

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall, 3835 Holdrege Street
Lincoln, Nebraska 68583-0745
Friday, February 10, 2023
9:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON DECEMBER 2, 2022
- IV. PRESENTATIONS
 - Legislative Update:
 - *Senator John Arch, Speaker of the Legislature*
 - Feedlot Innovation Center Presentation:
 - *Michael Boehm, Vice President/Harlan Vice Chancellor, IANR, UNL*
 - *Tom Burkey, Interim Head, Department of Animal Science, UNL*
 - *Galen Erickson, Cattle Industry Professor of Animal Science, UNL*
 - Workforce and Education Demographics Presentation:
 - *Josie Schafer, Director, UNO Center for Public Affairs Research*
 - Budget Update
 - *Ted Carter, President*
 - *Chris Kabourek, Senior Vice President and CFO*
- V. KUDOS
 - Aaron Estes, University of Nebraska at Kearney*
 - Sara Haake, University of Nebraska-Lincoln*
 - Erin Obermeier Schneider, University of Nebraska Medical Center*
 - Michael Smith, University of Nebraska at Omaha*
- VI. ELECTION OF VICE CHAIR
- VII. RESOLUTIONS
- VIII. HEARINGS
- IX. PRESIDENT’S REMARKS
- X. 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.
- XI. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - 1. President’s Personnel Recommendations, Addendum XI-A-1

B. BUSINESS AND FINANCE

University of Nebraska System

1. Acceptance of the audited financial statements of the University of Nebraska and related entities, Addendum XI-B-1
2. Approve reappointment of Chris Kabourek to serve on the AkSarBen Future Trust Board of Directors, Addendum XI-B-2

XII. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approve the award of Honorary Degrees and Awards [please note: this item may be voted on after Closed Session], Addendum XII-A-1

2. Award of Regent Emeritus title to Jim Pillen, Addendum XII-A-2

University of Nebraska-Lincoln

3. Approve transition of the Bachelor of Science (BS) and Bachelor of Arts (BA) in Plant Biology within the College of Arts and Sciences to a singular Bachelor of Science (BS) offering in Plant Biology within the College of Agricultural Sciences and Natural Resources at UNL, Addendum XII-A-3

University of Nebraska Medical Center

4. Approve request to provide assistance for faculty doctoral study pursuant to Regents' Policy 4.2.2 for Ellie Miller at UNMC, Addendum XII-A-4

B. BUSINESS AND FINANCE

University of Nebraska System

1. Approve amendments to the Audit, Risk, and Compliance Committee Charter, Addendum XII-B-1

2. Approve contract with Elsevier for University-wide access to scholarly journals, Addendum, XII-B-2

3. Approve 2023-2025 Collective Bargaining Agreement with the University of Nebraska at Kearney Education Association (UNKEA), Addendum XII-B-3

University of Nebraska at Kearney

4. Approve amendment to project costs for construction of the Regional Engagement and Alumni Center at UNK, Addendum XII-B-4

University of Nebraska-Lincoln

5. Approve budget increase for Architecture Complex Renovation Phase 2 at UNL, Addendum XII-B-5

6. Approve design build contract amendments for the Feedlot Innovation Center at the UNL Eastern Nebraska Research, Extension, and Education Center, Addendum XII-B-6

7. Approve construction contract for Morrill Hall Renovation at UNL, Addendum XII-B-7

8. Approve construction contract for Pershing Military and Naval Science Building Renovation at UNL, Addendum XII-B-8

University of Nebraska Medical Center

9. Approve and authorize execution of standard Guaranteed Maximum Price (GMP) amendments for the Campus Heating Hot Water Expansion Project at UNMC, Addendum XII-B-9

10. Approve acquisition of property located at 414 South Saddle Creek Road, Omaha and entrance into the associated Use Restriction Agreement for the acquired property and Ground Lease of 4444 Farnam Street, Omaha with Metro Federal Credit Union, Addendum XII-B-10

University of Nebraska at Omaha

11. Approve international student partner contingent fee agreements, Addendum XII-B-11
12. Approve Interlocal Agreement with the Douglas County Community Mental Health Center (CMHC) for detoxification services, Addendum XII-B-12

C. FOR INFORMATION ONLY

1. Amendment to Section 1.10 of the *Bylaws of the Board of Regents* relating to Code of Ethics, Addendum XII-C-1
2. Amendments to Section 1.3 of the *Bylaws of the Board of Regents* and Standing Rule 1.2 relating to selection of the Chair and Vice Chair, Addendum XII-C-2

D. REPORTS

1. Report on expedited approval of Graduate Certificate in Conducting in the School of Music at UNO, Addendum XII-D-1
2. Report on dissolution of the Dual Degree Option for the Bachelor of Science in Information Technology Innovation at UNO and Master of Public Health at UNMC, Addendum XII-D-2
3. Report on transition of the administrative home for the joint UNO-UNL Ph.D. in Information Technology to the UNO College of Information Science and Technology (without UNL affiliation) and renaming the degree the Ph.D. in Computing and Information Science, Addendum XII-D-3
4. Report on renaming the Bachelor of Arts (BA) and Bachelor of Science (BS) in Environmental Studies to the BA and BS in Environmental and Sustainability Studies, Addendum XII-D-4
5. Quarterly Personnel Reports for Quarter 1: July, August, and September 2022, Addendum XII-D-5
6. Fall 2022 Tenure Density Report, Addendum XII-D-6
7. Report on Campus Tuition Variances, Addendum XII-D-7
8. Report on Five-Year Strategy Accountability Measures, Addendum XII-D-8
9. Report on Kiewit Hall Budget Reallocation at UNL, Addendum XII-D-9
10. Intermediate Design Report on Architecture Hall Renovation at UNL, Addendum XII-D-10
11. Intermediate Design Report on Westbrook Music Replacement at UNL, Addendum XII-D-11
12. Report on Biopreparedness Exhibit naming at UNMC, Addendum XII-D-12
13. Report on Baxter Arena area naming at UNO, Addendum XII-D-13
14. Intermediate Design Report on STEM Trail Center at UNO, Addendum XII-D-14
15. Report on Gifts, Grants, and Bequests, Addendum XII-D-15
16. Report on Bids and Contracts, Addendum XII-D-16

XIII. ADDITIONAL BUSINESS

XI. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

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

B. BUSINESS AND FINANCE

University of Nebraska System

1. Acceptance of the audited financial statements of the University of Nebraska and related entities, Addendum XI-B-1
2. Approve reappointment of Chris Kabourek to serve on the AkSarBen Future Trust Board of Directors, Addendum XI-B-2

The President's Personnel Recommendations

Meeting Date: February 10, 2022

Addendum XI-A-1

Adjustments

University of Nebraska-Lincoln

Michael Zeleny, Vice Chancellor (Special) for Business and Finance; effective 01/01/2023, \$365,000, FY, 1.00 FTE. Add title of Vice Chancellor for Business and Finance effective 01/01/2023.

Rick Bevins, Associate Vice Chancellor (Special) for Research, Professor (Continuous), Department of Psychology, and Chancellor's Professorship (Special), Psychology; effective 01/02/2023, \$191,124, FY, 1.00 FTE. Add title of Associate Vice Chancellor for Research effective 01/02/2023 and remove title of Interim Associate Vice Chancellor for Research effective 01/01/2023.

University of Nebraska Medical Center

Christopher Kratochvil, Interim Vice Chancellor (Special) for External Relations; effective 01/01/2023, \$258,000, FY, 1.00 FTE. Add title of Interim Vice Chancellor for External Relations until permanent replacement is appointed.

TO: The Board of Regents Addendum XI-B-1
Audit, Risk and Compliance Committee

MEETING DATE: February 10, 2023

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

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

PREVIOUS ACTION: February 11, 2022 - The Board of Regents accepted the audited financial statements of the University of Nebraska for the year ended June 30, 2021.

EXPLANATION: This item seeks acceptance of the following audited financial statements of the University of Nebraska and related entities for the year ended June 30, 2022:
Basic Financial Statements
University Technology Development Corporation
University of Nebraska Facilities Corporation
Nebraska Utilities Corporation

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

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

SPONSORS: Chris J. Kabourek
Senior Vice President | CFO

Walter E. Carter
President, University of Nebraska

RECOMMENDED: Elizabeth O'Connor, Chair
Audit, Risk and Compliance Committee

DATE: January 11, 2023

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

MEETING DATE: February 10, 2023


SUBJECT: AkSarBen Future Trust Membership

RECOMMENDED ACTION: Approve the reappointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2023 through December 31, 2024

PREVIOUS ACTION: February 12, 2021 – The Board of Regents approved the reappointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2021 through December 31, 2022.

January 25, 2019 – The Board of Regents approved the appointment of Chris J. Kabourek to serve on the AkSarBen Future Trust Board of Directors as the University of Nebraska appointee for a term of two years commencing January 1, 2019 through December 31, 2020

EXPLANATION: Under the Articles of Incorporation of the AkSarBen Future Trust, the President of the University of Nebraska, with approval of the Board of Regents, shall appoint one member to the AkSarBen Future Trust Board. Upon consideration by the Business Affairs Committee and Executive Committee of the Board of Regents, it is recommended that the Board approve the reappointment of Chris J. Kabourek, Senior Vice President and Chief Financial Officer, as the University member of this board for a term of two years commencing January 1, 2023 through December 31, 2024.

RECOMMENDED: 
Walter E. Carter, President
University of Nebraska

DATE: January 11, 2023

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

MEETING DATE: February 10, 2023


SUBJECT: Honorary Degrees and Awards

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

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved the current policies for awards found under Regents’ Policies 1.5.1 through 1.5.6.

EXPLANATION: None

SPONSOR: Honorary Degrees and Awards Committee

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

DATE: January 25, 2023

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

MEETING DATE: February 10, 2023

SUBJECT: Award of Regent Emeritus

RECOMMENDED ACTION: Approve the award of the title “Regent Emeritus” to Jim Pillen

PREVIOUS ACTION: None


EXPLANATION: In accordance with Regents’ Policy 1.2.6, President Carter and the Executive Committee of the Board have nominated Jim Pillen for the title of Regent Emeritus.

Pillen resigned from the Board of Regents on January 4, 2023, to become Nebraska’s 41st Governor. He represented District Three as a distinguished member of the Board for ten years. During this span, Pillen served as Board Chair once, Business and Finance Chair twice, and Audit Committee Co-Chair once. In addition, in 2019, Pillen invested substantial time chairing the Presidential Search.

Throughout his service, Pillen has demonstrated: a deep and genuine commitment to the University of Nebraska and the State of Nebraska; and made the University a more efficient and effective organization.

It is an honor to recommend our colleague Jim Pillen to receive the honorary title “Regent Emeritus.”

SPONSOR: Executive Committee
Board of Regents

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

DATE: January 25, 2023

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

MEETING DATE: February 10, 2023

SUBJECT: Transition the Bachelor of Science (BS) and Bachelor of Arts (BA) in Plant Biology within the College of Arts and Sciences to a singular BS offering in Plant Biology within the College of Agricultural Sciences and Natural Resources at UNL

RECOMMENDED ACTION: Approve transition of the Bachelor of Science (BS) and Bachelor of Arts (BA) in Plant Biology within the College of Arts and Sciences to a singular BS offering in Plant Biology within the College of Agricultural Sciences and Natural Resources at UNL

PREVIOUS ACTION: June 6, 2006 – The Board of Regents approved the creation of the Bachelor of Science (BS) and the Bachelor of Arts (BA) in Plant Biology at UNL

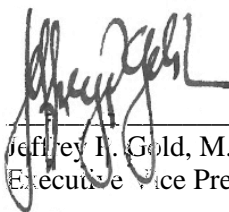
EXPLANATION: UNL offers a BA and a BS in Plant Biology in the College of Arts and Sciences (CAS) and a BS in the College of Agricultural Sciences and Natural Resources (CASNR). The CAS BA/BS has only one student (who will be allowed to complete their degree), and current CAS curricular requirements no longer allow the degree to be offered for 120 credit hours. This action will eliminate the BA and BS degrees in Plant Biology within the UNL College of Arts and Sciences. CASNR will continue to offer its BS degree in Plant Biology.

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

PROGRAM SAVINGS: None (Coursework for the degree is primarily cross listed with other majors and minors).

SPONSORS: Katherine Ankerson
Executive Vice Chancellor for Academic Affairs
University of Nebraska-Lincoln

Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

RECOMMENDED: 

Jeffrey I. Gold, M.D.
Executive Vice President and Provost

DATE: January 11, 2023



November 2, 2022

Jeff Gold, Executive Vice President & Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583

Dear EVPP Gold,

I am forwarding a proposal to eliminate the major and minor in Plant Biology within the College of Arts and Sciences due to low enrollment. This proposal does not affect the Plant Biology degree program offered in the College of Agricultural and Natural Resources. There are no anticipated budget impacts.

The proposal has the approval of the College of Arts and Sciences Dean Button, Executive Vice Chancellor Ankerson, Academic Planning Committee, and it has my approval. I am requesting you approve it as well.

Sincerely,

Ronnie D. Green, Ph.D.
Chancellor

c: Ann Tschetter, Chair, Academic Planning Committee
Katherine Ankerson, Executive Vice Chancellor
Mark Button, Dean, College of Arts and Sciences
Michael Herman, Director/Chair, School of Biological Sciences
Mike Zeleny, Associate to the Chancellor
Renee Batman, Assistant Vice Chancellor
Suzi Tamerius, Project Coordinator
Karen Griffin, Coordinator of Faculty Governance
David Jackson, Vice Provost
Kelly Dick, Administrative Associate

November 1, 2022

Chancellor Ronald Green
201 Canfield Administration
City Campus (0419)

Dear Chancellor Green:

The Academic Planning Committee (APC) considered a proposal to delete the College of Arts and Sciences Plant Biology BA BS program. The APC voted to recommend approval of the proposal via email on October 28, 2022, and I am forwarding this proposal for your consideration.

Sincerely,

Ann Tschetter

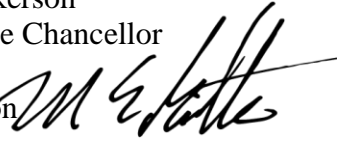
Ann Tschetter, Chair, Academic Planning Committee and Associate Professor of Practice,
History

c: Executive Vice Chancellor Katherine Ankerson
 Dean Mark Button
 Professor Michael Herman
 Associate to the Chancellor Mike Zeleny
 Assistant Vice Chancellor Renee Batman
 Project Coordinator Suzi Tamerius



Date: October 12, 2022

To: Katherine Ankerson
Executive Vice Chancellor

From: Mark E. Button 
Dean

Subject: Deletion Major and Minor in Plant Biology in the College

Please find attached a proposal to delete the Major and Minor in Plant Biology in the College of Arts and Sciences.

This major has been available to students who are degree seeking in the College of Arts and Sciences or the College of Agricultural Science and Natural Resources. Enrollment through CAS has been very low and currently there are only three students with a declared major in our college. In addition, the curricular structure no longer fits within 120 hours inside the CAS BA or BS. With curricular changes happening in CASNR with this major that do not involve CAS, it is time to delete the major from CAS. Arts and Sciences degree seeking students may still seek the minor through CASNR which offers its minors to students who are degree seeking in other colleges.

This proposal was approved in the College of Agricultural Sciences and Natural Resources prior to submission to the College of Arts and Sciences for approval. The CAS Curriculum and Advising Committee met on May 3, 2021, 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 support this proposal.



MEMORANDUM

TO: Ann Tschetter, APC Chair

FROM: Katherine S. Ankerson, Executive Vice Chancellor

DATE: October 21, 2022

SUBJECT: Delete Plant Biology undergraduate major in CAS

Attached please find a proposal to delete the undergraduate major in Plant Biology within the College of Arts and Sciences, as a Bachelor of Arts and Bachelor of Science degree due to low enrollment in that pathway. The minor in Plant Biology within the College of Arts and Sciences will also be deleted as a part of this action.

The Plant Biology program has been offered through the College of Arts and Sciences (BA/BS) and the College of Agricultural and Natural Resources (BSPB). This proposal addresses the College of Arts and Sciences program only, and does not affect the degree program offered in the College of Agricultural and Natural Resources.

The one student completing the major and the two students completing the minor through the College of Arts and Sciences will be allowed to complete the program without disruption. Both colleges have completed their due diligence and processes in order to proceed with the full support of both units.

I too support this proposal and have no concerns. There are no budgetary impacts as the curriculum continues to be offered as a part of other programs.

University of Nebraska-Lincoln

Deletion of Undergraduate Major or Degree

I. Descriptive Information

Name of Institution Proposing Deletion of Major or Degree
University of Nebraska-Lincoln
Name of Current Major or Degree
Plant Biology
Degree Currently Awarded to Graduates of the Program
BA and BS
Major or Degree is Currently Offered <i>[full program, not individual courses]</i>
<input checked="" type="checkbox"/> On-campus only <input type="checkbox"/> Distance only <input type="checkbox"/> Both (on-campus and distance)
CIP Code
26.03 Botany/Plant Biology
Subject Code
PBIO
Administrative Units for the Major or Degree
College of Arts and Sciences; Department of Agronomy and Horticulture, College of Agricultural Sciences and Natural Resources
Date Approved by the Governing Board
<i>[leave blank]</i>
Proposed Date for Deletion of Major or Degree <i>[The deletion date will include advertising, recruiting and admitting students in this major or degree]</i>
Fall 2023
Major or Degree End Date <i>[This end date will allow current students to finish the major or degree. It is suggested that for an undergraduate program this date is 5 years after students stop being accepting into the major or degree]</i>
Fall 2027

II. Details

A. Justification for Deletion of the Major or Degree

This major has been available to students through the College of Arts and Sciences (CAS) and the College of Agricultural Science and Natural Resources (CASNR). Enrollment through CAS has been very low and currently there is only one Plant Biology major in CAS. The major will continue to be offered through CASNR only. The Plant Biology curriculum has also evolved to a point where when combined with CAS's degree requirements, the program of study is no longer able to be completed within 120 credit hours.

B. Plan for Implementation of the Deletion of the Major or Degree

1. Current Students

The one existing student in the major within CAS will be allowed to complete their degree as intended. The major within CAS was discontinued effective Fall 2022, so no additional students will be accepted into the program.

2. Current Faculty and Curriculum
None. The faculty and courses contributing to the major in CASNR will remain as is. The course offerings are primarily cross-listed with other units or connected to other existing majors and minors, and will remain as is.
3. Impact on other units and programs
None.
4. Impact on Course Subject Codes
None
5. Budgetary Savings associated with the change
None
6. Budget Projections [include Table 1 and Table 2]
There is no financial impact from this deletion.
Table 1: Projected Expenses
https://ccpe.nebraska.gov/sites/ccpe.nebraska.gov/files/doc/NewProgram_Expenses_0.pdf
Table 2: Revenue Sources for Projected Expenses
https://ccpe.nebraska.gov/sites/ccpe.nebraska.gov/files/doc/NewProgram_Revenue_0.pdf

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	(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
Professional ²											0	\$0
Graduate assistants											0	\$0
Support staff											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 INSTRUCTIONAL PROGRAM

	(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 Tax Funds (community colleges)						\$0
Tuition and Fees ³	\$0	\$0	\$0	\$0	\$0	\$0
Other Funding ⁴						\$0
1						\$0
2						\$0
3						\$0
Total Revenue ⁵	\$0	\$0	\$0	\$0	\$0	\$0

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

MEETING DATE: February 10, 2023

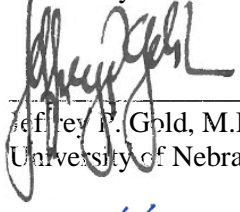
SUBJECT: Request for assistance for faculty doctoral study pursuant to Regents' Policy 4.2.2 for Ellie Miller at UNMC


RECOMMENDED ACTION: Approve request to provide assistance for faculty doctoral study pursuant to Regents' Policy 4.2.2 for Ellie Miller at UNMC

EXPLANATION: Regents' Policy 4.2.2 outlines a program to encourage faculty who do not hold doctoral degrees to undertake full-time doctoral study for up to one year with partial pay. Ms. Miller is an Instructor in the Radiography Program in the College of Allied Health Professions at UNMC and meetings the requirements of the policy. Ms. Miller has completed all the coursework toward a Ph.D., as well as passed the Comprehensive Exam in the Ph.D. program through the Medical Sciences Interdepartmental Area at UNMC. Ms. Miller requests leave time, with partial salary support, from March 20, 2023 through July 14, 2023 to facilitate completion of the remaining requirements for a Ph.D. This request has been approved by the Dean of the College of Allied Health Professions at UNMC.

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

SPONSOR: H. Dele Davies, M.D.
Senior Vice Chancellor for Academic Affairs
University of Nebraska Medical Center

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

APPROVED: 
Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023



November 30, 2022

H. Dele Davies, MD, MSc, MHCM
Senior Associate Vice Chancellor for Academic Affairs
Dean, Graduate Studies
University of Nebraska Medical Center
987810 Nebraska Medical Center
Omaha, NE 68198-7810

Dear Dr. Davies:

I am writing to request that Ms. Ellie Miller, BS, RT(R)(CT), RDMS, RVT, Instructor in the Radiography Program in the College of Allied Health Professions (CAHP) at UNMC, be provided leave through the "UNMC Faculty Assistance for Doctoral Study Program" for the period of March 20, 2023, through July 14, 2023, with part-time pay (per BOR Policy RP-4.2.2).

I have reviewed Ms. Miller's request as well as the letter of support provided by her supervisor, Ashley Balliet, and Department Chair, Lisa Bartenhagen. As noted in these letters, Ms. Miller is eligible for this assistance. Further, she has completed her coursework and has passed the comprehensive exam. Final research compilation, reporting, and final submission remains. Program faculty in the Radiography Program are available and willing to cover Ms. Miller's responsibilities during this period.

I strongly support this request, as noted above.

Thank you for your continuing support of the CAHP. If you have any questions about our request, please let me know.

Sincerely,

A handwritten signature in blue ink that reads "Kyle P. Meyer".

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

Approved:

Dele Davies

12/6/2022

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

Jeffrey P. Gold

12/6/2022

Jeffrey P. Gold, MD
Chancellor
University of Nebraska Medical Center

Enclosures (2)



November 29, 2022

Dean Kyle Meyer, PhD, MS, PT, FASAHP
College of Allied Health Professions
University of Nebraska Medical Center
984000 Nebraska Medical Center
Omaha, NE 668198-4000

Dear Dean Meyer,

Ellie Miller, Instructor within the Radiography Program has applied for UNMC's Faculty Assistance for Doctoral Study (BOR Policy, RP-4.2.2) with the request for part-time pay from March 20, 2023, through July 14, 2023. I have reviewed Ms. Miller's application and believe that she is eligible for the program based on the following:

Eligibility

The requirements state that the applicant must have held a full-time faculty appointment with the University of Nebraska for six consecutive years. In May 2015, Ms. Miller was hired on as full-time faculty when she was hired on for the position of instructor for both the Radiography and the Diagnostic Medical Sonography Programs. In May 2016, Ms. Miller's duties and responsibilities were transferred to the Radiography Program where she has since remained full-time in the role of Instructor or with a special appointment as Didactic Education Coordinator.

Benefits to the University

The requirements state that the selections must be made with due regard to the benefits to be derived by both the faculty member and the University. Ms. Miller's doctoral study in non-immersive learning will certainly benefit the University's notoriety as her research is unique within the field of Radiologic Technology Education. Ms. Miller's knowledge and expertise derived from this research has and will be applied to current and future radiographic positioning and critique courses to provide a more hands-on approach to learning very complex material regarding radiographic positioning and image critique.

Progress in the Doctoral Program

The requirements state priority will be given to those who show evidence of acceptance into a doctoral program, of coursework to be completed during the doctoral leave, and the plan for completing the degree. As stated in Ms. Miller's application, she is in the final stages of her doctoral program, with final research compilation, reporting, and final submission remaining. She passed her comprehensive examination and has obtained approval for her dissertation proposal from her committee. She has already acquired the data for the study and plans on using her doctoral leave to compile the data and begin writing her dissertation. As stated in Ms. Miller's application, she intends to complete her doctoral studies between December 2023, and May 2024.

Coverage of Duties

The requirement states that during the award period, the duties of the awardee should be deferred or covered. Ms. Miller's proposed leave from March 20, 2023-July 14, 2023, not only, is the best timing for such a leave regarding Ms. Miller's lighter Spring course load, but also, because she is to the point where she will professionally benefit the most from dedicated focus on her dissertation.

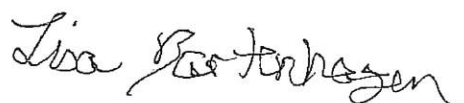
As stated above, Ms. Miller is ready to compile her data and begin composing her dissertation. This short leave will allow Ms. Miller the time to concentrate on her dissertation with the least disruption to the students. The timing of Ms. Miller's leave would cause the least disruption in the educational delivery of Radiography Program Courses and her assigned College of Allied Health Professions, Medical Terminology Course.

Radiography Program courses impacted due to Ms. Miller's proposed absence include Radiologic Technology II, which is a shared course amongst program faculty and Ms. Miller's portion of the semester's lectures would be complete prior to the start of her leave. The second program course impacted would be Radiographic Physics, an online, asynchronous course. The Program Director has prior experience teaching physics and due to a lighter workload in the Spring semester, will gladly manage the course during Ms. Miller's absence. Ms. Miller also teaches Medical Terminology for the College of Allied Health Professions in the Spring Semester. This online, asynchronous course has a very limited enrollment and would not be a burden for the Program Director to take on during Ms. Miller's absence.

Program faculty will cover or assume Ms. Miller's responsibilities including, but not limited to, Spring course delivery during the proposed dates of leave and Fall Semester room scheduling. In addition, Ms. Miller has agreed to attend any special consultations that may arise pertaining to student performance or program operations related to the didactic education program conducted during her leave. Ms. Miller will ensure all course prep for any Fall courses will be complete prior to the start of the Fall Semester.

We approve and support Ms. Miller's request for doctoral leave from March 20, 2023-July 14, 2023. Under Ms. Miller's guidance as Didactic Education Coordinator, the Radiography Program has and will continue to make course improvements to better meet the needs of our students and I believe the knowledge and expertise Ms. Miller brings to the Program in her area of doctoral study will not only be of professional benefit to her but to the Radiography Program and UNMC as an institution. We ask for full formal approval of this request through the administrative channels of the University. Thank you for your consideration of this request.

Sincerely,



Lisa Bartenhagen, MS, R.T.(R)(T) ARRT
**Associate Professor and Charles R O'Malley
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Ashley Balliet, M.Ed. R.T. (R) (M) (ARRT)
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November 11, 2022

Lisa Bartenhagen, MS, R.T.(R)(T)(ARRT)
Department Chair of Clinical, Diagnostic, and Therapeutic Sciences
Ashley Balliet, M.Ed., R.T.(R)(M)(ARRT)
Program Director, Radiography Education
College of Allied Health Professions
University of Nebraska Medical Center
984545 Nebraska Medical Center
Omaha, Ne 68198-4545

Dear Ms. Bartenhagen and Ms. Balliet,

As you are aware, I am in the final stages of my doctoral program in the Medical Sciences Interdepartmental Area, Health Practice and Medical Education Research at the University of Nebraska Medical Center (UNMC). I have obtained candidacy and my only remaining requirement is the completion of my dissertation. I would like to apply for an award through the *UNMC Faculty Assistance for Doctoral Study Program* to complete the final requirement. I am writing to seek your support.

To date, I have successfully completed all coursework, passed my comprehensive examination, received approval for my dissertation proposal from my committee, and completed my research intervention. My study's quantitative and qualitative data were collected at the end of the spring semester and I anticipate analyzing all data this coming spring semester.

Per the *UNMC Faculty Assistance for Doctoral Study Program*, I am requesting a leave of absence from my departmental responsibilities from March 20, 2023 – July 14, 2023. During this time, I intend to complete data analysis and begin writing. The completion of this degree has been both a personal and departmental goal since I began my doctoral studies in January 2019. An award for this leave would permit me to complete my degree requirements in a more timely and efficient manner. I anticipate completing all degree requirements, at the earliest December 2023, and no later than May 2024.

I have very much enjoyed my opportunities to assist in the growth and development of UNMC's Radiography Education since I began my employment in May 2015. While completion of this degree would afford me continued professional development, it will also benefit the department. I anticipate the completion of this degree will enhance the quality of my teaching, research, and service for years to come. Very few medical imaging educators hold a doctoral degree and my area of study is not presently represented by any other faculty member. Furthermore, my area of study is not represented in any published work originating within the United States.

The timing of the proposed leave is intended to cause the least disruption to Radiography Education. I plan to prepare and instruct all assigned courses up until my leave. All in-person instruction and course coordination will have been completed prior and I will leave detailed course guidance for my remaining online course instruction and grading responsibilities. My return in July will allow me to be present for the planning and delivery of incoming student orientation. Additionally, it allows me to prepare and be present for the fall semester which tends to be the busiest in the instruction and orientation of new students. Finally, I will remain available throughout my leave to consult on any instruction or administrative responsibilities that may be necessary.

I appreciate your consideration of an award through the *UNMC Faculty Assistance for Doctoral Study Program*. The receipt of such an award would be a great honor, and a very much appreciated source of support to achieve this career milestone.

Sincerely,

Ellie M. Miller, BS, RT(R)(LT), RDMS, RVT

Ellie Miller, BS, RT(R)(CT)(ARRT), RDMS, RVT

Instructor

Department of Medical Imaging and Therapeutic Sciences

College of Allied Health Professions

University of Nebraska Medical Center

2402 University Drive | Kearney, NE 68849

308.865.1103

ellie.miller@unmc.edu

TO:	The Board of Regents	Addendum XII-B-1
	Business and Finance	
MEETING DATE:	February 10, 2023	
SUBJECT:	Amendments to the Audit, Risk, and Compliance Committee Charter	
RECOMMENDED ACTION:	Approve amendments to the Audit, Risk, and Compliance Committee Charter	
PREVIOUS ACTION:	February 6, 2020 – The Board of Regents approved an amendment to the Audit, Risk, and Compliance Committee Charter	
EXPLANATION:	<p>In 2003, the Board of Regents reinstituted its Audit Committee. This action demonstrated the clear commitment of the Board to support constantly improving business practices, policies and reporting structures, bolster accountability, foster intra-University coordination and cooperation, and provide appropriate oversight for an institution with the scope and reach of the University of Nebraska. One of the first acts of the Audit Committee was to develop a charter.</p> <p>This action, if approved, amends the charter, a copy of which is attached, to allow the Vice President for Business and Finance to sign certain engagement letters, clarify the Committee’s responsibility for monitoring management’s progress and require management to provide the Committee reports from certain consulting arrangements.</p> <p>Through incorporating these changes, which are in alignment with <i>International Professional Practices Framework</i> by the IIA, the Committee will gain additional assurances in discharging its oversight role and in making the University more efficient and effective through a strengthened, independent internal audit function.</p> <p>This change in the charter comes to the Board with the recommendation and approval of the Audit, Risk, and Compliance Committee.</p>	
RECOMMENDED:	Elizabeth O’Connor, Chairperson Audit, Risk, and Compliance Committee	
DATE:	January 11, 2023	

Agenda Item 4

Review the Audit, Risk and Compliance Committee Charter

The Committee's Charter (item 23, page 5 of the Charter) requires the Committee to, "Review and reassess the adequacy of the Committee's charter, as necessary."

The Committee has opted to follow the standards promulgated by the Institute of Internal Auditors (IIA). The IIA has not recently (2017) updated the model committee charter. Our review for the Internal Audit function does not indicate a need for any changes currently.

The Chief Compliance Officer has recommended a change to Charter item 19 (see the red highlighted)

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.*

Comment/Recommendation

The Committee should refresh its understanding of any parts of the Charter that are unclear to it. Any specific issues or questions should be brought to the Committee's attention for discussion and consideration of amendment.

You will need a motion to recommend the change proposed by the Chief Compliance Officer to the full Board of Regents for their approval at the February 2023 meeting.

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

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Elsevier Contract

RECOMMENDED ACTION: Approve contract with Elsevier for University-wide access to scholarly journals

PREVIOUS ACTION: None

EXPLANATION: Elsevier is one of the largest publishers of scholarly journals in the world. Maintaining access to Elsevier's journals is crucial for faculty and students University-wide to conduct research.

The University of Nebraska Consortium of Libraries (UNCL) has negotiated a new five-year contract with Elsevier. This five-year contract has a total value of \$13,790,159 which represents over \$1.4 million in savings from the previous contract. Additional savings will be realized by governing non-contract spend with Elsevier.

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

SPONSORS: Chris J. Kabourek
Senior Vice President | CFO

RECOMMENDED:



Walter E. Carter, President
University of Nebraska

DATE: January 11, 2023

ELSEVIER SUBSCRIPTION AGREEMENT

This agreement ("Agreement") is entered into as of X January, 2023 by and between The Board of Regents of the University of Nebraska, a public body corporate, 3855 Holdrege Street, Lincoln, NE 68583, USA, for and on behalf of the University of Nebraska Consortium of Libraries (UNCL), 318 Love Library, Lincoln, NE 68588, USA (the "Subscriber"), and **Elsevier B.V.**, Radarweg 29, 1043 NX Amsterdam, The Netherlands ("Elsevier").

The parties hereto agree as follows:

SECTION 1. SUBSCRIPTION.

1.1 *Subscribed Products.*

Elsevier hereby grants to the Subscriber the non-exclusive, non-transferable right to access and use the products and services identified in Schedule 1 ("Subscribed Products") and provide the Subscribed Products to its Authorized Users (as defined herein) subject to the terms and conditions of this Agreement.

1.2 *Authorized Users/Sites.*

Authorized Users are the full-time and part-time students, faculty, staff and researchers of the Subscriber and individuals who are independent contractors or are employed by independent contractors of the Subscriber affiliated with the Subscriber's locations listed on Schedule 2 (the "Sites") and individuals using computer terminals within the library facilities at the Sites permitted by the Subscriber to access the Subscribed Products for purposes of personal research, education or other non-corporate use ("Walk-in Users").

1.3 *Authorized Uses.*

Each Authorized User may:

- access, search, browse and view the Subscribed Products;
- print, download and store a reasonable portion of individual items from the Subscribed Products for the exclusive use of such Authorized User;
- incorporate links to the Subscribed Products on the Subscriber's intranet and internet websites and in electronic course packs, reserves and course management systems and instructor websites, provided that the appearance of such links and/or statements accompanying such links will be changed as reasonably requested by Elsevier;
- provide print or electronic copies of individual items from the ScienceDirect Subscribed Products to other Authorized Users and to third-party colleagues for their scholarly or research use; and
- access, search, browse, view, print, make electronic copies and store for the exclusive use of such Authorized User or, if the Authorized User is a librarian/information specialist, for the exclusive use of another Authorized User certain journal articles and book chapters from the ScienceDirect® online service that are not subscribed to as part of the Subscribed Products, with each twenty-four (24) hour access period for a selected article or chapter, a "Transaction".

The Subscriber may:

- deliver journal articles from Subscribed Titles (as defined herein) and, if any, book chapters

from the ScienceDirect Subscribed Products to fulfill requests as part of the practice commonly known as "interlibrary loan" from non-commercial libraries located within the United States, provided that the Subscriber's staff reviews the requests and fulfills the requests in compliance with Section 108 of the U.S. Copyright Law (17 U.S.C. § 108) and the Guidelines for the Proviso of Subsection 108(g)(2) (Final Report of the National Commission on New Technological Uses of Copyrighted Works, 1978).

The Subscriber may:

- access the text and data mining service online via an API at <http://dev.elsevier.com> to continuously and automatically extract and index and/or process information from the ScienceDirect Subscribed Products to which the Subscriber separately subscribes and load and integrate the results (the "TOM Output") on the Subscriber's text-mining system for access and use by Authorized Users; and
- distribute the TOM Output externally, which may include a few lines of query-dependent text of individual full text articles or book chapters which will be up to a maximum length of 200 characters surrounding and excluding the text entity matched ("Snippets") or bibliographic metadata. Where Snippets and/or bibliographic metadata are distributed, they should be accompanied by a DOI link that points back to the individual full text article or book chapter. Where images are used the Subscriber should clear the rights for reuse with the relevant copyright owner and/or rights holder. Further the TDM Output should include a notice in the following form:

"© Some rights reserved This work permits non-commercial use, distribution, and reproduction in any medium, provided the original author and source are credited "

The Subscriber will be primarily liable for the compliance of all Authorized Users and the engaged third party vendor with this Agreement.

Text and data mining service online may be accessed by, processed, or hosted by, vendors or other third parties retained by the Subscriber only with the express written permission of Elsevier and solely for the index and/or process information purposes of the Subscriber. The independent contractor and/or vendor will not ingest the Dataset for any other reasons and will keep such extracted Data, the Snippets, the TDM Output separate and segregated from any other data, and will have no right or ability to use the extracted Data, the Snippets and the TOM Output in any other product or service offering.

Independent contractors and/or vendors must comply with the terms and conditions of this Agreement. The Subscriber will not appoint independent contractors and/or vendors which are located outside the European Union, Canada or the United States of America.

The Subscriber will exercise the same degree of care and apply the same level of security control with respect to the use of the text and data mining service online and the activities under this Agreement as with the Subscriber's own product and services.

As additional restriction in this usage grant, the Subscriber and its Authorized Users may not:

- use any robots, spiders or other automated downloading programs, algorithms or devices to search, screen-scrape, extract, or index any Elsevier web site or web application, other than the text and data mining service online via an API; nor
- utilize the TOM Output in a way that would compete with the value of the final peer review journal article or the Subscribed Products, or have the potential to compete with, to substitute

and/or replicate any other existing Elsevier products, services and/or solutions or to enhance the products or services and/or solutions of the engaged vendor.

The Subscriber may:

- (i) extract and index Affiliation Data (as defined below) from the Scopus® online service respecting published journal articles, abstracts, conference proceedings, technical reports, presentations/lectures, and other research and intellectual output as published for the Subscriber by its affiliated authors, to load in, make publicly accessible from at no charge, and store in perpetuity in, the Subscriber's secure database system that Subscriber uses to collect, preserve and disseminate information about the intellectual output of the Subscriber's institute(s) ("Institutional Repository"), provided that the display of any Affiliation Data will at all times include (if available) the associated Digital Object Identifier ("DOI"), and (ii) incorporate links in Affiliation Data to the relevant landing page in Scopus from which such Affiliation Data was extracted. "Affiliation Data" will be limited to the following bibliographic metadata: author name, author profile number, author country of residence, author affiliation, document title, document publication year, source title, volume, issue, pages, source and document type, publisher, ISSN, DOI, subject category (ASJC). CAS registration numbers, author contact information, author profiles, non-English language tags, chemical names and controlled vocabulary are excluded.

1.4 *Restrictions on Use of Subscribed Products.*

Except as expressly stated in this Agreement or otherwise permitted in writing by Elsevier, the Subscriber and its Authorized Users may not:

- abridge, modify, translate or create any derivative work based on the Subscribed Products, except to the extent necessary to make them perceptible on a computer screen to Authorized Users;
- remove, obscure or modify in any way any copyright notices, other notices or disclaimers as they appear in the Subscribed Products;
- use any robots, spiders, crawlers or other automated downloading programs, algorithms or devices to continuously and automatically search, scrape, extract, deep link, index or disrupt the working of the Subscribed Products;
- substantially or systematically reproduce, retain, store locally, redistribute or disseminate online the Subscribed Products; or
- post individual items from the Subscribed Products on social networking sites.

Authorized Users who are individuals who are independent contractors or are employed by independent contractors may use the Subscribed Products only for the purposes of the contracted research work for the Subscriber.

1.5 *Intellectual Property Ownership.*

The Subscriber acknowledges that all right, title and interest in and to the Subscribed Products remain with Elsevier and its suppliers, except as expressly set forth in this Agreement, and that the unauthorized redistribution or dissemination online of the Subscribed Products could materially and irreparably harm Elsevier and its suppliers.

Notwithstanding anything to the contrary contained in this Agreement, more extensive usage terms might be permitted for open access content in the Subscribed Products as identified in the individual journal

article as stated in the applicable user (e.g. CC) license.

SECTION 2. ELSEVIER PERFORMANCE OBLIGATIONS.

2.1 Access to Subscribed Products.

Elsevier will make the Subscribed Products accessible to the Subscriber and its Authorized Users from the internet address set forth on Schedule I or as may be otherwise set forth herein.

2.2 Quality of Service.

Elsevier will use reasonable efforts to provide the Subscribed Products with a quality of service consistent with industry standards, specifically, to provide continuous service with an average of 98% up-time per year, with the 2% down-time including scheduled maintenance and repairs performed at a time to minimize inconvenience to the Subscriber and its Authorized Users, and to restore service as soon as possible in the event of an interruption or suspension of service.

2.3 Withdrawal of Content.

Elsevier reserves the right to withdraw from the Subscribed Products content that it no longer retains the right to provide or that it has reasonable grounds to believe is unlawful, harmful, false or infringing.

2.4 Usage Data Reports.

Elsevier will make usage data reports on the Subscriber's usage activity available as described at https://www.elsevier.com/sd_usage_reports.

2.5 Digital Rights Management Technology.

In the event that Elsevier utilizes any type of digital rights management technology to control access to or the usage of the Subscribed Products, Elsevier agrees to provide the Subscriber with any technical specifications for the digital rights management technology utilized.

2.6 Accessibility.

The services to be provided conform to the completed Voluntary Product Accessibility Template ("VPAT") which details features of the Subscribed Products that support accessibility that has been provided to the Subscriber. If features of the federal Section 508 standards are not supported by the Subscribed Products, the Subscriber may adapt the Subscribed Products in order to allow Authorized Users with disabilities to access the Subscribed Products to the extent necessary to comply with applicable law.

2.7 Journal Transfer.

Elsevier will make commercially reasonable efforts to comply with the TRANSFER Code of Practice, Version 2.0, published by the UK Serials Group (**UKSG**).

SECTION 3. SUBSCRIBER PERFORMANCE OBLIGATIONS.

3.1 Authentication.

Access to the Subscribed Products will be authenticated by the use of internet Protocol ("IP") address(es) and/or usernames and passwords and/or a delegated authentication mechanism requiring at least two different credentials, as identified on Schedule 2. Distribution of usernames, passwords, credentials or otherwise providing remote access to the Subscribed Products by Authorized Users who are Walk-in Users is not permitted.

3.2 Protection from Unauthorized Access and Use.

The Subscriber will use reasonable efforts to:

- limit access to and use of the Subscribed Products to Authorized Users and notify all Authorized Users of the usage restrictions set forth in this Agreement and that they must comply with such restrictions;

- issue any passwords or credentials used to access the Subscribed Products only to Authorized Users, not divulge any passwords or credentials to any third party, and notify all Authorized Users not to divulge any passwords or credentials to any third party;
- provide true, complete and accurate **IP** addresses, as identified on Schedule 2, (if any) for the exclusive use by the Subscriber (including, if requested by Elsevier, written confirmation by the relevant third party internet service provider) and proactively inform Elsevier of any changes to the Subscriber **IP** addresses, including the addresses no longer being used exclusively by the Subscriber; and
- promptly upon becoming aware of any unauthorized use of the Subscribed Products, inform Elsevier and take appropriate steps to end such activity and to prevent any recurrence.

In the event of any unauthorized use of the Subscribed Products, Elsevier may suspend the access and/or require that the Subscriber suspend the access from where the unauthorized use occurred upon notice to the Subscriber. The Subscriber will not be liable for unauthorized use of the Subscribed Products by any Authorized Users provided that the unauthorized use did not result from the Subscriber's own negligence or willful misconduct and that the Subscriber did not permit such unauthorized use to continue after having actual notice thereof. The Subscriber will be responsible for the adherence to the terms and conditions of this Agreement by a third party provider the Subscriber engages, in particular, if such third party provider supplies and manages IP addresses.

3.3 *Compliance with Sanction Laws.*

Elsevier reserves the right to deny access to the Subscribed Products to any person or entity who is prohibited from receiving such access based on any applicable sanctions or embargoes laws.

SECTION 4. FEES AND PAYMENT TERMS.

The Subscriber will pay to Elsevier the fees set forth in Schedule 1 (the "Fees") within thirty (30) days of date of invoice. Late payments, more than sixty (60) days from the date of invoice, will be subject to interest charges of 1% per month on the unpaid balance. In addition to other remedies provided in this Agreement, Elsevier reserves the right to suspend access to the Subscribed Products upon thirty (30) days' prior written notice and without incurring liability if 1) the full amount of any Elsevier invoice hereunder has not been paid within sixty (60) days from the date of invoice or 2) any undisputed invoice is outstanding under previous subscription agreements between parties for the Subscribed Products. The suspension of ~~the~~ the Subscriber's access for non-payment or on any other grounds provided herein is without prejudice to the Subscriber's obligation to pay its outstanding and future invoice amounts in full. Elsevier and the Subscriber acknowledge that the Fees payable under this Agreement are not in the nature of royalties and consequently no withholding tax should be applied to the Fees. The Fees will be exclusive of any sales, use, value added, withholding or similar tax and the Subscriber will be liable for any such taxes in addition to the Fees.

Elsevier will send a copy of Elsevier's invoice to the Subscriber's subscription agent identified as the Billing Contact on Schedule 2 (the "Agent"), and the Subscriber will cause the Agent to pay Elsevier in accordance with the payment terms set forth above. If the Agent fails to pay the full amount of Elsevier's undisputed invoice on a timely basis, Elsevier may suspend the Subscriber's access to the Subscribed Products in accordance with the terms set forth above.

If the Subscriber **or** the Agent disputes, in good faith, any amount on Elsevier's invoice, the Subscriber or the Agent will provide written notice of the dispute to Elsevier along with full supporting documentation within thirty (30) days of date of invoice, and the Subscriber and Elsevier will use all reasonable efforts to resolve and settle such dispute within thirty (30) days thereafter. Once the invoice dispute is resolved and settled, the Subscriber will pay the amount due within sixty (60) days following resolution of the dispute.

SECTION 5. TERM.

5.1 *Term.*

The term of this Agreement will commence on 01 January 2023 and continue until 31 December 2027, but the start and end dates of the Subscriber's access to specific Subscribed Products will be as specifically stated in Schedule 1 for the relevant Subscribed Products.

5.2 *Renewal.*

This Agreement will be automatically renewed for successive one-year terms (each a "Renewal Terms"), and the Fees will be increased by the then current standard Elsevier price increase, unless either party gives notice to the other by 1 August prior to the end of the then current term that it does not intend to renew. The initial term in Section 5.1 and each Renewal Term are collectively the "Term".

5.3 *Early Termination Due To Insufficient Budgetary Allotment From Government.*

The Subscriber may terminate this Agreement upon thirty (30) days notice given by the Subscriber to Elsevier if sufficient funds are not provided, allocated or allotted in future government-approved budgets of the Subscriber or reasonably available or expected to become available from other sources at the time the Subscriber's payment obligation attaches to permit the Subscriber, in the exercise of its reasonable administrative discretion, to continue this Agreement. Notwithstanding the foregoing, if access to the Subscribed Products was provided but not yet paid for prior to termination, Elsevier will be entitled to receive a pro rata portion of the Fees attributable to the period of time that access was provided.

SECTION 6. ELSEVIER WARRANTIES AND INDEMNITIES.

6.1 *Warranties.*

Elsevier warrants that use of the Subscribed Products in accordance with the terms and conditions herein will not infringe the intellectual property rights of any third party.

6.2 *Indemnities.*

Elsevier will indemnify, defend and hold harmless the Subscriber and its Authorized Users from and against any loss, damage, costs, liability and expenses (including reasonable attorneys' fees) arising from or out of any third-party action or claim that use of the Subscribed Products in accordance with the terms and conditions herein infringes the intellectual property rights of such third party. If any such action or claim is made, the Subscriber will promptly notify and reasonably cooperate with Elsevier. This indemnity obligation will survive the termination of this Agreement.

6.3 *Disclaimer.*

EXCEPT FOR THE EXPRESS WARRANTIES AND INDEMNITIES STATED HEREIN AND TO THE EXTENT PERMITTED BY APPLICABLE LAW, THE SUBSCRIBED PRODUCTS ARE PROVIDED "AS IS" AND ELSEVIER AND ITS SUPPLIERS EXPRESSLY DISCLAIM ALL WARRANTIES AND REPRESENTATIONS OF ANY KIND WITH REGARD TO THE SUBSCRIBED PRODUCTS AND ANY OTHER DATA, DOCUMENTATION OR MATERIALS PROVIDED IN CONNECTION WITH THIS AGREEMENT, INCLUDING BUT NOT LIMITED TO ANY ERRORS, INACCURACIES, OMISSIONS, OR DEFECTS CONTAINED THEREIN, AND ANY IMPLIED OR EXPRESS WARRANTY AS TO MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

6.4 *Limitation of Liability.*

Except for the express warranties and indemnities stated herein and to the extent permitted by applicable law, in no event will either party or Elsevier's suppliers be liable for any indirect, incidental, special, consequential or punitive damages including, but not limited to, loss of data, business interruption or loss of profits, arising out of or in connection with this Agreement, or will the liability of Elsevier and its suppliers to the Subscriber exceed a sum equal to the Fees paid by the Subscriber hereunder during the twelve (12) month period immediately preceding the date on which the claim arose, even if Elsevier or

any supplier has been advised of the possibility of such liability or damages.

SECTION 7. GENERAL.

7.1 Force Majeure.

Neither party's delay or failure to perform any provision of this Agreement as a result of circumstances beyond its control (including, but not limited to, war, strikes, fires, floods, power failures, telecommunications or Internet failures or damage to or destruction of any network facilities or servers) will be deemed a breach of this Agreement.

7.2 Severability.

The invalidity or unenforceability of any provision of this Agreement will not affect any other provisions of this Agreement.

7.3 Precedence.

This Agreement and the University of Nebraska Addendum ("Addendum"), which is attached and incorporated by reference, contains the entire understanding and agreement of the parties and replaces and supersedes any and all prior and contemporaneous agreements, communications, proposals and purchase orders, written or oral, between the parties with respect to the subject matter contained herein. In the event of any conflict, inconsistency, ambiguity or difference between the terms and conditions in this Agreement and in the Addendum, those in the Addendum will take precedence.

7.4 Modification.

No modification, amendment or waiver of any provision of this Agreement will be valid unless in writing and signed by the parties, except for changes reflecting substituted titles, IP addresses, authentication mechanisms, invoicing and contact address details which may be confirmed by Elsevier in an email notice sent to the Subscriber.

7.5 Assignment.

The Subscriber will not assign, transfer or license any of its rights or obligations under this Agreement unless it obtains the prior written consent of Elsevier, which consent will not unreasonably be withheld.

7.6 Privacy.

Elsevier will not, without the prior written consent of the Subscriber, transfer any personal information received by Elsevier from the Subscriber under this Agreement to any non-affiliated third party, except (i) to applicable service providers to the extent necessary to perform their functions for Elsevier in support of this Agreement; (ii) where reasonably necessary to address security, safety, fraud or other legal issues; and (iii) if the Subscribed Products are acquired by another company, or use it for any purpose other than as described in this Agreement.

7.7 Notices.

All notices given pursuant to this Agreement will be in writing and delivered to the party to whom such notice is directed at the address specified below or the electronic mail address as such party will have designated by notice hereunder. Additionally, a copy of any and all notices shall be sent to University of Nebraska Procurement Services at: procurementcontracts.unl.edu.

If to Elsevier: Elsevier B.V. c/o Regional Sales Office, Elsevier Inc., 230 Park Avenue, Suite 800, New York, NY 10169, USA.

To the Subscriber: UNCL c/o University of Nebraska-Lincoln Libraries, Dean's Office, 1248 R Street, 318 Love Library, Lincoln, NE 68588-4100.

7.8 Confidentiality

The Subscriber and its employees, officers, directors and agents will maintain as confidential and not disclose to any non-affiliated third party without Elsevier's prior written consent the financial terms and

commercial conditions of this Agreement. Elsevier may only disclose such information (i) to applicable service providers to the extent necessary to perform their functions in support of this Agreement and (ii) where reasonably necessary to address security, safety, fraud or other legal issues, and share the Subscriber's IP address ranges and holdings information (ISSN/ISBN, access start and end date) with internet search engine providers for the sole purpose of displaying to Authorized Users in their internet search results links to full-text articles and books available in the Subscribed Products.

7.9 Notice of Click-Through Terms or Other Means of Passive Assent.

In the event that Elsevier requires Authorized Users to agree to terms relating to the use of the Subscribed Products before permitting Authorized Users to gain access to the Subscribed Products (commonly referred to as "click-through" licenses), or otherwise attempts to impose such terms on Authorized Users through mere use or viewing of the Subscribed Products, the terms and conditions contained in this Agreement will take precedence over any conflicting terms and conditions contained in any "click-through" licenses or any other web access agreement for the Subscribed Products.

7.10 Execution.

This Agreement and any amendment thereto may be executed in counterparts, and signatures exchanged by facsimile or other electronic means are effective to the same extent as original signatures.

IN WITNESS WHEREOF, the parties have executed this Agreement by their respective, duly authorized representatives as of the date first above written.

**BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA FOR AND ON BEHALF OF
THE UNIVERSITY OF NEBRASKA CONSORTIUM OF LIBRARIES (UNCL)
(Subscriber)**

Walter E. Carter, President

Date: _____

ATTEST: _____
Philip J. Bakken, Corporation Secretary

Date: _____

ELSEVIER

Name:

Title:

ELSEVIER SUBSCRIPTION AGREEMENT

Schedule 1

Subscribed Products/Access/Fees

BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA FOR AND ON BEHALF OF
THE UNIVERSITY OF NEBRASKA CONSORTIUM OF LIBRARIES (UNCL)

Adjustment of Fees

After the initial year of the Term, the Fees for the Subscriber's Journal Collection(s) will be subject to an adjustment to account for any titles removed from the Journal Collection(s) during the remainder of the Term of this Agreement. The Fees for the Journal Collection(s) for each subsequent year of the Term will be increased by Elsevier by no more than 3.25% in 2024, 3.50% in 2025, 3.75% in 2026 and 4.0% in 2027 over the Fees for the Journal Collection(s) in the immediately preceding year of the Term, and will also apply to titles added to the Journal Collection(s) during the Term of the Agreement.

Journal Collection(s)

The Subscriber's Journal Collection(s) is described in Schedule 1.1.

Transaction Fee

The Subscriber may purchase pre-paid Transactions ("PPT") upon mutual agreement of the parties in writing. Unused PPT will be forfeited one (1) year after issue or upon termination of this Agreement, whichever is earlier.

Elsevier Book Series/Handbook Series Additional Terms and Conditions

Upon termination of all of the Subscriber's annual subscriptions on ScienceDirect online and/or if the Subscriber does not maintain a minimum annual spend of US\$1,000 on new eBooks purchases from Elsevier, the Subscriber may, at its option, (1) acquire, load and technically format on a server that enables access and use by Authorized Users an electronic copy of the above book series/handbook series for cost and/or (2) continue to access such books online for an annual access fee based on the number of chapters downloaded from such books during the prior twelve (12) months at a rate of US\$0.081 per download, with a minimum annual fee of US\$500 (adjusted annually for inflation and cost increases) for the Subscriber's access to the platform and/or (3) access such eBooks online through the Portico® electronic archiving service provided by Portico (in which case the Subscriber will execute a separate license agreement with Portico whose terms and conditions will also govern the Subscriber's use of such eBooks and take precedence in the event of any conflict or inconsistency with this Agreement) or access such eBooks online through the CLOCKSS electronic archiving service or another archiving solution to safeguard the permanent availability and preservation of such eBooks of Elsevier's choosing, in accordance with the usage provisions of the Agreement, which provisions will survive the termination of the Agreement. Elsevier will make available for inspection by a duly authorized auditor of the Subscriber, at the Subscriber's sole expense, the records concerning the calculation of the annual access fee once per year during regular business hours upon thirty (30) days written notice to Elsevier. The electronic copy may not contain links and other features and functionality associated with the online version. If a particular book is withdrawn by Elsevier or not renewed by the Subscriber, but the Subscriber remains a ScienceDirect online subscriber, the Subscriber may continue to access online, at no additional charge, such formerly subscribed book for the publication years paid, provided that Elsevier continues to hold the electronic rights thereto.

Elsevier eBooks Collections - Evidence-Based Selection Model

At the end of each year of the Term of the Subscriber's Elsevier eBooks Collections - Evidence-Based Selection subscription the Subscriber may access and use in perpetuity, in accordance with the usage provisions of the Agreement, a selection of titles from the Elsevier eBooks Collections identified on Annex A to Schedule I ("Selected Titles"), the total value (calculated on the basis of a 2x multiplier applied to the current large band list price to cover post-termination access rights for the Sites) of which will not exceed 2.5% above \$50,000 each year of the Term through 2026, and will not exceed 2.5% above

\$200,000 at the end of the last year of the Term. The Subscriber will give notice of its selection to Elsevier no later than sixty (60) days prior to the end of the then current year of the Term. In the event the Subscriber does not give notice of its selection to Elsevier within such time frame, Elsevier may (but is not required to) make the selection on the Subscriber's behalf based on the Subscriber's usage of such eBooks Collections during the Term of the subscription. The perpetual access granted hereunder for the Selected Titles will be subject to payment of an annual access fee based on the number of chapters downloaded from the Selected Titles during the prior twelve (12) months at a rate of US\$0.081 per download, with a minimum annual fee of US\$500 (adjusted annually for inflation and cost increases) for the Subscriber's access to the platform. The annual access fee will not be charged if the Subscriber maintains an annual subscription on ScienceDirect online or maintains a minimum annual spend of US\$1,000 on new eBooks purchases from Elsevier. Elsevier will make available for inspection by a duly authorized auditor of the Subscriber, at the Subscriber's sole expense, the records concerning the calculation of such annual access fee once per year during regular business hours upon thirty (30) days written notice to Elsevier. In the event that the Subscriber does not pay any annual access fee for the Selected Titles, maintain any annual subscription on ScienceDirect online or maintain a minimum annual spend of US\$1,000 on new eBooks purchases from Elsevier, the Subscriber may, at its option, acquire, load and technically format on a server that enables access and use by Authorized Users an electronic copy of the Selected Titles for cost in accordance with the usage provisions of the Agreement. The copy may not contain links and other features and functionality associated with the online version.

ELSEVIER SUBSCRIPTION AGREEMENT

Schedule 1.1 Journal Subscription

Journal Collection(s):

Complete Collection: Electronic access to the full text of all articles from the Elsevier journal titles published since 1 January 1995 identified on Annex A to Schedule 1.1.

Complete Freedom Collection: Electronic access to the full text of all articles from the Elsevier journal titles published since 1 January 2014 set forth in the Complete Freedom Collection Journal Title List at http://www.elsevier.com/solutions/sciencedirect/content/journal-title-lists#journal_title_list, as may be updated annually with the changes effective as of 1 January of the following calendar year of the Term of the Agreement.

Cell Press Collection: Electronic access to the full text of all articles from the Cell Press journal titles published since 1 January 1995 identified on Annex A to Schedule 1.1.

Clinics Collection: Electronic access to the full text of all articles from the Clinics journal titles published since 1 January 1996 identified on Annex A to Schedule 1.1.

Option to Substitute Subscribed Titles

The Subscriber may substitute any of the subscribed journal titles identified on Annex A to Schedule 1.1 ("Subscribed Titles") with one or more journal titles of total comparable value (in current year list price) once annually upon notice to Elsevier by 1 August prior to the start of the next calendar year or at any time upon mutual agreement of the parties in writing. The foregoing does not apply to the Clinics Collection and Cell Press Collection.

In year one of the Term, Subscriber and Elsevier agree to an additional one-time substitution including Transferred Titles and Cell Press Collection for the primary, but not exclusive purpose of eliminating duplicate titles. Subscriber will submit a list of substitute titles to Elsevier by April 30, 2023, and Elsevier will issue an amended Annex A to Schedule 1.1 ("Subscribed Titles") within thirty (30) days of receipt. For the avoidance of doubt, Transferred Titles and Cell Press Collection may not otherwise be included in the substitution for Subscribed Titles.

Option to Substitute Withdrawn Subscribed Titles

The Subscriber may substitute any withdrawn Subscribed Titles with one or more journal titles of total comparable value (in current year list price) at any time upon notice to Elsevier.

Transferred Titles

Society journal titles for which the Subscriber holds an electronic subscription through a third-party publisher whose publication rights are transferred to Elsevier and made accessible on ScienceDirect during the Term ("Transferred Titles") will be deemed Subscribed Titles effective as of the date of transfer and for the then current publication year and the publication years previously paid unless and until the Subscriber notifies Elsevier that it no longer wishes to continue such electronic subscription on ScienceDirect. The option to substitute Subscribed Titles does not apply to Transferred Titles.

Post Termination Access to Subscribed Titles

Upon termination of all of the Subscriber's annual subscriptions on ScienceDirect online and/or if the Subscriber does not maintain a minimum annual spend of US\$1,000 on new eBooks purchases from Elsevier, the Subscriber may, at its option, (1) acquire, load and technically format on a server that enables access and use by Authorized Users an electronic copy of all or part of its Subscribed Titles for the publication years paid for cost and/or (2) continue to access such Subscribed Titles online for an annual access fee based on the number of full-text articles downloaded from such titles during the prior twelve (12) months at a rate of US\$0.081 per download, with a minimum annual fee of US\$500

(adjusted annually for inflation and cost increases) for the Subscriber's access to the platform, in accordance with the usage provisions of this Agreement, which provisions will survive the termination of the Agreement. Elsevier will make available for inspection by a duly authorized auditor of the Subscriber, at the Subscriber's sole expense, the records concerning the calculation of the annual access fee once per year during regular business hours upon thirty (30) days written notice to Elsevier. If an electronic copy is selected, the Subscriber will for a period of five (5) years from delivery of the electronic copy provide, on a monthly basis, to Elsevier complete and accurate usage data reports on the Subscriber's on-site usage activity in a mutually agreed upon format. Elsevier will be entitled to inspect the Subscriber's records of usage once per year during regular business hours upon reasonable notice to the Subscriber. The electronic copy may not contain links and other features and functionality associated with the online version. If a particular Subscribed Title is withdrawn by Elsevier or not renewed by the Subscriber, but the Subscriber remains a ScienceDirect online subscriber, the Subscriber may continue to access online, at no additional charge, such formerly Subscribed Title for the publication years paid provided that Elsevier continues to hold the electronic rights thereto.

Deep Discounted Price for Print Subscriptions

Provided that the Fees have been paid, the Subscriber will have the option to place orders for annual subscriptions to a selection of Elsevier print publications at a price reduced from the list price ("Deep Discounted Price" or "DDP"), by 1 August prior to the start of the next calendar year from Elsevier or its affiliate directly and from only one (1) authorized subscription agent, which will be selected by the Subscriber, and Elsevier or its affiliate will fulfill such orders in accordance with its customary practices. The Subscriber will notify Elsevier of its subscription agent's contact information upon placing such orders. The Subscriber may change its subscription agent no more than once annually by giving Elsevier notice by 1 August prior to the start of the next calendar year. The Subscriber will not place orders for such DDP subscriptions on behalf of any other person or entity or with the intent to resell, rent, license, lease or otherwise transfer them to another person or entity.

ELSEVIER SUBSCRIPTION AGREEMENT

Schedule 2

Sites/Authentication/Contacts

Subscriber: University of Nebraska - Lincoln

Sites:	#Relev. Auth. Users:	Authentication:
University of Nebraska - Lincoln	25,000	129.93.*.* 216.128.208-223.* 64.39.240.255.*

Estimated total number of Authorized Users for ScienceDirect:

Estimated total number of relevant Authorized Users for ScienceDirect: 25,000

Estimated total number of Authorized Users for Scopus: 25,000

For the avoidance of doubt, other institutions and organizations that reside or do business at the above locations (including without limitation companies that are owned wholly or in part by, or affiliated with, the Subscriber) are not Sites, unless expressly stated above.

