +4.7% UNK = +4.8%

Research (17.2)
FY2021-22

	Target	Outcome
↑	Extramural research expenditures will exceed prior year	$20,322,000

LEGEND: ↑ Target Met or Exceeded | → Progress Towards | ↓ Target Not Met

UNK 4-Year Graduation Rate Report		
Cohort Year	**UNK Only 4-Year Grad %**	**UNK w/System 4 Year-Grad %**
Fall 2018	33.0%	37.8%
Fall 2019	37.8%	44.1%

UNL 4-Year Graduation Rate Report		
Cohort Year	**UNL Only 4-Year Grad %**	**UNL w/System 4-Year Grad %**
Fall 2018	47.9%	50.3%
Fall 2019	52.6%	55.0%

UNO 4-Year Graduation Rate Report		
Cohort Year	**UNO Only 4-Year Grad %**	**UNO w/System 4-Year Grad %**
Fall 2018	27.2%	
Fall 2019	31.9%	

Nebraska College of Technical Agriculture (NCTA) Grad Rate for 2-Year Associate Degree

AY 2020-21 (2019 Cohort, 82 students)
20 students
24.4% grad rate

AY 2021-22 (2020 Cohort, 102 students)
33 students
32.4% grad rate

AY 2022-23 (2021 Cohort, 107 students)
42 students
39.3% grad rate

Notes: NCTA is the only 2-year college in the University of Nebraska system.
These data include only first-time, full-time freshman cohorts, which are different than how we typically report grad rates, i.e., for all students.
These grad rate percentages are lower due to NCTA having many students who double major or choose to stay three years.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

February 9, 2024

AGENDA ITEM: Report on revisions to rules and regulations for self-government organizations: Association of Students of the University of Nebraska; UNL Hixson-Lied College of Fine and Performing Arts; and UNL College of Law.

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' policy.*

PRESENTERS: Phil Bakken, Corporation Secretary

PURPOSE & KEY POINTS
Consistent with the *Bylaws* and operating procedures of the Board, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- Revisions to the Bylaws of the Association of Students of the University of Nebraska.
- Revisions to the Bylaws of the Hixson-Lied College of Fine and Performing Arts at UNL.
- Revisions to the Bylaws of the College of Law at UNL.

In addition to the redline versions which are attached, these changes are available for inspection in the Office of the Corporation Secretary.

BACKGROUND INFORMATION
Section 1.2 of the *Bylaws of the Board of Regents* states, "In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

(1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof.

(2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and

(3) filed with the Corporation Secretary for report to the Board.



Association of Students of the University of Nebraska

Bylaws

~~**Amended May 1, 2023**~~

Amended December 6, 2023

Association of Students of the University of Nebraska (ASUN) Bylaws

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Bylaws

Part I – The Senate

Article I – Members

Section 1. Composition

A. The Senate shall consist of no ~~less~~ more than forty-one (41) elected members with voting privileges. These members shall be elected and/or appointed in accordance with the Constitution.
B. Additional positions shall be added so that the average number of students represented by each senator is 650; once a position is added it shall not be removed.

Section 2. Qualification

Every elected or appointed member of the Senate is required to be a full-time student at the University of Nebraska-Lincoln (UNL), with a cumulative grade point average of 2.0 or higher. In addition, no student shall serve on Senate if that student is currently on academic or disciplinary probation.

Section 3. Election/Appointment

A. Senators shall be elected in the spring election held by the Electoral Commission in accordance with the Association of Students of the University of Nebraska (ASUN) Constitution and such rules that the commission may adopt.
B. Vacancies in the Senate shall be filled by the Appointments Board.

Section 4. Senatorial Duties

Senatorial duties include, but are not limited to:

A. Attending all meetings of the Senate, unless excused by the Speaker of the Senate.
B. Serving on a standing committee and attending all committee meetings, unless excused by the committee chair.
    i. The Government Liaison Committee (GLC) Chair and Appointments Board Chair do not need to serve on a standing committee.
    ii. Graduate and professional students may substitute serving on a standing committee by serving on the Graduate Student Assembly (GSA).

C. One office hour per week is encouraged to be served in the City Campus Union office, or in a building of the Senator's representative college.
D. Meeting with the senator's college Student Advisory Board (SAB) at least once per ~~month~~ semester during the regular school year is encouraged ~~for all elected officials~~, when applicable.

E. Once per academic year, all undergraduate elected senators are encouraged to attend an ASUN town hall intended to improve communication between the organization and the student body.
    i. One undergraduate elected senator will be selected from each of the following colleges: Agricultural Sciences & Natural Resources, Architecture, Arts & Sciences, Business, Education & Human Sciences, Engineering, Fine & Performing Arts, and Journalism & Mass Communications for a total of eight representatives to help lead the inter-college senate town hall.
    ii. The town hall will be moderated by a member of the ASUN executive committee or their designee.
    iii. ASUN shall, to the fullest extent possible, promote the town halls to the student body.
    iv. Town hall events shall serve to:
        1. Provide a forum for open communication between the senate and the student body
        2. Inform the student body about current and/or upcoming legislation passed in the senate
        3. Enhance transparency and accountability of ASUN
        4. Promote active engagement and participation of the student body in the ASUN decision-making process.
    v. At least one senator shall provide a summarizing report of the town hall at the senate meeting subsequently following the event.

Section 1. Officers

The ASUN Senate shall have the following officers:
A. The President.
B. The Internal Vice President.
C. The External Vice President.
D. The Speaker of the Senate.
E. The Appointments Board Chair.
F. The Recording Secretary.

Section 2. Election/Appointment

A. The President, the Internal Vice President, and the External Vice President shall be elected in accordance with the Constitution, Article V, Section 2.
B. The Speaker of the Senate shall be elected from the senators by a ballot majority vote.
C. The Appointments Board Chair shall be elected from the senators by a ballot majority vote.
D. The Recording Secretary shall be nominated by the Appointments Board and confirmed by the Senate.

Section 3. Officers' Duties

In relation to the Senate:

A. The President shall:
    i. Be a non-voting member.
    ii. Have the power to veto any line item of an Appropriations Bill within eight (8) class days and submit a statement of objection to the Senate at their next regular meeting after the veto, at which time the Senate may reverse the veto by a two-thirds (2/3) vote of the entire voting membership.
    iii. Have the power to submit Government Bills for the consideration of the Senate.
B. The Internal Vice President shall:
    i. Be a non-voting member.
    ii. Preside over meetings of the Senate.
    iii. Keep an accurate list of senators in attendance of Senate meetings.
C. The External Vice President shall:
    i. Be a non-voting member.
    ii. Preside over meetings of the Senate in the absence or at the request of the Internal Vice President.
D. The Speaker of the Senate shall:
    i. Serve as the chief officer and official spokesperson of the Senate.
    ii. Preside over meetings of the Senate in the absence of the Internal and External Vice Presidents or at the request of the External Vice President when they are to preside.
    iii. Oversee senatorial projects and serve as an additional resource for senators beyond their committee chairs.
    iv. Create and maintain a public list of all senatorial projects on the ASUN website.
    v. Provide orientation for senators appointed in the midst of a term.

vi. Send the agenda and scheduled legislation for all Senate meetings ~~Set the agenda for all Senate meetings and send out all scheduled legislation~~ at least 24 hours before Senate convenes.

vii. Collaborate with the Appointments Board Chair to ensure vacant Senate positions are filled promptly.

E. The Appointments Board Chair shall:

i. Chair the Appointments Board.

~~ii. Oversee and facilitate the FCLA and ELP Appointments Board selection process.~~

F. The Recording Secretary shall take accurate minutes of Senate meetings.

Article III – Meetings

Section 1. Meetings

The Senate shall meet every Wednesday during the regular school year, unless changed by the Internal Vice President.

Section 2. Notice

If the Internal Vice President changes the time or place of the meeting, two (2) weeks' advance notice must be given to the Senate and this change must be published in the Daily Nebraskan prior to the meeting.

A. In the case of an extenuating circumstance (i.e. canceled classes, poor driving conditions, public health crisis, etc.), the Internal Vice President may change the location of a scheduled Senate meeting to web conferencing by 12:00 pm the day of the meeting.

Section 3. Proxy Voting

Proxy voting, yielding a vote to another in one's absence, shall not be allowed.

Article IV – Committees

Section 1. Standing Committees

The Senate shall have the following Standing Committees:

A. Academic Committee:

i. The Academic Committee shall be responsible for investigating issues pertaining to the standards of academics at UNL, representing ASUN in any ad-hoc or standing committees or

advisory boards pertaining to academic affairs, promoting, and handling 15th week complaints.

ii. The Academic Committee shall consist of ~~one (1)~~ no more than two (2) chairing Senate members, up to six (6) general Senate members appointed by the Speaker of the Senate, and up to ten (10) at-large members nominated by the Appointments Board and confirmed by the Senate. ~~The student members appointed to the University's Curriculum Committee, Teaching Council, and Grading and Examinations Committee will also be non-voting members of the Academic Committee.~~

iii. The Academic Committee Chair shall meet on a regular basis with a representative from the Office of the Executive Vice Chancellor for Academic Affairs.

iv. The Academic Committee Chair will serve as the liaison to the Faculty Senate.

B. Campus Life and Safety Committee:

i. The Campus Life and Safety Committee shall be responsible for improving the well-being and safety of all students on campus by creating programming related to a variety of topics that affect college students.

ii. The Campus Life and Safety Committee shall consist of ~~one (1)~~ no more than two (2) chairing Senate members, up to eight (8) general Senate members appointed by the Speaker of the Senate, and up to ten (10) at-large members nominated by the Appointments Board and confirmed by the Senate.

iii. Responsibilities of the Campus Life and Safety Committee include, but are not limited to:

1. Responding to issues relating to the safety and well-being of students on campus.
2. Collaborating with student organizations pertaining to ~~sexual assault prevention~~, mental health awareness, ~~and~~ alcohol and drug safety, as well as partnering with the Sexual Misconduct Prevention committee on sexual misconduct prevention.
3. Organizing community service projects to be undertaken by ASUN.
4. ~~4.~~ Acting as a liaison between ASUN and University-wide committees and task forces as assigned by the President. ~~well-being and student life task forces.~~

C. Committee for Diversity, Equity, and Inclusion:

i. The Committee for Diversity, Equity, and Inclusion shall be responsible for representing the diverse populations of the

University.

ii. The Committee for Diversity, Equity, and Inclusion shall consist of ~~one (1)~~ no more than two (2) chairing Senate members, up to six (6) general Senate members appointed by the Speaker of the Senate, and up to ten (10) at-large members nominated by the Appointments Board and confirmed by the Senate.

~~iii.~~ The Committee for Diversity, Equity, and Inclusion will be responsible for working with RSOs, university administrators, faculty and/or staff working with demographics typically underrepresented at the University. ~~These demographic groups will include, but not be limited to the following:~~

~~1. Nontraditional students~~
~~2. Students with disabilities~~
~~3. International students~~
~~4. Lesbian, Gay, Bisexual, Transgender, and Queer, and Asexual (LGBTQA+) students~~
~~5. Multicultural students~~
~~6. Women's Issues~~
~~7. Veterans and Military Affairs~~
~~8. Student athletes~~
~~9. Students of minority ethnic/racial groups~~
~~10. First generation students~~

iv. Responsibilities of the Committee for Diversity, Equity, and Inclusion include, but are not limited to:

1. Advocating for a diverse, respectful, and inclusive university community.
2. Researching relevant issues to promote a diverse, respectful, and inclusive university community and recommending appropriate actions to the Senate.
3. Seeking Senate approval for external liaison actions including, but not limited to, taking a public stance; advocating a position to the University or any other organization, political or otherwise; or actively presenting or programming events on behalf of ASUN.

D. Communications Committee:

i. The Communications Committee shall be responsible for investigating issues pertaining to organizational communication challenges, generating ideas and goals to improve communication within ASUN and between ASUN and the University community, promoting ASUN's purposes as stated in the ASUN Constitution, and encouraging membership and participation in ASUN.

ii. The Communications Committee shall consist of ~~one (1)~~ no more than two (2) chairing Senate members, up to four (4) general Senate members appointed by the Speaker of the Senate, and up to five (5) at-large members nominated by the Appointments Board and confirmed by the Senate.

iii. Responsibilities of the Communications Committee include, but are not limited to:

1. Overseeing activities and maintaining communications regarding media groups in the University.
2. Actively promoting a positive image of ASUN throughout the University and greater Lincoln community.
3. Informing the student body of enacted legislation and information concerning ASUN activities and programs.
4. Disseminating information from ASUN to the student body.
5. Managing the image and brand of ASUN, including online.
6. Working with committees and Student Involvement to coordinate promotional events.
7. Being responsible for promoting and participating in ASUN sponsored events.
8. Supporting ASUN committees and senators with their communications needs.

E. Environmental Sustainability Committee:

i. The Environmental Sustainability Committee (ESC) shall be responsible for representing the interests of the student body in regard to environmental sustainability and fostering a more environmentally friendly and sustainable campus community.

ii. The ESC shall consist of ~~one (1)~~ no more than two (2) chairing Senate members, up to six (6) general Senate members appointed by the Speaker of the Senate, and up to ten (10) at-large members nominated by the Appointments Board and confirmed by the Senate.

iii. Responsibilities of the ESC include, but are not limited to:

1. Reducing the impact of the University on the environment.
2. Improving the quality of campus life and the well-being of the university community as can be done through environmental initiatives.
3. Encouraging environmental stewardship and education among the students and staff of the University.
4. Encouraging collaboration among various entities on campus in efforts to preserve the environment.

5. Representing the student body's commitment to environmental sustainability.
6. Acting as a liaison between ASUN and University-wide environmental committees and task forces as assigned by the President and the Office of Sustainability.

F. Student Services Committee:

i. The Student Services Committee shall be responsible for investigating issues relating to services provided by ASUN to the student body and providing oversight of Recognized Student Organizations (RSOs).

ii. The Student Services Committee shall consist of one (1) chairing Senate member, up to three (3) general Senate members appointed by the Speaker of the Senate, and up to three (3) at-large members nominated by the Appointments Board and confirmed by the Senate.

iii. Responsibilities of the Student Services Committee include, but are not limited to:

1. Approving new RSOs.
2. Approving amendments to bylaws or constitutions of existing RSOs.
3. Advancing to the Senate changes in the uniform conditions for the continued approval of RSOs.
4. Periodically reviewing ASUN Bylaws and recommending changes to the Senate.

iv. Nothing withstanding any other provision of these Bylaws, consistent with Article IV, Section 1 and Article VII, Section 1 (K) of the ASUN Constitution, all duties relating to the recognition of student organizations shall be executed exclusively by the Student Services Committee. The Chair of the Student Services Committee shall regularly inform all actions relating to student organizations to the Senate.

G. Technology Advisory and Fee Committee:

i. The Technology Advisory and Fee Committee (TAFC) shall be responsible for annually evaluating the use of the student technology fee, approving library fee increases, providing feedback to proposals from Information Technology Services and the Libraries, providing programming and outreach regarding technological initiatives, and serving as the chief liaison between students, Information Technology Services, and the Libraries.

ii. The TAFC shall consist of up to eleven (11) voting members: one (1) chairing Senate member, one (1) general Senate members, and up to nine (9) at-large members nominated by the Appointments Board and confirmed by the Senate; and two (2)

advisors: the Chief Information Officer of the University of Nebraska–Lincoln campus or their designee and the ASUN Director of Administration or their designee.

~~1. The at-large spots must be filled by a representative of each of the undergraduate academic units (Agricultural Sciences and Natural Resources, Architecture, Arts & Sciences, Business, Education & Human Sciences, Engineering, Fine & Performing Arts, Journalism & Mass Communications, and the Exploratory Center). The representative from the Exploratory Center must be undeclared when appointed but can declare a major once on the TAFC. If after the first day of the fall semester a spot(s) is unfilled by a representative of a specific undergraduate unit, the spot may be opened for anyone in the University to apply for.~~

iii. The TAFC shall maintain bylaws governing the structure and operations of the committee. The committee shall annually submit its bylaws to the Senate for approval.

iv. Serving on and acting as a liaison between ASUN and University-wide committees and task forces as assigned by the President.

~~v. The Chair of the TAFC or their designee shall serve on the Information Technology and Services Committee of the Faculty Senate.~~

~~vi. The Chair of the TAFC or their designee shall serve on the Course and Laboratory Fees Advisory Committee.~~

H. Committee for Fee Allocations:

i. The Committee for Fee Allocations (CFA) shall be responsible for recommending to the Senate the establishment and allocation of University Program and Facilities Fees (UPFF).

ii. The CFA shall consist of thirteen (13) voting members: one (1) chairing Senate member, two (2) general Senate members appointed by the Speaker of the Senate, and ten (10) at-large members, except as exempted below in times of vacancy; and two (2) advisors: the Vice Chancellor for Student Affairs or their designee and the ASUN Director of Administration.

iii. At-large members shall be elected in the ASUN spring election, and one (1) position shall be reserved for graduate students.

iv. Any at-large vacancy shall be filled by the Appointments Board at the request of the CFA, subject to approval of the Senate.

Any student, regardless of class standing, may fill any vacancy.

v. UPFF user members or employees shall recuse themselves from subcommittees and votes specifically dealing with their respective allocation.

vi. The CFA may amend its bylaws, but the revision must be submitted and approved by the Senate.

vii. The CFA shall submit to the Senate, in the form of an Appropriations Bill, its recommendations for the allocation of student fee monies.

viii. In order to prevent a conflict of interest, no CFA retreat shall be sponsored by any recipient of Fund A or Fund B unless the Senate gives prior consent with a two-thirds (2/3) vote of its membership.

ix. The CFA subcommittee reviewing the budget of ASUN shall consist solely of at-large CFA members. No senator shall serve as a member of the subcommittee reviewing the ASUN budget. The senators serving as CFA members shall abstain from CFA votes specifically dealing with the UPFF allocation for ASUN, except in case of a tie among members at-large, in which case each of the senators shall cast an individual vote.

I. Sexual Misconduct Prevention Committee:

i. The Sexual Misconduct Prevention (SMP) Committee shall be responsible for improving the student knowledge surrounding sexual violence on UNL's campus while working to change campus culture surrounding sexual violence, including but limited to concepts surrounding consent and advocacy.

ii. The SMP shall consist of at most two (2) chairing Senate members, up to five (5) general Senate members appointed by the Speaker of the Senate, and up to ten (10) at-large members nominated by the Appointments Board and confirmed by the Senate. The SMP may also include two (2) non-voting advisors: one (1) representative from the Center for Advocacy, Response and Education (CARE) and one (1) representative from the Chancellor's Commission to Prevent Sexual Misconduct.

iii. Responsibilities of the SMP include, but are not limited to:

1. Advocating for issues that support survivors of sexual violence.

2. Collaborating and acting as a liaison between various student organizations pertaining to awareness of sexual and relationship violence, in collaboration with the mission

of the University to increase student awareness of healthy sexual relationships, and especially consent.

3. Representing ASUN and UNL's commitment to hearing survivor voices and planning according to programming.

4. Encourage learning within the UNL community as it pertains to sexual and relationship violence.

iv. Serving on and acting as a liaison between ASUN and University-wide committees and task forces as assigned by the President.

Section 2. Standing Committee Chairs

The Speaker of the Senate shall appoint Senators to chair or co-chair all standing committees. The CFA,~~and the~~ TAFC, and Student Services Committee may not be co-chaired. In the event of a committee being co-chaired, neither co-chair shall count toward the general Senate member total of the committee.

Section 3. Special Committees

At-large members of Special Committees created by the Senate shall be nominated by the Appointments Board and confirmed by the Senate. The Speaker of the Senate shall appoint the Chair of any Special Committees, unless outlined specifically in the legislation creating the Special Committee.

Section 4. Ad-hoc Members

Ad-hoc membership of a committee is to be restricted to potential individuals who carry skills or experience above and beyond the normal student to warrant special consideration for addition to one of ASUN's Standing, Special, or Executive Committees. These Ad-hoc members are to be considered on an individual basis and must meet all requirements listed below:

A. Come at the official recommendation of the Chair of the Committee. This recommendation must be written and given to the President and the Advisor of ASUN.
B. Be approved by both the President and a majority vote of the Executive Committee.
C. Be approved by the Senate.

Section 5. Filling Vacant Senator Seats with At-Large Members

The Speaker of the Senate may, at their discretion, direct the Appointments Board to fill vacant general Senate member seats on any standing committee with an at-large member so long as (1) the committee has at least one senator in addition to its chair; (2) every senator has a committee appointment; and (3) the Speaker of the Senate keeps enough senator seats vacant across all committees to match the number of open senate positions. General Senate member seats on the CFA and the TAFC may not be filled with at-large members.

Section 6. Length of Terms of Standing Committees

Following the installation of a new student government, ~~after the conclusion of an ASUN regular legislative term,~~ outgoing standing committees shall exist with legislative power until the first formal meeting of the newly appointed standing committee or until the end of the spring semester, whichever comes first. Outgoing standing committees shall be encouraged to meet at their discretion ~~throughout the remainder of the spring semester to coordinate~~ with the newly appointed standing committees. ~~and to wrap up any unfinished business whether or not they are endowed with legislative power as outlined above~~. Outgoing standing committees shall ~~present and~~ report to the newly elected Senate ~~and provide orientation to newly appointed standing committee members on~~ previous research and actions taken by the standing committee.

Part II – The Executives

Article I – President

Section 1. Appointments

A. The President shall make the following appointments, needing approval of the Senate: ASUN Advisor, Student Publications Board, Student Court, Electoral Commission faculty advisors, members of the Government Liaison Committee, FCLA Co-Directors, and ELP Director ~~and members of the Sexual Assault Task Force~~.
B. The President shall have power to appoint the following, informing the Senate: ASUN staff, The Big Event Co-Chairs, Electoral Commission Director, Government Liaison Committee Chair, search committees, Laura Cockson Memorial Scholarship Steering Committee, the Chief of Staff, Earthstock Co-Directors, and at-large Senate-created Task Force members.

Section 2. Committee Membership

A. The President, or their designee, shall serve as a member of the Academic Planning Committee and other University-wide committees, as requested by university partners. ~~of the following committees: Academic Planning Committee, the Executive Council of Multicultural Organizations (ECMO) and the Lied Center Campus Advisory Board.~~
~~B. The President, or their designee, shall serve as liaison to the Association of Big 10 Students (ABTS).~~

Article II – Internal Vice President

Section 1. Committee Membership

The Internal Vice President, or their designee, shall serve as liaison to the Residence Hall Association, The Big Event, Earthstock, and the Dining Student Advisory Board.

Article III – External Vice President

Section 1. Committee Membership

A. The External Vice President, or their designee, shall serve on the Parking Advisory Committee and the University of Nebraska-Lincoln Police Department Advisory Board, and the Homecoming Steering Committee.
B. The External Vice President shall meet with the Chair of each college's Student Advisory Board, as applicable, to discuss relevant issues and formulate consistent responses to issues affecting the student body.
~~C. The External Vice President shall serve as a liaison to the Homecoming Steering Committee.~~

Article IV – Executive Committee

Section 1. Composition

The Executive Committee shall consist of the following voting members:
A. President as Chair
B. Internal Vice President
C. External Vice President
D. Speaker of the Senate
E. Appointments Board Chair
F. Standing committee chairs
G. Government Liaison Committee Chair
H. Freshmen Campus Leadership Associates Co-Directors

I. ~~Green Fund~~ ASUN Grants Selections Committee Chair
J. Environmental Leadership Program Chair
K. Graduate Student Assembly President

The Executive Committee shall also include the Director of Administration and the Chief of Staff as non-voting members. In the event that multiple chairs are appointed to one committee, each chair shall receive an equal fraction of one vote such that each committee's vote totals one.

Section 2. Chief of Staff

The Chief of Staff shall be an hourly-paid student staff member of ASUN Student Government. Their primary roles ~~can~~ shall include: ~~but is not limited to~~

A. Organizing and overseeing projects;
B. Coordinating information and attending meetings as assigned by the President;
C. Serving as the Association of Big Ten Students Liaison;
D. Serving as a non-voting member of the executive committee;
E. Other duties as assigned by the President, Director of Administration, or the Vice Chancellor for Student Affairs, or their designee.

The Chief of Staff does not serve in a representative role but can serve on behalf of the President. The Chief of Staff shall serve at the discretion of the President and will be appointed by the President at the beginning of the new term or in case of vacancy.

Section 3. Meetings

L. The Executive Committee will meet at the call of the President with no less than twenty-four (24) hours' notice.
M. The quorum for the Executive Committee will be a majority of the voting members, unless other stated in the Constitution or these Bylaws.

Section 4. Duties and Powers

The Executive Committee shall:

A. Distribute general information to committee chairs.
B. Refer all legislation to a standing committee.
C. Approve signs for senators to post in their respective buildings.
D. Attend all Senate meetings, unless otherwise excused by the Speaker of the Senate, and give executive reports.

Section 5. Disciplinary Procedures

A. The Internal Vice President may dismiss a standing committee member or chair, if said individual has committed any of the following infractions:
    i. Accumulating two (2) absences from committee meetings, during a single term, without reasonable excuse as determined by the committee chair.
    ii. Manifesting negligence generally in assigned duties.
    iii. Committing any action unbecoming of an ASUN member.
B. The individual may appeal the dismissal within 10 academic days to the Executive Committee.
C. In the case of an appeal, the Executive Committee will conduct the hearing in closed session but will vote on the appeal in open session. A two-thirds (2/3) vote is necessary to grant an appeal.

Article V – Boards, Commissions and Executive Committees

Section 1. Appointments Board

A. The Appointments Board shall interview and nominate students to University-wide Committees and the positions listed in these bylaws or as directed by the Senate, when vacant.
B. The Appointments Board shall consist of the Appointments Board Chair, and two (2) appointed at-large members. The at-large members may not serve concurrently as an ASUN executive or senator, member of Committee on Fee Allocations or on the Student Court.
C. The President shall appoint two candidates for at large membership to the appointments board, confirmed by the Senate with a 2/3 majority vote.
D. The new members of the Appointments Board shall assume their positions upon installation with the new executives and senators or, in the case of a vacancy, immediately following senate confirmation.
E. The Appointments Board shall define its policies and procedures for selecting students.
F. All decisions of the Appointments Board must be unanimous.
G. Each nomination must be ratified by a two-thirds (2/3) vote of the Senate.
H. All persons appointed to a position must give the Director of Administration and/or the Appointments Board Chair two (2) weeks' notice, should they choose to forfeit their position.

I. No member of the Appointments Board may seek to be appointed to the positions they are to fill during their term on the Appointments Board.

Section 2. Government Liaison Committee

A. The Government Liaison Committee (GLC) shall educate and engage students in civic duties and legislative actions, and deliberately communicate student views and concerns to the University's administration and the Nebraska State Government, while representing the student body as a whole and remaining impartial.
B. The GLC shall be composed of a chair appointed by the President and up to fifteen (15) members nominated by the President and approved by the Senate by a majority vote. The Chair may be removed by the President at their own discretion.
C. The GLC shall:
    i. Advocate such policies as the Senate may direct at all levels of government. If time does not permit Senate approval, approval may be granted by the Executive Committee or President;
    ii. Do research on political and legal issues that the committee deems relevant to students and to continue that research until the committee reaches a point where they need Senate direction for future action. Such action could include (but is not limited to) taking a public stance, advocating a position to the university, city council, state legislature, national government, or any other political organization; or continuing research;
    iii. Direct and maintain programs to promote positive relations between ASUN and governments at all levels.

Section 3. Electoral Commission

A. The Electoral Commission shall consist of six (6) voting members, one (1) appointed by the President as Electoral Commission Director, one (1) member from the Executive Committee, two (2) at-large members nominated by the Appointments Board and confirmed by the Senate, and two (2) faculty advisors nominated by the President and confirmed by the Senate.
B. Any survey to appear on the general election ballot must be approved by a two-thirds (2/3) vote of the Senate.

Section 4. Freshmen Campus Leadership Associates (FCLA)

A. Freshmen Campus Leadership Associates (FCLA) is the freshmen representation in student government. Up to twenty-four (24) of the University's most promising freshmen leaders are selected to serve for

the remainder of their freshman year in this capacity. Overarching goals of the group include an introductory education of the construction and operation of student government at the University, networking with other involved freshmen, working closely with ASUN senators and executives, participating in several well-established University traditions, and preparation for future involvement both at the University and beyond.