The Subscriber will promptly notify Elsevier of any material changes in the number of relevant Authorized Users, which changes may result in Elsevier terminating the Agreement at the end of the year for which the Fees were paid unless the parties are able to agree to appropriate fee adjustments for any subsequent years of the Term, and may add, withdraw or substitute authentication mechanisms upon mutual agreement of the parties in writing.

Primary Contact

Name:	Acquisitions Department David Arredondo
Title:	Acquisitions Manager
Name/Address (if different from Section 7.7):	University of Nebraska - Lincoln Libraries, 302 Love Library, 13 th & R Streets, Lincoln, NE 68588-0410, USA.
E-mail:	acqmessage@unl.edu
Phone:	(402) 472-2535

Billing Contact for UNCL

Name:	Acquisitions Department Annette Shipley
Title:	Acquisitions Accountant
Name/Address (if different from Section 7.7):	University of Nebraska - Lincoln Libraries, 302 Love Library, 13 th & R Streets, Lincoln, NE 68588-0410, USA
E-mail:	acqfin@unl.edu
Phone:	402-472-3876

The Subscriber will promptly notify Elsevier of any changes to any of the contact information above.

ELSEVIER SUBSCRIPTION AGREEMENT
Schedule 2
Sites/Authentication/Contacts

Subscriber: University of Nebraska Medical Center

Sites:	#Relev. Auth. Users:	Authentication:
University of Nebraska Medical Center	3,500	137.197.(85-85).(110-242) 192.94.(102-102).(0-255) 192.94.(108-108).(22-22) 192.198.(32-55).(0-255)

Estimated total number of Authorized Users for ScienceDirect:

Estimated total number of relevant Authorized Users for ScienceDirect: 3,500

Estimated total number of Authorized Users for Scopus: 3,500

For the avoidance of doubt, other institutions and organizations that reside or do business at the above locations (including without limitation companies that are owned wholly or in part by, or affiliated with, the Subscriber) are not Sites, unless expressly stated above.

The Subscriber will promptly notify Elsevier of any material changes in the number of relevant Authorized Users, which changes may result in Elsevier terminating the Agreement at the end of the year for which the Fees were paid unless the parties are able to agree to appropriate fee adjustments for any subsequent years of the Term, and may add, withdraw or substitute authentication mechanisms upon mutual agreement of the parties in writing.

Primary Contact

Name:	Alison Bobal
Title:	Head, Collection Development and Metadata
Name/Address (if different from Section 7.7):	University of Nebraska Medical Center McGoogan Library of Medicine 986705 Nebraska Medical Center, Omaha, NE 68198-6705, USA
E-mail:	abobal@unmc.edu
Phone:	402-559-7087

Billing Contact for UNCL

Name:	Acquisitions Department
Title:	Annette Shipley
Name/Address (if different from Section 7.7):	Acquisitions Accountant University of Nebraska - Lincoln Libraries, 302 Love Library, 13th & R Streets, Lincoln, NE 68588-0410, USA
E-mail:	acqfin@unl.edu
Phone:	402-472-3876

The Subscriber will promptly notify Elsevier of any changes to any of the contact information above.

ELSEVIER SUBSCRIPTION AGREEMENT
Schedule 2
Sites/Authentication/Contacts

Subscriber: University of Nebraska - Omaha

Sites:	#Relev. Auth. Users:	Authentication:
University of Nebraska - Omaha	15,600	137.048.(0-255).(0-255)

Estimated total number of Authorized Users for ScienceDirect:

Estimated total number of relevant Authorized Users for ScienceDirect: 15,600

Estimated total number of Authorized Users for Scopus: 15,600

For the avoidance of doubt, other institutions and organizations that reside or do business at the above locations (including without limitation companies that are owned wholly or in part by, or affiliated with, the Subscriber) are not Sites, unless expressly stated above.

The Subscriber will promptly notify Elsevier of any material changes in the number of relevant Authorized Users, which changes may result in Elsevier terminating the Agreement at the end of the year for which the Fees were paid unless the parties are able to agree to appropriate fee adjustments for any subsequent years of the Term, and may add, withdraw or substitute authentication mechanisms upon mutual agreement of the parties in writing.

Primary Contact

Name:	James Shaw
Title:	Government Documents Librarian & Collections Coordinator
Name/Address (if different from Section 7.7):	University of Nebraska - Omaha Criss Library, 6001 Dodge Street, Omaha, NE 68182-0237, USA.
E-mail:	jshaw@unomaha.edu
Phone:	(402) 554-2225

Billing Contact for UNCL

Name:	Acquisitions Department
Title:	Annette Shipley
Name/Address (if different from Section 7.7):	Acquisitions Accountant University of Nebraska - Lincoln Libraries, 302 Love Library, 13th & R Streets, Lincoln, NE 68588-0410, USA
E-mail:	acqfin@unl.edu
Phone:	402-472-3876

The Subscriber will promptly notify Elsevier of any changes to any of the contact information above.

ELSEVIER SUBSCRIPTION AGREEMENT
Schedule 2
Sites/Authentication/Contacts

Subscriber: University of Nebraska - Kearney

Sites:	#Relev. Auth. Users:	Authentication:
University of Nebraska - Kearney	10,000	13.58.(60-60).(9-9) 144.216.(0-255).(0-255) 132.174.251.185

Estimated total number of Authorized Users for ScienceDirect:

Estimated total number of relevant Authorized Users for ScienceDirect: 10,000

Estimated total number of Authorized Users for Scopus: 10,000

For the avoidance of doubt, other institutions and organizations that reside or do business at the above locations (including without limitation companies that are owned wholly or in part by, or affiliated with, the Subscriber) are not Sites, unless expressly stated above.

The Subscriber will promptly notify Elsevier of any material changes in the number of relevant Authorized Users, which changes may result in Elsevier terminating the Agreement at the end of the year for which the Fees were paid unless the parties are able to agree to appropriate fee adjustments for any subsequent years of the Term, and may add, withdraw or substitute authentication mechanisms upon mutual agreement of the parties in writing.

Primary Contact

Name:	Bobbi-Jean Ludwig
Title:	Coordinator for Library Technology Services & e-Resources Librarian
Name/Address (if different from Section 7.7):	University of Nebraska - Kearney, Calvin T. Ryan Library 2508 11th Avenue, Kearney, NE 68849-2240, USA.
E-mail:	ludwigbj@unk.edu
Phone:	(308) 865-8585

Billing Contact for UNCL

Name:	Acquisitions Department
Title:	Annette Shipley
Name/Address (if different from Section 7.7):	Acquisitions Accountant University of Nebraska - Lincoln Libraries, 302 Love Library, 13th & R Streets, Lincoln, NE 68588-0410, USA
E-mail:	acqfin@unl.edu
Phone:	402-472-3876

TO: The Board of Regents Addendum XII-B-3
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: 2023-2025 University of Nebraska at Kearney Collective Bargaining Agreement

RECOMMENDED ACTION: Approve amendments to the Collective Bargaining Agreement between the Board of Regents and the University of Nebraska at Kearney Education Association (UNKEA) for the 2023-2025 biennium.

PREVIOUS ACTION: February 12, 2021 – The Board of Regents approved amendments to the Collective Bargaining Agreement for the 2021-2023 biennium.

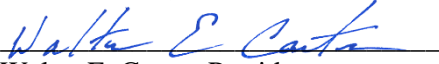
EXPLANATION: The amendments to the Bargaining Agreement were made pursuant to Neb. Rev. Stat. §§ 81-1369 through 81-1388. The key economic elements of the amendments involves the distribution of salary increases to eligible faculty under Sections 2 and 3 of Article VII of the Collective Bargaining Agreement in an amount equal to 3% of the Aggregate Faculty Base Salary in both the first and second years of the contract for the 2023-2025 biennium.

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

SOURCE OF FUNDS: General Funds/Cash Funds

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

Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

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

DATE: January 11, 2023

COLLECTIVE BARGAINING AGREEMENT

between the

BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA

and

THE UNIVERSITY OF NEBRASKA AT KEARNEY
EDUCATION ASSOCIATION

for the period of

JULY 1, 2023 through JUNE 30, 2025

UNIVERSITY OF NEBRASKA AT KEARNEY EDUCATION ASSOCIATION

PREAMBLE

The variety and complexity of the various missions of the University of Nebraska at Kearney (hereafter referred to as the "University") produces an interdependence among the Board of Regents, administrators, faculty, students, and staff in academic matters. This academic community and its members are committed to promoting the quality and effectiveness of all programs at the University, as well as maintaining high standards of excellence in all phases of instruction, research, and service.

It is recognized by all parties that academic matters are appropriately addressed through a strong system of shared governance which includes consultation with faculty when consideration is given to the (a) role and mission of the University, (b) academic goals and objectives and (c) general policies designed to facilitate the achievements of the academic goals and objectives. Shared governance also requires departments and colleges to have involvement in the (a) recruitment, selection, and retention of faculty and administrators; (b) development of high-quality programs and courses; and (c) other matters affecting the achievement of the academic goals and objectives.

The Board of Regents of the University of Nebraska (hereinafter referred to as the "Board") and the University of Nebraska at Kearney Education Association (hereinafter referred to as the "UNKEA") jointly support the continued maintenance of shared governance at the University of Nebraska at Kearney, including the continuation of an independent Faculty Senate, with its own constitution and rules of procedures and composed of freely-elected representatives from the several faculties.

In jointly supporting the continued maintenance of shared governance as described in this Preamble the Parties recognize that the term "faculty" is not limited specifically to the Bargaining Unit as defined in Article II, or to the UNKEA as the certified bargaining agent thereof. Rather, such reference is to the general faculty of the University, and the Faculty Senate, which is the faculty governing agency.

The Board and the UNKEA agree that the principles set forth in this Preamble should guide the interpretation of their continuing relationship. No grievance under this Agreement shall be based on this Preamble.

University of Nebraska Board of Regents
and
University of Nebraska at Kearney Education Association
for the period of
July 1, 2023 through June 30, 2025

AGREEMENT

This Agreement between the Board of Regents of the University of Nebraska (hereinafter referred to as the "Board") and the University of Nebraska at Kearney Education Association (hereinafter referred to as the "UNKEA") was approved by the Board on February __, 2023 and was ratified by the UNKEA on January __, 2023. This Agreement shall supersede those rules, regulations, or practices of the Board of Regents and the University of Nebraska Kearney which are contrary to or inconsistent with the terms of this Agreement.

The written policies and procedures of the Board and/or the University of Nebraska at Kearney, as they exist on the date of the contract ratification by both parties, shall, to the extent the same constitute mandatory bargainable terms and conditions of employment, remain in force during the term of this agreement and, to the extent that any action by the Administration in respect thereto would be applicable to the bargaining unit representative by the UNKEA hereunder, such policies and procedures, to the extent the same constitute mandatory bargainable terms and conditions of employment, shall not be altered, amended, supplemented, deleted, or otherwise modified in any way during the term of this Agreement, without the mutual consent of the Board or the appropriate administrative official and the UNKEA.

WHEREAS, the UNKEA and the Board have undertaken to negotiate in good faith with respect to the mandatory bargainable terms and conditions of employment of Unit Members represented by the UNKEA for the 2023-2024 and 2024-2025 fiscal years; and

WHEREAS, these negotiations have resulted in a mutually acceptable collective bargaining agreement incorporating the terms and conditions hereinafter set forth.

NOW, THEREFORE, the UNKEA and the Board, for and in consideration of their mutual obligations and undertakings as herein set forth, agree as follows:

ARTICLE I.

TERM

The term of this Agreement shall be two (2) years commencing July 1, 2023, and continuing thereafter until 12:00 midnight June 30, 2025.

ARTICLE II.

RECOGNITION

- Section 1. The Board recognizes the UNKEA as the exclusive bargaining agent for all full-time ranked instructional personnel; professor, associate professor, assistant professor, instructor, senior lecturer, and lecturer, including ranked librarians employed by the Board of Regents of the University of Nebraska, who perform teaching and/or research duties (including individuals on a Faculty Practice Appointment) and who are administratively assigned to the University of Nebraska at Kearney, excluding department chairs who have an administrative assignment of more than .5 FTE, all other administrative personnel and all persons assigned to the job classifications set forth in Appendix A, a copy of which is attached hereto and incorporated herein by reference.
- Section 2. If the Board proposes to change any existing job title or description, or to create new job titles covering work now being performed by the members of the bargaining unit, the administration shall notify the UNKEA of such proposed action and meet upon request to discuss the impact of the proposed changes on the composition of the unit. If the Board proposes to change or reorganize any academic unit at UNK in any manner which would alter the bargaining unit, the Board will notify the UNKEA of the proposal and will meet upon request with the UNKEA to discuss the impact of the proposed action on the composition of the unit. This contractual provision shall not preclude the right of either party to seek clarification and/or unit determination through the Commission of Industrial Relations.

ARTICLE III.

NONDISCRIMINATION

The Board and UNKEA agree that no preference or discrimination shall be shown by either the Board or the UNKEA for or against any employee covered by this Agreement on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, genetic information, age, disability, marital status, veteran's status, union membership, or individual characteristics other than qualifications for employment, quality of performance of duties and conduct related to employment. The Board and the UNKEA agree that they will comply with all laws and regulations prohibiting or enforcing prohibitions against discrimination for or against any employee covered by this Agreement on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, genetic information, age, disability, marital status, veteran's status, union membership.

Unit members will be offered the opportunity to participate in programs offered by the administration regarding state and federal EEO, diversity, and other compliance training, as required, to apply, receive and retain state and or federal funding. Training may include subject matter involving ethnic/cultural awareness, harassment or any EEO, Title IX programs, employment laws of the State of Nebraska or University of Nebraska policy.

ARTICLE IV.

ACADEMIC FREEDOM AND RESPONSIBILITY

The Board and UNKEA recognize and accept the principles of both academic freedom and academic responsibility as established in Sections 4.1 and 4.2 of the "Bylaws of the Board of Regents of the University of Nebraska" in place at the time of ratification of this agreement by both parties.

ARTICLE V.

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. The parties agree that all disputes should be resolved, whenever possible, before the filing of a grievance, and encourage open and honest communication between the administration and Unit Members so that resort to the formal Grievance Procedure will not normally be necessary. The parties also encourage the informal resolution of disputes whenever possible. At each step of the grievance process, participants are encouraged to pursue appropriate methods of conflict resolution. The purpose of the Grievance Procedure is to provide a prompt and efficient means for the investigation, response to and resolution of grievances.

The Grievance Procedures hereinafter set forth shall be the primary method for resolving grievances as defined in Section 2 of this Article. If a unit member elects not to resolve an alleged violation through the grievance procedures set forth in the contract but rather chooses to resolve it through another forum, as described in Section 2e and Section 5 of this Article, such as the Faculty Senate Grievance Committee, such election by the Unit Member will be acknowledged by signing and submitting Appendix F to the Senior Vice Chancellor for Academic Affairs within 120 days of the event(s) which gave rise to the grievance.

Section 2. Definitions:

"Grievance" shall mean a dispute concerning the interpretation and/or application of a specific term or provision of this Agreement, or to the extent such written policies or procedures constitute mandatory negotiable terms or conditions of employment, a dispute concerning the interpretation and/or application of a specific term or provision of the written policies and procedures of the Board and/or UNK, in existence at the time of ratification of the Collective Bargaining Agreement by both parties, or upon entry of a final non-appealable order of the CIR pursuant to SS 81-1369 to SS 81-1390, or as such policies may be amended from time to time, in accordance with Article VIII of this Agreement.

A grievance under Article V may also be pursued based on the good faith allegation that procedures outlined or referred to in this Agreement which affect or implement mandatory negotiable terms and conditions of employment were not followed and that such failure affected a substantive decision in the matter; except that, the substantive decision of the Board or

its designee shall constitute the final administrative judgment in any proceeding which provides for a review and/or decision at that level, and such decision shall not give rise to a grievance, or to the continuation or reconsideration of grievance under Article V.

The following shall constitute specific matters with respect to which a Grievance cannot be filed:

- (a) Matters set forth in the written response and recommendation of the Dean or the Chancellor as required pursuant to Steps I or II of the formal Grievance Procedure;
- (b) Matters set forth in the written decision of the Board or its designee as required by Step III of the formal Grievance Procedure;
- (c) Any matter which has been previously resolved through written agreement, whether formal or informal, of the parties;
- (d) Absent a material change of facts or circumstances, any matter arising out of or connected with facts and circumstances with respect to which a Grievant has previously filed a Grievance pursuant to the terms of this Grievance Procedure. This provision shall not preclude a complaint alleging failure to comply with or follow the grievance procedure.
- (e) Matters relating to claims of discrimination prohibited by state, local or federal laws or ordinances, all of which shall be addressed and resolved through the appropriate University and/or state, federal or local procedures designed for such purposes.
- (f) Matters which are specifically identified elsewhere in this Agreement as not subject to the grievance procedure, including, but not limited to, the following:
 - (i) The substantive decision of the Board to discontinue programs or departments (Article XII).
 - (ii) Non-reappointment or nonrenewal of Special appointment or an Appointment for a Specific Term (Article XIV).

Specific matters with respect to which a grievance may be filed based only on the allegation that the procedures outlined or referred to in this Agreement

were not followed, and that such failure affected the substantive decision in the matter shall include, but shall not be limited to, the following:

- (a) Matters relating to the granting of a Continuous Appointment;
- (b) Matters relating to the termination of a Special Appointment or an Appointment for a Specific Term prior to the expiration of its stated term;
- (c) Matters relating to the termination of a Continuous Appointment.

"Grievant": The term Grievant shall include a unit member, a group of Unit Members or the UNKEA.

Section 3. Informal Procedure

(a) The Informal Grievance Procedure should be initiated within thirty (30) calendar days following the act or omission giving rise thereto, or the date on which the Grievant knew, or reasonably should have known, of such act or omission if the date is later.

(b) Informal Presentation and Discussion:

Prior to the notification of intent to file a formal Grievance, any unit member may present his/her dispute to the appropriate administrator, below the office of the Chancellor, with or without the UNKEA representative present. Similarly, representatives of the UNKEA may informally present and discuss the dispute on behalf of any unit member or group of Unit Members with the appropriate administrator, below the office of the Chancellor. Any settlement, withdrawal or disposition satisfactory to the complainant at this informal stage shall be reduced to writing, signed by the parties, and shall be binding on the parties as to the facts and circumstances giving rise to the dispute and the matters therein resolved. However, the same shall not constitute a binding precedent in the disposition of other similar disputes which may subsequently thereafter arise.

(c) Intent to File a Formal Grievance

If there is no settlement, withdrawal or disposition satisfactory to the complainant at the informal stage of presentation and discussion, any unit member may then within seven (7) calendar days from receipt of the administrator's decision, notify the Chancellor of their Intent to File a formal

grievance and begin formal proceedings. Representatives of the UNKEA may informally present and discuss the dispute on behalf of any unit member or group of Unit Members with the appropriate administrator, below the office of the Chancellor. The Chancellor may identify an administrative designee for such discussions.

The formal processing of the Grievance shall be delayed for a period of up to fourteen (14) calendar days from the initiation of the Intent to File, during which period efforts to resolve the Grievance shall be made. Upon the written request of either party to the other, and additional twenty-one (21) calendar day extension may be granted by mutual consent. The administrative designee administrator shall, during such delay or postponement, investigate the Grievance and meet with the Grievant and the UNKEA representatives. If such meeting results in the resolution of the Grievance, a written report reflecting such decision shall be prepared, executed by the parties and distributed to the Grievant and the UNKEA. Any settlement, withdrawal or disposition satisfactory to the grievant at this informal stage shall be reduced to writing, signed by the parties, and shall be binding on the parties as to the facts and circumstances giving rise to the dispute and the matters therein resolved. However, the same shall not constitute a binding precedent in the disposition of other similar disputes, which may subsequently thereafter arise.

If the delay or postponement, or any extension thereof, expires without the Grievance being resolved to the Grievant's satisfaction, then the administrator shall prepare written determination setting forth the formal position of the administration with regard to such Grievance. Such determination shall be made within fourteen (14) calendar days next following the date on which the delay, including any extension thereof, expires and copies of the determination shall be distributed to the grievant and the UNKEA.

In the event the written decision refers to documents, copies of such documents shall be attached to the decision.

Section 4. Formal Grievance Procedure:

- (a) Step I: The Chancellor shall submit the grievance to a "Grievance Advisory Committee" consisting of two (2) faculty Members chosen by the UNKEA, none of whom is a member of the grievant's department, and two (2) administrators chosen by the Chancellor, neither of whom has line authority over the grievant. The Committee shall undertake such investigations as it deems necessary, based on the

circumstances, and shall issue its recommendation to the Chancellor within twenty-one (21) calendar days. The Chancellor shall issue a written decision within seven (7) calendar days following receipt of the recommendation of the Grievance Advisory Committee. If transcripts of Advisory Committee proceedings and hearings are created, they will be made available to the grievant and involved parties at their request and at their own expense.

Step II:

- (a) The Grievant and/or the UNKEA shall have seven (7) calendar days from receipt of the Chancellor's decision to appeal that decision to the Board of Regents or its designee. The Board, or its designee, shall schedule a conference at Varner Hall in Lincoln, Nebraska, with the Grievant and/or the UNKEA no sooner than fourteen (14) calendar days and no later than sixty (60) calendar days following the date on which the request for review was received. Upon the request of the grievant the conference may be in the form of a hearing held in accordance with the rules of the Nebraska Supreme Court. The proceedings will be tape-recorded and at the grievant's request and expense a transcript will be made available. Other expenses of the hearing should any be incurred will be shared equally by the Board and the UNKEA and/or the grievant. The grievant will have the right to be heard and to call witnesses on his/her behalf. The Board, or its designee, shall thereupon undertake such further investigation as it, in its sole discretion, may deem necessary or appropriate and shall, within thirty (30) calendar days following the conclusion of the review conference or hearing, issue its written decision to the Grievant and the UNKEA stating the final position of the University administration with respect to the Grievance.
- (b) Arbitration: If a Grievance is not resolved to the Grievant's satisfaction, the Board and the UNKEA may, following issuance of the Step II decision, agree, in lieu of all other legal process, to submit the dispute to binding arbitration, and, if agreed to, shall mutually select an arbitrator or arbitrators competent in matters peculiar to institutions of higher education, and, if appropriate, to the particular discipline or issue which constitute the subject matter of the Grievance. Should the parties be unable to agree on an arbitrator or arbitrators within fourteen (14) calendar days, the dispute shall be referred to the American Arbitration Association for resolution by an arbitrator from its labor panel in accord with its voluntary rules of labor arbitration.

The cost of arbitration shall be shared equally by the Board and the UNKEA and/or the grievant. Such cost shall be limited to the arbitrator's fees and expenses and charges of the American Arbitration Association. Absent the consent of both parties following the Step II decision of the Board, the dispute shall not be subject to arbitration or further proceeding hereunder.

- (c) As used in Section 4 (a) and 4 (b) above, the phrase, "the UNKEA and/or the grievant" shall refer to the UNKEA in instances in which the UNKEA is representing the grievant or is the grieving party. It shall refer to the faculty member when the UNKEA is not involved as the grievant, or in a representative capacity in the grievance.

Section 5. Effect of Resort to Other Procedures:

If prior to seeking the resolution of a dispute by filing a Grievance hereunder, or, if while this Grievance Procedure is in progress, the Grievant seeks resolution of the dispute in any other forum, whether administrative or judicial, then, in that event, the Board and the Administration shall be free from the obligation to entertain or proceed further with the resolution of the dispute pursuant to the terms of this Grievance Procedure.

Section 6. Representation:

The UNKEA shall have the right to represent any unit member in a Grievance filed hereunder, provided the unit member may represent himself or herself or be represented by legal counsel of his/her choice at his/her own expense. If the unit member elects not to seek representation by the UNKEA, then, in that event, the appropriate administrator shall inform the UNKEA in writing that the Grievance has been filed, and the UNKEA shall be provided with a written statement of the resolution of any Grievance filed under this Section.

Section 7. Grievance Form:

All formal Grievances must be submitted on the standardized grievance forms which are appended to this Agreement as Appendices "B", "C", "D", and "F" and incorporated herein by reference.

Section 8. Resolution of Grievance Cannot Violate the Agreement:

No resolution of a Grievance shall be in any way inconsistent with the terms of this Agreement.

Section 9. Appearances of a Unit Member in the Grievance Procedure:

When a unit member participates in a grievance conference, meeting, or hearing, the Unit Member's salary and fringe benefits shall neither be reduced nor increased for time spent in those activities.

Section 10. Extension of Time Limits:

All time limits contained in this Article may be extend by mutual agreement of the parties involved directly in the particular step in the grievance procedure; except that the time limits for the initial filing of the grievance may be extended only by written agreement between the appropriate administrator and the UNKEA or the grievant.

Section 11. Notification:

All grievances, requests for review, notices, and decisions within the context of the informal procedure (Article V, Section 3) may be processed within the medium of electronic communications as well as within a written format executed through campus mail and delivered messages.

All grievances, requests for review, notices, and decisions within the context of the formal procedure (Article V, Section 4) shall be transmitted by certified or registered mail, postage prepaid and return receipt requested. In the event of a question as to the timeliness of any grievance, request for review, notice, or discussion, the date of posting shall be determinative. In the event that an action falls due on a Saturday, Sunday, or holiday, the action will be considered timely if it is accomplished by 5:00 p.m. on the following business day.

ARTICLE VI.

PERSONNEL FILES

Faculty Academic Records shall be kept in the offices of the Unit Member's Department, the Dean of the College, and the Office of the Senior Vice Chancellor for Academic Affairs (original certified copies of transcripts and other such documents as required for North Central Association accreditation shall be kept in the Office of the Senior Vice Chancellor for Academic Affairs). A personnel file is also maintained in Human Resources. The Official Record is the Cumulative Faculty Academic Record maintained for each Unit Member in the Office of the Dean of the College of his/her major assignment. Documents of an evaluative nature addressing the Unit Member's performance, employment status, or academic assignment must be copied to the Faculty Member prior to being placed in a Faculty Academic Record. Each Unit Member shall have the right to (a) review his/her Faculty Academic Record during regular office hours and (b) attach a statement signed by the Unit Members to any material found in his/her Academic Record. Within two (2) working days of the Unit Member's written request to the Dean of the appropriate college, the Administration shall provide Unit Member with copies of any or all requested materials in his/her file, provided the Unit Member pays the cost of such photocopies.

ARTICLE VII.

WAGES

Section 1. Degree Completion Increment:

- (a) Full-time, tenure track faculty who are members of the bargaining unit, and who do not possess a terminal degree at the time of hire and whose salary has been accepted at a reduced amount relative to degree-holding new hires will receive a one time, increase in base salary matching the amount that had been withheld from their initial salary upon completion of their terminal degree, provided that the degree is completed within two years of their initial date of hire and provided that the degree is in the individual's assigned discipline. Any such withheld amount must be specified in the initial offer of employment.
- (b) Except as set forth above no other adjustments in salary shall be made for bargaining unit members as a result of or in connection with completion of a terminal degree during the term of this Agreement.

Section 2. 2023-2024 Salary Increases:

- (a) Promotion Increases: All eligible faculty who receive a promotion in faculty rank, effective for the 2023-2024 academic year, shall receive the following promotion increases:

Promotion to Professor	\$4,000
Promotion to Associate Professor	\$3,000
Promotion to Assistant Professor	\$2,000
Promotion to Faculty Practice	\$2,000
Promotion to Senior Lecturer	\$1,500
- (b) Annual Promotion Floors: In cases in which the promotion increase stipulated in Section 2 (a) above results in an adjusted salary below the lowest 2022-2023 base salary in the rank to which the faculty member is being promoted (referred to as the Annual Promotion Floor), the salary of the faculty member being promoted will be increased to the Annual Promotion Floor.
 - i) For unit members on contracts other than 9 months, such comparison shall be made using one-ninth of the Annual Promotion Floor (Fractional Annual Promotion Floor) with a value equal to the product of their annual base salary and a fraction equal to the inverse of the number of months in their contract. (E.g. The fraction would be 1/12

for those on 12-month contracts.) If the unit-members salary is below this comparison amount, their salary will be increased to a value equal to the product of the number of months in the contract and the Fractional Annual Promotion Floor.

- (c) Increase for Satisfactory Performance: A faculty salary increase pool shall be established based on eligible faculty as defined in Section 4 (a) in the amount of 2.25% of the aggregate faculty Base Salary (excluding stipends, overload, summer school, or other compensation of any kind). The 2.25% salary increase funds shall be distributed across-the-board as an equal percentage of the stated annual 2022-2023 base salary (excluding stipends, overload, summer school, or other compensation of any kind) of each eligible Unit Member receiving a satisfactory performance ranking.
- (d) Paragraphs 1, 3 and 5 of a Memorandum of Understanding of even date herewith, are incorporated by reference.

Section 3. 2024-2025 Salary Increases:

- (a) Promotion Increases: All eligible faculty who receive a promotion in faculty rank, effective for the 2024-2025 academic year, shall receive the following promotion increases:

Promotion to Professor	\$4,000
Promotion to Associate Professor	\$3,000
Promotion to Assistant Professor	\$2,000
Promotion to Faculty Practice	\$2,000
Promotion to Senior Lecturer	\$1,500

- (b) Annual Promotion Floors: In cases in which the promotion increase stipulated in Section 2 (a) above results in an adjusted salary below the lowest 2023-2024 base salary in the rank to which the faculty member is being promoted (referred to as the Annual Promotion Floor), the salary of the faculty member being promoted will be increased to the Annual Promotion Floor.
 - i) For unit members on contracts other than 9 months, such comparison shall be made using one-ninth of the Annual Promotion Floor (Fractional Annual Promotion Floor) with a value equal to the product of their annual base salary and a fraction equal to the inverse of the number of months in their contract. (E.g. The fraction would be 1/12

for those on 12-month contracts.) If the unit-members salary is below this comparison amount, their salary will be increased to a value equal to the product of the number of months in the contract and the Fractional Annual Promotion Floor.

- (c) Increase for Satisfactory Performance: A faculty salary increase pool shall be established based on eligible faculty as defined in Section 4 (a) in the amount of 2.25% of the aggregate faculty Base Salary (excluding stipends, overload, summer school, or other compensation of any kind). The 2.25% salary increase funds shall be distributed across-the-board as an equal percentage of the stated annual 2024-2025 base salary (excluding stipends, overload, summer school, or other compensation of any kind) of each eligible Unit Member receiving a satisfactory performance ranking.
- (d) Paragraphs 2, 4 and 5 of a Memorandum of Understanding of even date herewith, are incorporated by reference.

Section 4. For purposes of Sections 2 through 3, the following shall apply:

- (a) Eligible Faculty: The provisions of this article will apply only to those Faculty members who are Unit Members on the 25th day of April of the academic year immediately preceding the academic year in which the increase is effective and whose appointment status as of August 14__, 2023, and August 19__, 2024, of the year for which the increase is effective is continued and is within the bargaining unit described in Section 1 of Article II of this contract. In addition, only continuing faculty whose performance was judged satisfactory or better as a result of their most recently completed formal performance review shall be eligible for salary increases.
- (b) Effective Date of Increase: Unless otherwise specified, increases determined under this article shall be effective as of the first day of the fall semester of the academic year to which they apply, for instructional faculty; and July 1 of the contract year to which they apply for library faculty.

Section 5. Overload Payments

Wages for overload during the regular academic semester, whether it be for short session two-week courses, workshops, or expanded campus classes, shall be computed at the rate of two and one-half percent (2.5%) of the faculty member's academic base salary per credit hour, or four hundred dollars per credit hour, whichever is greater. If travel is involved, the faculty member shall be provided compensation for travel time to and from the teaching assignment and for meals and lodging if necessary. If an off-campus class being offered is canceled by the University or a faculty member is replaced, the faculty shall receive payment for each class actually attended in relation to the number of class sessions scheduled.

Section 6. Summer Compensation

(a) 2024 and 2025

Wages for summer classes 2024 (May, 2024 through August, 2024) and 2025 (May, 2025 through August, 2025) shall be computed at the rate of three percent (3.0%) of the faculty member's academic year salary per credit hour, may not exceed thirty percent (30%) of the year's salary during summer employment. Credit hours shall be adjusted for laboratory and /or graduate courses, in a manner consistent with course load practice during the regular term. If a class is canceled by the University or a faculty member is replaced, the faculty member shall receive payment for each class actually attended in relation to the number of class sessions scheduled. Wages for non-teaching assignments may exceed the thirty percent (30%) maximum in accordance with Article VII Section 7 below.

(b) Reopening of Article VII, Section 6

Reopening of negotiations, for this Section of the contract only, will occur if, for the summer sessions of 2023 (May, 2023 through August, 2023), the University of Nebraska at Kearney does not reach the point where all tuition dollars received by UNK for summer sessions meets at least ninety-five percent (95%) of the amount expended for teaching faculty salaries (i.e., 3.0% per credit hour), excluding fringe benefit costs, administrative costs, and overhead costs. If negotiations are reopened, any contract amendments agreed upon shall take effect for the summer session of 2024.

- (c) Letters of appointment for summer classes shall ordinarily be provided to the unit members no later than two weeks prior to the commencement of the class. In the event the Administration cannot provide the appointment letter within the two week period the unit member will be notified of the delay and provide with the anticipated date the appointment letter will be provided. Errors regarding the salary of a unit member shall be corrected by the next regularly scheduled pay period for the impacted unit member(s) and shall include all required state and federal deductions and salary necessary to correct the error.

Section 7. Salary Adjustments

The Administration will not adjust any unit member's salary unless provided for in this Agreement, mutually agreed to in writing by the UNKEA and the University subsequent to this Agreement, or in response to a legal order from a Court of competent jurisdiction or similar authority. However, the Administration, upon the receipt of a bona-fide offer of employment from another institution or employer may offer a unit member a salary adjustment to retain their employment with the University. A bona-fide employment offer will be defined as a letter of employment, offered to the unit member, of which he/she presents to the Administration for their verification.

Section 8. Salary Savings

It is the express intention of the parties that all salary savings which result from the termination of unit members' employment, whether as a result of resignation, retirement, death, or otherwise, shall be retained by the Board and shall not serve to increase the salary increases provided for herein except for those in Sections 2(a), 2(b), 3(a), 3(b) and 7.

ARTICLE VIII.

FRINGE BENEFITS

Section 1. Each Unit Member shall be eligible to participate in the University-wide Fringe Benefit Program such as Retirement, Long-Term Disability Insurance, Group Life/Accidental Death and Dismemberment Insurance, Optional Group Life Insurance, and Group Medical Insurance, Long Term Care, Vision Care, and Group Dental Insurance and as such will be provided with the coverage and University contributions associated with such participation.

Section 2. The Board or its designee shall have the right to modify vendor, plan design, coverage, premiums, fees and charges to Unit Members for any and all programs provided under this Article, so long as such modifications are extended to the Unit Members on the same basis as to all other University full-time employees. A "Meet and Confer" meeting between representatives of the Board and the UNKEA prior to the formal announcement by the Board to Unit Members of any changes in plan design, coverage, premiums, fees or changes in the University-wide Fringe Benefits program shall be held unless, by mutual written consent, both parties stipulate a meeting is not required. "Meet and Confer" as used in this Section shall include prior notice of proposed revisions. To ensure the UNKEA has the opportunity for input involving the deliberations affecting plan design, coverage, premiums, fees, or charges in the University-wide Fringe Benefit Program, the Board or its designee, will provide to UNKEA ten (10) working days to comment on such activities prior to finalizing program changes.

Section 3. Disability/Sick Leave:

Eligibility for Disability Leave as provided herein will be restricted to only those Unit Members who are employed in a paid status by the Board on a 1.00 FTE basis.

The term "Disability" as used in this Section, refers to a condition whereby a Unit Member must be absent from his/her assigned duties for a time period greater than five (5) consecutive Work Days and up to a maximum time period of six (6) consecutive months, due to any of the following:

- (a) Accident;
- (b) Pregnancy or the complications of pregnancy or childbirth;
- (c) Exposure to contagious disease requiring quarantine; and/or
- (d) Other illness or disability.

To make application for Disability Leave, the Unit Member must utilize the procedures for Family Medical Leave. The appropriate personnel under the FMLA procedures will provide all notifications to the Dean and SVCAA while maintaining the confidentiality of medical information. The notification's time frames will comply with those outlined within the Family Medical Leave Act of 1993. To the extent that this Section should conflict with the Family Medical Leave Act of 1993 or related Board policy, the Family Medical Leave Act shall prevail, except where the Section grants a right greater in scope than the Act. The Unit Member must provide the Dean with the expected duration of the disability, which must involve more than five (5) consecutive Working Days.

The University may require updated medical information at reasonable intervals.

Within a reasonable period, but not more than two weeks following receipt of a physician's certification, the Dean will notify the disabled Unit Member of the effective date of his/her Disability Leave.

Unit Members on Disability Leave shall be entitled to receive salary modified as follows:

- (a) The salary rate while on Disability Leave will be the rate at which the Unit Member was paid for the Primary Appointment on the effective day of the leave.
- (b) Total salary paid to a Unit Member during the entire time of the Disability Leave shall not exceed the equivalent of six (6) months salary and shall be reduced by any amounts the Unit Member receives through Worker's Compensation or other government-sponsored insurance program, or regular part-time salary in the case of a partial disability leave.
- (c) Unless authorized by UNUM, a Unit Member shall not receive any salary for the same period in which he/she receives benefits under the provisions of UNUM Disability Income Protection Policy Number 501193, or successor coverage.

University of Nebraska Parental Leave Policies

The University of Nebraska Parental Leave Policies as adopted by the Board of Regents prior to July 1, 2023, or as those policies may be modified by the board with the mutual consent with UNKEA are incorporated herein by reference.

Section 4. Disability Termination:

At the expiration of an approved Disability Leave, the Unit Member shall return to work on a full-time basis, or on a part-time basis with proportionate reduction in compensation and University benefit contributions. In the event that a Unit Member cannot return to work, he/she may apply for Personal Leave. If no such application is made, or if personal leave is not granted, he/she shall be deemed to have separated from service as of the last day of the Disability Leave. If the Unit Member is unable to return to full-time service after twelve (12) months of part-time service, he/she shall be deemed to have separated as of the last day of such part-time status. Faculty who are otherwise eligible to be Unit Members and return to work from a Disability Leave on a part-time basis shall be considered Unit Members. Nothing in this Section shall preclude the Administration from granting an extension to the period of disability leave or period of part-time service.

Section 5. Tuition Remission:

The Board and UNKEA agree that each Unit Member employed on May 11, 1991 have the option, on a one-time basis, to retain KSC Tuition Remission or select implemented provisions for Dependent Tuition Remission Transfer. Therefore, each unit member will have one of the following:

- (a) The Board agrees to continue to provide a 50% tuition remission for attendance at undergraduate and graduate courses at the University of Nebraska at Kearney to immediate family (spouse and dependent children) on a space-available basis in accord with the tuition remission policy as in effect on January 1, 1991, for Unit Members employed on May 11, 1991.
- (b) All Unit Members shall receive the benefits described in Regent's Policy, RP 3.2.6 Employee and Dependent Scholarship Programs, which policy is attached hereto and incorporated herein as Appendix E.

Section 6 Faculty Development Fellowship:
(formerly referred to as Periodic Professional Leave)

- (a) Subject to the availability of funds, the demonstrated benefit to the institution in terms of professional development, and the ability of the institution, its colleges and departments to maintain programs and program emphasis and to thereby achieve their mission and meet their enrollment demand, any Unit Member on Continuous Appointment who has completed six years of full-time service at UNK at any academic rank shall be eligible to apply for a Faculty Development Fellowship, either for a full year at half pay and full benefits or for a half year at full pay and full benefits. Each six-year period of full-time service shall renew eligibility to apply for a Faculty Development Fellowship.

Subject to the factors noted above, it is a policy at UNK that as a normal course of affairs the on-going institutional goal is to annually fund approximately two (2) Faculty Development Fellowships in the College of Education, two (2) in the College of Business and Technology, four (4) in the College of Arts and Sciences, and one (1) in the Library.

- (b) Faculty Development Fellowships are to be taken only for professional development. Professional development shall refer to activities that enhance the Unit Member's professional expertise. Such activities include, but are not limited to, research, creative and scholarly development, retraining, field studies, visiting lectureships, and practice within the field of specialization. An application which sets forth the length of the professional leave and its relationship to the Unit Member's professional development shall be prepared by the Unit Member and filed with the appropriate Dean. The application shall be reviewed by the Unit Member's department and subject to the approval of the appropriate Dean (in consultation with an elected faculty advisory group), the Senior Vice Chancellor, the Chancellor, and the Board. Such leaves shall not be considered to be an entitlement or an automatic reward for years of service. The substantive decision of the Board or Administration to approve or disapprove applications for Faculty Development Fellowship shall not be grievable under this Agreement.
- (c) The time period of the Faculty Development Fellowship and its activities shall be considered service to UNK for all purposes. Based upon a written report submitted by a Unit Member on Faculty Development Fellowship, such Unit Member shall be eligible for consideration for salary adjustments on the same basis as other continuing Unit Members. No Unit Member on Faculty Development Fellowship shall be required to

contribute to the compensation of any substitute(s) to perform all or any part of that Unit Member's assigned workload.

- (d) The recipient of a Faculty Development Fellowship agrees to resume his/her duties at the University of Nebraska upon termination of the leave and continue such duties for a period of at least one academic year, and if he/she fails to do so in strict accordance with said agreement, agrees to reimburse the University for all pay received during the leave of absence, unless waived by the Board or its designee. In the event such recipient fails to return on the date specified, he/she shall be considered separated as of the last day of said leave, unless other arrangements are agreed to by the recipient and the University.
- (e) The UNK Administration, consistent with Board of Regent's policy 4.2.3, will determine on a case-by-case basis, in consultation with the affected Unit Member, the economic terms of any employment that the Unit Member seeks during the period of a requested unpaid leave. The UNK Administration or the Board will determine, upon granting such leave, the long-term benefits and interests of the University of Nebraska and how such leave will not pose a conflict of interests. The substantive decision of the Board or the UNK Administration to approve or disapprove the application for the unpaid leave shall not be grievable under this Agreement.

Section 7. If a Voluntary Tenure Settlement Program, or other comparable program, is established by the University during the term of the Agreement, Unit Members shall be covered by the provisions of the Program under the same terms and conditions as other full-time personnel.

Section 8. If a Voluntary Phased Retirement Appointment Policy or comparable program is established by the University during the term of this Agreement, Unit Members shall be covered by the provisions of the Program under the same terms and conditions as other full-time personnel.

Section 9. A minimum of two, and a maximum of four, full-time faculty members must annually be appointed to the UNK Safety Committee. Half of these faculty members will be chosen by UNKEA and half will be chosen by UNK's Faculty Senate.

ARTICLE IX.

USE OF FACILITIES AND SERVICES

- Section 1. Duly authorized representatives of UNKEA shall be permitted to transact official UNKEA business on University property at reasonable times, provided that such business shall not interfere with or interrupt normal University operations or the responsibilities of faculty members.
- Section 2. The UNKEA shall continue to have access to use of printing, duplicating, addressing and other campus services subject to the then current use and fee requirements.
- Section 3. Unit members who are authorized representatives of the UNKEA may have access to campus e-mail, World Wide Web, and other electronic campus services. Such use shall be governed by all University policies pertaining to employee use of electronic communications and equipment.
- Section 4. Solicitation of union membership by employees of UNK will be allowed in nonworking areas during nonworking hours, including coffee breaks, provided that such solicitation is not disruptive.
- Section 5. General distribution of union materials on the UNK campus will be allowed in nonworking areas during both working and nonworking hours provided that the same shall not be disruptive.
- Section 6. Posters and notices relating to union activity or organizational efforts may be posted on such bulletin board and at such times and under such terms and conditions as the UNK administration, in the reasonable exercise of its discretion, may designate and determine.
- Section 7. UNKEA may hold events, programs, functions, and meetings whether for the purposes of organization, solicitation of membership, or otherwise in UNK facilities during nonworking hours provided that the use of such facilities shall be subject to the same terms and conditions as are uniformly applicable to the use of the UNK facilities by non-University-related organizations; and, provided further, that such meetings shall be held in such manner and at such times as not to interfere with the regularly scheduled working hours or classroom schedule of the University or its employees. For the purpose of this rule only, nonworking hours shall mean those hours (local time) between 5:00 p.m. in the afternoon and 8:00 a.m. in the morning during weekdays and the

hours from 12 noon Saturday to 8:00 a.m. on the following Monday for weekends.

ARTICLE X.

ASSOCIATION ACTIVITIES

UNKEA officers, members of the Negotiations Counsel, and team members shall be granted leaves of absence without loss of salary to participate in negotiation sessions with the Board, provided that the campus administration must be informed of and approve such leaves through the usual leave practices or procedures, and, provided further, that the parties shall cooperate and use their best efforts to avoid, when possible, scheduling negotiation sessions during officers' or members' scheduled class times.

The Administration shall permit the UNKEA to purchase up to 15 credit hours of instruction per semester from instructional units. The purchased instructional time shall be utilized to enable officers and representatives of UNKEA to be released from assigned duties for contract-related activities. Affected instructional units shall be compensated at the rate of up to \$2,100.00 plus the current rate of FICA for each three-semester credit hour assignment unit. No more than one UNKEA officer or representative shall be released for more than one course of assigned instructional duties per semester or for more than two consecutive academic years under this provision. No UNKEA officer or representative shall be released from more than two courses (6 semester hours) of assigned instructional duties per semester or for more than two consecutive academic years under this provision.

ARTICLE XI.

INFORMATION TO BE PROVIDED

- Section 1. The Senior Vice Chancellor for Academic Affairs shall advise the UNKEA President at the time of the distribution of normal meeting call of open meetings of the Board, and shall provide the UNKEA with a copy of the advance agenda for each meeting. The Senior Vice Chancellor for Academic Affairs will make available to the UNKEA President an official copy of the minutes of each meeting of the Board.
- Section 2. The Vice Chancellor for Business and Finance shall provide the UNKEA a copy of the executive summary of the annual budget request when it is distributed to the Board, the final budget request document when it is provided to the Statehouse, and a complete set of the annual operating budget documents at the time these are distributed to the Board.
- Section 3. A copy of the instructional services portion of the operating budget shall be provided by the Executive Officer of the Board to the UNKEA President promptly after final approval of the Board of Regents.
- Section 4. The Vice Chancellor for Business and Finance shall provide lists of all bargaining unit salaries to the UNKEA President upon approval by the Board.
- Section 5. The Senior Vice Chancellor for Academic Affairs will provide the UNKEA president with documentation of the annual salary computation prior to issuing annual salary letters to unit members. The UNKEA will have a maximum of five working days to notify the SVCAA of any corrections. If the salary computations prove to be in error, such computations will be corrected within the next regularly scheduled pay period for the impacted unit member(s) and shall include all required state and federal deductions and salary adjustments necessary to correct the error.
- Section 6. The Senior Vice Chancellor for Academic Affairs will provide the UNKEA President with all proposed salary changes for bargaining unit members on a monthly basis.
- Section 7. The Senior Vice Chancellor for Academic Affairs shall provide the UNKEA a list of faculty who have been awarded promotions and /or tenure at the time that the Chancellor approves such awards.

- Section 8. The Senior Vice Chancellor for Academic Affairs shall provide UNKEA a list of faculty who are undergoing a post-tenure review and a summary of the outcomes of such review at the time of the completion of the reviews by the SVCAA's office.
- Section 9. The Senior Vice Chancellor for Academic Affairs shall provide the UNKEA a list of summer courses including assigned faculty salaries.
- Section 10. All information provided under this article, other than information considered public record under Nebraska Statute shall be treated as confidential information by the UNKEA and /or unit members who are officers or authorized representative of the UNKEA.
- Section 11. The Senior Vice Chancellor for Academic Affairs shall provide the UNKEA information on any proposed or authorized experimental, pilot, or other exceptional course offerings and compensation, before final adoption of such programs occur.
- Section 12. The Senior Vice Chancellor for Academic Affairs will make available in writing upon request all reappointment, promotion and tenure guidelines, as well as a job description for any position covered by this collective bargaining agreement.

ARTICLE XII.

REDUCTION IN FORCE (LAY OFF)

Whenever a reduction in force, as determined by the Chancellor, is necessary due to discontinuance of a program or department, financial exigency, over-staffing or by direction of the Administration or Legislature, a Faculty Advisory Committee shall be established to provide recommendations to the campus administration. In each instance, the Faculty Advisory Committee shall be established by the campus Chancellor. The Faculty Advisory Committee shall consist of one member of the UNKEA Executive Committee to be nominated to the Chancellor by the UNKEA Executive Committee; one member from the Executive Committee of the Faculty Senate; one member representing the Graduate Faculty; one member from the College of Business and Technology; one member from the College of Education; and two members from the College of Arts and Sciences (who shall not be from the same division or school),, and one member from the Library. The Graduate Faculty, the undergraduate colleges, and the Library will independently select their respective nominees to forward to the Chancellor. In each instance, the Faculty Advisory Committee shall provide recommendations to the campus Administration regarding program viability within time limits established by the Administration. The Faculty Advisory Committee recommendation shall be advisory only and the final decisions regarding the necessity of reduction in force shall be reserved to the Administration of the Board.

Section 1. The decision as to when a reduction in force is necessary due to discontinuance of a department or program, financial exigency, over-staffing, or by direction of the Legislature is reserved to the administration and Board. When reduction in force becomes necessary, the Board or the campus administration shall inform the UNKEA of that fact in writing. It is specifically agreed that the Administration and Board decision that reduction in force is necessary due to the discontinuance of a department or program, financial exigency, over-staffing, or by direction of the Legislature shall not be subject to the grievance and arbitration procedure of this contract; provided, however, that disputes arising under Section 3 and 4 of this Article are grievable.

Section 2. The University Administration will make a reasonable effort to avoid a layoff by use of attrition whenever possible and before laying off any individual pursuant to this Section shall make a reasonable effort to place individuals in another position within the Kearney administrative unit of the University.

Section 3. In laying off faculty in accordance with the order listed in Section 4 of this Article, the following criteria shall be utilized.

(a) Program viability shall be the controlling consideration in all instances.

(b) A reduction in force shall be made in such a way that the remaining members of the faculty possess necessary qualifications to perform assigned duties needed for offering the programs which remain on a viable basis.

(c) Faculty members with higher academic preparation, after considering program viability, shall be given retention preference in laying off faculty members that are similarly situated. However, if faculty members have the same academic preparation, the member with more years of teaching service in the Kearney administrative unit of the University shall be retained.

(d) The administration will give the president of UNKEA annual written reports of progress to date on the reduction in force process.

Section 4. Faculty shall be involuntarily terminated in the following order:

(a) Faculty of any classification who have already received notice that they will not be reemployed following the expiration of their current Primary Appointment.

(b) Part-time Faculty.

(c) Faculty on Special Appointment.

(d) Faculty on Faculty Practice Appointment

(e) Faculty on Specific Term Appointment.

(f) Faculty on Continuous Appointment.

The substantive decisions of the Board or administration to terminate specific Unit Members, due to the discontinuance of a program or department, shall be final and binding and shall not be grievable under this Agreement, except that a Grievance may be pursued based on the allegation that the procedures outlined herein were not followed and that such failure may have affected the substantive decision of the Board. Any written notice of job termination shall state that the loss of position was not performance based, and will state whether the termination was due to programmatic reductions being made by the University.

Section 5. Tenured employees who are laid off shall retain recall rights for two years following the layoff.

Section 6. Insurance benefits shall be continued to the end of the month in which job termination occurs.

ARTICLE XIII.

PAYROLL DEDUCTIONS

- Section 1. The Board agrees to deduct membership dues established by UNKEA from the salary of any bargaining unit members authorizing such deduction in writing. The Administration will not accept or process dues withholding, through the University's automated payroll system, for non-unit members. (See Appendix A).
- Section 2. UNKEA agrees to send a certified list, and a copy of the written payroll deduction authorization of all members who request payroll deduction of dues, to the campus payroll office no later than October 5 of each year.
- Section 3. Said authorized deduction shall be made from the monthly pay of each member beginning in October and ending in August of each year.
- Section 4. The aggregate deductions shall be remitted monthly to the Treasurer of the Campus Chapter of UNKEA, together with an itemized statement containing the names of the faculty members from whom deductions have been made and the amount so deducted from each one. The aforementioned remittance shall be made no later than the 10th day of the month following the month for which deductions were made or as soon thereafter as normal payroll procedure permits.
- Section 5. Each faculty member's written authorization shall be valid for the association year and shall remain in effect thereafter for each succeeding year unless and until it is revoked by a notice in writing delivered to the UNKEA and to the campus payroll office on or before October 1st of the year for which such revocation is effective.
- Section 6. If dues are deducted and remitted to the UNKEA and its Local Chapters in accordance with the procedure specified in Sections 1, 2, 3, 4, and 5 above, the Association shall be solely responsible in the event of any claims that the deductions and/or remissions were improper.

ARTICLE XIV.

APPOINTMENT & DISMISSALS

Section 1. The provisions of Sections 4.3 through 4.17 of the Bylaws of the Board of Regents of the University of Nebraska, and the applicable provisions of the Policies of the Board of Regents of the University of Nebraska, as the same exist on January 1, 2023, shall apply to the extent that they are not contrary to or inconsistent with the terms of this Agreement, during the term of the Agreement.

Section 2. An Appointment for a Specific Term, a Faculty Practice Appointment, or a Special Appointment shall carry no presumption of renewal or reappointment, and will terminate at the end of the stated term, if written notice of non-reappointment is given to the appointee in accordance with standards established by the Board and contained in the By-laws of the Board of Regents of the University of Nebraska, as the same exist on July 1, 2022, or as the same may be amended in accordance with Article XVII of this Agreement, from time to time.

In case of notice of non-renewal of a Specific Term Appointment, a Faculty Practice Appointment, or non-reappointment of a Special Appointment, at the written request of the unit member within two weeks of receipt of notice, the general reason(s) for non-reappointment or non-renewal shall be provided either orally or in writing to the unit member.

Written reason(s), if provided, shall be communicated by confidential letter or memorandum, and the file copy of such communication shall be treated as a confidential personnel record in accordance with Section 1.4.4 of the Bylaws of the Board of Regents as the same exists on July 1, 2022, or as the same may be amended, in accordance with Article XVII of this Agreement, from time to time.

The substantive decision of the Administration to terminate or not to renew an appointment shall not give rise to a grievance under Article V of this Agreement; however, such grievance may be pursued based on the allegation that procedures outlined or referred to in Article XIV, Section 1, were not followed.

Section 3.

Lecturers are non-tenure faculty on term contracts. Lecturers may be eligible to sign contracts for one (1) to four (4) years which may be renewable or not.

All decisions to offer or decline to renew a contract are not subject to the grievance procedures of this agreement.

Section 4.

The number of faculty on a Faculty Practice Appointment in an academic college shall not exceed three percent (3%) of the total number of full-time faculty in that academic college. All faculty on a Faculty Practice Appointment are eligible to apply for appropriate tenure-track lines without discrimination or liability due to their Faculty Practice status.

ARTICLE XV.

WORKLOAD

Section 1. All unit members will be assigned, after appropriate consultation, duties and responsibilities that may consist of one or more of the following: instruction, research and creative activity, directing and supervising research, service, departmental coordination, and other assignments as may be deemed reasonable in each instance by the Departmental Chairperson and Dean concerned, within standards approved by the Senior Vice Chancellor for Academic Affairs as outlined in the workload policy approved on 8/10/92, or as that policy may be amended from time to time. The administration and the UNKEA will meet and confer in the case of amendment to such policy.

Section 2. Distance Education/Online Education

(a) Principle

This Section establishes policies, procedures, and compensation guidelines for the development, delivery or re-delivery of distance education instruction. Qualified Unit Members shall be given preference in the development, delivery or re-delivery, and/or administration of distance education courses, including courses offered under the Coursera contract or any contract for distance education services entered into by the University of Nebraska. All distance education courses must be approved by the Department Chair, College Dean, Dean of Graduate Studies, Research, and Distance Education and for newly proposed courses or proposed changes to courses, appropriate College/Faculty Senate Committee(s).

(b) Definition

Distance education is defined as a formal educational process in which the majority of the instruction occurs when the student and instructor are not in the same place at the time of delivery of instruction. Instruction may be synchronous or asynchronous. Distance education may employ all varieties of audio, video, and computer technologies, or a combination of these technologies.

(c) Remuneration for Initial Preparation of Distance Education Courses

Unit Members shall be remunerated for the initial preparation of any distance education course. The "Approval Form of Remuneration for the Initial Preparation of a Distance Education Course" is required for all initial preparations of distance education courses. The Department Chair, the College Dean, and the Dean of Graduate Studies, Research, and Distance Education must approve any form of remuneration.

(d) Remuneration for Reuse, Redevelopment, Redesign, and Updating of Distance Education Courses.

A faculty member will not receive initial preparation remuneration for the reuse of a course they have already designed or for an update of a course he or she developed.

A faculty member, who did not initially develop a distance education course, will receive initial preparation remuneration for the redevelopment, redesign, and updating of a course initially designed by someone else.

(e) Presentation Responsibilities

The initial development of a course(s) will be completed prior to the course offering. Responsibilities include, but are not limited to the following:

- (i) Initial development and design of the distance education course, which includes, but is not limited to, preparation of such elements as lesson plans, student materials, the selection of textbooks and support materials, and any necessary attention to copyright issues.
- (ii) A training session will be required for faculty who have not received prior distance education training or who have no online teaching experience. If faculty have received prior distance education training or have taught online or televised course (s) previously, they are not required to attend a training session.
- (iii) Online courses for which faculty have received remuneration will be reviewed using the "Online Course Development Checklist."

(f) Presentation Fee

Distance Education courses will be offered either as part of the Unit Member's regular load or as an overload. Overloads must be approved in accordance with Article VII.

(g) Re-Use and Re-Delivery of Distance Education Courses

If, and when, the University wishes to re-use the course in its entirety, the following shall apply:

- (i) The decision to reuse a course rests with the instructor who developed the course, the Department Chair, and the Dean of the College, consistent with (ii) and (iii) below.
- (ii) If an entire course is reused and offered for credit in a subsequent semester, the Unit Member(s) who initially prepared and/or taught the course shall be notified and given first consideration to administer the reuse of the course. If the Unit Member(s) who initially prepared the course declines to administer the reuse the sponsoring Department may assign another Unit Member to teach the course. The course will be taught either in-load or as an overload.
- (iii) If a decision is made to revise the course, the Unit Member(s) who created the course shall have the first right to revise the course. If the Unit Member(s) decline, the Department may offer the course to another Unit Member(s) for revision. Compensation for any revision falls within the terms of Section 2 (d) of this article as noted above.
- (iv) Permission is required from the faculty member to record, stream, or archive that faculty member's course.
- (v) Unit Members(s) may appeal any decisions under this Article to the Continuing Education Committee for review and recommendation.

(h) Additional Instructional Costs/Support

Unanticipated special circumstances may occur which may include, but are not limited to, large enrollments, heavy grading load, numerous site visits, proctoring and/or tutoring, etc., which require additional instructional support. In addition, there may be a need for technical assistance. In such situations, supplementary resources may include, but are not limited to, graduate or undergraduate assistance, additional support staff, technical support, etc. These arrangements shall be agreed to by the Unit Member, Chair of the sponsoring Department, the College Dean, the office of Continuing Education and other appropriate technical support personnel.

(i) Ownership of Distance Education Courses

Once a course has been developed and/or delivered, the course becomes the property of the faculty member.

(j) Unit Member Right to Use

The Unit Member(s) who originally created the distance education course retains the right use his or her course he or she deems appropriate to the teaching of that course.

Section 3. Intellectual Property

All matters regarding the creation, ownership, distribution, and dissemination of intellectual property are governed by the terms of Regents policy on Intellectual Property, RP-4.4 (RP 94 06/01/2002).

Relative to Section 5.2 and 5.2b it is understood that online and other modes of distance course delivery and development generally do not constitute the substantial use of University resources, and that instructional materials developed by a faculty member in the process of delivering the course shall be the property of the faculty member.

Section 4.

Where the University-wide Calendar Committee recommend, and the Executive Vice President and Provost and the Board of Regents approve, an academic calendar which includes a three-week session between the Fall and Spring Semesters, then faculty members who teach a class during the three-week session may, at their option, have their Spring semester load reduced

by one class of equivalent credit hours. Letters of appointment for any three-week term shall be provided to the unit members no later than two weeks prior to the commencement of the class. In the event the Administration cannot provide the appointment letter within the two-week period the unit member will be notified of the delay and provided with the anticipated date the appointment letter will be provided. Faculty are under no obligation to teach during the three-week session.

ARTICLE XVI.

UNK GUIDELINES: EVALUATION, PROMOTION AND TENURE

Section 1.

The evaluation, promotion and tenure guidelines approved in 8/10/92, and as revised in 1994, 1996, 1998, 1999, and 2008 and provided in the UNK Faculty Handbook, will remain in force during the term of this Agreement unless altered, amended, or otherwise modified through the mutual consent of the Board and the UNKEA or as may be required by revision to Board policy that does not constitute mandatory negotiable terms and conditions of employment. Notwithstanding any such revision or modification, a faculty member shall have access to all material submitted for evaluation and the opportunity to respond in writing. Results of any review shall be communicated to the faculty member in writing.

Section 2.

The University of Nebraska at Kearney Guidelines: Evaluation, Rank and tenure and Personnel Files, as revised Fall, 1999, are subject to the Collective Bargaining Agreement, as are such college and department additions to these Guidelines, and any violation of the terms or procedures of the Guidelines are subject to the application of Articles V and XIV of the contract.

ARTICLE XVII.

DURATION AND LIMITATION OF CONTRACT

Section 1. This instrument constitutes the entire contract between the parties hereto and shall, during its term, be binding upon the Board, the Association, and their respective members' successors or assigns. This Agreement shall not be altered or amended except by the written agreement of the parties duly executed by the Board and the UNKEA.

Section 2. Severability:

In the event that any provisions of this Agreement or any part thereof, is for any reason found by a court of competent jurisdiction to be in violation of the state or federal constitution, statute, or regulations promulgated thereunder or to be otherwise unenforceable, the remainder of this Agreement and each other provision or a part hereof shall be and remain in full force and effect.

Section 3. Complete Understanding:

The parties acknowledge and agree that during the term of negotiations which have resulted in this Agreement, they and each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement; that this Agreement is intended to supersede and replace all prior agreements or understandings to which the UNKEA or its predecessor was a party; and that this Agreement shall be and constitute the entire Agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified, except through the mutual agreement set forth in writing and signed by the parties hereto.

Section 4. Reservation of Rights:

Anything herein to the contrary, notwithstanding the Board and the campus administration, except as expressly limited in this Agreement, reserves exclusively unto itself all rights, functions, responsibilities, powers, discretions, authorities and prerogatives vested in it whether exercised or not, and nothing herein shall be deemed or construed in any way to constitute a delegation or waiver of any such right, function, responsibility, power, discretion, authority or prerogative.

Section 5. Meet and Confer:

Representatives of the Board and the UNKEA shall confer at such times as may be mutually agreeable to both Parties to discuss the administration of this Agreement and/or problems of mutual concern. These meetings shall be held in Kearney, Nebraska or Lincoln, Nebraska as required, but unless mutually agreed on, not more frequently than 9 times a year. Unless otherwise agreed on, a mutually acceptable written agenda shall be established at least five (5) days prior to each meeting.

APPENDIX A

EXCLUSIONS FROM BARGAINING UNIT - UNKEA

1. Chancellor
2. All Vice Chancellors
3. All Deans
4. All Assistant Vice Chancellors
5. Director Sponsored Programs
6. Executive Assistant to the Chancellor
7. Athletic Director
8. Director of University Public Safety
9. Director of Human Resources
10. Director of Institutional Research
11. Budget Officer
12. Director Financial Aid
13. Director of University Communications Media Relations
14. Director of Student Center/Union
15. Director of Finance
16. Director of Career Services
17. Director of Admissions
18. Director of Student Records/Registration
19. Director of Business Services
20. Director of Facilities
21. Director/Curator of Museum of Nebraska Art
22. Director of Alumni Services
23. Director of Counseling and Health Center
24. Director of Nebraska Business Development Center
25. All Librarians without Faculty Rank
26. All Office/Service Staff Personnel
27. All Managerial/Professional Staff Personnel
28. Temporary and Regular Part-Time Faculty
29. Director of Center for Rural Research and Development
30. Any Faculty Appointments for less than one Academic Year in any Rank
31. Courtesy Faculty Appointments
32. Special Appointments to Ranks preceded by the designation "Visiting"
33. Any military personnel assigned to teach military science or similar courses under any reserve officer training program officially offered by UNK
34. Director Student Housing
35. Director Multi-Cultural Affairs
36. Director Graduate Admissions
37. Director KASE

- 38. Director Systems and Programming
- 39. Director Childcare
- 40. All Coaches with Primary Appointment – Non Faculty

Unit members holding Special Appointments which expire at the end of an academic year and who are reappointed for the succeeding academic year will be deemed to be Unit Members and represented by UNKEA.

APPENDIX B

GRIEVANCE FORM UNIVERSITY OF NEBRASKA AT KEARNEY UNIVERSITY OF NEBRASKA AT KEARNEY EDUCATION ASSOCIATION FILING OF GRIEVANCE

Name of Grievant_____ Date_____

College_____ Department/Program_____

Address to which mailings pertaining to this grievance should be sent:

Provision(s) of Agreement violated: Article(s)_____Section(s)_____

Board and/or local campus policies, and/or practices related to terms and conditions of employment violated:

Statement of grievance (include date of acts or omissions complained of):

Remedy sought:

I will be represented in this grievance by: (check one)

UNKEA ___ Legal Counsel ___ I will represent myself

I do ___ do not ___ want a postponement for up to twenty-one (21) days to seek informal resolution of this grievance.

I understand that the Board of Regents shall be freed from the obligation to entertain or proceed further with this grievance if the acts or omissions complained of herein are or become the subject of any other administrative or judicial proceeding.

copy to: UNKEA
Board

Signature of Grievant

APPENDIX C

GRIEVANCE FORM
UNIVERSITY OF NEBRASKA AT KEARNEY
UNIVERSITY OF NEBRASKA AT KEARNEY EDUCATION ASSOCIATION
REQUEST FOR REVIEW OF STEP 1 DECISION

Name of Grievant _____ Date _____

I hereby request that the Board of Regents or their designee review the attached decision made in connection with the attached grievance because:

I received the decision on _____, and filed this request for review with the Board of Regents on _____ by (check one):

- ☐ Certified Mail
- ☐ Registered Mail
- ☐ Restricted Delivery
- ☐ Return Requested

Signature of Grievant

Copy to: UNKEA
Board

APPENDIX D

GRIEVANCE FORM
UNIVERSITY OF NEBRASKA AT KEARNEY
UNIVERSITY OF NEBRASKA AT KEARNEY EDUCATION ASSOCIATION
REQUEST FOR REVIEW OF STEP 2 DECISION

Name of Grievant _____ Date _____

I hereby request that the Board of Regents or their designee review the attached decision made in connection with the attached grievance because:

I received the decision on _____, and filed this request for review with the Board of Regents on _____ by (circle one):

___ mail (certified, registered, restricted delivery, return requested)

or

___ personal delivery

Signature of Grievant

Copy to: UNKEA
Board

APPENDIX E

RP-3.2.6 Employee and Dependent Scholarship Programs

RP-3.2.6.1 Employee and Dependent Scholarships—Undergraduate Credit

A. Employee Undergraduate Scholarship Program

Pursuant to Section 3.7 of the *Bylaws of the Board of Regents of the University of Nebraska*, the following regulations shall apply to the Employee Undergraduate Scholarship Program:

1. Eligibility for Employee Undergraduate Scholarship Program
 - a. All full-time (1.00 F.T.E.) employees of the University are eligible to apply.
 - b. All retired employees of the University who have met the normal retirement regulations are eligible to apply.
 - b. Employees must be admitted students of the University and must have met all normal academic requirements for the courses taken.
 - c. The Employee Undergraduate Scholarship Program is not available to employees on leave of absence without pay.
 - e. The Employee Undergraduate Scholarship Program is not available to employees whose anticipated employment period is less than six months.
 - f. The Employee Undergraduate Scholarship Program is not available to employees who are Participants in the Employee Graduate Scholarship Program. However, in further explanation, any annual Employee Graduate Scholarship Program credit hour benefit not fully used by the employee Participant shall be available for the transfer to an Eligible Beneficiary under the Dependent Undergraduate Scholarship Program.
2. Terms and Conditions
 - a. The granting of Employee Undergraduate Scholarships is subject to openings in the specific classes in which the employee intends to enroll. If the reduction or withdrawal of this privilege is necessitated by the lack of funds, such reduction or withdrawal shall apply to all classes of employees on a University-wide basis, and timely notice of this action shall be provided to all employees.

- b. The benefits set forth in this RP 3.2.6.1 apply only to undergraduate academic credit courses being offered at any unit of the University of Nebraska. These courses may be taken for credit or audit.
- c. The Employee Undergraduate Scholarship Program shall provide tuition equal to the University's resident tuition charge per semester credit hour.
- d. Employees whose applications have been approved shall pay all normal admission and matriculation fees, including lab fees and course fees, but not University Program and Facilities Fees. Employees shall also pay all usual course-related costs such as books and supplies.
- e. The program is limited to no more than fifteen (15) credit hours in any 12-month period (August through July) and is normally restricted to no more than six (6) credit hours per semester.
- f. Employees eligible for scholarship plans through other programs are expected to avail themselves of these programs prior to applying for the Employee Undergraduate Scholarship Program. If the employee's costs are not entirely covered by the other programs, the Employee Undergraduate Scholarship Program shall allow for the difference up to the maximum established herein.
- g. Employees will be billed for their tuition if they resign from University employment and the effective date of resignation occurs during the first thirty (30) days after classes have commenced.
- h. If any Employee receives funds from one or more University or University of Nebraska Foundation sources, which funds are used to pay for any educational expenses related to the courses taken under this program, such funds will be treated as outside the scope of this program, and the University will treat such additional benefit as additional wage income to the Employee in the year received.

3. Class Attendance

- a. Normally, employees taking advantage of the Employee Undergraduate Scholarship Program will enroll in classes held during nonworking hours.
- b. If the course(s) is (are) not scheduled during nonworking hours, the Employee's hours may be rearranged, with the appropriate approvals, to accommodate enrollment.

B. Dependent Undergraduate Scholarship Program

Employees who meet the Employee Undergraduate Scholarship Program employment eligibility conditions may elect to transfer all or part of their employee scholarship benefit to (1) the employee's spouse; (2) one or more dependent children of the employee and/or the employee's spouse; (3) the employee's Adult Designee; or (4) one or more dependent children of such Adult Designee. (Hereinafter, these persons will be referred to collectively as "Eligible Beneficiaries").

1. Definitions

The following definitions shall apply to the Dependent Scholarship Program:

- a. Spouse shall be an employee's husband or wife, as recognized by the State of Nebraska.
- b. An individual shall qualify as an Adult Designee if all of the following criteria are met:
 - i. The individual is not the spouse of the employee;
 - ii. The individual has resided in the same domicile with the employee for at least the past consecutive twelve (12) months and intends to remain so indefinitely;
 - iii. The individual is at least nineteen (19) years of age;
 - iv. The individual is directly dependent upon, or interdependent with, the employee sharing a common financial obligation. Acceptable documentation shall include:
 - A. Any Internal Revenue Service form listing the Adult Designee as a dependent, or
 - B. Any three (3) of the following four (4) documents:
 - (1) A joint loan obligation, mortgage, or lease, or joint ownership of a vehicle;
 - (2) An employee life insurance policy, retirement benefits account, or will designating the Adult Designee as beneficiary thereto, or will of the employee or the Adult Designee which designates the other as executor;
 - (3) A mutually granted power of attorney for purposes of healthcare or financial management; or

- (4) Proof of a joint bank or credit account showing the employee or Adult Designee is authorized to sign for purposes of the other's bank or credit account.
 - v. The employee signs and files with human resources a sworn statement with attached documentation listed in subsection iv.A or iv.B of this subsection, which statement attests to the authenticity and truthfulness of the documents and the veracity of statements that the Adult Designee is nineteen (19) years of age or older and financially dependent or interdependent with the employee;
 - vi. The employee has not withdrawn the sworn statement set forth in subsection b.v.
 - vii. The individual is not:
 - A. A person hired or directly supervised by the employee in an employment setting;
 - B. A person the employee may transfer, suspend, lay off, recall, promote discharge, assign reward, or discipline as an employee;
 - C. A person for whom the employee has the responsibility to direct or adjust grievances, or effectively recommend any such action, if the exercise of such authority is not merely of a routine or clerical nature but requires the use of independent judgment;
 - D. A person related to either the employee or the employee's spouse as follows:
 - (1) Parents.
 - (2) Parents' collateral descendants (siblings, nieces, nephews).
 - (3) Grandparents and their descendants (aunts, uncles, cousins).
 - (4) Renters, boarders, tenants, employees.
 - (5) Children (Children of employees or Adult Designees may qualify for Dependent Scholarship Program benefits as dependent children, but not as Adult Designees).
- c. Dependent child shall mean any naturally born child, legally adopted child, stepchild, or ward of an employee or Adult Designee who (i) is unmarried and under twenty-four (24) years of age, and (ii) is chiefly dependent on the employee or the Adult Designee for support (claimed as a dependent for tax purposes).

2. Eligibility for Dependent Scholarship Program

- a. All regular full-time (1.00 F.T.E.) employees of the University who meet the employment eligibility requirements of the Employee Undergraduate Scholarship Program may transfer up to a total of fifteen (15) credit hours per year (August through July) to one or more Eligible Beneficiaries. Such transfer shall be at tuition rates equal to the University's resident tuition charge per semester credit hour at the campus of attendance.
- b. The Dependent Scholarship Program is only available to an Eligible Beneficiary who is an admitted student of a University of Nebraska campus and who has met all the normal academic requirements of the course(s) taken. Full-time student enrollment status is required for a dependent child to be eligible, but not for a spouse or Adult Designee. An affidavit will be required to document the status of dependent children. The University reserves the right to request copies of tax returns or other supporting documentation.
- c. All retired employees of the University who have met the normal retirement regulations may apply the Dependent Scholarship Program to one or more Eligible Beneficiaries.

3. Terms and Conditions

- a. The Dependent Scholarship Program will be limited to undergraduate academic credit courses at any campus of the University of Nebraska.
- b. The Dependent Scholarship Program shall provide tuition equal to the University's resident tuition charge per semester credit hour at the campus of attendance, subject to the limitations listed in subsection (e) below.
- c. Eligible Beneficiaries whose applications have been approved shall pay all normal admission and matriculation fees including lab fees, course fees, UPFF fees, and all usual course-related costs such as books and supplies.
- d. The maximum number of credit hours that may be transferred by an employee to one or more Eligible Beneficiaries will be the equivalent of fifteen (15) semester credit hours in any 12-month period (July through August) and is restricted to no more than nine (9) hours per semester.
- e. Eligible Beneficiaries who are eligible for scholarship plans through other programs are expected to avail themselves of these programs prior to applying for the Dependent Scholarship Program. If the Eligible

Beneficiary's tuition costs are not entirely covered by the other programs, the Dependent Scholarship Program shall allow for the difference up to the maximum established herein.

- f. Employees will be billed for an Eligible Beneficiary's tuition if they resign from University employment and the effective date of the resignation occurs during the first thirty (30) days after classes have commenced.
- g. Employees may incur income tax on the value of the Dependent Undergraduate Scholarship Benefit awarded, especially in cases where the benefit is transferred to an individual not considered a dependent of the employee for income tax reporting purposes. Employees may wish to seek tax advice prior to receiving the benefit described in this program.

RP-3.2.6.2 Employee Scholarships for Graduate Credit

1. Establishment and Purpose of Plan

- a. The University of Nebraska (the "University") hereby establishes this Plan for the purpose of providing tax benefits related to the furnishing of educational assistance to eligible employees.
- b. It is the intention of the University that the educational assistance provided under the Plan be eligible for exclusion from a Participant's gross income to the maximum extent possible under Section 127(a) of Code and under any applicable provisions of the Nebraska state tax laws. The University presently provides, and will continue to provide, to its employees a variety of other benefits, some of which may qualify for exclusion from gross income under provisions other than section 127 of the Code. The educational assistance offered under this Plan is provided in addition to such other benefits, which shall not constitute a part of this Plan.

2. Definitions for Purposes of RP-3.2.6.2

- a. "Benefits" means the payment, reimbursement, or waiver of tuition costs. Participants whose applications have been approved for this Plan shall pay all normal admission and matriculation fees, including lab fees and course fees, but not University Program and Facilities Fees, which shall be waived. Employees shall also pay all usual course-related costs such as books and supplies and equipment. In addition, Benefits do not include the payment, reimbursement, or waiver of costs related to tools or supplies which may be retained by the Participant after completion of an Educational Course, or meals, lodging, or transportation incidental to taking an Educational Course.

- b. "Code" means the Internal Revenue Code of 1986, as amended.
- c. "Educational Course" means any University graduate level course of a kind normally taken by an individual pursuing a program leading to a law, business, medical, or other advanced academic or professional degree. Educational Courses do not include either (a) undergraduate courses, or (b) courses that instruct the Participant in any sport, game, or hobby, unless such courses are required as part of a graduate degree program.
- d. "Employer" means the University of Nebraska.
- e. "Participant" means full-time (1.00 F.T.E) employees, and retired employees of the Employer who have met the normal retirement regulations. Employees (a) who are on a leave of absence without pay, (b) whose anticipated employment period is less than six months, or (c) who are participating in the Employee Undergraduate Scholarship Program, do not qualify as Participants.
- f. "Plan" means the University of Nebraska Section 127 Educational Assistance Plan, as set forth in this RP-3.2.6.2.
- g. "Plan Administrator" means the University's Senior Vice President for Business and Finance, or such successor position, and those individuals employed by the University to whom the Senior Vice President for Business and Finance has delegated authority for the administration of the Plan.
- h. "Plan Year" means the 12-month period commencing January 1 and ending on December 31.

3. Eligibility

- a. Every Participant is eligible to receive Benefits under the Plan, subject to the limitations set forth in Section 4. below.
- b. A Participant shall cease to be eligible to receive Benefits on the date that the person is no longer a Participant. If, however, such person is receiving Benefits at the time that the person becomes ineligible, he or she will remain eligible for Benefits under the Plan until the end of the semester or other academic term in which eligibility terminates.

4. Limitations on Benefits

- a. If any Participant receives during a Plan Year funds from one or more University or University of Nebraska Foundation sources, which funds are used to pay for any educational expenses related to the Educational Courses taken under this Plan, such funds will be treated as outside the scope of this Plan, and the University will treat such funds as additional wage income to the Participant in the Plan Year received.
- b. In no event shall a Participant be entitled to receive any Benefits under this Plan in lieu of cash or any other taxable compensation that he or she might otherwise be entitled to receive from the Employer.
- c. In any Plan Year during which a person is a Participant in the Plan, the Participant shall be eligible to receive Benefits under the Plan valued at no more than \$5,250 (or such greater or lesser amount as may be subsequently permitted under section 127 of the Code).
- d. The Plan is intended not to discriminate in favor of highly compensated employees (as defined in section 414(q)) of the Code) as to eligibility to either participate in the Plan or receive Benefit distributions from the Plan, and the Plan will in all respects comply with the requirements of sections 127(b)(2) and (3) of the Code and the underlying Treasury regulations. If, in the judgment of the Plan Administrator, the operation of the Plan in any calendar year would result in such discrimination, the Plan Administrator shall select and exclude from participation in the Plan such Participants as shall be necessary to ensure that, in the judgment of the Plan Administrator, the Plan does not discriminate.
- e. If any Benefits under this Plan become taxable to the Participant for any reason, including a result of nondiscrimination tests or payment of Benefits in excess of statutory limits, any employment tax withholding owed with respect to the taxable portion of any Benefits shall be deducted from the Participant's other compensation in the same calendar year in which the Benefits are provided.
- f. The Benefits provided hereunder are subject to openings in the specific classes in which the Participant intends to enroll. If the reduction or withdrawal of this privilege is necessitated by a lack of funds, such reduction or withdrawal shall apply to all classes of Participants on an Employer-wide basis, and timely notice of this action shall be provided to all Participants.
- g. The Benefits provided hereunder apply only to academic credit courses being offered at any unit of the Employer. These courses may be taken for credit or audit.

- h. The tuition benefit provided under the Plan shall be equal to the Employer's resident tuition charge per semester credit hour.
- i. Participants whose applications have been approved shall pay all admission and matriculation fees, including lab fees and course fees, and all course-related costs such as books and supplies, but shall not be required to pay University Program and Facilities fees.
- j. The tuition benefit provided under this Plan is limited to no more than fifteen (15) credit hours in any Plan Year and is normally restricted to no more than six (6) credit hours per semester.
- k. Participants will be billed for their tuition cost if they resign from being employed by the Employer and the effective date of resignation occurs during the first thirty (30) days after classes have commenced.
- l. Normally, Participants taking advantage of the Benefits under this Plan will enroll in classes held during nonworking hours, and if the course(s) is (are) not scheduled during nonworking hours, the Participant's hours may be rearranged, with the appropriate approvals, to accommodate enrollment.

5. Plan Administrator

- a. The Plan Administrator shall have authority and responsibility to take any reasonable actions necessary to control and manage the operation and administration of this Plan under rules applied on a uniform and nondiscriminatory basis to all Participants, including retaining an independent company to perform administrative services such as Plan recordkeeping or Benefit reimbursement.
- b. The Plan Administrator shall give reasonable notice of the availability and terms of the Plan to such persons who are eligible to be Participants.

6. Miscellaneous

- a. All Benefits provided under this Plan shall be funded by the Employer in a manner that the Employer shall deem appropriate.
- b. This Plan may be amended or terminated at any time by the Employer, provided, however, that any termination or amendment shall not affect the right of any Participant to claim an award for which he or she may have qualified prior to such termination or amendment.
- c. The University's Director of University Accounting shall be responsible for preparing and filing the Annual Return/Report of Employee Benefit Plan (Form 5500) to report all required information concerning the Plan.
- d. This Plan shall not be deemed to constitute a contract between the Employer and any Participant or to be a consideration or an inducement for the employment of any Participant. Nothing contained in this Plan shall be deemed to give any Participant the right to be retained in the service of the Employer or to interfere with the right of the Employer to discharge any Participant at any time regardless of the effect which such discharge shall have upon him or her as a Participant of this Plan.
- e. This Plan shall be construed and enforced according to the laws of the State of Nebraska, other than its laws respecting choice of law, to the extent not preempted by any federal law.
- f. RP 3.2.6.2 represents the entire Plan. No other employee benefit plan is, or may hereafter be maintained by the Employer as, part of this Plan, unless the Plan is amended in accordance with the rules governing amendment of the Regents Policies.

Reference: BRUN, Minutes, 43, pp. 175-176 (July 28, 1979).
BRUN, Minutes, 56, p. 149 (September 6, 1991).
BRUN, Minutes, 63, p. 157 (June 23, 2001).
Corporation Secretary Revision: Amended in accordance with authority granted to the President in agenda item IX-B-6 on June 8, 2012

APPENDIX F
GRIEVANCE PROCEDURE ELECTION FORM
UNIVERSITY OF NEBRASKA AT KEARNEY
UNIVERSITY OF NEBRASKA AT KEARNEY EDUCATION ASSOCIATION

I elect not to pursue a grievance through the procedures set forth in Article V of this Collective Bargaining Agreement. I am aware and acknowledge that my election will bar my filing of a grievance, for the alleged violation (s) at a later date, through the grievance procedures set forth in Article V of this Collective Bargaining Agreement.

Name: (print) _____ College _____

Department/Program _____

Grievant's Signature _____ Date _____

Nature of Alleged Agreement Violation:

Article (s) _____ Section (s) _____

Acknowledgement by UNKEA Representative

UNKEA acknowledges that _____ has elected not to file a grievance through the procedures set forth in Article V of this Collective Bargaining Agreement. UNKEA agrees to not file a grievance under article V, on the member's behalf, directly pertaining to the alleged violation above. UNKEA retains the right to grieve on any issues not directly alleged above and consistent with terms of the contract.

Name of UNKEA Representative (print) _____

Signature of UNKEA Representative _____ Date _____

This completed form must be presented to the Senior Vice Chancellor for Academic Affairs within 120 days of the alleged violation (s).

The Senior Vice Chancellor will acknowledge receipt of the grievant's election by returning a signed and dated copy to the grievant and to the UNKEA President with five working days.

4819-1028-3413, v. 1

TO: The Board of Regents Addendum XII-B-4
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Amendment to Project Costs for construction of the Regional Engagement and Alumni Center at UNK

RECOMMENDED ACTION: Approve a budget increase in the amount of \$2,600,000 for the development and construction of a Regional Engagement and Alumni Center at UNK

PREVIOUS ACTION: December 4, 2020 – The Board of Regents approved the Owner’s Representative Agreement, Property Transfer Agreement, and Condominium Declaration for the development and construction of a Regional Engagement and Alumni Center at the University of Nebraska at Kearney.

EXPLANATION: At the onset of the pandemic, the original project timeline was delayed ensuring the project would fulfill the University and private industry interests for the first office building planned for University Village. This temporary suspension, labor shortages, and disruption to supply change largely impacted construction costs.

During design, changes have been approved including updated technology-focused collaboration and board room spaces, proper warming kitchen for conference space needs, adjustments to restroom layouts to meet current and future requirements, and general improvements to collaboration capabilities, technology, and long-term functionality of the building. Upon completion of construction, the University will utilize approximately 19,212 gsf of the approximately 52,069 gsf REAC facility.

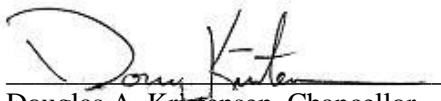
This item seeks approval to proceed with this collaboration between the University and private industry recognizing the increased inflation that accompanied the pandemic has impacted construction costs.

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

PROJECT COSTS: \$13,000,000

SOURCE OF FUNDS: Internal Lending Program Loan

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

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

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-B-5
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Revisions to Architecture Complex LB384 Renovation - Phase 2 at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve revisions to Architecture Complex LB384 Renovation - Phase 2 and receive report from Business and Finance Committee regarding Intermediate Design Review

PREVIOUS ACTION: On April 8, 2022, the Board of Regents approved the Program Statement for Architecture Complex LB384 Renovation - Phase 2 at UNL

EXPLANATION: Since approval of the program statement, construction costs have continued to fluctuate. Additionally, opportunity has been realized for greater completion of deferred maintenance to address the architecture complex more comprehensively. For these reasons, a budget increase of \$5.625 million is requested for a total budget of \$19,325,000.

In addition, this submittal will constitute the report of the Business and Finance Committee approving the Intermediate Design and fixing the scope and budget for the project.

	<i>Program Statement</i>	<i>Intermediate Design</i>
Construction Budget:	11,393,000	17,018,000
Non-Construction Budget:	2,307,000	2,307,000
NSF:	94,760	95,298
Substantial Completion:	August 2023	October 2023

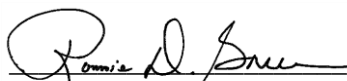
This item has been approved by the Business and Finance Committee.

		<u>Original</u>	<u>Proposed</u>
PROJECT COST:	Total Project Budget	\$13,700,000	\$19,325,000

SOURCES OF FUNDS: LB384: \$17,715,881
Other sources: \$1,609,119

SPONSOR: Michael J. Zeleny
Vice Chancellor for Business and Finance

APPROVED:


Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: January 11, 2023

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

MEETING DATE: February 10, 2023

SUBJECT: Design Build Contract Amendments for the Feedlot Innovation Center at the University of Nebraska-Lincoln Eastern Nebraska Research, Extension and Education Center (ENREEC)

RECOMMENDED ACTION: Approve and authorize execution of contract amendments to the design build contract with Settje Agri-Services and Engineering, Inc. for the Feedlot Innovation Center at ENREEC

PREVIOUS ACTION: June 3, 2022 - The Board of Regents approved the project scope, schedule, and budget for the Feedlot Innovation Center at ENREEC

EXPLANATION: The approved project information included use of the design build delivery method. Settje Agri-Services and Engineering, Inc. was selected through a competitive qualification-based process in accordance with Board of Regents' policy. An initial design only contract was executed in July 2021, with amendments planned to handle the build portions by phase as needed.

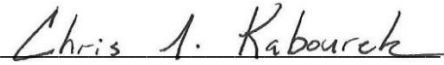
Authority to approve and execute construction contracts over \$5 million is reserved by the Board of Regents. Design build amendments will be in the standard format of the agreement and only within the scope, schedule and budget approved by the Board of Regents. Upon execution, amendments will be reported through the standard contract reporting process.

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

PROJECT COST: \$7,500,000

SOURCE OF FUNDS: Private Donations/Other Sources

SPONSOR: Ryan F. Swanson
Associate Vice President for Facilities, Planning and Capital Programs

RECOMMENDED: 
Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2022

TO: The Board of Regents Addendum XII-B-7
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Construction Contract for Morrill Hall LB384 Renovation at UNL

RECOMMENDED ACTION: Approve execution of standard form construction agreement for Morrill Hall LB384 Renovation at UNL

PREVIOUS ACTION: December 3, 2021 - The Board of Regents approved LB384 funding for Morrill Hall LB384 Renovation at UNL

EXPLANATION: The approved project information included use of the design-bid-build delivery method. A public bid will be held in February 2023. The construction budget is \$7,948,500 and a standard form construction contract will be prepared for the approved scope of work, schedule, and within this budget.

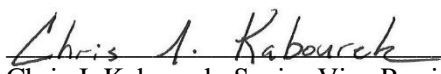
Authority to approve and execute construction contracts over \$5 million is reserved by the Board of Regents. This item seeks approval to execute the University of Nebraska Standard Form Construction Agreement for construction services for the Morrill Hall LB384 Renovation work.

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

PROJECT COST: \$9,265,000

SOURCE OF FUNDS: LB384 Funds

SPONSOR: Ryan F. Swanson
Associate Vice President for Facilities, Planning and Capital Programs

RECOMMENDED: 
Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2022

TO: The Board of Regents Addendum XII-B-8
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Construction Contract for Pershing Military & Naval Science Building
LB384 Renovation at UNL

RECOMMENDED ACTION: Approve execution of standard form construction agreement for Pershing
Military & Naval Science Building LB384 Renovation at UNL

PREVIOUS ACTION: December 3, 2021- The Board of Regents approved LB384 funding for
Pershing Military & Naval Science Building LB384 Renovation at UNL

EXPLANATION: The approved project information included use of the design-bid-build
delivery method. A public bid will be held in early 2023. The
construction budget is \$8,169,000 and a standard form construction
contract will be prepared for the approved scope of work, schedule, and
within this budget.

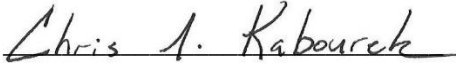
Authority to approve and execute construction contracts over \$5 million
is reserved by the Board of Regents. This item seeks approval to execute
the University of Nebraska Standard Form Construction Agreement for
construction services for the Pershing Military & Naval Science Building
LB384 Renovation work.

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

PROJECT COST: \$10,000,000

SOURCE OF FUNDS: LB384 Funds

SPONSOR: Ryan F. Swanson
Associate Vice President for Facilities, Planning and Capital Programs

RECOMMENDED: 
Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-B-9
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Guaranteed Maximum Price (GMP) Amendment for the Campus Heating Hot Water Expansion Project at UNMC

RECOMMENDED ACTION: Approve and authorize execution of standard Guaranteed Maximum Price (GMP) amendments for the Campus Heating Hot Water Expansion Project at UNMC

PREVIOUS ACTION: October 8, 2021 – The Board of Regents approved the utilization of LB384 funding to complete the Campus Heating Hot Water Expansion Project at UNMC.

EXPLANATION: The approved Campus Heating Hot Water Expansion Project includes use of the Construction Manager at Risk (CMR) delivery method. Kiewit Building Group Inc. was selected as the CMR through a competitive qualification-based selection process in accordance with Board of Regents policies.

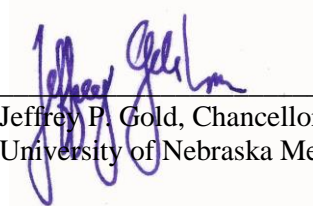
Authority to approve and execute construction contracts in excess of \$5,000,000 is reserved by the Board of Regents. GMP amendments will be in the standard form and executed only within the scope, schedule and budget approved by the Board of Regents. Upon execution, GMP amendments will be reported through the standard contract reporting process.

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

TOTAL PROJECT COST: Project Budget \$15,000,000

SOURCE OF FUNDS: LB384 funds

SPONSOR: Anne Barnes
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED: 

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-B-10

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Acquisition of property at 414 South Saddle Creek Road, Omaha, NE and Ground Lease with Metro Federal Credit Union at 4444 Farnam Street, Omaha, NE.

RECOMMENDED ACTION: Approval to acquire property located at 414 South Saddle Creek Road, Omaha, NE and to enter into the associated Use Restriction Agreement for the acquired property and Ground Lease of 4444 Farnam Street, Omaha, NE with Metro CU Federal Credit Union for UNMC

PREVIOUS ACTION: None

EXPLANATION: Per RP-6.2.3(4)(d), acquisition of property valued at greater than \$250,000 shall be submitted to the Board of Regents for approval and per RP-6.3.1(4)(i), contracts granting a lease or license to use University real property in excess of twenty (20) years shall be approved by the Board of Regents

In anticipation of future campus development, UNMC desires to acquire from Metro CU Federal Credit Union ("Metro") certain real property located at 414 South Saddle Creek Road (the "Acquired Property"). In order to accommodate the relocation of Metro's operations within the area, UNMC desires to enter into a Ground Lease with Metro, under which Metro will lease the property located at 4444 Farnam Street from the University for future Metro development (the "Leased Property"). As a condition of closing, Metro is also requiring that the University enter into a Use Restriction Agreement, preventing the development of the Acquired Property for financial services for the duration of the Ground Lease.

UNMC proposes to purchase the Acquired Property at 414 S Saddle Creek for a total purchase price of \$3,960,000.

Upon completion of Metro's new facility on the Leased Property, UNMC will receive \$13,000 per year from Metro under the Ground Lease for 4444 Farnam Street. Prior to completion of the new facility, Metro will lease back the Acquired Property. UNMC intends to perform work on the Leased Property to prepare the site for development, with costs not to exceed \$978,710.

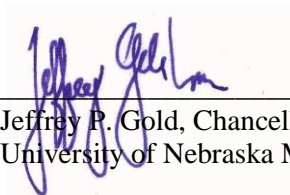
This item has been reviewed by the Business and Finance Committee.

PROJECT COST: \$4,938,710


SOURCE OF FUNDS: Campus Reserves

SPONSOR: Anne C. Barnes
Vice Chancellor for Business and Finance

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-B-11

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: International Recruitment Partner Contingent Fee Agreements at the University of Nebraska at Omaha

RECOMMENDED ACTION: Approve International Recruitment Partner Contingent Fee Agreements at the University of Nebraska at Omaha

PREVIOUS ACTION: None

EXPLANATION: Chancellor Li has challenged UNO to grow its international student population to comprise 10% of the overall student body in the next five years. To meet those goals, the campus intends to enter into agreements with the following international student recruitment partners:

1. Adventus Education Pte Ltd
2. Alfa Beta Institute Pvt Ltd
3. ApplyBoard Inc.
4. Applywave
5. Astolinks Limited
6. Boston Abroad Educational Consultancy Pvt.Ltd.
7. Bridge To Study
8. Bright Can-Achieve Limited
9. Career Mosaic
10. Council For American Education (CAE)
11. DIWAKAR IMMIGRATION SERVICES
12. Education First Pvt. Ltd. trading as EDF Admission
13. Edwise Foundation
14. GeeBee Education Pvt. Ltd.
15. Global Tree Careers Pvt. Ltd.
16. Great Lakes United Endeavors
17. Ino Agencija DOO (Ino Edukacija)
18. International University of Applied Science (IU)
19. Jamboree Education Pvt Ltd
20. Jasper Consultancy Limited
21. Kanan International
22. National Collegiate Network (NCN)
23. Shiksha.com, a division of Info Edge (India) Ltd.
24. Studee Ltd.
25. TEAM Sugi LLC
26. Yathapu Consulting Private Limited

The amount paid to the international student recruiting partners is contingent upon the success of their recruitment strategies. Terms of the agreement provide that UNO pays recruiting partner a fee of \$1500 per semester per full-time undergraduate or graduate student for the first two consecutive semesters of enrollment and a fee of \$300 per ILUNO

student for the first two consecutive terms of enrollment. Each contract has a five (5) year term.

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 in excess of 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.

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

PROJECT COST: See projections below

Tuition Revenue Projections - Undergraduate					
	AY 22/23	AY 23/24	AY 24/25	AY 25/26	AY 26/27
Estimated Undergraduate Students (Assuming 46% of International Student Body)	287	416	520	650	812
Estimated Students from Agents	14	93	117	146	183
Gross Revenue (Assuming Students Graduate after 8 Semesters)	\$ 160,664.00	\$ 2,192,216.00	\$ 4,589,312.00	\$ 7,580,560.00	\$ 11,169,200.00
Agent Fees	\$ (21,000.00)	\$ (300,000.00)	\$ (351,000.00)	\$ (438,000.00)	\$ (549,000.00)
Scholarships	\$ (21,000.00)	\$ (321,000.00)	\$ (672,000.00)	\$ (1,110,000.00)	\$ (1,638,000.00)
Net Revenue	\$ 118,664.00	\$ 1,571,216.00	\$ 3,566,312.00	\$ 6,032,560.00	\$ 8,982,200.00
Tuition Revenue Projections - Graduate					
	AY 22/23	AY 23/24	AY 24/25	AY 25/26	AY 26/27
Estimated Graduate Students (Assuming 54% of International Student Body)	331	354	443	553	692
Estimated Students from Agents	16	110	137	171	214
Gross Revenue (Assuming Students Graduate after 4 Semesters)	\$ 120,560.40	\$ 1,872,704.88	\$ 3,793,633.92	\$ 4,589,332.56	\$ 5,738,675.04
Agent Fees	\$ (24,300.00)	\$ (353,160.00)	\$ (411,480.00)	\$ (513,540.00)	\$ (643,140.00)
Scholarships	\$ (16,200.00)	\$ (251,640.00)	\$ (509,760.00)	\$ (616,680.00)	\$ (771,120.00)
Net Revenue	\$ 80,060.40	\$ 1,267,904.88	\$ 2,872,393.92	\$ 3,459,112.56	\$ 4,324,415.04
Tuition Revenue Projections					
	AY 22/23	AY 23/24	AY 24/25	AY 25/26	AY 26/27
Total Revenue Generated by Undergraduate Students Recruited by Agents	\$ 118,664.00	\$ 1,571,216.00	\$ 3,566,312.00	\$ 6,032,560.00	\$ 8,982,200.00
Total Revenue Generated by Graduate Students Recruited by Agents	\$ 80,060.40	\$ 1,267,904.88	\$ 2,872,393.92	\$ 3,459,112.56	\$ 4,324,415.04
Total Revenue Generated by Agent Recruited Students	\$ 198,724.40	\$ 2,839,120.88	\$ 6,438,705.92	\$ 9,491,672.56	\$ 13,306,615.04
Average Net Tuition/student	14,210.80	12,194.49	13,221.71	13,992.50	14,392.38

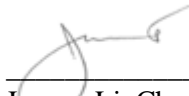
SOURCE OF FUNDS:

Tuition Revenues

SPONSORS:

Carol A. Kirchner
Vice Chancellor for Business & Finance

RECOMMENDED:



Joanne Li, Chancellor
University of Nebraska at Omaha

DATE:

January 11, 2023



RECRUITING SERVICES AGREEMENT

between

THE UNIVERSITY OF NEBRASKA OMAHA, USA

AND

XXXXXXXXXXXX

This Recruiting Services Agreement (“Agreement”) is entered into as of the ___ day of _____, 2022 (“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 Omaha, located in Omaha, Nebraska, U.S.A. (“UNO”), and XXX (“Agency”). UNO and Agency are individually referred to as “party” and collectively referred to as “parties”.

WHEREAS, UNO is a public university and seeks to promote the enrollment of full-time international students in select undergraduate degree programs, in graduate degree programs, visiting students 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, UNO wishes to expand its ability to recruit international students to UNO’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 UNO wish to establish a strategic alliance through which Agency will recruit students interested in pursuing post-secondary education in Nebraska at UNO.

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 XXX. Agency’s place of business is XXXXXXXXX.
- 2.2 “Application” means a complete application for admission to an UNO academic program including undergraduate degree programs, graduate degree programs, English language program, short-term/semester or summer programs and student professional development programs. 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; nine (9) units per semester for graduate students; twenty two (22) hours per week of instruction for Intensive Language at UNO (ILUNO); and six (6) units per summer program at UNO.
- 2.4 “Graduate Degrees” refer to all Master’s and doctoral degree programs at UNO.
- 2.5 “ILUNO” program refers to the English language program offered by UNO that provides intensive English instruction and professional development to international students.
- 2.6 “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 UNO and/or the University of Nebraska, or any other name protected by the State of Nebraska, whether or not registered.
- 2.7 “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 UNO.
- 2.8 “Refund Date” means the deadline to withdraw from all units/classes after which no refunds shall be given. This deadline is determined by UNO in its sole discretion.
- 2.9 “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 UNO.
- 2.10 “Tuition and Fees” means tuition and other fees including instructional fees for each specific program. All fees shall always be determined by UNO in its sole discretion.

- 2.11 “Net Tuition” means all tuition actually received by UNO for a student. As such, this is tuition revenue less any scholarships or tuition discounts.
- 2.12 “Undergraduate Degrees” refers to all undergraduate degrees.
- 2.13 “UNO” means the University of Nebraska Omaha, located at 6001 Dodge Street, Omaha, NE, 68182 U.S.A.

3 ARTICLE 3: REPRESENTATIONS AND WARRANTIES

- 3.1 UNO represents and warrants that:
 - 3.1.1 UNO 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 UNO’s knowledge, the UNO 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 UNO.

4 ARTICLE 4: RESPONSIBILITIES OF AGENCY

- 4.1 Agency shall:
 - 4.1.1 Describe and promote UNO’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 UNO and its programs. This can only be done by reference to the materials provided by UNO and, when not available, through direct communication with UNO.
- 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 non-exclusive 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 UNO
- 4.1.6 Ensure that each Prospective International Student compiles and submits to UNO 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 UNO 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 UNO 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 UNO 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 UNO 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 UNO in its sole discretion and Agency gives no input with respect to admission decisions.
 - 4.2.6 All application materials must be accompanied by a signed consent form that allows UNO staff and Agency to discuss Prospective International Student applications with each other, an exemplar copy of which is attached as Exhibit A. 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 UNO policies, including policies relating to timely payment of Tuition and Fees.
 - 4.2.8 UNO reserves the right to dismiss or otherwise discipline Students according to University policies and procedures, which, along with graduation requirements, are accessible on UNO's website at www.unomaha.edu.
 - 4.2.9 UNO 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, UNO 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 UNO 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 UNO and their lodging and meals while at UNO. UNO housing is available but not guaranteed. UNO housing is a separate application and application fees.
- 4.2.12 Students are required to purchase medical insurance that meets the requirements of UNO and the United States government. Such insurance must be obtained through UNO. 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 UNO possesses any institutional or programmatic accreditation other than accreditations that UNO 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 UNO.
- 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 UNO that have not been expressly authorized in advance by UNO.

- 4.3.4 Take any action that will result in UNO'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 UNO and any other educational institution.
- 4.3.7 Represent that UNO is associated or affiliated with any other educational institution.
- 4.3.8 Process or forward to UNO the Applications of Prospective International Students who do not comply with visa or admission requirements.
- 4.3.9 Use any registered or unregistered Marks of UNO and/or University of Nebraska in any way whatsoever, without prior written authorization from UNO (see Article 9).
- 4.3.10 Charge any fees to a Prospective International Student for their Application or acceptance of an offer in addition to those charged by UNO.
- 4.3.11 Recruit Students who are eligible to receive federal financial aid under Title IV of the Higher Education Act of 1965.
- 4.3.12 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 UNO; or
 - The likelihood of being awarded financial aid or scholarships.

5 ARTICLE 5: RESPONSIBILITIES OF UNO

UNO shall:

- 5.1 In a timely manner, provide to Agency accurate and updated information about UNO 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 UNO admission policies. UNO, 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 UNO 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 UNO that Student's complete Application packet was submitted to UNO no later than fifteen (15) business days from the date of Student's online application submission.
- 6.2 UNO places a \$25,000 annual limit on commission fees paid to Agency.
 - 6.2.1 Agency shall not incur commission fees in excess of \$25,000 in any year of the term of this Agreement without UNO's prior written consent. Should Agency exceed the annual \$25,000 threshold without obtaining UNO's prior written consent, UNO will not be responsible for and Agency will hold UNO harmless from any amounts incurred over the threshold. Agency understands that any commission fees paid by UNO to Agency in excess of \$25,000 per year may require the approval of the Board of Regents of the University of Nebraska
- 6.3 UNO shall provide commission payment to Agency in accordance with the following schedule.
 - 6.3.1 For each Agency-referred Student enrolled in a full-time undergraduate or graduate program, UNO shall pay Agency 1500 USD for the first two (2) consecutive 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 UNO Tuition and Fees.

- 6.3.2 For each Agency-referred Student enrolled in ILUNO, UNO shall pay Agency 300 USD for the first two (2) consecutive sessions, providing the Student has fully paid the ILUNO UNO Tuition and Fees.
- 6.3.3 For each Agency-referred Student enrolled in ILUNO with conditional eligibility for admission into graduate or undergraduate degree programs, UNO 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 ILUNO study, UNO shall pay Agency 1500 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.
- 6.4 Agency shall submit an invoice on Agency's letterhead that contains the following information:
 - 6.4.1 The name of each Student and the Student's family name and given name, date of first enrolled term, the Student's NU ID number, as well as the specific program in which the Student is enrolled.
 - 6.4.2 Payment, telephone, and email details of Agency.
 - 6.4.3 An invoice or reference number.
 - 6.4.4 Any additional information requested by UNO.
 - 6.4.5 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.
- 6.5 Agency shall issue the payment invoice to UNO 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. UNO 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 UNO Tuition and Fees for each of the first two (2) consecutive semesters in which the student matriculates. Agency shall issue the

invoice to UNO after the last day of any tuition refund is allowed in a non-degree program. UNO shall pay Agency's invoice within sixty (60) calendar days of receipt for each Full Time Study Student.

6.6 No payment is owed to Agency where:

- 6.6.1 A Student withdraws from their UNO degree program before the deadline date for Tuition and Fee refund in the Student's second semester.
- 6.6.2 A Student enrolled in ILUNO withdraws from the ILUNO program before the stated Tuition and Fee refund date or without payment in full to the ILUNO program.
- 6.6.3 A Student fails to pay UNO the full Tuition and Fees for the program.
- 6.6.4 A Student does not obtain an appropriate visa.
- 6.6.5 A Student is eligible to receive Title IV program funds under the Higher Education Act of 1965.
- 6.6.6 A Student has previously attended UNO on a Full-Time Study basis other than at ILUNO as conditionally eligible student; or prior to the submission of an Application, the Student has also been recruited through UNO's own recruitment efforts, including any UNO distance education course.

7 ARTICLE 7: PRIVACY OF PERSONAL INFORMATION

- 7.1 UNO 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. UNO is, and Agency may be, subject to various privacy, freedom of information and public records laws, and UNO 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 UNO and shall limit access to only those employees or agents with a need to know. For

the purposes of this Agreement, pursuant to FERPA, UNO 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 UNO 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, UNO 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 UNO is a public institution, and, as such, is subject to the Nebraska Open Records Act, Neb. Rev. Stat. §§ 84-712 et seq., and that UNO'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 UNO, the use by Agency of the UNO'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, UNO 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 UNO 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 UNO. 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 UNO.

9 ARTICLE 9: INTELLECTUAL PROPERTY AND PROPRIETARY RIGHTS

- 9.1 UNO is the sole owner of all right, title and interest to all UNO information, including UNO's and the University of Nebraska's name, logos, acronyms, trademarks, trade names and copyrighted information, unless otherwise provided, including all associated goodwill (collectively, "UNO Property"). UNO hereby grants to Agency a limited, non-exclusive license to use certain UNO Property, solely in connection with University marketing and communication and in accordance with established UNO branding guidelines. Agency shall not use UNO's Property in a manner that states or implies that UNO endorses Agency or Agency's products and/or services. It is understood that UNO retains the right to review and approve in advance all uses of such UNO Property in its sole discretion. Upon termination of this Agreement for any reason, Agency agrees to immediately cease further use of UNO Property and all rights granted to Agency in this Agreement shall revert to UNO.
- 9.2 UNO shall make best efforts to promptly respond to any requests for authorization to use proprietary materials. However, any request to which UNO 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 UNO 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 UNO, except as is necessary to conclude pending Application(s);
 - 10.2.3 Cease to use any promotional or other materials supplied by, or concerning, UNO;
 - 10.2.4 Return all promotional and other materials to UNO 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 UNO 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 UNO (which may be withheld at its discretion).
- 11.2 Any request for consent submitted to UNO 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 UNO, Agency remains fully responsible for performing its obligations under this Agreement.

12 ARTICLE 12: MISCELLANEOUS TERMS

- 12.1 Independent Contractor. Agency is retained by UNO solely for the purposes and to the extent set forth in this Agreement, and Agency's relationship to UNO 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 UNO 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 UNO or entitled to participate in any plan, arrangements, or distributions by UNO pertaining to or in connection with any qualified pension or retirement plan or any other health or welfare plan with similar benefits for regular UNO 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 UNO, 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 UNO, 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 UNO 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 UNO 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 UNO. 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 UNO the right to terminate the Agreement immediately for cause.

- 12.5 Right to Audit. Agency shall maintain documentation for all charges against UNO 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 UNO or its duly appointed representatives. These records shall be maintained in accordance with generally accepted accounting principles.

13 ARTICLE 13: NOTICES

For UNO:

Louisa Ehrlich
Assistant Director of Global Partnerships
University of Nebraska Omaha
6001 Dodge St.
ASH 241
International Programs
Omaha, NE 68182
Phone: 402.554.2293
E-mail: lehrlich@unomaha.edu

For the Agency:

XXXXXX, President

Agency Name
Street Address 1
Street Address 2
District/Province
Country, Area Code
Phone:
E-mail:

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 UNO 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 UNO 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.

IN WITNESS WHEREOF, the authorized representative(s) of the parties have executed this Agreement as of the dates stated below.

**THE BOARD OF REGENTS OF
UNIVERSITY OF NEBRASKA**

XXXX AGENCY

**Joanne Li
Chancellor**

**Carol A. Kirchner
Vice Chancellor for
Business and Finance**

Date



Jody Neathery-Castro
Interim Associate Vice Chancellor for Global
Engagement

Date

TO: The Board of Regents Addendum XII-B-12
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Interlocal Agreement with the Douglas County Community Mental Health Center (CMHC) for detoxification services

RECOMMENDED ACTION: Approve Interlocal Agreement with the Douglas County Community Mental Health Center (CMHC) for detoxification services.

PREVIOUS ACTION: None

EXPLANATION: It is in the best interest of the UNO campus and the citizens of Omaha and Douglas County to allow law enforcement officers of the Department of Public Safety to place in Civil Protective Custody (CPC) intoxicated individuals found on public or quasi-public property who are in an incapacitated state, and who are a danger to themselves and others. These individuals, who may be UNO students, will be medically supervised at a facility identified by CMHC.

This Interlocal Agreement will be in effect for a term of five (5) years.


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

PROJECT COST: Douglas County Community Mental Health Center has established a rate of \$299 for each person admitted into Civil Protective Custody.

SOURCE OF FUNDS: Auxiliary Funds

SPONSORS: Carol A. Kirchner
Vice Chancellor for Business & Finance

Cathy Pettid
Associate Vice Chancellor and Dean of Students

RECOMMENDED: 

Joanne Li, Chancellor
University of Nebraska at Omaha

DATE: January 11, 2023

**DOUGLAS COUNTY, NEBRASKA
AND
THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA
DETOXIFICATION INTERLOCAL AGREEMENT**

This Detoxification Interlocal Agreement (the “Agreement”) is entered into by and between Douglas County, Nebraska, on behalf of the Douglas County Community Mental Health Center (hereinafter “CMHC”) and the Board of Regents of the University of Nebraska on behalf of the University of Nebraska at Omaha (hereinafter “UNO”) on behalf of the UNO Public Safety Department for Civil Protective Custody and detoxification services. UNO and CMHC are individually referred to as a “Party” and collectively referred to as the “Parties.”

WHEREAS, the Inter-local Cooperation Act, Neb. Rev. Stat. §§ 13-801 et seq. provides that two or more public agencies may enter into an agreement to perform any governmental service, activity, or undertaking which at least one of the public agencies entering into the contract is authorized by law to perform;

WHEREAS, Neb. Rev. Stat § 53-1,121 provides that law enforcement officers may place in civil protective custody intoxicated individuals found on public or quasi-public property who are in an incapacitated state and who are a danger to themselves or others;

WHEREAS, UNO is in need of temporary housing for such individuals in need of civil protective custody;

WHEREAS, CMHC is capable and desires to provide an appropriate protective custody program and facility for a five year period; and

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

I. SERVICES

A. CMHC shall accept for admittance and assume the safekeeping, custody, care, and sustenance for a maximum of ten (10) persons at any one time who are presented for involuntary detoxification placement under Civil Protective Custody (hereinafter “CPC”) at the facility identified by CMHC. Said safekeeping, custody, care, and sustenance provided shall include, but not be limited to, lodging, the provision of adequate and wholesome food, and necessary non-emergency medical attention.

B. CMHC may, at its sole discretion, reject a person presented for CPC for one of the following stated reasons: (a) the person is in apparent need of immediate emergency medical attention; (b) the person is too violent for the staff to control; or, (c) the maximum bed limitation set forth in subparagraph (1) above would be exceeded.

C. UNO shall provide CMHC with a designated, direct phone number to a UNO public safety official that is available twenty-four hours of each day. If at any time during the period of custody CMHC determines that an individual becomes too violent for the staff to control or in need of crisis intervention and/or emergency protective custody, CMHC shall call UNO at the phone number provided and UNO shall remove said individual from the CMHC facility within one hour.

D. CMHC shall maintain its civil protective custody facilities in a safe, clean, and sanitary condition at all times. Additionally, CMHC shall ensure that all doors providing ingress and egress to the protective custody ward shall remain locked until the client reaches the green zone at which time the door will be unlocked and the patient is encouraged to participate in programming.

E. CMHC shall comply with all federal, state, and local laws, fire codes, Health Department regulations, formal written rules, regulations, policies, and procedures applicable to the provision of services pursuant to this Agreement including, but not limited to, those pertaining to health, sanitation, safety, welfare, and civil protective custody. The protective custody facility is to be operated on a 7-day per week, 24-hour per day basis. At all times during said operation, CMHC shall have personnel on duty who are qualified to use an Alco-Sensor breathalyzer machine.

F. CMHC shall administer an Alco-Sensor test upon admission and periodically thereafter, as necessary, to verify alcohol content.

G. CMHC shall exercise its discretion in discharging individuals from protective custody under this Agreement in the following circumstances:

1. the blood alcohol content of the individual under CPC registers 0.00;
2. the release of the individual is requested by a person who satisfies criteria agreed upon in writing by UNO and CMHC as a responsible party;
3. upon the expiration of 24 hours from the time the individual was admitted for CPC; or
4. for any of the reasons set forth in paragraph I(A)(2)(a) or (b).

H. Each person admitted will receive full nursing medical monitoring. Upon entry to the program, every patient will receive a nursing assessment, which includes a Clinical Institute Withdrawal Assessment. Nursing care will continue to evaluate the patient's medical condition at least every four hours. Patients will be continuously monitored, either by camera or walking rounds.

I. When possible, UNO patients will be admitted into a private room. If there is not a private space available, Detox shall follow the normal protocol in placing the patient in shared room. UNO Public Safety will call Detox prior to bringing any patient to the facility to verify that space is available.

J. It is the desire of UNO that upon release, Public Safety will be notified of impending

discharge in order to pick up the UNO patient and transfer back to campus. UNO is aware that Detox cannot share information regarding the student unless an appropriate release of information is signed by the patient prior to release from Detox services.

II. PAYMENT FOR SERVICES

Douglas County Detoxification Services charges \$290 for each person admitted into CPC. When a patient is brought to Detox by UNO Public Safety, Detox will prepare and send the invoice for the patient's detox period to unostudentaffairs@unomaha.edu CMHC shall invoice UNO each month and UNO shall remit payment to County within 30 days from the date of the invoice.

III. TERM AND TERMINATION

This Agreement shall be in full force and effect for the term of five (5) years from the date hereof, unless terminated by a Party as provided herein. Either Party may terminate this Agreement at any time for any reason upon sixty (60) days written notice to the other Party of its intention to terminate this Agreement. If either Party defaults in the performance of this Agreement, the other Party will give to the defaulting Party a written and detailed notice of the default. The defaulting Party will have thirty (30) days thereafter to provide a written plan to cure the default that is acceptable to the other party and begin implementing the cure plan immediately after plan approval. If the defaulting Party fails to provide or implement the cure plan, then the injured Party, in addition to any other rights available to it under law, may immediately terminate this Agreement effective upon giving a written notice of termination to the defaulting Party.

IV. MISCELLANEOUS PROVISIONS

A. Independent Contractors

It is agreed that nothing contained herein is intended or should be construed in any manner as creating or establishing a partnership or joint venture between the Parties. Any and all acts that either Party or its personnel, employees, agents, contractors, or servants, perform pursuant to the terms of this Agreement shall be undertaken as independent contractors and not as employees of the other. The Parties shall, except as provided herein, act in their individual capacities and not as agents, employees, partners, joint ventures or associates of the other. An employee or agent of one shall not be deemed or construed to be the employee or agent of the other for any purpose whatsoever. Neither Party, nor its personnel, employees, agents, contractors or servants shall be entitled to any benefits of the other. The Parties shall not provide any insurance coverage to the other or their employees including, but not limited to, workers' compensation insurance. Each Party shall pay all wages, salaries and other amounts due its employees and shall be responsible for all reports, obligations, and payments pertaining to social security taxation, income tax withholding, workers' compensation, unemployment compensation, group insurance coverage, collective bargaining agreements or any other such similar matters. Any and all claims that may or might arise under the Workers' Compensation Act of the State of Nebraska on behalf of said personnel or other persons while so engaged, and any and all claims whatsoever on behalf of any such person or personnel arising out of employment or alleged employment, including without limitation claims of discrimination against a

Party its officers, employees, agents, contractors or servants shall in no way be the responsibility of the other Party. Neither Party shall have any authority to bind the other by or with any contract or agreement, nor to impose any liability upon the other. All acts and contracts of each shall be in its own name and not in the name of the other, unless otherwise provided herein.

B. Liability

Each party agrees that it will be responsible for its own acts and the results thereof and shall not be responsible for the acts of the other party and the results thereof. Each party therefore agrees that it will assume all risk and liability to itself, its agents, or its employees for any injury to persons or property resulting in any manner from the conduct of its own operations and the operations of its agents or employees under this Agreement, and for any loss, cost, or damage caused thereby during the performance of this Agreement. This section shall survive termination of this Agreement.

C. Confidentiality

All information regarding the services provided by CMHC is strictly confidential. Unless required by law, both Parties agree not to disclose or provide information regarding the identity of participants, or protected health or educational information to anyone other than employees of CMHC. No other information is to be disclosed to any party, unless required by law.

D. Amendment/Merger

This instrument contains the entire agreement of the Parties and is intended as a complete and exclusive statement of the promises and conditions, and shall be binding on all successors and assigns of the respective Parties. Any change or amendments to this Agreement shall be in writing and signed by all Parties. Every amendment shall specify the date on which its provisions shall be effective.

E. Nondiscrimination Clause

Both Parties agree that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions, or privileges of employment because of the age, race, color, religion, sex, sexual orientation, gender identity, disability, current or former military service or protected veteran status or national origin of the employee or applicant. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training, including apprenticeship(s).

F. Choice of Law

The Parties to this Agreement shall conform to all existing and applicable ordinances, resolutions, state and local laws, federal laws, and all existing and applicable rules and regulations. This Agreement shall be governed in all respects by the laws of the State of Nebraska and the venue for any litigation with respect to this Agreement shall be in the state courts in Omaha, Douglas County, Nebraska.

G. Assignment and Delegation

This Agreement is exclusive to the Parties and rights may not be assigned nor duties delegated by either Party except on prior written consent of the other. Any attempted assignment or delegation without such approval shall be void and shall constitute a breach of contract.

H. Dispute Resolution

Prior to filing any litigation, the parties agree to use informal means to attempt to resolve any disputes. Parties will contact the designees in this Agreement for a face to face meeting to resolve any disputes/conflicts. These conflict resolution provisions are not intended to extend or toll any applicable statute of limitations.

I. Insurance

At all times when housing detainees pursuant to this Agreement, each Party shall be self-insured or have in full force and effect a policy of insurance to cover any omission, commission, failure to act, negligence, civil rights violation and any and all other damages and loss for any cause of action which may accrue to detainees while booked, processed and/or detained pursuant to the terms of this Agreement.

1. CMHC shall at its own expense obtain and maintain throughout the term of this Agreement general commercial liability insurance against claims for bodily injury, death and property damage with limits of not less than one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) general aggregate, to cover such liability caused by, or arising out of, activities of CMHC and its agents and/or employees while engaged in or preparing for the provision of the Deliverables provided herein. Upon request by UNO, CMHC shall furnish to UNO certificates of insurance evidencing such insurance is effective. By requiring such minimum insurance, UNO shall not be deemed or construed to have assessed the risk or limited the liability that may be applicable to CMHC under this Agreement. CMHC shall assess its own risks and, if it deems appropriate, maintain higher limits or broader coverages. CMHC 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, duration, or types.
2. CMHC may satisfy its insurance obligations under section IV.I.1. of this Agreement through a self-insurance or a pooled or cooperative insurance program ("Program"). Subject to the terms, conditions, exclusions, and limits of the Program, the Program shall pay on behalf of CMHC, during any of its fiscal years, all sums for which CMHC shall become legally obligated to pay as damages for liability occurrences, up to the limits of \$1,000,000 per liability occurrence and \$3,000,000 in the aggregate of liability occurrences in any fiscal year. The Program may be evidenced by a Certificate of Financial Responsibility, Statement of Self-Insurance Coverage, or other evidence of a self-insurance or a pooled or cooperative insurance program. If any coverage required by this Agreement is provided by private insurers or quasi-governmental entities regulated under applicable insurance codes or laws, CMHC shall provide coverage and evidence of coverage as set forth in section IV.I.1. of this Agreement.

J. Drug Free Policy

Each Party assures the other that it has established and maintains a drug free workplace policy.

K. Severability/Waiver

If any part of this Agreement shall be adjudged contrary to law, the remaining provisions shall remain in full force and effect. The waiver of any term, provision or any default shall not constitute the waiver of any other term, provision or default.

L. New Employee Work Eligibility Status.

The Parties shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. §1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

M. Authorized Representatives and Notice.

Except for any notice required under applicable law to be given in another manner, any notice or communication required or permitted hereunder shall be given in further consideration of the mutual covenants herein contained, the Parties hereto expressly agree that for purposes of notice, during the term of this Agreement and for the period of any applicable statute of limitations thereafter, the following named individuals shall be the authorized representatives of the Parties:

COUNTY

Sherry Glasnapp
CMHC Director
4101 Woolworth Avenue
Omaha, NE 68105
(402) 444-7676

UNO

Trent Fredricksen
Assistant Dean of Students
Hayden House 209
University of Nebraska at Omaha
(402) 554-6601
(402) 554-3990 fax.

Notice shall be in writing and shall be effective upon receipt. Delivery may be by hand, in which case a signed receipt shall be obtained, or by United States mail, registered or certified, return receipt requested or by facsimile with a signed return facsimile acknowledging receipt.

N. Conflict of Interest.

In the performance of this Agreement, UNO will avoid all conflicts of interests or appearances of conflict of interest. UNO will report any conflict of interest immediately to County. UNO assures County that no County employee will have a financial or personal interest in this Agreement. UNO did not and will not provide any money or other benefit of any kind to any County employee in the procuring of, facilitation of, execution of or during the duration of this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement, each duly authorized to do so, effective on the date of signature.

DOUGLAS COUNTY, NEBRASKA
on behalf of the Douglas County Community Mental Health Center

Mary Ann Borgeson, Chair
Douglas County Board of Trustees

Date

Mary Ann Borgeson, Chair
Douglas County Board of Commissioners

Date

Approved as to Form:

Deputy County Attorney

THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA
on behalf of the University of Nebraska at Omaha

Walter E. Carter, President
University of Nebraska System

Date

Attest:

Phillip J. Bakken, Corporation Secretary

C. FOR INFORMATION ONLY

1. Amendment to Section 1.10 of the *Bylaws of the Board of Regents* relating to Code of Ethics, Addendum XII-C-1
2. Amendments to Section 1.3 of the *Bylaws of the Board of Regents* and Standing Rule 1.2 relating to selection of the Chair and Vice Chair, Addendum XII-C-2

TO: The Board of Regents Addendum XII-C-1
Executive Committee

MEETING DATE: February 10, 2023

SUBJECT: Amendment to Section 1.10 of the *Bylaws of the Board of Regents* relating to Code of Ethics

RECOMMENDED ACTION: None. This item is presented for information only and will be brought back to the Board for consideration at its next meeting.

PREVIOUS ACTION: August 20, 1973 – The Board of Regents adopted the modern *Bylaws of the Board of Regents*.

EXPLANATION: As the Board of Regents and University administration have continued strengthening and implementing improvements to their Conflict of Interest and Conflict of Commitment policies and protocols, it was determined that Section 1.10 of the *Bylaws of the Board of Regents* duplicated policy language in the *Bylaws* and Regents' Policies relating to Conflicts of Interest and Commitment. Further, the Board of Regents seeks to have a clear Code of Ethics to communicate expectations regarding Board and employee conduct.

It is proposed that Section 1.10 of the *Bylaws of the Board of Regents* be amended as follows:

1.10 Code of Ethics.

In carrying out its educational, research, extension, and public service missions, the University relies on the ethical and responsible conduct of all employees and the members of the Board of Regents. Even the appearance of unethical or irresponsible conduct can be damaging to the public's trust in the University. The members of the Board and all University employees are expected to conduct themselves fairly, honestly, in good faith, and in accordance with the highest ethical and professional standards and to comply with applicable laws, regulations, contractual obligations, and University policies.

~~The activities of the Board and those of its employees shall be consistent with the principle that there shall be no conflict between the private interests of a public official or employee and his or her official duties.~~

~~1.10.1 General Guidelines for the Board and Its Employees. Each member of the Board and each employee shall conform to the following guidelines:~~

- ~~(a) Inform himself or herself of conflict of interest perils and remain alert to them in his or her activities;~~

- ~~(b) — Make certain that no outside activities interfere with the discharge of University obligations;~~
- ~~(c) — Freely disclose outside activities to the University regarding situations that could involve, or be construed as, conflicts of interest;~~
- ~~(d) — Consult, in advance and whenever circumstances suggest it, with the appropriate officers of the Board or of the University on outside activities undertaken in the general field of individual competence;~~
- ~~(e) — Not have any substantial financial or personal interest in business transactions of the Corporation; and~~
- ~~(f) — Not grant or make available to any person any consideration, treatment, information, or favor beyond that which is general practice to grant or make available to the public at large.~~

SPONSOR: Stacia L. Palser
Vice President and General Counsel

RECOMMENDED: Timothy F. Clare, Chair
Board of Regents

DATE: January 25, 2023

TO: The Board of Regents Addendum XII-C-2
Executive Committee

MEETING DATE: February 10, 2023

SUBJECT: Amendment to Section 1.3 of the *Bylaws of the Board of Regents* and Standing Rule 1.2 relating to selection of the Chair and Vice Chair

RECOMMENDED ACTION: None. This item is presented for information only and will be brought back to the Board for consideration at its next meeting.