B. Membership:
    i. Associates must apply, interview, and be appointed by the FCLA Appointments Board consisting of four (4) members:
        1. Two (2) general Senate members, elected by the Senate.
        2. One (1) at-large member nominated by the Appointments Board and confirmed by the Senate.
        3. The President or their designee.
    ii. FCLA shall consist of up to twenty-four (24) freshmen students currently enrolled full-time at the University.
    iii. All attempts are to be made at making FCLA as diverse as possible, in all respects, while still maintaining its mission of employing and educating some of the University's most promising leaders.
    iv. Should a member of FCLA choose to resign, their spot will be filled from a pool of five (5) acceptable applicants maintained by the FCLA Appointments Board.
C. Attendance:
    i. Associates are required to attend every meeting as scheduled by the Directors.
    ii. All absences should be reported to the Directors.
    iii. The Directors may together agree to excuse an absence, though all attempts must be made to ensure that abuses of this power are not recurring.
    iv. More than two (2) unexcused absences a semester will result in the associate being placed under review for removal from FCLA.
D. Leadership:
    i. The Directors shall be nominated by the ASUN President and confirmed by the Senate.
    ii. The Directors shall facilitate the overall direction of the program as designated by the President of ASUN, maintain continual contact with the President, provide logistic information to assist with projects, facilitate idea creation and goal setting with a pragmatic timeline, ensure that associates are fulfilling

their responsibilities, organize FCLA attendance at ASUN meetings, and oversee the completion of tasks towards goals.

iii. The Directors shall act as FCLA Chair in representation at all meetings of the ASUN Senate.

~~E. Officers:~~

~~i. FCLA is responsible for electing officers within the first month of appointment.~~

~~ii. Officers shall be elected by secret vote of the associates.~~

F. Individual Project:

i. Each member of FCLA is responsible for creating and carrying out an individual project. Members may be allowed to team up on a single project with the approval of the FCLA Directors.

1. Each individual project must first be presented in a project proposal to the FCLA Directors.
2. Once approved, legislation must be written and presented to the executive team to be assigned to a committee for approval.
3. Once approved by a committee, the legislation will be brought to the Senate floor for Senate approval.

Section 6. Laura Cockson Memorial Scholarship Steering Committee

A. The Laura Cockson Memorial Scholarship Steering Committee shall be composed of any interested family member of Laura Cockson, the previous year's recipient of the Laura Cockson Memorial Scholarship, a Gamma Phi Beta representative, and the President or their appointee.
B. The Laura Cockson Memorial Scholarship Steering Committee shall select the Laura Cockson Memorial Scholarship recipient for the year, an individual who with character and leadership has actively and effectively promoted alcohol education and responsible alcohol consumption.

Section 7. Student Legal Services

A. The Student Legal Service (SLS) Center shall advise, counsel and have court representation in areas of the law that most often concern students.
B. The SLS Board shall be composed of the following members: the President, the SLS Coordinator, a member of the faculty of the College of Law, and a practicing attorney within Lancaster County who's a member in good standing of the Nebraska State Bar Association.
C. Members of the SLS Board shall be appointed by the President for one-year terms, and vacancies shall be filed at the President's discretion.

D. Meetings shall be held subject to the call of the President or the SLS Coordinator who shall serve as chairperson of the SLS Board.

Section 8. Graduate Student Assembly

A. As a unique population with roles as students, teachers, researchers, and/or staff, graduate students at the University of Nebraska-Lincoln require a special representative body that is tailored to their needs. The Graduate Student Assembly (GSA) will exercise the student governance of affairs solely involving graduate students at the University, as well as collaborate with the ASUN Senate, executives, and committees on issues affecting the entirety of the University's student body.
B. Membership:
    i. The GSA shall consist of one (1) representative per department or program of the University that awards a graduate degree, elected or appointed as follows:
        1. For such department or program where a Departmental Graduate Student Association (DGSA) exists, said organizations shall be responsible to determine the method of election or appointment of the representative.
        2. In a department or program without an organized DGSA, the Graduate Chair shall be responsible for organizing the selection of the representative.
        3. The constituent DGSA or Graduate Chair shall fill all representative openings within a period of one (1) month of its occurrence, after which such vacancy may be filled by an at-large representative appointed by the Vice President of Representation and approved by two-thirds (2/3) of the Assembly.
    ii. All representatives shall serve a renewable term of one (1) academic year.
C. Officers:
    i. The GSA shall have the following officers: President, Executive Vice President, Vice President of Student Affairs, Vice President of Representation, and Vice President of Finance.
        1. The President shall represent the GSA in all University and student government business and shall serve on the Academic Planning Committee, and the Graduate Council, and shall be a voting member of the ASUN Executive Committee.
        2. The Executive Vice President shall serve on the Graduate Council. If the office of the President becomes vacant, the Executive Vice President shall act as President for the remainder of the term. At the request of the

President, the Executive Vice President may attend ASUN Senate and Executive Committee meetings.

3. The Vice President of Student Affairs shall serve on the Parking Advisory Committee and the Student Affairs Advisory Council and may attend ASUN Senate and Executive Committee meetings at the request of the Executive Vice President, when they are meant to attend.

4. The Vice President of Representation shall ensure that all Department Representatives have been appointed and are fulfilling their duties, as well as nominate graduate students to University-wide committee positions.

5. The Vice President of Finance shall be responsible for the finances of the GSA.

6. Additional responsibilities of officers shall be defined in the GSA Bylaws.

ii. The President and Executive Vice President shall be directly elected during the ASUN spring election and may not concurrently serve as representatives. Provided the office becomes vacant, the Assembly shall elect among its membership a President and/or Executive Vice President.

iii. The Vice President of Student Affairs, Vice President of Representation, and Vice President of Finance shall be elected by the membership of the GSA following the ASUN spring election and may not concurrently serve as representatives.

iv. The times and methods governing the election of these officers will be specified in the GSA Bylaws and Electoral Commission Rules.

D. Advisors:

i. The GSA Advisor shall be nominated by the GSA President and confirmed by the Assembly with a two-thirds (2/3) vote and must be a graduate faculty member. Additionally, the ASUN Director of Administration shall serve as an advisor to the GSA.

E. Committees:

i. The GSA Bylaws shall determine the number, nature and composition of the committees. Committee chairs or co-chairs shall be elected by the Assembly by a plurality vote.

ii. The Executive Vice President shall appoint, taking into account individual preferences, all representatives to at least one (1) committee.

iii. Service in University-wide or ASUN committees shall exempt representatives from service in GSA committees.

F. Reserved Powers. ASUN delegates the GSA the power to:

i. Recommend to the Senate bills and resolutions pertaining issues important to or involving graduate students.

ii. Develop a strategic plan with measurable goals to assess the success of the Graduate Student Assembly in meeting its goals.

iii. Serve as the liaison between graduate students and the Office of Graduate Studies, the Dean of Graduate Studies, and the Graduate Council.

iv. Manage and allocate funds originating from student fees and contributions obtained from University and non-University sources to the effect of carrying out its purpose in accordance with federal, state, municipal, University, and ASUN directives.

v. Nominate graduate students to University-wide committees and offices, as nominated by the Vice President of Representation, and confirmed by the GSA.

vi. Adopt and modify its own Bylaws, and submit them to the Senate, that can reject them by a two-thirds (2/3) vote but may not introduce any modifications.

vii. Provide uniform rules for the organization of Departmental Graduate Student Associations, subject to University and ASUN regulations, and the oversight of the Student Services Committee.

viii. Protect the interests of graduate students on campus and pursue any actions furthering their causes.

ix. Promote student government in all levels, as well as networking among graduate students, and between graduate students and the other members of the University community.

G. ASUN-GSA Relations, Settlement of Issues, and Dissolution

i. No alteration may be introduced into this Section of the ASUN Bylaws without written request or consent of the GSA. Such modifications must initially be approved by three-fourths (3/4) of the membership of first the GSA and ultimately by three-fourths (3/4) of the membership of the Senate.

ii. The GSA and ASUN officers shall conduct a periodic review of the structure and function of the Assembly and suggest any changes towards its improvement. No more than two (2) years may elapse between such reviews.

iii. The Student Court shall have the authority to settle conflicts arising between the ASUN Senate and officers and the GSA. The University Appeals Board shall serve as appellate jurisdiction to the Student Court.

iv. The GSA may by three-fourths (3/4) vote, at any time, petition the Senate for its dissolution or separation. A three-fourths (3/4) vote of the Senate shall be required to dissolve the

GSA or approve separation. In the case of dissolution, all outstanding assets and liabilities will be transferred to ASUN. In the case of separation, all assets that would rightfully be used by the GSA would be transferred to the GSA.

Section 9. Environmental Leadership Program

A. The Environmental Leadership Program (ELP) is designed to develop future campus leaders. Participants will gain hands-on experience working on environmental projects, obtain knowledge on environmental issues, and develop leadership skills including communication, self-awareness, time management, and resource utilization. ELP will work closely with the ESC to promote sustainability at the University.
B. Membership:
    i. Associates must apply, interview, and be appointed by the ELP Appointments Board consisting of the appointed ELP Director, one (1) delegate of the ASUN Appointments Board, and a maximum of two (2) general Senate members, elected by the Senate.
    ii. ELP shall consist of twenty (20) freshmen and sophomores currently enrolled full-time at the University.
    iii. Should a member of ELP choose to resign, their spot will be filled from a pool of acceptable applicants maintained by the ELP Appointments Board.
C. Attendance:
    i. Associates are required to attend every meeting as scheduled by the Director.
    ii. All absences should be reported to the Associate Director.
    iii. The Director and Associate Director may together agree to excuse an absence, though all attempts must be made to ensure that abuses of this power are not recurring.
    iv. More than two (2) unexcused absences a semester will result in the Associate being placed under review for removal from ELP.
D. Leadership:
    i. The Director:
        1. The Director is appointed by the ASUN President and approved by the Senate.
        2. The Director shall facilitate the overall direction of the program as designated by the President of ASUN, maintain continual contact with the President, maintain continual contact with the ESC Chair, develop educational curriculum and its implementation, and oversee the completion of

tasks towards goals.

3. The Director shall act as ELP Chair in representations at all meetings of the ASUN Senate.

4. The Director will serve as a voting member of ESC.

~~ii. The Associate Director:~~

~~1. The Associate Director is appointed by the ASUN President and approved by the Senate.~~

~~2. The Associate Director shall assist the Director in facilitating the program, ensure that associates are fulfilling their responsibilities, assist with development and administration of the educational program, take attendance and handle excuses.~~

~~3. The Associate Director shall fill in as ELP Chair when the Director is not able to attend Senate meetings.~~

E. Duties. ELP associates shall:

i. Work with ESC members on their projects.

ii. Work as a group to outline, research, and implement a group project.

iii. Promote environmental education on campus.

Section 10. The Big Event

A. The Big Event shall maintain bylaws governing the structure and operations of the committee. The committee shall annually submit its bylaws (in the fall semester) to the Senate for approval.
B. The co-chairs shall be appointed by the ASUN President following the event each spring.
C. All other executive members will be appointed by the co-chairs following an application process during the spring semester.

Section 11. ASUN Grants Selections Committee

A. The ASUN Grants Selections Committee (GSC) provides overall direction for grants offered by ASUN and shall have sole authority to receive and approve or reject grant requests for funds from ASUN grants with advice and consent from the ASUN Student Senate in some cases.
B. The GSC has two primary functions:
    i. Green Fund Selections
    ii. Equity Grant Selections
C. The GSC shall consist of seven members elected by the student body in the spring election.
    i. One elected member will be appointed by the President to serve as the Chair.

ii. The remaining six (6) members will serve on one (1) selection subcommittee (Equity Grant or Green Fund).

iii. Duties of the Chair:

1. Serve as a non-voting member on both subcommittees.
2. Assign three (3) members to each subcommittee to meet and vote on fund requests.
3. Organize regular meetings with the subcommittees.
4. Maintain communication with applicants and act as the spokesperson for the committee.

D. The GSC chair shall submit rules for each grant subcommittee outlining the application procedures, objectives, requirements, and due process for selecting funded projects to the ASUN Senate by September 1 of each academic year. The Senate must adopt these rules with a 2/3 vote.

E. The following guidelines apply to all grant selections decisions:

i. State Law and Regent Policy supersede these rules.

1. In accordance with NU Board of Regents Policy 5.9.1, grants may only be made on a one fiscal year basis and may not be granted to a single organization more than once in a two-year period. All projects must be completed by the end of the fiscal year in which the grant was approved.

ii. The primary purpose of proposed projects should fall under the scope of the subcommittee in which they are applying. For a project to receive funding it must also meet the following requirements:

1. Have a clearly defined, measurable outcome.
2. Incorporate publicity, education, or outreach.
3. Have a staff/faculty sponsor.
4. Willing to display the ASUN logo on all marketing materials if the project is awarded funding.
5. Neither Green nor Equity funds may be used for any purposes that violate University of Nebraska-Lincoln policies and procedures.
6. Completion by June 1st of the academic year in which they are proposed.

F. Projects exceeding a total allocation request of $1,250 must be approved by the Senate.

i. Both subcommittees of the GSC shall have the authority to approve projects without Senate consent that request $1,250 or less.

ii. The GSC Chair shall inform the Senate of the approval of projects that request $1,250 or less.

~~G.~~ Each subcommittee shall maintain an objective rubric based upon the rules approved by the Senate. The rubric shall be made available to each applicant after a determination of funding.

~~H.~~ In the case an applicant is denied funding, the applicant has a right to appeal the decision of the GSC to the Executive Committee within 10 academic days. Appeals must be made in writing to the chair of the GSC. The Executive Committee shall then conduct an appeal hearing in closed session but will vote on the appeal in open session. A two-thirds (2/3) vote is necessary to grant an appeal.

I. If an applicant does not receive notification of funding status from the GSC within 15 academic days of initial submission, the application and request for approval will be added to the subsequent Senate agenda for consideration by the full Senate.

J. Allocation of Funds:

    i. The President will include in their annual budget proposal to CFA, the Senate, and the Chancellor, an allocation of part of the ASUN UPFF proposal to be set as a line item serving as the total budgeted allocation to the GSC for the following year.

        1. The GSC will operate as long as there is money in the Green Fund or Equity Grant line items.

        2. Money will only be removed from the Green Fund or Equity Grant line items to fund projects that were approved for grant money awards by the GSC.

    ii. Funds may be accessed in the following ways:

        1. Reimbursement of expenses (check) through the SOFS office from the Green Fund or Equity Grant account in the ASUN budget.

        2. Direct purchase through the ASUN office (i.e. purchase order).

        3. All reimbursements and purchases made are subject to the review and approval of the ASUN Treasurer.

    iii. Accurate financial records must be kept:

        1. The GSC must keep an accurate account of currently approved projects for funding and accurate listings of how much has been disbursed to those projects. Staff in the ASUN office must have access to this account so that they can appropriately reimburse and issue purchase orders.

        2. Receipts for reimbursements and purchase orders must be kept for all existing and completed projects.

K. This Bylaw takes effect during the spring 2025 general election cycle. The Green Fund and Equity Grant will continue operations until this Bylaw goes into effect.

Section 11. Green Fund Selections Committee

A. The Green Fund provides grants for student-led projects directed toward improving overall environmental sustainability on campus. The fund and its grant reviewing committee empower students and enables student-driven projects in sustainability by providing a source of funding, guidance, hands-on experience and networking.
B. Green Fund Selections Committee:

i. The Green Fund Selections Committee (GFSC) shall have sole authority to receive and approve or reject grant requests for funds from the ASUN Green Fund with advice and consent from the ASUN Student Senate in some cases as outlined in these bylaws. A simple majority of the committee's full membership is required to approve projects for grant award. Apart from their normal function as a part of this committee, a member has no individual authority related to the Green Fund.

ii. It shall be the duty of the Committee members to:

1. Review project applications and determine allocations of grant awards based on criteria outlined in these bylaws.
2. Provide guidelines to obtain regular progress updates and final reports for all grants awarded.

iii. Maintain a committed and thorough list of advisors in the scientific community for external project application review. This list must include experts in every potential area of sustainability in which a project could fall under.

iv. The Green Fund Selections Committee shall consist of seven (7) students and an advisor as follows:

1. Four (4) members will be elected every year by the student body in the ASUN spring election.
2. Three (3) members will be nominated to at-large positions on the GFSC by the Appointments Board, and confirmed by the Senate. One (1) appointed at-large positions will be reserved for a graduate student. Fifteen (15) days into the school year, there has been no interest from graduate students to fill this position, it will be opened up for undergraduates.
3. The UNL Sustainability Coordinator will serve as an advisor and a non- voting member of the GFSC.
4. The GFSC Chair shall be selected by the President, from among the members of the committee. It will be the responsibility of the GFSC Chair to coordinate and facilitate meetings of the group.

v. Each member of the GFSC will serve a term of approximately one (1) calendar year, starting from the time that they are either elected or appointed, and ending when the new committee members are elected or appointed the following year.

vi. All members of the GFSC must be regularly enrolled as a full time student, either as an undergraduate or graduate student and not be on academic probation.

vii. In the event that a GFSC member is removed or resigns, the Appointments Board will nominate a replacement requiring Senate confirmation. The replacement GFSC member will serve the remainder of the original member's term.

viii. The GFSC shall conduct itself in such a way as to prevent conflicts of interest. All potential conflicts of interest discovered will be made public. To this end, each GFSC member must publicly disclose all campus groups and organizations of which they are a member. Where appropriate, the GFSC member shall recuse themselves from voting on allocations for projects proposed by such groups or organizations.

C. Project Selection:

i. The primary purpose of proposed projects should fall under the scope of enhancing campus environmental sustainability in areas including, but not limited to: energy use reduction, water conservation, greenhouse gas emission reduction, pollution or waste reduction, and education or awareness. In order for a project to receive funding it must also meet the following requirements:

1. Must have a clearly defined, measurable outcome.
2. Must incorporate publicity, education, or outreach.
3. Must have a staff/faculty sponsor.
4. Must be willing to display the ASUN logo on all marketing materials if the project is awarded funding.
5. Completion by June 1st of the academic year in which they are proposed

ii. Only students and Registered Student Organizations that are in compliance are eligible to apply for grant money awarded by the Green Fund. The following items shall be included in the Green Fund application and are required for review:

1. A description of the project and its intended outcome(s), including criteria for evaluating its success in meeting its goals.

2. An explanation of any independent funding secured by the applicants.
3. Disclosure of project participants and their respective Recognized Student Organizations, identifying project leadership and their responsibilities.
4. A description of the target beneficiary audience.
5. A detailed timeline, including a start date and anticipated implementation schedule;
6. A detailed budget with specific cost estimates.
7. A sponsorship letter, expressing support for the project from the sponsoring staff or faculty member.
8. A long-term operations plan; this will be required only for projects that have implementation schedules or will require upkeep lasting longer than the project leader will remain a student at the University.

D. Selection Process:

i. Applications for projects requesting under $7,500 will have monthly deadlines. Projects over $7,500 will be considered with deadlines once a semester. Specific dates for application deadlines will be determined by the GFSC during the spring semester for the following school year.

ii. Applications must be submitted the semester of project implementation or the semester immediately preceding project implementation.

iii. The selection process will contain an external evaluation of the proposed project by an expert in the corresponding field, and then an application review and an interview by the GFSC. The interview will consist of a project proposal presentation from the applicant and will also give the GFSC the opportunity to ask any questions that they might have about the project.

iv. The following rules regarding the GFSC also apply to the application process:

1. All decisions on applications being considered under $7,500 must be made by the next application deadline, and applicants must also be notified before this time.
2. The GFSC has the responsibility and right to schedule the interviews and the rest of the decision process under their own timeline, so long as they adhere to the decision deadline, and schedule the correct amount of application deadlines instructed by this document.

v. The GFSC has the authority to review and update the application form for grant proposals with approval from the Senate.

vi. The GFSC will score and evaluate applications under the following criteria through the completion of a comprehensive evaluation and rubric to be submitted to the President, Director of Administration and Treasurer:

1. Environmental benefit: Preference will be given to projects that reduce the University's environmental impact most effectively.
2. General benefit to students and the university: Preference will be given to projects that have the greatest enhancement of the overall well-being of all peoples through education and other means.
3. Project management and preparedness: Preference will be given to projects that are under reliable leadership and that have conducted the proper research.
4. Cost-effectiveness: Preference will be given to projects that demonstrate the greatest reduction in negative environmental impact for the least cost.
5. Time sensitivity: Preference will be given to projects that can be implemented in a reasonably efficient manner.
6. Financial need: Preference will be given to projects that have proven they have searched elsewhere for funding and partnerships.

vii. Projects exceeding a total allocation request of $1,250 must be approved by the Senate. The GFSC shall have the authority to approve projects without Senate consent that request $1,250 or less until the sum of projects approved without the consent of the Senate reaches 20% of the total Green Fund allocation for the given fiscal year. Once this threshold is met, all projects regardless of allocation request must be approved by the Senate through the rest of the given fiscal year.

1. The GFSC Chair shall inform the Senate of the approval of projects that request $1,250 or less.

viii. Once the GFSC has made its decision on the funding of projects exceeding $1,250 or any project once the 20% threshold has been met, the recommendations must be submitted to the Senate. The Senate must approve or decline the proposal for grants to be awarded, and the Senate reserves the right to amend the terms of the grant on the project basis. In

order for funds to be allocated to projects exceeding $1,250, they must be approved by the Senate.

E. Allocation of Funds:

i. The President will include in their annual budget proposal to CFA, the Senate, and the Chancellor, an allocation of part of the ASUN UPFF proposal to be set as a line item serving as the total budgeted allocation to the GFSC for the following year.

1. The Green Fund will operate as long as there is money in the Green Fund line item.
2. Money will only be removed from the Green Fund line item to fund projects that were approved for grant money awards by the GFSC.

ii. Funds may be accessed in the following ways:

1. Reimbursement of expenses (check) through the SOFS office from the Green Fund account in the ASUN budget.
2. Direct purchase through the ASUN office (i.e. purchase order).
3. All reimbursements and purchases made are subject to the review and approval of the ASUN Treasurer

iii. Accurate financial records must be kept:

1. The GFSC must keep an accurate account of currently approved projects for funding and accurate listings of how much has been disbursed to those projects. Staff in the ASUN office must have access to this account so that they can appropriately reimburse and issue purchase orders.
2. Receipts for reimbursements and purchase orders must be kept for all existing and completed projects.

iv. Fund operations must adhere to the following rules:

1. The Green Fund will NOT pay for anything the University is required to do by law or policy.
2. For projects that involve infrastructure or partnership with the University that will or could potentially incur costs for upkeep and maintenance, a formal written agreement must be made with facilities or someone fully responsible defining that green fund money will not be available or responsible for covering maintenance costs.
3. Funds allocated to a project that are not spent by June 1st of the academic year in which the project was proposed shall be returned to the Green Fund for reallocation.
4. Green Fund funds are not to be used or reallocated for purposes other than those described in this document.

5. Green Fund shall continue to operate as long as sufficient money remains in the Green Fund line item.
6. Green Fund funds may not be used for any purposes that violate University of Nebraska-Lincoln policies and procedures.
7. Green Fund funds may be used for compensation or travel only with specific approval from the GFSC and if funds are used to attend conferences, then a full report must be submitted upon return from the conference by the grant awardee.
    a. Any grants awarded by the GFSC for travel must include a line-item allocation for the cost of carbon offsets approximately equal to the CO_2 associated with their travel arrangements.
8. All materials and equipment purchased with Green Fund funds shall become the property of the University of Nebraska-Lincoln and must be provided to the University upon completion of the grant.
9. In accordance with NU Board of Regents Policy 5.9.1, grants may only be made on a one fiscal year basis and may not be granted to a single organization more than once in a two year period. All projects must be completed by the end of the fiscal year in which the grant was approved.
10. All receipts, reimbursements and purchases must be submitted to the ASUN Treasurer by June 1st to ensure timely review and reimbursement.

F. Accountability, Records and Reports:

i. The GFSC will present a comprehensive report to the CFA and to the Senate every year. Additionally, the GFSC must present monthly updates to the Senate and post updates on the ASUN website regarding projects awarded funding and periodic updates on existing projects.

ii. The Chair of the Green Fund Selections Committee shall forward all submitted proposals to the ASUN President or their designee in the executive team or Student Senate and the ASUN Director of Administration within 24 hours of receipt and before the Green Fund Selections Committee takes action on the proposal.

iii. The GFSC Chair will have the following responsibilities, or be responsible for their allocation:

1. Ensuring that the projects are meeting the required obligations.
2. Handling reports from projects.
3. Writing the reports for the Senate.
4. Updating website content and other external reporting.
5. The GFSC Chair reserves the right to follow up with grant awardees at any time.

iv. If upon review of project reports, the GFSC, the Treasurer, Senate or President determines that the project's funds are being used irresponsibly or the goals of the project are not being met or realistically attempted, the committee may choose to put the project on "probation," the project leaders have an allotted time period to make adjustments in order to fulfill the committee's expectations. If, after this time period, the committee's expectations are not met, the committee may require all unspent funds to be returned to the Green Fund for reallocation. The probationary period will be 2 weeks for projects granted under $7,500 and 4 weeks for projects granted over $7,500. It is the responsibility of the project leaders to submit updates outlining the progress of the project, and a detailed description of the funds already used. Updates must be submitted based on the timelines below:

1. Projects with timelines of over 1 semester (4 months or more) require monthly updates.
2. Projects with timelines under 1 semester (less than 4 months) require one
(1) update upon completion of project.

v. In addition to the aforementioned reporting, the GFSC shall make all its records (outlined below) available to the public, unless noted otherwise. The GFSC must keep on record:

1. Minutes of all meetings.
2. Record of projects selected each year and the funds allocated to each.
3. Project progress reports from recipients of Green Fund monies.
4. Copies of all annual reports which the selection committee has issued.
5. Complete books and records of account, including accounts of its properties and business transactions and accounts of its assets, receipts, disbursements (these

~~financial records do not need to be publicly displayed).~~

Section 12: Earthstock

A. Earthstock shall be a month-long event celebrating Earth Day which serves to promote sustainability.
B. The co-chairs shall be appointed by the ASUN President following the event each spring.
C. All other executive members will be appointed by the co-chairs following an application process during the spring semester.

~~Section 13: Equity Project Grant~~

~~A. The Equity Project Grant provides for student-led projects directed towards improving and advancing overall campus climate, diversity, access, equity, and inclusion at the University of Nebraska-Lincoln. The fund and its grant reviewing committee empower students and enable student-driven projects in diversity, inclusion, and equity by providing a source of funding, guidance, hands-on experience, and networking.~~

~~i. Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).~~

~~ii. Inclusion: The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and Institutions.~~

~~iii. Equity: The creation of opportunities for equal access to address an achievement or success.~~

~~B. The Equity Grant Selections Committee~~

~~i. Shall have sole authority to receive and approve or reject grant requests for funds from the Equity Grant with advice and consent from the ASUN Student Senate in cases as outlined in these bylaws. A simple majority of the committee's full membership is required to approve projects for grant award.~~

~~ii. It shall be the duty of the Committee members to:~~

~~1. Review project applications and determine allocations of grant awards based on criteria outlined in these bylaws.~~

~~2. Provide guidelines to obtain regular progress updates and final reports for all grants awarded.~~

ii. The Equity Grant Selections Committee shall consist of seven (7) students and an advisor as follows:

1. Seven (7) members will be nominated to at-large positions on the EGSC by the Appointments Board and confirmed by the Senate. Two (2) appointed at-large positions will be reserved for a graduate student. Fifteen (15) days after the first day of classes of the Fall Semester, if there has been no interest from graduate students to fill this position, it will be opened for undergraduates.
2. The member appointed from the Office of Diversity and Inclusion will serve as an advisor and a non- voting member of the EGSC.
3. The EGSC Chair shall be selected by the President, from the existing pool of applicants among those who indicate interest in serving as Chair. It will be the responsibility of the EGSC Chair to coordinate and facilitate meetings of the group.

iii. Each member of the EGSC will serve a term of approximately one (1) calendar year, starting from the time that they are appointed, and ending when the new committee members are appointed the following year.

iv. All members of the EGSC must be regularly enrolled as a full time student, either as an undergraduate or graduate student, and not be on academic probation.

v. In the event that a EGSC member is removed or resigns, the Appointments Board will nominate a replacement requiring Senate confirmation. The replacement EGSC member will serve the remainder of the original member's term.

vi. The EGSC shall conduct itself in such a way as to prevent conflicts of interest. All potential conflicts of interest discovered will be made public. To this end, each EGSC member must publicly disclose all campus groups and organizations of which they are a member. Where appropriate, the EGSC member shall recuse themselves from voting on allocations for projects proposed by such groups or Organizations.

C. Project Selection:

i. The primary purpose of proposed projects should fall under the scope of enhancing diversity, equity, inclusion in areas including, but not limited to: campus climate, access and retention, education and or awareness, in order for a project to receive funding it must also meet the following requirements:

1. Must have a clearly defined, measurable outcome.
2. Must incorporate publicity, education, or outreach.

3. Must have a staff/faculty sponsor.
4. Must be willing to display the ASUN logo on all marketing materials if the project is awarded funding.
5. Projects must be complete by June 1st of the academic year in which they are proposed

ii. Only students and Registered Student Organizations that are in compliance are eligible to apply for grant money awarded by the Equity Grant. The following items shall be included in the Equity Grant application and are required for review:

1. A description of the project and its intended outcome(s), including criteria for evaluating its success in meeting its goals.
2. An explanation of any independent funding secured by the applicants.
3. Disclosure of project participants and their respective Recognized Student Organizations, identifying project leadership and their responsibilities.
4. A description of the target beneficiary audience.
5. A detailed timeline, including a start date and anticipated implementation schedule.
6. A detailed budget with specific cost estimates.
7. A sponsorship letter, expressing support for the project from the sponsoring staff or faculty member.
8. A long-term operation plan; this will be required only for projects that have implementation schedules or will require upkeep lasting longer than the project leader will remain a student at the University.

D. Selection Process:

i. Applications for projects requesting under $5,000 will be reviewed monthly with deadlines decided by the EGSC. Projects over $5,000 will be considered with deadlines once a semester. Specific dates for application deadlines will be determined by the EGSC during the spring semester for the following school year.

ii. Applications must be submitted the semester of project implementation, or a timeline approved by the EGSC.

iii. The selection process will contain an external evaluation of the proposed project by an expert in the corresponding field, and then an application review and an interview by the EGSC. The interview will consist of a project proposal presentation from the applicant and will also give the EGSC the opportunity to ask any questions that they might have about the project.

iv. The following rules regarding the EGSC also apply to the application process:

1. All decisions on applications being considered under $5,000 must be made by the next application deadline, and applicants must also be notified before this time.
2. The EGSC has the responsibility and right to schedule the interviews and the rest of the decision process under their own timeline, so long as they adhere to the decision deadline, and schedule the correct amount of application deadlines instructed by this document.

v. The EGSC has the authority to review and update the application form for grant proposals with approval from the Senate.

vi. The EGSC will score and evaluate applications under the following criteria through the completion of a comprehensive evaluation and rubric to be submitted to the President, Director of Administration and Treasurer.

1. General benefit to students and the university: Preference will be given to projects that aim to educate around topics pertaining to diversity, equity, and inclusion that have the greatest enhancement of the overall well-being of students.
2. Belonging and access: Preference will be given to projects that aim to increase the belonging of under-represented groups and increase access to education, resources, and other means of success.
3. Project management and preparedness: Preference will be given to projects that are under reliable leadership and that have conducted the proper research.
4. Cost-effectiveness: Preference will be given to projects that demonstrate the greatest impact of increase campus awareness of diversity, equity, and inclusion for the least cost.
5. Time sensitivity: Preference will be given to projects that can be implemented in a reasonably efficient manner.
6. Campus Collaboration: Preference will be given to projects that have proven they have done research with experts in the field of the project and have reached out to campus collaborators.
7. Projects exceeding a total allocation request of $1,250 must be approved by the Senate. The EGSC shall have the authority to approve projects without Senate consent that request $1,250 or less until the sum of projects approved without the consent of the Senate reaches 20% of the total EGSC allocation for the given

fiscal year. Once this threshold is met, all projects regardless of allocation request must be approved by the Senate through the rest of the given fiscal year.

a. The EGSC Chair shall inform the Senate of the approval of projects that request $1,250 or less.

8. The Equity Grant Selections Committee must operate with a viewpoint neutral perspective, and make grant decisions solely off of the criteria outlined in this document.

vii. Once the EGSC has made its decision on the funding of projects exceeding $1,250 or any project once the 20% threshold has been met, the recommendations must be submitted to the Senate. The Senate must approve or decline the proposal for grants to be awarded, and the Senate reserves the right to amend the terms of the grant on the project basis. In order for funds to be allocated to projects exceeding $1,250, they must be approved by the Senate.

E. Allocation of Funds:

i. The President will include in their annual budget proposal to CFA, the Senate, and the Chancellor, an allocation of part of the ASUN UPFF proposal to be set as a line item serving as the total budgeted allocation to the EGSC for the following year.

1. The Equity Grant will operate as long as there is money in the Equity Grant line item.

2. Money will only be removed from the Equity Grant line item to fund projects that were approved for grant money awards by the EGSC.

ii. Funds may be accessed in the following ways:

1. Reimbursement of expenses (check) through the SOFS office from the Equity Grant account in the ASUN budget.

2. Direct purchase through the ASUN office (i.e. purchase order).

3. All reimbursements and purchases made are subject to the review and approval of the ASUN Treasurer

iii. Accurate financial records must be kept:

1. The EGSC must keep an accurate account of currently approved projects for funding and accurate listings of how much has been disbursed to those projects. Staff in the ASUN office must have access to this account so that they can appropriately reimburse and issue purchase orders.

2. Receipts for reimbursements and purchase orders must be kept for all existing and completed projects.

iv. Fund operations must adhere to the following rules:

1. The Equity Grant will NOT pay for anything the University is required to do by law or policy.

2. For projects that involve infrastructure or partnership with the University that will or could potentially incur costs for upkeep and maintenance, a formal written agreement must be made with facilities or someone fully responsible defining that Equity Grant money will not be available responsible for covering maintenance costs.

3. Funds allocated to a project that are not spent by June 1st of the academic year in which the project was proposed shall be returned to the Equity Grant for reallocation.

4. Equity Grant funds are not to be used or reallocated for purposes other than those described in this document.

5. Equity Grant shall continue to operate as long as sufficient money remains in the Equity Grant line item.

6. Equity Grant may not be used for any purposes that violate University of Nebraska-Lincoln policies and procedures.

7. Equity Grant may be used for compensation or travel only with specific approval from the EGSC and if funds are used to attend conferences, then a full report must be submitted upon return from the conference by the grant awardee.

8. Any grants awarded by the EGSC for travel must include a line-item allocation for the cost of carbon offsets approximately equal to the CO2 associated with their travel arrangement.

9. All materials and equipment purchased with Equity Grant funds shall become the property of the University of Nebraska-Lincoln and must be provided to the University upon completion of the grant.

10. In accordance with NU Board of Regents Policy 5.9.1, grants may only be made on a one fiscal year basis and may not be granted to a single organization more than once in a two year period. All projects must be completed by the end of the fiscal year in which the grant was approved.

11. All receipts, reimbursements and purchases must be submitted to the ASUN Treasurer by June 1st to ensure

timely review and reimbursement.

F. Accountability, Records and Reports:

i. The EGSC will present a comprehensive report to the CFA and to the Senate every year. Additionally, the GFSC must present monthly updates to the Senate and post updates on the ASUN website regarding projects awarded funding and periodic updates on existing projects.

ii. The Chair of the Equity Grant Selections Committee G shall forward all submitted proposals to the ASUN President or their designee in the executive team or Student Senate and the ASUN Director of Administration within 24 hours of receipt and before the Equity Grant Selections Committee takes action on the proposal.

iii. The EGSC Chair will have the following responsibilities, or be responsible for their allocation:

1. Ensuring that the projects are meeting the required obligations.
2. Handling reports from projects.
3. Writing the reports for the Senate.
4. Updating website content and other external reporting.
5. The EGSC Chair reserves the right to follow up with grant awardees at any time.
6. Work as a liaison between the Senate and students to aid in communication and support.

iv. If upon review of project reports, the EGSC, the Treasurer, Senate, or President determines that the project's funds are being used irresponsibly or the goals of the project are not being met or realistically attempted, the committee may choose to put the project on "probation," the project leaders have an allotted time period to make adjustments in order to fulfill the committee's expectations. If, after this time period, the committee's expectations are not met, the committee may require all unspent funds to be returned to the Equity Grant for reallocation. The probationary period will be 2 weeks for projects granted under $1,500 and 4 weeks for projects granted over $1,500. It is the responsibility of the project leaders to submit updates outlining the progress of the project, and a detailed description of the funds already used. Updates must be submitted based on the timelines below:

1. Projects with timelines of over 1 semester (4 months or more) require monthly updates.

2. Projects with timelines under 1 semester (less than 4 months) require one (1) update upon completion of project.

v. In addition to the aforementioned reporting, the GFSC shall make all its records. (outlined below) available to the public, unless noted otherwise. The GFSC must keep on record:

1. Minutes of all meetings.
2. Record of projects selected each year and the funds allocated to each.
3. Project progress reports from recipients of EGSC monies.
4. Copies of all annual reports which the selection committee has issued.
5. Complete books and records of account, including accounts of its properties and business transactions and accounts of its assets, receipts, disbursements (these financial records do not need to be publicly displayed).

Section 15. Sexual Assault Task Force

A. The Sexual Assault Task Force is tasked with understanding the history of sexual assault on-campus while engaging in past and current efforts that are being made to change the campus culture.
B. Membership:
   i. The committee shall include:
      1. Up to four (4) at-large student members, appointed by the President and confirmed by the Senate, and;
      2. A representative from the Panhellenic Association.
      3. A representative from the Interfraternity Council.
      4. A representative from the National Panhellenic Council.
      5. A representative from the Multicultural Greek Council.
      6. A representative from the Women's Center.
      7. A representative from the Center for Advocacy, Response, and Education.
      8. A representative from the LGBTQA+ Center.
      9. A representative from the Chancellor's Committee on the Status of People of Color.
      10. A representative from the Chancellor's Committee on the Status of Women.
      11. A representative from the Chancellor's Committee on the Status of Gender and Sexual Identities.
   ii. A representative in this section means a student, faculty, or staff member associated with or employed by any of the

~~aforementioned entities. Each of the aforementioned organizations shall be responsible for the appointment of and process by which their representative is chosen.~~

~~C.~~ ~~Attendance:~~

~~i. Members are required to attend every meeting as scheduled by the Chair(s).~~

~~ii. All absences should be reported to the Chair(s).~~

~~B.~~ ~~Leadership:~~

~~i. The President shall select a chair or co-chairs from the applicants or members of the committee.~~

~~ii. The Chair(s) shall facilitate the overall direction of the committee as designated by the President of ASUN, maintain continual contact with the President, organize Committee attendance at ASUN meetings, and oversee the completion of tasks as defined by the President or the Chair(s).~~

~~iii. The Chair(s) shall act as liaison to the ASUN Senate.~~

~~iv. The Misconduct and Assault Prevention Committee shall be responsible to the President of the Association.~~

~~v. The Sexual Assault Task Force shall act as an Ad-Hoc Committee and undergo an annual review following a decision by the Executive Committee to re-organize or disband.~~

~~C.~~ ~~Reports~~

~~i. The Committee shall periodically report findings and updates to the Senate, but not less than once per semester.~~

Article VI – General Provisions

Section 1. Senatorial Supremacy

All commissions, committees, and boards authorized by ASUN must annually submit their current bylaws and procedures to the Senate. Changes in its bylaws or constitution must be approved by the Senate. Minutes or regular reports must be given to the Senate.

Section 2. Non-Discrimination Clause

Neither ASUN nor any Recognized Student Organization (RSO) may discriminate in the selection of members or appointments when discrimination is defined as denying individuals membership or appointment on the basis of gender, age, disability, genetic information, race, color, religion, pregnancy, marital status, veteran’s status, national or ethnic origin, gender identity or expression, place of residence, political affiliation, or sexual orientation.

Section 3. Diversity Statement

A. The Association of Students of the University of Nebraska (ASUN) is a body created to represent the University of Nebraska-Lincoln's diverse student population. As such, all branches of student government need to be aware of the diverse needs and concerns of the student body. Due to the inherent interest of ASUN in the operation and affairs of the University, a concerted effort will be made to ensure that all students have a quality educational experience, enriched by an appreciation of differences, at the University of Nebraska-Lincoln.
B. In order to maintain an effective student government, ASUN will be sensitive to the needs of UNL students, be a strong advocate for minority and underrepresented student issues, ensure all students are afforded a safe, respectful, and inclusive university environment, and challenge intolerance and misinformation. ASUN will also encourage its members and the student body to participate in programs and events which highlight the heritage and contribution of minority and underrepresented groups.

Section 4. Special Rules

The Senate may adopt Special Rules to govern the ASUN with a vote of two-thirds (2/3) of those present and voting. Any entity of ASUN may request to have the Special Rules concerning their functions amended in a written request to the Student Services Committee. Special Rules may be suspended by a two-thirds (2/3) vote of those present and voting at any meeting.

Section 5: Waste at ASUN Events

Any event where ASUN is the sole or primary sponsor must work to be zero-waste.

A. A zero-waste event shall be defined as working in the best ability to divert at least 95% of all waste from an event from the landfill by using proper utensils and supplies, and by having containers for both recycling and composting present.

Section 6: Carbon Neutrality

ASUN is committed to ensuring that all ASUN derived travel out of state by road or in any capacity by plane is carbon neutral. ASUN derived travel shall be defined as round trip travel to events ASUN Student Government elected and appointed officials attend in order to fulfill their governmental duties. Carbon neutral travel shall be defined as working to the best of its ability by and through the powers and finances of ASUN to offset all carbon emissions

created by extensive ASUN derived travel. This will be achieved by calculating ASUN's carbon emissions and compensating for what ASUN has produced by purchasing carbon offsets. The calculation procedure is as follows:

A. The Executive or Committee Chair that led the travel experience will use the Sustainable Travel International's Carbon Calculator on sustainabletravel.org
B. Select the utilized mode of transportation
C. Chose to calculate the emissions based on distance
D. Enter the distance driven in total for the trip
E. Allocate the calculated sum and maintain a total sum tally for each
F. Environmental Sustainability Committee (ESC) will direct the calculated carbon offset funds, as a committee, to the Green Fund Subcommittee and notify Senate of the total amount donated via committee report no later than March 10th of each calendar year.

Part III – The Student Court

Article I – Student Court

Section 1. Constitutional Authorization

As outlined in the Constitution, "The Student Court shall operate under and be governed by such rules and regulations as the Student Senate shall adopt by ordinance or bylaw, except that such rules and regulations shall not infringe upon any of the powers herein granted to the Student Court."

Section 2. Procedures and Policies

The Student Court shall be governed by the procedures and policies outlined in the Special Rules.

Section 3. Concurrent University Conduct Board Membership

Every Student Court Justice, upon appointment, will be recommended to the Chancellor for appointment to the University Conduct Board.

Part IV – General Provisions

Article I – Bylaws

Section 1. Amendment

These bylaws may be amended with a three-fourths (3/4) vote of those present and voting taken by roll call, provided written previous notice of the amendment was given at the previous meeting. Written previous notification shall be when the Bylaw amendment meets the regular requirements to be included as an agenda item and is included as an agenda item at the previous meeting.

Section 2. Suspension

None of these Bylaws, including rules in the nature of special rules of order, may be suspended by any vote.

Article II – Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the ASUN in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the ASUN may adopt.

Article III – Other Provisions

Section 1. Qualification

Every student elected/appointed to any ASUN position is required to be a full-time student at UNL, they must have a cumulative grade point average of 2.0 or higher. In addition, no student shall serve in an appointed position if that student is currently on academic or disciplinary probation.

Section 2. Supremacy Clause

Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with the University of Nebraska Board of Regents' or the University of Nebraska-Lincoln's Bylaws, Policies or Rules. Where anything in these Bylaws conflicts with any Bylaws, Policies, or Rules of the Board of Regents or the University of Nebraska-Lincoln, the provisions of the Board of Regents' or the University of Nebraska-Lincoln's Bylaws, Policies or Rules shall govern.

University of Nebraska Lincoln | HIXSON-LIED COLLEGE OF FINE AND PERFORMING ARTS

Bylaws

Approved by College Faculty - March 31, 2004
Approved by Board of Regents - August 7, 2004
Amended by College Faculty – April 5, 2006
Amended by College Faculty – November 2, 2006
Amended by College Faculty – April 4, 2007
Amended by College Faculty – April 8, 2011
Amended by College Faculty – April 4, 2014
Amended by College Faculty – November 13, 2015
Amended by College Faculty – April 6, 2018
Amended by college faculty – April 3, 2020

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1.0 NAME

The name of the organization shall be the Hixson-Lied College of Fine and Performing Arts, University of Nebraska-Lincoln (sometimes referred to as the College or H-LCFPA in these Bylaws).

2.0 CONSTITUENTS

The Hixson-Lied College of Fine and Performing Arts shall consist of three academic units (the School of Art, Art History & Design, the Glenn Korff School of Music, the Johnny Carson School of Theatre and Film) and two centers (the Johnny Carson Center for Emerging Media Arts and the Mary Riepma Ross Media Arts Center).

3.0 AFFILIATES

Units affiliated with the College are the Center for Great Plains Studies Art Collection, the Lentz Center for Asian Culture, the Lied Center for Performing Arts, and the Sheldon Memorial Art Gallery and Sculpture Garden.

4.0 GOVERNANCE

The governance of the College lies with two groups, the faculty and the administrative component.

5.0 FACULTY

5.1 Powers of the faculty

The faculty of the College is the general approving body for matters not specifically assigned to the administrators by the Board of Regents. Within the limits of federal and state law, the Bylaws of the University of Nebraska Board of Regents, the UNL Bylaws, policies established by the office of the Chancellor, the Academic Senate, and the Graduate College[1], the faculty shall:

5.1.1 establish rules for the conduct of its business.

5.1.2 establish committees, assign their functions and responsibilities, and choose their members.

5.1.3 establish and amend the College Bylaws.

5.1.4 establish and regulate instructional content, including:

[1]In case of a conflict among these entities, the "supremacy" of provisions is in the following order: (1) applicable law, (2) bylaws and policies of the Board of Regents, (3) UNL bylaws, (4) bylaws and rules of the College.

5.1.4.1 requirements for degrees (undergraduate and graduate).

5.1.4.2 the academic programs for majors and minors.

5.1.4.3 courses to be offered for credit in the College.

5.1.5 establish procedures and regulations for students in the College regarding such matters as:

5.1.5.1 admission.

5.1.5.2 probation.

5.1.5.3 dismissals.

5.1.5.4 reinstatement.

5.1.5.5 other matters related to the maintenance of proper academic standards.

5.1.6 make recommendations for honorary degrees.

5.1.7 consider other business brought before it by the Dean, the Executive Committee, individual faculty, or other authorized persons according to procedures outlined in these Bylaws.

5.1.8 consider other items of broad interest to the welfare of the faculty.

5.2 Voting membership

5.2.1 The voting membership of the College shall consist of faculty who hold continuous, specific term, or regular/non-temporary special appointments of 0.5 FTE or greater and who are not working toward an advanced degree at the University of Nebraska-Lincoln.

5.2.2 Faculty associated with more than one department shall vote in the department designated on the personnel action form as the home or tenured home department.

5.2.3 Faculty members in other colleges shall not be voting members unless specifically authorized by action of the faculty of the Hixson-Lied College of Fine and Performing Arts.

6.0 COLLEGE ADMINISTRATION

6.1 The administrative component of the College shall include:

6.1.1 the Dean.

6.1.2 the Associate Dean.

6.1.3 the Assistant Dean and/or one or more Special Assistants to the Dean.

6.1.4 the Administrative Council.

6.2 Duties of the College administrative component

The College Administrative Component is charged with the broad responsibility of leadership for the College, toward the broad goal of assisting the students and faculty of the College to achieve their goals in learning, teaching, research/creative activities, and service. Specifically it deals with:

6.2.1 maintaining effective communication with the Central Administration and other important campus constituencies.

6.2.2 overseeing academic programs, to include those that are collaborative with other campus units.

6.2.3 providing directives for college-wide strategic planning for the College.

6.2.4 coordinating all activities pertaining to admission and advising.

6.2.5 facilitating governance of all College affairs by the faculty.

6.3 The Dean

6.3.1 General responsibilities

The Dean, as chief administrative officer for the College, is responsible for the oversight of all aspects of the operation of the College, to include academic programs, personnel, physical facilities, student affairs, faculty governance, and the management of fiscal resources.

6.3.2 Performance reviews

The Dean's performance is reviewed annually by the Dean's immediate supervisor with a cumulative review ordinarily conducted after each five years of service. Reviews are conducted in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

6.4 The Associate Dean

6.4.1 Appointment and term of service

The Associate Dean is appointed by the Dean with input from the College Executive Committee. In the terms of the Bylaws of the Board of Regents (sections 3.1 and 4.4), the appointment as Associate Dean is a special appointment to the academic-administrative

staff of the University.

6.4.2 General responsibilities

6.4.2.1 The Associate Dean reports to the Dean and is directly responsible for all matters pertaining to academic and student affairs in the College, including the following:

6.4.2.1.1 degree programs and curriculum.

6.4.2.1.2 accreditation and academic program review.

6.4.2.1.3 advising.

6.4.2.1.4 admissions.

6.4.2.1.5 academic distinction and awards.

6.4.2.1.6 summer sessions.

6.4.2.1.7 College-wide assessment.

6.4.2.1.8 College mentoring program.

6.4.2.1.9 special projects, programs and activities.

6.4.2.2 The Associate Dean serves as Acting Dean in the Dean's absence and assists the Dean as needed with the day-to-day operation of the College.

6.4.3 Performance reviews

The Associate Dean's performance is reviewed annually by the Dean. A cumulative review is conducted every three to five years in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

6.5 Assistant Dean for Business and Fiscal Affairs and/or Special Assistants to the Dean

6.6 Administrative Council

6.6.1 The Administrative Council serves as the management team for the College, and consists of the following individuals:

6.6.1.1 the Dean

6.6.1.2 the Associate Dean for Academic Affairs

6.6.1.3 the Director of the School of Art, Art History & Design

6.6.1.4 the Director of the Johnny Carson School of Theatre and Film

6.6.1.5 the Director of the Glenn Korff School of Music

6.6.1.6 the Director of the Johnny Carson Center for Emerging Media Arts

6.6.1.7 the Assistant Dean of Business and Fiscal Affairs

6.6.2 The Administrative Council meets regularly during the academic year as deemed necessary and appropriate by the Dean.

7.0 COLLEGE FACULTY MEETINGS

7.1 The College faculty shall meet at least once each semester.

7.2 Presiding at meetings

7.2.1 The Dean shall preside at meetings of the faculty.

7.2.2 In the absence of the Dean, the Associate Dean shall preside.

7.2.3 In the absence of the Dean or the Associate Dean, the faculty shall elect a representative to chair the meeting.

7.3 Secretary

The Administrative Assistant to the Dean shall serve as the Secretary for the College Faculty Meetings.

7.4 Parliamentarian

The Dean shall appoint a Parliamentarian at the first meeting of each academic year.

7.5 A meeting of the College Faculty and Staff may be called by:

7.5.1 the Dean.

7.5.2 the Executive Committee, upon formal request to the Dean.

7.5.3 a written request by at least ten (10) of the College's voting membership.

7.6 Notification requirements

7.6.1 A call for a meeting shall be distributed in writing to the faculty by the Dean no less than one week before the meeting.

7.6.2 Copies of the agenda and pertinent information shall be provided to the faculty no less than three working days prior to the meeting.

7.6.3 These requirements may be waived by a quorum in the case of an emergency meeting.

7.6.4 The agenda of each meeting is to be sent to the Undergraduate Student Advisory Board and the Graduate Student Advisory Board. (see 7.11)

7.7 Meeting agenda.

Items may be placed on the agenda as follows:

7.7.1 by the Dean

7.7.2 by the Executive Committee, upon written request to the Dean

7.7.3 by at least five (5) of the voting membership, who shall submit the item in writing to the Dean's office no less than two weeks prior to the scheduled meeting

7.7.4 by action from the floor, provided that no substantive matter introduced at the meeting be voted on during the same meeting

7.8 Quorum

7.8.1 A quorum of at least five (5) voting members from each of the academic units must be present before any business can be transacted.

7.8.2 If an item has been presented in advance at two successive meetings at which a quorum has not been present, then the membership present shall constitute a quorum for the purpose of acting on that particular item.

7.9 Mail/e-mail ballots

7.9.1 A motion to refer an item to a mail/e-mail ballot of the faculty shall be in order after the call for the question but before the vote is taken on any substantive matter before the faculty.

7.9.2 A motion to have a mail/e-mail ballot shall be adopted providing twenty-five (25) percent of the members present or ten (10) members, whichever is greater, favor it.

7.9.3 A mail/e-mail ballot may be used only for substantive issues.

7.9.4 In the case of a mail/e-mail ballot, a summary of the arguments germane to the motion's issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the College faculty.

7.10 Elections

7.10.1 All elections, including those conducted through mail/e-mail ballots, shall be decided by majority vote of all members voting.

7.10.2 If a majority is not reached on the first ballot, a second balloting on the two candidates receiving the highest number of votes shall be held.

7.11 Student representation

Two student organizations may have representation at the College faculty meetings.

7.11.1 Undergraduate Student Advisory Board

7.11.2 Graduate Student Advisory Board

7.11.3 Guidelines for participation:

7.11.3.1 Representatives are non-voting.

7.11.3.2 Representatives shall be selected from their respective memberships.

7.11.3.3 A maximum of two representatives from either organization may attend.

7.11.3.4 Representatives must be majoring in a program in the Hixson-Lied College of Fine and Performing Arts.

7.12 Limitations

Except when otherwise provided in these Bylaws, all procedures shall be in accord with the latest edition of Robert's Rules of Order.

8.0 REGULATIONS GOVERNING ALL COLLEGE COMMITTEES

8.1 Standing committees

There shall be the following standing committees and student organizations in the College:

8.1.1 Executive Committee

8.1.2 Apportionment Committee

8.1.3 Curriculum Committee

8.1.4 Academic Distinction and Awards Committee

8.1.5 Grading Appeals Committee

8.1.6 Program Advisory Council

8.1.7 Faculty Research Travel Committee
8.1.8 Technology Committee

8.1.9 Undergraduate Student Advisory Board

8.1.10 Graduate Student Advisory Board

8.2 Rules regulating other standing committees

8.2.1 All other standing committees will be established, modified, or terminated, as needed, by the majority vote of those present and voting at a College faculty meeting.

8.2.2 The faculty shall prescribe the responsibilities and method of selection of such committees.

8.2.3 Each standing committee shall report to the faculty at least once each year.

8.3 Ad-hoc committees

8.3.1 The College may establish ad-hoc committees with appointment by the Dean after consultation with the Administrative Council and Executive Committee in order to effectively manage College affairs.

8.3.2 All ad-hoc committees will be given a specific charge and time frame for the execution of their responsibilities.

8.4 General term regulations

8.4.1 Terms of office on all committees, except those held by permanent appointment, shall be staggered.

8.4.2 Faculty members shall be elected and student members shall be appointed in the spring semester.

8.4.3 All terms will begin with the opening of the fall semester, except in the cases of members appointed by the Dean to fill unexpected vacancies.

9.0 REGULATIONS GOVERNING STANDING COMMITTEES

9.1 Executive Committee

9.1.1 Membership

9.1.1.1 the Dean

9.1.1.2 the Associate Dean

9.1.1.3 three members (at least one must be an art historian*) nominated and elected from and by the School of Art, Art History & Design

9.1.1.4 three faculty members (at least one must be a faculty member whose research/creative activity is dedicated at least 50 percent to scholarly research and publication*) nominated and elected from and by the Glenn Korff School of Music

9.1.1.5 three faculty members nominated and elected from and by the Johnny Carson School of Theatre and Film

*Should such a faculty member be either unavailable or unwilling to serve, then that position may be filled by any qualified faculty member from that school.

9.1.2 Rules of membership

9.1.2.1 All Executive Committee members must be full-time, tenured faculty members in the College.

9.1.2.2 No Executive Committee member may be a director.

9.1.2.3 Term of office shall be four years.

9.1.2.4 Elections shall be held in the spring semester and terms shall begin in the fall semester.

9.1.2.5 Persons who have served two consecutive terms may not succeed themselves on the committee.

9.1.2.6 Temporary vacancies shall be filled for the duration of the vacancy through appointment by the appropriate director in consultation with the Dean.

9.1.2.7 Other vacancies occurring, except those by expiration of term, shall be filled by vote of the faculty in the school represented by the vacating member.

9.1.2.8 If such a school election cannot take place immediately, the position may be filled by appointment of the Dean with the concurrence of the Executive Committee.