PREVIOUS ACTION: June 28, 2019 – The Board of Regents approved amendments to Section 1.3 of the *Bylaws*.

December 3, 2015 – The Board of Regents approved amendments to Standing Rule 1.2.

EXPLANATION: The proposed amendments to Section 1.3 of the *Bylaws of the Board of Regents* and Standing Rule 1.2 would amend the procedure regarding installation of the Chair and Vice Chair. Both positions would be elected for two-year terms in odd numbered years, aligned with the state's biennial periods. The proposed amendments remove the clause providing for the automatic succession of the Vice Chair to the office of Chair.

It is proposed that Section 1.3 of the *Bylaws of the Board of Regents* be amended as follows:

1.3 **The Officers.** The Chair and Vice Chair shall be installed at the annual meeting in odd numbered years in accordance with the processes set forth in the *Standing Rules of the Board of Regents*.

1.3.1 **The Chair of the Board.** Unless he or she resigns or is removed by a majority vote of the Board, the Chair shall hold office for ~~one~~ two years or until a successor is selected and qualified. The Chair shall preside at all meetings of the Board at which he or she is present. The Chair's signature shall appear on diplomas and like documents issued by the authority of the Board. Unless otherwise ordered by the Board, or otherwise provided in these *Bylaws*, the Chair shall sign all contracts and other instruments requiring execution on the part of the Board and shall perform all other duties incident to such office. The Chair, in consultation with the Board, shall appoint all Committees of the Board.

1.3.2 **Vice Chair of the Board.** The Board shall select one of its members as its Vice Chair, whose time of selection and tenure of office shall coincide with that of the Chair. In case of the absence or incapacity of the Chair of the

Board, the Vice Chair shall perform the duties of the Chair.

It is proposed that Standing Rule 1.2 be amended as follows:

- 1.2 **Officers.** The officers of the Board shall be the Chairperson and the Vice Chairperson whom the Board shall, at its annual meeting in odd numbered years, select from among its voting members. ~~A Vice Chairperson shall be elected at the annual meeting for a term of one year, and thereafter, succeed to the office of Chairperson for a term of one year. A nominee eligible for Vice Chairperson must have sufficient remaining term as Regent, such that he or she may fulfill the duties of Chairperson the following year.~~ If there is more than one nominee for an office, than the elections shall be by secret ballot and the total number of votes for each nominee shall be announced and entered into the minutes. The duties of the Chairperson and Vice Chairperson shall be those set forth in Section 1.3 of the Bylaws of the Board of Regents and Section 4.3 of these Rules. In the event that the Chairperson and the Vice Chairperson are both absent or otherwise unable to discharge their duties, the board shall, by a majority vote of its members present and qualified to vote, select a presiding officer pro tempore.

RECOMMENDED:

Executive Committee
Board of Regents

DATE:

January 25, 2023

D. REPORTS

1. Report on expedited approval of Graduate Certificate in Conducting in the School of Music at UNO, Addendum XII-D-1
2. Report on dissolution of the Dual Degree Option for the Bachelor of Science in Information Technology Innovation at UNO and Master of Public Health at UNMC, Addendum XII-D-2
3. Report on transition of the administrative home for the joint UNO-UNL Ph.D. in Information Technology to the UNO College of Information Science and Technology (without UNL affiliation) and renaming the degree the Ph.D. in Computing and Information Science, Addendum XII-D-3
4. Report on renaming the Bachelor of Arts (BA) and Bachelor of Science (BS) in Environmental Studies to the BA and BS in Environmental and Sustainability Studies, Addendum XII-D-4
5. Quarterly Personnel Reports for Quarter 1: July, August, and September 2022, Addendum XII-D-5
6. Fall 2022 Tenure Density Report, Addendum XII-D-6
7. Report on Campus Tuition Variances, Addendum XII-D-7
8. Report on Five-Year Strategy Accountability Measures, Addendum XII-D-8
9. Report on Kiewit Hall Budget Reallocation at UNL, Addendum XII-D-9
10. Intermediate Design Report on Architecture Hall Renovation at UNL, Addendum XII-D-10
11. Intermediate Design Report on Westbrook Music Replacement at UNL, Addendum XII-D-11
12. Report on Biopreparedness Exhibit naming at UNMC, Addendum XII-D-12
13. Report on Baxter Arena area naming at UNO, Addendum XII-D-13
14. Intermediate Design Report on STEM Trail Center at UNO, Addendum XII-D-14
15. Report on Gifts, Grants, and Bequests, Addendum XII-D-15
16. Report on Bids and Contracts, Addendum XII-D-16

TO: The Board of Regents Addendum XII-D-1
Academic Affairs

MEETING DATE: February 10, 2023

SUBJECT: Expedited Approval of Graduate Certificate in Conducting in the School of Music at UNO

RECOMMENDED ACTION: Report

PREVIOUS ACTIONS: July 15, 2000 – The Board of Regents delegated to the President authority to give expedited approval to certain graduate certificates that were based on existing graduate courses. Such an arrangement allows the University to respond in a timely fashion to the needs and demands of our students and Nebraska employers.

February 18, 1984 – The Board of Regents approved the Master of Music Degree Program at UNO.


EXPLANATION: The proposed Graduate Certificate in Conducting is an online or in-person 12 credit hour program designed for students pursuing a Master of Music with a concentration in Music Education, or for those with an existing Master of Music wishing to obtain additional instruction in conducting to improve their employment opportunities. All coursework will satisfy requirements towards the Master of Music degree.

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

PROGRAM COST: \$0 (no new faculty/staff resources will be required)

SOURCE OF FUNDS: Not applicable

SPONSORS: Joanne Li, Chancellor
University of Nebraska at Omaha

APPROVED: 
Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-2
Academic Affairs

MEETING DATE: February 10, 2023

SUBJECT: Dissolution of the Dual Degree Option for the Bachelor of Science in Information Technology Innovation (BSIT) at UNO and the Master of Public Health (MPH) at UNMC

RECOMMENDED ACTION: Report

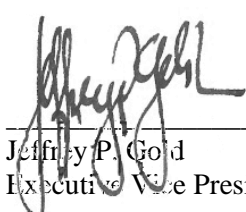
EXPLANATION: A dual degree option for the BSIT at UNO and the MPH at UNMC was established in 2011. The curricular content of the two programs no longer aligns, and no students ever graduated using this option. Both degrees are still offered at their respective campuses; there is no impact from removing this option from the campus catalogs.

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

PROGRAM SAVINGS: There are no anticipated savings associated with this dissolution.

SPONSORS: Joanne Li, Chancellor
University of Nebraska at Omaha

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED: 

Jeffrey P. Gold
Executive Vice President and Provost

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-3
Academic Affairs

MEETING DATE: February 10, 2023

SUBJECT: Transition of the Administrative Home for the Joint UNO-UNL Ph.D. in Information Technology to the College of Information Science and Technology to UNO (without UNL Affiliation), and Renaming the Degree to the Ph.D. in Computing and Information Science

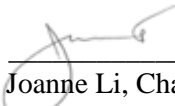
RECOMMENDED ACTION: Report


EXPLANATION: The Ph.D. in Information Technology was initially approved in 2003 as a joint degree administered by UNL and UNO. Since 2008, the UNL Graduate Catalog has not mentioned the degree, as for all practical purposes it is a UNO program. As a result, this proposal includes the recommendation that the degree formally become a UNO (only) administered offering. In addition, the program proposes a name change to the Ph.D. in Computing and Information Science to better reflect faculty expertise, curricular offerings, and student employment opportunities.

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

SPONSORS: Katherine Ankerson
Executive Vice Chancellor for Academic Affairs
University of Nebraska-Lincoln

Phil He, Ph.D.
Senior Vice Chancellor for Academic Affairs
University of Nebraska at Omaha

APPROVED: 
Joanne Li, Chancellor
University of Nebraska at Omaha


Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-4
Academic Affairs

MEETING DATE: February 10, 2022

SUBJECT: Renaming the Bachelor of Arts (BA) and Bachelor of Science (BS) in Environmental Studies to BA and BS in Environmental and Sustainability Studies at UNL


RECOMMENDED ACTION: Report

EXPLANATION: There is an increasing demand for well-qualified sustainability professionals within both the private and public sectors. The proposed name change to add the term “sustainability” more closely mirrors the curriculum, aligns with other programs found at UNL’s peer institutions, and better describes the employment opportunities for students.

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

SPONSORS: Katherine Ankerson
Executive Vice Chancellor for Academic Affairs
University of Nebraska-Lincoln

Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

APPROVED: 
Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-5
Academic Affairs

MEETING DATE: February 10, 2023

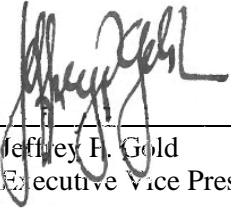
SUBJECT: Quarterly Personnel Reports

RECOMMENDED ACTION: Report

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

EXPLANATION: A series of reports of campus personnel actions approved by each Chancellor during the third quarter of 2022 is attached.

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

APPROVED: 

Jeffrey H. Gold
Executive Vice President and Provost

DATE: January 11, 2023

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA-LINCOLN IANR
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Cordova Martinez, Silvia C	Agronomy & Horticulture	Asst Professor	Specific	8/15/2022		82,000	AY	1.00
Daigh, Aaron LM	Agronomy & Horticulture	Assoc Professor	Continuous	8/15/2022		104,000	AY	1.00
Duggan, Kelley L	NE College of Technical Agriculture	Asst Professor	Special	8/15/2022		70,812	AY	1.00
Fevold, Michaela	Animal Science	Asst Prof Practice	Special	8/15/2022		72,000	FY	1.00
Garcia-Aroca, Teddy	Plant Pathology	Asst Professor	Specific	8/15/2022		87,000	AY	1.00
Haddad, Rebekah J	Ag Leadership Educ & Comm	Asst Professor	Specific	8/15/2022		75,000	AY	1.00
Hoppe, Sheila M	NE Ext Engagement Zone 7	Assoc Exten Educator	Special	8/1/2022		67,000	FY	1.00
Huang, Yihe	Biochemistry	Asst Professor	Specific	8/15/2022		86,000	AY	1.00
Morrill, Jessie C	Animal Science	Asst Professor	Specific	8/15/2022		90,000	AY	1.00
Motschenbacher, Jill M D	College of Ag Sci & Nat Res	Assoc Prof Practice	Special	8/15/2022	5/15/2026	73,000	AY	1.00
Nagengast, Laura J	School of Natural Resources	Asst Exten Educator	Special	7/1/2022		56,000	FY	1.00
Shi, Xueheng	Statistics	Asst Professor	Specific	8/15/2022		97,500	AY	1.00
Stanke, Kimberly M	4-H Youth Development	Exten Asst Professor	Special	7/15/2022	7/14/2025	80,000	FY	1.00
Taghvaeian, Saleh	Biological Systems Engineering	Assoc Professor	Continuous	8/15/2022		111,000	AY	1.00

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA-LINCOLN IANR
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/09	Abts, Angela L	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022		79,096	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	77,129	FY	1.00
09/10	Agarkova, Irina V	Plant Pathology	Rsch Asst Professor	Special	7/1/2022	6/30/2023	56,574	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	55,248	FY	1.00
09/10	Allen, James	Biochemistry	Rsch Asst Professor	Special	8/1/2022	6/30/2023	57,999	FY	1.00
			Rsch Asst Professor	Special		7/31/2022	57,999	FY	1.00
09/07	Ameyaw, Lord	School of Natural Resources	Asst Professor	Specific	9/1/2022		81,500	AY	1.00
		Nebraska Forest Service	Asst Forester	Special		8/31/2022	68,432	FY	1.00
09/09	Anderson, Douglas L	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		73,023	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	71,591	FY	1.00
09/09	Anderson, Tracy L	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		71,720	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	69,937	FY	1.00
09/09	Arterburn, Jack R	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	7/1/2022		62,225	FY	1.00
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	62,225	FY	1.00
09/09	Aufdenkamp, Brenda K	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		79,697	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	78,134	FY	1.00
09/10	Balboa, Guillermo Raul	Agronomy & Horticulture	Rsch Asst Professor	Special	9/6/2022	9/6/2023	75,000	FY	1.00
			Rsch Asst Professor	Special		9/5/2022	75,000	FY	1.00
09/10	Barksdale, Larry E	College of Ag Sci & Nat Res	Asst Prof Practice	Special	9/1/2022	5/19/2023	63,076	AY	1.00
			Asst Prof Practice	Special		8/31/2022	61,839	AY	1.00
09/09	Barrera Fuentes, Sandra L	NE Ext Engagement Zone 6	Assoc Exten Educator	Special	7/1/2022		72,872	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	69,701	FY	1.00
09/07	Barrett, Jentry S	NE Ext Engagement Zone 12	Exten Educator/Coord	Special	7/1/2022		81,421	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	81,421	FY	1.00
09/09	Bearnes, Kim J	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022		74,178	FY	1.00

		West Central Rsch & Ext Center	Exten Educator	Special	6/30/2022	72,581	FY	1.00
09/09	Beckman, Ben W	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022	62,246	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	59,680	FY	1.00
09/09	Benjamin, Ryan S	NE Ext Engagement Zone 2	Asst Exten Educator	Special	7/1/2022	57,023	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	55,850	FY	1.00
09/09	Berger, Aaron L	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022	47,088	FY	0.60
		Panhandle Rsch & Ext Center	Exten Educator	Special	6/30/2022	45,917	FY	0.60
09/09	Biehler, Connor K	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022	58,830	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	57,564	FY	1.00
09/07	Black, Karly R	NE Ext Engagement Zone 11	Exten Educator/Coord	Special	7/1/2022	90,062	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special	6/30/2022	87,822	FY	1.00
09/07	Blankenship, Erin E	Statistics	Professor	Continuous	7/1/2022	180,834	FY	1.00
		Statistics	Professor	Continuous	6/30/2022	80,096	FY	0.50
		College of Ag Sci & Nat Res	Assoc Dean	Special	6/30/2022	88,105	FY	0.50
09/09	Boxler, David J	NE Ext Engagement Zone 3	Assoc Exten Educator	Special	7/1/2022	68,994	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special	6/30/2022	67,509	FY	1.00
09/09	Boyle, Julie C	NE Ext Engagement Zone 5	Assoc Exten Educator	Special	7/1/2022	66,164	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special	6/30/2022	64,740	FY	1.00
09/07	Brandt, Molly R	4-H Youth Development	Asst Exten Educator	Special	9/12/2022	59,000	FY	1.00
		NE Ext Engagement Zone 4	Asst Exten Educator	Special	9/11/2022	58,446	FY	1.00
09/09		NE Ext Engagement Zone 4	Asst Exten Educator	Special	7/1/2022	58,446	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	57,300	FY	1.00
09/09	Bright, Jamie H	NE Ext Engagement Zone 1	Asst Exten Educator	Special	7/1/2022	56,942	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	55,825	FY	1.00
09/09	Brison, Cindy M	NE Ext Engagement Zone 9	Exten Educator	Special	7/1/2022	73,819	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special	6/30/2022	71,983	FY	1.00
09/09	Browning, Sarah J	NE Ext Engagement Zone 9	Exten Educator	Special	7/1/2022	81,668	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special	6/30/2022	79,715	FY	1.00

09/07	Burda, Megan L	NE Ext Engagement Zone 10	Exten Educator/Coord	Special	7/1/2022		88,598	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	86,401	FY	1.00
09/10	Burkey, Thomas E	College of Ag Sci & Nat Res	Assoc Dean	Special	7/1/2022	6/30/2023	77,761	FY	0.50
			Assoc Dean	Special		6/30/2022	73,251	FY	0.50
		ISU/UNL Coop Vet Med Education Prog	Professor	Continuous	7/1/2022		70,691	FY	0.50
			Professor	Continuous		6/30/2022	66,592	FY	0.50
09/10	Burkhart-Kriesel, Cheryl A	Agricultural Economics	Exten Professor	Special	9/1/2022	5/12/2027	97,781	AY	1.00
			Exten Professor	Special		8/31/2022	95,676	AY	1.00
09/09	Burr, Charles A	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		124,540	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	121,443	FY	1.00
09/09	Burr, Kathy A	NE Ext Engagement Zone 4	Asst Exten Educator	Special	7/1/2022		61,648	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	59,276	FY	1.00
09/10	Cahoon, Edgar B	Center for Plant Science Innovation	Director	Special	9/1/2022		56,719	AY	0.20
			Director	Special		8/31/2022	51,943	AY	0.20
		Biochemistry	Univ Professorship/George Holmes	Special	7/1/2022	8/15/2027	15,000	AY	0.00
			Univ Professorship/George Holmes	Special		6/30/2022	15,000	AY	0.00
			Professor	Continuous	9/1/2022		151,251	AY	0.80
			Professor	Continuous		8/31/2022	138,856	AY	0.80
09/09	Cantu Hines, Maria H	NE Ext Engagement Zone 7	Asst Exten Educator	Special	7/1/2022		70,000	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	70,000	FY	1.00
09/09	Castillo, Dean M	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		66,300	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	66,300	FY	1.00
09/09	Colgrove, Kayla M	NE Ext Engagement Zone 9	Exten Educator	Special	7/1/2022		71,710	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	70,166	FY	1.00
09/09	Cook, Kimberly K	NE Ext Engagement Zone 4	Exten Educator	Special	7/1/2022		73,610	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	72,167	FY	1.00
09/07	Cox, Brian L	NE Ext Engagement Zone 3	Exten Educator/Coord	Special	7/1/2022		90,981	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	88,718	FY	1.00
09/09	Crawford, Tanya L	NE Ext Engagement Zone 7	Asst Exten Educator	Special	7/1/2022		63,243	FY	1.00

		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	61,580	FY	1.00
09/09	Cue, Kathleen P	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		64,511	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	62,240	FY	1.00
09/13	Danao, Mary-Grace C	Food Processing Center	Rsch Assoc Professor	Special	7/1/2022	6/30/2025	106,511	FY	1.00
			Rsch Assoc Professor	Special		6/30/2022	101,827	FY	1.00
09/09	Daniel, Samantha R	NE Ext Engagement Zone 4	Asst Exten Educator	Special	7/1/2022		60,203	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,203	FY	1.00
09/10	Das Choudhury, Sruti	School of Natural Resources	Rsch Asst Professor	Special	7/1/2022	12/31/2026	89,665	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	87,393	FY	1.00
09/07	Das, Saurav	Agronomy & Horticulture	Rsch Assoc Professor	Special	9/6/2022	9/5/2024	65,000	FY	1.00
		Agronomy & Horticulture	Post Doc Rsch Assoc	Other		9/5/2022	45,122	FY	1.00
09/13	Dauer, Jenny M	School of Natural Resources	Assoc Director	Special	9/1/2022	8/31/2025	33,316	FY	0.25
			Assoc Director	Special		8/31/2022	33,316	FY	0.25
			Assoc Professor	Continuous	9/1/2022		90,863	FY	0.75
			Assoc Professor	Continuous		8/31/2022	90,863	FY	0.75
09/09	DeBoer, Karen L	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022		90,305	FY	1.00
		Panhandle Rsch & Ext Center	Exten Educator	Special		6/30/2022	89,411	FY	1.00
09/07	Dennis, Elliott J	Agricultural Economics	Asst Professor	Specific	8/15/2022		109,377	AY	1.00
			Asst Professor	Specific		8/14/2022	109,377	FY	1.00
09/09	DeVries, Lynn M	NE Ext Engagement Zone 10	Exten Educator	Special	7/1/2022		72,073	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	69,135	FY	1.00
09/09	DiCostanzo, Alfredo	NE Ext Engagement Zone 8	Exten Educator	Special	7/1/2022		103,020	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	101,000	FY	1.00
09/09	Dobesh, Ann M	NE Ext Engagement Zone 7	Assoc Exten Educator	Special	7/1/2022		66,748	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	65,088	FY	1.00
09/09	Dorsey, Nathaniel D	NE Ext Engagement Zone 8	Assoc Exten Educator	Special	7/1/2022		67,179	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	65,862	FY	1.00
09/09	Dunker, Tara N	NE Ext Engagement Zone 11	Asst Exten Educator	Special	7/1/2022		62,358	FY	1.00

		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	59,588	FY	1.00
09/07	Dutton, Benjamin L	NE Ext Engagement Zone 4	Exten Educator/Coord	Special	7/1/2022		96,036	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	94,153	FY	1.00
09/10	Easterly, Amanda C	Agronomy & Horticulture	Rsch Asst Professor	Special	9/1/2022	8/31/2025	82,000	FY	1.00
			Rsch Asst Professor	Special		8/31/2022	82,000	FY	1.00
06/03	Easterly, Amanda C	Agronomy & Horticulture	Rsch Asst Professor	Special	7/1/2022	8/31/2022	82,000	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	65,917	FY	1.00
09/07	Eirich, Robert L	NE Ext Engagement Zone 1	Exten Educator/Coord	Special	7/1/2022		97,396	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	95,299	FY	1.00
09/09	Elsen, Kerry J	NE Ext Engagement Zone 3	Asst Exten Educator	Special	7/1/2022		65,107	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	62,274	FY	1.00
09/09	Epp, Jennifer R	NE Ext Engagement Zone 2	Assoc Exten Educator	Special	7/1/2022		65,919	FY	1.00
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,968	FY	1.00
06/06 06/10	Erickson, Galen E	Animal Science	Professor (Includes stipend)	Continuous	7/1/2022		178,955	FY	1.00
			Professor	Continuous		6/30/2022	165,479	FY	1.00
			Coll Prfsp/Nebraska Beef Industry	Special	7/1/2022	6/30/2027	10,000	FY	0.00
			Coll Prfsp/Nebraska Beef Industry	Special		6/30/2022	10,000	FY	0.00
09/13	Erixson, John A	Nebraska Forest Service	Director	Special	9/1/2022	12/31/2022	135,183	FY	1.00
			Director	Special		8/31/2022	135,183	FY	1.00
09/09	Eskelson, Michael J	NE Ext Engagement Zone 3	Asst Exten Educator	Special	7/1/2022		58,908	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	58,908	FY	1.00
09/09	Exstrom, Elizabeth M	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		75,263	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	73,643	FY	1.00
09/10	Fagan, Helen A	Ag Leadership Educ & Comm	Asst Prof Practice	Special	7/1/2022	6/30/2025	80,895	FY	1.00
			Asst Prof Practice	Special		6/30/2022	80,094	FY	1.00
09/09	Fech, John C	NE Ext Engagement Zone 9	Exten Educator	Special	7/1/2022		101,547	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	99,119	FY	1.00
09/09	Feehan, Kelly A	NE Ext Engagement Zone 7	Exten Educator	Special	7/1/2022		83,999	FY	1.00

		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	81,910	FY	1.00
09/09	Fenton, Ann M	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022		80,815	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	79,230	FY	1.00
09/13	Forsberg, Michael L	School of Natural Resources	Rsch Asst Professor	Special	7/1/2022	6/30/2025	94,000	FY	0.75
			Rsch Asst Professor	Special		6/30/2022	90,151	FY	0.75
09/07		Vet & Biomedical Sciences	Professor (Includes stipend)	Continuous	9/1/2022		133,568	AY	1.00
			Professor	Continuous		8/31/2022	123,487	AY	1.00
06/01	Franz, Trenton E	School of Natural Resources	Assoc Director	Special	7/1/2022	8/31/2023	33,344	FY	0.25
			Assoc Director	Special		6/30/2022	29,460	FY	0.25
			Assoc Professor	Continuous	7/1/2022		90,937	FY	0.75
			Assoc Professor	Continuous		6/30/2022	80,347	FY	0.75
09/09	Frecks, Nancy G	NE Ext Engagement Zone 4	Exten Educator	Special	7/1/2022		74,581	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	73,119	FY	1.00
09/07	Fulton, Jesse O	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	7/1/2022		67,524	FY	1.00
		Animal Science	Assoc Exten Educator	Special		6/30/2022	65,845	FY	1.00
09/10	Galles, Beth M	ISU/UNL Coop Vet Med Education Prog	Asst Prof Practice	Special	7/1/2022	6/30/2025	101,527	FY	1.00
			Asst Prof Practice	Special		6/30/2022	99,536	FY	1.00
09/09	Garwood, Michelle J	NE Ext Engagement Zone 2	Asst Exten Educator	Special	7/1/2022		63,556	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,732	FY	1.00
06/03	Goetsch, Bradley V	College of Ag Sci & Nat Res	Asst Prof Practice	Special	7/1/2022	6/30/2024	68,295	FY	1.00
			Asst Prof Practice	Special		6/30/2022	63,795	FY	1.00
09/09	Gonzalez, Leonardo	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022		73,310	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	71,487	FY	1.00
09/07	Gottschalk, Carrie	NE Ext Engagement Zone 7	Exten Educator/Coord	Special	7/1/2022		104,634	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	102,031	FY	1.00
09/07	Grassini, Patricio	Agronomy & Horticulture	Prfsp/Sunkist	Special	7/1/2022	6/30/2027	15,000	AY	0.00
			Assoc Professor	Continuous	7/1/2022		110,709	AY	1.00
			Assoc Professor	Continuous		6/30/2022	110,709	AY	1.00
09/09	Gratopp, Emily A	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		64,852	FY	1.00

		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,580	FY	1.00
09/09	Green, Jody M	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		78,835	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	76,133	FY	1.00
09/09	Greenwell, Hannah L	NE Ext Engagement Zone 2	Asst Exten Educator	Special	7/1/2022		60,468	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	58,030	FY	1.00
09/09	Groskopf, Jessica J	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022		79,923	FY	1.00
		Cooperative Ext Division	Exten Educator	Special		6/30/2022	77,183	FY	1.00
09/09	Grummert Rasmussen, Jordan G	NE Ext Engagement Zone 2	Asst Exten Educator	Special	7/1/2022		62,845	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	59,597	FY	1.00
09/09	Guenther, Hannah B	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		60,837	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	58,385	FY	1.00
09/09	Guzman, Jacqueline M	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022		108,491	FY	1.00
		Panhandle Rsch & Ext Center	Exten Educator	Special		6/30/2022	105,897	FY	1.00
09/09	Hanefeldt, Megan M	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		63,776	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,971	FY	1.00
09/07	Haney, Christine E	College of Ag Sci & Nat Res	Asst Prof Practice	Special	9/1/2022	5/16/2025	61,000	AY	1.00
			Lecturer	Special		8/31/2022	57,730	FY	1.00
09/09	Hansen, Jennifer E	NE Ext Engagement Zone 8	Exten Educator	Special	7/1/2022		73,678	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	71,152	FY	1.00
09/07	Hao, Jingjie	Agronomy & Horticulture	Rsch Asst Professor	Special	8/22/2022	8/14/2025	29,000	FY	0.50
29/01		Agronomy & Horticulture	Rsch Asst Professor	Special		8/21/2022	58,000	FY	1.00
09/09	Havlovic, Alyssa N	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		65,835	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	64,261	FY	1.00
09/07	Heller, Angela M	NE Ext Engagement Zone 8	Exten Educator/Coord	Special	7/1/2022		104,790	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	102,184	FY	1.00
09/09	Herrick, Rhonda K	NE Ext Engagement Zone 4	Exten Educator	Special	7/1/2022		73,588	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	72,145	FY	1.00

09/09	Hibbeler, Theodore G	NE Ext Engagement Zone 8	Assoc Exten Educator	Special	7/1/2022		70,491	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	67,263	FY	1.00
09/09	Hilton-Hagemann, Brandi L	NE Ext Engagement Zone 4	Assoc Exten Educator	Special	7/1/2022		72,775	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	72,775	FY	1.00
09/09	Hinrichs, Kayla M	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		75,612	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	73,984	FY	1.00
09/07	Hunt, Thomas E	Entomology	Exten Professor	Special	7/1/2022	10/31/2023	73,210	FY	0.60
			Professor	Continuous		6/30/2022	132,016	FY	1.00
09/07	Husmann, Dann E	Ag Leadership Educ & Comm	Professor	Continuous	7/1/2022		103,073	FY	0.75
			Professor	Continuous		6/30/2022	100,559	FY	0.75
		College of Ag Sci & Nat Res	Director PGA Golf Mgmt	Special	7/1/2022		37,794	FY	0.25
		Grassland Studies Center	Director PGA Golf Mgmt	Special		6/30/2022	36,872	FY	0.25
09/09	Jackson, Hayley L	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		66,198	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	66,198	FY	1.00
09/09	Jacobson, Caitlyn C	NE Ext Engagement Zone 3	Asst Exten Educator	Special	7/1/2022		56,950	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	56,950	FY	1.00
09/09	Janning, Elizabeth A	NE Ext Engagement Zone 10	Exten Educator	Special	7/1/2022		72,077	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	70,664	FY	1.00
09/09	Jansen, Jim A	NE Ext Engagement Zone 5	Assoc Exten Educator	Special	7/1/2022		73,713	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	72,268	FY	1.00
09/07	Jenkins, Jay D	NE Ext Engagement Zone 2	Exten Educator/Coord	Special	7/1/2022		113,036	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	110,603	FY	1.00
09/07	Johnson, Blaine E	Agronomy & Horticulture	Prof Practice	Special	9/1/2022	5/19/2023	65,000	AY	0.50
		Agronomy & Horticulture	Lecturer	Temporary		8/31/2022	30,000	OTH	0.75
09/09	Johnson, Leslie J	NE Ext Engagement Zone 5	Assoc Exten Educator	Special	7/1/2022		67,105	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	65,500	FY	1.00
09/09	Kampbell, Erin F	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		60,500	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,500	FY	1.00

09/07	Karr, Lisa K	College of Ag Sci & Nat Res	Assoc Dean	Special	9/1/2022	7/31/2027	81,407	FY	0.50
		Animal Science	Professor	Continuous	9/1/2022		74,007	FY	0.50
			Professor	Continuous		8/31/2022	148,013	FY	1.00
09/09	Kaskie, Shawn C	NE Ext Engagement Zone 3	Assoc Exten Educator	Special	7/1/2022		72,826	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	71,015	FY	1.00
09/09	Kennedy, Kaytlyn M	NE Ext Engagement Zone 11	Assoc Exten Educator	Special	7/1/2022		66,110	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	64,687	FY	1.00
06/03	Khalimonchuk, Oleh	Biochemistry	Rosowski Professorship	Special	7/1/2022	8/18/2024	3,000	AY	0.00
			Rosowski Professorship	Special		6/30/2022	3,000	AY	0.00
			Director	Special	7/1/2022		27,378	AY	0.10
			Interim Director	Special		6/30/2022	24,912	AY	0.10
			Professor	Continuous	7/1/2022		123,202	AY	0.90
			Professor	Continuous		6/30/2022	112,104	AY	0.90
09/09	Koehler-Cole, Katja	NE Ext Engagement Zone 8	Assoc Exten Educator	Special	7/1/2022		76,538	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	75,037	FY	1.00
09/09	Kreifels, Brett A	NE Ext Engagement Zone 9	Asst Exten Educator	Special	7/1/2022		66,354	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	64,767	FY	1.00
09/09	Kuenning, Deborah L	NE Ext Engagement Zone 4	Assoc Exten Educator	Special	7/1/2022		54,182	FY	0.80
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	53,120	FY	0.80
09/09	Laborie, Erin M	NE Ext Engagement Zone 4	Assoc Exten Educator	Special	7/1/2022		65,126	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,569	FY	1.00
09/09	Larson, Katelyn A	NE Ext Engagement Zone 7	Assoc Exten Educator	Special	7/1/2022		65,693	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	64,405	FY	1.00
09/09	Larvick, Carol J	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022	10/31/2022	75,945	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	74,310	FY	1.00
09/09	Lesoing, Gary W	NE Ext Engagement Zone 11	Exten Educator	Special	7/1/2022		79,402	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	77,845	FY	1.00
06/03	Libault, Marc	Agronomy & Horticulture	Assoc Professor	Continuous	9/1/2022		98,429	AY	1.00
			Assoc Professor	Continuous		8/31/2022	92,720	AY	1.00

09/10	Li, Gang	Plant Pathology	Rsch Asst Professor	Special	7/1/2022	6/30/2023	59,402	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	57,672	FY	1.00
09/13	Limpert, George L	School of Natural Resources	Rsch Asst Professor	Special	9/1/2022	12/31/2022	59,121	FY	1.00
			Rsch Asst Professor	Special		8/31/2022	29,561	FY	0.50
29/01		School of Natural Resources	Rsch Asst Professor	Special	7/1/2022	8/31/2022	29,561	FY	0.50
			Rsch Asst Professor	Special		6/30/2022	28,947	FY	0.50
06/03	Lindal Chavarria, Ingrid M	NE Ext Engagement Zone 10	Asst Exten Educator	Special	8/1/2022		58,448	FY	1.00
			Asst Exten Educator	Special		7/31/2022	57,355	FY	1.00
09/09		NE Ext Engagement Zone 10	Asst Exten Educator	Special	7/1/2022		57,355	FY	1.00
			Asst Exten Educator	Special		6/30/2022	56,230	FY	1.00
09/07	Lorensen, Marianne E	Ag Leadership Educ & Comm	Asst Prof Practice	Special	9/1/2022	5/16/2025	71,500	AY	1.00
			Lecturer	Temporary		8/31/2022	25,000	OTH	0.52
09/09	Losey, Audra J	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		52,383	FY	0.75
			Assoc Exten Educator	Special		6/30/2022	49,628	FY	0.75
09/09	Lott, David E	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		76,882	FY	1.00
			Exten Educator	Special		6/30/2022	76,121	FY	1.00
09/13	Lubben, Bradley D	Agricultural Economics	Exten Assoc Professor	Special	9/1/2022	8/31/2026	120,705	FY	1.00
			Exten Assoc Professor	Special		8/31/2022	120,705	FY	1.00
09/09	Luxa, Jordan V	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		60,203	FY	1.00
			Asst Exten Educator	Special		6/30/2022	57,721	FY	1.00
09/10	Lyu, Mei	Food Science & Technology	Asst Prof Practice	Special	9/1/2022	8/31/2024	97,008	FY	1.00
			Asst Prof Practice	Special		8/31/2022	97,008	FY	1.00
06/01	Malakar, Arindam	Water Center	Rsch Asst Professor	Special	7/1/2022	4/30/2025	72,000	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	60,000	FY	1.00
09/09	Mamo, Mitiku	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		65,650	FY	1.00
			Asst Exten Educator	Special		6/30/2022	65,650	FY	1.00
09/13	Manhani Mattos, Daniela	Agricultural Economics	Asst Prof Practice	Special	9/1/2022	8/31/2025	72,800	FY	1.00
			Asst Prof Practice	Special		8/31/2022	72,800	FY	1.00

09/07	Maricle, Hilary K	NE Ext Engagement Zone 6	Exten Educator/Coord	Special	7/1/2022		98,205	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	95,763	FY	1.00
06/03	McConville, Jennifer A	NE College of Technical Agriculture	Assoc Dean	Special	9/1/2022		132,149	FY	1.00
			Assoc Dean	Special		8/31/2022	123,503	FY	1.00
09/09	Mcshane-Jewell, Benjamin J	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		64,018	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	61,115	FY	1.00
09/09	Meador, Cole N	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		60,001	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	57,390	FY	1.00
09/09	Melvin, Steven R	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		99,554	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	96,141	FY	1.00
09/10	Meyer, Timothy J	Agricultural Economics	Assoc Prof Practice	Special	8/16/2022	5/17/2025	93,945	AY	1.00
			Assoc Prof Practice	Special		8/15/2022	91,262	AY	1.00
09/09	Meyer, Tonya L	NE Ext Engagement Zone 2	Asst Exten Educator	Special	7/1/2022		63,501	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,941	FY	1.00
09/09	Milius, Jacie A	NE Ext Engagement Zone 11	Assoc Exten Educator	Special	7/1/2022		67,096	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	65,428	FY	1.00
09/09	Moser, Mary F	NE Ext Engagement Zone 11	Asst Exten Educator	Special	7/1/2022		63,860	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	61,970	FY	1.00
09/09	Mracek, Melissa K	NE Ext Engagement Zone 1	Asst Exten Educator	Special	7/1/2022		63,093	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	59,298	FY	1.00
09/09	Mueller, Nathan D	NE Ext Engagement Zone 10	Assoc Exten Educator	Special	7/1/2022		90,194	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	87,102	FY	1.00
09/09	Nacke, Beth M	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022		60,165	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	58,102	FY	1.00
09/09	Narjes, Laura J	NE Ext Engagement Zone 1	Asst Exten Educator	Special	7/1/2022		60,104	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	57,489	FY	1.00
09/09	Nelson, Rex J	NE Ext Engagement Zone 11	Assoc Exten Educator	Special	7/1/2022		74,694	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	73,229	FY	1.00

09/09	Newmyer, Mariah M	NE Ext Engagement Zone 6	Asst Exten Educator	Special	7/1/2022	60,763	FY	1.00	
		West Central Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	58,258	FY	1.00	
09/09	Niemeyer, Steven W	NE Ext Engagement Zone 2	Exten Educator	Special	7/1/2022	66,310	FY	1.00	
		Panhandle Rsch & Ext Center	Exten Educator	Special	6/30/2022	66,310	FY	1.00	
09/09	Nisley, Andrea S	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022	111,485	FY	1.00	
		West Central Rsch & Ext Center	Exten Educator	Special	6/30/2022	109,085	FY	1.00	
09/09	Nixon, Jennifer S	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022	77,996	FY	1.00	
		Panhandle Rsch & Ext Center	Exten Educator	Special	6/30/2022	76,057	FY	1.00	
09/07	Nogueira-Rodriguez, Lia	Agricultural Economics	Assoc Professor	Continuous	8/15/2022	117,253	AY	1.00	
			Assoc Professor	Continuous	8/14/2022	117,253	FY	1.00	
09/09	Nygren, Aaron J	NE Ext Engagement Zone 8	Exten Educator	Special	7/1/2022	74,038	FY	1.00	
		Eastern NE Rsch & Ext Center	Exten Educator	Special	6/30/2022	71,500	FY	1.00	
09/13	O'Donnell, Jill E	Office of Vice Pres/Vice Chancellor	Prof Practice	Special	7/1/2022	7/18/2025	20,804	FY	0.20
			Prof Practice	Special		6/30/2022	20,197	FY	0.20
			Director Haggart-Work Yeutter Institute	Special	7/1/2022	7/18/2025	104,214	FY	0.80
			Director Yeutter Institute	Special		6/30/2022	80,791	FY	0.80
09/09	Ohnesorg, Wayne J	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022	74,691	FY	1.00	
		West Central Rsch & Ext Center	Exten Educator	Special	6/30/2022	73,226	FY	1.00	
09/09	Ostdiek, Tammie D	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	7/1/2022	67,816	FY	1.00	
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special	6/30/2022	66,194	FY	1.00	
09/09	Paisley, Sarah J	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	7/1/2022	66,792	FY	1.00	
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special	6/30/2022	65,131	FY	1.00	
09/10	Panday, Sorab M	Biological Systems Engineering	Rsch Professor	Special	7/1/2022	6/30/2023	60,000	FY	0.12
			Rsch Professor	Special		6/30/2022	60,000	FY	0.12
09/10	Park, Dongjin	Food Science & Technology	Asst Prof Practice	Special	9/1/2022	8/31/2024	98,092	FY	1.00
			Asst Prof Practice	Special		8/31/2022	98,092	FY	1.00
09/09	Patias Lena, Bruno	NE Ext Engagement Zone 7	Asst Exten Educator	Special	7/1/2022	66,000	FY	1.00	
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	66,000	FY	1.00	

09/09	Pereira de Oliveira, Luan	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022	2/15/2025	67,320	FY	1.00
		Cooperative Ext Division	Asst Exten Educator	Special		6/30/2022	66,000	FY	1.00
09/09	Pesek, Darci A	NE Ext Engagement Zone 10	Assoc Exten Educator	Special	7/1/2022		66,413	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	65,111	FY	1.00
09/10	Peterson, Jeffrey D	Agricultural Economics	Asst Prof Practice	Special	9/1/2022	5/16/2025	55,001	AY	0.50
			Asst Prof Practice	Special		8/31/2022	53,954	AY	0.50
09/09	Pickinpaugh, Wayde J	NE Ext Engagement Zone 11	Asst Exten Educator	Special	7/1/2022		56,942	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	55,825	FY	1.00
09/07	Pitla, Santosh	Biological Systems Engineering	Assoc Professor	Continuous	9/1/2022		136,439	AY	1.00
			Assoc Professor	Continuous		8/31/2022	136,439	FY	1.00
09/09	Plugge, Brent L	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		105,340	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	102,821	FY	1.00
09/09	Polacek, Sarah M	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		60,145	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	58,850	FY	1.00
09/09	Poppe, Lisa M	NE Ext Engagement Zone 8	Exten Educator	Special	7/1/2022		78,465	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	75,267	FY	1.00
09/09	Porter, John E	Cooperative Ext Division	Program Leader	Special	7/1/2022		29,026	FY	0.30
			Program Leader	Special		6/30/2022	28,305	FY	0.30
		NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		50,796	FY	0.70
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	49,533	FY	0.70
09/09	Pritchard, Steven M	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		107,441	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	105,334	FY	1.00
06/06	Puniya, Bhanwar Lal	Biochemistry	Rsch Asst Professor	Special	8/1/2022	4/30/2023	90,000	FY	1.00
			Rsch Asst Professor	Special		7/31/2022	67,321	FY	1.00
09/10	Rasby, Richard J	Cooperative Ext Division	Assoc Dean	Special	7/1/2022	12/31/2026	176,328	FY	1.00
			Assoc Dean	Special		6/30/2022	172,448	FY	1.00
09/09	Reddish, Linda	NE Ext Engagement Zone 9	Assoc Exten Educator	Special	7/1/2022		73,537	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	71,708	FY	1.00

09/09	Rees, Jennifer M	NE Ext Engagement Zone 7	Exten Educator	Special	7/1/2022		83,438	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	80,036	FY	1.00
06/03	Reiling, Bryan A	Animal Science	Assoc Professor	Continuous	7/1/2022		124,246	FY	1.00
			Assoc Professor	Continuous		6/30/2022	117,471	FY	1.00
09/07	Reinhard, Karl J	School of Natural Resources	Rsch Professor	Special	9/1/2022	5/26/2025	59,262	AY	0.50
			Professor	Continuous		8/31/2022	118,523	AY	1.00
09/09	Rice, Nathan C	NE Ext Engagement Zone 1	Asst Exten Educator	Special	7/1/2022		59,910	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	57,194	FY	1.00
09/07	Rimsaite, Renata	Water for Food Institute	Rsch Asst Professor	Special	9/12/2022	9/11/2025	85,000	FY	1.00
			Post Doc Rsch Assoc	Other		9/11/2022	68,163	FY	1.00
09/09	Roberts, Sarah M	NE Ext Engagement Zone 5	Assoc Exten Educator	Special	7/1/2022		64,921	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,523	FY	1.00
09/07	Ro, Seung-Hyun	Biochemistry	Asst Professor	Special	9/1/2022	5/12/2023	81,973	AY	1.00
			Asst Professor	Specific		8/31/2022	81,973	AY	1.00
09/07	Roston, Rebecca L	Biochemistry	Rosowski Professorship	Special	9/1/2022	8/15/2027	3,000	AY	0.00
			Assoc Professor	Continuous	9/1/2022		104,267	AY	1.00
			Assoc Professor	Continuous		8/31/2022	101,034	AY	1.00
09/09	Saner, Randy D	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		95,886	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	93,822	FY	1.00
06/06	Sayer, Erin M	Biochemistry	Assoc Prof Practice	Special	7/1/2022		75,836	FY	1.00
			Assoc Prof Practice	Special		6/30/2022	69,005	FY	1.00
06/00	Schachtman, Daniel P	Center for Biotechnology	Director, Center for Biotechnology	Special	9/1/2022		65,463	AY	0.25
			Director, Center for Biotechnology	Special		8/31/2022	61,005	AY	0.25
		Agronomy & Horticulture	Univ Prfship/George Holmes	Special	9/1/2022	8/31/2025	15,000	AY	0.00
			Univ Prfship/George Holmes	Special		8/31/2022	15,000	AY	0.00
			Professor	Continuous	9/1/2022		140,278	AY	0.75
			Professor	Continuous		8/31/2022	136,192	AY	0.75
06/03	Schmidt, Ty	Animal Science	Assoc Professor	Continuous	7/1/2022		114,031	FY	1.00

			Assoc Professor	Continuous		6/30/2022	101,723	FY	1.00
09/07	Schnable, James C	Agronomy & Horticulture	Professor	Continuous	9/1/2022	12/31/2022	176,000	FY	1.00
			Assoc Professor	Continuous		8/31/2022	128,000	FY	1.00
			Prfsp/Charles O Gardner	Special	9/1/2022	9/30/2024	10,000	FY	0.00
			Prfsp/Charles O Gardner	Special		8/31/2022	10,000	FY	0.00
09/09	Schneider-Miller, Carrie L	NE Ext Engagement Zone 9	Exten Educator Unit Leader	Special	7/1/2022		95,180	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator Unit Leader	Special		6/30/2022	91,300	FY	1.00
09/09	Scholtz, D'Ette S	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		81,158	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	79,567	FY	1.00
09/07	Schultz, Julia M	NE Ext Engagement Zone 5	Assoc Exten Educator	Special	9/1/2022		66,300	FY	1.00
		NE Ext Engagement Zone 5	Assoc Exten Educator	Special		8/31/2022	65,828	FY	1.00
09/09		NE Ext Engagement Zone 7	Assoc Exten Educator	Special	7/1/2022	8/31/2022	65,828	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	64,537	FY	1.00
09/09	Sessions, Tiffany L	NE Ext Engagement Zone 9	Asst Exten Educator	Special	7/1/2022		63,842	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	60,058	FY	1.00
09/09	Seymour, Ronald C	NE Ext Engagement Zone 10	Exten Educator	Special	7/1/2022		85,219	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	83,548	FY	1.00
09/09	Sivits, Sarah A	NE Ext Engagement Zone 3	Assoc Exten Educator	Special	7/1/2022		65,152	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,532	FY	1.00
09/07	Song, Changsoo	Biochemistry	Rsch Asst Professor	Special	7/1/2022	6/30/2023	61,890	FY	1.00
		Social/Behavioral Sci Rsch Consort	Rsch Asst Professor	Special		6/30/2022	61,890	FY	1.00
09/09	Spieker, Brittany M	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		60,050	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	57,629	FY	1.00
09/09	Steffen, Jackie L	NE Ext Engagement Zone 5	Exten Educator	Special	7/1/2022		79,189	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	75,961	FY	1.00
09/07	Stephenson, Mitchell B	Panhandle Rsch & Ext Center	Interim Director/Chair	Special	7/1/2022	12/31/2022	43,516	FY	0.30
			Interim Director/Chair	Special		6/30/2022	42,912	FY	0.30
		Agronomy & Horticulture	Assoc Professor	Continuous	7/1/2022		84,903	FY	0.70
			Assoc Professor	Continuous		6/30/2022	75,096	FY	0.70

09/09	Stine, Emily M	NE Ext Engagement Zone 1	Asst Exten Educator	Special	7/1/2022		67,300	FY	1.00
		Panhandle Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	67,300	FY	1.00
09/10	Stock, Ricky A	Animal Science	Rsch Professor	Special	9/24/2022	9/30/2023	100,020	FY	0.50
			Rsch Professor	Special		9/23/2022	100,020	FY	0.50
09/09	Stohlmann, Lauren K	NE Ext Engagement Zone 11	Asst Exten Educator	Special	7/1/2022		59,259	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	57,200	FY	1.00
09/09	Stone, Gary L	NE Ext Engagement Zone 1	Assoc Exten Educator	Special	7/1/2022		68,951	FY	1.00
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	67,467	FY	1.00
09/09	Stoner, Nicole D	NE Ext Engagement Zone 11	Assoc Exten Educator	Special	7/1/2022		64,602	FY	1.00
		Eastern NE Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	63,335	FY	1.00
06/03	Sullivan, Gary A	Animal Science	Assoc Professor	Continuous	7/1/2022		109,807	FY	1.00
			Assoc Professor	Continuous		6/30/2022	96,448	FY	1.00
			Prof Practice	Special		8/31/2022	40,520	AY	0.50
09/09	Thomas, John A	NE Ext Engagement Zone 1	Exten Educator	Special	7/1/2022		76,893	FY	1.00
		Panhandle Rsch & Ext Center	Exten Educator	Special		6/30/2022	75,238	FY	1.00
09/09	Thompson, Laura J	NE Ext Engagement Zone 11	Assoc Exten Educator	Special	7/1/2022		70,651	FY	1.00
		Cooperative Ext Division	Assoc Exten Educator	Special		6/30/2022	68,229	FY	1.00
09/09	Thorson, Stephanie J	NE Ext Engagement Zone 9	Asst Exten Educator	Special	7/1/2022		65,828	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	63,941	FY	1.00
09/09	Timmerman, Amy D	NE Ext Engagement Zone 2	Assoc Exten Educator	Special	7/1/2022		65,404	FY	1.00
		Panhandle Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	64,122	FY	1.00
06/01	Tomasevicz, Curtis L	Biological Systems Engineering	Asst Prof Practice	Special	7/1/2022	12/31/2023	76,295	FY	1.00
			Asst Prof Practice	Special		6/30/2022	74,799	FY	1.00
09/10	Topliff, Christina L	ISU/UNL Coop Vet Med Education Prog	Assoc Prof Practice	Special	7/1/2022	6/30/2026	110,900	FY	1.00
			Assoc Prof Practice	Special		6/30/2022	108,725	FY	1.00
09/07	Topp, Amy J	NE Ext Engagement Zone 5	Exten Educator/Coord	Special	7/1/2022		104,973	FY	1.00
		Cooperative Ext Division	Exten Educator/Coord	Special		6/30/2022	102,363	FY	1.00

09/09	Tuller, Jason R	NE Ext Engagement Zone 10	Assoc Exten Educator	Special	7/1/2022		69,386	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special		6/30/2022	67,365	FY	1.00
09/09	Tupper, Amanda L	NE Ext Engagement Zone 5	Asst Exten Educator	Special	7/1/2022		57,220	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special		6/30/2022	55,825	FY	1.00
06/03	Urrea Florez, Carlos A	Agronomy & Horticulture	Assoc Professor	Continuous	7/1/2022		122,845	FY	1.00
			Assoc Professor	Continuous		6/30/2022	116,928	FY	1.00
09/07 09/10	Vander Ley, Brian L	Great Plains Vet Ed Center	Assoc Professor	Continuous	7/1/2022		125,898	FY	0.90
			Asst Professor	Continuous		6/30/2022	113,262	FY	0.90
			Interim Director	Special	7/1/2022	6/30/2023	15,387	FY	0.10
			Interim Director	Special		6/30/2022	13,843	FY	0.10
09/09	VanDeWalle, Brandy S	NE Ext Engagement Zone 10	Exten Educator	Special	7/1/2022		72,051	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	70,259	FY	1.00
09/13	Varner, David L	Cooperative Ext Division	Assoc Dean/Assoc Director	Special	7/1/2022	12/31/2026	195,540	FY	1.00
			Assoc Dean/Assoc Director	Special		6/30/2022	189,477	FY	1.00
09/10	Villa Rojas, Rossana	Food Science & Technology	Asst Prof Practice	Special	9/1/2022	5/15/2024	78,290	AY	1.00
			Asst Prof Practice	Special		8/31/2022	77,057	AY	1.00
09/09	Waechter-Mead, Lindsay L	NE Ext Engagement Zone 10	Exten Educator	Special	7/1/2022		81,600	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	80,000	FY	1.00
06/03	Walters, Cory	Agricultural Economics	Assoc Professor	Continuous	9/1/2022		133,454	AY	1.00
			Assoc Professor	Continuous		8/31/2022	121,432	AY	1.00
09/09	Walz, Troy M	NE Ext Engagement Zone 3	Exten Educator	Special	7/1/2022		85,617	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	83,488	FY	1.00
09/09	Weitzenkamp, Deborah J	NE Ext Engagement Zone 11	Exten Educator	Special	7/1/2022		78,596	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator	Special		6/30/2022	77,055	FY	1.00
09/09	Wells, Cami	NE Ext Engagement Zone 6	Exten Educator	Special	7/1/2022		78,814	FY	1.00
		West Central Rsch & Ext Center	Exten Educator	Special		6/30/2022	76,112	FY	1.00
09/09	Werth, LaDonna A	NE Ext Engagement Zone 2	Exten Educator	Special	7/1/2022		85,370	FY	1.00
		Panhandle Rsch & Ext Center	Exten Educator	Special		6/30/2022	81,890	FY	1.00

09/07	Westra, John	Panhandle Rsch & Ext Center	Director/Chair	Special	9/1/2022	192,500	FY	1.00
		Cooperative Ext Division	Program Leader	Special	8/31/2022	46,838	FY	0.30
		Agricultural Economics	Professor	Continuous	8/31/2022	109,289	FY	0.70
09/09	Whitney, Todd D	NE Ext Engagement Zone 4	Assoc Exten Educator	Special	7/1/2022	80,457	FY	1.00
		West Central Rsch & Ext Center	Assoc Exten Educator	Special	6/30/2022	78,879	FY	1.00
09/09	Wickham, Tayler E	NE Ext Engagement Zone 8	Asst Exten Educator	Special	7/1/2022	59,390	FY	1.00
		Eastern NE Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	58,225	FY	1.00
06/10	Wiebe, Matthew S	Vet & Biomedical Sciences	Professor	Continuous	9/1/2022	123,848	AY	1.00
			Assoc Professor	Continuous	8/31/2022	101,611	AY	1.00
09/09	Wobig, Karen B	NE Ext Engagement Zone 9	Exten Educator Unit Leader	Special	7/1/2022	97,071	FY	1.00
		Eastern NE Rsch & Ext Center	Exten Educator Unit Leader	Special	6/30/2022	93,744	FY	1.00
09/09	Wrich, Morgan J	NE Ext Engagement Zone 3	Asst Exten Educator	Special	7/1/2022	57,962	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	56,825	FY	1.00
09/09	Wulf, Tasha M	NE Ext Engagement Zone 4	Asst Exten Educator	Special	7/1/2022	61,680	FY	1.00
		West Central Rsch & Ext Center	Asst Exten Educator	Special	6/30/2022	59,251	FY	1.00
09/07	Zluticky, Cynthia E	NE Ext Engagement Zone 9	Exten Educator/Coord	Special	7/1/2022	91,761	FY	0.60
			Exten Educator/Coord	Special	6/30/2022	89,479	FY	0.60
		Cooperative Ext Division	Program Leader	Special	7/1/2022	61,174	FY	0.40
			Program Leader	Special	6/30/2022	59,653	FY	0.40

- 06/00 Error Correction
- 06/01 Annual Adjustment
- 06/03 External (Market) Adjustment
- 06/06 Internal (Equity) Adjustment
- 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 %

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Boyd, Evan E	Library	Dean of the Library	Continuous	8/1/2022		138,000	FY	1.00
Brackett, Andrew R	Theatre	Assistant Professor	Specific	9/1/2022	8/31/2023	51,000	AY	1.00
Feusner, Chelsea M	Educational Administration	Assistant Professor	Specific	9/1/2022	8/31/2023	65,000	AY	1.00
Fisher, Christine E	Teacher Education	Assistant Professor	Specific	9/1/2022	8/31/2023	56,500	AY	1.00
Herchenbach, Jody S	Marketing, Agribusiness & Supply Chain Management	Assistant Professor	Specific	9/1/2022	8/31/2023	85,000	AY	1.00
Iranah, Pricila	Biology	Assistant Professor	Special	9/1/2022	8/31/2023	50,000	AY	1.00
Johnson, Quincy R	Kinesiology & Sports Sciences	Assistant Professor	Specific	9/1/2022	8/31/2023	57,000	AY	1.00
Kennedy, Heather R	Counseling, School Psychology & Family Science	Associate Professor	Specific	9/1/2022	8/31/2023	63,000	AY	1.00
Lamoureux, Nicholas R	Kinesiology & Sports Sciences	Assistant Professor	Specific	9/1/2022	8/31/2023	53,500	AY	1.00
Roitsch, Jane	Communication Disorders	Assistant Professor	Specific	9/1/2022	8/31/2023	62,000	AY	1.00
Straatmann, Alexander F	Office of Equity/Compliance	Chief Compliance Officer	Special	9/1/2022		120,000	FY	1.00
Strickland, Christopher M	Art and Design	Assistant Professor	Specific	9/1/2022	8/31/2023	54,500	AY	1.00
Woekener, Matthias J	Criminal Justice	Assistant Professor	Specific	9/1/2022	8/31/2023	54,500	AY	1.00
Wysocki, Aleksander L	Physics & Astronomy	Assistant Professor	Specific	9/1/2022	8/31/2023	58,000	AY	1.00
Ziolkowski, Theodora BR	English	Assistant Professor	Specific	9/1/2022	8/31/2023	48,500	AY	1.00

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Alber, Brian W	Music, Theatre, And Dance	Associate Professor	Continuous	9/1/2022		63,838	AY	1.00
			Associate Professor	Continuous		8/31/2022	31,714	AY	0.50
		Teacher Education	N/A	N/A	9/1/2022		0		0.00
			Associate Professor	Continuous		8/31/2022	31,712	AY	0.50
09/07	Aviles, William	Political Science	Professor	Continuous	9/1/2022		83,609	AY	1.00
			Professor	Continuous		8/31/2022	49,841	AY	0.60
			N/A	N/A	9/1/2022		0		0.00
			Chairperson (includes stipend)	Special		8/31/2022	38,530	AY	0.40
09/07	Bartee, Roderick Todd	Biology	Professor	Continuous	9/1/2022		83,067	AY	1.00
		Kinesiology & Sports Science	Professor	Continuous		8/31/2022	83,607	AY	1.00
09/08	Bartling, Kelly H	Enrollment Mgmt & Marketing	Vice Chancellor Enrollment Management	Special	7/1/2022		182,800	FY	1.00
			Vice Chan Enrollment Mgt and Marketing	Special		6/30/2022	162,400	FY	1.00
09/07	Berrier, Joel C	Physics & Astronomy	Associate Professor	Continuous	9/1/2022		38,185	AY	0.60
			Associate Professor	Continuous		8/31/2022	63,231	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2022		30,918	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
09/22	Besse, Renee	Financial Aid	Director, Financial Aid	Special	9/1/2022		100,000	FY	1.00
			Assoc Director Financial Aid	Other		8/31/2022	78,803	FY	1.00
09/07	Boeckner, Derek C	Mathematics & Statistics	Associate Professor	Continuous	9/1/2022		38,056	AY	0.60
			Associate Professor	Continuous		8/31/2022	63,016	AY	1.00
			Chairperson	Special	9/1/2022		30,831	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appoin</i>									
09/07	Burkink, Timothy J	Marketing/Agribusiness/SCM	Professor	Continuous	9/1/2022		91,301	AY	0.60

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
			Professor	Continuous		8/31/2022	30,195	AY	0.20
		International Education	Asst Vice Chancellor for Int'l Affairs (includes stipend)	Special	9/1/2022	8/31/2023	66,328	FY	0.40
			Asst Vice Chancellor for Int'l Affairs	Special		8/31/2022	125,918	FY	0.80
09/07	Carlson, Kimberly Ann	Biology	Professor	Continuous	9/1/2022		50,164	AY	0.60
			Professor	Continuous		8/31/2022	49,840	AY	0.60
			Co Chairperson Biology (includes stipend)	Special	9/1/2022		38,903	AY	0.40
			Co Chairperson Biology (includes stipend)	Special		8/31/2022	35,877	AY	0.40
09/07	Chinnock Petroski, Mary J	Office of Equity/Compliance	Special Projects Coordinator	Special	9/1/2022	10/3/2022	112,098	FY	1.00
			Chief Compliance Officer	Special		8/31/2022	112,098	FY	1.00
09/07	Diaz DeBose, Chandra C	Teacher Education	Associate Professor	Specific	9/1/2022	8/31/2023	34,196	AY	0.60
			Assistant Professor	Specific		8/31/2022	28,973	AY	0.50
		Teacher Education	Chairperson (inlcudes stipend)	Special	9/1/2022	8/31/2023	34,621	AY	0.40
		Education	Associate Dean Education (includes stipend)	Special		8/31/2022	34,274	AY	0.50
09/07	Dority O'Callaghan, Bree L	Accounting/Finance/Economics	Professor	Continuous	9/1/2022		55,018	AY	0.50
			Associate Professor	Continuous		8/31/2022	52,676	AY	0.50
		Business & Technology	Associate Dean (includes stipend)	Special	9/1/2022		60,478	AY	0.50
			Associate Dean (includes stipend)	Special		8/31/2022	63,280	AY	0.50
09/07	Envick, Brooke R	Management	Professor	Continuous	9/1/2022		53,057	AY	0.50
			Associate Professor	Continuous		8/31/2022	101,454	AY	1.00
		Business & Technology	Associate Dean (includes stipend)	Special	9/1/2022		58,517	AY	0.50
			N/A	N/A		8/31/2022	0		0.00
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.</i>									
09/07	Favinger, Dustin D	Management	Lecturer	Special	9/1/2022	8/31/2023	38,060	AY	0.60
			Lecturer	Special		8/31/2022	37,814	AY	0.60

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
		CBT Career Center	Director, CBT Career Center	Special	9/1/2022	8/31/2023	25,374	AY	0.40
			Director, CBT Career Center	Special		8/31/2022	25,210	AY	0.40
		Business & Technology	Director-CBT Graduate Programs	Special	9/1/2022	8/31/2023	4,551	AY	0.00
			Director-CBT Graduate Programs	Special		8/31/2022	4,418	AY	0.00
09/07	Fendt, Eugene J	Philosophy	Professor	Continuous	9/1/2022		96,798	AY	1.00
			Professor	Continuous		8/31/2022	96,173	AY	1.00
			Albert Magnus Chair in Philosophy	Special	9/1/2022	8/31/2023	20,000	AY	0.00
			Albert Magnus Chair in Philosophy	Special		8/31/2022	20,000	AY	0.00
09/07	Fritson, Krista K	Psychology	Professor	Continuous	9/1/2022		62,704	AY	0.75
			Professor	Continuous		8/31/2022	62,299	AY	0.75
			Director of BHECN	Special	9/1/2022		25,901	AY	0.25
		Counseling School Psych & Family Science	Director of BHECN	Special		8/31/2022	25,766	AY	0.25
09/07	Gaskill, Martonia C	Teacher Education	Associate Professor	Continuous	9/1/2022		38,115	AY	0.60
			Associate Professor	Continuous		8/31/2022	37,869	AY	0.60
		UNK Online	Digital Pedagogy Specialist (includes stipend)	Special	9/1/2022	8/31/2023	29,961	AY	0.40
			Digital Pedagogy Specialist (includes stipend)	Special		8/31/2022	27,455	AY	0.40
09/07	Hanson, Ralph E	Communication	Professor	Continuous	9/1/2022		83,607	AY	1.00
			Professor	Continuous		8/31/2022	49,840	AY	0.60
			N/A	N/A	9/1/2022		0		0.00
			Interim Chairperson (includes stipend)	Special		8/31/2022	38,529	AY	0.40
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.</i>									
09/07	Harshbarger, Kyle	Criminal Justice	Lecturer	Special	9/1/2022	8/31/2023	52,105		1.00
			Lecturer	Special		8/31/2022	51,769		1.00
		UNK Police	Other Hourly Wkr (Special Events)	Other	9/1/2022	6/30/2023	1,500		0.00
			Other Hourly Wkr (Special Events)	Other		8/31/2022	1,500		0.00