9.1.3 Functions and responsibilities

9.1.3.1 The Executive Committee shall meet at least three times each semester.

9.1.3.2 The Committee shall serve in an advisory capacity to the Dean, and shall discuss and act upon issues involving College business and the general welfare of the College, including:

9.1.3.2.1 consideration of action on recommendations for tenure and promotions in rank (Tenure and promotion guidelines will adhere to those published in the Bylaws of the Board of Regents and those policies in the Guidelines for the Evaluation of Faculty: Annual Evaluations, Promotion, and Tenure of the University of Nebraska-Lincoln).

9.1.3.2.2 consultation with the Dean on selections of directors.

9.1.3.2.3 service as an appeals committee for individual staff members who desire clarification of their status within the College.

9.1.3.2.4 service as an appeals committee for directors of schools regarding budget or any other matter affecting the welfare of the or school.

9.1.3.2.5 presentation at the appropriate time to the faculty for its vote nominees for membership on the Academic Senate Committee on Committees.

9.1.4 Governance procedures

9.1.4.1 The Dean shall be chair of the Executive Committee.

9.1.4.2 In the Dean's absence, the Associate Dean shall act as chair.

9.1.4.3 Either the Dean or the elected faculty member with the most seniority rank and total years of service in the College may convene the Committee.

9.1.4.4 In an unusual circumstance, a majority of the elected members of the Executive Committee may call a meeting to deliberate and make judgments on any issue dealing with the business or general welfare of the College.

9.1.4.5 The results of these deliberations may be presented to the College as a whole, as well as to other administrative levels in the University.

9.2 Apportionment Committee

9.2.1 Membership

9.2.1.1 all elected members of the Executive Committee.

9.2.2 Rules of Membership

9.2.2.1 rules of Executive Committee membership (9.1.2) will apply

9.2.3 Functions and responsibilities

The Committee shall serve as the College's apportionment grievance committee, as stipulated in the Board of Regents Bylaws [4.3 (b)(2)(i)].

9.2.4 Governance procedures

9.2.4.1 At the first Executive Committee meeting of the academic year, elected committee members will elect an Apportionment Committee chair from amongst themselves for that academic year.

9.2.4.2 The chair will convene the Apportionment Committee in the event of a submitted grievance.

9.2.4.3 Any Executive Committee member who is party to a grievance must recuse himself or herself from the deliberations and decision.

9.2.4.4 For each grievance, the faculty member and the unit administrator will individually submit their cases in writing to the chair of the Apportionment Committee. Upon its review of the submitted narratives, the Apportionment Committee may request additional documents, data, or material from either or both individuals. In addition, the Apportionment Committee may request to meet with one or both of the individuals involved, either together or separately.

9.2.4.5 As stipulated in the Board of Regents Bylaws, "the committee shall consider the positions of each party in relation to the departmental and college missions, as well as the faculty member's overall areas of professional competence and expertise. The committee shall decide whether the apportionment of the faculty member's responsibilities shall be changed and, if so, in what manner. The decision of the committee shall be reasonably within the faculty member's overall areas of professional competence and expertise; it shall be in writing and it shall not violate the rights and responsibilities of the faculty member provided in Sections 4.1 and 4.2 of these [Regental] Bylaws. It shall be final, subject only to review by the committees established by Sections 4.13, 4.14, and 4.15 of these Bylaws."

9.2.4.6 In so much as the responsibilities of "the committees established by Sections 4.13, 4.14, and 4.15" (Grievance Committee, Academic Freedom and Tenure Committee, and Professional Conduct Committee) are subsumed under the purview of the Academic Rights and Responsibilities Committee at UNL, any further pursuit of the grievance (should either party be dissatisfied with the decision of the College Apportionment Committee) should be directed to the ARRC.

9.3 Curriculum Committee

9.3.1 Membership

The Curriculum Committee shall consist of 10 members:

9.3.1.1 the Associate Dean for Academic Affairs, who serves as the non-voting ~~Executive Secretary~~Chair

9.3.1.2 Three (3) school curriculum committee chairs:

The chair of the undergraduate curriculum committee in the School of Art, Art History & Design

The chair of the undergraduate committee in the Glenn Korff School of Music

The chair of the curriculum committee in the Johnny Carson School of Theatre & Film

9.3.1.3 Three (3) elected faculty members:

~~2~~ one faculty member elected by the faculty in the School of Art, Art History & Design

~~9.3.1.3~~ one faculty member elected by the faculty in the Glenn Korff School of Music

~~9.3.1.4~~ one faculty member elected by the faculty in the Johnny Carson School of Theatre and Film

9.3.1.4 Two (2) student representatives:

~~5~~ one full-time undergraduate student majoring in a program in the College (selected ~~by~~ from the Undergraduate Student Advisory Board)

~~9.3.1.6~~ one graduate student majoring in a program in the College (selected ~~by~~ from the Graduate Student Advisory Board)

9.3.1.5~~7 College Advising Coordinator (Ex Officio)~~The Assistant Director of Academic Programs and Processes

9.3.2 Rules of Membership

9.3.2.1 Elected faculty members ~~shall~~ serve ~~for~~ three-years~~ staggered terms

9.3.2.2 Terms begin at the start of the fall semester following election

9.3.2.3 Elected faculty members may not serve more than two consecutive terms

9.3.2.4 student members ~~shall~~ serve ~~for~~ one-year terms that begin upon selection

~~9.3.2.3 faculty members shall have been members in this College at the rank of assistant professor/assistant professor of practice, or higher, for at least two years prior to selection.~~

~~9.3.2.4 directors of schools are not eligible, but associate directors may be elected~~

~~9.3.2.5 committee members may not serve for more than two consecutive terms~~

9.3.2.6 temporary vacancies shall be filled by the Associate Dean for Academic Affairs, ~~with the concurrence of the Executive Committee~~in consultation with the Director of the School in which the vacancy has occurred

9.3.2.7 ~~other vacancies shall be filled by election of the Faculty of the unit in which the vacancy has occurred~~

~~9.3.2.8 an empty position awaiting election shall be filled through appointment by the Dean with the concurrence of the Executive Committee~~

~~9.3.2.9~~ a ~~faculty~~ member appointed to complete an unexpired term~~, who serves less than one-half the regular three-year extent of that term~~ is eligible to serve for two subsequent three-year terms, if the unexpired term is one year or less.

9.3.3 Guests ~~from other units or Colleges~~ may be invited to attend meetings of the Curriculum Committee to provide relevant information, but not to vote~~.~~

9.3.4 The ~~Executive Secretary~~Chair shall distribute the agendas for and minutes of all Curriculum Committee meetings ~~to the directors and to the curriculum chairs of each of the academic units in the College; to the Dean's office, and to each of the affiliated arts units.~~to the committee members.

Dates and times or meetings will be set by the Chair to conform with campus-level curricular deadlines and processes, and shared with college faculty and administration.

Additional meetings may be called as necessary.

9.3.5 Functions and responsibilities

The Committee's general responsibility is to supervise undergraduate curricula in the College. The committee shall consider student need, duplication, intellectual content, and relationships with other College and university programs. The committee's specific duties are to:

9.3.5.1 approve additions, deletions, and revisions of courses.

9.3.5.2 ~~determine the applicability of courses toward degree requirements.~~ Approve modifications to college degree programs; review and recommend to the college faculty for their approval any proposals to create, delete, or significantly modify college degree programs when such modifications will impact multiple units in the college.

9.3.5.3 ~~interpret degree requirements in cases of uncertainty.~~

~~9.3.5.4 encourage the improvement of curricular programs within the College.~~

~~9.3.5.5~~ serve~~, along with the Executive Committee,~~ as the overall academic planning group for the College.

~~9.3.5.6 concern itself with the quality of the course offerings within the College and to promote their excellence.~~

~~9.3.5.7 establish a subcommittee on "Special Student Requests" that would be charged with adjudicating independent petitions of a non-routine nature related to student academic programs referred to it by the Dean's Office. (An example of such a petition would be a request to waive College-wide academic requirements. The subcommittee may have members who are not members of the Curriculum Committee.)~~

~~9.3.5.8 ensure that courses are accurately described in the UNL Bulletin.~~

~~9.3.5.9 review and recommend general and liberal education requirements for students in the Hixson-Lied College of Fine and Performing Arts.~~

~~9.3.5.10 review and recommend general and liberal education course offerings for students outside of the Hixson-Lied College of Fine and Performing Arts.~~

~~9.3.5.11 review and recommend all credit-granting programs with specific arts focus, that are proposed by affiliated units.~~

9.4 Academic Distinction and Awards Committee

9.4.1 Membership

9.4.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.4.1.2 one faculty member selected by the Faculty in the School of Art, Art History & Design

9.4.1.3 one faculty member selected by the Faculty in the Glenn Korff School of Music

9.4.1.4 one faculty member from selected by the Faculty in the Johnny Carson School of Theatre and Film

9.4.1.5 one representative from the four affiliated units (chosen by the Dean in consultation with the heads of the affiliate units)

9.4.1.6 one full-time undergraduate student majoring in a degree program in the College (selected by the Undergraduate Student Advisory Board)

9.4.1.7 one graduate student majoring in a degree program in the College (selected by the Graduate Student Advisory Board)

9.4.1.8 College Advising Coordinator (Ex Officio)

9.4.2 Rules of membership

9.4.2.1 The faculty members from the academic units shall be elected by the faculty in their respective academic units.

9.4.2.2 The term of office for faculty members shall be three years.

9.4.2.3 The term of office for student members is one year.

9.4.2.4 Faculty members shall be elected during the spring semester and terms shall begin with the opening of the fall semester.

9.4.3 Functions and responsibilities

9.4.3.1 Within general criteria set by the faculty, make decisions regarding the awarding of Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean.

9.4.3.2 Select:

9.4.3.2.1 students to be nominated by the College for special scholarships and fellowships.

9.4.3.2.2 the recipients of College Distinguished Teaching Awards.

9.4.3.2.3 nominees to be forwarded for campus-wide and university-wide Distinguished Teaching and Research Awards.

9.4.3.2.4 nominees for honorary degrees and Master's Week honorees.

9.4.3.3 design and publicize its criteria and procedures for award nominations and selection.

9.5 Grading Appeals Committee

9.5.1 Membership

The Grading Appeals Committee shall consist of five voting members, three faculty and two students as follows:

9.5.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.5.1.2 one faculty member and one alternate elected by the Faculty in the School of Art, Art History & Design

9.5.1.3 one faculty member and one alternate elected by the Faculty in the Glenn Korff School of Music

9.5.1.4 one faculty member and one alternate elected by the Faculty in the Johnny Carson School of Theatre and Film

9.5.1.5 one graduate teaching assistant student and one alternate majoring in a degree program in the College, selected by the Graduate Student Advisory Board

9.5.1.6 one full-time undergraduate student and one alternate majoring in a degree program in the College, selected by the Undergraduate Student Advisory Board

9.5.2 Rules of membership

9.5.2.1 Faculty members shall serve staggered three-year terms.

9.5.2.2 The committee chair must be a member of the faculty.

9.5.2.3 The committee chair is to be chosen by the committee at the last meeting of the preceding academic year.

9.5.2.4 The term of office for student members is one year.

9.5.3 Guests

9.5.3.1 The committee will routinely invite a liaison member of the Dean's office staff to be present during consideration of a case. He or she will not have a vote.

9.5.4 Functions and responsibilities

9.5.4.1 The function of the Grading Appeals Committee is as follows:

9.5.4.1.1 to serve as the College appeal committee beyond the school grading appeals committees.

9.5.4.1.2 to stand as the final grading appeals committee in the College.

9.5.4.1.3 to create and maintain a set of rules, procedures, and standards for the judgment of cases.

9.5.4.1.4 to seek conciliation as well as judgment in considering the cases brought before it.

9.5.4.2 The Grading Appeals Committee's responsibility is to ensure due process in grading procedure. In the case of a disputed final course grade, the committee task is to attempt, through examination of evidence and consultation with both disputants, to protect students against arbitrary, capricious or prejudiced evaluation on the part of the instructor or others in the department, if such evaluation can be shown to have had an impact on the course grade.

9.5.4.3 The Grading Appeals Committee must accept an appeal only if it is satisfied that there is reason to suspect that the awarding of the grade may have involved a denial of due process through capricious or prejudiced action. Therefore, it shall not:

9.5.4.3.1 undertake to resolve disputes about a student's knowledge of a particular subject matter. (Indeed, the obligatory removal of faculty from hearings involving their disciplines divests the committee of competence to judge learning accomplishment.)

9.5.4.3.2 take a role in a case solely based on the ground that failure to change a grade will prevent graduation or cause the loss of financial assistance.

9.5.4.4 The Grading Appeals Committee will not consider appeals involving:

9.5.4.4.1 violation of law,

9.5.4.4.2 violation of University rules or regulations,

9.5.4.4.3 disruptive or insubordinate behavior,

9.5.4.4.4 cheating on examinations, or

9.5.4.4.5 general complaints about the way the course was conducted.

9.5.4.5 For information about tribunals of recourse for complaints not addressed by the Grading Appeals Committee, the aggrieved party should contact Student Affairs or the Academic Senate Office.

9.5.5 Disqualification regulations

9.5.5.1 In cases involving a member of one of the schools represented on the committee:

9.5.5.1.1 that school's representative must absent him/herself from the College committee's deliberations.

9.5.5.1.2 disqualified committee members may nevertheless appear to provide evidence.

9.5.5.1.3 the Dean of the College will appoint a replacement for a disqualified faculty.

9.5.5.2 In cases involving a student member of the committee:

9.5.5.2.1 such students must absent him/herself from the deliberations.

9.5.5.2.2 a disqualified graduate student member will be replaced, for that case only, by action of the Graduate Student Advisory Board.

9.5.5.2.3 a disqualified undergraduate student will be replaced, for that case only, by action of the Undergraduate Student Advisory Board.

~~9.5.6 Procedures for initiating appeals~~

~~9.5.6.1 A student or faculty member wishing to appeal to the Grading Appeals Committee of the Hixson-Lied College of Fine and Performing Arts should:~~

~~9.5.6.1.1 present to the Dean of the College or to any one of the faculty members on the committee a written statement of the grounds of his~~

~~or her appeal.~~

~~9.5.6.1.2 do so before the end of the semester following the semester in which the grade was assigned and at least two weeks in advance of the time a hearing is desired.~~

~~9.5.6.2 The statement should provide the following data:~~

~~9.5.6.2.1 an account of the facts surrounding the awarding of the grade~~

~~9.5.6.2.2 evidence that the appellant has sought to resolve the case in consultation with the other party~~

~~9.5.6.2.3 evidence that the appellant, failing to resolve the case in consultation with the other party, has attempted to resolve it within the confines of the school by recourse to the school's grading appeals committee~~

~~9.5.6.2.4 evidence that the appellant has carried through the appeal with the greatest expedition possible under the circumstances~~

~~9.5.7 Reception of appeals by the committee~~

~~9.5.7.1 Upon receiving the appellant's application, the Dean or committee chair will forward it to the committee as a whole.~~

~~9.5.7.2 On receipt of an appeal, the College committee will request from the relevant school agency all records of its deliberations, including documentary evidence gathered in the case.~~

~~9.5.7.3 Whether an appeal was brought by a student or a faculty member, the opposite party will be notified of the filing of the appeal and of his or her right to examine a copy of the appeal.~~

~~9.5.8 Disposition of appeals by the committee~~

~~After preliminary examination of a case, the committee may choose among the following courses of action:~~

~~9.5.8.1 It may decide the case without a hearing based upon the written submissions of the parties.~~

~~9.5.8.2 It may refer the case back to the instructor, the school, or the student, with the proposal that a resolution lies within the power of the student and faculty member or the student and the school.~~

~~9.5.8.3 It may accept the case unconditionally. If so, the committee shall:~~

~~9.5.8.3.1 if necessary, solicit from the faculty member, student and/or the school committee written statements addressing any questions and issues that the committee believes to require further clarification. If clarification of departmental committee material is necessary, the~~

committee must consult both parties to the dispute.

9.5.8.3.2 if necessary, supplement this information with interviews with the chair of the departmental committee or any of its members, with the parties to the dispute, and with anyone else whose testimony is relevant to the case.

9.5.8.3.3 grant a hearing before the committee at the request of either party.

9.5.8.3.4 consider the full body of evidence.

9.5.8.3.5 pronounce a decision based on the evidence.

9.5.9 Execution of decisions by the committee

9.5.9.1 A decision by the committee shall be rendered as soon as possible.

9.5.9.2 The decision shall be communicated in writing to both the student and the faculty member.

9.5.9.3 The letter to the party whose position was rejected by the committee shall provide reasons and justification for the decision.

9.5.9.4 An additional copy of this letter shall be sent to the Dean of the College for his/her record.

9.5.10 Right to re-appeal

9.5.10.1 Either students or faculty members may appeal an adverse ruling one time.

9.5.10.2 As the College committee is the final appeal committee, an appeal of one of its decisions would go back to the committee for reconsideration.

9.5.10.3 Such a petition to re-open the case must be done within 30 days of an adverse ruling.

9.5.10.4 Possible justifications for appeal (as determined by the committee) include:

9.5.10.4.1 submission of significant new evidence

9.5.10.4.2 new interpretation of evidence considered in the earlier appeal

9.5.10.5 A re-appeal statement should conform to the following conditions:

9.5.10.5.1 be as specific as possible in its information, supplying dates, places and times when memory provides them

9.5.10.5.2 supply whatever documentary evidence may be available

9.5.10.5.3 not include unsubstantiated charges

~~9.5.10.6 A re-appeal statement is to serve as a source of information for the Dean, members of the committee, and the other party concerned.~~

~~9.5.11 Procedures for grade change~~

~~9.5.11.1 Committee decisions that call for a change of grade shall be communicated in writing to the Dean of the Hixson-Lied College of Fine and Performing Arts.~~

~~9.5.11.2 It shall be the responsibility of the Dean to make the change of grade.~~

~~9.5.12 Scheduling of an appeals hearing~~

~~9.5.12.1 The Grading Appeals Committee shall normally only accept appeals that have been initiated in the semester following the awarding of the grade.~~

~~9.5.12.2 Unless there are special circumstances, the committee will not hear appeals during the summer.~~

9.6 Program Advisory Council

9.6.1 Membership

9.6.1.1 the Dean

9.6.1.2 the Associate Dean

9.6.1.3 the Director of the School of Art, Art History & Design

9.6.1.4 the Director of the Glenn Korff School of Music

9.6.1.5 the Director of the Johnny Carson School of Theatre and Film

9.6.1.6 the Director of the Center for Great Plains Studies or the Curator of the Great Plains Art Museum

9.6.1.7 the Director of the Lied Center for Performing Arts

9.6.1.8 the Director of the Sheldon Museum of Art

9.6.1.9 the Director of the Mary Riepma Ross Media Arts Center

9.6.1.10 additional members may be added on an as-needed basis to include representatives from other areas or sub-areas of the College.

9.6.2 Voting

The Program Advisory Council is a non-voting body.

9.6.3 Functions and responsibilities

9.5.3.1 to exchange information and opinions on subjects of interest to and pertinent to the welfare of the College, the affiliated units, and the Fine and Performing Arts.

9.5.3.2 to act as a forum for developing cooperative programming.

9.5.3.3 to coordinate responses from the arts units to requests for their involvement in special programs or activities.

9.7 Faculty Research Travel Committee

9.7.1 Membership

9.7.1.1 The Faculty Research Travel Committee will consist of the following:

9.7.1.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.7.1.1.2 two faculty members elected by the faculty in the School of Art, Art History & Design

9.7.1.1.3 two faculty members elected by the faculty in the Glenn Korff School of Music

9.7.1.1.4 two faculty members elected by the faculty in the Johnny Carson School of Theatre and Film

9.7.1.2 Committee members will serve three-year staggered terms.

9.7.2 Functions and responsibilities

The function of the Faculty Research Travel Committee is to evaluate applications submitted by qualified faculty seeking support for off-campus research and creative activity, and to determine which applications merit funding.

9.8 Technology Committee

9.8.1 Membership

9.8.1.1 the Dean, who serves as the Committee Chair

9.8.1.2 the Associate Dean

9.8.1.3 one faculty member elected by the faculty in the School of Art, Art History & Design

9.8.1.4 one faculty member elected by the faculty in the Glenn Korff School of Music

9.8.1.5 one faculty member elected by the faculty in the Johnny Carson School of Theatre and Film

9.8.1.6 the College Coordinator of Technology

9.8.1.7 a representative from the campus IS division (in an advisory capacity)

9.8.1.8 one full-time undergraduate student from the College Undergraduate Student Advisory Board (endorsed by the School Director)

9.8.1.9 one graduate student from the College Graduate Student Advisory Board (endorsed by the School Director)

9.8.2 Rules of Membership

9.8.2.1 faculty members shall serve for a three-year term, renewable once consecutively

9.8.2.2 student members shall serve for a one-year term, renewable once consecutively

9.8.2.3 directors of schools are not eligible, but associate directors may be elected

9.8.2.4 temporary vacancies shall be filled by the Dean, with the concurrence of the Executive Committee

9.8.2.5 other faculty vacancies shall be filled by election of the Faculty of the unit in which the vacancy has occurred

9.8.2.6 a faculty member elected or appointed to complete an unexpired term, who serves less than one-half the regular three-year extent of that term is eligible to serve for two subsequent three-year terms

9.8.2.7 faculty terms of service will be staggered

9.8.3 Guests from other units or Colleges may be invited to attend meetings of the Technology Committee.

9.8.4 Functions and responsibilities

The Committee's general responsibility is to serve as needed in an advisory role to the Dean and as liaison between the Dean's office and the College units on all matters pertaining to technology in the College. The committee's specific duties are to:

9.8.4.1 provide advice relative to curriculum in digital media courses and programs, as well as in those curricular matters that involve the use of technology to a significant degree

9.8.4.2 provide advice relative to grant proposals that are dependent on the use of technology

9.8.4.3 provide input into the development of position descriptions for faculty and staff whose primary responsibilities lie in the area of technology

9.8.4.4. make recommendations regarding the development of new and/or innovative technology-related curricula, programs and activities, as well as to encourage the improvement of technology-related curricula and programs already in place

9.8.4.5 provide advice relative to maintenance of the College website

9.8.4.6 make recommendations regarding programs for faculty and staff development

9.8.4.7 provide advice relative to technology-related collaborative opportunities between the College and other campus units

9.8.4.8 serve as a liaison on matters of technology to curriculum committees in each of the College's academic units

9.8.4.9 provide input into the long range planning process for sustaining technology support in the College

9.8.4.10 provide advice, as appropriate, to other campus units and personnel on matters of technology in the arts

9.9 Undergraduate Student Advisory Board

9.9.1 Membership

9.9.1.1 four undergraduate students from the School of Art, Art History & Design

9.9.1.2 four undergraduate students from the Glenn Korff School of Music

9.9.1.3 four undergraduate students from the Johnny Carson School of Theatre and Film

9.9.2 Rules of membership

9.9.2.1 Members must be full-time undergraduate students majoring in a College degree program.

9.9.2.2 Members are elected in accordance with the Association of Students at the University of Nebraska guidelines.

9.9.2.3 Members serve a two-year staggered term and are eligible for election to a second two-year term.

9.9.2.4 Terms begin in May.

9.9.3 Functions and responsibilities

9.9.3.1 advocate undergraduate educational quality of the College

9.9.3.2 establish and maintain a liaison of communication with undergraduate students in order to gain student opinions and concerns and to inform students of current College issues

9.9.3.3 provide opportunities for formal and informal contact for undergraduate students with the Dean and the College faculty

9.9.3.4 appoint undergraduate members to College standing committees

9.9.3.5 provide assistance to the Dean with selected College-wide programs as appropriate

9.10 Graduate Student Advisory Board

9.10.1 Membership

9.10.1.1 two graduate students from the School of Art, Art History & Design

9.10.1.2 two graduate students from the Glenn Korff School of Music (one must be a doctoral student)

9.10.1.3 two graduate students from the Johnny Carson School of Theatre and Film

9.10.2 Rules of membership

9.10.2.1 Members must be full-time graduate students majoring in a College degree program.

9.10.2.2 Members serve a two-year staggered term.

9.10.2.3 Members are appointed to the Board by the Dean, upon the recommendation of their respective unit head.

9.10.2.4 Terms begin at the start of the fall semester.

9.10.3 Functions and responsibilities

9.10.3.1 serve as a liaison between the Dean and the graduate student body in the College

9.10.3.2 represent the educational interests of the graduate student body in the College

9.10.3.3 provide opportunities for formal and informal contact for graduate students with the Dean and the College faculty

9.10.3.4 appoint graduate members to College standing committees

9.10.3.5 provide assistance to the Dean with selected graduate-level events in the College as appropriate

10. SCHOOL ADMINISTRATIVE ORGANIZATION

10.1 Director

10.1.1 Appointment

10.1.1.1 Directors are recommended for appointment by the Dean to the Executive Vice Chancellor and Chief Academic Officer.

10.1.1.2 Unit faculty must be consulted by the Dean as a part of the appointment process.

10.1.2 Review

10.1.2.1 A Director's performance is reviewed annually by the Dean, with input from faculty and staff in the Director's unit. A cumulative review is conducted after each three to five years of service. Reviews are conducted in accordance with UNL bylaw 2.3.2 ("Administrative Evaluation") on review and reappointment of academic administrative officers.

10.1.2.2 The Dean has the prerogative of reviewing the performance of directors at any time during their term of office.

10.2 Bylaws

10.2.1 Schools must adopt their own bylaws and procedures and in them attempt to denote, as specifically as possible, policies of the school concerning such issues as:

10.2.1.1 duties and responsibilities of its officers, faculty, and committees.

10.2.1.2 criteria for promotion and tenure.

10.2.1.3 conduct of school meetings.

10.2.2 Such bylaws must be in agreement with the Bylaws of the Board of Regents, the Bylaws of the University of Nebraska-Lincoln, and the Hixson-Lied College of Fine and Performing Arts Bylaws.

10.3 Graduate Committees

10.3.1 Each administrative unit authorized to offer major work leading to the Master's or Doctor's degree shall have a Graduate Committee.

10.3.2 Graduate committees must conform to the following guidelines:

10.3.2.1 They shall consist of no fewer than three Graduate Faculty Members, one of whom is designated as the committee chairperson.

10.3.2.2 Graduate Committee members and the committee chairperson are appointed by the Office of Graduate Studies, based on recommendations by the administrative unit through the chairperson of the interdepartmental area, school director, or academic Dean, as appropriate.

10.3.2.3 Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

10.3.2.4 The chairperson of the Graduate Committee has administrative duties, which may include the following responsibilities:

10.3.2.4.1 approving applicants to graduate programs,

10.3.2.4.2 coordinating graduate advising, and

10.3.2.4.3 recruitment for graduate teaching assistantships.

10.4 Other administrative entities

10.4.1 Other school officers

10.4.1.1 The director may recommend the appointment of an additional officer or officers to assist in the administration of the school, if necessary.

10.4.1.2 A chief adviser may be appointed to coordinate advising of undergraduate majors in the school. The prerogatives of such an advisor may include the portioning out of advising assignments.

10.4.2 Other committees

The school may establish other committees, standing or ad hoc, for the conduct of school affairs.

10.4.2.1 Advisory or Executive Committee (especially recommended)

10.4.2.1.1 Role of an advisory or executive committee

10.4.2.1.1.1 to assist the director in the performance of school business

10.4.2.1.1.2 to provide the director consultation that represents the beliefs and preferences of the unit's faculty

10.4.2.1.2 Governance

10.4.2.1.2.1 The committee would normally be elected by a majority of the unit’s faculty.

10.4.2.1.2.1 The committee meets at stated intervals.

10.4.2.1.2.1 The duties and responsibilities of the committee are articulated clearly in the bylaws of the academic unit.

10.4.2.2 Additional committees

Additional committees may be elected by the school or appointed by the director. Some typical school standing committees, in addition to an advisory or executive committee, are:

10.4.2.2.1 Curriculum Committee

10.4.2.2.2 Grading Appeals Committee

10.4.2.2.3 Scholarship Committee

10.4.2.2.4 Library Committee

10.4.3 Faculty meetings

10.4.3.1 A school shall have regular faculty meetings scheduled at the convenience of its members.

10.4.3.2 The term "faculty," in this context, includes all faculty who hold appointments of 0.5 FTE or greater.

10.4.3.3 Representation with voting rights from graduate and undergraduate students is permitted at the discretion of the school.

10.4.3.4 Matters to be considered at faculty meetings primarily consist of policies concerning the academic program and the general welfare of the school and the College.

10.4.3.5 A record of the agenda for each meeting should be kept, and minutes of meetings should be distributed.

10.4.4 Actions required by the College of schools

10.4.4.1 Provide the College a recommendation on reappointment for all tenure-leading faculty members and professors of practice

10.4.4.2 Provide the College recommendations for awarding tenure

In order to assure that the important process of consideration for tenure be carried out in a fair and equitable manner, each school is to have in place a systematic, well-defined procedure through which all faculty who are untenured and/or who have not reached the full professor rank are evaluated and considered as candidates for promotion and/or tenure.

10.4.4.2.1 Publicize the particulars of this procedure to its faculty

10.4.4.2.2 State clearly to faculty members at the time they are under scrutiny for tenure the outcome of the application of these procedures to their cases as part of their annual review with the director

10.4.4.3 Provide the College recommendations based on annual reviews of all tenured faculty

10.4.4.4 Set up an in-house procedure to consider student grading appeals

~~11. POLICY ON STUDENT CHEATING~~

~~11.1 Students are expected to be honest in all aspects of their academic work.~~

~~11.2 Academic judgments about a student's work (including questions of cheating) are the responsibility of the instructor. (Normally disagreements are resolved by means of a conference between the student and the instructor.)~~

~~11.3 When a student has been judged by the instructor to have cheated the student may be given a grade of an F on that assignment by the instructor and if the work in question is the final examination or some large proportion of the work for the course, the F may be given for the whole course.~~

~~11.4 If the student disputes the instructor's finding of academic dishonesty, the matter shall be referred to the UNL Judicial Officer as required by the UNL policy on Academic Dishonesty.~~

~~11.5 Appeal rights of the student~~

~~11.5.1 The instructor must inform a student of the right of appeal at the time the student is accused of cheating.~~

~~11.5.2 If a student feels he or she is treated unjustly, the student may take the case to his or her school's Grading Appeals Committee.~~

~~11.5.3 The student may appeal the school committee's decision to the College Grading Appeals Committee if he or she is not satisfied.~~

12. INTERDEPARTMENTAL CURRICULUM OPTION

The College permits the development of interdepartmental programs of study impossible within the purview of any one department, school or program or through a regular major or minor. Such programs would be interdisciplinary, interdepartmental inventions that draw upon the resources and strengths of the College's academic units and that are fashioned in combinations not regularly established.

12.1 Guidelines for development

12.1.1 Programs of study are to be initiated by groups of interested faculty, and presented as a formal proposal to the Dean

12.1.2 The Dean then appoints an ad hoc planning committee to work out the particulars of a proposal

12.1.3 The proposal must gain approval of the following authorities in the order in which they are listed:

12.1.3.1 directors of all schools involved in the proposal

12.1.3.2 the Dean

12.1.3.3 the College Executive Committee

12.1.3.4 the College Curriculum Committee

12.1.3.5 the College Faculty at an open meeting

12.2 Guidelines for program supervision and review

12.2.1 The planning committee is to be appointed as an area study committee, which has responsibility for the following:

12.2.1.1 reviewing the program requirements periodically

12.2.1.2 advising students in the program

12.2.1.3 assisting with scheduling

12.2.1.4 preparing and reviewing material contained in the university catalogue

13. RELATIONSHIP OF THE COLLEGE TO THE GRADUATE COLLEGE

There is an over-arching Graduate College for the entire University of Nebraska. It encompasses graduate studies and research and creative activity in every academic unit of the university and adjudicates graduate issues of system-wide significance. Within the University of Nebraska-Lincoln, in parallel with the University Graduate College, the UNL Graduate College presides over all UNL graduate activities. Both have a Dean and a deliberative and executive faculty body. Both of these bodies bear the name Graduate Council. The greater, system-wide council is the Executive Graduate Council. The lesser of the two is the Graduate Council of the University of Nebraska-Lincoln which, acting as the agent of the graduate faculty on the Lincoln campuses, governs the graduate components of the various academic units of those campuses. The various graduate programs of the Hixson-Lied College of Fine and Performing Arts are subject to the regulations of the UNL Graduate College as articulated by the UNL Graduate Dean and the UNL Graduate Council.

13.1 In planning its graduate program each school in the Hixson-Lied College of Fine and Performing Arts is obliged to operate within the regulations of the Graduate College.

13.2 Graduate curriculum proposals

13.2.1 Courses of the College carrying graduate credit must have the approval of the UNL Graduate Council.

13.2.2 College schools must address directly the UNL Graduate Council for acceptance of new graduate courses and changes in graduate courses.

13.2.3 College schools must notify the College Curriculum Committee of their proposals involving graduate courses.

13.2.4 When graduate courses are approved by the UNL Graduate Council, notification is forwarded to the Executive Graduate Council.

13.3 UNL Policy for appointing Graduate Faculty (Effective June 9, 2003)

13.3.1 The "Graduate Member" and "Graduate Fellow" designations are replaced by one designation: "Graduate Faculty." Graduate Faculty possess all of the potential roles and responsibilities previously associated with Graduate Fellow.

13.3.2 Every current Graduate Member and Graduate Fellow is automatically granted Graduate Faculty status. This includes all current Members and Fellows, regardless of academic rank or appointment.

13.3.3 Every current and future tenure-line faculty member is automatically granted Graduate Faculty status. No application or review process of any kind is required. In the case of future hires, it is assumed that the department faculty are making a conscious decision to grant Graduate Faculty status simultaneous with the hiring decision.

13.3.4 The faculty member must be in a tenured or tenure-leading position, possess a terminal degree and hold a primary appointment in a department that houses a graduate major.

13.3.5 Faculty members who are hired "ABD" will not be granted Graduate Faculty status until the terminal degree has been awarded. When the terminal degree has been completed, the faculty member is automatically granted Graduate Faculty status without an application or review process.

13.3.6 Non-tenure-line faculty (any full- or part-time appointment that does not hold the potential for tenure) who are not automatically granted Graduate Faculty status in 13.3.2 above must apply for Graduate Faculty status.

13.3.7 Masters degree committees are now composed of at least three Graduate Faculty; doctoral committees are now composed of at least four Graduate Faculty. The Office of Graduate Studies will keep an official list of the Graduate Faculty.

14. POLICIES ON HANDLING BYLAWS

14.1 The Dean shall ensure that each member of the faculty receives a copy of the College Bylaws as well as copies of subsequent changes adopted by the membership.

14.2 Passage of a motion to change the Bylaws requires a favorable vote by two-thirds of the members of the College faculty voting.

14.3 Additional processes related to the amendment of the College Bylaws may be required by the Board of Regents Bylaws, which should be consulted in conjunction with any proposal to amend the College's Bylaws.

THE INDIVIDUAL FACULTY MEMBER

15. RIGHTS AND RESPONSIBILITIES

15.1 Obligations

Faculty members have at least three obligations to the College and University.

15.1.1 Obligation to the faculty/student relationship within and outside of the classroom

Faculty members must:

15.1.1.1 competently present the material of their disciplines.

15.1.1.2 be available to their students for additional direction and counsel.

15.1.1.3 adhere to the pedagogical responsibilities of a faculty member as stated in the Bylaws of the Board of Regents, Chapter IV, 4.1.

15.1.1.4 be informed of and comply with all policies and practices concerning student records as stated in the Student Records Policy in the University of Nebraska-Lincoln Bulletin.

15.1.2 Obligation to maintain professional competence by:

15.1.2.1 maintaining command of developments in their fields.

15.1.2.2 developing their capacities for research or creative activity in which they are professionally trained.

15.1.2.3 pursuing that research or creative discipline.

15.1.3 Obligation to render administrative service usually through participation as follows:

15.1.3.1 on committees at school, college and university levels.

15.1.3.2 in the Academic Senate.

15.1.3.3 development of new programs

15.1.3.4 professional or scholarly service outside the university, etc.

15.2 Mentors for new faculty

15.2.1 Each faculty member on joining the College shall be assigned a mentor.

15.2.2 The mission of the mentor is to help new faculty adapt to the campus setting by serving as a resource in matters concerning the Research Council and teaching grants,

reappointment files, campus traditions, and university policies and politics.

15.2.3 Appointments

15.2.3.1 Mentors shall be appointed by the Dean in consultation with the directors of the new faculty members.

15.2.3.2 Mentors shall be chosen from the College.

15.2.3.3 Mentor appointments normally shall be for one year, but longer terms are possible.

15.2.4 Meetings

15.2.4.1 The Dean shall arrange one occasion in the fall term for mentors and new faculty to come together.

15.2.4.2 Otherwise, meetings are at the discretion of the newcomer and mentor.

15.3 Procedures in advising

15.3.1 Advisers are assigned by school coordinators.

15.3.2 Advisers generally have two responsibilities:

15.3.2.1 Counseling during the early registration period during which the faculty member seeks to help students identify courses that best correspond to their individual interests and satisfy requirements in their major and other fields.

15.3.2.2 A more general advising role in which the faculty member discusses with the student his or her academic interests, talents, and personal goals.

16. FACULTY EVALUATION

16.1 Evaluation Entities and General Procedures

16.1.1 Criteria, policies, and practices with regard to promotion and tenure differ among schools in the College. It is the responsibility of the school to develop specific criteria applicable to the faculty within that unit, and to disseminate those criteria to all faculty in that unit when they are hired or when any changes are made in the criteria. The following outlines the procedures common to all units within the College.

16.1.2 At the school level, the staffing evaluations of different classifications of faculty are made by the following entities.

16.1.2.1 Staffing decisions concerning non-tenure-leading faculty are made by the directors. This authority pertains to routine temporary and part-time appointments but not necessarily to special appointments such as those of

visiting experts.

16.1.2.2 Recommendations regarding reappointment and/or promotion of tenure-leading faculty and professors of practice are made by the faculty of the reviewed person's school, who rank higher than the faculty member under review.

16.1.2.3 Recommendations regarding tenure are voted on only by tenured faculty members in a school.

16.1.3 For reappointment decisions of tenure-leading faculty, the following represents the reporting and recommendation process.

16.1.3.1 Eligible voting faculty make a recommendation to the director.

16.1.3.2 The director makes an independent assessment and recommendation to the Dean.

16.1.3.3 The Dean, upon review of the recommendations in 16.1.2.1 and 16.1.2.2 (above) makes the decision on reappointment.

16.1.4 For tenure and/or promotion decisions of tenure leading faculty and for promotion decisions of professors of practice, the following represents the reporting and recommendation process.

16.1.4.1 Eligible voting faculty review the materials, make a recommendation, and forward the file to the director.

16.1.4.2 The director makes an independent assessment and recommendation.

16.1.4.3 The faculty recommendation, the director recommendation, and the file are forwarded to the Dean and the College Executive Committee.

16.1.4.4 The College Executive Committee reviews the file and makes a recommendation to the Dean.

16.1.4.5 The Dean makes an independent assessment and recommendation.

16.1.4.6 The faculty member's file, including the recommendation from the eligible voting faculty, the director, the College Executive Committee, and the Dean, is forwarded to the Executive Vice Chancellor and Chief Academic Officer (EVC).

16.1.4.7 The EVC makes a recommendation to the Chancellor.

16.1.5 At every step in the process, the faculty member must be given copies of all recommendations. The candidate may request reasons for adverse recommendations or request reconsideration of the decision by the group or individual not recommending promotion or tenure. Results of such requests should be provided to the candidate in writing. No negative recommendation shall be forwarded until the reconsideration is complete. The department or college shall establish time lines for the candidate to request either a statement of reasons or reconsideration of a decision. If the candidate requests a statement of reasons or requests reconsideration of a decision within these time lines, such request shall be granted as expeditiously as possible. Departments and colleges must schedule the review process so that any reconsideration shall be completed in time to meet established submission deadlines to the next level of consideration. The purpose of the statement of reasons is to give an unsuccessful candidate an opportunity to prepare a rebuttal argument.

16.2 Guidelines Concerning the Clarity of Recommendations and the Recording of Votes and Recommendations

16.2.1 Clarity of recommendations

Because some reviewers of the material are unlikely to be closely acquainted with the disciplines of the individuals being considered or the particular expertise of the person whose promotion or tenure is being proposed (reviewers such as the College Executive Committee, the Executive Vice Chancellor and Chief Academic Officer, and the Chancellor), the school must take great care to:

16.2.1.1 accompany all recommendations for promotion and/or tenure with documentary support materials that are presented in a clear and readily understood format.

16.2.1.2 be explicit about the factors upon which recommendations are based.

16.2.2 Vote information

Recommendations submitted to the Dean and the College Executive Committee must include:

16.2.2.1 the vote count of the eligible voting members of the school, recording all positive votes, negative votes, and/or abstentions.

16.2.2.2 an indication of the reasons for negative as well as positive votes, if there is a significant number of negative votes.

16.2.3 Minority opinion

Members of the voting faculty body who differ from the majority may submit in writing to the Dean and the College Executive Committee the reasons for their dissent, provided a copy is given to the individual being considered for his/her response.

16.3 Criteria For Evaluation

16.3.1 Introduction

Over the course of their careers, faculty will be evaluated for the purposes of reappointment, annual performance evaluations, promotion in rank, the granting of tenure, and post-tenure review. The process of evaluation will consider each of the following three areas: teaching, research/creative activity, and service (including community outreach and administration), with consideration given to the specific apportionment of duties.

Assessment is made first at the department level and is determined both as appropriate to the discipline, and appropriate to this point in the faculty member's career. Specific criteria for evaluating faculty performance are determined by the faculty in the individual departments. However, all assessment at the University is part of a process of review at several levels with built in checks and balances, and assessments or recommendations, made at all levels -- from the faculty body or promotion and tenure committee, to the director, to the College Executive Committee, to the Dean, to the Executive Vice Chancellor and Chief Academic Officer, and to the

Chancellor. The purpose of the review at the college level (and the vice-chancellor level) is especially to insure that proper standards are being applied.

The foundational documents for evaluation procedures of faculty are the Bylaws of the Board of Regents, in particular Chapter IV: Rights and Responsibilities of Professional Staff (http://www.nebraska.edu/board/board_bylaws_full.html) and UNL's Guidelines for the Evaluation of Faculty (https://executivevc.unl.edu/faculty/evaluation-recognition/guidelines).

16.3.2 Terminology

The following terms are to be used for all stages of the review process. This is not a grading system in the standard sense, since College expectations are high and since the faculty hiring process itself is extremely selective. It is assumed that the College will attract and keep only meritorious, hard-working faculty members, and that new hires will maintain or raise the over-all standards of teaching, research/creative activity, and service of the individual units.

It is important to note that these terms are to be applied to the evaluation procedure for the faculty member as appropriate at that point in his or her academic career, and based on apportionment of duties.

16.3.2.1 Exceptional Performance

Denotes exceptionally high performance or recognition, in one or more areas, at or near the top of his or her field nationally or internationally, that likely would not be duplicated every year.

16.3.2.2 Exceeds Expectations

Denotes superior performance or recognition, in one or more areas, exceeding the high expectations of the department and the college that likely could be repeated in successive years.

16.3.2.3 Meets Expectations

Denotes performance, in all areas, at a level of excellence demonstrating that a faculty member is living up to the promise shown at the time he or she was hired. Thus, “meets expectations” tends to be the normal, typical, most frequent description of faculty performance.

16.3.2.4 Needs Improvement

Denotes performance, in one or more areas, that is questionable and is not consistently meeting the high standards of the college.

16.3.2.5 Unacceptable

Denotes poor performance or neglect, in one or more areas.

16.3.3 Scope of evaluation

It is assumed that faculty will document yearly activity in the areas of teaching, research/creative achievement and service. Some projects take more than a calendar year to complete. In fact, it is

expected that post-tenure faculty may engage in more adventurous and expansive projects that may take several years to bear fruit. The annual evaluation, therefore, must look not only at the specific tangible achievements for that calendar year but consider progress on larger projects and the faculty member's articulated plan for on-going and anticipated future activity in all areas in which duties have been apportioned. Evaluations for promotion and tenure will consider the entire academic career of the candidate to that point.

16.3.4 Criteria for tenure and for promotion to specific ranks

16.3.4.1 Tenure

The College expects faculty members to be productive over their entire careers in the three important areas of teaching, research/creative activity, and service. The College sees the interdependence of these three as fundamental and expects achievement in these three areas to carry national or international significance, as appropriate. A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate the likelihood of continuation after an award of tenure.

In order to attain tenure, faculty performance in the areas of teaching, research/creative activity and service must meet the requirements of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. However, achievement in all areas must at least meet expectations at the time of tenure. (see 16.3.2.3)

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria, the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding the granting of tenure.

16.3.4.2 Promotion to specific ranks for tenure-leading faculty

In order to attain promotion, faculty performance in the areas of teaching, research/creative activity and service must meet the expectations of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. In respect to the terminology for evaluation, at the time of promotion to associate or full professor, achievement in all areas must, at the very least, "meet expectations."

16.3.4.2.1 Assistant Professor

Appointment to the rank of assistant professor signifies that a faculty member is well qualified to launch upon a full-fledged academic career. Qualifications include completion of a terminal degree or equivalent experience in the practice of the discipline. Unless the letter of appointment designates one as holding a Special Appointment pursuant to Regents Bylaws 4.4.1, assistant professors will be on both promotion and tenure tracks. In the period between appointment as an assistant professor and

promotion to associate professor, terms expressed in the letter of offer, in the position description, and in the annual evaluations provide guidance regarding professional development to the faculty member and to peers and administrators charged with judging progress toward promotion.

16.3.4.2.2 Associate Professor

To attain the rank of associate professor, the candidate should be an accomplished teacher, where teaching is an assigned responsibility, have a significant record of scholarly/creative work in keeping with the individual's job responsibilities, and have a significant record of service. Time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years. Earlier promotion is quite unusual and implies that a candidate has accomplished in the shorter time period what normally would be expected in the longer one.

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria (particularly involving the probability of continued achievement and the attainment of national or international recognition), the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding granting of tenure.

Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers.

16.3.4.2.3 Professor

The rank of professor is the highest academic rank in the University. The rank of professor is reserved for those faculty members whose achievements in research/creative activity (including pedagogy) are sufficient to merit recognition as distinguished authorities in their field and who hold the professional respect of their colleagues in their discipline. Usually, the candidates have been awarded tenure. Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers. Ordinarily, it is highly unusual for faculty to move from associate professor to professor in less than seven years.

To attain the rank of professor, most phases of the candidate's work must evince a level of sustained accomplishment. Such accomplishment is of the sort that would merit national recognition in appropriate arenas. That does not mean that the subject of the work must be of national character or scope. The subject may well be regional or local, but the importance of the work should be sufficient to merit significant recognition.

Peers and administrators evaluating a candidate for professor should review documentation of the entire academic career to date. That record will include outside evaluations. The record of a successful candidate for professor must show evidence of sustained excellence over an extended period of time. A recommendation for promotion should be made only if the faculty member's attainment is not only of sufficient significance, but also indicates the likelihood of continuation after promotion to this rank.

16.3.4.3 Promotion to specific ranks for professors of practice

In order to attain promotion, faculty performance in the areas of teaching and service must meet the expectations of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. In respect to the terminology for evaluation, at the time of promotion to associate or full professor of practice, achievement in both areas must, at the very least, "meet expectations."

16.3.4.3.1 Assistant Professor of Practice

Appointment to the rank of assistant professor of practice signifies that a faculty member holds the appropriate terminal degree and has demonstrated success in academic or professional instruction.

16.3.4.3.2 Associate Professor of Practice

To attain the rank of associate professor of practice, the candidate must hold the appropriate terminal degree, achieved success in academic or professional instruction, and contributed to advancing learning in the field. The candidate must have demonstrated excellence in academic or professional instruction, evidenced e.g. by student evaluations, portfolio, peer review, and student learning outcomes. The candidate must provide evidence of leadership in instructional activity that has had significant impact on the department, college, or University.

16.3.4.3.3 Professor of Practice

The rank of professor of practice is reserved for those faculty members who meet a very high performance standard. In addition to the requirements for associate professor of practice, the minimum expectation is for national visibility for the candidate's instructional activities and/or practice, achievable through, e.g. leadership in professional organizations, instructional methods and/or materials disseminated nationally, and grant funding for instructional activities/innovation.

Peers and administrators evaluating a candidate for professor of practice should review documentation of the entire academic career to date. That record will include outside evaluations.

16.3.5 Criteria for triggering post-tenure review

If a tenured faculty member receives an “unacceptable” evaluation for two consecutive years in the category of teaching or the category of research/creative activity, the unit administrator will initiate the post-tenure review process.

16.4 Record Keeping For Faculty Activities and Achievements

16.4.1 Records concerning each faculty member are maintained in files kept by the individual faculty member, the faculty member's school, and the College.

16.4.2 Faculty inform their directors of their activities and achievements in the form of materials that will become the basis for the annual evaluation related to merit salary adjustments, and also for evaluations concerned with reappointment and progress toward tenure, promotion, the awarding of Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.

16.4.3 Information about individual faculty activities and achievements is conveyed in three bodies of documentation that the faculty member provides. They are:

16.4.3.1 The Cumulative Faculty Record

16.4.3.1.1 This record is initiated by the faculty member upon commencing employment at the university in order to provide a continuous record of the faculty member's activities, accomplishments, and honors.

16.4.3.1.2 This record is updated and submitted yearly as part of the annual review of faculty for determining merit salary adjustments.

16.4.3.1.3 The Cumulative Faculty Record and its updates are kept on file by the College in the Dean's Office. Copies are also to be kept on file by the school in the director's office, and by the individual faculty member.

16.4.3.2 The annual faculty evaluation file

16.4.3.2.1 This file, maintained by the individual faculty member, is submitted yearly as part of the annual review of faculty for determining merit salary adjustments, and contains, in addition to a copy of the Cumulative Faculty Record, additional materials deemed relevant by the individual academic unit to its faculty member’s remuneration and status.

16.4.3.3 The faculty career achievement file

16.4.3.3.1 The materials assembled in the annual evaluation file, including all student evaluations, shall be preserved by the faculty member and shall cumulatively form the core of the faculty career achievement file, which is the documentation provided by the faculty member for evaluations concerning reappointment, progress toward tenure, promotion, awarding Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.

16.4.3.3.2 Faculty members shall have access to all material submitted for their evaluation (except for confidential letters of evaluation when the right to

review has been specifically waived by the faculty member) and the opportunity to respond in writing.

16.4.3.4 The college file and the school file

16.4.3.4.1 The College file

16.4.3.4.1.1 The College shall maintain a file on each faculty member consisting of the yearly Cumulative Faculty Record and any additional relevant materials.

16.4.3.4.1.2 Faculty members have a right to see and respond to the contents of their College file, except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.2 The school file

16.4.3.4.2.1 The school shall maintain a file or files on each faculty member consisting of the initial letters of offer and acceptance, memoranda of reappointment, promotion, tenure, copies of the yearly Cumulative Faculty Record and Performance Evaluation Summary, the Personnel Action Form and Personal Data Form, similar personnel documents, and any additional relevant materials.

16.4.3.4.2.2 Faculty members have a right to see and respond to the contents of their school file(s), except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.3 Faculty members may petition their director or dean to have material removed from their school or college file.

16.5 Reappointment, Promotion and Tenure Files

16.5.1 Faculty members are required to create a record of accomplishment for the purposes of reappointment, tenure and promotion.

16.5.2 Reappointment files are prepared by tenure-leading faculty during each of their specific-term (probationary) appointments and by professors of practice and research professors in the penultimate year of their contract. They are primarily constituted from the materials that document achievement in the areas of teaching, research/creative activity, service, and outreach. The files are cumulative and must contain the appropriate documentation and executive reviews from all years leading to tenure and promotion decisions. The reappointment process is separate from that of tenure and promotion; however, untenured faculty members and professors of practice should be advised of the University's tenure and promotion documentation requirements when assembling their materials for reappointment.

16.5.3 Candidates for tenure and promotion must provide materials in accordance with the Documentation Request form that emanates from the office of the Executive Vice Chancellor and Chief Academic Officer. Although the request includes items within the following general

categories, candidates must refer to the current Documentation Request form for the specific requirements and to specific guidelines described in their respective school governance documents.

16.5.3.1 Professional summary and employment history.

16.5.3.2 Evidence of and analysis of the quality and significance of quality and effectiveness of teaching.

16.5.3.3 Evidence of and analysis of the quality and significance of scholarly, professional, and creative activity, including awards, prizes and other noteworthy recognition. (Tenure-leading faculty only.)

16.5.3.4 Evidence of and analysis of the quality and significance of professional and institutional service, outreach activities, and related recognitions.

16.6 Rights of Access and Contribution To Materials Used In Personnel Evaluations

16.6.1 Anyone (including the candidate) with relevant information for inclusion into the file may proffer that information at any level of consideration to the person responsible for conducting the review. That person shall determine, after consultation with the candidate, whether to include the material.

16.6.2 The rights of access and written response are guaranteed by Sections 2.9.8 of the UNL Bylaws and 4.6 of the Bylaws of the University of Nebraska Board of Regents, which states that "Faculty members shall have access to all material submitted for their evaluation and the opportunity to respond in writing." The exception is material from external peer reviewers for which the faculty member has waived review rights.

16.6.3 Faculty members being evaluated shall have the right of access to all material used to assist in any evaluations of their professional performance, with certain exceptions as noted below.

16.6.3.1 Consequently, all evaluation material must be made available for the inspection of the person being evaluated.

16.6.3.2 The right of access shall embrace not only factual documentation but also interpretive commentary, solicited or unsolicited, coming from any source, unless the faculty member has waived access (see 16.6.12 below).

16.6.3.3 The primary repository of evaluation material and therefore the most notable body of data to which the access right applies is the faculty member's evaluation file. This file is compiled by schools to assist the various evaluating bodies to form annual performance evaluations and recommendations as to promotion, tenure, reappointment, non-reappointment, termination, or merit salary increase.

16.6.3.4 The faculty member under evaluation shall be notified of the identities of contributors of commentary, with certain exceptions as noted below.

16.6.4 The person being evaluated must be notified of the identities of persons or groups to whom material used in evaluation is made available.

16.6.5 If separate evaluative commentary is solicited or received from individuals not through a "regular, normal process," the interpretations of this document do apply.

16.6.6 Anonymity

16.6.6.1 Anonymous contributions shall neither be solicited nor consulted in any evaluation or review.

16.6.6.2 The general prohibition against anonymity in evaluation materials shall not apply to evaluatory compilations that, though possibly including individual statements that are anonymous, emerge from groups known as a whole to the person being evaluated. Such groups include the following two instances:

16.6.6.2.1 student evaluations of faculty teaching performance, when they are collected through a regular, normal process either required or facilitated by a unit of UNL; and

16.6.6.2.2 evaluation of administrative performance, when the materials are collected through a regular, normal process, particularly in meeting the requirements of the UNL Bylaws, Section 2.3.2.1.

16.6.7 Rights to append written responses

16.6.7.1 Opportunity must be provided to allow the person under review to attach written responses to evaluative material not exempted by waiver.

16.6.7.2 Access to material must be granted for an interval of time reasonably sufficient to allow for the composition of written responses, before the file becomes available to persons or groups charged to evaluate and/or recommend.

16.6.8 These rules are not intended to limit oral discussion in a meeting of a group charged to conduct a review and produce a recommendation, provided that:

16.6.8.1 the discussion is based preponderantly upon materials already accumulated in the file.

16.6.8.2 new material of such a substantive nature as to adversely affect the decision shall not be introduced at any meeting unless the candidate is to be given an opportunity to respond.

16.6.9 It is the responsibility of the individual conducting the meeting to:

16.6.9.1 make necessary judgments concerning the substantives of new material.

16.6.9.2 divulge to the person being evaluated any new material offered to the evaluating group.

16.6.9.3 make sure that the person under scrutiny has opportunity to respond to new material, if necessary, by delaying the vote or decision.

16.6.10 A synopsis of discussion at such a meeting is given to the person being evaluated.

16.6.11 These rules are not intended to restrict the right of any evaluating group to vote its recommendation by secret ballot.

16.6.12 Waiver options

16.6.12.1 A person under evaluation may waive any or all rights of access to:

16.6.12.1.1 any information or materials accumulated for a review file.

16.6.12.1.2 any portions of said information or materials.

16.6.12.1.3 knowledge of the identity of any or all informants.

For example, a person under evaluation may:

16.6.12.1.3.1 waive the right to inspect written comments solicited from outside peer reviewers.

16.6.12.1.3.2 claim the right to inspect the reviews but waive the right to know the identity of the reviewers.

16.6.12.1.3.3 waive the right to know the identity of student evaluators.