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
			Other Hourly Worker-Ticket Writer	Other	9/1/2022	6/30/2023	3,000		0.00
			Other Hourly Worker-Ticket Writer	Other		8/31/2022	3,000		0.00
09/07	Hill, Toni L	Counseling School Psych & Family Science	Professor	Continuous	9/1/2022		48,925	AY	0.60
			Associate Professor	Continuous		8/31/2022	63,886	AY	1.00
			Interim Assistant Chair (includes stipend)	Special	9/1/2022	8/31/2023	38,078	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
09/07	Hogg, Nanette M	Communication	Associate Professor	Continuous	9/1/2022		48,008	AY	0.60
			Associate Professor	Continuous		8/31/2022	79,497	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2022		37,467	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
09/07	Hossain, Md Liaquat	Cyber Systems	Professor	Continuous	9/1/2022		86,415	AY	0.60
			Professor	Continuous		8/31/2022	85,857	AY	0.60
			Chairperson (includes stipend)	Special	9/1/2022		63,071	AY	0.40
			Chairperson (includes stipend)	Special		8/31/2022	62,540	AY	0.40
			Chairperson - NeHii	Special	9/1/2022		15,000	AY	0.00
			Chairperson - NeHii	Special		8/31/2022	15,000	AY	0.00
06/03	Jensen, Dalton J	Mens Wrestling	Head Coach - Wrestling	Special	8/1/2022		70,000	FY	1.00
			Head Coach - Wrestling	Special		7/31/2022	55,173	FY	1.00
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.</i>									
09/07	Kime, Katherine A	Mathematics & Statistics	Professor	Continuous	9/1/2022		81,879	AY	1.00
			Professor	Continuous		8/31/2022	51,996	AY	0.60
			N/A	N/A	9/1/2022		0		0.00
			Chairperson (includes stipend)	Special		8/31/2022	34,656	AY	0.40
09/07	Lilly, Carol S	History	Professor	Continuous	9/1/2022		87,127	AY	1.00

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
			Professor	Continuous		8/31/2022	64,924	AY	0.75
		International Studies	N/A	N/A	9/1/2022		0		0.00
			Director International Studies (includes stipend)	Special		8/31/2022	26,058	AY	0.25
09/07	Loughrin, Sandra M	Sociology	Associate Professor	Continuous	9/1/2022		47,892		0.75
			Associate Professor	Continuous		8/31/2022	47,583		0.75
		Women's Studies	Director Womens Studies (includes stipend)	Special	9/1/2022		20,411		0.25
			Interim Director Womens Studies (includes stipend)	Special		8/31/2022	20,279		0.25
09/07	Macy, Robert S	Management	Assistant Professor	Specific	9/1/2022	8/31/2023	45,293	AY	0.50
			Assistant Professor	Specific		8/31/2022	90,000	AY	1.00
		Center for Entrepreneurship & Rural Devel.	Director, Center for Entrepreneurship & Rural Devel.	Special	9/1/2022	8/31/2023	45,292	AY	0.50
			N/A	N/A		8/31/2022	N/A		0.00
09/07	McKelvey, Miechelle L	Communication Disorders	Professor	Continuous	9/1/2022		41,288	AY	0.50
			Professor	Continuous		8/31/2022	49,226	AY	0.60
		Education	Associate Dean Education (includes stipend)	Special	9/1/2022		46,749	AY	0.50
		Communication Disorders	Chairperson (includes stipend)	Special		8/31/2022	38,119	AY	0.40
09/07	Mollenkopf, Dawn L	Teacher Education	Professor	Continuous	9/1/2022		49,017	AY	0.60
			Professor	Continuous		8/31/2022	81,166	AY	1.00
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.</i>									
	Mollenkopf, Dawn L	Teacher Education	Co-Assistant Chair Teacher Education (inludes stipend)	Special	9/1/2022		35,409	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
09/07	Nelson, Rebecca M	Teacher Education	Assistant Professor	Specific	9/1/2022	8/31/2023	34,813	AY	0.60
			Assistant Professor	Specific		8/31/2022	57,647	AY	1.00
			Co-Assistant Chair Teacher Education	Special	9/1/2022	8/31/2023	25,940	AY	0.40
			N/A	N/A		8/31/2022	0		0.00

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Newton Campbell, Julia L	Criminal Justice	Professor	Continuous	9/1/2022		40,909	AY	0.50
			Professor	Continuous		8/31/2022	40,645	AY	0.50
		Thompson Scholar Learning Community	Faculty Coordinator	Special	9/1/2022	8/31/2023	40,909	AY	0.50
			Faculty Coordinator	Special		8/31/2022	40,645	AY	0.50
06/07	Reeves, Rochelle A	Library	Curriculum Librarian/Associate Professor	Continuous	7/1/2022		94,784	FY	1.00
			Curriculum Librarian/Associate Professor	Continuous		6/30/2022	91,184	FY	1.00
09/07	Rowling, Charles M	Political Science	Professor	Continuous	9/1/2022		48,992	AY	0.60
			Professor	Continuous		8/31/2022	81,127	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2022		38,123	AY	0.40
			N/A	N/A		8/31/2022	0	AY	0.00
09/07	Rozema, David	Philosophy	Professor	Continuous	9/1/2022		87,236	AY	1.00
			Professor	Continuous		8/31/2022	86,673	AY	1.00
			Inklings Chair in Philosophy	Special	9/1/2022	8/31/2023	20,000	AY	0.00
			Inklings Chair in Philosophy	Special		8/31/2022	20,000	AY	0.00
Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.									
09/07	Schneider-Cline, Whitney M	Communication Disorders	Associate Professor	Continuous	9/1/2022		38,566	AY	0.60
			Associate Professor	Continuous		8/31/2022	63,862	AY	1.00
			Chairperson (includes stipend)	Special	9/1/2022		31,172	AY	0.40
			N/A	N/A		8/31/2022	0		0.00
09/07	Shaffer, Julie J	Biology	Professor	Continuous	9/1/2022		50,164	AY	0.60
			Professor	Continuous		8/31/2022	49,840	AY	0.60
			Co Chairperson Biology (includes stipend)	Special	9/1/2022		38,904	AY	0.40
			Co Chairperson Biology (includes stipend)	Special		8/31/2022	38,529	AY	0.40

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PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Simon, Dawn M	Biology	Professor	Continuous	9/1/2022		61,651	AY	0.75
			Professor	Continuous		8/31/2022	61,253	AY	0.75
		Undergraduate Research/Creative Activity	Director Undergraduate Research/Creative Activity (includes stipend)	Special	9/1/2022		25,101	AY	0.25
			Director Undergraduate Research/Creative Activity (incl	Special		8/31/2022	22,626	AY	0.25
09/07	Sommers, Mary	Financial Aid	Special Projects Coordinator	Special	9/1/2022	12/31/2022	102,047	FY	1.00
			Director, Financial Aid	Special		8/31/2022	102,047	FY	1.00
09/07	Taylor, Allen R	Cyber Systems	Associate Professor	Continuous	9/1/2022		73,525	AY	0.60
			Associate Professor	Continuous		8/31/2022	121,749	AY	1.00
			Assistant Chairperson (includes stipend)	Special	9/1/2022		54,477	AY	0.40
			N/A	N/A			0		0.00
09/07	Teten, Ryan L	Arts & Sciences	Special Projects Coordinator	Special	9/23/2022		176,159	FY	1.00
			Dean Arts & Sciences	Special		9/22/2022	176,159	FY	1.00
<i>Shaded reflects new or ongoing appointment; un-shaded reflects old appointment.</i>									
09/07	Trantham, Kenneth W	Physics & Astronomy	Professor	Continuous	9/1/2022		82,672	AY	1.00
			Professor	Continuous		8/31/2022	49,283	AY	0.60
			N/A	N/A	9/1/2022		0		0.00
			Chairperson (includes stipend)	Special		8/31/2022	38,157	AY	0.40
09/07	Unruh, Scott A	Academic Affairs	Director of Accreditation	Special	9/1/2022	8/31/2024	62,314	AY	0.75
		Kinesiology & Sports Sciences	Professor	Continuous		8/31/2022	41,533	AY	0.50
		Education	Assistant Dean Education	Special	9/1/2022	8/31/2023	41,804	AY	0.25
			Assistant Dean Education (includes stipend)	Special		8/31/2022	46,836	AY	0.50
09/07	Van Ingen, Linda	History	Professor	Continuous	9/1/2022		49,966	AY	0.60
			Professor	Continuous		8/31/2022	49,643	AY	0.60

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
			Chairperson (includes stipend)	Special	9/1/2022		38,772	AY	0.40
			Interim Chairperson (includes stipend)	Special		8/31/2022	35,747	AY	0.40
09/07	Vu, Phu H	Teacher Education	Associate Professor	Continuous	9/1/2022		63,899	AY	1.00
			Associate Professor	Continuous		8/31/2022	38,092	AY	0.60
			N/A		9/1/2022		0		0.00
			Co-Assistant Chair Teacher Education (includes stipend)	Special		8/31/2022	28,045	AY	0.40
09/07	Wadkins, Theresa A	Criminal Justice	Professor	Continuous	9/1/2022		50,163	AY	0.60
		Psychology	Professor	Continuous		8/31/2022	49,839	AY	0.60
		Criminal Justice	Chairperson (includes stipend)	Special	9/1/2022		38,903	AY	0.40
			Interim Chairperson (includes stipend)	Special		8/31/2022	35,877	AY	0.40
09/07	Warren, Michelle L	Modern Languages	Associate Professor	Continuous	9/1/2022		47,749	AY	0.75
			Associate Professor	Continuous		8/31/2022	63,254	AY	1.00
		International Studies	Director International Studies (includes stipend)	Special	9/1/2022		20,467	AY	0.25
			N/A	N/A		8/31/2022	0		0.00

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09/07	Younes, Maha N	Office of the Chancellor	Chief Diversity Officer	Special	9/1/2022		120,000	FY	1.00
			Chief Diversity Officer (includes stipend)	Special		8/31/2022	39,524	AY	0.40
		Social Work	N/A	N/A	9/1/2022		0		0.00
			Professor	Continuous		8/31/2022	51,333	AY	0.60

09/07	Ziebarth-Bovill, Jane	Teacher Education	Professor	Continuous	9/1/2022		81,799	AY	1.00
			Professor	Continuous		8/31/2022	48,763	AY	0.60
			N/A		9/1/2022		0		0.00
			stipend)	Special		8/31/2022	35,159	AY	0.40

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PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
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06/01 Annual Adjustment

06/03 External (Market) Adjustment

06/07 Additional Responsibilities

09/07 Position Add/Change

09/08 Reclassification

09/09 Other Status Change

09/22 Advance W/in Unit Rate Chg - C

09/52 Promotion W/in Unit-Rate Chg-C

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA-LINCOLN
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Agosto, Genesis	College of Law	Assistant Professor	Specific	8/1/2022		60,000	FY	1.00
Armstrong, Cory L	College of Journalism & Mass Comm.	Associate Dean	Special	8/15/2022	5/14/2027	84,000	AY	0.60
Armstrong, Cory L	Journalism	Professor	Continuous	8/15/2022		56,000	AY	0.40
Armstrong, Cory L	Journalism	College Professorship - Pike	Special	8/15/2022	5/14/2027	10,000	AY	0.00
Baldinelli, Sharon E	Journalism & Mass Comm	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	72,000	AY	1.00
Bhardwaj, Shubhendu	Electrical & Computer Engineering	Assistant Professor	Specific	8/15/2022		115,000	AY	1.00
Boesiger, Tessa M	Special Ed & Communic Disorders	Assistant Professor of Practice	Special	8/29/2022	6/30/2025	76,000	FY	1.00
Boggs, Joy L	Hixson-Lied Fine & Performing Arts	Assistant Dean of Business and Financial Affairs	Special	8/29/2022		120,000	FY	1.00
Boyce, Wesley S	Supply Chain Management & Analytics	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	96,000	AY	1.00
Cao, Bingkuan	Finance	Assistant Professor	Specific	8/15/2022		230,000	AY	1.00
Chen, Liang	Earth and Atmospheric Sciences	Assistant Professor	Specific	8/15/2022		78,000	AY	1.00
Clausing, Elizabeth S	School of Global Integrative Studies	Assistant Professor	Specific	8/15/2022		81,000	AY	1.00
Cochran, Abigail L	Community & Regional Planning	Assistant Professor	Specific	8/15/2022		70,000	AY	1.00
Congdon, Roark T	College of Architecture	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	64,000	AY	1.00
Cornell, Judd M	Athletics	Head Coach-Men's Golf	Special	8/18/2022		125,000	FY	1.00
Deters, Jessica	Mechanical and Materials Engineering	Assistant Professor	Specific	8/15/2022		100,000	AY	1.00
Fidler, Mailyn	College of Law	Assistant Professor	Specific	8/15/2022		110,000	AY	1.00
Fisher, Emily	Teaching, Learning & Teacher Education	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	68,000	AY	1.00
Flothe, Kylin	Textiles, Merchan & Fashion Design	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	69,000	AY	1.00
Fursina, Alexandra	Chemistry	Research Associate Professor	Special	8/22/2022	2/28/2023	38,000	AY	1.00
Gray, Nicole	Libraries	Assistant Professor	Specific	8/15/2022		61,200	FY	1.00
Harpster, Michael	Architecture	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	64,000	AY	1.00
Harris, Christopher	Management	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	95,000	AY	1.00
Hebden, Ellen E	Glenn Korff School of Music	Assistant Professor	Specific	8/15/2022		65,000	AY	1.00
Higgins, Amanda	Nutrition & Health Sciences	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	70,000	AY	1.00
Hill, Shoun	Journalism & Mass Comm	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	77,000	AY	1.00
Hill, Shoun	Journalism & Mass Comm	College Professorship - Buffet funds	Special	8/15/2022	5/16/2025	5,000	AY	0.00
Ho, Chun-Hsing	Durham School Arch Engr & Const	Associate Professor	Continuous	8/15/2022		122,000	AY	1.00
Hoyt, Danny R	Research	Research Integrity Officer	Special	9/1/2022	8/14/2023	104,970	FY	0.49
Isaak, Sophia P	School of Art, Art History & Design	Assistant Professor	Specific	8/15/2022		66,000	AY	1.00
Jefferis, Danielle	College of Law	Assistant Professor	Specific	8/15/2022		122,000	AY	1.00

Johnson, Donald P	Educational Administration	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	70,000	AY	1.00
Jung, Na Young	Textiles, Merchan & Fashion Design	Assistant Professor	Specific	8/15/2022		71,000	AY	1.00
Khandelwal, Priyanka	Marketing	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	90,000	AY	1.00
Kim, Seulki	Sociology	Assistant Professor	Specific	8/15/2022		80,000	AY	1.00
Kosalka, Vernetta B	Nutrition & Health Sciences	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	72,000	AY	1.00
Kumar, Nivesh	Chemistry	Sr. Research Associate	Special	9/9/2022	5/31/2024	51,000	FY	1.00
Lane, Kaycie T	Civil & Environmental Engr-Lincoln	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	100,000	AY	1.00
Lee, Jin Sook	Finance	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	130,000	AY	1.00
Liu, Xiaoqi	Durham School Arch Engr & Const	Assistant Professor	Specific	8/15/2022		97,000	AY	1.00
Mason, Walter A	NE Ctr Rsrch on Youth,Fam & School	Professor	Continuous	8/15/2022		150,000	AY	1.00
McLeod, Laura A	Marketing	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	93,500	AY	1.00
Miller, Matthew	Architecture	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	64,000	AY	1.00
Novy, Daniel E	Johnny Carson School-Theatre & Film	Assistant Professor	Special	8/15/2022		83,000	AY	1.00
Novy, Daniel E	Johnny Carson School-Theatre & Film	Johnny Carson Professorship	Special	8/15/2022		5,000	AY	0.00
Olivieri, Alessio	Glenn Korff School of Music	Assistant Professor	Specific	8/15/2022		65,000	AY	1.00
Ousley, Ciara L	Special Ed & Communic Disorders	Assistant Professor	Specific	8/15/2022		78,000	AY	1.00
PeeksMease, Aaron S	Sociology	Assistant Professor of Practice	Special	8/15/2022	5/16/2025	65,000	AY	1.00
PeeksMease, Jennifer J	Office of Diversity and Inclusion	Asst VC, Inclusive Leadership & Learning	Special	7/1/2022		130,000	FY	1.00
Purandare, Rahul	School of Computing	Associate Professor	Specific	8/15/2022		130,000	AY	1.00
Remund, David L	Advertising & Public Relations	Assistant Professor of Practice	Special	8/15/2022		75,000	AY	1.00
Roohi Ghareshiran, Milad	Durham School Arch Engr & Const	Assistant Professor	Specific	8/15/2022		97,000	AY	1.00
Sturgeon, Jennifer	Special Ed & Communic Disorders	Assistant Professor of Practice	Special	8/15/2022	6/30/2025	78,000	FY	1.00
Sudo Lutf Teixeira, Jamilla E	Civil & Environmental Engr-Lincoln	Assistant Professor	Specific	8/15/2022		103,000	AY	1.00
Weitzel, Paul D	College of Law	Assistant Professor	Specific	8/15/2022		110,000	AY	1.00
Yao, Yuxi	Economics	Assistant Professor	Specific	8/15/2022		140,000	AY	1.00

07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA-LINCOLN
ADJUSTMENTS

NAME	UNIT	TITLE	APPT TYPE	BEGIN DATE	END DATE	SALARY		FTE
09/07	Ammachathram, Thyagarajan V	Nutrition & Health Sciences	Associate Professor	Continuous	7/1/2022	106,570	FY	1.00
		HRTM Director	Special		6/30/2022	3,500	FY	0.00
		Assistant Professor	Continuous		6/30/2022	94,585	FY	1.00
09/07	Anderson, John E	Economics	Professor	Continuous	9/1/2022	144,200	AY	0.70
		Research Data Center	Director	Special	9/1/2022	82,400	AY	0.30
		Economics	Professor	Continuous		186,000	AY	1.00
		Coll Prfsp/Baird Family	Special		8/31/2022	15,000	AY	0.00
		Research Data Center	Director	Special		18,600	AY	0.00
06/00	Asgarpoor, Jena S	College of Engineering	Professor of Practice	Special	9/1/2022	69,994	AY	0.60
		Professor of Practice	Special		8/31/2022	63,921	AY	0.60
		Director, Master of Engineering Mgmt	Special	9/1/2022	5/12/2023	46,662	AY	0.40
		Director, Master of Engineering Mgmt	Special		8/31/2022	42,614	AY	0.40
09/07	Athanassopoulos, Effie F	School of Global Integrative Studies	Associate Professor	Continuous	9/1/2022	72,479	AY	1.00
		Associate Professor	Continuous		8/31/2022	56,909	AY	0.80
		Classics & Religious Studies	Associate Professor	Special		14,228	AY	0.20
29/01	Baesu, Eveline	Mechanical & Materials Engineering	Associate Professor	Continuous	9/1/2022	50,896	AY	0.60
		Associate Professor	Continuous		8/31/2022	83,164	AY	1.00
09/07	Barber, Carolyn A	Glenn Korff School of Music	Ron & Carol Cope Professorship	Special	9/1/2022	10,000	AY	0.00
		Ron & Carol Cope Professorship	Special		8/31/2022	10,000	AY	0.00
		Professor	Continuous	9/1/2022		105,134	AY	1.00
		Professor	Continuous		8/31/2022	102,693	AY	1.00
		Interim Associate Director	Special	9/1/2022	5/12/2023	10,000	AY	0.00
09/07	Barger, Diane C	Glenn Korff School of Music	Ron and Carol Cope Professor of Music	Special	9/1/2022	10,000	AY	0.00
		Professor	Continuous	9/1/2022		104,184	AY	1.00
		Professor	Continuous		8/31/2022	101,809	AY	1.00
09/09	Barrera, Ricardo S	College of Business	Asoc Dean of Ops, Incl & Chief of Staff	Special	9/25/2022	180,000	FY	1.00
		Associate Dean of Student Servs & COO	Special		9/24/2022	180,000	FY	1.00
09/07	Beard, Jack M	College of Law	Co-Director, Space/Cyber/Telecom Pgm	Special		5,526	AY	0.00
		Director - Space, Cyber & Telecom Progrm	Special	9/1/2022		15,000	AY	0.00
		Associate Professor	Continuous	9/1/2022		147,475	AY	1.00

		Associate Professor	Continuous		8/31/2022	138,771	AY	1.00
06/01	Beck, Tammy E	Management School of Accountancy	Associate Professor Director	Continuous Special	9/1/2022 8/31/2022	195,000 206,800	AY AY	1.00 1.00
06/00	Binek, Christian	Physics & Astronomy Nebr Ctr for Materials & Nanoscience	Bessey Professorship Bessey Professorship Professor Professor Director Director	Special Special Continuous Continuous Special Special	9/1/2022 9/1/2022 9/1/2022 8/31/2022	5,000 5,000 105,678 92,478 39,629 34,679	AY AY AY AY AY AY	0.00 0.00 0.80 0.80 0.20 0.20
09/07	Bloom, Kenneth A	Physics & Astronomy	Chairperson Professor Professor	Special Continuous Continuous	9/1/2022 9/1/2022 8/31/2022	82,389 49,933 114,982	AY AY AY	0.60 0.40 1.00
06/01	Bobaru, Florin	Mechanical & Materials Engineering College of Engineering	Professor Professor Hergenrader Distinguished Scholar	Continuous Continuous Special	9/1/2022 8/31/2022 6/30/2022	138,356 130,193 5,100	AY AY AY	1.00 1.00 0.00
09/07	Bohaty, Janet	Special Ed & Communic Disorders	Senior Research Associate Project Coordinator	Special Other	8/12/2022 8/11/2022	70,000 37,417	FY FY	0.80 0.80
06/06	Brank, Eve M	Ctr on Children Families & the Law Psychology Ctr on Children Families & the Law	Douglas Professorship Professor Professor Director Director	Special Continuous Continuous Special Special	9/1/2022 9/1/2022 9/1/2022 8/31/2022	5,000 39,000 35,300 132,600 120,020	AY AY AY AY AY	0.00 0.25 0.25 0.75 0.75
09/07	Brazeal, Kathleen R	School of Biological Sciences	Assistant Professor of Practice Assistant Professor of Practice	Special Special	9/1/2022 8/31/2022	73,204 70,298	AY AY	1.00 1.00
09/07	Brock, Rebecca L	Psychology	Associate Professor Associate Professor Susan Rosowski Professorship	Continuous Continuous Special	9/1/2022 9/1/2022	107,114 99,000 3,000	AY AY AY	1.00 1.00 0.00
06/10	Brummond, Molly ME	College of Law	Asst Dean, External Rel & Strategic Init Acting Asst Dean, External Rel & Strategic Init Asst Dean, External Rel & Strategic Init	Special Special Special	7/1/2022 6/30/2022 6/30/2022	103,138 46,923 93,847	FY FY FY	1.00 0.00 1.00
09/07	Brunero, John S	Philosophy	Professor Professor	Continuous Continuous	9/1/2022 8/31/2022	46,682 102,704	AY AY	0.40 1.00

		Robert R Chambers Distinguished Prof	Special	9/1/2022	5/10/2024	6,000	AY	0.00	
		Robert R Chambers Distinguished Prof	Special		8/31/2022	6,000	AY	0.00	
		Acting Chairperson	Special	9/1/2022	1/1/2023	73,523	AY	0.60	
09/10	Burnett, Amy Nelson	History	Paula & D.B. Varner Professorship	Special	9/1/2022	8/15/2027	15,000	AY	0.00
			Paula & D.B. Varner Professorship	Special		8/31/2022	15,000	AY	0.00
			Professor	Continuous	9/1/2022		128,326	AY	1.00
			Professor	Continuous		8/31/2022	125,326	AY	1.00
06/01	Calvert, Amanda R	University Libraries	Chair, Research Partnerships	Special	7/1/2022		61,255	FY	0.60
			Chair, Research Partnerships	Special		6/30/2022	60,000	FY	0.60
			Associate Professor	Continuous	7/1/2022		33,636	FY	0.40
			Associate Professor	Continuous		6/30/2022	32,800	FY	0.40
09/07	Castro, Joy E	Ethnic Studies	Director/Chair	Special	9/1/2022	8/17/2025	84,171	AY	0.60
			Interim Director/Chair	Special		8/31/2022	82,853	AY	0.60
			Professor	Continuous	9/1/2022		51,013	AY	0.40
		English	Professor	Continuous		8/31/2022	50,214	AY	0.40
			Willa Cather Professorship	Special	9/1/2022	8/13/2023	5,000	AY	0.00
			Willa Cather Professorship	Special		8/31/2022	5,000	AY	0.00
06/01	Centurion, Martin	Physics & Astronomy	Professor	Continuous	9/1/2022		129,111	AY	1.00
			Professor	Continuous		8/31/2022	115,504	AY	1.00
			Susan J. Rosowski	Special		8/31/2022	3,000	AY	0.00
09/07	Chin, Mun Yuk	Counseling & Psychological Services	Psychologist	Other		8/31/2022	71,050	AY	0.92
		Educational Psychology	Assistant Professor	Specific	9/1/2022		72,000	AY	1.00
09/07	Claes, Daniel R	Physics & Astronomy	Chairperson	Special		8/31/2022	86,193	AY	0.60
			Professor	Continuous	9/1/2022		133,927	AY	1.00
			Professor	Continuous		8/31/2022	52,238	AY	0.40
09/10	Coble, Parks M	History	Professor	Continuous	9/1/2022		109,352	AY	1.00
			Professor	Continuous		8/31/2022	105,352	AY	1.00
			Coll Prfsp/James L Sellers	Special	9/1/2022	5/14/2027	10,000	AY	0.00
			Coll Prfsp/James L Sellers	Special		8/31/2022	10,000	AY	0.00
09/10	Combs, Gwendolyn M	Office of Diversity and Inclusion	Director of Faculty Diversity	Special	9/1/2022	5/12/2023	94,401	AY	0.49
			Director of Faculty Diversity	Special		8/31/2022	87,716	AY	0.49
		Management	Associate Professor	Continuous	9/1/2022		81,601	AY	0.51
			Associate Professor	Continuous		8/31/2022	77,284	AY	0.51

09/10	Cooper, Stephen C	J S Raikes School of Comp Sci & Mgmt	Executive Director	Special	7/1/2022		281,412	FY	1.00
			Executive Director	Special		6/30/2022	274,166	FY	1.00
			Chancellor's Professorship	Special	7/1/2022	6/30/2027	10,000	FY	0.00
			Chancellor's Professorship	Special		6/30/2022	10,000	FY	0.00
09/07	Crabtree, Aaron D	School of Accountancy	College Professorship - KPMG	Special		8/31/2022	10,000	AY	0.00
			Associate Professor	Continuous	9/25/2022		69,450	AY	0.30
		College of Business	Associate Professor	Continuous		9/24/2022	69,450	AY	0.30
			Asse Dean of Master's Progs & Exec Dev	Special	9/25/2022	5/10/2024	196,775	AY	0.70
			Associate Dean	Special		9/24/2022	196,775	AY	0.70
09/07	Cui, Bai	College of Engineering Mechanical & Materials Engineering	McBroom Assoc Professorship	Special	7/1/2022	8/31/2022	10,000	AY	0.00
			Associate Professor	Continuous	7/1/2022		112,319	AY	1.00
			Associate Professor	Continuous		6/30/2022	112,319	AY	1.00
06/01	Detweiler, Carrick J	School of Computing	Professor	Continuous	9/1/2022		106,589	AY	0.58
			Associate Professor	Continuous		8/31/2022	156,710	AY	1.00
			Susan J. Rosowski Professorship	Special	9/1/2022	8/13/2023	3,000	AY	0.00
			Susan J. Rosowski Professorship	Special		8/31/2022	3,000	AY	0.00
06/06	DiLillo, David K	Psychology	Professor	Continuous	9/1/2022		64,000	AY	0.40
			Professor	Continuous		8/31/2022	54,000	AY	0.40
			Willa Cather Professorship	Special	9/1/2022	5/15/2027	5,000	AY	0.00
			Willa Cather Professorship	Special		8/31/2022	5,000	AY	0.00
			Chairperson	Special	9/1/2022		105,600	AY	0.60
			Chairperson	Special		8/31/2022	89,100	AY	0.60
09/07	Ditmars Buckwalter, Hannah A	Special Ed & Communic Disorders	Associate Professor of Practice	Special	7/1/2022	6/30/2026	90,246	FY	1.00
			Assistant Professor of Practice	Special		6/30/2022	79,112	FY	1.00
09/10	Dowben, Peter	Physics & Astronomy	Bessey Professorship	Special	9/1/2022	8/15/2027	5,000	AY	0.00
			Bessey Professorship	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022		158,844	AY	1.00
			Professor	Continuous		8/31/2022	143,094	AY	1.00
06/01	Downes, James F	School of Accountancy	Director	Special	9/1/2022	5/16/2025	189,700	AY	0.60
			Associate Professor	Continuous	9/1/2022		108,400	AY	0.40
			Associate Professor	Continuous		8/31/2022	257,000	AY	1.00
09/07	Duncan, Aaron M	Communication Studies	Associate Professor of Practice	Special	8/1/2022	5/13/2022	68,845	AY	1.00
			Associate Professor of Practice	Special	9/1/2022	5/15/2026	74,468	AY	1.00

		Director, Speech And Debate Program	Special		8/31/2022	3,500	AY	0.00
06/01	Duncan, Anne E	Classics & Religious Studies	Chairperson	Special	9/1/2022	55,861	AY	0.60
		Chairperson	Special		8/31/2022	53,778	AY	0.60
		Associate Professor	Continuous	9/1/2022		33,855	AY	0.40
		Associate Professor	Continuous		8/31/2022	32,518	AY	0.40
09/07	Duncan, Brittany A	College of Engineering	McCollum Assoc Professorship	Special	7/1/2022	10,000	AY	0.00
		School of Computing	Associate Professor	Continuous	7/1/2022	148,778	AY	1.00
			Associate Professor	Continuous		140,000	AY	1.00
09/07	Dvorak, Bruce I	College of Engineering	Fauss Professorship	Special	7/1/2022	10,000	AY	0.00
		Civil & Environmental Engr-Lincoln	Professor	Continuous	7/1/2022	164,998	AY	1.00
			Professor	Continuous		157,893	AY	1.00
09/07	Endacott, Richard D	Johnny Carson School-Theatre & Film	Associate Director	Special		7,500	AY	0.00
			Professor	Continuous	9/1/2022	99,718	AY	1.00
			Professor	Continuous		88,644	AY	1.00
		Hixson-Lied Fine & Performing Arts	Acting Acting Associate Dean for Academic Progr	Special		2,500	AY	0.00
09/07	Fairclough, Samantha J	Management	Associate Professor of Practice	Special	9/1/2022	44,000	AY	0.40
			Assistant Professor of Practice	Special		39,400	AY	0.40
		Center for Entrepreneurship	Associate Director	Special	9/1/2022	77,000	AY	0.60
			Associate Director	Special		68,950	AY	0.60
09/07	Faller, Ronald Keith	Civil & Environmental Engr-Lincoln	Cather Professorship	Special	7/1/2022	5,000	FY	0.00
		Midwest Roadside Safety Facility	Director	Special	7/1/2022	17,229	FY	0.09
			Director	Special		13,783	FY	0.09
			Research Professor	Special	7/1/2022	168,988	FY	0.91
			Research Professor	Special		135,190	FY	0.91
09/07	Friday, Nkenge R	Office of Diversity and Inclusion	Senior Asst VC for Strategic Initiatives	Special	8/1/2022	140,178	FY	1.00
			Assistant Vice Chancellor	Special		140,178	FY	1.00
09/10	Fritz, Dana B	School of Art, Art History & Design	Professor	Continuous	9/1/2022	103,798	AY	1.00
			Professor	Continuous		92,701	AY	1.00
			Hixson-Lied Professorship	Special	9/1/2022	3,000	AY	0.00
			Hixson-Lied Professorship	Special		3,000	AY	0.00
09/07	Fuelberth, Rhonda J	Glenn Korff School of Music	Associate Professor	Continuous	9/1/2022	81,095	AY	0.75
			Associate Professor	Continuous		76,220	AY	1.00
			Acting Assistant Director	Special	9/1/2022	3,000	AY	0.25

09/07	Fuess, Scott MacNeill	Economics	Steinhart Professorship	Special	9/1/2022	5/14/2027	15,000	AY	0.00
			Steinhart Professorship	Special		8/31/2022	15,000	AY	0.00
		Office of the Chancellor	Faculty Athletics Representative	Special	9/1/2022	5/16/2025	103,134	AY	0.50
			Faculty Athletics Representative	Special		8/31/2022	100,930	AY	0.50
		Economics	Professor	Continuous	9/1/2022		75,950	AY	0.50
			Professor	Continuous		8/31/2022	73,750	AY	0.50
06/01	Gardner, Sue Ann	University Libraries	Chair, Collections Strategy & Open Schol	Special	7/1/2022	12/11/2022	69,074	FY	0.60
			Chair, Collections Strategy & Open Schol	Special		6/30/2022	35,568	FY	0.60
			Professor	Continuous	7/1/2022		38,849	FY	0.40
			Professor	Continuous		6/30/2022	64,152	FY	0.40
09/10	Gay, Timothy	Physics & Astronomy	Professor	Continuous	9/1/2022		148,526	AY	1.00
			Professor	Continuous		8/31/2022	141,611	AY	1.00
			Willa Cather Professorship	Special	9/1/2022	5/13/2027	5,000	AY	0.00
			Willa Cather Professorship	Special		8/31/2022	5,000	AY	0.00
09/07	Gervais, Sarah J	Psychology	Professor	Continuous	9/1/2022		148,882	AY	1.00
			Professor	Continuous		8/31/2022	123,000	AY	1.00
			Susan Rosowski Professorship	Special		8/31/2022	3,000	AY	0.00
06/01	Gomis, Melissa S	University Libraries	Associate Professor of Practice	Special	7/1/2022	5/31/2023	77,050	FY	1.00
			Associate Professor of Practice	Special		6/30/2022	66,248	FY	1.00
06/01	Graham, Richard L	University Libraries	Chair, Teaching Partnerships	Special	7/1/2022	3/31/2027	58,555	FY	0.60
			Chair, Teaching Partnerships	Special		6/30/2022	55,990	FY	0.60
			Associate Professor	Continuous	7/1/2022		31,837	FY	0.40
			Associate Professor	Continuous		6/30/2022	30,126	FY	0.40
09/07	Grouverman, Alexei	Physics & Astronomy	Mach Professorship	Special	9/1/2022	5/15/2027	15,000	AY	0.00
			Professor	Continuous	9/1/2022		165,100	AY	1.00
			Professor	Continuous		8/31/2022	151,632	AY	1.00
			Bessey Professorship	Special		8/31/2022	5,000	AY	0.00
09/10	Hage, David S	Chemistry	Univ Prfsp/Hewett - Chemistry	Special	9/1/2022	8/15/2027	15,000	AY	0.00
			Univ Prfsp/Hewett - Chemistry	Special		8/31/2022	15,000	AY	0.00
			Professor	Continuous	9/1/2022		166,602	AY	1.00
			Professor	Continuous		8/31/2022	148,932	AY	1.00
09/07	Hames, Raymond	School of Global Integrative Studies	Professor	Continuous	9/1/2022	5/10/2024	56,672	AY	0.50
			Professor	Continuous		8/31/2022	113,344	AY	1.00

09/10	Hansen, David J	Psychology	Professor	Continuous	9/1/2022		170,363	AY	1.00
			Professor	Continuous		8/31/2022	165,706	AY	1.00
			Director	Special	9/1/2022	8/17/2025	5,000	AY	0.00
			Director	Special		8/31/2022	4,800	AY	0.00
09/07	Hasan, Mohammad Rashedul	Electrical & Computer Engineering	Assistant Professor	Specific	9/1/2022		113,000	AY	1.00
		School of Computing	Assistant Professor of Practice	Special		8/31/2022	91,650	AY	1.00
06/01	Hempel, Michael	Electrical & Computer Engineering	Research Assistant Professor	Special	7/1/2022	8/21/2024	89,027	FY	1.00
			Research Assistant Professor	Special		6/30/2022	81,027	FY	1.00
06/01	Henderson, David K	Philosophy	Professor	Continuous	9/1/2022	5/10/2024	57,733	AY	0.50
			Professor	Continuous		8/31/2022	111,674	AY	1.00
			Robert R Chambers Distinguished Prof	Special	9/1/2022	5/10/2024	3,000	AY	0.00
			Robert R Chambers Distinguished Prof	Special		8/31/2022	6,000	AY	0.00
09/10	Hermiller, Susan M	Mathematics	Professor	Continuous	9/1/2022		135,530	AY	1.00
			Professor	Continuous		8/31/2022	123,000	AY	1.00
			Cather Professorship	Special	9/1/2022	8/15/2027	5,000	AY	0.00
			Cather Professorship	Special		8/31/2022	5,000	AY	0.00
09/07	Hibbing, John R	Political Science	Univ Prfsp/Fdn Regents-Pol Sci	Special	9/1/2022	5/12/2023	7,500	AY	0.00
			Univ Prfsp/Fdn Regents-Pol Sci	Special		8/31/2022	15,000	AY	0.00
			Professor	Continuous	9/1/2022	5/12/2023	105,111	AY	0.50
			Professor	Continuous		8/31/2022	208,221	AY	1.00
09/07	Hillebrecht, Courtney J	Political Science	S.C.Waugh Prf of International Relations	Special		8/31/2022	2,500	AY	0.00
		Human Rights & Humanitarian Affairs	Director	Special	9/1/2022		3,000	AY	0.00
			Director	Special		8/31/2022	2,400	AY	0.00
			Hitchcock Family Chair in HR & HA	Special	9/1/2022	5/14/2027	10,000	AY	0.00
		Political Science	Professor	Continuous	9/1/2022		124,144	AY	1.00
			Associate Professor	Continuous		8/31/2022	101,600	AY	1.00
09/07	Hoff, Michael C	Hixson-Lied Fine & Performing Arts	Acting Associate Dean for Research	Special		8/31/2022	3,000	AY	0.00
		School of Art, Art History & Design	Professor	Continuous	9/1/2022		106,805	AY	1.00
			Professor	Continuous		8/31/2022	95,556	AY	1.00
09/07	Hollist, Cody S	Global Experiences Office	Director of Global Experiences Office	Special	8/15/2022	5/16/2025	71,151	FY	0.75
			Interim Interim Dir of Global Experiences Office	Special		8/14/2022	57,336	FY	0.75
		Child, Youth & Family Studies	Associate Professor	Continuous	8/15/2022		23,717	FY	0.25
			Associate Professor	Continuous		8/14/2022	17,446	FY	0.25

09/07	Holman, Shavonna Leigh	Educational Administration	Associate Professor of Practice	Special	9/1/2022	5/12/2023	84,275	AY	1.00
			Assistant Professor of Practice	Special		8/31/2022	76,384	AY	1.00
06/01	Holz, Rosemarie P	Women's & Gender Studies	Professor of Practice	Special	9/1/2022	5/10/2024	77,300	AY	1.00
			Professor of Practice	Special		8/31/2022	69,754	AY	1.00
			Associate Director	Special	9/1/2022	5/10/2024	2,319	AY	0.00
			Associate Director	Special		8/31/2022	2,093	AY	0.00
09/07	Hudgins, Jerry L	Center for Energy Sciences Research	Interim Director	Special	9/1/2022	5/13/2023	20,026	AY	0.00
			Interim Director	Special		8/31/2022	18,979	AY	0.00
		Electrical & Computer Engineering	Chairperson	Special	9/1/2022		140,184	AY	0.60
			Chairperson	Special		8/31/2022	134,443	AY	0.60
			Professor	Continuous	9/1/2022		80,106	AY	0.40
			Professor	Continuous		8/31/2022	76,825	AY	0.40
06/03	Huryta, Deborah	Institutional Equity and Compliance	ADA/504 Compliance Officer	Special	7/1/2022		112,100	FY	1.00
			ADA/504 Compliance Officer	Special		6/30/2022	87,550	FY	1.00
09/10	Ianno, Natale Joseph	Electrical & Computer Engineering	Professor	Continuous	7/1/2022		172,627	AY	1.00
			Professor	Continuous		6/30/2022	162,442	AY	1.00
		College of Engineering	Lott Professorship	Special	7/1/2022	9/30/2022	10,000	AY	0.00
			Lott Professorship	Special		6/30/2022	10,000	AY	0.00
09/07	Jones, Jeannette E	History	Happold Professorship	Special	9/1/2022	8/31/2023	10,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		56,674	AY	0.51
			Associate Professor	Continuous		8/31/2022	51,574	AY	0.51
		Ethnic Studies	Associate Professor	Special	9/1/2022		54,451	AY	0.49
			Associate Professor	Special		8/31/2022	49,551	AY	0.49
09/07	Kantamneni, Neeta	Office of Diversity and Inclusion	Director of Fac Engagement & Well-Being	Special	9/1/2022	5/10/2024	57,675	AY	0.49
		Educational Psychology	Associate Professor	Continuous	9/1/2022		54,826	AY	0.51
			Associate Professor	Continuous		8/31/2022	104,370	AY	1.00
09/10	Kasabian, Alian S	Social/Behavioral Sci Rsch Consort	Research Assistant Professor	Special	7/1/2022	10/2/2022	72,505	FY	1.00
			Research Assistant Professor	Special		6/30/2022	70,603	FY	1.00
09/07	Kautz, Jason A	Chemistry	Dewey-Kelly Distinguished Professor	Special	9/1/2022	5/14/2027	10,000	AY	0.00
		Chemistry	Professor of Practice	Special	9/1/2022	5/15/2026	95,644	AY	1.00
			Professor of Practice	Special		8/31/2022	92,502	AY	1.00
09/07	Khattak, Aemal J	Nebraska Transportation Center	Interim Director	Special	9/1/2022	5/26/2023	11,755	AY	0.00

		Mid-America Transportation Center	Interim Director	Special		8/31/2022	11,755	AY	0.00
			Director	Special	9/1/2022	9/30/2026	62,166	AY	0.50
		Civil & Environmental Engr-Lincoln	Director	Special		8/31/2022	58,775	AY	0.50
			Professor	Continuous	9/1/2022		62,165	AY	0.50
			Professor	Continuous		8/31/2022	58,775	AY	0.50
09/07	Kirk, Justin W	Communication Studies	Assistant Professor of Practice	Special	9/1/2022	5/16/2025	62,854	AY	1.00
			Assistant Professor of Practice	Special		8/31/2022	58,576	AY	1.00
09/07	Kohen, Ariel	Political Science	Coll Prfsp/Schlesinger	Special	9/1/2022	5/14/2027	7,500	AY	0.00
			Coll Prfsp/Schlesinger	Special		8/31/2022	7,500	AY	0.00
			Professor	Continuous	9/1/2022		105,800	AY	1.00
		Harris Center for Judaic Studies	Professor	Continuous		8/31/2022	93,500	AY	1.00
			Director/Chair	Special	9/1/2022		3,000	AY	0.00
			Director/Chair	Special		8/31/2022	3,000	AY	0.00
09/07	Kumar, Alok	Marketing	Coll Prfsp/Marshall	Special		8/31/2022	10,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		210,000	AY	1.00
			Associate Professor	Continuous		8/31/2022	190,000	AY	1.00
06/01	Kuska, Sharon Suzanne	College of Architecture	Interim Dean	Special	9/1/2022		151,210	AY	1.00
			Interim Dean	Special		8/31/2022	148,022	AY	1.00
09/07	Lahey, Stephen E	Classics & Religious Studies	College Professorship - Happold	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022		111,880	AY	1.00
			Professor	Continuous		8/31/2022	100,380	AY	1.00
			Cotner College Professorship	Special	9/1/2022	5/14/2027	5,000	AY	0.00
09/07	Larson, Thomas E	Glenn Korff School of Music	Steinhart Foundation Dist Prof of Music	Special	9/1/2022	8/31/2027	5,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		76,623	AY	1.00
			Associate Professor	Continuous		8/31/2022	73,862	AY	1.00
09/07	Lewis, Elizabeth B	Ctr for Science Math & Computer Ed	Senior Advisor	Special	9/1/2022	8/13/2023	21,227	AY	0.20
			Senior Advisor	Special		8/31/2022	19,175	AY	0.20
		Teaching, Learning & Teacher Ed	Professor	Continuous	9/1/2022		84,907	AY	0.80
			Associate Professor	Continuous		8/31/2022	76,700	AY	0.80
06/01	Lewis, Neal A	College of Engineering	Assistant Professor of Practice	Special	9/1/2022	5/12/2023	100,415	AY	1.00
		Chemical & Biomolecular Engineering	Assistant Professor of Practice	Special		8/31/2022	92,415	AY	1.00
09/07	Lewis, William J	Research	Director, STEM Education Rsch Initiative	Special	9/1/2022	12/31/2022	59,194	AY	0.25
			Director, STEM Education Rsch Initiative	Special		8/31/2022	51,515	AY	0.25

		Mathematics	Professor	Continuous	9/1/2022		49,329	AY	0.25
		Ctr for Science Math & Computer Ed	Professor	Continuous		8/31/2022	96,620	AY	0.42
			Director	Special		8/31/2022	70,621	AY	0.33
			Mathematics	Douglas Professorship	Special	9/1/2022	8/31/2024	2,500	AY
			Douglas Professorship	Special		8/31/2022	5,000	AY	0.00
06/01	Li, Guangyong	Center for Plant Science Innovation	Research Assistant Professor	Special	7/1/2022	10/31/2023	50,504	FY	1.00
			Research Assistant Professor	Special		6/30/2022	48,329	FY	1.00
09/07	Lindquist, Salvador N	Landscape Architecture	Assistant Professor	Specific	7/1/2022		70,360	AY	1.00
			Assistant Professor	Specific		6/30/2022	66,660	AY	1.00
		College of Architecture	Enright Professorship	Special	7/1/2022	6/30/2024	1,865	AY	0.00
09/07	Livingston, Taylor A	School of Global Integrative Studies	Assistant Professor of Practice	Special	9/1/2022	5/16/2025	36,311	AY	0.51
			Assistant Professor of Practice	Special		8/31/2022	60,600	AY	1.00
		Undergraduate Programs	Faculty Coordinator	Special	9/1/2022	5/16/2025	39,887	AY	0.49
09/10	Mahmood, Ather	Nebr Ctr for Materials & Nanoscience	Senior Research Associate	Special	7/1/2022	6/30/2023	48,960	FY	1.00
			Senior Research Associate	Special		6/30/2022	48,000	FY	1.00
09/10	Mandal, Subhra	School of Biological Sciences	Research Assistant Professor	Special	7/1/2022	6/30/2024	58,608	FY	1.00
			Research Assistant Professor	Special		6/30/2022	51,500	FY	1.00
09/07	Marks, Christopher S	Hixson-Lied Fine & Performing Arts	Associate Dean	Special	7/11/2022		160,000	FY	1.00
			Interim Dean	Special		7/10/2022	203,476	FY	1.00
06/06	Marley, Thomas John	Mathematics	Professor	Continuous	9/1/2022		123,060	AY	1.00
			Chairperson	Special		6/30/2022	72,600	AY	0.60
			Professor	Continuous		6/30/2022	44,000	AY	0.40
06/01	Mattingly, Alan F	Glenn Korff School of Music	Interim Director/Chair	Special	9/1/2022	5/12/2023	119,751	AY	1.00
			Professor	Continuous		8/31/2022	93,347	AY	1.00
			Glenn Korff Chair of Music	Special	9/1/2022	8/31/2027	10,000	AY	0.00
			Assistant Director	Special		8/31/2022	3,000	AY	0.00
06/01	Mattingly, Jacqueline G	Glenn Korff School of Music	Assistant Professor of Practice	Special	9/1/2022	5/10/2024	51,482	AY	0.60
			Assistant Professor of Practice	Special		8/31/2022	38,942	AY	0.60
		Hixson-Lied Fine & Performing Arts	Interim Assoc Dean, Hixson-Lied Student Affairs	Special	9/1/2022	8/13/2023	34,321	AY	0.40
			Interim Assoc Dean, Hixson-Lied Student Affairs	Special		8/31/2022	40,961	AY	0.40
09/07	McCoy, Bernard R	Broadcasting	Professor	Continuous	9/1/2022		103,244	AY	1.00
			Professor	Continuous		8/31/2022	90,482	AY	1.00

		Journalism & Mass Comm	Coll Prfsp/Hitchcock	Special	9/1/2022	5/14/2027	10,000	AY	0.00
			Coll Prfsp/Hitchcock	Special		8/31/2022	10,000	AY	0.00
06/09	McCoy, Melissa J	College of Law	Assistant Dean of Admissions	Special	9/1/2022		95,312	FY	1.00
			Assistant Dean of Admissions	Special		8/31/2022	95,000	FY	1.00
06/01	McCreight, David J	Electrical & Computer Engineering	Assistant Professor of Practice	Special	9/1/2022	5/12/2023	85,585	AY	1.00
			Assistant Professor of Practice	Special		8/31/2022	77,885	AY	1.00
06/01	McElravy, Larry R	Graduate Studies	Associate Dean	Special	7/1/2022		66,702	FY	0.50
			Associate Dean	Special		6/30/2022	55,585	FY	0.50
		Ag Leadership Educ & Comm	Assoc Professor	Continuous	7/1/2022		60,643	FY	0.50
			Assoc Professor	Continuous		6/30/2022	50,536	FY	0.50
09/07	McKitrick, Jennifer L	Philosophy	Chairperson	Special		8/31/2022	72,600	AY	0.60
			Professor	Continuous	9/1/2022		118,000	AY	1.00
			Professor	Continuous		8/31/2022	44,000	AY	0.40
06/03	McMahon, Patrice C	University Honors Program	Director/Chair	Special	7/1/2022		188,222	FY	1.00
			Director/Chair	Special		6/30/2022	135,402	FY	1.00
09/10	Medill, Colleen E	College of Law	Professor	Continuous	9/1/2022		209,543	AY	1.00
			Professor	Continuous		8/31/2022	192,762	AY	1.00
			Berkshire Family Professorship	Special	9/1/2022	8/31/2027	15,000	AY	0.00
			Berkshire Family Professorship	Special		8/31/2022	15,000	AY	0.00
09/09	Miller, Laurie A	Economics	Associate Professor of Practice	Special	9/25/2022	5/15/2026	33,600	AY	0.30
			Associate Professor of Practice	Special		9/24/2022	33,600	AY	0.30
		College of Business	Asse Dean of Undergrad Prgs & Curriculum	Special	9/25/2022	5/10/2024	95,200	AY	0.70
			Associate Dean	Special		9/24/2022	95,200	AY	0.70
09/07	Moeller, Aleidine	Teaching, Learning & Teacher Ed	Professor	Continuous	9/1/2022		126,352	AY	1.00
			Professor	Continuous		8/31/2022	123,924	AY	1.00
			Coll Prfsp/Edith Greer	Special	9/1/2022	5/14/2027	10,000	AY	0.00
			Coll Prfsp/Edith Greer	Special		8/31/2022	10,000	AY	0.00
09/07	Nam, Yunwoo	Community & Regional Planning	Associate Professor	Continuous	7/1/2022		90,075	AY	1.00
			Associate Professor	Continuous		6/30/2022	84,806	AY	1.00
		College of Architecture	Hyde Architectural Professorship	Special	7/1/2022	6/30/2024	7,500	AY	0.00
			Hyde Architectural Professorship	Special		6/30/2022	7,500	AY	0.00
09/09	Near, Janet P	College of Business	Associate Dean of Faculty & Research	Special	9/25/2022		232,300	AY	1.00

		Associate Dean	Special		9/24/2022	232,300	AY	1.00	
09/07	Nelson, Carl A	Mechanical & Materials Engineering	Professor	Continuous	9/1/2022		147,766	AY	1.00
			Professor	Continuous		8/31/2022	135,231	AY	1.00
		College of Engineering	Hergenrader Distinguished Scholar	Special		6/30/2022	5,100	AY	0.00
06/01	Nelson, Timothy D	Rural Drug Addiction Research Center	Associate Director, RDAR	Special	9/1/2022	1/3/2023	28,972	AY	0.00
			Associate Director, RDAR	Special		8/31/2022	24,800	AY	0.00
		Psychology	Professor	Continuous	9/1/2022		144,860	AY	1.00
			Professor	Continuous		8/31/2022	124,000	AY	1.00
09/07	Ngoko Djiokap, Jean Marcel	Physics & Astronomy	Associate Professor	Specific	9/1/2022		93,000	AY	1.00
			Research Associate Professor	Special		8/31/2022	63,843	AY	1.00
29/01	Nugent, Gwen C	NE Ctr Rsrch on Youth,Fam & School	Research Professor	Special	7/1/2022	6/30/2023	79,994	FY	0.75
			Research Professor	Special		6/30/2022	95,649	FY	1.00
09/07	O'Brien, Jonathan P	Management	Chairperson	Special	9/1/2022	5/16/2025	160,998	AY	0.60
			Chairperson	Special		8/31/2022	153,998	AY	0.60
			Professor of Management	Continuous	9/1/2022		92,002	AY	0.40
			Professor of Management	Continuous		8/31/2022	88,002	AY	0.40
09/07	O'Connor, Charles D	Office of the Exec Vice Chancellor	Coordinator	Special		8/31/2022	268,086	AY	1.00
		Johnny Carson School-Theatre & Film	Professor	Continuous	9/1/2022		114,791	AY	1.00
09/10	Olson, Kathryn A	Ctr on Children Families & the Law	Rsch Asst Professor	Special	7/1/2022	6/30/2025	126,940	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	123,784	FY	1.00
09/07	Ordia, Kendra L	Interior Design	Assistant Professor	Specific	7/1/2022		75,410	AY	1.00
			Assistant Professor	Specific		6/30/2022	73,392	AY	1.00
		College of Architecture	Bachman Professorship	Special	7/1/2022	6/30/2024	10,000	AY	0.00
			Bachman Professorship	Special		6/30/2022	10,000	AY	0.00
09/10	Pace, Nicholas J	Educational Administration	Professor	Continuous	7/1/2022		50,614	FY	0.30
			Professor	Continuous		6/30/2022	48,204	FY	0.30
			Chairperson	Special	7/1/2022	6/30/2027	134,973	FY	0.70
			Chairperson	Special		6/30/2022	128,546	FY	0.70
09/10	Paul, Megan E	Ctr on Children Families & the Law	Research Associate Professor	Special	7/1/2022	6/30/2026	100,000	FY	1.00
			Research Associate Professor	Special		6/30/2022	85,214	FY	1.00
09/07	Pearlman, Stefanie S	College of Law	Professor	Continuous	7/1/2022		66,727	FY	0.70
			Professor	Continuous		6/30/2022	87,690	FY	1.00

		Interim Associate Dean	Special	7/1/2022	6/30/2023	43,597	FY	0.30	
09/07	Pepin, Gary D	Athletics	Special Appointment	Special	8/6/2022	6/30/2023	282,624	FY	1.00
		Head Coach-Track	Special		8/5/2022	282,624	FY	1.00	
09/10	Perez, Lance C	Electrical & Computer Engineering	Coll Prfsp/Omar Heins	Special	9/1/2022	8/31/2027	20,000	FY	0.00
			Coll Prfsp/Omar Heins	Special		8/31/2022	20,000	FY	0.00
		College of Engineering	Dean	Special	9/1/2022		380,533	FY	1.00
			Dean	Special		8/31/2022	380,533	FY	1.00
06/01	Perlman, Harvey S	College of Law	Professor	Continuous	9/1/2022		286,638	AY	1.00
			Professor	Continuous		8/31/2022	279,102	AY	1.00
09/07	Petsick, Frank J	College of Business	Assistant Professor of Practice	Special	9/1/2022	5/12/2023	60,310	AY	0.40
			Assistant Professor of Practice	Special		8/31/2022	58,696	AY	0.40
			Executive in Residence	Special	9/1/2022	5/12/2023	105,543	AY	0.60
			Executive in Residence	Special		8/31/2022	102,718	AY	0.60
09/07	Pilson, Diana J	School of Biological Sciences	Associate Professor	Continuous	9/1/2022	5/10/2024	49,026	AY	0.50
			Associate Professor	Continuous		8/31/2022	94,964	AY	1.00
29/01	Pitt, Adrienne R	Special Ed & Communic Disorders	Assistant Professor of Practice	Special	7/1/2022	6/30/2024	86,453	FY	1.00
			Assistant Professor of Practice	Special		6/30/2022	60,000	FY	0.80
09/07	Potuto, Josephine R	College of Law	Professor	Continuous	9/1/2022	12/31/2022	62,000	AY	1.00
			Professor	Continuous		8/31/2022	232,004	AY	1.00
			Coll Prfsp/Richard H Larson	Special		8/31/2022	15,000	AY	0.00
09/07	Puckett, Jay A	Durham School Arch Engr & Const	Professor	Continuous	7/1/2022	8/31/2022	184,548	AY	1.00
			Professor	Continuous	9/1/2022	5/10/2024	46,137	AY	0.25
			Professor	Continuous		6/30/2022	184,548	AY	1.00
		College of Engineering	College Professorship	Special		6/30/2022	15,000	AY	0.00
09/07	Pytlik Zillig, Lisa Marie	Public Policy Center	Research Associate Professor	Special	7/1/2022	7/31/2023	44,293	FY	0.55
			Research Associate Professor	Special		6/30/2022	31,275	FY	0.40
		Office of the Exec Vice Chancellor	Faculty Ombuds	Special	7/1/2022	6/30/2024	22,607	FY	0.20
		Social/Behavioral Sci Rsch Consort	Interim Director, SBSRC	Special	7/1/2022	6/30/2023	20,133	FY	0.25
			Interim Director, SBSRC	Special		6/30/2022	46,912	FY	0.60
09/10	Qian, Wen	Mechanical & Materials Engineering	Rsch Asst Professor	Special	7/1/2022	6/30/2025	84,028	FY	1.00
			Rsch Asst Professor	Special		6/30/2022	78,028	FY	1.00
06/01	Quach, Truyen N	Center for Plant Science Innovation	Research Assistant Professor	Special	7/1/2022	12/31/2022	60,756	FY	1.00

			Research Assistant Professor	Special		6/30/2022	58,140	FY	1.00
09/07	Radu, Petronela	Mathematics	Chairperson	Special	9/1/2022		82,764	AY	0.60
			Professor	Continuous	9/1/2022		50,160	AY	0.40
			Professor	Continuous		8/31/2022	107,000	AY	1.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special	9/1/2022	5/12/2023	5,000	AY	0.00
			Leland J. and Dorothy H. Olson Prfssrshp	Special		8/31/2022	5,000	AY	0.00
09/07	Reimer, Jamie M	Glenn Korff School of Music	Associate Professor	Continuous	9/1/2022		79,311	AY	1.00
			Associate Professor	Continuous		8/31/2022	76,220	AY	1.00
			Richard H Larson Dist Prof of Music	Special	9/1/2022	8/31/2027	5,000	AY	0.00
06/01	Revelle, Rhonda	Athletics	Head Coach-Softball	Special	7/1/2022		275,000	FY	1.00
			Head Coach-Softball	Special		6/30/2022	253,750	FY	1.00
09/07	Ruiz, Sergio H	Glenn Korff School of Music	Director/Chair	Special		8/14/2022	157,885	AY	1.00
			Professor	Continuous	8/15/2022		110,360	AY	1.00
09/07	Ryan, Jennifer K	Supply Chain Management & Analytics	Professor of Management	Continuous	9/1/2022		96,038	AY	0.40
			Professor of Management	Continuous		8/31/2022	88,638	AY	0.40
			Chairperson	Special	9/1/2022	5/13/2025	168,068	AY	0.60
			Chairperson	Special		8/31/2022	155,118	AY	0.60
06/03	Scalora, Mario Joseph	Public Policy Center	Director	Special	7/1/2022		195,000	FY	0.75
			Director	Special		6/30/2022	162,337	FY	0.75
		Psychology	Professor	Continuous	7/1/2022		45,833	FY	0.25
			Professor	Continuous		6/30/2022	27,361	FY	0.25
09/07	Schachter, Rachel E	College of Education & Human Sci	Director, Schmoker Reading Center	Special	9/1/2022	5/16/2025	8,559	AY	0.10
		Child, Youth & Family Studies	Associate Professor	Continuous	9/1/2022		85,589	AY	0.90
			Associate Professor	Continuous		8/31/2022	79,911	AY	1.00
09/07	Schaffert, Timothy L	English	Professor	Continuous	9/1/2022		103,000	AY	1.00
			Professor	Continuous		8/31/2022	94,915	AY	1.00
			Susan Rosowski Professorship	Special		8/31/2022	3,000	AY	0.00
09/10	Schubert, Mathias	Electrical & Computer Engineering	Professor	Continuous	9/1/2022		159,422	AY	1.00
			Professor	Continuous		8/31/2022	151,442	AY	1.00
		College of Engineering	Woollam Professorship	Special	7/1/2022	6/30/2027	10,000	AY	0.00
			Woollam Professorship	Special		6/30/2022	10,000	AY	0.00
09/07	Schutz, Anthony B	College of Law	Associate Dean	Special	9/1/2022	5/10/2024	20,000	AY	0.00

		Associate Dean	Special		8/31/2022	10,000	AY	0.00	
		Associate Professor	Continuous	9/1/2022		154,443	AY	1.00	
		Associate Professor	Continuous		8/31/2022	145,331	AY	1.00	
09/10	Shenefelt, Lloyd H	Architecture	Assistant Professor	Specific	9/1/2022		73,528	AY	1.00
			Assistant Professor	Specific		8/31/2022	69,993	AY	1.00
		College of Architecture	Bachman Professorship	Special	7/1/2022	6/30/2024	7,716	AY	0.00
			Bachman Professorship	Special		6/30/2022	10,000	AY	0.00
06/00	Sheridan, Susan M	Educational Psychology	Professor	Continuous	9/1/2022		117,681	AY	0.50
			Professor	Continuous		8/31/2022	114,811	AY	0.50
		NE Ctr Rsrch on Youth,Fam & School	Dir, NE Ctr Rsrch on Youth/Fam/Schools	Special	9/1/2022		23,536	AY	0.00
			Dir, NE Ctr Rsrch on Youth/Fam/Schools	Special		8/31/2022	24,462	AY	0.00
		Educational Psychology	Univ Professor-George Holmes	Special	9/1/2022	8/31/2025	25,000	AY	0.00
			Univ Professor-George Holmes	Special		8/31/2022	25,000	AY	0.00
		College of Education & Human Sci	Associate Dean	Special	9/1/2022	5/9/2025	132,682	AY	0.50
			Associate Dean	Special		8/31/2022	129,812	AY	0.50
09/07	Smith, Wendy M	Mathematics	Research Professor	Special	8/15/2022	6/30/2025	26,090	FY	0.20
			Research Professor	Special		8/14/2022	26,096	FY	0.20
		Ctr for Science Math & Computer Ed	Research Professor	Special	8/15/2022	6/30/2025	39,135	FY	0.30
			Research Professor	Special		8/14/2022	104,354	FY	0.80
			Director	Special	8/15/2022		71,748	FY	0.50
09/07	Soh, Leen-Kiat	School of Computing	Bessey Professorship	Special	9/1/2022	8/15/2027	5,000	AY	0.00
			Professor	Continuous	9/1/2022		168,898	AY	1.00
			Professor	Continuous		8/31/2022	160,442	AY	1.00
09/10	Spiegel, Amy N	Social/Behavioral Sci Rsch Consort	Research Associate Professor	Special	7/1/2022	6/30/2026	44,360	FY	0.50
			Research Associate Professor	Special		6/30/2022	41,849	FY	0.50
09/07	St Clair, Justin M	Athletics	Interim Head Coach-Track	Special	8/6/2022		108,150	FY	1.00
			Associate Head Coach-Track & Field	Other		8/5/2022	108,150	FY	1.00
09/07	Stenberg, Sharisse J	Women's & Gender Studies	Professor	Special	9/1/2022		23,750	AY	0.19
			Professor	Special		8/31/2022	11,500	AY	0.10
		English	Adele Hall Chair of English Professorshp	Special	9/1/2022	8/14/2027	5,000	AY	0.00
			Professor	Continuous	9/1/2022		63,750	AY	0.51
			Professor	Continuous		8/31/2022	69,000	AY	0.60
		Women's & Gender Studies	Director/Chair	Special	9/1/2022		41,250	AY	0.30
			Director/Chair	Special		8/31/2022	37,950	AY	0.30