16.6.12.2 Waivers shall be:

16.6.12.2.1 attached to the file.

16.6.12.2.2 written specifically, clearly indicating what portion of a document is included in the waiver.

16.6.12.2.3 executed prior to the solicitation or accumulation of material.

16.6.12.2.4 submitted voluntarily.

16.6.12.3 It is forbidden to coerce staff members into executing waivers, either directly or indirectly. Waivers must not be required, neither by request of the person or persons conducting the review nor by the establishment of unit policies or procedures that require or assume the granting of waivers.

16.6.13 Notification to contributors of rights of access

16.6.13.1 Individuals invited or required to contribute to an evaluation file must be notified, prior to handing over their material, of the rights of access and inspection and/or of any waivers of those rights that have been executed.

16.6.13.2 This right to be notified shall be granted all persons contributing material -- students, colleagues, supervisors, and committees within the university as well as peer reviewers solicited from the university.

16.6.14 Exceptions to the rule of rights of access

16.6.14.1 These regulations and the relevant Bylaws sections shall not apply in the case of a current university staff member becoming a candidate for another position within the

university. The rights of access to materials accumulated in behalf of candidacy shall be the same for all a position's candidates and shall be rendered neither more nor less restrictive for university employees than for external candidates.

16.6.14.2 Pledges of confidentiality granted by the university and duly constituted university officials prior to these interpretations of Bylaw provisions shall not be rescinded even if they violate the current interpretations. (Retroactive application of interpretations of Bylaw text would surely compel the university to violate pledges of confidentiality made in good faith. Undoubtedly, university records contain material the collection of which was accompanied by promises of confidentiality sanctioned by Bylaw interpretations previous to those of this document. The old pledges should be honored; recommendations derived according to past procedures should not be rescinded; no effort should be made to "purge" files retroactively.)

16.6.15 Resolutions of disputes about staffing recommendations shall be adjudicated individually by the appropriate supervisor, each on its own merits.

16.6.16 The provisions of Section 2.9.4 of the UNL Bylaws shall not diminish the availability of material to persons or groups legitimately charged with the responsibility to review files and to participate in consultation leading to recommendations for personnel actions.

16.7 Assessment of Teaching

The faculty believe that a variety of techniques and materials are important in the appraisal of teaching effectiveness.

16.7.1 Student evaluations

16.7.1.1 Evaluations by students shall be administered in every course of a faculty member's regular teaching load, every semester, except as indicated in 16.7.1.2. These will be used to assess the quality of the courses including the quality of a faculty member's teaching.

16.7.1.2 Evaluations of courses that do not contribute to the faculty member's teaching load credit are not required, for example, dissertation hours, continuing education courses, individual research, or individual reading courses.

16.7.1.3 While graduate students are to have the opportunity to evaluate their formal courses, each unit is allowed to modify evaluation mechanisms to take into account differences between undergraduate and graduate instructional procedures.

16.7.1.4 Each school shall be free to devise whatever evaluation form it deems appropriate, provided that the form includes questions calling for response to the following topics:

16.7.1.4.1 The instructor's handling of the class, for example:

16.7.1.4.1.1 Were the course requirements made clear?

16.7.1.4.1.2 Was the instructor in the class during the scheduled class times?

16.7.1.4.1.3 Was there an opportunity (keeping in mind class size) for questions?

16.7.1.4.1.4 Were the examinations related to topics covered in the classroom, laboratory, or studio, and in reading assignments?

16.7.1.4.1.5 Were exams, projects, and papers returned in a reasonable time?

16.7.1.4.2 The instructor's skill in communication, for example:

16.7.1.4.2.1 If the class was primarily lecture, were the lectures clear and well-organized?

16.7.1.4.2.2 If the class was primarily discussion, were the discussions focused and well-guided?

16.7.1.4.2.3 Was the instructor enthusiastic about the subject?

16.7.1.4.2.4 Was the instructor helpful in clarifying problems or difficult points?

16.7.1.4.2.5 Were answers to questions to the point and understandable?

16.7.1.4.2.6 Was the use of instructional equipment appropriate for the subject matter?

16.7.1.4.3 the student's perception of the extent of the learning experience

16.7.1.4.4 the degree to which the student feels interest and thinking have been stimulated

16.7.1.4.5 In December, 1993, the UNL Academic Senate passed the following resolution: "In departments where the Teaching & Learning Center evaluation form is not used, the Senate calls for each department to use a summative form that requests the student to indicate if the faculty member has treated students with fairness and respect or has discriminated against a group of students on irrelevant grounds, particularly groups that have traditionally been subject to discrimination and are listed in the Regents Bylaws, section 4.1.b., or in the Professional Ethics Statement adopted by the Academic Senate (adopted April 17, 1990). Language that addresses this resolution must be included in all school student evaluations surveys.

16.7.1.5 Procedure for administering pencil-and-paper student evaluations

16.7.1.5.1 The instructor or a designee shall distribute the evaluation forms during a class period.

16.7.1.5.2 The instructor or designee shall be absent from the room while students fill out the evaluations.

16.7.1.5.3 Students shall always have the option to sign or not sign the evaluation forms.

16.7.1.5.4 A volunteer from among the students in the class shall collect the completed evaluation forms and deliver them to the school office in a sealed envelope provided by the instructor.

16.7.1.5.5 The evaluations shall be provided to the instructor after final course grades have been submitted, and the instructor shall assure the students that this measure protective of their freedom of expression will be implemented.

16.7.1.6 Those interpreting the evaluations should give due consideration to the differing circumstances under which signed and unsigned evaluations were written.

16.7.1.7 Before student evaluations are given to the director or an authorized faculty committee for review, the faculty member being evaluated shall have opportunity to append any explanations or additional information he or she may want to accompany the evaluation packet.

16.7.1.8 The faculty member's response should be included with the raw data for any review.

16.7.1.9 Once the evaluations have been used for the annual evaluation of the faculty member and/or tenure and promotion procedures, those evaluations become the property of the individual faculty member.

16.7.2 External peer review of teaching

16.7.2.1 If external peer review of teaching is required by the school (see below), the director must submit materials to be evaluated which includes responses from at least three evaluators, external to the campus. This list of respondents may include people suggested by the faculty member, supplemented by other names at the discretion of the director.

16.7.2.2 External peer review of research/creative activity is required for all College faculty for tenure and promotion, but not for reappointment evaluations.

16.7.2.3 Schools in the College may require external peer review of teaching as part of that unit's criteria for promotion and/or tenure.

16.7.3 The following are examples of other categories of information that the Faculty believes to be useful for evaluating teaching:

16.7.3.1 Self-evaluation by the individual faculty member.

16.7.3.2 Evaluations of courses that are linked in discipline-specific sequences: an indication of the quality of student work in courses that follow from the courses under scrutiny.

16.7.3.3 Growth and development of student accomplishment in attaining course objectives as measured by pre- and post-testing.

16.7.3.4 Curriculum development and innovations.

16.7.3.5 Review of teaching materials, examining such issues as their ideological currency, academic soundness, relationship to course objectives, and conceptual sophistication.

16.7.3.6 Interpretation of student complaints, provided that the content and nature of any complaint be made known to the faculty member under review, that the faculty member have opportunity to respond in writing, and that the response be incorporated into his or her permanent file.

16.7.3.7 Classroom visitation

16.7.3.7.1 If a program of classroom visitation is adopted, the following safeguards must be followed:

16.7.3.7.1.1 Choice of visitors shall be from among the faculty responsible for reviewing pedagogical performance and shall not include the director.

16.7.3.7.1.2 The individual under review shall be free to invite as observers any additional members of the faculty responsible for his or her review.

16.7.3.7.1.3 The department shall present in writing to the observers and the individual under review a checklist of the attributes to be appraised.

16.7.3.7.1.4 The faculty member shall have the right to see the report(s) of the observer(s) before submission to the director and/or authorized faculty committee and to write a response that shall be attached to the report(s).

16.7.3.7.1.5 No anonymous reports will be accepted.

16.7.4 Academic freedom in relation to teaching

The boundaries that academic freedom places upon what is said in and out of the classroom are described in the Bylaws of the Board of Regents, Chapter IV, 4.2.

17. DEPARTMENTAL PROCEDURES FOR EVALUATION OF TENURE-LEADING FACULTY FOR THE PURPOSE OF REAPPOINTMENT

17.1 All tenure-leading faculty who have not been awarded tenure are reviewed during each of their specific-term (probationary) appointments for the purpose of reappointment decisions. Probationary appointments shall carry no presumption of renewal, and will terminate at the end of the stated term, according to the policies and procedures of the Bylaws of the Board of Regents, section 4.4.2.

17.2 Evaluation for reappointment is based on a reappointment file, assembled by the faculty member, according to the guidelines contained in Section 16.5 - Reappointment, Promotion and Tenure Files. For reappointment decisions of non-tenure faculty, external peer evaluation (16.7.2) is not required.

17.3 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:

17.3.1 the reappointment year of the faculty member being evaluated.

17.3.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

17.3.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.

17.3.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

17.3.5 the action recommended by the voting faculty, the options of which are reappointment or non-reappointment.

17.4 The letter from the director must include the following information:

17.4.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

17.4.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are reappointment or non-reappointment.

17.5 Rules governing the evaluative comments

17.5.1 As required by UNL Bylaws and Board of Regents' Policies, these comments are to make specific recommendations for improvement and professional development in teaching, scholarly and/or creative activity, and service that will enhance the faculty member's chances of eventually achieving tenure at the end of the probationary period.

17.5.2 Care should be taken that a positive annual review is not understood as a promise of eventual tenure. A positive evaluation should be interpreted as a prognosis merely favorable, not binding on the part of the university. It is important to recognize that sustained positive contributions are critical for the awarding of tenure.

17.5.3 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

17.6 Importance of clarity in the evaluative comments

It is vital that the evaluative comments of the eligible voting faculty and the director be clear and specific, because, in addition to their decision function, they fill two informational roles. One of those roles is to provide guidance to the faculty member being evaluated of his/her progress toward tenure and/or promotion. The other role is to provide a historical context helpful to those charged with future evaluations of the faculty member's progress from year to year. The more specific and succinct the comments, the more useful they will be both to the faculty member and to subsequent evaluators. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In

discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

17.7 As per UNL bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on reappointment.

17.8 The Dean shall make the final decision on reappointment of tenure-leading faculty.

18. DEPARTMENTAL PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSE OF GRANTING TENURE

18.1 Procedures for creating a tenure application file (See 16.4 and 16.7)

The faculty member under consideration must assemble a tenure file, in accordance with the school, College, and university timelines, containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the tenure judgment. Its contents should be as follows:

18.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)

18.1.2 data regarding the three areas by which tenure decisions are made: teaching, research/creative activity, and service

18.2 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

18.3 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion and tenure committee—to provide advice on the assembly of the tenure file to ensure that no important information has been overlooked.)

18.4 A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate likelihood of continuation.

18.5 The total period of service prior to a "continuous appointment" for a member of the faculty is described in the Bylaws of the Board of Regents, Chapter IV. 4.10. The "mandatory" evaluation for a tenure decision is the sixth year of total full-time service, as defined in the Bylaws of the Board of Regents, Section 4.10. It is possible in truly exceptional instances, for a faculty member to request consideration for the granting of tenure before the mandatory year. Through past

practice, the University has indicated the granting of early tenure will be awarded only to extraordinary faculty members who have substantially exceeded the criteria for tenure.

18.6 The following policies are procedures to be followed in any tenure evaluation:

18.6.1 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:

18.6.1.1 the reappointment year of the faculty member being evaluated.

18.6.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

18.6.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.

18.6.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.6.1.5 the action recommended by the voting faculty, the options of which are "for tenure" or "against tenure" or "abstention."

18.7 The letter from the director must include the following information:

18.7.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.7.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for tenure" or "against tenure."

18.8 Rules governing the evaluative comments

18.8.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

18.8.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include reference to student evaluations used and how they were interpreted.

18.9 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on tenure.

18.10 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

19. DEPARTMENTAL PROCEDURES FOR EVALUATION OF TENURED AND TENURE-LEADING FACULTY FOR THE PURPOSE OF PROMOTION

(Refer to 16.3.4.2 for the College criteria for promotion to specific ranks.)

19.1 Since an application for promotion may occur without application for tenure, or after tenure is granted, this section of the bylaws is included separately.

19.2 As a general guideline, it is expected that faculty will remain in each rank of assistant professor and associate professor for six years while preparing for advancement. It is possible, however, for applications for "early" promotion to be considered in truly exceptional cases. In such instances, all established criteria for promotion must be met or exceeded.

19.3 In many instances application for promotion to associate professor and application for tenure occur at the same time. In these cases, the faculty member's file is evaluated for both simultaneously, and the evaluative letters from the eligible voting faculty and the director should speak to both issues, tenure and promotion. If it is not the mandatory year for consideration of the faculty member's tenure, it is possible for the voting faculty and/or the director to recommend "for promotion" and "against tenure."

19.4 Procedures for creating a promotion application file. (see 16.4 and 16.7)

19.4.1 The faculty member under consideration must assemble a promotion file containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the judgment. Its contents should be as follows:

19.4.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)

19.4.1.2 data regarding the three areas by which promotion decisions are made: teaching, research and/or creative activity and service.

19.5 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

19.6 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion and

tenure committee – to provide advice on the assembly of the promotion file to ensure that no important information has been overlooked.)

19.7 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean).

19.7.1 The letter from the voting faculty must include the following information:

19.7.1.1 the reappointment year of the faculty member being evaluated.

19.7.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

19.7.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against" and the number of abstentions.

19.7.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

19.7.1.5 the action recommended by the voting faculty, the options of which are "for promotion" or "against promotion" or "abstention."

19.7.2 The letter from the director must include the following information:

19.7.2.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

19.7.2.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for promotion" or "against promotion."

19.7.3 Rules governing the evaluative comments

19.7.3.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

19.7.3.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

19.7.4 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on promotion.

19.7.5 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

20. DEPARTMENTAL PROCEDURES FOR EVALUATION OF PROFESSORS OF PRACTICE FOR THE PURPOSE OF REAPPOINTMENT

20.1 Professors of practice are reviewed in the penultimate year of their term for the purpose of reappointment decisions. Appointments for assistant professor of practice range from one to three years; associate professor of practice, one to four years; and professor of practice, one to five years. The appointments shall carry no presumption of renewal, and will terminate at the end of the stated term, according to the policies and procedures of the Bylaws of the Board of Regents, section 4.4.8.

20.2 Evaluation for reappointment is based on a reappointment file, assembled by the faculty member, according to the guidelines contained in Section 16.5 - Reappointment, Promotion and Tenure Files.

20.3 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean). The letter from the voting faculty must include the following information:

20.3.1 the reappointment year of the faculty member being evaluated.

20.3.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

20.3.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.

20.3.4 specific evaluative comments on the faculty member's teaching and service.

20.3.5 the action recommended by the voting faculty, the options of which are reappointment or non-reappointment.

20.4 The letter from the director must include the following information:

20.4.1 specific evaluative comments on the faculty member's teaching and service.

20.4.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are reappointment or non-reappointment.

20.5 Rules governing the evaluative comments

20.5.1 As required by UNL Bylaws and Board of Regents' Policies, these comments are to make specific recommendations for improvement and professional development in teaching and service that will enhance the faculty member's chances of eventually achieving tenure at the end of the probationary period.

20.5.2 Care should be taken that a positive annual review is not understood as a promise of reappointment. A positive evaluation should be interpreted as a prognosis merely favorable, not binding on the part of the university.

20.5.3 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

20.6 Importance of clarity in the evaluative comments

It is vital that the evaluative comments of the eligible voting faculty and the director be clear and specific, because, in addition to their decision function, they fill two informational roles. One of those roles is to provide guidance to the faculty member being evaluated of his/her progress toward promotion. The other role is to provide a historical context helpful to those charged with future evaluations of the faculty member's progress from year to year. The more specific and succinct the comments, the more useful they will be both to the faculty member and to subsequent evaluators. The evaluations should be specific in their discussions so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

20.7 As per UNL bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on reappointment.

20.8 The Dean shall make the final decision on reappointment.

21. DEPARTMENTAL PROCEDURES FOR EVALUATION OF PROFESSORS OF PRACTICE FOR THE PURPOSE OF PROMOTION

(Refer to 16.3.4.3 for the College criteria for promotion to specific ranks.)

21.1 As a general guideline, it is expected that faculty will remain in each rank of assistant professor of practice and associate professor of practice for six years while preparing for advancement. It is possible, however, for applications for "early" promotion to be considered in truly exceptional cases. In such instances, all established criteria for promotion must be met or exceeded.

21.2 Procedures for creating a promotion application file. (see 16.4 and 16.7)

21.2.1 The faculty member under consideration must assemble a promotion file containing the data on which the evaluation is to be based, so that it may be studied by those charged

with making the judgment. Its contents should be as follows:

21.2.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)

21.2.1.2 data regarding the two areas by which promotion decisions are made: teaching and service.

21.3 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

21.4 Directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the director -- or chairperson of a promotion committee – to provide advice on the assembly of the promotion file to ensure that no important information has been overlooked.)

21.5 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty in the school. The director will send copies of two separate and independent letters of evaluation and recommendation to the faculty member (a summary of the evaluation meeting from the voting faculty to the director and a recommendation from the director to the Dean).

21.5.1 The letter from the voting faculty must include the following information:

21.5.1.1 the reappointment year of the faculty member being evaluated.

21.5.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

21.5.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against" and the number of abstentions.

21.5.1.4 specific evaluative comments on the faculty member's teaching and service.

21.5.1.5 the action recommended by the voting faculty, the options of which are "for promotion" or "against promotion" or "abstention."

21.5.2 The letter from the director must include the following information:

21.5.2.1 specific evaluative comments on the faculty member's teaching and service.

21.5.2.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for promotion" or "against promotion."

21.5.3 Rules governing the evaluative comments

21.5.3.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

21.5.3.2 The evaluative comments of the eligible voting faculty and the director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

21.5.4 As per UNL Bylaws, the director must make every attempt to secure votes from all faculty eligible to vote on promotion.

21.5.5 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

22. COLLEGE AND EXECUTIVE COMMITTEE PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSES OF REAPPOINTMENT, PROMOTION, AND GRANTING TENURE

22.1 Reappointment

After reappointment reviews are completed and recommendations are formulated by both the eligible voting faculty and the director, those recommendations are forwarded to the College office. After receiving the recommendations of the voting faculty and the director, and a copy of the faculty member's current Curriculum Vitae, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean's recommendation is forwarded to the Executive Vice Chancellor and Chief Academic Officer. A copy of the recommendation must be provided to the faculty member and the director.

22.2 Promotion/Tenure

After promotion and/or tenure reviews are completed and recommendations are formulated by both the eligible voting faculty and the director, those recommendations are forwarded, along with the candidate's tenure and/or promotion file, to the College office.

22.3 When the file and the recommendations are received in the Dean's office, both the Dean and the members of the College Executive Committee will be notified and the initial examination of all materials will be completed on an individual basis.

22.4 The College Executive Committee then meets as a whole to discuss the faculty member's application, the supporting materials, and the letters from the school faculty and the director. Unless additional information is requested, the Committee formulates a letter of recommendation, with detailed reasons for their recommendation, and submits it to the Dean, to be transmitted to the Executive Vice Chancellor and Chief Academic Officer, with the applicant's file. Except as noted in section 22.5, below, each of the nine members on the College Executive Committee has

one vote.

22.5 When a promotion or tenure recommendation is being considered, the College Executive Committee members from the candidate's home school shall:

22.5.1 not vote.

22.5.2 withdraw from the meeting room so that their presence not be construed as inhibiting free discussion.

22.6 The College Executive Committee expects to concur with the school recommendations unless there are strong reasons not to do so. If the Committee does have questions about a promotion and/or tenure recommendation from a school or feels the evidence supporting such a recommendation is inadequate, the following steps are to be taken:

22.6.1 the director is to be given an opportunity to present additional materials that might help clarify the position taken by his/her school, prior to the final vote of the College Executive Committee. New material of such a substantive nature as to adversely affect the decision shall not be introduced unless the candidate is to be given an opportunity to respond. It is the responsibility of the individual conducting the meeting to make the necessary judgments concerning the substantive nature of any new material, to convey new information to the person being evaluated and, if necessary, to delay the vote or decisions until the person has had the opportunity to respond.

22.6.2 If the recommendation of the College Executive Committee and the school and/or the director are in opposition:

22.6.2.1 the school or chairperson may appeal for reconsideration.

22.6.2.2 the appeal may be made by the school or director, or by the faculty member under review.

22.6.2.3 The faculty member involved:

22.6.2.3.1 should be consulted by the director to seek his or her input in the appeal.

22.6.2.3.2 may join personally in the appeal.

22.6.3 If the College Executive Committee disagreement with the school remains after any subsequent review or appeal, the reasons for disagreement must be provided in writing to the director and to the individual concerned.

22.6.4 If the College Executive Committee recommends against promotion or tenure, the candidate must be informed of the ability to obtain reasons and request reconsideration as described in 16.1.5. No negative recommendation shall be forwarded until the reconsideration is complete.

22.6.5 After receiving the recommendations of the voting faculty, the director, and the College Executive Committee, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean will forward his/her recommendation and all requested file materials to the Executive Vice Chancellor and Chief Academic Officer, the candidate, the College Executive Committee, and the director. If the Dean recommends against promotion or tenure, the candidate must be informed of the ability to obtain reasons and request reconsideration as described in 16.1.5.

22.6.6 The faculty member under consideration has the right to withdraw the application for tenure and/or promotion at any step in the process, without prejudice. If it is the candidate's mandatory year for tenure consideration, withdrawal from consideration implies that the candidate will not seek tenure and his/her contract will expire at the end of the probationary period.

23. POST-TENURE REVIEW

(University of Nebraska-Lincoln Guidelines for the Evaluation of Faculty 9/30/97; amended 9/16/98)

Special Peer Review

23.1 Purpose

The special peer review process is intended to assist tenured faculty in achieving their professional goals and maximizing their Contributions to the University throughout their professional careers, to provide assurance to the public that tenured faculty are accountable for their performance, and to provide continued peer involvement in the review of tenured faculty members. (It remains the responsibility of the Executive Vice Chancellor and Chief Academic Officer and the Vice Chancellor for the Institute of Agriculture and Natural Resources, respectively, to ensure that annual reviews referred to herein are conducted in all departments in a rigorous and equitable manner.)

23.2 Applicability of review process

The special peer review process is applicable to all members of the faculty who have been on a continuous contract pursuant to Board of Regents Bylaws 4.4.3 for a period of three years or more. A faculty member shall not be subject to or eligible for a special peer review more than once every four years. A faculty member shall be reviewed in accordance with the special peer review process in either of the following circumstances:

23.2.1 A faculty member receives (after the third year of being on continuous contract):

23.2.1.1 A written annual evaluation from the unit administrator that identifies a substantial and chronic deficiency in the faculty member's performance and clearly states that if the faculty member does not make substantial, acceptable progress toward remedying the deficiency by the next annual evaluation, a post-

tenure review will be initiated; and

23.2.1.2 Notification deriving from the next annual review that the unit administrator has determined that the substantial and chronic deficiency identified in the previous evaluation has not been remedied, that a post-tenure review is appropriate, and that the dean concurs. Ordinarily, the faculty member shall be provided notification by June 30 that a review will be scheduled for the following academic year. Upon recommendation of the unit administrator and approval of the dean, a faculty member subject to post-tenure review under this section may be exempted or deferred for review if there are clearly extenuating circumstances (such as health problems) and an alternate plan for addressing the problems is adopted.

23.2.2 A faculty member requests a review in accordance with the special peer review process. The purpose of such a review would be to provide helpful evaluation and assistance to the faculty member in planning a prospective program by which the faculty member can maximize his or her contributions to the University and more fully realize his or her professional goals.

23.3 Initiating the review process

23.3.1 Whenever a special peer review is initiated, either by the faculty member or the unit administrator, the unit administrator shall first consult with the faculty member and then shall establish a schedule for the conduct of the review. Ordinarily, the review shall be scheduled for the academic year, and preferably the fall term, following notification of, or request by, the faculty member.

23.3.2 For a review initiated under 21.2.1 above, the unit administrator shall construct a special peer review file containing a clear identification and description of the deficiency or deficiencies, copies of the faculty member's last three annual reviews, such other materials as are relevant, and a document suggesting ways in which the deficiency could be removed. For a review initiated under 21.2.2 above, the unit administrator shall provide the Review Committee with a file containing copies of the faculty member's previous three annual reviews and such other materials as are relevant.

23.3.3 The faculty member shall have the opportunity to supplement the special peer review file throughout the review process by including any information the faculty member believes to be material and helpful to the Review Committee or to administrators involved in the review process. The unit administrator shall cooperate with the faculty member to provide relevant information and shall periodically notify the faculty member of additions to the file. The faculty member shall be given access to all materials in the special peer review file. If the faculty member acknowledges a deficiency in performance, he or she is encouraged to include in the file a plan to remedy the deficiency or to otherwise maximize the faculty member's achievement of professional goals and contribution to the unit's mission, with specific goals and timetables for their achievement.

23.3.4 The faculty member and the unit administrator may include in the file a response to material provided by the other.

23.3.5 The unit administrator shall provide the Review Committee with a copy of the procedures and schedule for the special peer review.

23.4 Appointing the Review Committee

23.4.1 A Review Committee shall be selected to conduct the review of the faculty member's performance. The Committee shall be composed of an appropriate group of tenured faculty from within and outside the unit who hold an academic rank at least equal to that of the faculty member to be reviewed. The Committee shall include some representation of the discipline and mission of the faculty member under review. Ordinarily the Committee should be composed of 3 individuals capable of providing a fair and unbiased assessment of the faculty member's performance.

23.4.2 Initially, the unit administrator and the faculty member shall meet and attempt to agree on the composition of the Committee, which must be approved by the dean.

23.4.3 If the unit administrator and the faculty member are unable to agree on the composition of the Committee, the Committee shall be chosen by an appropriate elected faculty committee within the unit, or, for departments with fewer than ten full-time faculty members, within the College; the composition of the Committee is subject to approval by the dean. Each unit, in its by-laws or otherwise, shall have previously designated the appropriate elected faculty committee for this purpose.

23.5 Conducting the review

23.5.1 The Review Committee shall review the file constructed for this purpose and may meet with the unit administrator and the faculty member, either together or separately. The Committee may consult other sources of information not included in the file with the approval of the unit administrator and the faculty member.

23.5.2 Evaluation by peers external to the campus is required when research productivity is an issue: evaluation by peers external to the campus may be used when teaching and/or service/extension productivity is in question. If the Review Committee determines that evaluation by external peers is required or would be useful, the Committee shall notify the unit administrator and the faculty member. Thereafter, such outside reviews shall be obtained in accordance with the same procedure utilized by the unit to obtain outside reviews for purposes of making tenure decisions.

23.5.3 In accordance with the schedule for the review established by the unit administrator, the Review Committee shall make a written report of its findings and recommendations, if any.

23.5.4 If the special peer review is conducted at the request of the unit administrator pursuant to section 21.2.1 of this procedure, the written report of the Review Committee shall be provided to the unit administrator, the faculty member's dean, and the faculty member.

23.5.5 If the special peer review is conducted at the request of the faculty member pursuant to section 21.2.2 of this procedure, the written report of the Review Committee shall be provided solely to the faculty member. The faculty member, at his or her discretion, may

keep the Report confidential, share it with the unit administrator, or share it with the unit administrator and dean. If requested by the faculty member, the unit administrator and dean shall provide a written response to the Report, indicating the extent to which he or she agrees or disagrees with the findings and recommendations of the Report and why. At the request of the faculty member, the Report and any response from administrators shall be made part of the faculty member's permanent personnel record. The faculty member, the unit administrator, and the dean shall work together to implement those recommendations on which they mutually agree. Nothing in the Report shall be used in any university evaluation without the consent of the faculty member. However, the faculty member may not attempt to utilize only a portion of the Report or any edited version of the Report in other university evaluations.

23.6 Preparing the Review Committee report

23.6.1 The purpose of the Review Committee Report is to provide an assessment of the performance of the faculty member subject to review and, where appropriate or necessary, to provide recommendations to maximize the faculty member's contributions to the unit and the University. The Review Committee Report is advisory. The Report shall include part (1) below and, as appropriate, parts (2) through (5):

(1) An assessment of the strengths and weaknesses of the faculty member's performance;

(2) Recommendations for ways, if any, in which the faculty member could enhance achievement of his or her professional goals and his or her contributions to the mission of the unit, including suggestions, where appropriate, for adjustment in the faculty member's responsibilities, goals and timetables for meeting the goals, and criteria for assessing the faculty member's achievement of enhanced performance.