06/01	Stolle, Cody S	Midwest Roadside Safety Facility	Research Assistant Professor	Special	7/1/2022	2/8/2025	123,200	FY	1.00
			Research Assistant Professor	Special		6/30/2022	98,730	FY	1.00
09/10	Takacs, James M	Chemistry	Professor	Special	7/1/2022	12/31/2022	160,967	FY	0.25
			Professor	Special		6/30/2022	160,967	FY	0.25
09/13	Tang, Zhenghong	Community & Regional Planning	Program Director	Special	7/1/2022	5/16/2025	5,000	AY	0.00
			Program Director	Special		6/30/2022	5,000	AY	0.00
			Professor	Continuous	7/1/2022		108,369	AY	1.00
			Professor	Continuous		6/30/2022	108,369	AY	1.00
		College of Architecture	Hyde Architectural Professorship	Special	7/1/2022	6/30/2024	16,438	AY	0.00
			Hyde Architectural Professorship	Special		6/30/2022	20,000	AY	0.00
09/07	Thompson, Eric C	Economics	Professor	Continuous	9/1/2022		48,000	AY	0.30
			Professor	Continuous		8/31/2022	132,299	AY	0.90
		Bureau Business Research	Director/Chair	Special	9/1/2022	5/16/2025	31,000	AY	0.10
			Director/Chair	Special		8/31/2022	29,701	AY	0.10
		Economics	Chairperson	Special	9/1/2022	5/16/2025	112,000	AY	0.60
			College Professor	Special	9/1/2022	5/14/2027	10,000	AY	0.00
			College Professor	Special		8/31/2022	10,000	AY	0.00
06/01	Tiwari, Virendra K	Chemistry	Sr. Research Associate	Special	7/1/2022	8/10/2022	52,530	FY	1.00
			Sr. Research Associate	Special		6/30/2022	51,000	FY	1.00
09/07	Unlu, Emre	Finance	Professor	Continuous	9/1/2022		178,449	AY	0.60
			Associate Professor	Continuous		8/31/2022	232,648	AY	0.90
		College of Business	Director of Executive Education	Special	9/1/2022	5/16/2025	148,708	AY	0.40
			Director of Executive Education	Special		8/31/2022	51,702	AY	0.10
		Economics	Coll Prfsp/Burnmeister	Special	9/1/2022	5/16/2025	10,000	AY	0.00
			Coll Prfsp/Burnmeister	Special		8/31/2022	10,000	AY	0.00
	von Kampen, Mollie R M	Child, Youth & Family Studies	Asst Dir, Ruth Staples Child Dev Lab	Special	7/1/2022	6/30/2024	2,918	FY	0.00
			Asst Dir, Ruth Staples Child Dev Lab	Special		6/30/2022	2,664	FY	0.00
09/07	Vuran, Mehmet Can	College of Engineering	Jensen Chair Professorship	Special	7/1/2022	6/30/2027	10,000	AY	0.00
		School of Computing	Professor	Continuous	9/1/2022		200,385	AY	1.00
			Professor	Continuous		8/31/2022	190,354	AY	1.00
09/10	Walker, Judith L	Mathematics	Douglas Professorship	Special	9/1/2022	8/15/2027	5,000	FY	0.00
			Douglas Professorship	Special		8/31/2022	5,000	FY	0.00
		Office of the Exec Vice Chancellor	Associate Vice Chancellor	Special	9/1/2022		236,595	FY	1.00

		Associate Vice Chancellor	Special		8/31/2022	236,595	FY	1.00	
09/13	Wandsnider, LuAnn	School of Global Integrative Studies	Associate Director	Special	9/1/2022	5/26/2023	5,000	AY	0.00
			Associate Director	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022		111,421	AY	1.00
			Professor	Continuous		8/31/2022	99,421	AY	1.00
09/10	Wang, Haichuan	Nutrition & Health Sciences	Senior Research Associate	Special	7/1/2022	6/30/2024	67,360	FY	1.00
			Senior Research Associate	Special		6/30/2022	65,910	FY	1.00
09/07	Wang, Jian	College of Engineering	Hergenrader Chair Professorship	Special	7/1/2022	6/30/2027	20,000	AY	0.00
		Mechanical & Materials Engineering	Professor	Continuous	9/1/2027		163,123	AY	1.00
			Professor	Continuous		8/31/2022	152,068	AY	1.00
06/01	Watson, Emmeline L	Durham School Arch Engr & Const	Assistant Professor of Practice	Special	9/1/2022	5/14/2024	97,000	AY	1.00
			Assistant Professor of Practice	Special		8/31/2022	95,000	AY	1.00
06/01	Weaver, Eric A	School of Biological Sciences	Associate Professor	Continuous	9/1/2022		72,100	AY	0.70
			Associate Professor	Continuous		8/31/2022	70,000	AY	0.70
		Nebraska Center for Virology	Director, Nebraska Center for Virology	Special	9/1/2022	8/15/2026	60,900	AY	0.30
			Director, Nebraska Center for Virology	Special		8/31/2022	60,000	AY	0.30
09/07	Weber, Joseph	Journalism	Professor	Continuous	9/1/2022	5/26/2023	51,472	AY	0.50
			Associate Professor	Continuous		8/31/2022	92,742	AY	1.00
			Col Prof -Huse	Special	9/1/2022	5/26/2023	10,000	AY	0.00
			Col Prof -Huse	Special		8/31/2022	20,000	AY	0.00
06/01	Weber, Karrie A	Earth and Atmospheric Sciences	Associate Professor	Special	9/1/2022		32,910	AY	0.30
			Associate Professor	Special		8/31/2022	30,000	AY	0.30
		School of Biological Sciences	Associate Professor	Continuous	9/1/2022		54,851	AY	0.50
			Associate Professor	Continuous		8/31/2022	50,000	AY	0.50
		College of Ag Sci & Nat Res	Director	Special	9/1/2022		24,440	AY	0.20
			Director	Special		8/31/2022	22,500	AY	0.20
06/01	Weitzel, Derek J	School of Computing	Research Assistant Professor	Special	7/1/2022	5/31/2025	110,567	FY	1.00
			Research Assistant Professor	Special		6/30/2022	109,134	FY	1.00
09/07	Wheeler, Lorey A	NE Ctr Rsrch on Youth,Fam & School	Co-Director of the MAP Academy	Special		6/30/2022	7,500	FY	0.00
			Research Associate Professor	Special	7/1/2022	6/30/2025	95,737	FY	1.00
			Research Associate Professor	Special		6/30/2022	93,676	FY	1.00
06/01	Williams, Amy M	Athletics	Head Coach-Women's Basketball	Special	7/1/2022		701,750	FY	1.00

		Head Coach-Women's Basketball	Special		6/30/2022	626,750	FY	1.00	
09/07	Wishart, David J	School of Global Integrative Studies	Professor	Continuous	9/1/2022	5/10/2024	55,647	AY	0.50
			Professor	Continuous		8/31/2022	111,294	AY	1.00
09/07	Wonch Hill, Patricia A	Social/Behavioral Sci Rsch Consort	Research Assistant Professor	Special		6/30/2022	65,836	FY	1.00
		Ctr for Science Math & Computer Ed	Research Associate Professor	Special	7/1/2022	6/30/2026	85,000	FY	1.00
09/10	Yang, Yiqi	Textiles, Merchan & Fashion Design	Cather/Bessey Professorship	Special	9/1/2022	8/14/2027	5,000	AY	0.00
			Cather/Bessey Professorship	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022		146,448	AY	1.00
			Professor	Continuous		8/31/2022	143,002	AY	1.00
09/07	Yu, Hongfeng	School of Computing	Associate Professor	Continuous	9/1/2022		62,550	AY	0.40
			Associate Professor	Continuous		8/31/2022	149,800	AY	1.00
		Holland Computing Center	Director	Special	9/1/2022		109,464	AY	0.60
			Interim Director	Special		8/31/2022	14,980	AY	0.00
06/01	Yuill, David P	College of Engineering	McNeel Assoc Professorship	Special	9/1/2022	6/30/2026	10,000	AY	0.00
			McNeel Assoc Professorship	Special		8/31/2022	10,000	AY	0.00
		Durham School Arch Engr & Const	Associate Professor	Continuous	9/1/2022		124,712	AY	1.00
			Associate Professor	Continuous		8/31/2022	119,605	AY	1.00
09/07	Zempleni, Sabine B	Nutrition & Health Sciences	Assistant Professor of Practice	Special	9/1/2022	5/16/2025	77,178	AY	1.00
			Assistant Professor of Practice	Special		8/31/2022	60,840	AY	1.00
06/01	Zhang, Ping	Physics & Astronomy	Sr Research Associate	Special	7/1/2022	11/30/2022	52,530	FY	1.00
			Sr Research Associate	Special		6/30/2022	51,000	FY	1.00
06/01	Zhou, Bangjun	Center for Plant Science Innovation	Senior Research Associate	Special	7/1/2022	6/30/2023	40,814	FY	1.00
			Senior Research Associate	Special		6/30/2022	40,014	FY	1.00

06/00	Error Correction	06/10	Administrative Adjustment
06/01	Annual Adjustment	09/07	Position Add/Change
06/03	External (Market) Adjustment	09/09	Other Status Change
06/06	Internal (Equity) Adjustment	09/10	Extension of Appointment
06/07	Additional Responsibilities	09/13	Reappointment
06/09	Change in Payment Schedule	29/01	Change Employment %

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA MEDICAL CENTER
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Abughanimeh, Omar	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	57,000	FY	1.00
Amin, Saber A	Radiation Oncology	Asst Professor	Special	7/15/2022		60,000	FY	1.00
	Radiation Oncology	Research Scientist	Special	7/15/2022	6/30/2023	35,700	FY	0.00
Arnold, Cynthia A	CAHP Research Administration	Asst Professor	Special	8/15/2022		80,000	FY	1.00
Artz, Hannah	Internal Medicine	Asst Professor	Health Prof	9/1/2022	6/30/2023	45,000	FY	1.00
Authement, Matthew C	Pediatrics Hospitalists	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Baraldi Cunha, Andrea	MMI Physical Therapy	Asst Professor	Health Prof	7/1/2022	6/30/2025	50,000	FY	1.00
	MMI Physical Therapy	Research Scientist	Special	7/1/2022		32,000	FY	0.00
Barboza, Adriano	MMI Psychology	Asst Professor	Special	7/14/2022		90,000	FY	1.00
Batra, Rishi	Surgery-General Surgery	Asst Professor	Health Prof	9/28/2022	6/30/2023	45,000	FY	1.00
Beideck, Jenna S	CON-Lincoln Division	Clinical Asst Professor	Special	8/15/2022		106,500	FY	1.00
Blount, Sydney L	Int Med DEM	Asst Professor	Special	7/25/2022		31,500	FY	0.70
Blount, Thomas J	Pediatrics Cardiology	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Bodeman, Gabriel O	CON-Lincoln Division	Asst Professor	Special	8/15/2022		106,000	FY	1.00
Borg, Nicholas	Neurosurgery	Asst Professor	Health Prof	7/18/2022	6/30/2023	57,000	FY	1.00
Brandert, Kathleen	COPH Health Services Res & Admin	Asst Professor	Health Prof	7/1/2022	6/30/2024	115,000	FY	1.00
Chaaban, Said	Int Med Pulmonary	Assoc Professor	Health Prof	7/29/2022	6/30/2023	43,750	FY	0.88
Chang, Arthur J	Pediatrics Infectious Disease	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Cherney, Krystal L	Pediatrics Emergency Medicine	Asst Professor	Health Prof	8/15/2022	6/30/2023	45,000	FY	1.00
Clifton, Maribeth	CAHP Occupational Therapy	Asst Professor	Special	8/1/2022		84,000	FY	1.00
Connolly, Sarah C	MMI ICASD	Asst Professor	Health Prof	8/29/2022	6/30/2024	50,000	FY	1.00
	MMI ICASD	Clinical Provider	Special	8/29/2022		55,000	FY	0.00
Cross, Shaun T	COPH Environ, Agri & Occ Health	Research Asst Professor	Special	7/1/2022		85,000	FY	1.00
Davis, Clifton	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,00	FY	1.00
Deans, Christopher F	Orthopaedic Surgery	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Deffenbacher, Karen E	Int Med Cardiovascular Medicine	Asst Professor	Health Prof	7/29/2022	6/23/2023	45,000	FY	1.00
Deschenes, Lucas E	Anesthesiology	Asst Professor	Special	9/1/2022		110,000	FY	1.00
Dougherty, Joseph	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Dubas, Jenna M	CON-Lincoln Division	Asst Professor	Special	8/15/2022	5/12/2023	80,775	AY	1.00

Dutt, Vivek	Orthopaedic Surgery	Asst Professor	Health Prof	9/1/2022	6/30/2023	57,000	FY	1.00
Egboh, Beatrice	Pediatrics	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Floen, Miranda	Pediatrics Nephrology	Assoc Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Fuchs, Lisa R	CAHP Administration	Assoc Professor	Health Prof	8/1/2022	6/30/2023	105,000	FY	0.91
	CAHP Administration	Program Director Respiratory Care	Special	8/1/2022		10,000	FY	0.09
Fuller, Redgy	Anesthesiology	Asst Professor	Special	7/25/2022		110,000	FY	1.00
Ghonim, Hesham T	Neurological Sciences	Asst Professor	Health Prof	8/1/2022	6/30/2023	57,000	FY	1.00
Gomez, Carlos A	Int Med Infectious Diseases	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,000	FY	1.00
Gove, Abraham Gove	Pediatrics	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Greiner, Justin J	Orthopaedic Surgery	Asst Professor	Health Prof	9/1/2022	6/30/2023	45,000	FY	1.00
Hardy, Paige E	MMI Education and Child Development	Asst Professor	Special	8/1/2022		97,600	FY	0.80
Harris, Lynda K	Ob/Gyn Research Lab	Assoc Professor	Health Prof	9/27/2022	6/30/2023	70,000	FY	1.00
	Ob/Gyn Research Lab	Research Scientist	Special	9/27/2022	6/30/2023	80,000	FY	0.00
Hayes, Lynda	MMI Psychology	Asst Professor	Special	8/1/2022		91,000	FY	1.00
Hettenbaugh, Jacob	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Heusinkvelt, Sally E	CON-Omaha Division	Clinical Asst Professor	Special	9/19/2022	5/12/2023	11,300	AY	0.10
Hingorani, Sunil R	Internal Medicine	Professor	Health Prof	7/28/2022	6/30/2023	55,000	FY	1.00
Hopp, Shelby	Internal Medicine	Asst Professor	Health Prof	9/1/2022	6/30/2023	45,000	FY	1.00
Hopson, Maria	Internal Medicine	Asst Professor	Health Prof	7/15/2022	6/30/2023	45,000	FY	1.00
Hunt, Tiffany A	CON-Lincoln Division	Asst Professor	Special	8/15/2022	5/12/2023	80,250	AY	1.00
Hunter, Melissa D	MMI Psychology	Asst Professor	Special	8/15/2022		100,000	FY	1.00
Im, Yunju	COPH Biostatistics	Asst Professor	Health Prof	8/1/2022	6/30/2025	120,000	FY	1.00
Iverson, Michelle-Anne K	Anesthesiology	Asst Professor	Special	7/25/2022		110,000	FY	1.00
Jennings, Carly L	Obstetrics/Gynecology	Asst Professor	Special	8/29/2022		45,000	FY	1.00
Johnson, Tate	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Jost, Sheridan	Pediatrics	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Kelly, Sean M	Radiology	Asst Professor	Special	7/25/2022		45,000	FY	1.00
Kindred, Erin	Psychiatry	Asst Professor	Special	7/1/2022		23,300	FY	
Kintziger, Kristina W	COPH Environ, Agri & Occ Health	Assoc Professor	Health Prof	7/1/2022	6/30/2024	125,000	FY	1.00
	COPH Environ, Agri & Occ Health	Claire M. Hubbard Foundation Professor of Health	Special	7/1/2022	6/30/2027	0	FY	0.00
Lamounier, Adriana	COD-Adult Restorative	Assoc Professor	Health Prof	8/15/2022	6/30/2024	131,000	FY	1.00
Lee, Mi Sook	COD-Growth and Development	Asst Professor	Health Prof	7/1/2022	6/30/2024	118,000	FY	1.00
Lee, Shelley R	Neurological Sciences	Asst Professor	Health Prof	9/1/2022	6/30/2023	45,000	FY	1.00

Lei, Yu	Radiation Oncology	Assoc Professor	Special	8/8/2022		70,000	FY	1.00
	Radiation Oncology	Research Scientist	Special	8/8/2022		150,000	FY	0.00
Leuva, Harshraj	Int Med Oncology/Hematology	Asst Professor	Health Prof	7/29/2022	6/30/2023	57,000	FY	1.00
Lickert, Amber	CAHP Clinical Perfusion Education	Asst Professor	Special	7/1/2022		182,600	FY	1.00
Lieneman, Corey	Psychiatry	Asst Professor	Special	8/1/2022		60,000	FY	1.00
	Psychiatry	Research Scientist	Special	8/1/2022		28,000	FY	0.00
Lippert, Joseph	Emergency Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Luderer, Micah J	Int Med Hospital Medicine	Asst Professor	Special	7/1/2022		45,000	FY	1.00
Mahal, Elizabeth	Emergency Medicine	Asst Professor	Health Prof	7/4/2022	6/30/2023	45,700	FY	1.00
Maloley, Peter M	Int Med Hospital Medicine	Asst Professor	Special	7/29/2022		45,000	FY	1.00
Maloney, Patrick	COPH Epidemiology	Asst Professor	Health Prof	8/1/2022	6/30/2027	105,000	FY	1.00
Mandadi, Subhadra	Int Med Infectious Diseases	Asst Professor	Health Prof	7/1/2022	6/30/2023	57,000	FY	1.00
McNally, Michael	COD-Surgical Specialties	Asst Professor	Health Prof	7/1/2022	6/30/2024	128,000	FY	1.00
Miravite, Maireen A	Anesthesiology	Asst Professor	Special	8/1/2022		45,000	FY	1.00
Morton, Allison	MMI-Psychology	Asst Professor	Special	8/1/2022		93,000	FY	1.00
Mosel, Lindsey M	Family Medicine	Asst Professor	Special	7/1/2022		88,706	FY	0.50
Muttanahally, Kavya Shankar	COD-Adult Restorative	Asst Professor	Health Prof	8/15/2022	6/30/2024	125,000	FY	1.00
	COD-Adult Restorative	Director Oral and Maxillofacial Radiolog	Special	8/15/2022		10,000	FY	0.00
Niu, Meng	Genetics, Cell Biology and Anatomy	Asst Professor	Special	8/1/2022		70,000	FY	1.00
Nohner, Mitchell N	Int Med Hospital Medicine	Asst Professor	Special	7/29/2022		45,000	FY	1.00
Nordby, Alyssa T	CON-Northern Division	Clinical Asst Professor	Special	8/15/2022	5/12/2023	79,500	AY	1.00
O'Meara, James	COD-Adult Restorative	Assoc Professor	Special	8/15/2022		66,755	FY	0.50
Oluwatobi, Ogun	Family Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	55,000	FY	1.00
Pachunka, Joseph	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Pelz, Jessica A	Radiology	Asst Professor	Special	9/15/2022		45,000	FY	1.00
Phillips, Haley N	Neurological Sciences	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Phillips, Steven M	Neurological Sciences	Asst Professor	Health Prof	8/1/2022	6/30/2023	45,000	FY	1.00
Phipps, Laura	MMI ICASD	Asst Professor	Special	7/1/2022		90,000	FY	1.00
Pierce, Daniel N	Physical Medicine & Rehabilitation	Asst Professor	Health Prof	9/1/2022	6/30/2023	22,500	FY	0.50
Pradhan, Faruq	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	57,000	FY	1.00
Pulluru, Harish	Int Med Hospital Medicine	Asst Professor	Special	7/1/2022	6/30/2023	57,000	FY	1.00
Quandahl, Rachel A	Anesthesiology	Asst Professor	Special	7/11/2022		110,000	FY	1.00
Rasineni, Karuna	Biochemistry and Molecular Biology	Asst Professor	Health Prof	7/1/2022	6/30/2023	95,000	FY	1.00

Renze, Erin	Anesthesiology	Asst Professor	Special	8/1/2022		45,000	FY	1.00
Robinson, Adam	Surgery	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Schnaubelt, Andrew	Internal Medicine	Asst Professor	Special	8/1/2022		60,000	FY	1.00
	Internal Medicine	Research Scientist	Special	8/1/2022	6/30/2023	34,500	FY	0.00
Schober, Jared P	Surgery-Urologic Surgery	Asst Professor	Health Prof	9/15/2022	6/30/2023	45,000	FY	1.00
Schindler, Peter	Family Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	55,000	FY	1.00
Schumacher, Rachel	MMI Psychology	Asst Professor	Special	10/1/2022		90,000	FY	1.00
Schwartz, Anna L	CON-Omaha Division	Lienemann and Alum Dist Chair in Nursing	Special	8/15/2022	6/30/2027	5,000	FY	0.00
	CON-Omaha Division	Professor	Continuous	8/15/2022		189,000	FY	1.00
Shahan, Brian T	Int Med Hospital Medicine	Assoc Professor	Special	7/1/2022		50,000	FY	1.00
Shillingsburg, Miriam A	MMI ICASD	Clinical Provider	Special	7/25/2022		162,000	FY	0.00
	MMI ICASD	Director ICASD	Special	7/25/2022		18,000	FY	0.00
	MMI ICASD	Professor	Health Prof	7/25/2022	6/30/2025	60,000	FY	1.00
Slatkin, Sara C	Int Med General Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Snyder, Kailey E	MMI Education and Child Development	Asst Professor	Special	8/6/2022		81,000	FY	1.00
Soh, Peter B	Neurological Sciences	Asst Professor	Health Prof	7/18/2022	6/30/2023	45,000	FY	1.00
Strong, Michelle	COPH Health Promotion	Asst Professor	Special	8/15/2022		72,800	FY	1.00
Swanson, Rebecca K	CON-Academic Programs	Coordinator	Special	8/11/2022		750	FY	0.00
	CON-Academic Programs	Coordinator	Special	8/11/2022		1,500	FY	0.00
	CON-Omaha Division	Clinical Asst Professor	Special	8/11/2022		113,000	FY	1.00
Turco Brannan, Lauren M	Emergency Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Vaughn, Lonnie D	Radiology	Asst Professor	Special	8/1/2022		45,000	FY	1.00
Verhoeven, Dana C	COPH Health Services Res & Admin	Asst Professor	Health Prof	8/1/2022	6/30/2025	98,000	FY	1.00
Waldman, Marcus	COPH Health Promotion	Research Asst Professor	Special	7/1/2022		78,000	FY	1.00
Westover, Erin R	CAHP Occupational Therapy	Asst Professor	Special	9/12/2022		85,000	FY	1.00
Wildes, Tanya M	Int Med Oncology/Hematology	Assoc Professor	Health Prof	7/29/2022	6/30/2023	50,000	FY	1.00
Wildes, Troy S	Anesthesiology	Professor	Health Prof	7/29/2022	6/30/2023	110,000	FY	1.00
Willcockson, James R	Surgery-Plastic&Reconstructive	Asst Professor	Health Prof	9/1/2022	6/30/2023	45,000	FY	1.00
Williamson, Richard	COD-Adult Restorative	Assoc Professor	Special	9/1/2022		80,106	FY	0.60
Witt, Jessica M	COP Pharmacy Practice and Science	Clinical Asst Professor	Special	8/15/2022		118,000	FY	1.00
Woodward, Kiel	Neurological Sciences	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,000	FY	1.00
Yellala, Amulya	Internal Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	57,000	FY	1.00
Young, Kaitlyn	MMI-Psychology	Asst Professor	Special	8/1/2022		90,000	FY	1.00

Yu, Lei	Radiology	Asst Professor	Special	7/1/2022		45,000	FY	1.00
Zehr, Levi J	Anesthesiology	Asst Professor	Special	7/29/2022		110,000	FY	1.00
Zetterman, Rowen K	COD-Dental Administration	Interim Dean	Special	8/15/2022		330,000	FY	1.00
Zhong, Peng	Neurological Sciences	Asst Professor	Health Prof	8/1/2022	6/30/2023	60,000	FY	1.00
	Neurological Sciences	Research Scientist	Special	8/1/2022	6/30/2023	45,000	FY	0.00

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA MEDICAL CENTER
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Abdalla, Maher Y	Pathology/Microbiology	Research Scientist	Special	9/1/2022	6/30/2023	3,659	FY	0.00
			Research Scientist	Special		8/31/2022	3,659	FY	0.00
			Asst Professor	Special	9/1/2022		76,469	FY	1.00
			Asst Professor	Special		8/31/2022	76,469	FY	1.00
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2022	8/31/2022	3,659	FY	0.00
			Research Scientist	Special		6/30/2022	1,425	FY	0.00
			Asst Professor	Special	7/1/2022		76,469	FY	1.00
			Asst Professor	Special		6/30/2022	76,369	FY	1.00
09/10	Abresch, Chad J	Pediatrics Child Health	Asst Professor	Health Prof	7/1/2022	6/30/2023	65,519	FY	1.00
			Asst Professor	Health Prof		6/30/2022	63,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	79,761	FY	0.00
			Research Scientist	Special		6/30/2022	72,600	FY	0.00
		Pediatrics	Vice Chair for Culture	Special	7/1/2022		10,000	FY	0.00
			Vice Chair for Culture	Special		6/30/2022	10,000	FY	0.00
09/07	Adams, Austin J	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2027	110,200	FY	1.00
			Asst Professor	Special		6/30/2022	110,100	FY	1.00
09/07	Ahmad, Iqbal	Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2022	8/31/2022	3,348	FY	0.00
			Professor	Continuous	7/1/2022		167,539	FY	1.00
			Professor	Continuous		6/30/2022	167,416	FY	1.00
		Graduate Studies	Assoc Dean Postdoctoral Affairs	Special	7/1/2022		15,000	FY	0.00
			Assoc Dean Postdoctoral Affairs	Special		6/30/2022	15,000	FY	0.00
09/09		Ophthalmology and Visual Sciences	Research Scientist	Special		8/31/2022	3,348	FY	0.00
			Professor	Continuous	9/1/2022		167,539	FY	1.00
			Professor	Continuous		8/31/2022	167,539	FY	1.00
		Graduate Studies	Assoc Dean Postdoctoral Affairs	Special	9/1/2022		15,000	FY	0.00
			Assoc Dean Postdoctoral Affairs	Special		8/31/2022	15,000	FY	0.00
09/13	Aizenberg Ansari, Michele R	Neurosurgery	Professor	Health Prof	7/1/2022	6/30/2023	78,444	FY	1.00
			Professor	Health Prof		6/30/2022	78,244	FY	1.00
29/01	Akkireddy, Padmaja	Int Med DEM	Asst Professor	Special	8/1/2022		63,450	FY	0.90

		Asst Professor	Special		7/31/2022	56,400	FY	0.80	
09/13	Al-Kadhimi, Zaid S	Int Med Oncology/Hematology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,400	FY	1.00
		Assoc Professor	Health Prof			6/30/2022	50,300	FY	1.00
06/03	Allen, Keith D	MMI Psychology	Coordinator	Special	7/1/2022		18,000	FY	0.00
			Coordinator	Special		6/30/2022	18,000	FY	0.00
			Professor	Continuous	7/1/2022		192,165	FY	1.00
			Professor	Continuous		6/30/2022	176,859	FY	1.00
		MMI Administration	Associate Director of Academic Affairs	Special	7/1/2022		11,000	FY	0.00
			Associate Director of Academic Affairs	Special		6/30/2022	11,000	FY	0.00
09/10	Alonso, Windy W	CON-Omaha Division	Asst Professor	Health Prof	7/1/2022	6/30/2027	115,638	FY	1.00
			Asst Professor	Health Prof		6/30/2022	111,998	FY	1.00
09/10	Amsberry, Shelly J	CON-Kearney Division	Asst Professor	Special	9/1/2022	5/12/2023	80,625	AY	1.00
			Asst Professor	Special		8/31/2022	63,900	AY	1.00
29/01	Armitage, James O	Int Med Oncology/Hematology	Professor	Special	7/1/2022		142,725	FY	0.50
			Professor	Special		6/30/2022	198,842	FY	0.70
			UNMC Dist Cancer Research Professorship	Special	7/1/2022	1/31/2026	28,967	FY	0.10
			UNMC Dist Cancer Research Professorship	Special		6/30/2022	29,947	FY	0.10
09/07	Bade, Aditya N	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Instructor	Health Prof		6/30/2022	61,838	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	8,807	FY	0.00
09/10	Bagenda, Danstan S	Anesthesiology	Research Scientist	Special	7/1/2022	6/30/2023	5,640	FY	0.00
			Research Scientist	Special		6/30/2022	5,640	FY	0.00
			Asst Professor	Special	7/1/2022		14,060	FY	0.20
			Asst Professor	Special		6/30/2022	14,000	FY	0.20
29/01		Anesthesiology	Research Scientist	Special	9/1/2022	6/30/2023	282	FY	0.00
			Research Scientist	Special		8/31/2022	5,640	FY	0.00
			Asst Professor	Special	9/1/2022		703	FY	0.01
			Asst Professor	Special		8/31/2022	14,060	FY	0.20
09/10	Bagher, Pooneh	Cellular/Integrative Physiology	Assoc Professor	Continuous	7/1/2022		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2022	70,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	60,000	FY	0.00
			Research Scientist	Special		6/30/2022	60,000	FY	0.00
			Director Vascular Research Program	Special	7/1/2022		25,000	FY	0.00

		Director Vascular Research Program	Special		6/30/2022	25,000	FY	0.00
06/03	Baker, Craig V	MMI Genetic Medicine	Asst Professor	Special	7/1/2022	149,214	FY	1.00
			Asst Professor	Special	6/30/2022	143,904	FY	1.00
09/07	Balasanova, Alena A	Psychiatry	Assoc Professor	Health Prof	7/1/2022	47,200	FY	1.00
			Asst Professor	Health Prof	6/30/2022	47,100	FY	1.00
06/03	Bassingthwaite, Brenda J	MMI Psychology	Assoc Professor	Special	7/1/2022	112,558	FY	1.00
			Assoc Professor	Special	6/30/2022	99,571	FY	1.00
09/10	Batra, Surinder Kumar	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	34,367	FY	0.00
			Research Scientist	Special	6/30/2022	34,367	FY	0.00
			Chairperson	Special	7/1/2022	15,569	FY	0.05
			Chairperson	Special	6/30/2022	15,569	FY	0.05
			Chairperson Stipend	Special	7/1/2022	68,520	FY	0.00
			Chairperson Stipend	Special	6/30/2022	55,072	FY	0.00
			Professor	Continuous	7/1/2022	321,198	FY	0.95
			Professor	Continuous	6/30/2022	321,198	FY	0.95
		Eppley Inst Faculty	Assoc Dir of Educ & Training	Special	7/1/2022	5,000	FY	0.00
			Assoc Dir of Educ & Training	Special	6/30/2022	5,000	FY	0.00
		Biochem and Molecular Biology	Stokes-Shackleford Prof/Biochem & Molec	Special	6/30/2022	20,378	FY	0.00
			Hartmann Chair BMB	Special	7/1/2022	20,378	FY	0.00
09/07		Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	34,367	FY	0.00
			Research Scientist	Special	6/30/2022	34,367	FY	0.00
			Chairperson	Special	7/1/2022	15,569	FY	0.05
			Chairperson	Special	6/30/2022	15,569	FY	0.05
			Chairperson Stipend	Special	7/1/2022	68,520	FY	0.00
			Chairperson Stipend	Special	6/30/2022	55,072	FY	0.00
			Professor	Continuous	7/1/2022	321,198	FY	0.95
			Professor	Continuous	6/30/2022	321,198	FY	0.95
		Eppley Inst Faculty	Assoc Dir of Educ & Training	Special	7/1/2022	5,000	FY	0.00
			Assoc Dir of Educ & Training	Special	6/30/2022	5,000	FY	0.00
		Biochem and Molecular Biology	Stokes-Shackleford Prof/Biochem & Molec	Special	6/30/2022	20,378	FY	0.00
			Hartmann Chair BMB	Special	7/1/2022	20,378	FY	0.00
09/07	Bayles, Kenneth	Office of Research & Creative Actvty	Associate Vice Chancellor for Research	Special	7/1/2022	65,000	FY	0.00
			Associate Vice Chancellor for Research	Special	6/30/2022	65,000	FY	0.00
09/10		Pathology/Microbiology	Research Scientist	Special	7/1/2022	8,779	FY	0.00

09/07		Vice Chancellor for Research	Research Scientist	Special		6/30/2022	3,449	FY	0.00
			Professor	Continuous	7/1/2022		103,874	FY	0.58
			Professor	Continuous		6/30/2022	106,980	FY	0.60
			Assoc Vice Chanc for Basic Sci Research	Special	7/1/2022		73,762	FY	0.42
			Assoc Vice Chanc for Basic Sci Research	Special		6/30/2022	70,556	FY	0.40
			Assoc Vice Chanc Stipend	Special	7/1/2022		35,000	FY	0.00
			Assoc Vice Chanc Stipend	Special		6/30/2022	35,000	FY	0.00
29/01	Beacom, Matthew A	COPH Environ, Agri & Occ Health	Asst Professor	Special	7/1/2022		94,812	FY	0.50
			Asst Professor	Special		6/30/2022	189,625	FY	1.00
09/07	Beam, Elizabeth L	CON-Omaha Division	Asst Professor	Health Prof	7/1/2022	6/30/2025	115,087	FY	1.00
			Asst Professor	Special		6/30/2022	110,133	FY	1.00
		Academic Affairs	Education Researcher Stipend	Special	7/1/2022		5,000	FY	0.00
			Education Researcher Stipend	Special		6/30/2022	5,000	FY	0.00
09/07	Beethe, Amy B	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	45,600	FY	1.00
			Assoc Professor	Special		6/30/2022	45,500	FY	1.00
06/03	Bennett, Gregory W	COD-Adult Restorative	Vice Chair Adult Restorative Dentistry	Special	9/1/2022		5,000	FY	0.00
			Vice Chair Adult Restorative Dentistry	Special		8/31/2022	5,000	FY	0.00
			Asst Professor	Health Prof	9/1/2022	6/30/2025	122,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	118,565	FY	1.00
		COD-Adult Restorative	Vice Chair Adult Restorative Dentistry	Special	7/1/2022		5,000	FY	0.00
			Vice Chair Adult Restorative Dentistry	Special		6/30/2022	5,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2025	118,565	FY	1.00
			Asst Professor	Health Prof		6/30/2022	115,000	FY	1.00
09/08	Bennett, Shelby	COP Pharmacy Practice and Science	Clinical Asst Professor	Special	7/1/2022		121,841	FY	1.00
			Asst Professor	Special		6/30/2022	118,580	FY	1.00
29/01	Bertoni, John M	Neurological Sciences	Professor	Special	7/1/2022		28,736	FY	0.25
			Professor	Special		6/30/2022	57,271	FY	0.50
09/10	Bhakat, Kishor K	Genetics Cell Biology & Anatomy	Assoc Professor	Health Prof	9/1/2022	6/30/2023	99,825	FY	1.00
			Assoc Professor	Health Prof		8/31/2022	99,825	FY	1.00
			Research Scientist	Health Prof		8/31/2022	33,099	FY	0.00
			Research Scientist	Special	9/1/2022		33,099	FY	0.00
09/10	Bi, Chengfeng	Int Med Oncology/Hematology	Research Scientist	Special	7/1/2022	6/30/2023	35,000	FY	0.00
			Research Scientist	Special		6/30/2022	35,000	FY	0.00

		Asst Professor	Health Prof	7/1/2022	6/30/2023	61,000	FY	1.00	
		Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00	
09/07	Bidasee, Keshore R	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		131,102	FY	1.00
			Professor	Continuous		6/30/2022	131,002	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	19,503	FY	0.00
			Research Scientist	Special		6/30/2022	9,022	FY	0.00
09/10	Bilek, Laura D	CAHP Physical Therapy	Assoc Professor	Health Prof	7/1/2022	6/30/2023	128,848	FY	0.92
			Assoc Professor	Health Prof		6/30/2022	128,848	FY	0.92
		Graduate Studies	Coordinator	Special	7/1/2022		11,008	FY	0.08
			Coordinator	Special		6/30/2022	10,687	FY	0.08
		Coordinator Stipend	Special	7/1/2022		1,000	FY	0.00	
		Coordinator Stipend	Special		6/30/2022	1,000	FY	0.00	
	CAHP Administration	Assoc Dean for Research	Special	7/1/2022		24,229	FY	0.00	
		Assoc Dean for Research	Special		6/30/2022	12,957	FY	0.00	
09/10	Bills, Nathan D	Surgery-General Surgery	Assoc Professor	Special	7/1/2022		75,806	FY	1.00
			Assoc Professor	Special		6/30/2022	75,706	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	9,481	FY	0.00
			Research Scientist	Special		6/30/2022	7,097	FY	0.00
29/01	Black, Adrian R	Eppley Inst Faculty	Director of Tissue Sciences	Special	7/1/2022		10,000	FY	0.00
			Director of Tissue Sciences	Special		6/30/2022	10,000	FY	0.00
			Asst Professor	Special	7/1/2022		71,080	FY	0.85
			Asst Professor	Special		6/30/2022	56,832	FY	0.70
06/03	Blase, Terri L	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		108,663	FY	1.00
			Asst Professor	Special		6/30/2022	102,837	FY	1.00
			Program Director Genetic Counseling Svcs	Special	7/1/2022		5,000	FY	0.00
			Program Director Genetic Counseling Svcs	Special		6/30/2022	5,000	FY	0.00
29/01	Boerner, Brian P	Int Med DEM	Assoc Professor	Special	7/1/2022	6/30/2023	37,114	FY	0.90
			Asst Professor	Special		6/30/2022	41,127	FY	1.00
		Academic Affairs	Director IAE	Special	7/1/2022	12/31/2023	10,000	FY	0.00
			Director IAE	Special		6/30/2022	10,000	FY	0.00
09/10	Boesen, Erika I	Cellular/Integrative Physiology	Co-Dir Integrative Phys/Mol Med Grad Prg	Special	7/1/2022		3,000	FY	0.00
			Director of Education	Special		6/30/2022	3,000	FY	0.00
			Research Scientist	Special	7/1/2022	6/30/2023	15,559	FY	0.00

		Research Scientist	Special		6/30/2022	13,559	FY	0.00	
		Assoc Professor	Continuous	7/1/2022		106,862	FY	1.00	
		Assoc Professor	Continuous		6/30/2022	106,762	FY	1.00	
06/03	Bokemper, Richard K	COD-Adult Restorative	Asst Professor	Health Prof	9/1/2022	6/30/2025	121,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	115,995	FY	1.00
			Clinical Model Group Leader	Special	9/1/2022		5,000	FY	0.00
			Clinical Model Group Leader	Special		8/31/2022	5,000	FY	0.00
09/10		COD-Adult Restorative	Asst Professor	Health Prof	7/1/2022	6/30/2025	115,995	FY	1.00
			Asst Professor	Health Prof		6/30/2022	113,000	FY	1.00
			Clinical Model Group Leader	Special	7/1/2022		5,000	FY	0.00
			Clinical Model Group Leader	Special		6/30/2022	5,000	FY	0.00
09/07	Borgstahl, Gloria E	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		9,971	FY	0.00
			Research Scientist	Special		6/30/2022	5,400	FY	0.00
			Professor	Continuous	7/1/2022		144,579	FY	1.00
			Professor	Continuous		6/30/2022	137,699	FY	1.00
29/01	Borstelmann, Lynn D	CON-Omaha Division	Asst Professor	Special	9/1/2022	5/12/2023	12,097	AY	0.15
			Asst Professor	Special		8/31/2022	7,849	AY	0.10
09/07	Brandert, Kathleen T	COPH Office of Public Hlth Practice	Workforce&Leadership Development Manager	Other		6/30/2022	87,750	FY	1.00
		COPH Health Promotion	Asst Professor	Health Prof	7/1/2022	6/30/2024	115,000	FY	1.00
09/10	Brinkworth, Amanda J	Pathology/Microbiology	Research Scientist	Special	7/1/2022	8/31/2022	3,659	FY	0.00
			Research Scientist	Special		6/30/2022	1,425	FY	0.00
			Asst Professor	Special	7/1/2022		76,469	FY	1.00
			Asst Professor	Special		6/30/2022	76,369	FY	1.00
09/10	Broadhurst, Mara J	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	139,550	FY	0.00
			Research Scientist	Special		6/30/2022	131,150	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	60,200	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,100	FY	1.00
09/10	Bronner, Liliana P	Family Medicine	Research Scientist	Special	7/1/2022	6/30/2023	12,136	FY	0.00
			Research Scientist	Special		6/30/2022	10,440	FY	0.00
			Asst Professor	Special	7/1/2022		87,960	FY	1.00
			Asst Professor	Special		6/30/2022	87,045	FY	1.00
09/07	Buch, Shilpa J	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2022	8/31/2022	56,845	FY	0.00
			Research Scientist	Special		6/30/2022	46,828	FY	0.00

		Professor	Continuous	7/1/2022		229,839	FY	1.00	
		Professor	Continuous		6/30/2022	229,739	FY	1.00	
		Director NCSAR	Special	7/1/2022		30,000	FY	0.00	
		Director NCSAR	Special		6/30/2022	30,000	FY	0.00	
09/07	Buckley-McKeown, Shannon M	Genetics Cell Biology & Anatomy	Assoc Professor	Continuous	7/1/2022	7/31/2022	84,872	FY	1.00
			Asst Professor	Continuous		6/30/2022	84,872	FY	1.00
			Research Scientist	Special	7/1/2022	7/31/2022	13,202	FY	0.00
			Research Scientist	Special		6/30/2022	13,202	FY	0.00
06/03	Burt, Jennifer D	MMI Psychology	Assoc Director Clinical Svcs & Outreach	Special	7/1/2022		5,000	FY	0.00
			Assoc Director Clinical Svcs & Outreach	Special		6/30/2022	5,000	FY	0.00
			Coordinator Fellowship	Special	7/1/2022		2,500	FY	0.00
			Coordinator Fellowship	Special		6/30/2022	2,500	FY	0.00
			Assoc Professor	Special	7/1/2022		120,997	FY	1.00
			Assoc Professor	Special		6/30/2022	107,037	FY	1.00
06/03	Byarlay, Matthew R	COD-Surgical Specialties	Assoc Professor	Health Prof	9/1/2022	6/30/2024	144,000	FY	1.00
			Assoc Professor	Health Prof		8/31/2022	139,312	FY	1.00
			Doyle Endowed Faculty Fellowship	Special	9/1/2022	6/30/2027	5,000	FY	0.00
			Doyle Endowed Faculty Fellowship	Special		8/31/2022	5,000	FY	0.00
			Program Director of Postgrad Periodontic	Special	9/1/2022		10,000	FY	0.00
			Program Director of Postgrad Periodontic	Special		8/31/2022	10,000	FY	0.00
09/10		COD-Surgical Specialties	Assoc Professor	Health Prof	7/1/2022	6/30/2024	139,312	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	135,583	FY	1.00
			Doyle Endowed Faculty Fellowship	Special	7/1/2022	6/30/2027	5,000	FY	0.00
			Doyle Endowed Faculty Fellowship	Special		6/30/2022	5,000	FY	0.00
			Program Director of Postgrad Periodontic	Special	7/1/2022		10,000	FY	0.00
			Program Director of Postgrad Periodontic	Special		6/30/2022	10,000	FY	0.00
29/01	Byers, Mandy L	Int Med Geriatrics/Palliative Med	Asst Professor	Special	7/1/2022		34,032	FY	0.75
			Asst Professor	Special		6/30/2022	31,670	FY	0.70
09/10	Byrareddy, Siddappa Nagadenahalli N	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		80,000	FY	1.00
			Professor	Continuous		6/30/2022	80,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	95,850	FY	0.00
			Research Scientist	Special		6/30/2022	87,476	FY	0.00
09/07	Campbell, Walter S	Pathology/Microbiology	Research Scientist	Special	9/1/2022	6/30/2023	71,799	FY	0.00
			Research Scientist	Special	7/1/2022	8/31/2022	71,799	FY	0.00

09/10		Int Med GI	Research Scientist	Special		8/31/2022	26,214	FY	0.00
			Professor	Health Prof	7/1/2022	6/30/2023	28,800	FY	0.36
			Professor	Health Prof		6/30/2022	36,800	FY	0.46
			Research Scientist	Special	7/1/2022	6/30/2023	26,214	FY	0.00
			Research Scientist	Special		6/30/2022	33,141	FY	0.00
09/10	Cassidy, Keely	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022	6/30/2023	30,520	FY	0.00
			Research Scientist	Special		6/30/2022	11,747	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	81,750	FY	1.00
			Asst Professor	Health Prof		6/30/2022	81,750	FY	1.00
			Director PA/PT Gross Anatomy Course	Special	7/1/2022		10,000	FY	0.00
		Director PA/PT Gross Anatomy Course	Special		6/30/2022	19,503	FY	0.00	
		CAHP Medical Laboratory Science	Director of Anatomy	Special	7/1/2022	6/30/2023	5,000	FY	0.00
			Director of Anatomy	Special		6/30/2022	5,000	FY	0.00
29/01	Cera, Jennifer Lynn		CON-Academic Programs	Coordinator	Special	9/1/2022		750	AY
		Coordinator		Special		8/31/2022	750	AY	0.00
		CON-Omaha Division	Asst Professor	Special	9/1/2022	5/12/2023	82,608	AY	0.95
			Asst Professor	Special		8/31/2022	79,959	AY	1.00
06/03	Chadwell, Mindy R	MMI Psychology	Asst Professor	Special	7/1/2022		100,026	FY	1.00
			Asst Professor	Special		6/30/2022	87,405	FY	1.00
09/10	Chaudhari, Sujata S	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	20,332	FY	0.00
			Research Scientist	Special		6/30/2022	17,984	FY	0.00
			Asst Professor	Special	7/1/2022		63,716	FY	1.00
			Asst Professor	Special		6/30/2022	63,616	FY	1.00
09/10	Cheng, Pi-Wan	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	3,647	FY	0.00
			Research Scientist	Special		6/30/2022	3,547	FY	0.00
			Professor	Continuous	7/1/2022		172,338	FY	1.00
			Professor	Continuous		6/30/2022	172,338	FY	1.00
06/03	Chen, Po-Jung	COD-Growth and Development	Asst Professor	Health Prof	9/1/2022	6/30/2024	134,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	125,313	FY	1.00
09/10	Chittezhham Thomas, Vinai	Pathology/Microbiology	Assoc Professor	Continuous	9/1/2022		70,100	FY	1.00
			Assoc Professor	Continuous		8/31/2022	70,100	FY	1.00
			Research Scientist	Special	9/1/2022	6/30/2023	51,297	FY	0.00
			Research Scientist	Special		8/31/2022	51,297	FY	0.00

09/10	Choi, Suyong	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		11,200	FY	0.00
			Research Scientist	Special		6/30/2022	10,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2024	82,400	FY	1.00
			Asst Professor	Health Prof		6/30/2022	80,000	FY	1.00
09/07	Christensen, Stacie M	CAHP Physical Therapy	Asst Professor	Health Prof	8/1/2022	6/30/2023	91,728	FY	1.00
			Asst Professor	Special		7/31/2022	91,728	FY	1.00
06/03	Christiansen, Mary M	COD-Surgical Specialties	Asst Professor	Special	9/1/2022		83,000	FY	1.00
			Asst Professor	Special		8/31/2022	72,992	FY	1.00
06/03	Clarke, Brandy L	MMI Psychology	Coordinator MHTTC	Special		6/30/2022	18,000	FY	0.00
			Assoc Dir Prog Growth & Sustainability	Special	7/1/2022		5,000	FY	0.00
			Assoc Dir Prog Growth & Sustainability	Special		6/30/2022	5,000	FY	0.00
		Academic Affairs	Director UNMC Equity Office Stipend	Special	7/1/2022		5,000	FY	0.00
			Director UNMC Equity Office Stipend	Special		6/30/2022	5,000	FY	0.00
			Director UNMC Equity Office	Special	7/1/2022		10,526	FY	0.10
			Director UNMC Equity Office	Special		6/30/2022	10,150	FY	0.10
		MMI Psychology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	104,730	FY	0.90
			Assoc Professor	Health Prof		6/30/2022	91,351	FY	0.90
06/03	Conover, Elizabeth	MMI Genetic Medicine	Assoc Professor	Health Prof	7/1/2022	6/30/2023	123,688	FY	1.00
			Asst Professor	Health Prof		6/30/2022	108,432	FY	1.00
09/07	Cook, Leah M	Pathology/Microbiology	Research Scientist	Special	7/1/2022		55,860	FY	0.00
			Research Scientist	Special		6/30/2022	55,000	FY	0.00
			Assoc Professor	Continuous	9/1/2022		70,000	FY	1.00
			Assoc Professor	Continuous		8/31/2022	70,000	FY	1.00
06/03	Cratsenberg, Drew M	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		83,588	FY	1.00
			Asst Professor	Special		6/30/2022	79,260	FY	1.00
09/07	Custer, Tanya Marie	CAHP Computed Tomography	Assoc Professor	Continuous	7/1/2022		86,808	FY	1.00
			Assoc Professor	Continuous		6/30/2022	86,808	FY	1.00
			Director Distance Education	Special	7/1/2022		15,850	FY	0.00
			Director Distance Education	Special		6/30/2022	12,886	FY	0.00
09/10	Dash, Prasanta	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	48,498	FY	0.00
			Research Scientist	Special		6/30/2022	38,746	FY	0.00

09/10	da Silva Augusto, Leonardo	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	13,342	FY	0.00
			Research Scientist	Special		6/30/2022	11,300	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2027	60,200	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,100	FY	1.00
06/00 09/10	Das, Rig	Neurosurgery	Research Scientist	Special	7/1/2022	6/30/2023	44,760	FY	0.00
			Research Scientist	Special		6/30/2022	42,000	FY	0.00
		Neurosurgery	Research Scientist	Special	7/1/2022	6/30/2023	44,760	FY	0.00
			Research Scientist	Special		6/30/2022	42,000	FY	0.00
09/10	Datta, Kaustubh	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	27,989	FY	0.00
			Research Scientist	Special		6/30/2022	16,458	FY	0.00
			Postdoctoral Committee Chair	Special	7/1/2022	6/30/2023	5,000	FY	0.00
			Post-Doc Committee Co-Chair	Special		6/30/2022	10,000	FY	0.00
			Professor	Continuous	7/1/2022		127,676	FY	1.00
			Professor	Continuous		6/30/2022	127,676	FY	1.00
09/07	Dawson, Rebekah L	Cellular/Integrative Physiology	Interim Director Cardiovascular Research Program	Special	7/1/2022		35,000	FY	0.00
			Research Scientist	Special	7/1/2022	6/30/2023	98,034	FY	0.00
			Research Scientist	Special		6/30/2022	93,040	FY	0.00
		Int Med Cardiovascular Medicine	Interim Chairperson	Special	7/1/2022		65,000	FY	0.00
			Asst Chief Basic & Translational Rsrch	Special	7/1/2022		10,000	FY	0.00
			Asst Chief Basic & Translational Rsrch	Special		6/30/2022	10,000	FY	0.00
		Cellular/Integrative Physiology	Vice Chairperson	Special		6/30/2022	10,000	FY	0.00
			Director CardiOmics Program Resources	Special	7/1/2022		50,000	FY	0.00
			Director CardiOmics Program Resources	Special		6/30/2022	50,000	FY	0.00
			Professor	Continuous	7/1/2022		80,200	FY	1.00
			Professor	Continuous		6/30/2022	80,100	FY	1.00
06/07	Dawson, Rebekah L	Cellular/Integrative Physiology	Director Cardiovascular Research Program	Special	9/1/2022		50,000	FY	0.00
			Director Cardiovascular Research Program	Special		8/31/2022	35,000	FY	0.00
			Research Scientist	Special	9/1/2022	6/30/2023	98,034	FY	0.00
		Int Med Cardiovascular Medicine	Research Scientist	Special		8/31/2022	98,034	FY	0.00
			Interim Chairperson	Special	9/1/2022		65,000	FY	0.00
			Interim Chairperson	Special		8/31/2022	65,000	FY	0.00
		Int Med Cardiovascular Medicine	Asst Chief Basic & Translational Rsrch	Special	9/1/2022		10,000	FY	0.00
			Asst Chief Basic & Translational Rsrch	Special		8/31/2022	10,000	FY	0.00
		Cellular/Integrative Physiology	Director CardiOmics Program Resources	Special	9/1/2022		50,000	FY	0.00
			Director CardiOmics Program Resources	Special		8/31/2022	50,000	FY	0.00

09/07	Cellular/Integrative Physiology	Director CardiOmics Program Resources	Special		8/31/2022	50,000	FY	0.00
		Professor	Continuous	9/1/2022		80,200	FY	1.00
		Professor	Continuous		8/31/2022	80,200	FY	1.00
		Interim Director Cardiovascular Research Program	Special	7/1/2022		35,000	FY	0.00
		Research Scientist	Special	7/1/2022	6/30/2023	98,034	FY	0.00
		Research Scientist	Special		6/30/2022	93,040	FY	0.00
		Interim Chairperson	Special	7/1/2022		65,000	FY	0.00
		Int Med Cardiovascular Medicine	Asst Chief Basic & Translational Rsrch	7/1/2022		10,000	FY	0.00
		Cellular/Integrative Physiology	Asst Chief Basic & Translational Rsrch		6/30/2022	10,000	FY	0.00
		Vice Chairperson	Special		6/30/2022	10,000	FY	0.00
09/07	Cellular/Integrative Physiology	Director CardiOmics Program Resources	Special	7/1/2022		50,000	FY	0.00
		Director CardiOmics Program Resources	Special		6/30/2022	50,000	FY	0.00
		Professor	Continuous	7/1/2022		80,200	FY	1.00
		Professor	Continuous		6/30/2022	80,100	FY	1.00
		Director Cardiovascular Research Program	Special	8/1/2022		35,000	FY	0.00
		Interim Director Cardiovascular Research Program	Special	7/1/2022		35,000	FY	0.00
		Interim Director Cardiovascular Research Program	Special		7/31/2022	35,000	FY	0.00
		Research Scientist	Special	7/1/2022	6/30/2023	98,034	FY	0.00
		Research Scientist	Special	8/1/2022	6/30/2023	98,034	FY	0.00
		Research Scientist	Special		6/30/2022	93,040	FY	0.00
	Int Med Cardiovascular Medicine	Research Scientist	Special		7/31/2022	98,034	FY	0.00
		Interim Chairperson	Special	7/1/2022		65,000	FY	0.00
		Interim Chairperson	Special	8/1/2022		65,000	FY	0.00
		Interim Chairperson	Special		7/31/2022	65,000	FY	0.00
		Asst Chief Basic & Translational Rsrch	Special	7/1/2022		10,000	FY	0.00
		Asst Chief Basic & Translational Rsrch	Special	8/1/2022		10,000	FY	0.00
		Asst Chief Basic & Translational Rsrch	Special		6/30/2022	10,000	FY	0.00
		Asst Chief Basic & Translational Rsrch	Special		7/31/2022	10,000	FY	0.00
		Cellular/Integrative Physiology	Vice Chairperson		6/30/2022	10,000	FY	0.00
		Director CardiOmics Program Resources	Special	7/1/2022		50,000	FY	0.00
		Director CardiOmics Program Resources	Special	8/1/2022		50,000	FY	0.00
	Cellular/Integrative Physiology	Director CardiOmics Program Resources	Special		6/30/2022	50,000	FY	0.00
		Director CardiOmics Program Resources	Special		7/31/2022	50,000	FY	0.00
		Professor	Continuous	7/1/2022		80,200	FY	1.00
		Professor	Continuous	8/1/2022		80,200	FY	1.00
		Professor	Continuous		6/30/2022	80,100	FY	1.00

09/10		Cellular/Integrative Physiology	Professor	Continuous		7/31/2022	80,200	FY	1.00
			Interim Director Cardiovascular Research Program	Special	7/1/2022		35,000	FY	0.00
			Research Scientist	Special	7/1/2022	6/30/2023	98,034	FY	0.00
			Research Scientist	Special		6/30/2022	93,040	FY	0.00
		Int Med Cardiovascular Medicine	Interim Chairperson	Special	7/1/2022		65,000	FY	0.00
			Asst Chief Basic & Translational Rsrch	Special	7/1/2022		10,000	FY	0.00
			Asst Chief Basic & Translational Rsrch	Special		6/30/2022	10,000	FY	0.00
		Cellular/Integrative Physiology	Vice Chairperson	Special		6/30/2022	10,000	FY	0.00
			Director CardiOmics Program Resources	Special	7/1/2022		50,000	FY	0.00
			Director CardiOmics Program Resources	Special		6/30/2022	50,000	FY	0.00
			Professor	Continuous	7/1/2022		80,200	FY	1.00
			Professor	Continuous		6/30/2022	80,100	FY	1.00
09/10	De Alba, Armando	Family Medicine	Research Scientist	Special	7/1/2022	6/30/2023	65,875	FY	0.00
			Research Scientist	Special		6/30/2022	63,660	FY	0.00
09/10	Deegan, Rebecca E	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	37,551	FY	0.00
			Research Scientist	Special		6/30/2022	15,479	FY	0.00
		Biosafety Program	Institutional Biosafety Comm Chair	Special	7/1/2022	1/31/2025	10,000	FY	0.00
			Institutional Biosafety Comm Chair	Special		6/30/2022	10,000	FY	0.00
		Biochem and Molecular Biology	Professor	Continuous	7/1/2022		107,142	FY	1.00
			Assoc Professor	Continuous		6/30/2022	107,142	FY	1.00
09/10	Desa, Valmont	Surgery-Oral & Maxillofacial	Assoc Professor	Health Prof	7/1/2022	6/30/2023	89,349	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	89,349	FY	1.00
			Leon F. Davis Dist Chair in Oral and Maxillofacial Surgery	Special	9/1/2022	8/31/2027	0	FY	0.00
			Leon F. Davis Dist Chair in Oral and Maxillofacial Surgery	Special		8/31/2022	0	FY	0.00
09/10	Dhawan, Punita	Biochem and Molecular Biology	Professor	Continuous	7/1/2022		40,995	FY	0.38
			Professor	Continuous		6/30/2022	40,995	FY	0.38
			Research Scientist	Special	7/1/2022	6/30/2023	29,681	FY	0.00
			Research Scientist	Special		6/30/2022	#	FY	0.00
06/01	Dong, Jianghu	COPH Biostatistics	Asst Professor	Health Prof	7/1/2022	6/30/2023	120,108	FY	1.00
			Asst Professor	Health Prof		6/30/2022	116,610	FY	1.00
06/10	Dong, Jixin	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		16,710	FY	0.00
			Research Scientist	Special		6/30/2022	9,710	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	112,121	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	101,937	FY	1.00

29/01	Dong, Yuxiang	COP Pharmaceutical Science	Research Assoc Professor	Special	8/1/2022		51,377	FY	0.53
			Research Assoc Professor	Special		7/31/2022	40,714	FY	0.42
09/07	Donnelly, Amber D	CAHP Enrlmnt Mgmt & Student Affairs	Asst Dean Student Affairs	Special	7/1/2022		133,906	FY	1.00
		CAHP Cytotechnology	Asst Dean Student Affairs	Special		6/30/2022	128,756	FY	1.00
09/07	Doyle, Marley A	Psychiatry	Director BHECN	Special	7/1/2022		20,000	FY	0.00
			Director BHECN	Special		6/30/2022	10,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	49,825	FY	1.00
			Asst Professor	Special		6/30/2022	45,300	FY	1.00
06/03	Drayton, Amy K	MMI Ctr for Ped Feeding Disord	Director of Pediatric Feeding	Special	7/1/2022		10,000	FY	0.00
			Director of Pediatric Feeding	Special		6/30/2022	10,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	161,590	FY	1.00
			Asst Professor	Health Prof		6/30/2022	147,175	FY	1.00
09/10	Duan, Bin	Int Med Cardiovascular Medicine	Assoc Professor	Continuous	7/1/2022		115,045	FY	1.00
			Assoc Professor	Continuous		6/30/2022	114,945	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	17,729	FY	0.00
			Research Scientist	Special		6/30/2022	6,981	FY	0.00
09/10	Duffy, Ashlee M	Surgery	Research Scientist	Special	7/1/2022	6/30/2023	25,000	FY	0.00
			Research Scientist	Special		6/30/2022	25,000	FY	0.00
			Asst Professor	Special	7/1/2022		60,100	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
09/10	Dunaevsky-Hutt, Anna	Neurological Sciences	Professor	Continuous	7/1/2022		155,546	FY	1.00
			Professor	Continuous		6/30/2022	155,546	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	25,655	FY	0.00
			Research Scientist	Special		6/30/2022	15,399	FY	0.00
09/10	Edagwa, Benson J	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2022	6/30/2023	90,188	FY	0.00
			Research Scientist	Special		6/30/2022	69,873	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	70,000	FY	1.00
09/10	Eisenhauer, Christine M	CON-Northern Division	Assoc Professor	Health Prof	7/1/2022	6/30/2027	131,812	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	119,840	FY	1.00
		CON-Academic Programs	Interim Director	Special	7/1/2022		3,000	FY	0.00
			Interim Director	Special		6/30/2022	3,000	FY	0.00

09/07	ElGamal, Dalia A	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		11,850	FY	0.00
			Research Scientist	Special		6/30/2022	10,600	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2024	85,477	FY	1.00
			Asst Professor	Health Prof		6/30/2022	82,988	FY	1.00
09/07	ElRayes, Wael	COPH Health Services Res & Admin	Asst Professor	Health Prof	7/1/2022	6/30/2023	125,108	FY	1.00
			Asst Professor	Health Prof		6/30/2022	114,778	FY	1.00
		COPH Ctr for Global Hlth & Dev	Co-Dir Ctr for Global Hlth and Dev	Special	7/1/2022		10,000	FY	0.00
29/01	Etherton, Gale M	Int Med General Medicine	Assoc Professor	Special	7/1/2022		10,062	FY	0.08
			Assoc Professor	Special		6/30/2022	11,670	FY	0.09
06/03	Fahmie, Tara A	MMI Severe Behavior	Assoc Professor	Health Prof	7/1/2022	6/30/2024	102,920	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	92,000	FY	1.00
			Associate Director Severe Behavior Progr	Special	7/1/2022		9,000	FY	0.00
			Associate Director Severe Behavior Progr	Special		6/30/2022	9,000	FY	0.00
06/07 09/07	Fan, Shan	Ophthalmology and Visual Sciences	Research Scientist	Special	8/1/2022	6/30/2023	11,301	FY	0.00
			Research Scientist	Special		7/31/2022	1,301	FY	0.00
			Asst Professor	Special	8/1/2022		65,066	FY	1.00
			Asst Professor	Special		7/31/2022	65,066	FY	1.00
		Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2022	6/30/2023	1,301	FY	0.00
			Asst Professor	Special	7/1/2022		65,066	FY	1.00
			Asst Professor	Special		6/30/2022	65,066	FY	1.00
09/07	Farazi, Paraskevi A	COPH Epidemiology	Assoc Professor	Health Prof	8/31/2022	6/30/2023	124,784	FY	1.00
			Assoc Professor	Health Prof		8/30/2022	124,784	FY	1.00
			Vice Chair Epidemiology	Special		8/30/2022	2,500	FY	0.00
09/10	Farhangpour, Amir N	COD-Adult Restorative	Assoc Professor	Health Prof	7/1/2022	6/30/2025	138,848	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	135,000	FY	1.00
		COD-Dental Administration	Asst Dean for Clinical Operations	Special	7/1/2022		45,000	FY	0.00
			Asst Dean for Clinical Operations	Special		6/30/2022	45,000	FY	0.00
29/01	Fehringer, Edward V	Orthopaedic Surgery	Professor	Health Prof	8/28/2022	6/30/2023	20,700	FY	0.38
			Professor	Health Prof		8/27/2022	55,200	FY	1.00
09/10	Fey, Paul D	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	7,334	FY	0.00
			Research Scientist	Special		6/30/2022	2,878	FY	0.00
			Professor	Continuous	7/1/2022		149,095	FY	1.00
			Professor	Continuous		6/30/2022	148,995	FY	1.00

		Vice Chairperson	Special	7/1/2022		10,000	FY	0.00	
		Vice Chairperson	Special		6/30/2022	10,000	FY	0.00	
		Associate Director	Special	7/1/2022		19,000	FY	0.00	
		Associate Director	Special		6/30/2022	19,000	FY	0.00	
09/10	Firestone, Daniel E	Orthopaedic Surgery	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,500	FY	1.00
			Asst Professor	Health Prof		6/30/2022	45,400	FY	1.00
09/07	Fisher, Kurt W	Pathology/Microbiology	Asst Professor	Special	7/1/2022	6/30/2027	69,673	FY	1.00
			Asst Professor	Health Prof		6/30/2022	69,573	FY	1.00
09/07	Fisher, Sara A	CAHP Genetic Counseling	Asst Professor	Special	7/1/2022		97,001	FY	1.00
			Asst Professor	Special		6/30/2022	94,083	FY	1.00
			Assistant Program Director	Special	7/1/2022		6,587	FY	0.00
			Assistant Program Director	Special		6/30/2022	5,100	FY	0.00
06/03	Fishler, Kristen P	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		81,475	FY	1.00
			Asst Professor	Special		6/30/2022	77,140	FY	1.00
06/03	Foster, Nancy L	MMI Psychology	Asst Professor	Special	7/1/2022		117,298	FY	1.00
			Asst Professor	Special		6/30/2022	104,173	FY	1.00
09/07	Fox, Howard S	Dean College of Medicine	Senior Assoc Dean for Research	Special	9/1/2022		45,000	FY	0.00
			Senior Assoc Dean for Research	Special		8/31/2022	45,000	FY	0.00
		Neurological Sciences	Professor	Continuous	9/1/2022		248,139	FY	1.00
			Professor	Continuous		8/31/2022	248,139	FY	1.00
			Research Scientist	Special	9/1/2022		76,981	FY	0.00
			Research Scientist	Special		8/31/2022	54,300	FY	0.00
06/03	Fox, Jean	COD-Surgical Specialties	Assoc Professor	Health Prof	9/1/2022	6/30/2024	140,000	FY	1.00
			Assoc Professor	Health Prof		8/31/2022	137,700	FY	1.00
		COD-Dental Administration	Asst Dean Clinical Ed and Qual Assurance	Special	9/1/2022		45,000	FY	0.00
			Asst Dean Clinical Ed and Qual Assurance	Special		8/31/2022	45,000	FY	0.00
29/01	Fox, Steven	COD-Adult Restorative	Assoc Professor	Health Prof	9/1/2022	6/30/2024	133,510	FY	1.00
			Assoc Professor	Special		8/31/2022	66,755	FY	0.50
06/03	Franta Bretscher, Erika R	MMI Psychology	Asst Professor	Special	7/1/2022		95,795	FY	1.00
			Asst Professor	Special		6/30/2022	83,296	FY	1.00
29/01	Franzen, Marcellene H	Anesthesiology	Asst Professor	Special	7/1/2022		40,913	FY	1.00
			Asst Professor	Special		6/30/2022	36,732	FY	0.90

09/07	Ganti, Apar Kishor P	Int Med Oncology/Hematology	Professor	Continuous	9/1/2022		37,209	FY	0.38
			Professor	Continuous		8/31/2022	37,209	FY	0.38
			Dr. and Mrs. D. Leon UNMC Research Fund Chair	Special	9/1/2022		0	FY	0.00
09/10	Gao, Lie	Anesthesiology	Research Scientist	Special	7/1/2022	6/30/2023	72,400	FY	0.00
			Research Scientist	Special		6/30/2022	69,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/10	Geary, Carol R	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	23,848	FY	0.00
			Research Scientist	Special		6/30/2022	21,500	FY	0.00
			Asst Professor	Special	7/1/2022		60,200	FY	1.00
			Asst Professor	Special		6/30/2022	60,100	FY	1.00
06/03	Gehring, James E	MMI Physical Therapy	Research Asst Professor	Special	7/1/2022		63,328	FY	1.00
			Research Asst Professor	Special		6/30/2022	59,132	FY	1.00
09/10	Gendelman, Howard E	Pharmacology/Exp Neuroscience	Chairperson	Special	7/1/2022		140,173	FY	0.49
			Chairperson	Special		6/30/2022	140,124	FY	0.49
			Chairperson Stipend	Special	7/1/2022		101,088	FY	0.00
			Chairperson Stipend	Special		6/30/2022	101,088	FY	0.00
			Professor	Continuous	7/1/2022		145,790	FY	0.51
			Professor	Continuous		6/30/2022	145,739	FY	0.51
			Research Scientist	Special	7/1/2022	6/30/2023	18,936	FY	0.00
			Research Scientist	Special		6/30/2022	7,211	FY	0.00
09/07	Geske, Jenenne A	Family Medicine	Director of Research	Special	7/1/2022		2,750	FY	0.00
			Director of Research	Special		6/30/2022	2,750	FY	0.00
			Director Biomedical Informatic Grad Prog	Special	7/1/2022		10,000	FY	0.00
			Assoc Professor	Special	7/1/2022		123,600	FY	1.00
			Assoc Professor	Special		6/30/2022	120,000	FY	1.00
09/07	Ghosal, Gargi	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022		14,190	FY	0.00
			Research Scientist	Health Prof		6/30/2022	5,454	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	82,400	FY	1.00
			Asst Professor	Health Prof		6/30/2022	82,400	FY	1.00
09/07	Gih, Daniel E	Psychiatry	Assoc Professor	Health Prof	7/1/2022	6/30/2023	46,500	FY	1.00
			Assoc Professor	Special		6/30/2022	46,400	FY	1.00

09/10	Gilbert, Carol S	Pediatrics Child Health	Asst Professor	Special	7/1/2022		60,100	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	28,100	FY	0.00
			Research Scientist	Special		6/30/2022	24,000	FY	0.00
09/10	Gilk, Stacey D	Pathology/Microbiology	Assoc Professor	Continuous	7/1/2022		70,200	FY	1.00
			Assoc Professor	Continuous		6/30/2022	70,100	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	66,378	FY	0.00
			Research Scientist	Special		6/30/2022	62,500	FY	0.00
09/07	Glenn, Emily J	McGoogan Health Sciences Library	Interim Dean	Special	9/2/2022		60,000	FY	0.00
			Assoc Professor	Special	9/2/2022		110,000	FY	1.00
			Assoc Professor	Special		9/1/2022	110,000	FY	1.00
			Associate Dean	Special		9/1/2022	25,000	FY	0.00
09/10	Gliske, Stephen V	Neurosurgery	Research Scientist	Special	7/1/2022	6/30/2023	75,960	FY	0.00
			Research Scientist	Special		6/30/2022	72,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/10	Gloden Carlson, Sarah A	Academic Affairs	Chief Compliance Officer	Special	7/1/2022		153,391	FY	1.00
			Chief Compliance Officer	Special		6/30/2022	148,923	FY	1.00
		Human Resources	Interim Asst Vice Chancellor, Human Resources	Special	7/1/2022	9/30/2022	16,000	FY	0.00
			Interim Asst Vice Chancellor, Human Resources	Special		6/30/2022	10,000	FY	0.00
09/07	Goergen, Katie J	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	110,200	FY	1.00
			Assoc Professor	Special		6/30/2022	110,100	FY	1.00
09/07	Gorantla, Santhi	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		80,000	FY	0.00
			Professor	Continuous		6/30/2022	80,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	101,855	FY	1.00
			Research Scientist	Special		6/30/2022	75,323	FY	0.00
			Dir Dev-Human Mouse Rsch Resources	Special	7/1/2022		0	FY	0.00
			Dir Dev-Human Mouse Rsch Resources	Special		6/30/2022	10,000	FY	1.00
06/03	Gormley, Jessica E	MMI Speech Pathology	Asst Professor	Special	7/1/2022		81,850	FY	1.00
			Asst Professor	Special		6/30/2022	74,896	FY	1.00
			Interim Director of Speech Language Pathology	Special	7/1/2022		10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfrsrship	Special	7/1/2022	6/30/2027	10,000	FY	0.00
			Research Coordinator	Special	7/1/2022		1,500	FY	0.00

09/07		MMI Speech Pathology	Research Coordinator	Special		6/30/2022	1,500	FY	0.00
			Asst Professor	Special	8/15/2022		81,850	FY	1.00
			Asst Professor	Special		8/14/2022	81,850	FY	1.00
			Interim Director of Speech Language Pathology	Special	8/15/2022		10,000	FY	0.00
			Interim Director of Speech Language Pathology	Special		8/14/2022	10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfrsrship	Special	8/15/2022	6/30/2027	10,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfrsrship	Special		8/14/2022	10,000	FY	0.00
			Research Coordinator	Special	8/15/2022		1,500	FY	0.00
			Research Coordinator	Special		8/14/2022	1,500	FY	0.00
09/07	Gossman, Kellie S	CAHP Physical Therapy	Asst Professor	Health Prof	8/1/2022	6/30/2023	93,706	FY	1.00
			Asst Professor	Health Prof		7/31/2022	93,706	FY	1.00
09/07	Gould, Karen A	Academic Affairs	Deputy Research Integrity Officer	Special	8/1/2022		5,000	FY	0.00
			Deputy Research Integrity Officer	Special		7/31/2022	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Vice Chair Faculty Development	Special	8/1/2022		5,000	FY	0.00
			Vice Chair Faculty Development	Special		7/31/2022	5,000	FY	0.00
			Research Scientist	Special	7/1/2022		30,056	FY	0.00
			Research Scientist	Special		6/30/2022	25,797	FY	0.00
		Graduate Studies	Professor	Continuous	8/1/2022		116,203	FY	1.00
			Professor	Continuous		7/31/2022	116,203	FY	1.00
			Asst Dean Grad Studies Stipend	Special	8/1/2022		20,000	FY	0.00
			Asst Dean Grad Studies Stipend	Special		7/31/2022	20,000	FY	0.00
		Academic Affairs	Director of Campus-wide Assessment	Special	8/1/2022		5,000	FY	0.00
			Director of Campus-wide Assessment	Special		7/31/2022	5,000	FY	0.00
06/03	Grennan, Allison Q	MMI Psychology	Assoc Professor	Special	7/1/2022			FY	1.00
			Assoc Professor	Special		6/30/2022		FY	1.00
			Coordinator Internship	Special	7/1/2022			FY	0.00
			Coordinator Internship	Special		6/30/2022		FY	0.00
06/10	Grimm, Brandon L	COPH Health Promotion	Assoc Professor	Continuous	7/1/2022		201,175	FY	1.00
			Assoc Professor	Continuous		6/30/2022	150,000	FY	1.00
		COPH Office of the Dean	Sr. Associate Dean	Special		6/30/2022	40,000	FY	0.00
09/07	Guda, Chittibabu	Dean College of Medicine	Asst Dean for Rsrch Development	Special	7/1/2022		5,000	FY	0.00
			Asst Dean for Rsrch Development	Special		6/30/2022	5,000	FY	0.00
		Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2022		180,572	FY	1.00
			Professor	Continuous		6/30/2022	180,572	FY	1.00

		Dir Bioinformatics & Sys Biol Core Facil	Special	7/1/2022		50,000	FY	0.00	
		Dir Bioinformatics & Sys Biol Core Facil	Special		6/30/2022	50,000	FY	0.00	
		Vice Chair, Bioinformatics Rsch & Trng	Special	7/1/2022		5,000	FY	0.00	
		Vice Chair, Bioinformatics Rsch & Trng	Special		6/30/2022	5,000	FY	0.00	
		Research Scientist	Special	7/1/2022		32,633	FY	0.00	
		Research Scientist	Special		6/30/2022	20,565	FY	0.00	
	Vice Chancellor for Research	Chief Bioinformatics/Rsearch Comput Ofcr	Special	7/1/2022		35,000	FY	0.00	
		Chief Bioinformatics/Rsearch Comput Ofcr	Special		6/30/2022	35,000	FY	0.00	
09/10	Gumenyuk, Valentina	Neurological Sciences	Research Scientist	Special	7/1/2022	6/30/2023	63,600	FY	0.00
			Research Scientist	Special		6/30/2022	60,000	FY	0.00
			Asst Professor	Special	7/1/2022		63,600	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
09/09	Gurumurthy, Channabasavaiah B	Pharmacology/Exp Neuroscience	Mouse Genome Eng Core Facility Dir	Special		8/31/2022	75,000	FY	0.00
			Professor	Continuous	9/1/2022		80,000	FY	1.00
			Professor	Continuous		8/31/2022	80,000	FY	1.00
			Research Scientist	Special		8/31/2022	73,234	FY	0.00
09/10		Pharmacology/Exp Neuroscience	Mouse Genome Eng Core Facility Dir	Special	7/1/2022	8/31/2022	75,000	FY	0.00
			Mouse Genome Eng Core Facility Dir	Special		6/30/2022	75,000	FY	0.00
			Professor	Continuous	7/1/2022		80,000	FY	1.00
			Professor	Continuous		6/30/2022	80,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	73,234	FY	0.00
			Research Scientist	Special		6/30/2022	73,134	FY	0.00
09/07	Hackfort, Bryan T	Cellular/Integrative Physiology	Research Scientist	Special	7/1/2022	6/30/2023	15,000	FY	0.00
			Asst Professor	Special	7/1/2022		60,000	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
			Asst Director MS Medical Physiology Prgm	Special	7/1/2022		3,000	FY	0.00
09/07	Haider, Hani	Orthopaedic Surgery	Research Scientist	Special	7/1/2022		28,233	FY	0.00
			Research Scientist	Special		6/30/2022	22,712	FY	0.00
			Professor	Health Prof	7/1/2022	6/30/2023	161,325	FY	1.00
			Professor	Health Prof		6/30/2022	161,325	FY	1.00
06/03	Halbur, Mary E	MMI ICASD	Asst Professor	Health Prof	7/1/2022	6/30/2023	91,236	FY	1.00
			Asst Professor	Health Prof		6/30/2022	78,000	FY	1.00
09/07		MMI ICASD	Prog Director iCASD ACTION Clinic	Special	8/1/2022		5,000	FY	0.00
			Asst Professor	Health Prof	8/1/2022	6/30/2023	91,236	FY	1.00

		Asst Professor	Health Prof		7/31/2022	91,236	FY	1.00	
09/10	Hanish, Alyson E	CON-Omaha Division	Asst Professor	Health Prof	7/1/2022	6/30/2027	115,891	FY	1.00
			Asst Professor	Health Prof		6/30/2022	112,243	FY	1.00
06/03	Hansen, Bethany A	MMI Ctr for Ped Feeding Disord	Asst Professor	Special	7/1/2022		104,853	FY	1.00
			Asst Professor	Special		6/30/2022	91,204	FY	1.00
			Assoc Director	Special	7/1/2022		5,000	FY	0.00
			Assoc Director	Special		6/30/2022	5,000	FY	0.00
29/01	Hartman, Stephanie J	Int Med General Medicine	Asst Professor	Special	7/1/2022		16,060	FY	0.35
			Asst Professor	Special		6/30/2022	11,400	FY	0.25
09/07	Hartman, Teresa	McGoogan Health Sciences Library	Head of Education	Special	7/1/2022		5,000	FY	0.00
			Professor	Special	7/1/2022		80,793	FY	1.00
			Professor	Special		6/30/2022	80,793	FY	1.00
09/07	Hascall, Allyson L	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	110,200	FY	1.00
			Assoc Professor	Special		6/30/2022	110,100	FY	1.00
06/03	Hattervig, Robin L	COD-Adult Restorative	Asst Professor	Health Prof	9/1/2022	6/30/2025	121,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	120,477	FY	1.00
			Clinical Model Group Leader	Special	9/1/2022		5,000	FY	0.00
			Clinical Model Group Leader	Special		8/31/2022	5,000	FY	0.00
09/07	Hays, Haley M	CON-West Nebraska Division	Clinical Asst Professor	Special	7/1/2022		32,250	FY	0.30
			Clinical Asst Professor	Special		6/30/2022	30,000	AY	0.30
29/01	Herbster, Stacey L	Psychiatry	Asst Professor	Special	7/1/2022		37,697	FY	0.83
			Asst Professor	Special		6/30/2022	36,080	FY	0.80
06/03	Higgins, William J	MMI Psychology	Asst Professor	Special	7/1/2022		100,715	FY	1.00
			Asst Professor	Special		6/30/2022	88,073	FY	1.00
06/03	Hill, Trenesha L	MMI ICASD	Asst Professor	Health Prof	7/1/2022	6/30/2023	93,080	FY	1.00
			Asst Professor	Health Prof		6/30/2022	80,000	FY	1.00
06/03	Hoff, Natalie T	MMI Psychology	Asst Professor	Special	7/1/2022		93,636	FY	1.00
			Asst Professor	Special		6/30/2022	81,200	FY	1.00
09/07	Hollingsworth, Michael A	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		78,212	FY	0.00
			Research Scientist	Special		6/30/2022	72,862	FY	0.00
			Professor	Continuous	7/1/2022		249,803	FY	1.00

		Professor	Continuous		6/30/2022	242,530	FY	1.00	
09/10	Honeycutt, Karen J	CAHP Medical Laboratory Science	Assoc Professor	Health Prof	7/1/2022	6/30/2023	27,637	FY	0.26
			Assoc Professor	Health Prof		6/30/2022	26,703	FY	0.26
			Program Director/MT	Special	7/1/2022		77,798	FY	0.74
			Program Director/MT	Special		6/30/2022	77,798	FY	0.74
			Program Director Stipend	Special	7/1/2022		10,000	FY	0.00
			Program Director Stipend	Special		6/30/2022	7,281	FY	0.00
			Chair Health Prof Ed, Rsch, Practice	Special	7/1/2022		10,000	FY	0.00
			Clarence & Nelle Gilg Professor for Teaching Excellence at	Special	7/1/2022	6/30/2027		FY	0.00
			Clarence & Nelle Gilg Professor for Teaching Excellence at	Special		6/30/2022		FY	0.00
29/01	Hong, Nancy Y	Pediatrics Pulmonology	Asst Professor	Special	7/1/2022		27,160	FY	0.60
			Asst Professor	Health Prof		6/30/2022	45,100	FY	1.00
06/03	Houser, Zachary L	COD-Growth and Development	Asst Professor	Health Prof	9/1/2022	6/30/2025	136,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	129,937	FY	1.00
			Pediatric Postgrad Program Director	Special	9/1/2022		10,000	FY	0.00
			Pediatric Postgrad Program Director	Special		8/31/2022	10,000	FY	0.00
09/10		COD-Growth and Development	Asst Professor	Health Prof	7/1/2022	6/30/2025	129,937	FY	1.00
			Asst Professor	Health Prof		6/30/2022	125,847	FY	1.00
			Pediatric Postgrad Program Director	Special	7/1/2022		10,000	FY	0.00
			Pediatric Postgrad Program Director	Special		6/30/2022	10,000	FY	0.00
09/07	Howell, Michelle C	Academic Affairs	Education Researcher	Special	7/1/2022		90,954	FY	1.00
			Education Researcher	Special		6/30/2022	75,059	FY	0.85
		COPH Health Promotion	Asst Professor	Special		6/30/2022	13,246	FY	0.15
09/10	Hu, Guoku	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2022	6/30/2023	11,690	FY	0.00
			Research Scientist	Special		6/30/2022	8,545	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	70,000	FY	1.00
09/07	Hwang, Soonjo	Psychiatry	Assoc Professor	Health Prof	7/1/2022	6/30/2023	47,850	FY	1.00
			Assoc Professor	Special		6/30/2022	47,750	FY	1.00
09/10	Hyde, Ricia K	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	22,010	FY	0.00
			Research Scientist	Special		6/30/2022	16,384	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	96,134	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	96,134	FY	1.00

			Graduate Committee Chair	Special	7/1/2022	6/30/2023	10,000	FY	0.00	
			Graduate Committee Chair	Special		6/30/2022	10,000	FY	0.00	
09/10	Iqbal, Javeed	Pathology/Microbiology	Research Scientist	Special	7/1/2022	8/31/2022	77,464	FY	0.00	
			Research Scientist	Special		6/30/2022	67,364	FY	0.00	
			Professor	Continuous	7/1/2022		80,000	FY	1.00	
			Professor	Continuous		6/30/2022	80,000	FY	1.00	
09/10	Iwen, Peter C	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	7,246	FY	0.00	
			Research Scientist	Special		6/30/2022	2,843	FY	0.00	
			Professor	Continuous	7/1/2022		131,906	FY	0.90	
			Professor	Continuous		6/30/2022	132,256	FY	0.90	
		Office of Regulatory Affairs/IRB	Biosafety Officer	Special	7/1/2022		2,500	FY	0.00	
			Biosafety Officer	Special		6/30/2022	2,500	FY	0.00	
		Pathology/Microbiology	Director - NPHL	Special	7/1/2022		15,000	FY	0.00	
			Director - NPHL	Special		6/30/2022	15,000	FY	0.00	
		COPH Environ, Agri & Occ Health	Professor	Special	7/1/2022		15,461	FY	0.10	
			Professor	Special		6/30/2022	15,461	FY	0.10	
09/07	Jain, Maneesh	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	35,776	FY	0.00	
			Research Scientist	Special		6/30/2022	27,061	FY	0.00	
			Professor	Continuous	7/1/2022		118,196	FY	1.00	
			Professor	Continuous		6/30/2022	118,196	FY	1.00	
			BMB Graduate Program Co-Chair	Special	7/1/2022	6/30/2023	5,000	FY	0.00	
		09/10	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	35,776	FY	0.00
				Research Scientist	Special		6/30/2022	27,061	FY	0.00
				Professor	Continuous	7/1/2022		118,196	FY	1.00
				Professor	Continuous		6/30/2022	118,196	FY	1.00
				BMB Graduate Program Co-Chair	Special	7/1/2022	6/30/2023	5,000	FY	0.00
06/06	Jarzynka, Kimberly J	Family Medicine	Residency Program Director	Special	7/1/2022		10,000	FY	0.00	
			Residency Program Director	Special		6/30/2022	5,500	FY	0.00	
			Vice Chairperson	Special	7/1/2022		10,000	FY	0.00	
			Vice Chairperson	Special		6/30/2022	10,000	FY	0.00	
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	112,112	FY	1.00	
			Assoc Professor	Health Prof		6/30/2022	112,012	FY	1.00	
29/01	Jenkins, Jessie S	Int Med Geriatrics/Palliative Med	Asst Professor	Special	7/1/2022		38,872	FY	0.86	
		Int Med Hospital Medicine	Asst Professor	Special		6/30/2022	45,100	FY	1.00	

29/01	Jobes, Mary Jane	CON-Lincoln Division	Asst Professor	Special	9/1/2022	5/12/2023	31,786	AY	0.40
			Asst Professor	Special		8/31/2022	46,066	AY	0.60
06/03	Johnson, Jolene J	MMI Education and Child Development	Director of Education	Special	7/1/2022		18,000	FY	0.00
			Director of Education	Special		6/30/2022	18,000	FY	0.00
			Asst Professor	Special	7/1/2022		98,656	FY	1.00
			Asst Professor	Special		6/30/2022	94,120	FY	1.00
09/07	Joshi, Shantaram S	Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2022		152,493	FY	1.00
			Professor	Continuous		6/30/2022	152,493	FY	1.00
			Research Scientist	Special	7/1/2022		11,745	FY	0.00
			Research Scientist	Special		6/30/2022	10,119	FY	0.00
09/07 09/10	Kallio, Jennifer K	COD-Adult Restorative	Asst Professor	Health Prof	8/1/2022	6/30/2025	120,913	FY	1.00
			Asst Professor	Health Prof		7/31/2022	120,913	FY	1.00
			Program Director Experiential Learning	Special	8/1/2022		3,000	FY	0.00
		COD-Adult Restorative	Asst Professor	Health Prof	7/1/2022	6/30/2025	120,913	FY	1.00
			Asst Professor	Health Prof		6/30/2022	117,755	FY	1.00
09/07	Kalsi, Neil S	Family Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	55,200	FY	1.00
			Asst Professor	Health Prof		6/30/2022	55,100	FY	1.00
			Assoc Residency Program Director	Special	7/1/2022		5,000	FY	0.00
			Assoc Residency Program Director	Special		6/30/2022	2,750	FY	0.00
09/07	Kanmogne, Georgette D	Pharmacology/Exp Neuroscience	Professor	Continuous	9/1/2022		127,893	FY	1.00
			Professor	Continuous		8/31/2022	127,893	FY	1.00
			Research Scientist	Special	9/1/2022		23,770	FY	0.00
			Research Scientist	Special		8/31/2022	19,353	FY	0.00
09/07	Kassel, Cale A	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	110,200	FY	1.00
			Assoc Professor	Special		6/30/2022	110,100	FY	1.00
09/10	Keeler, Heidi J	CON-Continuing Education	Director	Special	7/1/2022		3,000	FY	0.00
			Director	Special		6/30/2022	3,000	FY	0.00
		CON-Omaha Division	Assoc Professor	Health Prof	7/1/2022	6/30/2027	90,950	FY	0.73
			Assoc Professor	Health Prof		6/30/2022	82,160	FY	0.70
		Academic Affairs	Direct, Office of Community Engagement	Special	7/1/2022		33,935	FY	0.27
			Direct, Office of Community Engagement	Special		6/30/2022	30,655	FY	0.30
			Dir Com Engagement Stipend	Special	7/1/2022		5,000	FY	0.00
			Dir Com Engagement Stipend	Special		6/30/2022	5,000	FY	0.00

06/03	Kennedy, Abigail E	MMI Psychology	Asst Professor	Special	7/1/2022		93,636	FY	1.00
			Asst Professor	Special		6/30/2022	81,200	FY	1.00
09/10	Kerns, Ellen K	Pediatrics Child Health	Asst Professor	Special	7/1/2022		60,101	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	50,149	FY	0.00
			Research Scientist	Special		6/30/2022	45,000	FY	0.00
	Khan, Brent	Psychiatry	Associate Director of BHE	Special		6/30/2022	125,446	FY	1.00
			Assistant Professor	Special	7/1/2022		125,546	FY	1.00
			Assistant Professor	Special		6/30/2022		FY	0.00
09/10	Kharbanda, Kusum	Int Med GI	Professor	Health Prof	7/1/2022	6/30/2023	40,000	FY	0.50
			Professor	Health Prof		6/30/2022	40,000	FY	0.50
			Research Scientist	Special	7/1/2022	6/30/2023	26,932	FY	0.00
			Research Scientist	Special		6/30/2022	26,832	FY	0.00
09/10	Kielian, Tammy L	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	9,410	FY	0.00
			Research Scientist	Special		6/30/2022	3,698	FY	0.00
			C Kommineni, DVM, PhD, Prof of Pathology	Special	7/1/2022	6/30/2023	8,000	FY	0.00
			C Kommineni, DVM, PhD, Prof of Pathology	Special		6/30/2022	8,000	FY	0.00
			Professor	Continuous	7/1/2022		190,100	FY	1.00
			Professor	Continuous		6/30/2022	190,000	FY	1.00
06/01	Killeen, Amy C	COD-Surgical Specialties	Assoc Professor	Continuous	7/1/2022		135,754	FY	1.00
			Assoc Professor	Continuous		6/30/2022	129,373	FY	1.00
06/03 09/07	Killeen, Amy C	COD-Surgical Specialties	Assoc Professor	Continuous	9/1/2022		136,640	FY	1.00
			Assoc Professor	Continuous		8/31/2022	135,754	FY	1.00
		COD-Surgical Specialties	Assoc Professor	Continuous	7/1/2022		135,754	FY	1.00
			Assoc Professor	Continuous		6/30/2022	135,754	FY	1.00
		COD-Surgical Specialties	Vice Chair Surgical Specialties	Special	7/1/2022		2,500	FY	
06/00	Kim, So-Youn	Obstetrics/Gynecology	Asst Professor	Health Prof	7/1/2022	6/30/2023	106,636	FY	1.00
			Asst Professor	Health Prof		6/30/2022	103,530	FY	1.00
29/01	Kindred, Erin	Psychiatry	Asst Professor	Special	9/1/2022		45,000	FY	1.00
			Asst Professor	Special		8/31/2022	23,400	FY	0.52
06/03	Klepper, Christian N	MMI Psychology	Asst Professor	Special	7/1/2022		95,796	FY	1.00
			Asst Professor	Special		6/30/2022	83,296	FY	1.00

06/03	Knight, Rachel M	MMI Ctr for Ped Feeding Disord	Asst Professor	Health Prof	7/1/2022	6/30/2023	111,988	FY	1.00	
			Asst Professor	Health Prof		6/30/2022	99,500	FY	1.00	
09/07	Koran-Scholl, Jessica B	Family Medicine	Assoc Professor	Health Prof	8/1/2022	6/30/2023	120,638	FY	1.00	
			Assoc Professor	Health Prof		7/31/2022	120,638	FY	1.00	
			Dir Behavioral Health	Special	8/1/2022		5,000	FY	0.00	
			Dir Behavioral Health	Special		7/31/2022	5,000	FY	0.00	
		Academic Affairs	UNMC Ombudsperson	Special	8/1/2022		10,000	FY	0.00	
06/03	Koukol, Claire C	COD-Growth and Development	Director MMI Caring for Champions Clinic	Special	9/1/2022		3,000	FY	0.00	
			Director MMI Caring for Champions Clinic	Special		8/31/2022	3,000	FY	0.00	
			Asst Professor	Health Prof	9/1/2022	6/30/2025	135,000	FY	1.00	
			Asst Professor	Health Prof		8/31/2022	127,099	FY	1.00	
		09/07	COD-Growth and Development	Director MMI Caring for Champions Clinic	Special	7/1/2022		3,000	FY	0.00
				Asst Professor	Health Prof	7/1/2022	6/30/2025	127,099	FY	1.00
				Asst Professor	Health Prof		6/30/2022	123,000	FY	1.00
				09/10	COD-Growth and Development	Director MMI Caring for Champions Clinic	Special	7/1/2022		3,000
		Asst Professor	Health Prof			7/1/2022	6/30/2025	127,099	FY	1.00
				Asst Professor	Health Prof		6/30/2022	123,000	FY	1.00
09/10	Krause, Crystal M	Surgery-General Surgery	Research Scientist	Special	7/1/2022	6/30/2023	9,327	FY	0.00	
			Research Scientist	Special		6/30/2022	7,402	FY	0.00	
			Asst Professor	Special	7/1/2022		60,200	FY	1.00	
			Asst Professor	Special		6/30/2022	60,100	FY	1.00	
06/03	Kuhn, Brett R	MMI Psychology	Professor	Health Prof	7/1/2022	6/30/2023	141,657	FY	1.00	
			Professor	Health Prof		6/30/2022	127,822	FY	1.00	
06/06	Kumar, Virender	COP Pharmaceutical Science	Research Asst Professor	Special	8/1/2022		76,426	FY	1.00	
			Research Asst Professor	Special		7/31/2022	72,100	FY	1.00	
09/10	Langenfeld, Sean J	Surgery-General Surgery	Professor	Health Prof	7/1/2022	6/30/2023	67,930	FY	1.00	
			Assoc Professor	Health Prof		6/30/2022	66,730	FY	1.00	
09/01	Lanik, Aaron D	Family Medicine	Director, Rural Training Track Program	Special	7/1/2022		5,000	FY	0.00	
			Director, Rural Training Track Program	Special		6/30/2022	2,750	FY	0.00	
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	46,400	FY	1.00	
			Assoc Professor	Health Prof		6/30/2022	45,400	FY	1.00	
09/07	Lankhorst, Michael J	Anesthesiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	110,200	FY	1.00	
			Assoc Professor	Special		6/30/2022	110,100	FY	1.00	

09/10	Larson, Marilyn A	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	3,843	FY	0.00
			Research Scientist	Special		6/30/2022	1,498	FY	0.00
			Asst Professor	Special	7/1/2022		80,102	FY	1.00
			Asst Professor	Special		6/30/2022	80,002	FY	1.00
09/07	Latacha, Kimberly S	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022	6/30/2023	51,213	FY	0.00
			Research Scientist	Special		6/30/2022	23,539	FY	0.00
			Vice Chair for Medical Education	Special	7/1/2022		26,807	FY	0.00
			Vice Chair for Medical Education	Special		6/30/2022	26,807	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	70,000	FY	1.00
			Assoc Professor	Special		6/30/2022	93,654	FY	1.00
09/10	Lawler, James V	Int Med Infectious Diseases	Professor	Continuous	7/1/2022		55,000	FY	1.00
			Assoc Professor	Continuous		6/30/2022	51,075	FY	1.00
		Academic Affairs	Woody and Paula Varner Professorship	Special	7/1/2022	6/30/2026	10,000	FY	0.00
			Woody and Paula Varner Professorship	Special		6/30/2022	10,000	FY	0.00
09/07	Lehman, McKenzie	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	9,000	FY	0.00
			Asst Professor	Special	7/1/2022		67,300	FY	1.00
			Asst Professor	Special		6/30/2022	67,300	FY	1.00
29/01	Lessman, Katherine L	Obstetrics/Gynecology	Asst Professor	Special	7/1/2022		46,288	FY	1.00
			Asst Professor	Special		6/30/2022	34,641	FY	0.75
09/10	Lewis, Robert E	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		17,050	FY	0.00
			Research Scientist	Special		6/30/2022	9,550	FY	0.00
			Professor	Continuous	7/1/2022		175,987	FY	1.00
			Professor	Continuous		6/30/2022	170,571	FY	1.00
			Edward Lida Robinson Prof of Cancer Rsch	Special	7/1/2022	6/30/2026	35,000	FY	0.00
			Edward Lida Robinson Prof of Cancer Rsch	Special		6/30/2022	35,000	FY	0.00
09/10	Li, Ling	Pediatrics Cardiology	Asst Professor	Health Prof	7/1/2022	6/30/2023	72,700	FY	1.00
			Asst Professor	Health Prof		6/30/2022	72,600	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	7,228	FY	0.00
			Research Scientist	Special		6/30/2022	5,000	FY	0.00
09/10	Lin, Ming-Fong	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	10,017	FY	0.00
			Research Scientist	Special		6/30/2022	5,329	FY	0.00
			Professor	Continuous	7/1/2022		150,951	FY	1.00
			Professor	Continuous		6/30/2022	150,951	FY	1.00

06/03	Makkawy, Hany M	COD-Surgical Specialties	Asst Professor	Health Prof	9/1/2022	6/30/2024	129,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	124,025	FY	1.00
29/01	Manley, Natalie A	Int Med Geriatrics/Palliative Med	Assoc Professor	Special	9/1/2022		29,857	FY	0.65
			Asst Professor	Special		8/31/2022	27,560	FY	0.60
09/10	Marcelin, Jasmine R	Int Med Infectious Diseases	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	45,300	FY	1.00
09/10	Markin, Rodney S	Pathology/Microbiology	Professor	Continuous	7/1/2022		9,759	FY	0.04
			Professor	Continuous		6/30/2022	9,475	FY	0.04
			David Purtilo Distinguished Chair-Path	Special	7/1/2022	10/31/2024	9,794	FY	0.05
			David Purtilo Distinguished Chair-Path	Special		6/30/2022	9,509	FY	0.05
		Business and Finance	Assoc VC for Business Development	Special	7/1/2022	6/30/2024	230,554	FY	0.91
			Assoc VC for Business Development	Special		6/30/2022	223,838	FY	0.91
09/10	Maroni Veiga, Dulce	Neurosurgery	Asst Professor	Special	7/1/2022		60,000	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	34,760	FY	0.00
			Research Scientist	Special		6/30/2022	32,000	FY	0.00
09/07	Marshall, Sarah B	CAHP Administration	Asst Professor	Special	7/1/2022		87,118	FY	1.00
			Asst Professor	Special		6/30/2022	79,924	FY	1.00
09/13	Mathes, Melissa A	Obstetrics/Gynecology	Asst Professor	Special	7/1/2022		51,000	FY	1.00
			Asst Professor	Special		6/30/2022	45,000	FY	1.00
29/01	Mayes, Lena M	Anesthesiology	Assoc Professor	Special	7/1/2022		27,100	FY	0.60
			Assoc Professor	Special		6/30/2022	31,500	FY	0.70
09/10	McBride, Corrigan L	Surgery-General Surgery	Professor	Health Prof	7/1/2022	6/30/2023	83,531	FY	1.00
			Professor	Health Prof		6/30/2022	83,431	FY	1.00
29/03	McCanlies, Dona J	COD-Oral Biology	Professor	Continuous	8/1/2022		150,000	FY	1.00
			Professor	Continuous		7/31/2022	106,073	AY	1.00
09/10	McCumber, Travis L	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022	6/30/2023	35,970	FY	0.00
			Research Scientist	Special		6/30/2022	17,818	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	81,750	FY	1.00
			Asst Professor	Health Prof		6/30/2022	81,750	FY	1.00
			Director of Gross Anatomy Laboratory	Special	7/1/2022		5,000	FY	0.00

		Director of Gross Anatomy Laboratory	Special		6/30/2022	13,432	FY	0.00	
09/10	McDonald, Thomas L	Pathology/Microbiology	Professor	Continuous	7/1/2022		153,003	FY	1.00
			Professor	Continuous		6/30/2022	152,903	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	2,956	FY	0.00
			Research Scientist	Special		6/30/2022	2,956	FY	0.00
			Assoc Professor	Health Prof		6/30/2022	92,412	FY	1.00
			James R. Neff, MD Chair of Musc Oncology	Special	7/1/2022	3/31/2023	75,000	FY	0.00
			James R. Neff, MD Chair of Musc Oncology	Special		6/30/2022	75,000	FY	0.00
09/10	McMillan, David C	Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2022	6/30/2023	27,938	FY	0.00
			Research Scientist	Special		6/30/2022	22,118	FY	0.00
			Professor	Continuous	7/1/2022		171,882	FY	1.00
			Professor	Continuous		6/30/2022	171,882	FY	1.00
29/01	Meier, Nancy J	CON-West Nebraska Division	Asst Professor	Special	9/1/2022	5/12/2023	43,956	AY	0.50
			Asst Professor	Special		8/31/2022	80,839	AY	1.00
09/07	Meinke, Lisa M	Emergency Medicine	Director UGME	Special	7/1/2022		10,000	FY	0.00
			Asst Professor	Special	7/1/2022		63,924	FY	1.00
			Asst Professor	Special		6/30/2022	63,824	FY	1.00
09/10	Merickel, Jennifer I	Neurological Sciences	Research Scientist	Special	7/1/2022	6/30/2023	51,760	FY	0.00
			Research Scientist	Special		6/30/2022	50,252	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	61,800	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/07	Meza, Jane L	Office of the Chancellor	Interim Exec Dir Health Security	Special		6/30/2022	120,434	FY	0.40
		Chancellor's Support Staff	Exec Director of Health Security	Special	7/1/2022	6/30/2023	86,920	FY	0.30
			Interim Exec Director of Health Security	Special		6/30/2022	110,434	FY	0.40
		COPH Biostatistics	Professor	Continuous	7/1/2022		28,973	FY	0.10
			Professor	Continuous		6/30/2022	50,136	FY	0.20
		Office of Global Engagement	Interim Assoc Vice Chanc Global & Student Supprt	Special	7/1/2022	6/30/2023	101,407	FY	0.35
		Chancellor's Support Staff	Interim Assoc Vice Chanc Strategic Initiatives	Special	7/1/2022	6/30/2023	72,434	FY	0.25
			Exec Director of Health Security Stipend	Special	7/1/2022	6/30/2023	10,000	FY	0.00
			Exec Director of Health Security Stipend	Special		6/30/2022	10,000	FY	0.00
09/07	Michaelis, Maria A	Anesthesiology	Assoc Professor	Special	7/1/2022		110,200	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	110,100	FY	1.00
09/07	Michael, Kimberly K	CAHP Diagnostic Medical Sonography	Program Director/DMS	Special	7/1/2022		25,000	FY	0.80

		CAHP Computed Tomography	Program Director/DMS	Special		6/30/2022	96,209	FY	0.80
			Professor	Continuous	7/1/2022		92,216	FY	0.20
			Professor	Continuous		6/30/2022	17,593	FY	0.20
09/10	Michaud, Kaleb D	Int Med Rheumatology	Research Scientist	Special	7/1/2022	6/30/2023	71,623	FY	0.00
			Research Scientist	Special		6/30/2022	71,485	FY	0.00
			Professor	Continuous	7/1/2022		113,983	FY	1.00
			Professor	Continuous		6/30/2022	113,883	FY	1.00
09/07	Miller, Jennifer N	CON-Lincoln Division	Asst Professor	Health Prof	9/1/2022	6/30/2025	114,360	FY	1.00
			Asst Professor	Special		8/31/2022	83,070	AY	1.00
06/03	Miller, Kerry A	MMI Education and Child Development	Assoc Director Education and Child Dev	Special	7/1/2022		4,000	FY	0.00
			Assoc Director Education and Child Dev	Special		6/30/2022	4,000	FY	0.00
			Program Coordinator	Special	7/1/2022		2,500	FY	0.00
			Program Coordinator	Special		6/30/2022	2,500	FY	0.00
			Asst Professor	Special	7/1/2022		81,334	FY	1.00
			Asst Professor	Special		6/30/2022	75,114	FY	1.00
09/10	Mishra, Paras Kumar	Cellular/Integrative Physiology	Research Scientist	Special	7/1/2022	6/30/2023	3,500	FY	0.00
			Research Scientist	Special		6/30/2022	1,050	FY	0.00
			Assoc Professor	Continuous	7/1/2022		115,221	FY	1.00
			Assoc Professor	Continuous		6/30/2022	115,121	FY	1.00
09/07	Mohs, Aaron M	COP Dean's Office	Associate Dean, Rsrch and Grad Studies	Special	7/1/2022		20,000	FY	0.01
		COP Pharmaceutical Science	Assoc Professor	Continuous	7/1/2022		137,225	FY	0.99
			Assoc Professor	Continuous		6/30/2022	133,552	FY	1.00
09/10	Monaghan, Daniel T	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		170,152	FY	1.00
			Professor	Continuous		6/30/2022	170,152	FY	1.00
		Academic Affairs	Assoc Director IGPBS	Special	7/1/2022		5,000	FY	0.00
			Assoc Director IGPBS	Special		6/30/2022	5,000	FY	0.00
			Director of Strategic Initiatives	Special	7/1/2022		10,000	FY	0.00
			Director of Strategic Initiatives	Special		6/30/2022	10,000	FY	0.00
		Pharmacology/Exp Neuroscience	Research Scientist	Special	7/1/2022	6/30/2023	30,804	FY	0.00
			Research Scientist	Special		6/30/2022	22,498	FY	0.00
09/07	Moore, Claudia L B	Psychiatry	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,100	FY	1.00
			Assoc Professor	Special		6/30/2022	50,000	FY	1.00
09/07	Moore, Tiffany A	CON-Omaha Division	Assoc Professor	Continuous	9/3/2022		131,000	FY	1.00

		Assoc Professor	Continuous		9/2/2022	131,000	FY	1.00	
09/10	Mormino, Matthew A	Orthopaedic Surgery	Professor	Health Prof	7/1/2022	6/30/2023	111,859	FY	1.00
			Professor	Health Prof		6/30/2022	111,659	FY	1.00
			Herman Frank Johnson Professor-Ortho Sur	Special	7/1/2022	12/31/2024	15,000	FY	0.00
			Herman Frank Johnson Professor-Ortho Sur	Special		6/30/2022	15,000	FY	0.00
			Residency Program Director	Special	7/1/2022		10,000	FY	0.00
			Residency Program Director	Special		6/30/2022	10,000	FY	0.00
06/03	Morse, Megan M	MMI Psychology	Clinical Asst Professor	Special	7/1/2022		96,584	FY	1.00
			Clinical Asst Professor	Special		6/30/2022	84,063	FY	1.00
09/07	Mosley, R Lee	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		113,626	FY	1.00
			Professor	Continuous		6/30/2022	113,626	FY	1.00
			Research Scientist	Special	7/1/2022	8/31/2022	29,058	FY	0.00
			Research Scientist	Special		6/30/2022	24,902	FY	0.00
09/10	Mott, Justin L	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	17,827	FY	0.00
			Research Scientist	Special		6/30/2022	7,762	FY	0.00
			Professor	Continuous	7/1/2022		118,056	FY	1.00
			Assoc Professor	Continuous		6/30/2022	118,056	FY	1.00
			Medical Core Asst Director	Special	7/1/2022	6/30/2023	7,500	FY	0.00
			Medical Core Asst Director	Special		6/30/2022	7,500	FY	0.00
		Dean College of Medicine	Director, MD, PhD Program	Special	7/1/2022		2,500	FY	0.00
			Director, MD, PhD Program	Special		6/30/2022	2,500	FY	0.00
			Curriculum Cmte Chair	Special	7/1/2022		2,500	FY	0.00
			Curriculum Cmte Chair	Special		6/30/2022	2,500	FY	0.00
09/07	Mukherjee, Urmila	Int Med General Medicine	Asst Professor	Health Prof	7/1/2022		45,000	FY	1.00
			Asst Professor	Special		6/30/2022	25,325	FY	0.63
09/07	Mullane, Ryan	Int Med Nephrology	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,300	FY	1.00
			Asst Professor	Health Prof		6/30/2022	45,200	FY	1.00
		CAHP Physician Assistant	Medical Director	Special	7/1/2022		35,000	FY	0.00
09/07	Nandi, Shyam S	Cellular/Integrative Physiology	Research Scientist	Special	7/1/2022	6/30/2023	5,021	FY	0.00
			Asst Professor	Special	7/1/2022		60,000	FY	1.00
			Asst Professor	Special		6/30/2022	56,096	FY	1.00
06/03	Narayana, Nagamani	COD-Oral Biology	Professor	Continuous	9/1/2022		145,000	FY	1.00
			Professor	Continuous		8/31/2022	138,510	FY	1.00

09/10	Narayanasamy, Prabakaran	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	15,742	FY	0.00
			Research Scientist	Special		6/30/2022	13,630	FY	0.00
			Asst Professor	Special	7/1/2022		60,200	FY	1.00
			Asst Professor	Special		6/30/2022	60,100	FY	1.00
09/10	Nasser, Mohd W	Biochem and Molecular Biology	Assoc Professor	Continuous	7/1/2022		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2022	70,000	FY	1.00
			Research Scientist	Other	9/1/2022	6/30/2023	47,192	FY	0.00
			Research Scientist	Other		8/31/2022	41,611	FY	0.00
09/07	Natarajan, Amarnath	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		29,295	FY	0.00
			Research Scientist	Special		6/30/2022	22,225	FY	0.00
		Eppley Inst Research	Ruth Branham Professor in Cancer Rsch	Special	7/1/2022	6/30/2026	40,000	FY	0.00
			Ruth Branham Professor in Cancer Rsch	Special		6/30/2022	40,000	FY	0.00
		Eppley Inst Faculty	Professor	Continuous	7/1/2022		156,952	FY	1.00
			Professor	Continuous		6/30/2022	151,211	FY	1.00
06/03	Nawshad, Ali	COD-Oral Biology	Professor	Continuous	9/1/2022		140,000	FY	1.00
			Professor	Continuous		8/31/2022	133,705	FY	1.00
29/01	Needelman, Howard W	Pediatrics Developmental Medicine	Professor	Special	7/1/2022		22,600	FY	0.50
			Professor	Special		6/30/2022	45,100	FY	1.00
06/03	Neitzke, Lisa L	MMI Psychology	Asst Professor	Special	7/1/2022		97,364	FY	1.00
			Asst Professor	Special		6/30/2022	84,820	FY	1.00
06/06	Nelson, Satera A	CAHP Administration	Director Anatomy Lab - HSEC	Special	7/1/2022		5,000	FY	0.00
			Director Anatomy Lab - HSEC	Special		6/30/2022	5,000	FY	0.00
			Asst Professor	Special	7/1/2022		78,224	FY	1.00
			Asst Professor	Special		6/30/2022	68,678	FY	1.00
09/01	Nelson Sheese, Amelia L	Neurological Sciences	Assoc Professor	Health Prof	7/1/2022	6/30/2023	51,275	FY	1.00
			Asst Professor	Health Prof		6/30/2022	51,175	FY	1.00
09/10	Nguyen, Thang T	Emergency Medicine	Asst Professor	Health Prof	7/1/2022	6/30/2023	61,800	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	103,000	FY	0.00
			Research Scientist	Special		6/30/2022	100,000	FY	0.00
06/03	Nielsen, Shelly D	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		81,043	FY	0.80
			Asst Professor	Special		6/30/2022	77,200	FY	0.80

09/10	Nieveen, Janet L	CON-Lincoln Division	Asst Professor	Health Prof	7/1/2022	6/30/2024	116,504	FY	1.00
			Asst Professor	Health Prof		6/30/2022	112,564	FY	1.00
09/07	Nordness, Amy S	MMI Speech Pathology	Director of Speech Language Pathology	Special		6/30/2022	18,000	FY	0.00
			Omaha Scottish-Rite Masonic Prfrsrship	Special		6/30/2022	10,000	FY	0.00
		Munroe-Meyer Institute	Director of Clinical Services	Special	7/1/2022		11,000	FY	0.00
			Director of Clinical Services	Special		6/30/2022	11,000	FY	0.00
		MMI Administration	Associate Director	Special	7/1/2022		130,978	FY	0.70
			Associate Director	Special		6/30/2022	126,000	FY	0.70
			Assoc Director Stipend	Special	7/1/2022		18,000	FY	0.00
			Coordinator of MHCP	Special		6/30/2022	18,000	FY	0.00
06/03		MMI Speech Pathology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	56,134	FY	0.30
			Assoc Professor	Health Prof		6/30/2022	54,000	FY	0.30
09/07	Norgren, Robert B	Genetics Cell Biology & Anatomy	Professor	Continuous	7/1/2022		156,875	FY	1.00
			Professor	Continuous		6/30/2022	156,875	FY	1.00
			Research Scientist	Special	7/1/2022		12,021	FY	0.00
06/03	Oakley, Gregory G	COD-Oral Biology	Professor	Continuous	9/1/2022		120,000	FY	1.00
			Professor	Continuous		8/31/2022	111,934	FY	1.00
06/03	O'Brien, Kathleen A	COD-Growth and Development	General Practice Residency Director	Special	9/1/2022		10,000	FY	0.00
			General Practice Residency Director	Special		8/31/2022	10,000	FY	0.00
09/10	Oldenburg, Peter J	Pharmacology/Exp Neuroscience	Assoc Professor	Special	7/1/2022		110,134	FY	1.00
			Assoc Professor	Special		6/30/2022	110,034	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	11,506	FY	0.00
			Research Scientist	Special		6/30/2022	7,966	FY	0.00
09/07	Olivera-Martinez, Marco A	Int Med GI	Professor	Health Prof	7/1/2022	6/30/2023	82,912	FY	1.00
			Professor	Health Prof		6/30/2022	82,812	FY	1.00
		Int Med Administration	Michael F. Sorrell Dist Chair Int Med	Special	7/1/2022	12/31/2026	31,300	FY	0.00
29/01	Olney, Ann Haskins	MMI Genetic Medicine	Professor	Special	7/1/2022		46,114	FY	0.25
			Professor	Special		6/30/2022	89,542	FY	0.50
09/10	Osna, Natalia A	Int Med GI	Professor	Special	7/1/2022		75,120	FY	1.00
			Professor	Special		6/30/2022	75,120	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	31,180	FY	0.00
			Research Scientist	Special		6/30/2022	31,080	FY	0.00

09/10	Ouellette, Scot P	Pathology/Microbiology	Assoc Professor	Continuous	9/1/2022		70,000	FY	1.00
			Assoc Professor	Continuous		8/31/2022	67,600	FY	1.00
			Research Scientist	Special	9/1/2022	6/30/2023	66,578	FY	0.00
			Research Scientist	Special		8/31/2022	66,578	FY	0.00
09/07 10-Sep	Palanimuthu Ponnusamy, Moorthy	Biochem and Molecular Biology	Assoc Professor	Continuous	7/1/2022		70,000	FY	1.00
			Assoc Professor	Continuous		6/30/2022	70,000	FY	1.00
			Master's Program Co-Chair	Special	7/1/2022	6/30/2023	2,500	FY	0.00
			Research Scientist	Other	7/1/2022	8/31/2022	78,423	FY	0.00
			Research Scientist	Other		6/30/2022	61,356	FY	0.00
29/01	Palm, David W	COPH Center for Health Policy	Director Center for Health Policy	Special	7/1/2022		5,000	FY	0.00
			Director Center for Health Policy	Special		6/30/2022	5,000	FY	0.00
		COPH Health Services Res & Admin	Assoc Professor	Special	7/1/2022		96,710	FY	0.80
			Assoc Professor	Special		6/30/2022	70,420	FY	0.60
09/07	Patel, Kaushik P	Cellular/Integrative Physiology	Professor	Continuous	7/1/2022		186,149	FY	1.00
			Professor	Continuous		6/30/2022	186,049	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	8,700	FY	0.00
			Research Scientist	Special		6/30/2022	4,626	FY	0.00
			A Ross McIntyre Professorship	Special	7/1/2022	9/30/2023	5,000	FY	0.00
			A Ross McIntyre Professorship	Special		6/30/2022	5,000	FY	0.00
29/01	Pedavally, Swetha	Neurological Sciences	Asst Professor	Special	7/1/2022		58,784	FY	0.70
			Asst Professor	Special		6/30/2022	50,300	FY	0.60
29/01	Pellegrino, Kaitlyn P	Anesthesiology	Asst Professor	Special	7/1/2022		40,780	FY	0.90
			Asst Professor	Special		6/30/2022	45,200	FY	1.00
09/10	Pendyala, Gurudutt N	Anesthesiology	Research Scientist	Special	7/1/2022	6/30/2023	49,200	FY	0.00
			Research Scientist	Special		6/30/2022	44,900	FY	0.00
			Assoc Professor	Continuous	7/1/2022		95,200	FY	1.00
			Assoc Professor	Continuous		6/30/2022	95,100	FY	1.00
06/03 09/10	Peng, Aimin	COD-Oral Biology	Professor	Continuous	9/1/2022		149,000	FY	1.00
			Professor	Continuous		8/31/2022	146,933	FY	1.00
			Weeth Professorship Dental Research	Special	9/1/2022	6/30/2026	20,000	FY	0.00
			Weeth Professorship Dental Research	Special		8/31/2022	20,000	FY	0.00
09/10	Periyasamy, Palsamy	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00

		Research Scientist	Special	7/1/2022	6/30/2023	57,109	FY	0.00	
		Research Scientist	Special		6/30/2022	45,106	FY	0.00	
09/10	Perry, Megan C	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022	6/30/2023	20,185	FY	0.00
			Research Scientist	Special		6/30/2022	19,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/10	Petrosyan, Armen	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	40,500	FY	0.00
			Research Scientist	Special		6/30/2022	35,238	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	70,000	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	70,000	FY	1.00
06/03	Petro, Thomas M	COD-Oral Biology	Professor	Continuous	9/1/2022		152,000	FY	1.00
			Professor	Continuous		8/31/2022	149,060	FY	1.00
09/07	Poluektova, Larisa Y	Pharmacology/Exp Neuroscience	Professor	Continuous	9/1/2022		79,999	FY	1.00
			Professor	Continuous		8/31/2022	79,999	FY	1.00
			Research Scientist	Special	9/1/2022		58,367	FY	0.00
			Research Scientist	Special		8/31/2022	50,825	FY	0.00
			Dir, Humanized Mice Dev Program	Special	9/1/2022		20,000	FY	0.00
			Dir, Humanized Mice Dev Program	Special		8/31/2022	20,000	FY	0.00
09/10	Rachagani, Satyanarayana	Biochem and Molecular Biology	Assoc Professor	Health Prof	7/1/2022	9/30/2022	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	9/30/2022	39,019	FY	0.00
			Research Scientist	Special		6/30/2022	31,684	FY	0.00
09/10	Radhakrishnan, Prakash	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		20,072	FY	0.00
			Research Scientist	Special		6/30/2022	17,322	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2024	97,099	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	94,271	FY	1.00
29/01	Radio, Stanley J	Pathology/Microbiology	Professor	Special	7/1/2022		69,876	FY	0.60
			Professor	Continuous		6/30/2022	116,361	FY	1.00
09/10	Ragunathan, Padmashri	Neurological Sciences	Research Scientist	Special	7/1/2022	6/30/2023	27,563	FY	0.00
			Research Scientist	Special		6/30/2022	26,250	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	63,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00

09/07	Raikes, Hilary A	COPH Health Promotion	Assoc Professor	Continuous	7/1/2022		145,170	FY	1.00
			Assoc Professor	Continuous		6/30/2022	140,261	FY	1.00
		COPH Ctr for Global Hlth & Dev	Director Ctr for Global Hlth and Dev	Special	7/1/2022		10,000	FY	0.00
09/43	Rasineni, Karuna	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	35,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
		Int Med GI	Research Scientist	Special		6/30/2022	20,791	FY	0.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
06/03	Ray, Rachel R	MMI UCEDD	Asst Professor	Special	7/1/2022		73,945	FY	1.00
			Asst Professor	Special		6/30/2022	70,129	FY	1.00
09/10	Ray, Sutapa	Pediatrics Hematology/Oncology	Research Scientist	Special	7/1/2022	6/30/2023	7,371	FY	0.00
			Research Scientist	Special		6/30/2022	5,000	FY	0.00
			Asst Professor	Special	7/1/2022		77,459	FY	1.00
			Asst Professor	Special		6/30/2022	77,359	FY	1.00
29/01	Reed, Elizabeth C	Int Med Oncology/Hematology	Professor	Special	7/1/2022		77,656	FY	0.60
			Professor	Continuous		6/30/2022	129,260	FY	1.00
09/10	Reid, Saint Patrick M	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	21,917	FY	0.00
			Research Scientist	Special		6/30/2022	2,017	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	106,061	FY	1.00
			Asst Professor	Health Prof		6/30/2022	105,961	FY	1.00
06/03	Reiser, Gwendolyn Marie	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		102,377	FY	1.00
			Asst Professor	Special		6/30/2022	97,449	FY	1.00
06/03	Rey, Catalina N	MMI ICASD Early Intervention	Asst Professor	Health Prof	7/1/2022	6/30/2023	94,741	FY	1.00
			Asst Professor	Health Prof		6/30/2022	81,600	FY	1.00
29/01	Rishi, Pukhraj P	Ophthalmology and Visual Sciences	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,100	FY	1.00
			Assoc Professor	Special		6/30/2022	31,250	FY	0.63
09/07	Rizzino, A Angie	Eppley Inst Faculty	Professor	Continuous	7/1/2022		187,240	FY	1.00
			Professor	Continuous		6/30/2022	181,786	FY	1.00
			Research Scientist	Special	7/1/2022		6,850	FY	0.00
			Research Scientist	Special		6/30/2022	6,650	FY	0.00
06/03	Roberts, Holly Jean	MMI Psychology	Coordinator Liaison Services	Special	7/1/2022		1,500	FY	0.00
			Coordinator Liaison Services	Special		6/30/2022	1,500	FY	0.00
			Assoc Professor	Special	7/1/2022		120,720	FY	1.00

			Assoc Professor	Special		6/30/2022	107,236	FY	1.00
06/03	Rodriguez, Nicole M	MMI ICASD Early Intervention	Prog Director iCASD Early Intervention	Special	7/1/2022		5,000	FY	0.00
			Prog Director iCASD Early Intervention	Special		6/30/2022	5,000	FY	0.00
		MMI ICASD	Coordinator	Special	7/1/2022		4,000	FY	0.00
			Coordinator	Special		6/30/2022	4,000	FY	0.00
		MMI ICASD Early Intervention	Assoc Professor	Health Prof	7/1/2022	6/30/2023	103,295	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	89,535	FY	1.00
		MMI ICASD Early Intervention	Prog Director iCASD Early Intervention	Special	9/1/2022		5,000	FY	0.00
			Prog Director iCASD Early Intervention	Special		8/31/2022	5,000	FY	0.00
09/07		MMI ICASD	Coordinator	Special	9/1/2022		5,000	FY	0.00
			Coordinator	Special		8/31/2022	4,000	FY	0.00
		MMI ICASD Early Intervention	Assoc Professor	Health Prof	9/1/2022	6/30/2023	103,295	FY	1.00
			Assoc Professor	Health Prof		8/31/2022	103,295	FY	1.00
06/06	Rogan, Eleanor G	COPH Environ, Agri & Occ Health	Professor	Continuous	7/1/2022		179,967	FY	1.00
			Professor	Continuous		6/30/2022	179,967	FY	1.00
		COPH Health Promotion	Interim Chairperson	Special	7/1/2022		40,000	FY	0.00
			Interim Chairperson	Special		6/30/2022	15,000	FY	0.00
06/03	Ronspies, Carey A	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		165,101	FY	1.00
			Asst Professor	Special		6/30/2022	160,579	FY	1.00
09/07	Roperto, Renato C	COD-Adult Restorative	Norman C Carlson Professorship	Special	7/1/2022	6/30/2027	8,800	FY	0.00
			Chairperson	Special	7/1/2022		20,000	FY	0.00
			Chairperson	Special		6/30/2022	20,000	FY	0.00
			Assoc Professor	Continuous	7/1/2022		159,263	FY	1.00
			Assoc Professor	Continuous		6/30/2022	155,000	FY	1.00
09/10	Sadykov, Marat R	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	3,418	FY	0.00
			Research Scientist	Special		6/30/2022	1,330	FY	0.00
			Asst Professor	Special	7/1/2022		71,708	FY	1.00
			Asst Professor	Special		6/30/2022	71,608	FY	1.00
09/10	Sambol, Anthony R	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	4,820	FY	0.00
			Research Scientist	Special		6/30/2022	1,884	FY	0.00
			Asst Professor	Special	7/1/2022		99,424	FY	1.00
			Asst Professor	Special		6/30/2022	99,324	FY	1.00
		Office of Regulatory Affairs/IRB	Associate Biosafety Officer	Special	7/1/2022		6,494	FY	0.00
			Associate Biosafety Officer	Special		6/30/2022	6,305	FY	0.00