(3) An evaluation of any proposed plan submitted by the unit administrator or the faculty member to remedy any deficiency in the faculty member's performance and any recommended modification to such a plan.

(4) Recommendations for ways, if any, in which the unit administrator could provide professional development support to assist the faculty member in enhancing achievement of his or her professional goals and his or her contribution to the mission of the unit.

(5) For a review initiated under 21.2.1 above, any recommendations for sanctions to be imposed upon the faculty member for performance characterized by substantial and chronic deficiency.

23.6.2 The Review Committee, if it believes that inappropriate criteria have been used to evaluate the faculty member, shall also indicate that fact in its Report.

23.6.3 For a review initiated under 21.2.1 above, the Review committee shall make one of the following findings, to be clearly stated in its Report:

23.6.3.1 The faculty member has not identified substantial and chronic deficiencies. If the Review Committee finds that the faculty member's performance does not reflect any substantial and chronic deficiency or deficiencies for the period under review, the faculty member and the unit administrator will be so informed in writing and the review is thereby completed.

23.6.3.2 The faculty member has substantial and chronic deficiencies. The Review Committee shall state and describe the deficiency or deficiencies in its Report, which shall include all the elements listed under 21.6, items (1) through (5). The Committee shall provide a copy to the faculty member and the unit administrator.

23.6.4 The unit administrator shall allow the faculty member being reviewed an opportunity to provide a written response to the Review Committee Report. Except when the review was conducted at the faculty member's request, the Report and any response from the faculty member shall be made a part of the faculty member's permanent personnel record.

23.7 Completing the review process under a finding of substantial and chronic deficiency

23.7.1 Upon receipt of a Review Committee report and the faculty member's response, if any, the unit administrator shall meet with the faculty member reviewed to consider the report and any recommendations therein. The unit administrator shall then provide the faculty member and the dean with a written appraisal of the faculty member's performance, together with all documentation pertaining to the faculty member's review, including the file constructed for the review, the Review Committee's Report, and the faculty member's written response to the review, if any. The appraisal shall include, where appropriate:

23.7.1.1 the extent to which the unit administrator accepts or rejects the findings and recommendations of the Review Committee Report and the reasons for doing so; the unit administrator may reject the Review Committee's findings only for compelling reasons, communicated in writing to the faculty member and the dean.

23.7.1.2 a plan outlining the expectations of the unit administrator as to how the faculty member can remedy any deficiency in performance or enhance the faculty member's professional goals and contribution to the unit, including specific goals and time tables for achieving such goals and the criteria to be applied in making such a determination;

23.7.1.3 the resources the unit administrator is willing and able to provide the faculty member to assist in implementing the plan;

23.7.1.4 any adjustment in assignment or responsibilities of the faculty member; and

23.7.1.5 any sanction to be imposed on the faculty member related to his or her performance. Sanctions governed by Regents Bylaws shall only be imposed following the procedure prescribed in the by-laws.

23.7.2 The dean, after review and consultation, may accept, modify, or reject the unit administrator's written appraisal and recommendations, but where the dean's appraisal

differs from that provided by the Review Committee or where the dean accepts recommendations that differ from those provided by Review Committee, the dean may modify or reject only for compelling reasons, communicated in writing. The dean's response shall be provided to the faculty member and to the unit administrator.

23.7.3 A faculty member dissatisfied with the results of the special peer review and the unit administrator's subsequent appraisal, or the dean's acceptance, modification or rejection of it, may pursue any appeal or remedy otherwise available to faculty members relating to matters that affect their employment status (21.2).

23.7.4 Progress towards achieving the goals and timetables set out in the unit administrator's plan, as approved by the dean, will be reviewed in subsequent annual reviews. If the faculty member fails to achieve the goals and timetables defined in that plan, those administrative processes defined by the Regent's Bylaws (and different from special peer review) may be initiated as appropriate. Special peer review is not a prerequisite for initiation of those other administrative processes.

23.8 Review of the special peer review

In the academic year following its fifth full year of operation, the Special Peer Review system shall be reviewed by a joint taskforce of administrators and faculty members. The taskforce shall assess the system's efficacy, fairness, and overall contribution to institutional betterment. (21.1). The standards for substantial and chronic deficiency shall be determined by the faculty in each unit and, when approved by the appropriate unit administrator, Dean and Executive Vice Chancellor, shall become part of its evaluation procedures.

Adopted August, 1993
Amended at College Faculty meeting on 12/3/93 (Changes approved by vote at meeting)
Amended at College Faculty meeting on 4/23/97 (Changes approved by mail ballot)
Amended at College Faculty meeting on 10/8/97 (Changes approved by mail ballot)
Amended at College Faculty meeting on 4/5/00 (Changes approved by vote at meeting)
Revised, 2002-2004 (Changes approved by vote at College Faculty meeting on 3/31/04)
Amended at College Faculty meeting on 4/5/06 (Change approved by unanimous vote at meeting)
Amended at College Faculty meeting on 11/2/06 (Change approved by unanimous vote at meeting)
Amended at College Faculty meeting on 4/4/07 (Change approved by vote at meeting)

BYLAWS

COLLEGE OF LAW

UNIVERSITY OF NEBRASKA – LINCOLN

Submitted to the Board of Regents, September 1992

As Approved by the Law Faculty, August 28, 1992

As Amended by the Law Faculty, May 16, 2023

1. Mission and Purpose

   The College of Law at the University Nebraska-Lincoln pursues the tripartite mission of a land grant University teaching, research, and service. The College's primary teaching mission involves the development and administration of a professional program of legal instruction leading to the J.D. degree. The College may also offer programs that are complementary to the J.D. program and may offer joint degree programs with other units of the University of Nebraska. Individual faculty and the College as a whole seek through research to better understand and to improve the law and the legal system. The College also has an obligation to serve the citizens of Nebraska by assisting the legal profession and improving the administration of justice. The College maintains a Law Library in order to support all of these missions.

2. Organization and Administration of college

   2.1. The Law College is organized as follows:

      2.1.1. The Law College Administration which consists of the Dean, any Associate and Assistant Deans, and the Director of the Law Library.

      2.1.2. The College Faculty which consists of the Law Faculty, the Clinical Law Faculty, and the Law Library Faculty.

      2.1.3. The administrative staff which consists of the office and service staff of the College.

   2.2. The College of Law is administered through a system of shared governance between the Law College Administration and the College Faculty. In developing policy and procedures and in administering the College the Law College Administration and the College Faculty may consult with students, alumni of the College, and members of the legal profession, when appropriate.

3. Law College Administration

   3.1. Dean of the College of Law

      3.1.1. The Dean is the officer primarily charged with the administration of the College. The Dean is the presiding officer of the ~~Law~~ College Faculty and the chief advisor to the Chancellor in regard to the College's welfare, and shall be in general charge, under the Chancellor, of the administrative work of the College. The Dean shall submit recommendations to the Office of the Chancellor concerning the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment, demotion, transfer, dismissal, or removal of members of the College administration, faculty and staff. All requisitions chargeable to funds apportioned to the College are subject to approval by the Dean or the Dean's designee. (See Bylaws the Board of Regents 2.9.1)

3.1.2. In preparing budgetary recommendations, or in recommending the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment, demotion, transfer, dismissal, or removal of member of the College Faculty, the Dean shall consult with the appropriate committee of the ~~Law~~ College Faculty. If the recommendation of the committee differs from the Dean's recommendation, the Dean shall so inform the Chancellor. (See Bylaws of the Board of Regents 2.9 2).

3.1.3. The Dean shall administer the College in accordance with the Bylaws of the Board of Regents, the University of Nebraska-Lincoln, and the College of Law.

3.1.4. The Dean shall administer the College in accordance with the rules and regulations of the ~~Law~~ College Faculty.

3.2. Associate and Assistant Deans shall perform such functions and assume such responsibilities as delegated to them by the Dean.

3.3. The Director of the Law Library shall administer the Law Library and perform such other functions and assume such other responsibilities as delegated by the Dean. The Director of the Law Library, in cooperation with the Committee of Law Library Faculty, may adopt rules and regulations governing the operation of the Law College Library. Such rules shall be published and generally available to interested persons.

4. College Faculty

4.1. The College Faculty shall consist of the following faculties:

4.1.1. The Law Faculty shall consist of those individuals who hold ~~faculty~~ the rank of Assistant Professor of Law, Associate Professor of Law, or Professor of Law ~~in the Law College~~. The Law Faculty includes any member of the Law College Administration who holds faculty rank in the Law Faculty.

4.1.2. The Clinical Law Faculty shall include those individuals who hold the rank of Assistant Clinical Professor of Law, Associate Clinical Professor of Law, or Clinical Professor of Law ~~in the Law College Clinics~~.

4.1.3. The Law Library Faculty shall include those individuals who hold the rank of Assistant Professor of Law Library, Associate Professor of Law Library, or Professor of Law Library ~~in the Law College Library.~~

4.2. Organization. The ~~Law~~ College Faculty shall be organized as follows:

4.2.1. The ~~Law~~ College Faculty Committee of the Whole shall consist of all members of the Law Faculty, ~~and such members of~~ the Clinical Law Faculty, and the Law Library Faculty. ~~as provided in the rules of the Law Faculty.~~

4.2.2. The Committee of Law Faculty shall consist of all members of the Law Faculty.

4.2.3. The Committee of Clinical Law Faculty shall consist of all members of the Clinical Law Faculty.

4.2.4. The Committee of Law Library Faculty shall consist of all members of the Law Library Faculty.

4.2.5. The Committee of Tenured Faculty shall consist of all members of the Law Faculty who hold a continuous appointment.

4.2.5.1. For matters relating to the promotion or tenure of members of the Clinical Law Faculty, the committee shall also include members of the Clinical Law Faculty who hold a continuous appointment.

4.2.5.2. For matters relating to the promotion or tenure of members of the Law Library Faculty or the Director of the Law Library, the committee shall also include members of the Law Library Faculty who hold a continuous appointment.

4.2.6. The Committee of Full Professors shall consist of all members of the Law Faculty who hold the rank of Professor.

4.2.6.1. For matters relating to the promotion to the rank of Professor of members of the Clinical Law Faculty, the Committee shall include members of the Clinical Law Faculty who hold the rank of Professor.

4.2.6.2. For matters relating to the promotion to the rank of Professor of members of the Law Library Faculty or the Director of the Law Library, the Committee shall include members of the Law Library Faculty who hold the rank of Professor.

4.2.7. Affiliate members of the ~~Law~~ College Faculty shall consist of members of the Law College Administration who do not hold faculty rank~~, members of the Law Library Faculty,~~ and such other persons designated by the rules of the ~~Law~~ College Faculty.

4.3. Authority

4.3.1. The ~~Law~~ College Faculty Committee of the Whole shall be the primary policy-setting body for the College. The Committee may establish rules and regulations governing all aspects of the academic programs of the College and may advise the Law College Administration on any other matter. Such rules and regulations shall be published and generally available to interested persons. Rules and regulations of the ~~Law~~ College Faculty Committee of the Whole shall take effect on their adoption unless otherwise stated. The College Faculty Committee of the Whole may establish standing and temporary committees, designate the manner of their appointment, and delegate to them such authority as it deems appropriate.

4.3.2. The College Faculty Committee of the Whole shall make recommendations to the Chancellor regarding the appointment of the Dean of the College of Law.

4.3.3. The Committee of Tenured Faculty shall make recommendations to the Chancellor with regard to the awarding of continuous appointment and the rank of Associate Professor to members of the Law Faculty, members of the Clinical Law Faculty, and members of the Law Library Faculty. Such recommendations shall be in accordance with operative rules of the Board of Regents and the University of Nebraska- Lincoln, and with the promotion and tenure policies of the Law College.

4.3.4. The Committee of Full Professors shall make recommendations to the Chancellor with regard to the awarding of the rank of Professor to members of the Law Faculty, members of the Clinical Law Faculty, and members of the Law Library Faculty. Such recommendations shall be in accordance with operative rules of the Board of Regents

and the University of Nebraska-Lincoln, and with the promotion and tenure policies of the Law College.

4.3.5. The Clinical Law Faculty shall assist in the administration of the clinical programs of the College.

4.3.6. The Law Library Faculty shall, in cooperation with the Director of the Law Library, establish the policies and assist in the administration of the Law Library.

4.3.7. Affiliate members of the ~~Law~~ College Faculty may attend meetings of the ~~Law~~ College Faculty committee of the Whole unless excluded by vote of the Committee.

4.4. Promotion and Tenure Policies

The ~~Law~~ College Faculty shall adopt Guidelines for the Evaluation of Faculty for Promotion and Continuous Appointment which shall govern the recommendation of members of the Law Faculty, the Clinical Law Faculty, and the Law Library Faculty for promotion and continuous appointment. ~~Such Guidelines shall be incorporated herein as bylaws of the College. The current Guidelines are attached hereto as Appendix A.~~

5. Student Affairs

5.1. The Nebraska Student Bar Association is recognized as the student governance agency representing law students at the College. The Association shall adopt a Constitution for governing its affairs. The Constitution shall become effective upon approval of the Dean and the Law Faculty Committee of the Whole.

5.2. Student conduct relating to the academic programs of the Law College is governed by the Law College Honor Code, as authorized by § 4.2e of the University of Nebraska-Lincoln Student Code of Conduct. The Honor Code shall be adopted by a majority vote of the students and a separate majority vote of the Law Faculty. Students enrolled in the Law College shall also be subject to those provisions of the University of Nebraska-Lincoln Student Code of conduct relating to student misconduct other than academic dishonesty. The Law College Honor Code shall be incorporated herein as bylaws of the College. The current Law College Honor Code is attached hereto as Appendix A~~B~~.

5.3. Pursuant to the Bylaws of the Board of Regents, the Law Faculty has established a procedure that permits students to appeal a decision evaluating a student's academic performance. The Grade Appeal Procedure shall be incorporated herein as a bylaw of the college. The current Grade Appeal Procedure is attached hereto as Appendix B~~C~~.

6. Amendments and Interpretation

6.1. These Bylaws may be amended from time to time by a majority vote of the Law Faculty. Such amendments shall become effective upon approval of the Board of Regents.

6.2. These Bylaws shall be interpreted to be consistent with the Bylaws of the Board of Regents, the Bylaws of the University of Nebraska-Lincoln, and the accreditation standards for law schools of the American Bar Association and the Association of American Law Schools.

7. Effective Date. These bylaws shall be ~~adopted by the Law Faculty and shall become~~ effective ~~upon their approval by the Board of Regents~~ when filed with the Corporation Secretary for report to the Board of Regents, pursuant to section 1.2 of the Board of Regents Bylaws .

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Report on Bids and Contracts

X	**Review**		**Review + Action**		**Action**		**Discussion**

X *This is a report required by Regents' policy.*

PRESENTERS: Chris J. Kabourek, Senior VP | CFO

PURPOSE & KEY POINTS
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 November 30, 2023.

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.

Contracts over $1,000,000 October 1, 2023– November 30, 2023
NU Facilities, Planning and Capital Programs (UNK, UNL, UNMC, UNO)
Business and Finance Report – Bids and Contracts

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction	UNK	Douglas A. Kristensen Rural Health Education Complex Phase II	Federal / Foundation	$63,925,000	$44,629,008	MCL Construction	CMR GMP**
Construction	UNL	Coliseum (C010) Locker Room Renovation	Campus Funds	$3,951,100	$3,951,100	Blucor Construction Group LLC	Low Bid Construction
Construction	UNL	ENREEC Feedlot Innovation Center	Campus Funds / Foundation	$6,967,000	$1,999,981	Settje Agri-Services & Engineering Inc.	CMR GMP**
Construction	UNL	Kimball Recital Hall (C091) LB384 Renovation	LB384	$12,747,461	$12,980,882	Sampson Construction Co., Inc.	Low Bid Construction
Construction	UNL	Legacy Plaza "Meadows" - CYT and NEU areas	Campus Funds	$3,566,600	$2,312,600	Blucor Construction Group LLC	Low Bid Construction
Construction	UNL	NE Public Media (A079) Studio Lighting Upgrade	Campus Funds	$1,605,630	$1,588,269	IES Commercial, Inc.	Low Bid Construction
Construction	UNL	Neihardt Center (C036/C037/C038) LB384 Renovation	LB384	$5,654,042	$1,140,018	Sampson Construction Co., Inc.	CMR GMP**
Construction	UNL	Pershing Military & Naval Science (C021) LB384 Renovation	LB384	$6,739,000	$6,739,000	BIC Construction LLC	Low Bid Construction
Construction	UNO	University Village (Multiple) Exterior Finishes	Bond Funds	$2,641,700	$1,853,731	C2 Building Company LLC	Low Bid Construction
Construction	UNMC	COD Modernization	LB384	$14,000,000	$8,627,595	Hausmann Construction	CMR GMP**
Construction	UNMC	Core	UNMC F&A	$18,000,000	$4,931,348	McCarthy Building Companies	CMR GMP**

*Approved budget amount represents the entirety of the applicable budget lines.
** GMP = Guaranteed Maximum Price; entry is a GMP amendment to a prior contract.

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Report on 2024 Auxiliary Operations Capital Improvement Projects

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' policy.*

PRESENTERS: Chris J. Kabourek, Senior Vice President and CFO
Michael Zeleny, Vice Chancellor for Business and Finance, UNL
Carol Kirchner, Vice Chancellor for Business and Finance, UNO

BACKGROUND INFORMATION

Board of Regents' Policy and Executive Memorandum No. 35 direct that at least annually, a list of projects that wish to utilize renewal and replacement funds shall be presented to the Business and Finance Committee. Spending from the renewal and replacement trust fund shall be approved by the President; and any single expenditure of $5 million or more shall be approved by the Board of Regents.

The 2024 Auxiliary Operations Capital Improvement Projects reported to the Business and Finance Committee and approved by the President are as follows:

University of Nebraska-Lincoln

SUMMARY

Department	Funding Request
Campus Recreation	1,375,000
Nebraska Unions	990,000
University Housing	7,200,850
Parking and Transit Services	1,453,200
TOTAL	11,019,050

Unit: Student Affairs

Department: Campus Recreation

Project	Location	Funding Required	Justification
External facility improvements	Fleming Fields	750,000	Lighting upgrades at Fleming Fields
Furniture, fixtures, and equipment	Campus Rec Center and Rec & Welness Center	175,000	Campus Recreation has a 4-6 year replacement cycle for our cardiovascular equipment and 8-10 year for strength equipment. Equipment will be determined by hours of use, mileage, maintenance expenses, and user feedback. A formal bid is conducted for best pricing.
Building infrastructure	Campus Rec Center	450,000	Planned and scheduled replacement of end-of-life air handler units.
Subtotal		1,375,000	

Department: Nebraska Unions

Project	Location	Funding Required	Justification
Furniture, Fixture, and Equipment	Nebraska Union, East Union, and JGMC	190,000	Scheduled replacement of FFE in Unions spaces in support of events (chairs, tables, and equipment)
Interiors and finishes	Nebraska East Union	200,000	Scheduled repair and replacement of interior and finishes at the Nebraska East Union.
External facility improvements	Nebraska Union	600,000	Scheduled maintenance on Nebraska Union Broyhill fountain and continuing upgrades to North breezeway (lighting, concrete repair/replacement, and furniture).
Subtotal		990,000	

Department: University Housing

Project	Location	Funding Required	Justification
Building Infrastructure (life safety, utilities, other)	Housing System	744,200	Scheduled repair and replacement projects (heat pumps, water softeners, fire panels,). No single project is more than $500,000.
Furniture, Fixtures, and Equipment	Housing System	2,670,000	Scheduled repair and replacement projects (custodial equipment, vehicle replacements, small appliances). Additionally, there is funding for a first phase of electronic door lock replacement of end-of-life equipment and moving to a campus standard.
General Projects/IT	Housing System	1,617,150	On-going technology and improvements throughout Housing system. (expansion of a package delivery system, office renovations and improvement, long-term planning projects evaluating feasibility and planning for 1960's buildings, and improvements of outdoor spaces). Projects that are over $500,000 will be approved through campus process and no projects will exceed $5 million.
Dining Equipment/New Projects	Dining Services	2,169,500	Scheduled repair, replacements, and refresh throughout dining locations (renovation of current spaces, new ovens, smallwares, equipment and continued enhancement of mobile ordering concepts throughout dining.) Only one project, a Union renovation, is more than $500,000 and will not exceed $5 million.
Subtotal		7,200,850	

Unit: Business and Finance

Department: Parking and Transit Services

Project	Location	Funding Required	Justification
Parking Facilities Maintenance and Repair	City and East Campuses	307,400	Maintenance and repair on surface parking lots to include asphalt patch and sealcoat, concreate slab/curb replacement, and parking lot striping.
Consultant to Design and Budget Campus Occupancy System	City and East Campuses	150,000	Engage consulting services to design a campus occupancy system for surface parking lots that aligns with our strategic goal of optimizing space utilization and improving the customer parking experience. The project scope includes design and budgeting for fixed license plate recognition technology operating in 27 parking lots on both City and East Campus covering approximately 6400 spaces.
Surface Lot Lighting Replacement	City and East Campuses	265,000	Continuation of a project to replace the 40 plus year old surface lot lights to comply with energy efficient lighting requirements. This phase includes replacement of an estimated 83 poles and 126 light fixtures in 14 surface lots.
Repairs to 14th and Avery Garage (20 Year Milestone)	City Campus	730,800	This project is to repair the items identified in the FY 2023 14th & Avery Garage condition assessment.
Subtotal		1,453,200	

University of Nebraska at Omaha

SUMMARY

Department	Funding Request
Student Housing	464,470
Student Facilities	490,000
TOTAL	954,470

Department: Student Housing

Project	Location	Funding Required	Justification
Replace Suite/Hallway Carpet and LVT - Building IV	Scott Court	192,500	Replacement of flooring in student suites and hallways/corridors due to being high foot traffic areas.
Replace Sofas and Chairs - Buildings III and IV	Scott Court	73,720	Replace sofas and chairs with more heavy duty wear resistant product. Current furniture shows considerable wear and tear.
Renovate Fitness Rooms - Buildings I and II	Scott Court	65,000	Room and equipment are out of date. Updated technology and equipment needed.
SV Clubhouse/Commons Building Renovation	Scott Village	93,750	Renovation including flooring, countertops, furniture, plumbing and lighting fixtures, window coverings, laundry room, etc.
Bedroom/Patio Door Locks	Scott Village	39,500	Replace old locks that are worn and difficult to repair/replace.
Subtotal		464,470	

Department: Student Facilities

Project	Location	Funding Required	Justification
Dining Service and Food Court Area Maintenance/Upgrades	MBSC	100,000	Equipment replacement, refrigeration upgrades and maintenance of aged equipment.
Furniture Replacement	H&K	40,000	Replace furniture in the atrium, bench storage units in all gyms and benches in the locker rooms.
Cardio Equipment/South Weight Room Upgrades	H&K	350,000	Replace cardio equipment that is getting pulled offline due to safety. Also includes new flooring, mirrors, set up, etc.
Subtotal		490,000	

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska at Kearney

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Douglas A. Kristensen, Chancellor
Jon C. Watts, Vice Chancellor for Business & Finance

PURPOSE & KEY POINTS

University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
July 1, 2023 through September 30, 2023

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2023-09/30/2023	$828,891	$5,201,794	$0	$170,884	$6,201,569
10/01/2023-12/31/2023	$ $		$0	$	$
01/01/2024 -03/31/2024	$ $		$0	$	$
04/01/2024-06/30/2024	$ $		$0	$	$
Fiscal YTD Totals	$828,891	$5,201,794	$0	$170,884	$6,201,569
2022-2023 Totals	$7,427,807	$13,634,663	$0	$1,695,767	$22,758,237
2021-2022 Totals	$7,747,857	$12,337,605	$0	$ 194,800	$20,280,262

A - Gifts of $100,000 or more are itemized on the attached pages
B - Grants of $1,000,000 or more are itemized on the attached pages

C - All bequests are itemized on the attached pages
D - Contracts of $400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER July 1, 2023 – September 30, 2023

Gifts/Bequests $100,000 and over

Donor	Purpose	Amount
Susan T. Buffet Foundation	Thompson Scholars 23-24	$691,761
	Subtotal	$691,761
	Total amount of Gifts under $100,000	$137,130
	Total Gifts for the Quarter	$828,891

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Grants $1,000,000 and over

Grantor	Grantee Department	Purpose	Amount
US Dept. of Education	Federal Pell 23-24	Student Aid	$4,182,225

	Subtotal	$4,182,225
	Total amount of all Grants under $1,000,000	$1,019,569
	Total Grants for the Quarter	$5,201,794

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Contracts $400,000 and over

Grantor	Grantee Department	Purpose	Amount
		Subtotal	$0
		Total amount of Contracts under $400,000	$170,884
		Total Contracts for the Quarter	$170,884

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska-Lincoln

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Rodney D. Bennett, Chancellor
Sherri Jones, Interim Vice Chancellor, Research & Economic Development

PURPOSE & KEY POINTS

University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
July 1, 2023, through September 30, 2023

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2023 – 09/30/2023	$327,504	$83,491,976	$0	$8,908,842	$92,728,322
10/01/2023 – 12/31/2023	$0	$0	$0	$0	$0
01/01/2024 – 03/31/2024	$0	$0	$0	$0	$0
04/01/2024 – 06/30/2024	$0	$0	$0	$0	$0
Fiscal YTD Totals	$327,504	$83,491,976	$0	$8,908,842	$92,728,322
2022-2023 Totals	$3,159,305	$309,340,116	$0	$44,513,849	$357,013,270
2021-2022 Totals	$1,514,178	$244,411,546	$0	$45,557,943	$291,483,667

A - Gifts of $100,000 or more are itemized on the attached pages
B - Grants of $1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of $400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA-LINCOLN
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER July 1, 2023 – September 30, 2023

Gifts/Bequests $100,000 and over

Donor	Purpose	Amount
Morgan, Donald	1560 Copies of "The Sutton House"	$156,000
	Subtotal	$156,000
	Total amount of Gifts under $100,000	$171,504
	Total Gifts for the Quarter	$327,504

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Grants $1,000,000 and over

Grantor	Grantee Department	Purpose	Amount
Dept of Agriculture-FS	NE State Forest Service	FY 2023 Nebraska Cooperative Forestry Assistance Program - CPG	$4,301,019
Dept of Energy	Department of Biochemistry	B5: Bigger Better Brassicaceae Biofuels and Bioproducts	$2,537,435
DHHS-Nat Inst Gen Medical Sci	Department of Chemistry	Nebraska Center for Integrated Biomolecular Communication, Phase 2	$2,319,707
Dept of Agriculture-NIFA	Department of Agricultural Economics	North Central Extension Risk Management Education Center	$2,121,750
Dept of Agriculture-FS	NE State Forest Service	Nebraska Inflation Reduction Act (IRA)	$1,875,000
Department of Energy	Department of Physics and Astronomy	Probing Nuclear and Electronic Dynamics in ultrafast Ring-Conversion Molecular Reactions	$1,540,949

Dept of Agriculture-OCE	School of Natural Resources	USDA Support of the U.S. Drought Monitor and Hub Activities for 2023-2024	$1,275,000
NSF	4-H State Office	Informal Biodiversity Education Models for Rural and Tribal Youth	$1,200,000
Dept of Transportation-FMCSA	Department of Civil and Environmental Engineering	Multi-Sensor Fusion for Proactive Commercial Motor Vehicle Safety at Work Zone	$1,126,672
NSF	School of Biological Sciences	Collaborative Proposal: EDGE CMT: Mechanistic Basis of Cricket Wing Dimorphism: Predicting Phenotype from Genotype in Complex Threshold Traits	$1,073,273
NSF-EPSCoR	Department of Civil and Environmental Engineering	Collaborative Research: RII Track-2 FEC: Supporting Rural Livelihoods in the Water-Stressed Central High Plains: Microbial Innovations for Climate-Resilient Agriculture (MICRA)	$1,051,288
Dept of Agriculture-FSA	Department of Civil and Environmental Engineering	Hydrological Outcomes of the Conservation Reserve Program in Water-Stressed Central High Plains: Microbial Innovations for Climate-Resilient Agriculture (MICRA)	$1,000,000
		Subtotal	$21,422,093
		Total amount of all Grants under $1,000,000	$62,069,883
		Total Grants for the Quarter	$83,491,976

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Contracts $400,000 and over

Grantor	Grantee Department	Purpose	Amount
DOD-Air Force	School of Natural Resources	Build a Global Composite Drought Indicator (GCDI) Hot Spot Early Warning and Information System	$1,599,943

Ne Dept Health & Human Ser	Public Policy	Behavioral Threat Assessment & Management Technical Assistance	$500,000

Subtotal	$2,099,943
Total amount of Contracts under $400,000	$6,808,899
Total Contracts for the Quarter	$8,908,842

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska Medical Center

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Jeffrey P. Gold, Chancellor
Kenneth W. Bayles, Vice Chancellor of Research

PURPOSE & KEY POINTS

University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
July 1, 2023, through September 30, 2023

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2023 – 09/30/2023 10/01/2023 – 12/31/2023 01/01/2024 – 03/31/2024 04/01/2024 – 06/30/2024	$231,403	$55,732,462	$0	$17,141,549	$73,105,414
Fiscal YTD Totals	$231,403	$55,732,462	$0	$17,141,549	$73,105,414
2022-2023 Totals	$959,969	$140,558,587	$0	$108,933,816	$250,452,372
2021-2022 Totals	$727,958	$149,100,093	$250,000	$101,817,435	$251,895,486

A - Gifts of $100,000 or more are itemized on the attached pages
B - Grants of $1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of $400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER July 1, 2023 – September 30, 2023

Gifts/Bequests $100,000 and over

Donor	Purpose	Amount
Hattie B. Munroe Foundation	Camp Munroe (Oct – Dec 2022)	$147, 920

Subtotal	$147,920
Total amount of Gifts under $100,000	$83,483
Total Gifts for the Quarter	$231,403

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Grants $1,000,000 and over

Grantor	Grantee Department	Purpose	Amount
DHHS/NIH/NCI	Eppley Inst Faculty	Fred and Pamela Buffett Cancer Center Support Grant	$2,401,911
DHHS/NIH/NINDS	Neurosurgery	Adaptive Neurostimulation to Restore Sleep in Parkinsons Disease: An Investigation of STN LFP Biomarkers In Sleep Dysregulation and Repair	$1,004,846
DHHS/NIH/NIGMS	Neurological Sciences	Great Plains IDeA-CTR - Cycle 2	$3,999,998
DHHS/NIH/NIDA	Ob/Gyn Research Lab	Strategies to define and mitigate the placental and fetal alterations caused by maternal oxycodone exposure	$2,655,006
U.S. Department of Agriculture	Obstetrics/Gynecology	Metabolic and Mitochondrial Signals During Ovulation	$1,750,000
DHHS/Office of Minority Health	COPH Health Promotion	ADVancing Ongoing Community AcTivities for Equitable Systems (ADVOCATES)	$1,015,069

DHHS/NIH/NIGMS	Biochem and Molecular Biology	Nebraska Research Network in Functional Genomics	$1,019,438
DHHS/NIH/NIGMS	Neurological Sciences	Cognitive Neuroscience of Development and Aging (CoNDA) Center	$1,204,873
DHHS/CDC/NIOSH	COPH Environ, Agri & Occ Health	NIOSH Centers for Agricultural Safety and Health - 2022 (CASH)	$1,780,983
DHHS/NIH/NIGMS	Eppley Inst Faculty	Nebraska Center for Molecular Target Discovery and Development	$2,302,500
University of California - San Diego	Pharmacology/Exp Neuroscience	Single cell determinants of brain in the context of viral persistence in SIV/cART/cocaine non-human primates	$1,147,011

Subtotal	$20,281,635
Total amount of all Grants under $1,000,000	$35,450,827
Total Grants for the Quarter	$55,732,462

****

Contracts $400,000 and over

Grantor	Grantee Department	Purpose	Amount
DHHS/CDC	COPH Epidemiology	Region VII Preparedness and Public Health Engagement Network for Outcomes and Measurement (PHENOM)	$647,278
United Healthcare, Inc.	COPH Health Services Res & Admin	UHC Redetermination project	$500,000
NE DHHS	Pediatrics Hematology/Oncology	CHRI Pediatric Cancer Research Group (State Funds)	$2,700,000
Nebraska Department of Education	MMI UCEDD	Family Care Enhancement Project Results Driven Accountability	$415,188

NE DHHS	COPH Health Promotion	DHHS CDC Workforce Development	$555,376
NE DHHS	COPH Epidemiology	DHHS 2 Epidemiologist COVID-19 Disease Surveillance Positions	$441,471
University of California - Los Angeles	COP Pharmacy Practice and Science	ACTG Protocol A5356	$572,062
Wichita State University	Obstetrics/Gynecology	The Aging Pituitary/Gonadal Axis Project 2: Role of Glycosylation in FSH Signaling in FSH Target Cells	$424,584
Emory University	COPH Environ, Agri & Occ Health	National Ebola Training and Education Center	$884,209

Subtotal	$7,140,168
Total amount of Contracts under $400,000	$10,001,381
Total Contracts for the Quarter	$17,141,549

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska Omaha

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Joanne Li, UNO Chancellor
Carol Kirchner, UNO Vice Chancellor of Business and Finance

PURPOSE & KEY POINTS

University of Nebraska Omaha
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
July 1, 2023 through September 30, 2023

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2023 – 09/30/2023	$2,370,739	$19,232,131	$0	$13,437,089	$35,039,959
10/01/2023 – 12/31/2023	$	$	$0	$	$
01/01/2024 – 03/31/2024	$	$	$0	$	$
04/01/2024 – 06/30/2024	$	$	$0	$	$
Fiscal YTD Totals	$2,370,739	$19,232,131	$0	$13,437,089	$35,039,959
2022-2023 Totals	$12,838,315	$50,734,794	$234,906	$12,757,228	$76,565,243
2021-2022 Totals	$11,745,948	$76,176,991	$0	$5,919,126	$93,822,066

A - Gifts of $100,000 or more are itemized on the attached pages
B - Grants of $1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of $400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER JULY 1, 2023 – SEPTEMBER 30, 2023

Gifts/Bequests $100,000 and over

Donor	Purpose	Amount
UNF Foundation	Sherwood Service-Learning Academy	$101,054
UNF Foundation	Final 2023 Scholarships	$454,206
	Subtotal	$555,260
	Total amount of Gifts under $100,000	$1,815,479
	Total Gifts for the Quarter	$2,370,739

****

Grants $1,000,000 and over

Grantor	Grantee Department	Purpose	Amount
Department of Education	Physics	Public Service	$2,000,000
National Institutes of Health	Biomechanics	Applied Research	$2,002,193
Department of Education	Office of Financial Aid	Student Aid	$8,674,263
	Subtotal		$12,676,456

Total amount of all Grants under $1,000,000	$6,555,675
Total Grants for the Quarter	$19,232,131

****

Contracts $400,000 and over

Grantor	Grantee Department	Purpose	Amount
Dept of Homeland Security	School of Criminology & Criminal Justice	Applied Research	$1,622,181
Dept of Homeland Security	Office of Research and Creative Activity	Applied Research	$4,600,000
NASA	College of Public Affairs & Community Service - Dean's Office	Public Service	$800,000
Dept of State	Political Science	Instruction/Training	$1,350,000
Dept of Homeland Security	Political Science	Research	$748,618
Dept of Homeland Security	Office of Research and Creative Activity	Research	$650,000
Dept of Homeland Security	Management	Research	$2,390,000

Subtotal	$12,160,799
Total amount of Contracts under $400,000	$1,276,290
Total Contracts for the Quarter	$13,437,089

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska Office of the President

☐ **Review** ☐ **Review + Action** ☐ **Action** ☐ **Discussion**

☒ *This is a report required by Regents' policy.*

PRESENTERS: Jeffrey P. Gold, Executive Vice President & Provost
David Jackson, Vice Provost

PURPOSE & KEY POINTS

University of Nebraska Office of the President
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
July 1, 2023, through September 30, 2023

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2023 – 09/30/2023	$0	$4,472,001	$0	$137,696	$4,609,697
10/01/2023 – 12/31/2023	$0	$0	$0	$0	$0
01/01/2024 – 03/31/2024	$0	$0	$0	$0	$0
04/01/2024 – 06/30/2024	$0	$0	$0	$0	$0
Fiscal YTD Totals	$0	$4,472,001	$0	$137,696	$4,609,697
2022-2023 Totals	$0	$6,011,748	$0	$3,051,959	$9,063,704
2021-2022 Totals	$0	$6,359,238	$0	$90,643	$6,449,881

A - Gifts of $100,000 or more are itemized on the attached pages
B - Grants of $1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of $400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA OFFICE OF THE PRESIDENT
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER July 1, 2023 – September 30, 2023

Gifts/Bequests $100,000 and over

Donor	Purpose	Amount
	Subtotal	$0
	Total amount of Gifts under $100,000	$0
	Total Gifts for the Quarter	$0

****

Grants $1,000,000 and over

Grantor	Grantee Department	Purpose	Amount
NSF	University of Nebraska Central Administration	RII Track – 1=Emergent Quantum Materials and Technologies (EQUATE)	$3,706,536
		Subtotal	$3,706,536
		Total amount of all Grants under $1,000,000	$765,465
		Total Grants for the Quarter	$4,472,001

****

Contracts $400,000 and over

Grantor	Grantee Department	Purpose	Amount
		Subtotal	$0
		Total amount of Contracts under $400,000	$137,696

Total Contracts for the Quarter	$137,696

University of Nebraska

SUBJECT: UNL Neihardt Center LB384 Renovation

RECOMMENDED ACTION: Approve Budget Reallocation for Neihardt Center LB384 Renovation at the University of Nebraska-Lincoln (UNL)

PREVIOUS ACTION: August 11, 2022 – BOR Approved Program Statement, Addendum XI-B-4
April 7, 2023 – BOR Approved and authorized guaranteed maximum price (GMP) contract, Addendum X-B-2

EXPLANATION: RP-6.3.6 allows for significant changes within a project, either in scope or nature of the construction to be completed, with the written approval of the President of the University. Further, any such presidential-approved changes shall be reported to the Board of Regents in writing at the next regular meeting. The University of Nebraska-Lincoln requests approval to pause construction on the Neihardt Center and reprioritize funding and project sequencing to address the University's most immediate needs. Construction will be brought to a point where it can easily resume at a future point. The exterior of the building will look essentially as it has historically looked. Unexecuted funds will be reallocated to other priority LB384 projects, some of which may require Board approval.

UNL Neihardt Center LB384 Renovation

	Current Regent Approved	*Revised Budget*
Total Project Budget:	$21,500,000	$8,000,000
Construction:	17,224,000	5,673,556
Non-Construction:	4,276,000	2,326,444

SOURCE OF FUNDS: LB384

SPONSORS: Mike Zeleny
Vice Chancellor for Business and Finance

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

RECOMMENDED:

Rodney Bennett
University of Nebraska-Lincoln

APPROVAL:

Ted Carter, President
University of Nebraska

DATE: November 20, 2023

BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance **February 9, 2024**

AGENDA ITEM: Report on acquisition of property located at 2900 West 24th Street, Kearney for UNK.

[X] **Review** [ ] **Review + Action** [ ] **Action** [ ] **Discussion**

[X] *This is a report required by Regents' policy.*

PRESENTERS: Douglas A. Kristensen, UNK Chancellor
Jon C Watts, UNK Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

The property is utilized by the University of Nebraska at Kearney (UNK) facilities operations. This property is part of an original ground lease assigned to the University. The acquisition purchases a portion of the existing ground lease.

PROJECT BUDGET $190,000

BACKGROUND INFORMATION
On October 8, 2021, the Board of Regents approved the acquisition of improvements at 2900 West 24th Street, Kearney, Nebraska for the University of Nebraska at Kearney. The improvements are located on a ground lease that is assigned to the University.

Acquisition of real property having a value between $100,000 and $250,000 shall be reported to the Board of Regents.

Lincoln, Nebraska
December 1, 2023

The Board of Regents of the University of Nebraska met on December 1, 2023, at 9:00 a.m. in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, in a publicly convened session, the same being open to the public and having been preceded by advance publicized notice, a copy of which is attached to the minutes of this meeting as Attachment 1 (page 257).

In compliance with the provisions of Neb. Rev. Stat. § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted in the first-floor lobby of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World-Herald, The Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub , and the Lincoln office of the Associated Press on November 22, 2023.

Regents present:
Timothy Clare, Chair
Paul Kenney
Elizabeth O'Connor
Rob Schafer, Vice Chair
Jim Scheer
Jack Stark
Barbara Weitz
Kathy Wilmot
Temo Molina, University of Nebraska at Kearney
Paul Pechous, University of Nebraska-Lincoln
Katie Schultis, University of Nebraska Medical Center
Hakim Lotoro, University of Nebraska at Omaha – left at 11:36 a.m.

University official present:
Walter E. Carter, President
Jeffrey P. Gold, Executive Vice President and Provost; and
Chancellor, University of Nebraska Medical Center
Philip J. Bakken, Corporation Secretary
Rodney D. Bennett, Chancellor, University of Nebraska-Lincoln
Joanne Li, Chancellor, University of Nebraska at Omaha
Douglas A. Kristensen, Chancellor, University of Nebraska at Kearney
Michael J. Boehm, Vice President for Agriculture and Natural Resources
Christopher J. Kabourek, Senior Vice President and CFO
Stacia L. Palser, Vice President and General Counsel

I. CALL TO ORDER

II. ROLL CALL

The Board convened at 9:01 a.m. Attendance is indicated above.

Chair Clare announced the location of the Open Meeting Act in the Boardroom.

III. APPROVAL OF MINUTES AND RATIFICATIONS OF ACTIONS

Motion — Moved by Pechous and seconded by Weitz to approve the minutes and ratify the actions of the meeting on November 7, 2023.

Action — Student Opinion: Voting Aye: Molina, Pechous, Schultis, and Lotoro. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.

IV. PRESENTATIONS

None

V. KUDOS

Regent Molina presented a KUDOS award to Brian Peterson, Distance Education Coordinator in the Department of Biology at the University of Nebraska at Kearney.

Regent Pechous presented a KUDOS award to Andrew Brown, Assistant Director of Community Engagement at the University of Nebraska-Lincoln.

Regent Schultis presented a KUDOS award to Erica Hansen, Lead Clinical Research Associate in the Department of Internal Medicine at the Fred and Pamela Buffett Cancer Center at the University of Nebraska Medical Center.

Regent Lotoro presented a KUDOS award to Cara Ortega, Associate Registrar at the University of Nebraska at Omaha.

VI. RESOLUTION OF RECOGNITION

Regent Clare presented the following resolution:

WHEREAS, Walter E. Carter has served as President of the University of Nebraska since January 1, 2020; and

WHEREAS, during his tenure as President, Walter E. Carter has provided outstanding leadership to the University, guiding the development of the Five-Year Strategy and more recently a Five-Point Reinvention Plan to set the University on a course for readmission into the Association of American Universities; and

WHEREAS, Walter E. Carter provided the long-term financial health and viability of the University through a historic deferred maintenance partnership with state policymakers and administrative efficiencies which addressed extremely difficult budget challenges while protecting the University's core mission areas; and

WHEREAS, Walter E. Carter has been an effective and tireless advocate for the University of Nebraska, building enduring relationships with the Governor and members of the Nebraska Legislature that have helped to maintain a stable base of state support and to secure funding for initiatives that serve all of Nebraska, including the UNK-UNMC Rural Health Education project; and

WHEREAS, Walter E. Carter made affordable access to a high quality education his highest priority, advocating for a two-year tuition freeze and increasing student financial aid, championing the *Nebraska Promise* program, and bringing the *Nebraska Career Scholarship* program to fruition; and

WHEREAS, Walter E. Carter has served as President during a period of record levels of funding for research and intellectual property in areas critical to Nebraska and the world; and

WHEREAS, Walter E. Carter has played a pivotal role in the University of Nebraska Foundation's highly successful *Only in Nebraska: A Campaign for Our University's Future,* which has raised more than $2 billion and engaged nearly 132,000 unique donors to support student access and success; faculty, academic, and clinical excellence; and transformational research and innovation.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents expresses on behalf of the University of Nebraska, along with its wide-reaching community, the deepest admiration, respect, and thanks to Walter E. Carter for his exemplary service as President of the University of Nebraska, bestows upon him the title of President Emeritus, and wishes Ted, Lynda, and their family continued success and happiness.

Resolution Adopted

There being no objection, the above resolution was approved and adopted by the general consent of the Board.

VII. HEARINGS

None

VIII. PRESIDENT'S REMARKS

President Carter shared an update on implementation of the University of Nebraska's Five-Point Plan.

IX. PUBLIC COMMENT

David Begley addressed the Board regarding UNMC leadership.

Kathie Sweet addressed the Board regarding the Montessori education program.

Mary Boden Anderson addressed the Board regarding the Montessori education program.

William Aviles addressed the Board regarding UNK budgets.

Michelle Warren addressed the Board regarding University budget cuts.

Al Koontz addressed the Board regarding UNK budget cuts.

Sarah Zuckerman addressed the Board regarding shared governance in the budget reduction process.

Lisa Gammel addressed the Board regarding the Montessori education program.

Alexander Vazansky addressed the Board regarding academic freedom and shared governance at UNL.

Harlie Shurck addressed the Board regarding the Montessori education program.

Regina Werum addressed the Board regarding budget cuts and the impact on teaching.

Patsy Koch Johns addressed the Board regarding education.

Becki Carter addressed the Board regarding the Montessori education program.

Nicole Merrill and Allison Kenney-Walker submitted written testimony on the topic of the Montessori education program.

Chair Clare declared the opportunity for public comment closed.

X. UNIVERSITY CONSENT AGENDA

Motion Moved by Wilmot and seconded by Pechous to approve all Consent items.

A. ACADEMIC AFFAIRS

X-A-1 President's Personnel Recommendations

X-A-2 Approval to award degrees and certificates for the 2023-2024 Academic Year, including 2024 Summer Sessions for the Nebraska College of Technical Agriculture (NCTA), the University of Nebraska at Kearney (UNK), the University of Nebraska-Lincoln (UNL), the University of Nebraska Medical Center (UNMC), and the University of Nebraska at Omaha (UNO).

Action Student Opinion: Voting Aye: Pechous, Lotoro, and Molina. Voting Aye: O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

Motion Moved by Scheer and seconded by Weitz to approve item XI-A-1.

XI-A-1 Approval to transition the Graduate Certificate in Medical Family Therapy jointly administered by the Department of Child, Youth, and Family Studies in the College of Education and Human Sciences at UNL and the Department of Internal Medicine in the College of Medicine at UNMC to a program solely administered by the UNL department and college.

Action Student Opinion: Voting Aye: Lotoro, Molina, and Pechous. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O'Connor. Motion carried.

B. BUSINESS AND FINANCE

University of Nebraska at Kearney

Motion	Moved by Kenney and seconded by Scheer to approve item XI-B-1
XI-B-1	Approval to name the new Sorority Life Building at UNK "Bess Furman Armstrong Hall" pursuant to Regents Policy 6.2.7(3)(c).
Action	Student Opinion: Voting Aye: Lotoro, Molina, and Pechous. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, and Schafer. Motion carried.

University of Nebraska-Lincoln

Motion	Moved by Molina and seconded by Stark to approve item XI-B-2.
XI-B-2	Approval of contract for Construction Manager at Risk (CMR) with Kiewit Building Group Inc. and the University of Nebraska for the Memorial Stadium Improvement Project.
Action	Student Opinion: Voting Aye: Molina, Pechous, and Lotoro. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, and Scheer. Motion carried.
Motion	Moved by Pechous and seconded by Weitz to approve item XI-B-3.
XI-B-3	Approval of Interlocal Cooperation Agreement with the Nebraska State Patrol for Supplemental Security and Law Enforcement at UNL Events.
Action	Student Opinion: Voting Aye: Pechous, Lotoro, and Molina. Voting Aye: Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, and Stark. Motion carried.
Motion	Moved by Kenney and seconded by Scheer to approve item XI-B-4.
XI-B-4	Acceptance of Learjet 45 gift for the University of Nebraska.
Action	Student Opinion: Voting Aye: Molina and Pechous. Abstention: Lotoro. Voting Aye: Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, Stark, and Weitz. Motion carried.
Motion	Moved by Molina and seconded by Lotoro to approve item XI-B-5.
XI-B-5	Approval of Ground Lease for Proposed USDA-ARS Buildings to be located at Nebraska Innovation Campus.
Motion	Moved by Wilmot and seconded by Schafer to postpone temporarily (lay on the table) item XI-B-5.
Action	Student Opinion: Voting Aye: Lotoro. Voting Nay: Pechous. Abstention: Molina. Voting Aye: Schafer and Wilmot. Voting Nay: Kenney, O'Connor, Scheer, Stark, Weitz, and Clare. Motion failed.
Action	Student Opinion: Voting Aye: Lotoro, Molina, Pechous, and Schultis. Voting Aye: Clare, Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, and Wilmot. Motion carried.

The Board recessed at 11:05 a.m. and reconvened the open meeting at 11:15 a.m.

University of Nebraska Medical Center

Motion — Moved by Kenney and seconded by Stark to approve item XI-B-6.

XI-B-6 — Approval of Program Statement for the Infectious Diseases Air Transport Training (IDAT) Facility at UNMC.

Action — Student Opinion: Voting Aye: Pechous, Schultis, Lotoro, and Molina. Voting Aye: O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.

University of Nebraska at Omaha

Motion — Moved by Lotoro and seconded by Stark to approve item XI-B-7.

XI-B-7 — Acceptance of gift from the Nebraska Philanthropic Trust for the Extension Facility at Baxter Arena.

Action — Student Opinion: Voting Aye: Schultis, Lotoro, Molina, and Pechous. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O'Connor. Motion carried.

University of Nebraska at Kearney and University of Nebraska Medical Center

Motion — Moved by Wilmot and seconded by Lotoro to approve item XI-B-8.

XI-B-8 — Approval to name the Rural Health Education Complex the "Douglas A. Kristensen Rural Health Education Complex" at UNK pursuant to Regents Policy 6.2.7 and to waive the restriction on naming in honor of a current University employee set forth in Regents Policy 6.2.7(4)(b).

Action — Student Opinion: Voting Aye: Lotoro, Molina, Pechous, and Schultis. Voting Aye: Scheer, Stark, Weitz, Wilmlot, Clare, Kenney, O'Connor, and Schafer. Motion carried.

C. EXECUTIVE

Motion — Moved by Wilmot and seconded by Schafer to approve item XI-C-1.

XI-C-1 — Approval of Christopher J. Kabourek as Interim President of the University of Nebraska.

Action — Student Opinion: Voting Aye: Molina, Pechous, and Lotoro. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, and Scheer. Motion carried.

Interim President-Elect Kabourek thanked the Board. President Carter offered remarks in support of Mr. Kabourek's appointment.

Motion — Moved by Scheer and seconded by Kenney to approve item XI-C-2.

XI-C-2 — Appointment of Board Chair as "Designated Representative" to Nebraska Medicine.

Action — Student Opinion: Voting Aye: Pechous and Molina. Voting Aye: Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, and Stark. Motion carried.

D. FOR INFORMATION ONLY

XI-D-1 Proposed amendments to Sections 1.3 and 1.4 of the Standing Rules relating to establishment of a Health Affairs Standing Committee were presented at this meeting for information purposes only as required by the *Bylaws*. The proposed amendments will be placed on the agenda of the Board of Regents meeting scheduled for February 9, 2024, for public hearing and consideration by the Board.

E. REPORTS

XI-E-1 Report on renaming the Master of Laws (L.L.M.) in Space, Cyber, and Telecommunications Law to the L.L.M. in Space, Cyber, and National Security Law in the College of Law at UNL.

XI-E-2 Report on renaming the Department of Pathology and Microbiology to the Department of Pathology, Microbiology, and Immunology at UNMC.

XI-E-3 Report on Fall 2023 Student Credit Hours.

XI-E-4 Accountability Measures Dashboard.

XI-E-5 Intermediate Design Review for CORE Building at UNMC.

XI-E-6 Report on Othmer-Topp Endowment Fund for fiscal year ended June 30, 2023 at UNL.

XI-E-7 Report on Bids and Contracts.

XI-E-8 Quarterly Report on Status of Capital Construction Projects.

Chair Clare accepted the reports on behalf of the Board.

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

- Personnel matters involving members of the University staff; and
- Strategy with respect to pending litigation.

Action Student Opinion: Voting Aye: Molina and Pechous. Voting Aye: Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, Stark, and Weitz. Motion carried.

Chair Clare declared that the closed session would be strictly limited to a discussion of:

- Personnel matters involving members of the University staff; and
- Strategy with respect to pending litigation.

The Board went into closed session at 11:44 a.m.

The Board reconvened the open meeting at 12:36 p.m.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Clare at 12:37 p.m.

Respectfully submitted,

_____	_____
Philip J. Bakken	Timothy F. Clare
Corporation Secretary	Chair of the Board

NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Tuesday, November 7, 2023 at 4:00 p.m. via videoconference in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

An agenda of subjects to be considered at said meeting, kept on a continually current basis is available for inspection in the Office of the Corporation Secretary of the Board of Regents at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska and at https://nebraska.edu/regents/agendas-minutes.

Members of the public wishing to address the Board during the Public Comment portion of the meeting ***in-person*** will continue to follow the provisions of Standing Rule 5.1. Members of the public wishing to address the Board during the Public Comment portion of the meeting ***via remote participation*** must contact the Corporation Secretary no less than 24 hours prior to the commencement of the meeting. Members of the public may contact the Corporation Secretary at (402) 472-3906 or corpsec@nebraska.edu. Upon receipt of such notice, the Corporation Secretary will provide instructions on remote participation in the public meeting.

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

Dated: October 31, 2023

Philip J. Bakken, Corporation Secretary
Board of Regents of the University of Nebraska

University of Nebraska System
Office of the Corporation Secretary
Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906
nebraska.edu

Lincoln, Nebraska
February 6, 2024

The Board of Regents of the University of Nebraska met via videoconference on February 6, 2024, at 7:30 a.m. in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, in a publicly convened session, the same being open to the public and having been preceded by advanced publicized notice, a copy of which is attached ot the minutes of this meeting as Attachment 1 (page 263).

Ina compliance with the provisions of Neb. Rev. Stat. § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted in the first-floor lobby of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World-Herald, The Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on January 30, 2024.

Regents present:
Timothy Clare, Chair
Paul Kenney (joined at 7:35 a.m. and left at 8:50 a.m.)
Elizabeth O'Connor
Rob Schafer, Vice Chair
Jim Scheer
Jack Stark
Barbara Weitz
Kathy Wilmot
Temo Molina, University of Nebraska at Kearney
Paul Pechous, University of Nebraska-Lincoln
Katie Schultis, University of Nebraska Medical Center

Regents absent:
Hakim Lotoro, University of Nebraska at Omaha

University official present:
Philip J. Bakken, Corporation Secretary

Others present:
Jay Lemons, Academic Search

I. CALL TO ORDER

II. ROLL CALL

The Board convened at 7:33 a.m. Attendance is indicated above.

Chair Clare announced the location of the Open Meetings Act in the Boardroom.

III. PUBLIC COMMENT

None

V. CLOSED SESSION

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

- Confidential personnel matters involving the search and selection of the President of the University of Nebraska.

Action — Student Opinion: Voting Aye: Molina, Pechous, and Schultis. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.

Chair Clare declared that the closed session would be strictly limited to a discussion of:

- Confidential personnel matters involving the search and selection of the President of the University of Nebraska.

The Committee went into closed session at 7:37 a.m.

The Committee reconvened the open meeting at 9:24 a.m.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Clare at 9:25 a.m.

Respectfully submitted,

_____	_____
Philip J. Bakken	Timothy F. Clare
Committee Secretary	Committee Chair

NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Tuesday, February 6, 2024 at 7:30 a.m. via videoconference in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

An agenda of subjects to be considered at said meeting, kept on a continually current basis is available for inspection in the Office of the Corporation Secretary of the Board of Regents at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska and at https://nebraska.edu/regents/agendas-minutes.

Members of the public wishing to address the Board during the Public Comment portion of the meeting ***in-person*** will continue to follow the provisions of Standing Rule 5.1. Members of the public wishing to address the Board during the Public Comment portion of the meeting ***via remote participation*** must contact the Corporation Secretary no less than 24 hours prior to the commencement of the meeting. Members of the public may contact the Corporation Secretary at (402) 472-3906 or corpsec@nebraska.edu. Upon receipt of such notice, the Corporation Secretary will provide instructions on remote participation in the public meeting.

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

Dated: January 30, 2024

Philip J. Bakken, Corporation Secretary
Board of Regents of the University of Nebraska

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