09/10	Samuelson, Derrick R	Int Med Pulmonary	Research Scientist	Special	7/1/2022	6/30/2023	67,955	FY	0.00
			Research Scientist	Special		6/30/2022	65,975	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	47,045	FY	1.00
			Asst Professor	Health Prof		6/30/2022	45,675	FY	1.00
09/07	Sansom, Steven Claude	Cellular/Integrative Physiology	Professor	Continuous	7/1/2022		159,241	FY	1.00
			Professor	Continuous		6/30/2022	159,141	FY	1.00
			Research Scientist	Special		6/30/2022	1,490	FY	0.00
09/07	Santarpia, Joshua L	Pathology/Microbiology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	70,300	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	70,200	FY	1.00
			Research Scientist	Special	7/1/2022		119,375	FY	0.00
			Research Scientist	Special		6/30/2022	113,950	FY	0.00
			Nat'l Strategic Rsch Inst Rsch Director	Special	7/1/2022		50,000	FY	0.00
			Nat'l Strategic Rsch Inst Rsch Director	Special		6/30/2022	50,000	FY	0.00
09/07	Sarvetnick, Nora E	Surgery-Transplant	Research Scientist	Special	9/1/2022		27,969	FY	0.00
			Research Scientist	Special		8/31/2022	27,969	FY	0.00
			Professor	Continuous	9/1/2022		254,046	FY	1.00
			Professor	Continuous		8/31/2022	254,046	FY	1.00
			Director NE Regenerative Medicine Projec	Special	9/1/2022		40,532	FY	0.00
			Director NE Regenerative Medicine Projec	Special		8/31/2022	40,532	FY	0.00
09/07	Schiller, Alicia M	Anesthesiology	Research Scientist	Special		6/30/2022	37,300	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	86,800	FY	1.00
			Asst Professor	Health Prof		6/30/2022	86,700	FY	1.00
			Research Scientist	Special	7/1/2022		37,300	FY	0.00
09/09	Schmid, Kendra K	Graduate Studies	Executive Assoc Dean Stipend	Special	7/1/2022		20,000	FY	0.00
			Executive Assoc Dean Stipend	Special		6/30/2022	20,000	FY	0.00
		COPH Biostatistics	Professor	Continuous	7/1/2022		57,288	FY	0.30
			Professor	Continuous		6/30/2022	55,620	FY	0.30
		Academic Affairs	Asst Vice Chancellor Academic Affairs	Special	7/1/2022		38,192	FY	0.20
			Asst Vice Chancellor Academic Affairs	Special		6/30/2022	37,080	FY	0.20
			Asst Vice Chanc Stipend	Special	7/1/2022		15,000	FY	0.00
			Asst Vice Chanc Stipend	Special		6/30/2022	15,000	FY	0.00
		Graduate Studies	Executive Assoc Dean Graduate Studies	Special	7/1/2022		95,479	FY	0.50
			Executive Assoc Dean Graduate Studies	Special		6/30/2022	92,700	FY	0.50

09/10 09/43	Schnaubelt, Andrew T	Neurosurgery	Asst Professor	Special	7/1/2022		61,800	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	7/31/2022	32,700	FY	0.00
			Research Scientist	Special		6/30/2022	30,000	FY	0.00
		Int Med Infectious Diseases	Asst Professor	Special	8/1/2022		60,000	FY	1.00
		Neurosurgery	Asst Professor	Special		7/31/2022	61,800	FY	1.00
		Int Med Infectious Diseases	Research Scientist	Special	8/1/2022	6/30/2023	34,500	FY	0.00
		Neurosurgery	Research Scientist	Special		7/31/2022	32,700	FY	0.00
09/10	Schott, Micah B	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	34,500	FY	0.00
			Research Scientist	Special		6/30/2022	30,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/07	Schultz, Harold D	Cellular/Integrative Physiology	Professor	Special	7/1/2022		80,148	FY	0.51
			Professor	Special		6/30/2022	80,048	FY	0.51
			Research Scientist	Special		6/30/2022	3,844	FY	0.00
09/10	Shade, Marcia Y	CON-Omaha Division	Asst Professor	Health Prof	7/1/2022	6/30/2027	113,792	FY	1.00
			Asst Professor	Health Prof		6/30/2022	111,017	FY	1.00
09/07	Shillingsburg, Miriam A	MMI ICASD	Professor	Health Prof	8/1/2022	6/30/2025	60,000	FY	1.00
			Professor	Health Prof		7/31/2022	60,000	FY	1.00
			Clinical Provider	Special	8/1/2022		162,000	FY	0.00
			Clinical Provider	Special		7/31/2022	162,000	FY	0.00
			Director ICASD	Special	8/1/2022		18,000	FY	0.00
			Director ICASD	Special		7/31/2022	18,000	FY	0.00
			Yale Family Chair for the iCASD	Special	8/1/2022	7/31/2027	0	FY	0.00
09/10	Shinde, Dhananjay	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	22,642	FY	0.00
			Research Scientist	Special		6/30/2022	20,000	FY	0.00
			Asst Professor	Special	7/1/2022		71,500	FY	1.00
			Asst Professor	Special		6/30/2022	71,400	FY	1.00
29/01	Shivaswamy, Vijay	Int Med DEM	Professor	Health Prof	7/1/2022	9/30/2022	23,172	FY	0.25
			Professor	Health Prof		6/30/2022	34,658	FY	0.38
09/07	Shriver, Mark D	MMI UCEDD	Director UCEDD	Special		6/30/2022	18,000	FY	0.00
		MMI Psychology	Assoc Director of Education (Psychology)	Special	7/1/2022		5,000	FY	0.00
			Assoc Director of Education (Psychology)	Special		6/30/2022	5,000	FY	0.00

06/03		Professor	Continuous	7/1/2022		166,259	FY	1.00	
		Professor	Continuous		6/30/2022	151,708	FY	1.00	
09/10	Siddiqui, Jawed A	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	35,400	FY	0.00
			Research Scientist	Special		6/30/2022	30,000	FY	0.00
			Asst Professor	Special	7/1/2022		60,000	FY	1.00
			Asst Professor	Special		6/30/2022	60,000	FY	1.00
09/10	Sil, Susmita	Pharmacology/Exp Neuroscience	Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	20,000	FY	0.00
			Research Scientist	Special		6/30/2022	1,000	FY	0.00
09/10	Simet Chadwick, Samantha M	Genetics Cell Biology & Anatomy	Assoc Professor	Health Prof	7/1/2022	6/30/2023	82,400	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	82,400	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	20,608	FY	0.00
			Research Scientist	Special		6/30/2022	11,338	FY	0.00
			Director Mstrs Med Gross Anatomy Course	Special	7/1/2022		14,262	FY	0.00
			Director Mstrs Med Gross Anatomy Course	Special		6/30/2022	14,262	FY	0.00
09/10	Singh, Amar B	Biochem and Molecular Biology	Professor	Continuous	7/1/2022		47,354	FY	0.45
			Professor	Continuous		6/30/2022	47,354	FY	0.45
			Research Scientist	Special	7/1/2022	6/30/2023	23,219	FY	0.00
			Research Scientist	Special		6/30/2022	18,274	FY	0.00
09/10	Singh, Dharendra P	Ophthalmology and Visual Sciences	Professor	Continuous	7/1/2022		128,964	FY	1.00
			Professor	Continuous		6/30/2022	128,964	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	29,491	FY	0.00
			Research Scientist	Special		6/30/2022	36,864	FY	0.00
09/10	Singh, Rakesh K	Pathology/Microbiology	Research Scientist	Special	7/1/2022	6/30/2023	7,410	FY	0.00
			Research Scientist	Special		6/30/2022	2,908	FY	0.00
			Director Graduate Program	Special	7/1/2022		15,000	FY	0.00
			Director Graduate Program	Special		6/30/2022	15,000	FY	0.00
			Professor	Continuous	7/1/2022		150,599	FY	1.00
			Professor	Continuous		6/30/2022	150,499	FY	1.00
06/03	Skar, Bryan J	COD-Growth and Development	Asst Professor	Health Prof	9/1/2022	6/30/2025	138,886	FY	1.00
			Asst Professor	Health Prof		8/31/2022	133,575	FY	1.00
			Interim Chairperson	Special	9/1/2022		10,000	FY	0.00

09/10		COD-Growth and Development	Interim Chairperson	Special		8/31/2022	10,000	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2025	133,575	FY	1.00
			Asst Professor	Health Prof		6/30/2022	130,000	FY	1.00
			Interim Chairperson	Special	7/1/2022		10,000	FY	0.00
			Interim Chairperson	Special		6/30/2022	10,000	FY	0.00
09/09	Skinner, Anne M	CAHP Research Administration	Asst Professor	Special	8/2/2022		8,010	FY	0.10
29/05		CAHP Research Administration	Asst Professor	Special		8/1/2022	80,095	FY	1.00
			Asst Professor	Special	8/2/2022		8,010	FY	0.10
			Asst Professor	Special		8/1/2022	80,095	FY	1.00
06/03	Skrabal, Jill C	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		92,112	FY	1.00
			Asst Professor	Special		6/30/2022	87,767	FY	1.00
09/07	Smith, Carl Vernon	Dean College of Medicine	Senior Assoc Dean for Clinical Affairs	Special		6/30/2022	5,000	FY	0.00
		Obstetrics/Gynecology	Chairperson	Special	7/1/2022		145,457	FY	0.60
			Chairperson	Special		6/30/2022	145,397	FY	0.60
			Chairperson Stipend	Special		6/30/2022	15,300	FY	0.00
			Professor	Continuous	7/1/2022		50,421	FY	0.21
			Professor	Continuous		6/30/2022	50,381	FY	0.21
			Chris&Marie Olson Chair/OB-GYN	Special	7/1/2022	10/31/2025	45,280	FY	0.19
			Chris&Marie Olson Chair/OB-GYN	Special		6/30/2022	45,280	FY	0.19
09/07	Smith, Heather CJ	Eppley Inst Faculty	Asst Director Shared Resources FPBBC	Special	7/1/2022		10,000	FY	0.00
09/09		VCR Cores	Director AMCF	Special	7/1/2022		35,000	FY	0.00
		Eppley Inst Research	Director AMCF	Special		6/30/2022	35,000	FY	0.00
			Research Asst Professor	Special	7/1/2022		76,925	FY	1.00
			Research Asst Professor	Special		6/30/2022	74,685	FY	1.00
		COPH Biostatistics	Assoc Professor	Continuous	7/1/2022		136,504	FY	1.00
		Graduate Medical Education	Assoc Professor	Continuous		6/30/2022	130,004	FY	1.00
			Director, GME Patient Safety	Special	7/1/2022		10,000	FY	0.00
			Director, GME Patient Safety	Special		6/30/2022	10,000	FY	0.00
06/03	Smith, Mark A	MMI UCEDD	Asst Professor	Special	7/1/2022		78,823	FY	1.00
			Asst Professor	Special		6/30/2022	74,865	FY	1.00
06/03	Solomon, Stacy L	COD-Adult Restorative	Asst Professor	Health Prof	9/1/2022	6/30/2024	121,000	FY	1.00
			Asst Professor	Health Prof		8/31/2022	112,926	FY	1.00
			Clinical Model Group Leader	Special	9/1/2022		5,000	FY	0.00
			Clinical Model Group Leader	Special		8/31/2022	5,000	FY	0.00

09/10	Sorgen, Paul L	Biochem and Molecular Biology	Professor	Continuous	7/1/2022		148,756	FY	1.00
			Professor	Continuous		6/30/2022	148,756	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	32,608	FY	0.00
			Research Scientist	Special		6/30/2022	19,174	FY	0.00
			INBRE Director	Special	7/1/2022	6/30/2023	12,000	FY	0.00
			INBRE Director	Special		6/30/2022	15,000	FY	0.00
06/03	Spaulding, Joanna R	MMI Cytogenetics	Asst Professor	Special	7/1/2022		88,628	FY	1.00
			Asst Professor	Special		6/30/2022	84,302	FY	1.00
09/09	Stade, Leah M	CAHP Occupational Therapy	Asst Professor	Special	7/1/2022		85,490	FY	1.00
			Asst Professor	Special		6/30/2022	83,000	FY	1.00
06/03	Starr, Lois J	MMI Administration	Medical Director	Special	7/1/2022		10,000	FY	0.00
			Medical Director	Special		6/30/2022	10,000	FY	0.00
		MMI Genetic Medicine	Assoc Professor	Special	7/1/2022		217,231	FY	1.00
			Assoc Professor	Special		6/30/2022	207,629	FY	1.00
09/10	Stauch, Kelly	Neurological Sciences	Research Scientist	Special	7/1/2022	6/30/2023	53,654	FY	0.00
			Research Scientist	Special		6/30/2022	49,678	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	64,798	FY	1.00
			Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
09/10	Steinke, Laurey A	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	22,542	FY	0.00
			Research Scientist	Special		6/30/2022	19,341	FY	0.00
09/07			Master's Program Co-Chair	Special		6/30/2022	2,500	FY	0.00
			PBL Coordinator	Special	7/1/2022	6/30/2023	2,500	FY	0.00
			PBL Coordinator	Special		6/30/2022	2,500	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	95,659	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	95,659	FY	1.00
06/03	Strong-Bak, Whitney L	MMI Psychology	Asst Professor	Special	7/1/2022		95,796	FY	1.00
			Asst Professor	Special		6/30/2022	83,296	FY	1.00
09/07	Strong, Michelle R B	COPH Health Promotion	Asst Professor	Special	8/1/2022		72,800	FY	1.00
			Instructor	Special		7/31/2022	72,800	FY	1.00
29/01	Struwe, Leeza A	CON-Lincoln Division	Assoc Professor	Special	7/1/2022		63,185	FY	0.50
		CON-Omaha Division	Assoc Professor	Special		6/30/2022	114,891	FY	1.00

06/03	Swanson, Sarah R	MMI UCEDD	Asst Professor	Special	7/1/2022		78,211	FY	1.00
			Asst Professor	Special		6/30/2022	74,270	FY	1.00
09/07 29/01	Swindells, Susan	Int Med Infectious Diseases	Professor	Special	7/1/2022		38,310	FY	0.40
			Professor	Special		6/30/2022	76,621	FY	0.80
		Academic Affairs	UNMC Ombudsperson	Special		6/30/2022	10,000	FY	0.00
		Int Med Infectious Diseases	Professor	Special	7/1/2022		38,310	FY	0.40
			Professor	Special		6/30/2022	76,621	FY	0.80
		Academic Affairs	UNMC Ombudsperson	Special		6/30/2022	10,000	FY	0.00
09/10	Tahirov, Tahir H	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		11,570	FY	0.00
			Research Scientist	Special		6/30/2022	9,650	FY	0.00
		Eppley Inst Research	Professor	Continuous	7/1/2022		143,008	FY	1.00
			Professor	Continuous		6/30/2022	138,843	FY	1.00
			W&A Ritchie Professorship of Cancer	Special	7/1/2022	6/30/2026	15,450	FY	0.00
			W&A Ritchie Professorship of Cancer	Special		6/30/2022	15,000	FY	0.00
09/10	Tao, Matthew A	Orthopaedic Surgery	Assoc Professor	Health Prof	7/1/2022	6/30/2023	50,400	FY	1.00
			Asst Professor	Health Prof		6/30/2022	45,400	FY	1.00
09/10	Tassemeyer, Dawn E	CON-Lincoln Division	Clinical Asst Professor	Special	9/1/2022	5/12/2023	82,500	AY	1.00
			Clinical Asst Professor	Special		8/31/2022	65,236	AY	1.00
09/10	Teoh-Fitzgerald, Melissa LT	Biochem and Molecular Biology	Research Scientist	Special	7/1/2022	6/30/2023	13,878	FY	0.00
			Research Scientist	Special		6/30/2022	10,760	FY	0.00
			Master's Program Co-Chair	Special	7/1/2022	6/30/2023	2,500	FY	0.00
			Master's Program Co-Chair	Special		6/30/2022	2,500	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	93,167	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	93,167	FY	1.00
09/10	Teply, Benjamin A	Int Med Oncology/Hematology	Assoc Professor	Health Prof	7/1/2022	6/30/2023	28,525	FY	0.63
			Assoc Professor	Health Prof		6/30/2022	28,425	FY	0.63
09/10	Thoene, Melissa K	Pediatrics Newborn Medicine	Research Scientist	Special	7/1/2022	6/30/2023	7,303	FY	0.00
			Research Scientist	Special		6/30/2022	5,000	FY	0.00
			Asst Professor	Special	7/1/2022		75,222	FY	1.00
			Asst Professor	Special		6/30/2022	75,100	FY	1.00
06/06	Thomes, Paul G	Int Med GI	Asst Professor	Health Prof	9/1/2022	6/30/2023	61,300	FY	1.00
			Asst Professor	Health Prof		8/31/2022	61,200	FY	1.00
			Research Scientist	Special	9/1/2022	6/30/2023	24,065	FY	0.00

09/10		Int Med GI	Research Scientist	Special		8/31/2022	20,100	FY	0.00	
			Asst Professor	Health Prof	7/1/2022	6/30/2023	61,200	FY	1.00	
			Asst Professor	Health Prof		6/30/2022	61,200	FY	1.00	
			Research Scientist	Special	7/1/2022	6/30/2023	20,100	FY	0.00	
			Research Scientist	Special		6/30/2022	20,000	FY	0.00	
09/10	Tierney, Cathy L	CON-Northern Division	Asst Professor	Special	9/1/2022	5/12/2023	80,625	OTH	1.00	
			Asst Professor	Special		8/31/2022	75,000	OTH	1.00	
06/04	Trippier, Paul C	COP Pharmaceutical Science	Director of Graduates Studies	Special	8/1/2022		10,000	FY	0.00	
			Director of Graduates Studies	Special		7/31/2022	5,000	FY	0.00	
			Assoc Professor	Continuous	8/1/2022		131,269	FY	1.00	
			Assoc Professor	Continuous		7/31/2022	131,269	FY	1.00	
09/10	Van Hook, Matthew	Ophthalmology and Visual Sciences	Research Scientist	Special	7/1/2022	6/30/2023	25,291	FY	0.00	
			Research Scientist	Special		6/30/2022	8,950	FY	0.00	
			Assoc Professor	Continuous	7/1/2022		101,253	FY	1.00	
			Asst Professor	Continuous		6/30/2022	95,416	FY	1.00	
09/07	Vas, Stephanie M	CAHP Computed Tomography	Asst Professor	Special	7/1/2022		68,433	FY	1.00	
			Asst Professor	Special		6/30/2022	66,439	FY	1.00	
			Program Director	Special	7/1/2022		19,153	FY	0.00	
			Program Director	Special		6/30/2022	18,595	FY	0.00	
06/03	Velasco, Danita J	MMI Genetic Medicine	Asst Professor	Special	7/1/2022		169,242	FY	1.00	
			Asst Professor	Special		6/30/2022	161,397	FY	1.00	
09/10	Vilburn, Matthew J	Genetics Cell Biology & Anatomy	Research Scientist	Special	7/1/2022	6/30/2023	20,840	FY	0.00	
			Research Scientist	Special		6/30/2022	17,900	FY	0.00	
			Asst Professor	Health Prof	7/1/2022	6/30/2023	80,100	FY	1.00	
			Asst Professor	Health Prof		6/30/2022	80,100	FY	1.00	
09/10	Vincent, Scott A	Orthopaedic Surgery	Asst Professor	Health Prof	7/1/2022	6/30/2023	45,500	FY	1.00	
			Asst Professor	Health Prof		6/30/2022	45,400	FY	1.00	
06/03	Vishwanath, Meenakshi	COD-Growth and Development	Program Director of Orthodontic	Special	9/1/2022		10,000	FY	0.00	
			Program Director of Orthodontic	Special		8/31/2022	10,000	FY	0.00	
			Asst Professor	Health Prof	9/1/2022	6/30/2023	143,000	FY	1.00	
		09/07	COD-Growth and Development	Asst Professor	Health Prof		8/31/2022	132,800	FY	1.00
				Program Director of Orthodontic	Special	7/1/2022		10,000	FY	0.00
				Asst Professor	Health Prof	7/1/2022	6/30/2023	132,800	FY	1.00

		Asst Professor	Health Prof		6/30/2022	128,000	FY	1.00
09/10	Viswanathan, Saraswathi	Int Med DEM	Assoc Professor	Continuous	7/1/2022	40,865	FY	0.38
			Assoc Professor	Continuous		40,765	FY	0.38
			Research Scientist	Other	7/1/2022	6,868	FY	0.00
			Research Scientist	Other		3,753	FY	0.00
06/03	Vogt, Merlyn W	COD-Surgical Specialties	Asst Professor	Health Prof	9/1/2022	130,000	FY	1.00
			Asst Professor	Health Prof		125,046	FY	1.00
		COD-Dental Administration	Assoc Dean Stdnt Affrs, Adm, & Ext Rel.	Special	9/1/2022	45,000	FY	0.00
			Assoc Dean Stdnt Affrs, Adm, & Ext Rel.	Special		45,000	FY	0.00
09/10		COD-Dental Administration	Coordinator Student Recruitment	Special		9,015	FY	0.00
		COD-Surgical Specialties	Asst Professor	Health Prof	7/1/2022	125,046	FY	1.00
			Asst Professor	Health Prof		121,996	FY	1.00
		COD-Dental Administration	Assoc Dean Stdnt Affrs, Adm, & Ext Rel.	Special	7/1/2022	45,000	FY	0.00
			Assistant Dean	Special		7,500	FY	0.00
			Director	Special		3,000	FY	0.00
06/03	Wahl, James K	COD-Oral Biology	Chairperson	Special	9/1/2022	14,900	FY	0.10
			Chairperson	Special		12,992	FY	0.10
			Professor	Continuous	9/1/2022	134,100	FY	0.90
			Professor	Continuous		132,008	FY	0.90
			Chairperson Stipend	Special	9/1/2022	10,000	FY	0.00
			Chairperson Stipend	Special		10,000	FY	0.00
		COD-Dental Administration	Assoc Dean	Special	9/1/2022	10,000	FY	0.00
			Assoc Dean	Special		10,000	FY	0.00
09/07		COD-Oral Biology	Chairperson	Special	7/1/2022	12,992	FY	0.10
			Interim Chairperson	Special		12,992	FY	0.10
			Professor	Continuous	7/1/2022	132,008	FY	0.90
			Professor	Continuous		132,008	FY	0.90
			Chairperson Stipend	Special	7/1/2022	10,000	FY	0.00
			Chairperson Stipend	Special		10,000	FY	0.00
		COD-Dental Administration	Assoc Dean	Special	7/1/2022	10,000	FY	0.00
			Interim Assoc Dean	Special		10,000	FY	0.00
09/07	Wampler, Kathryn M	CAHP Computed Tomography	Asst Professor	Health Prof	7/1/2022	93,498	FY	1.00
			Asst Professor	Health Prof		90,774	FY	1.00
09/01	Wang, Guangshun	Pathology/Microbiology	Research Scientist	Special	7/1/2022	60,549	FY	0.00

09/07		Pathology/Microbiology	Research Scientist	Special		6/30/2022	50,449	FY	0.00
			Professor	Continuous	7/1/2022		80,000	FY	1.00
			Assoc Professor	Continuous		6/30/2022	70,100	FY	1.00
			Research Scientist	Special	9/1/2022	6/30/2023	60,549	FY	0.00
			Research Scientist	Special		8/31/2022	60,549	FY	0.00
			Professor	Continuous	9/1/2022		80,000	FY	1.00
			Professor	Continuous		8/31/2022	80,000	FY	1.00
			Research Scientist	Special	7/1/2022	8/31/2022	60,549	FY	0.00
			Research Scientist	Special		6/30/2022	50,449	FY	0.00
			Professor	Continuous	7/1/2022		80,000	FY	1.00
09/10		Pathology/Microbiology	Assoc Professor	Continuous		6/30/2022	70,100	FY	1.00
06/00	Wang, Xinglong	Pharmacology/Exp Neuroscience	Professor	Health Prof	7/1/2022	10/17/2022	80,000	FY	1.00
			Professor	Health Prof		6/30/2022	80,000	FY	1.00
			Research Scientist	Special	7/1/2022	10/17/2022	105,915	FY	0.00
			Research Scientist	Special		6/30/2022	97,060	FY	0.00
09/10	Warren, David E	Neurological Sciences	Research Scientist	Special	7/1/2022	6/30/2023	17,937	FY	0.00
			Research Scientist	Special		6/30/2022	6,523	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	108,769	FY	1.00
			Asst Professor	Health Prof		6/30/2022	108,769	FY	1.00
09/07	Webster, Tammy L	CAHP Radiography	Professor	Continuous	7/1/2022	6/30/2023	1,219	FY	0.01
			Assoc Professor	Continuous		6/30/2022	1,219	FY	0.01
			Asst Dean Academic Affairs	Special	7/1/2022		130,379	FY	0.99
			Asst Dean Academic Affairs	Special		6/30/2022	120,721	FY	0.99
09/07	Welsh, Melonie S	MMI Administration	Assoc Professor	Special	7/1/2022		118,292	FY	1.00
			Assoc Professor	Special		6/30/2022	113,184	FY	1.00
			MMI Director of Community Engagement	Special	7/1/2022		16,000	FY	0.00
			MMI Director of Community Engagement	Special		6/30/2022	16,000	FY	0.00
			Krohn Professorship	Special	7/1/2022	2/28/2027	10,000	FY	0.00
09/07	Wengel, Steven P	Psychiatry	Professor	Continuous	7/1/2022		235,174	FY	1.00
			Professor	Continuous		6/30/2022	235,074	FY	1.00
		Academic Affairs	Asst VC for UNO/UNMC Campus Wellness	Special	7/1/2022	6/30/2023	17,500	FY	0.00
09/07	Wheelhouse, Carey A	CAHP Physician Assistant	Clinical Director	Special		6/30/2022	5,901	FY	0.00
			Asst Professor	Special	7/1/2022		65,249	FY	0.60
			Asst Professor	Special		6/30/2022	105,582	FY	1.00

29/05		CAHP Physician Assistant	Asst Professor	Special	7/1/2022		32,625	FY	0.30
			Asst Professor	Special		7/10/2022	65,249	FY	0.60
06/03	Willett, Sandra	MMI Physical Therapy	Director of Physical Therapy	Special	7/1/2022		10,000	FY	0.00
			Discipline Director	Special		6/30/2022	10,000	FY	0.00
			Assoc Professor	Health Prof	7/1/2022	6/30/2023	158,566	FY	1.00
			Assoc Professor	Health Prof		6/30/2022	152,285	FY	1.00
06/03	Williamson, Anne E	COD-Surgical Specialties	Professor	Continuous	9/1/2022		158,000	FY	1.00
			Professor	Continuous		8/31/2022	154,500	FY	1.00
			Program Director	Special	9/1/2022		10,000	FY	0.00
			Program Director	Special		8/31/2022	10,000	FY	0.00
09/07	Woods, Nicholas T	Eppley Inst Faculty	Research Scientist	Special	7/1/2022		11,535	FY	0.00
			Research Scientist	Special		6/30/2022	10,225	FY	0.00
			Asst Professor	Health Prof	7/1/2022	6/30/2023	92,326	FY	1.00
			Asst Professor	Health Prof		6/30/2022	89,637	FY	1.00
29/01	Wynoske, Rebecca	Psychiatry	Asst Professor	Special	7/1/2022		71,178	FY	0.70
			Asst Professor	Special		6/30/2022	101,540	FY	1.00
09/07	Xie, Jingwei	Surgery-Transplant	Research Scientist	Special	9/1/2022		112,300	FY	0.00
			Research Scientist	Special		8/31/2022	112,300	FY	0.00
			Professor	Continuous	9/1/2022		80,300	FY	1.00
			Professor	Continuous		8/31/2022	80,300	FY	1.00
09/07	Xiong, Huangui	Pharmacology/Exp Neuroscience	Professor	Continuous	7/1/2022		174,888	FY	1.00
			Professor	Continuous		6/30/2022	174,888	FY	1.00
			Research Scientist	Special	7/1/2022	6/30/2023	6,121	FY	0.00
09/07 09/10	Xiong, Wanfen	Surgery-Vascular Surgery	Research Scientist	Special	7/1/2022	6/30/2023	20,000	FY	0.00
			Research Scientist	Special		6/30/2022	24,000	FY	0.00
			Assoc Professor	Special	7/1/2022		52,100	FY	1.00
			Assoc Professor	Special		6/30/2022	52,000	FY	1.00
		Surgery-Vascular Surgery	Research Scientist	Special	7/1/2022	6/30/2023	20,000	FY	0.00
			Research Scientist	Special		6/30/2022	24,000	FY	0.00
			Assoc Professor	Special	7/1/2022		52,100	FY	1.00
			Assoc Professor	Special		6/30/2022	52,000	FY	1.00
09/01	Yan, Ying	Radiation Oncology	Research Scientist	Special	7/1/2022	6/30/2023	40,992	FY	0.00
			Research Scientist	Special		6/30/2022	14,458	FY	0.00

09/10	Radiation Oncology	Professor	Health Prof	7/1/2022	6/30/2023	80,000	FY	1.00
		Assoc Professor	Health Prof		6/30/2022	70,000	FY	1.00
		Research Scientist	Special	7/1/2022	6/30/2023	40,992	FY	0.00
		Research Scientist	Special		6/30/2022	14,458	FY	0.00
		Professor	Health Prof	7/1/2022	6/30/2023	80,000	FY	1.00
		Assoc Professor	Health Prof		6/30/2022	70,000	FY	1.00
09/07 09/10	Anesthesiology	Research Scientist	Special		6/30/2022	40,700	FY	0.00
		Research Scientist	Special	7/1/2022	6/30/2023	44,680	FY	0.00
		Assoc Professor	Continuous	7/1/2022		95,200	FY	1.00
		Assoc Professor	Continuous		6/30/2022	95,100	FY	1.00
	Anesthesiology	Research Scientist	Special		6/30/2022	40,700	FY	0.00
		Research Scientist	Special	7/1/2022	6/30/2023	44,680	FY	0.00
		Assoc Professor	Continuous	7/1/2022		95,200	FY	1.00
		Assoc Professor	Continuous		6/30/2022	95,100	FY	1.00
09/10	Yoachim, Shayla D	F. Gene & Rosemary Dixon Fellowship	Special	7/1/2022	6/30/2027	5,000	FY	0.00
		F. Gene & Rosemary Dixon Fellowship	Special		6/30/2022	5,000	FY	0.00
		Assoc Professor	Health Prof	7/1/2022	6/30/2023	122,835	FY	1.00
		Asst Professor	Health Prof		6/30/2022	117,000	FY	1.00
09/10	Yoo, Jae Hyuk	Research Scientist	Special	7/1/2022	6/30/2023	31,800	FY	0.00
		Research Scientist	Special		6/30/2022	30,000	FY	0.00
		Asst Professor	Health Prof	7/1/2022	6/30/2023	60,000	FY	1.00
		Asst Professor	Health Prof		6/30/2022	60,000	FY	1.00
06/03	Zalewski, David E	Asst Professor	Health Prof	9/1/2022	6/30/2023	121,000	FY	1.00
		Asst Professor	Health Prof		8/31/2022	120,338	FY	1.00
06/03	Zangrillo, Amanda N	Director of Severe Behavior	Special	7/1/2022		18,000	FY	0.00
		Director of Severe Behavior	Special		6/30/2022	18,000	FY	0.00
		Assoc Professor	Special	7/1/2022		117,416	FY	1.00
		Assoc Professor	Special		6/30/2022	104,287	FY	1.00
06/03	Zemantic, Patricia K	Prog Director iCASD Diagnostics	Special	7/1/2022	12/31/2022	5,000	FY	0.00
		Prog Director iCASD Diagnostics	Special		6/30/2022	5,000	FY	0.00
		Asst Professor	Special	7/1/2022		93,715	FY	1.00
		Asst Professor	Special		6/30/2022	80,340	FY	1.00
09/01	Zhang, Dongze	Research Scientist	Special	7/1/2022	6/30/2023	30,000	FY	0.00

09/07		Academic Affairs	Director, IPMM Doctoral & MS in MEP Prog	Special	7/1/2022		20,000	FY	0.00
			Director, IPMM Doctoral Program	Special		6/30/2022	3,000	FY	0.00
			Research Scientist	Special	7/1/2022	6/30/2023	25,000	FY	0.00
			Research Scientist	Special		6/30/2022	1,344	FY	0.00
		Cellular/Integrative Physiology	Director IGPBS	Special	7/1/2022		20,000	FY	0.00
			Director IGPBS	Special		6/30/2022	20,000	FY	0.00
			Interim Vice Chairperson	Special	7/1/2022		25,000	FY	0.00
			Professor	Continuous	7/1/2022		115,753	FY	1.00
		Cellular/Integrative Physiology	Assoc Professor	Continuous		6/30/2022	115,653	FY	1.00
			Dir Free Radical Biology Program	Special	7/1/2022		10,000	FY	0.00
			Dir Free Radical Biology Program	Special		6/30/2022	10,000	FY	0.00
			Director, IPMM Doctoral & MS in MEP Prog	Special	7/1/2022		20,000	FY	0.00
		Academic Affairs	Director, IPMM Doctoral Program	Special		6/30/2022	3,000	FY	0.00
			Research Scientist	Special	7/1/2022	6/30/2023	25,000	FY	0.00
			Research Scientist	Special		6/30/2022	1,344	FY	0.00
			Director IGPBS	Special	7/1/2022		20,000	FY	0.00
		Cellular/Integrative Physiology	Director IGPBS	Special		6/30/2022	20,000	FY	0.00
			Interim Vice Chairperson	Special	7/1/2022		25,000	FY	0.00
			Professor	Continuous	7/1/2022		115,753	FY	1.00
			Assoc Professor	Continuous		6/30/2022	115,653	FY	1.00

09/10	Zucker, Irving H	Cellular/Integrative Physiology	Professor	Continuous	7/1/2022		222,663	FY	0.96
			Professor	Continuous		6/30/2022	222,563	FY	0.96
			Research Scientist	Special	7/1/2022	6/30/2023	11,000	FY	0.00
			Research Scientist	Special		6/30/2022	7,837	FY	0.00
			Theodore F Hubbard Chair/Cardiovascular	Special	7/1/2022	9/30/2023	9,261	FY	0.04
			Theodore F Hubbard Chair/Cardiovascular	Special		6/30/2022	9,261	FY	0.04

- 06/00 Error Correction
- 06/01 Annual Adjustment
- 06/03 External (Market) Adjustment
- 06/04 Position Re-evaluation
- 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
09/08	Reclassification
09/09	Other Status Change
09/10	Extension of Appointment
09/13	Reappointment
09/16	New Faculty
09/23	Advancement/Transfer - C
09/43	Lateral/Transfer - C
09/52	Promotion W/in Unit-Rate Chg-C
29/01	Change Employment %
29/03	Schedule Change
29/05	Voluntary FTE Reduction

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT OMAHA
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Boxell, Mark C	History	Assistant Professor	Specific	9/1/2022		65,000	AY	1.00
Chen, Yuzhou	College of Business Administration	Assistant Professor	Specific	9/1/2022	6/30/2023	148,000	AY	1.00
Choi, Junghwa	Public Administration	Assistant Professor	Specific	9/1/2022		67,000	AY	1.00
Chung, Jeonghyun	Dept of Finance Banking & Real Est	Assistant Professor	Specific	9/1/2022		140,000	AY	1.00
Deuerling, Kelly	Geography/Geology	Assistant Professor	Specific	9/1/2022		68,500	FY	1.00
Djuraeva, Madina	Teacher Education	Assitant Professor	Specific	9/1/2022		70,000	AY	1.00
Dowling, Donovan	Men's Soccer	Head Coach, Men's Soccer	Special	7/5/2022		90,000	FY	1.00
Frampton, Sarah	Psychology	Assistant Professor	Specific	9/1/2022		73,000	AY	1.00
Gunther, Erin	Women's Soccer	Asst Coach - Women's Soccer	Special	7/11/2022		44,000	FY	1.00
Hoang, Thu Trang	Management	Assistant Professor	Specific	9/1/2022		125,000	AY	1.00
Klucarova, Sona	Marketing & Entrepreneurship	Assistant Professor	Specific	9/1/2022	8/4/2025	124,000	AY	1.00
Le, Linh	School of Accounting	Assistant Professor	Specific	9/1/022		148,000	AY	1.00
Li, Han	Biology	Assistant Professor	Specific	9/1/2022	3/27/2024	73,290	AY	1.00
Liu, Huchen	Political Science	Assistant Professor	Specific	9/1/2022	8/24/2025	68,000	AY	1.00
McReynolds, Joshua D	Men's Soccer	Asst Coach - Men's Soccer	Special	8/1/2022		50,000	FY	1.00
Nebbitt, Von E	Social Work	Associate Professor	Continuous	7/1/2022		74,000	FY	0.40
	Social Work	Director, School	Special	7/1/2022		111,000	FY	0.60
Olagoke, Ayokunle	School of Health and Kinesiology	Assistant Professor	Specific	9/1/2022	8/14/2025	72,000	AY	1.00
Palayangoda, Lochana	Mathematics	Assistant Professor	Specific	9/1/2022	8/24/2025	80,000	AY	1.00
Perez Martinez, Alfredo	Computer Science	Assoicate Professor	Specific	9/1/2022		115,000	AY	1.00
Ranganathan, Bharat	Philosophy & Religion	Assistant Professor	Specific	9/1/2022		65,000	AY	1.00
		Rabbi Sidney & Jane Brooks Prof Stu	Special	9/1/2022	8/1/2027	10,000	AY	0.00
Rende, Kathryn	Teacher Education	Assistant Professor	Specific	9/1/2022		65,000	AY	1.00
Rich, Alicia M	Biology	Assistant Professor	Specific	9/1/2022		73,290	AY	1.00
Rueda, Heidi A	Social Work	Assoicate Professor	Continuous	9/1/2022		120,000	AY	1.00
		John E. Christensen Chair	Special	9/1/2022	5/14/2027	25,000	AY	0.00
Sariscsany, Laurel C	Social Work	Assistant Professor	Specific	9/1/2022		62,500	AY	1.00

Svechkarev, Denis	Chemistry	Assistant Professor	Specific	9/1/2022		70,000	AY	1.00
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PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07 Alexander, Laura E	Philosophy & Religion	Goldstein Family Community Chair	Special	9/1/2022	8/31/2027	20,000	AY	0.00
		Goldstein Family Community Chair	Special		8/31/2022	20,000	AY	0.00
		Associate Professor	Continuous	9/1/2022		68,443	AY	1.00
		Assistant Professor	Continuous		8/31/2022	63,590	AY	1.00
06/01 Allen, Matthew T	Management	Assistant Professor	Specific	9/1/2022		130,549	AY	1.00
09/07		Coordinator	Special	8/1/2022	5/31/2023	10,000	AY	1.00
		Assistant Professor	Specific		8/31/2022	65,000	A:Y	1.00
09/07 Anderson, Alecia D	Sociology	Associate Professor	Continuous	9/1/2022		68,495	AY	0.00
		Associate Professor	Continuous		8/31/2022	67,867	AY	1.00
	College of Arts and Sciences	Faculty Fellow	Special	9/1/2022	5/31/2023	5,000	AY	0.00
06/06 Armstrong, Gaylene S	School of Criminology & Crim Justice	Director, School	Special	7/1/2022		121,021	FY	0.60
		Director, School	Special		6/30/2022	120,048	FY	0.60
		Professor	Continuous	7/1/2022		70,681	FY	0.40
	School of Criminology & Crim Justice	Professor	Continuous		6/30/2022	70,032	FY	0.40
		Director, School	Special	9/1/2022		121,021	FY	0.60
		Director, School	Special		8/31/2022	121,021	FY	0.60
		Professor	Continuous	9/1/2022		70,681	FY	0.40
		Professor	Continuous		8/31/2022	70,681	FY	0.40
		Distinguished Professor	Special	9/1/2022	8/31/2025	5,000	FY	0.00
06/06 Armstrong, Todd A	School of Criminology & Crim Justice	SCCJ Doctoral Program Chair	Special	9/1/2022	5/27/2023	7,500	AY	0.00
		SCCJ Doctoral Program Chair	Special		8/31/2022	5,000	AY	0.00
		Professor	Continuous	9/1/2022		131,853	AY	1.00
		Professor	Continuous		8/31/2022	130,565	AY	1.00
09/07 Barone, Timi Lynn	Sociology	Associate Professor	Continuous	9/1/2022		77,663	AY	1.00
		Associate Professor	Continuous		8/31/2022	76,938	AY	1.00
	College of Arts and Sciences	Director, Medical Humanities & Comm Lias	Other	9/1/2022	5/16/2025	3,600	AY	0.00
		Distinguished Associate Professor	Special	9/1/2022	8/31/2024	5,000	AY	0.00
		Distinguished Associate Professor	Special		8/31/2022	5,000	AY	0.00
06/01 Barron-McKeagney, Theresa	College of Public Affrs & Comm Svc	Associate Dean	Special	7/1/2022	8/14/2022	155,671	FY	1.00
		Associate Dean	Special		6/30/2022	151,574	FY	1.00
09/07	Social Work	Professor	Continuous	9/1/2022	5/16/2025	68,287	AY	0.50

		College of Public Affrs & Comm Svc	Associate Dean	Special		8/31/2022	155,671	AY	1.00
09/07	Bastola, Dhundy Raj	School of Interdisciplinary Informat	Durham Professorship	Special		8/31/2022	10,000	AY	0.00
			Professor	Continuous	9/1/2022		116,888	AY	1.00
			Professor	Continuous		8/31/2022	115,789	AY	1.00
		Computer Science	Union Pacific Chair of IS&T	Special	9/1/2022	8/31/2027	10,000	AY	0.00
09/07	Battisti, Danielle M	History	Chairperson	Special	9/1/2022	5/16/2025	45,633	AY	0.60
			Associate Professor	Continuous	9/1/2022		28,022	AY	0.40
			Associate Professor	Continuous		8/31/2022	69,395	AY	1.00
09/07	Batton, Candice Leigh	Academic Affairs	Director of Faculty Relations	Special		6/30/2022	27,000	FY	0.00
			Assistant Vice Chancellor for Acad Affrs	Special	7/1/2022		172,349	FY	1.00
			Assistant Vice Chancellor for Acad Affrs	Special		6/30/2022	149,009	FY	1.00
06/01	Beadle, Janelle N	Gerontology	Associate Professor	Continuous	9/1/2022		69,385	AY	1.00
			Assistant Professor	Continuous		8/31/2022	64,540	AY	1.00
			Undergraduate Program Chair	Special	9/1/2022	5/12/2023	5,000	AY	0.00
			Undergraduate Program Chair	Special		8/31/2022	5,000	AY	0.00
09/07	Beard, Christine E	Music	Professor	Continuous	9/1/2022		75,060	AY	1.00
			Professor	Continuous		8/31/2022	74,372	AY	1.00
			Kayser Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
			Kayser Chair	Special		8/31/2022	5,000	AY	0.00
09/08	Bergen, Morgan W	Strength and Conditioning	Asst. Coach of Strength & Performance	Special	7/1/2022		39,240	FY	1.00
			Asst Coach - Strength & Conditioning	Special		6/30/2022	36,000	FY	1.00
09/09	Bick, Patty L	Dept of Finance Banking & Real Est	Associate Professor	Continuous	9/1/2022		160,120	AY	1.00
			Assistant Professor	Continuous		8/31/2022	154,470	AY	1.00
09/07	Bilawal, Muhammad	Art and Art History	Assistant Professor	Specific	9/1/2022		60,000	AY	1.00
06/01	Billings, Christine D	Division of Continuing Studies	Director, Division of Continuing Studies	Special	6/1/2022	8/31/2022	15,000	FY	0.00
			Director, Division of Continuing Studies	Special	7/1/2022		92,443	FY	1.00
			Director, Division of Continuing Studies	Special		6/30/2022	89,316	FY	1.00
06/08		Division of Continuing Studies	Director, Division of Continuing Studies	Special	9/1/2022		92,443	FY	1.00
			Director, Division of Continuing Studies	Special		8/31/2022	15,000	FY	0.00
06/01	Bloom, Melanie Louise	College of Arts and Sciences	Interim Dean	Special	7/1/2022	5/31/2023	36,000	FY	0.00
			Interim Dean	Special		6/30/2022	36,000	FY	0.00
			Associate Dean, Humanities	Special	7/1/2022	8/14/2023	146,559	FY	1.00
			Associate Dean, Humanities	Special		6/30/2022	136,691	FY	1.00

06/01	Boron, Julie B	Gerontology	Professor	Continuous	7/1/2022		58,363	FY	0.50
			Professor	Continuous		6/30/2022	57,500	FY	0.50
		Academic Affairs	Faculty Academic Assessment Coordinator	Special		6/30/2022	3,600	FY	0.00
		Graduate Studies	Associate Dean	Special	7/1/2022	12/31/2022	68,830	FY	0.50
			Associate Dean	Special		6/30/2022	67,500	FY	0.50
		Gerontology	Doctoral Program Chair	Special	7/1/2022	5/12/2023	5,000	FY	0.00
			Doctoral Program Chair	Special		6/30/2022	5,000	FY	0.00
			Missinne Professorship	Special	7/1/2022	8/31/2024	5,000	FY	0.00
			Missinne Professorship	Special		6/30/2022	5,000	FY	0.00
09/07		Gerontology	Professor	Continuous	7/1/2022		58,363	FY	0.50
			Professor	Continuous		6/30/2022	57,500	FY	0.50
		Academic Affairs	Faculty Academic Assessment Coordinator	Special		6/30/2022	3,600	FY	0.00
		Graduate Studies	Associate Dean	Special	7/1/2022	12/31/2022	68,830	FY	0.50
			Associate Dean	Special		6/30/2022	67,500	FY	0.50
		Gerontology	Doctoral Program Chair	Special	7/1/2022	5/12/2023	5,000	FY	0.00
			Doctoral Program Chair	Special		6/30/2022	5,000	FY	0.00
			Missinne Professorship	Special	7/1/2022	8/31/2024	5,000	FY	0.00
			Missinne Professorship	Special		6/30/2022	5,000	FY	0.00
09/10	Bridgeford, Tracy B	English	Chairperson	Special	9/1/2022	5/16/2025	50,617	AY	0.60
			Chairperson	Special		8/31/2022	50,189	AY	0.60
			Professor	Continuous	9/1/2022		31,345	AY	0.40
			Professor	Continuous		8/31/2022	31,058	AY	0.40
09/08	Brown, Kyan	Men's Basketball	Associate Head Coach - MBB	Special	7/1/2022		105,000	FY	1.00
			Asst Coach - Men's Basketball	Special		6/30/2022	105,000	FY	1.00
06/01	Casas, Juan F	Graduate Studies	Associate Dean	Special	7/1/2022		133,430	FY	1.00
			Associate Dean	Special		6/30/2022	122,820	FY	1.00
			Interim Dean	Special	7/1/2022	6/30/2023	36,000	FY	0.00
			Acting Dean	Special		6/30/2022	60,000	FY	0.00
09/10	Celinscak, Mark	History	Director of The Fried Academy	Special	9/1/2022	8/31/2023	20,000	AY	0.00
			Director of The Fried Academy	Special		8/31/2022	20,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		64,182	AY	1.00
			Associate Professor	Continuous		8/31/2022	63,556	AY	1.00
			Blumkin Professorship	Special	9/1/2022	8/31/2025	10,000	AY	0.00
			Blumkin Professorship	Special		8/31/2022	8,000	AY	0.00
09/10	Chalecki, Elizabeth	Political Science	Associate Professor	Continuous	9/1/2022		70,207	AY	1.00

		Sociology	Associate Professor	Continuous		8/31/2022	69,572	AY	1.00
			Director, Sustainability Minor	Special	9/1/2022	5/27/2023	1,200	AY	0.00
			Director, Sustainability Minor	Special		8/31/2022	600	AY	0.00
06/01	Chasek, Christine L	Counseling	Chairperson	Special	7/1/2022		65,570	FY	0.60
			Chairperson	Special		6/30/2022	65,000	FY	0.60
			Hefflinger Professorship in Counseling	Special	7/1/2022	6/30/2026	10,000	FY	0.00
			Hefflinger Professorship in Counseling	Special		6/30/2022	10,000	FY	0.00
			Associate Professor	Continuous	7/1/2022		40,380	FY	0.40
			Associate Professor	Continuous		6/30/2022	40,000	FY	0.40
09/10	Chen, Yu-Che	Public Administration	Isaacson Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
			Isaacson Chair	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022		100,399	AY	1.00
			Professor	Continuous		8/31/2022	99,487	AY	1.00
09/07	Circo, Deborah K	Social Work	Assistant Professor	Specific	9/1/2022		62,188	AY	1.00
			Assistant Professor	Specific		8/31/2022	61,592	AY	1.00
			Coordinator - MSW	Special	9/1/2022	5/27/2023	5,000	AY	0.00
09/07	Clinkinbeard, Samantha Ann	College of Public Affrs & Comm Svc	Assistant Dean	Special	8/1/2022		125,000	FY	1.00
			Assistant Dean	Special	9/1/2022		125,000	FY	1.00
		School of Criminology & Crim Justice	Associate Professor	Continuous		7/31/2022	76,902	FY	1.00
			Reynolds Professorship	Special	8/1/2022	8/31/2024	5,000	FY	0.00
			Reynolds Professorship	Special	9/1/2022	8/31/2024	5,000	FY	0.00
			Reynolds Professorship	Special		7/31/2022	5,000	FY	0.00
			Coordinator - Lincoln Undergrad Pgm	Special		7/31/2022	7,500	FY	0.00
09/07	Coleman, Jason D	School of Health and Kinesiology	Director, School	Special	9/1/2022		78,484	FY	0.60
			Director, School	Special		8/31/2022	78,484	FY	0.60
			Professor	Continuous	9/1/2022		45,655	FY	0.40
			Professor	Continuous		8/31/2022	45,655	FY	0.40
			Dean's Award of Excellence Professorship	Special	9/1/2022	8/31/2027	10,000	FY	0.00
09/07	Conces, Rory J	Philosophy & Religion	Associate Professor	Special	9/1/2022		71,236	AY	1.00
			Associate Professor	Special		8/31/2022	70,568	AY	1.00
			Director, Human Rights Minor	Special	9/1/2022	5/27/2023	1,200	AY	0.00
			Director, Human Rights Minor	Special		8/31/2022	1,200	AY	0.00
09/07	Cortese, Michael John	Psychology	Chairperson	Special	9/1/2022	5/16/2025	51,215	AY	0.60
			Professor	Continuous	9/1/2022		31,743	AY	0.40

		Professor	Continuous		8/31/2022	78,621	AY	1.00	
29/01	Cruz, Ana M	Communication	Associate Professor	Continuous	9/1/2022	5/20/2023	36,549	AY	0.50
		Associate Professor	Continuous		8/31/2022	72,429	AY	1.00	
09/07	Dando, Christina E	Geography/Geology	Chairperson	Special	9/1/2022	5/27/2023	51,607	AY	0.60
		Chairperson	Special		8/31/2022	50,409	AY	0.60	
		Educational Leadership	Peter Kiewit Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
		Geography/Geology	Professor	Continuous	9/1/2022		32,004	AY	0.40
		Professor	Continuous		8/31/2022	32,450	AY	0.40	
09/07	Davis, Paul H	Writer's Workshop	Regents/Foundation	Special	9/1/2022	8/31/2025	5,000	AY	0.00
		Biology	Professor	Continuous	9/1/2022		141,485	AY	1.00
			Professor	Continuous		8/31/2022	141,485	AY	1.00
		College of Arts and Sciences	Director, Pre-Health Advising Office	Special	9/1/2022	5/27/2023	15,000	AY	0.00
			Director, Pre-Health Advising Office	Special		8/31/2022	15,000	AY	0.00
			Distinguished Professor	Special	9/1/2022	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2022	5,000	AY	0.00
09/07	Dere, Ashlee L D	Geography/Geology	Associate Professor	Continuous	9/1/2022		70,150	AY	1.00
			Associate Professor	Continuous		8/31/2022	69,472	AY	1.00
			Program Coordinator Soil Lab	Special		8/31/2022	5,000	AY	0.00
09/10		Geography/Geology	Associate Professor	Continuous	9/1/2022		70,150	AY	1.00
			Associate Professor	Continuous		8/31/2022	69,472	AY	1.00
			Program Coordinator Soil Lab	Special		8/31/2022	5,000	AY	0.00
09/07	DeSanti, Brady James	Philosophy & Religion	Associate Professor	Continuous	9/1/2022		66,996	AY	1.00
			Associate Professor	Continuous		8/31/2022	66,369	AY	1.00
		College of Arts and Sciences	Director	Special	9/1/2022	5/16/2025	3,600	AY	0.00
			Director	Special		8/31/2022	3,600	AY	0.00
09/07	D'Souza, Henry J	Social Work	Director, School	Special		8/31/2022	67,526	AY	0.60
			Professor	Continuous	9/1/2022		96,792	AY	1.00
			Professor	Continuous		8/31/2022	38,352	AY	0.40
09/07	Duran, Adrian R	Art and Art History	Professor	Continuous	9/1/2022		74,882	AY	1.00
			Professor	Continuous		8/31/2022	74,250	AY	1.00
06/04	Erickson Jr, John E	Management	Chairperson	Special	9/1/2022		97,321	AY	0.60
			Chairperson	Special		8/31/2022	95,020	AY	0.60
			Associate Professor	Continuous	9/1/2022		61,548	AY	0.40
			Associate Professor	Continuous		8/31/2022	60,948	AY	0.40

06/00	Fannin, Karen M	Music	Associate Professor	Continuous	8/1/2022		39,212	FY	0.40
			Associate Professor	Continuous		7/31/2022	67,344	FY	1.00
			Interim Director, School of Music	Special	8/1/2022	8/31/2024	74,288	FY	0.60
			Clark Diamond Alumni	Special	8/1/2022	8/31/2025	3,000	FY	0.00
			Clark Diamond Alumni	Special		7/31/2022	3,000	FY	0.00
			Assistant Director	Special		7/31/2022	4,000	FY	0.00
			Assistant Director	Special		7/31/2022	4,000	FY	0.00
		Music	Associate Professor	Continuous	8/1/2022		39,212	FY	0.40
			Professor	Continuous	9/1/2022		39,212	FY	0.40
			Associate Professor	Continuous		7/31/2022	67,344	FY	1.00
			Interim Director, School of Music	Special	8/1/2022	8/31/2024	74,288	FY	0.60
			Interim Director, School of Music	Special	9/1/2022	8/31/2024	74,288	FY	0.60
			Clark Diamond Alumni	Special	8/1/2022	8/31/2025	3,000	FY	0.00
			Clark Diamond Alumni	Special	9/1/2022	8/31/2025	3,000	FY	0.00
			Clark Diamond Alumni	Special		7/31/2022	3,000	FY	0.00
			Assistant Director	Special		7/31/2022	4,000	FY	0.00
09/07	Fruhling, Ann L	School of Interdisciplinary Informat	Professor	Continuous	9/1/2022		140,802	AY	1.00
			Professor	Continuous		8/31/2022	139,468	AY	1.00
			Durham Professorship	Special		8/31/2022	10,000	AY	0.00
			Union Pacific Chair of IS&T	Special	9/1/2022	8/31/2027	10,000	AY	0.00
09/07	Gabriel, Jeannette A	Philosophy & Religion	Community Service Associate	Special	9/1/2022	5/16/2025	54,300	AY	1.00
			Director, Schwalb Ctr for Israel/Jewish	Special	9/1/2022	5/16/2025	15,000	AY	0.00
			Director, Schwalb Ctr for Israel/Jewish	Special		8/31/2022	66,340	AY	1.00
09/07	Goldsberry, Tammy S	Business Systems & Technology	Director, Business Systems and Technolog	Other		8/14/2022	116,258	FY	1.00
		Academic Affairs	Director of Academic Budget	Special	8/15/2022		125,000	FY	1.00
09/09	Gomez Johnson, Kelly M	Teacher Education	Associate Professor	Specific	9/1/2022		74,746	AY	1.00
			Assistant Professor	Specific		8/31/2022	69,824	AY	1.00
09/01	Grace, Erin M	Center for Collaboration Sciences	Director, Strategic Comm & External Rela	Special	8/22/2022		120,000	FY	1.00
			Strategic Communications Manager	Other		8/21/2022	93,503	FY	1.00
09/07	Grigg, John Allen	History	Chairperson	Special		8/31/2022	49,553	AY	0.60
			Professor	Continuous	9/1/2022		78,518	AY	1.00
			Professor	Continuous		8/31/2022	31,848	AY	0.40
09/07	Guerra, Ramon Javier	English	Associate Professor	Continuous	9/1/2022		71,200	AY	1.00
			Associate Professor	Continuous		8/31/2022	70,545	AY	1.00
		College of Arts and Sciences	Faculty Fellow	Special	9/1/2022	5/31/2023	5,000	AY	0.00

06/01	Hamilton, Zachary K	School of Criminology & Crim Justice	Associate Professor	Continuous	9/1/2022		90,773	AY	1.00
			Associate Professor	Continuous		8/31/2022	89,893	AY	1.00
			Associate Director	Special	9/1/2022	5/15/2022	10,000	AY	0.00
			Associate Director	Special		8/31/2022	10,000	AY	0.00
09/08	Hartman, Bryce T	Women's Swimming/Diving	Asst Swimming Coach	Special	7/1/2022		31,312	FY	1.00
			Swimming Coach	Special		6/30/2022	30,400	FY	1.00
09/07	Hawkins, Daniel Nathan	Academic Affairs	Faculty Fellow	Special		7/31/2022	10,500	FY	0.00
		Innovative & Learning-Centric Instit	Director of Online Development	Special	8/1/2022	6/30/2025	117,500	FY	1.00
			Director of Online Development	Special	9/1/2022	6/30/2025	117,500	FY	1.00
		Sociology	Associate Professor	Continuous		7/31/2022	70,769	FY	1.00
09/07 09/08	Hessel, Jessica C	Women's Swimming/Diving	Interim Head Coach, Swimming	Special	9/10/2022		60,000	FY	1.00
			Associate Head Coach, Swim and Dive	Special		9/9/2022	60,000	FY	1.00
		Women's Swimming/Diving	Associate Head Coach, Swim and Dive	Special	8/1/2022	9/9/2022	60,000	FY	1.00
			Assistant Swim Coach	Special		7/31/2022	39,271	FY	1.00
06/01	Holley, Lyn M	Gerontology	Professor	Continuous	9/1/2022		101,287	AY	1.00
			Professor	Continuous		8/31/2022	100,389	AY	1.00
			Dr. Chuck Powell Memorial Professorship	Special	9/1/2022	8/31/2025	3,000	AY	0.00
			Dr. Chuck Powell Memorial Professorship	Special		8/31/2022	3,000	AY	0.00
09/10	Holloway, Carson L	Political Science	Chairperson	Special	9/1/2022	5/10/2024	50,920	AY	0.60
			Chairperson	Special		8/31/2022	50,465	AY	0.60
			Professor	Continuous	9/1/2022		31,547	AY	0.40
			Professor	Continuous		8/31/2022	31,244	AY	0.40
			Wardle Diamond Alum	Special	9/1/2022	8/31/2024	3,000	AY	0.00
			Wardle Diamond Alum	Special		8/31/2022	3,000	AY	0.00
09/10	Hutt, Curtis M	Philosophy & Religion	Director, Goldstein Center Human Rights	Special	9/1/2022	5/27/2023	15,000	AY	0.00
			Director, Goldstein Center Human Rights	Special		8/31/2022	15,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		69,053	AY	1.00
			Associate Professor	Continuous		8/31/2022	68,409	AY	1.00
09/01	Jacobsen, Andrew L	Office of Institutional Effectivenes	Director	Special	7/1/2022		134,000	FY	1.00
			Interim Director	Special		6/30/2022	15,000	FY	0.00
		Decision Support Services	Business Analyst	Other		6/30/2022	82,824	FY	1.00
09/07	Jesseau, Stephanie A	Psychology	Director, Intro to Psychology	Special	9/1/2022	5/27/2023	15,000	AY	0.00
			Director, Intro to Psychology	Special		8/31/2022	5,000	AY	0.00

09/08	Kaiser, Samantha K	Academic & Career Development Center	Asst Vice Chancellor for Student Success	Special	8/1/2022		122,500	FY	1.00
			Sr. Director, ACDC	Special		7/31/2022	99,253	FY	1.00
09/09	Keiser, Kay Anne	Educational Leadership	Associate Professor	Continuous	9/1/2022		74,867	AY	1.00
			Associate Professor	Continuous		8/31/2022	98,912	AY	1.00
09/07	Kelley, Nancy J	Social Work	Scott Diamond Alumni	Special	9/1/2022	8/31/2025	3,000	AY	0.00
			Scott Diamond Alumni	Special		8/31/2022	3,000	AY	0.00
			Professor	Continuous	9/1/2022		84,409	AY	1.00
			Professor	Continuous		8/31/2022	83,644	AY	1.00
			Chairperson	Special		6/30/2022	73,822	FY	0.60
			Professor	Continuous	7/1/2022		45,213	FY	0.40
			Professor	Continuous		6/30/2022	45,213	FY	0.40
06/01	Kilinc, Ramazan	College of Arts and Sciences	Director	Special	9/1/2022		2,000	AY	0.00
			Director	Special		8/31/2022	2,000	AY	0.00
		Political Science	Orville D Menard Distinguished Faculty F	Special	9/1/2022	8/31/2024	2,500	AY	0.00
			Orville D Menard Distinguished Faculty F	Special		8/31/2022	1,250	AY	0.00
			Professor	Continuous	9/1/2022		79,233	AY	1.00
			Professor	Continuous		8/31/2022	78,463	AY	1.00
		College of Arts and Sciences	Distinguished Professor	Special	9/1/2022	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2022	5,000	AY	0.00
06/09		College of Arts and Sciences	Director	Special	9/1/2022		2,000	AY	0.00
			Director	Special		8/31/2022	2,000	AY	0.00
		Political Science	Orville D Menard Distinguished Faculty F	Special	9/1/2022	8/31/2024	2,500	AY	0.00
			Orville D Menard Distinguished Faculty F	Special		8/31/2022	1,250	AY	0.00
			Professor	Continuous	9/1/2022		79,233	AY	1.00
			Professor	Continuous		8/31/2022	78,463	AY	1.00
		College of Arts and Sciences	Distinguished Professor	Special	9/1/2022	8/31/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2022	5,000	AY	0.00
09/07	Knape, Aaron P	School of Accounting	Spencer Professorship	Special	9/1/2022	8/31/2025	10,000	AY	0.00
09/07	Kreiling, Jodi Lynn	Chemistry	Chairperson	Special	9/1/2022	5/16/2025	46,594	AY	0.60
			Associate Professor	Continuous	9/1/2022		28,662	AY	0.40
			Associate Professor	Continuous		8/31/2022	70,993	AY	1.00
09/08	Lang, Catherine D	Nebraska Business Development Center	Executive Director	Special	8/15/2022		183,139	FY	1.00
			Assistant Dean/State Director	Special		8/14/2022	183,139	FY	1.00
06/01	Leader Janssen, Elizabeth Marie	Special Education Comm Disorders	Chairperson	Special	7/1/2022		59,715	FY	0.60

		Educational Leadership	Chairperson	Special		6/30/2022	59,194	FY	0.60
			Kennedy Diamond Alumni	Special	7/1/2022	8/31/2024	3,000	FY	0.00
		Special Education Comm Disorders	Kennedy Diamond Alumni	Special		6/30/2022	3,000	FY	0.00
			Professor	Continuous	7/1/2022		36,478	FY	0.40
			Professor	Continuous		6/30/2022	36,130	FY	0.40
09/08	Lewis, Michael T	Strength and Conditioning	Director of Strength & Performance - MIH	Special	7/1/2022		54,481	FY	1.00
			Asst Coach - Strength & Conditioning	Special		6/30/2022	47,624	FY	1.00
06/01	Ligon, Ginamarie S	Management	Koraleski CBA Professorship	Special	7/1/2022	8/31/2025	10,000	FY	0.00
			Koraleski CBA Professorship	Special		6/30/2022	10,000	FY	0.00
		Center for Collaboration Sciences	Director NCITE	Special	7/1/2022	6/30/2030	229,255	FY	1.00
			Director NCITE	Special		6/30/2022	222,578	FY	1.00
09/07	Lipschultz, Jeremy Harris	Communication	Professor	Continuous	9/1/2022		101,316	AY	1.00
			Professor	Continuous		8/31/2022	100,410	AY	1.00
			Peter Kiewit Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
			Peter Kiewit Chair	Special		8/31/2022	5,000	AY	0.00
09/07	Lutte, Rebecca K	Aviation Institute	Associate Professor	Continuous	9/1/2022		75,029	AY	1.00
			Associate Professor	Continuous		8/31/2022	74,330	AY	1.00
			Dist. Prof of Aviation	Special	9/1/2022	8/31/2027	6,500	AY	0.00
09/07	Lyden, John C	Philosophy & Religion	Blizek Professorship for Religion	Special	9/1/2022	8/31/2025	7,500	AY	0.00
			Blizek Professorship for Religion	Special		8/31/2022	7,500	AY	0.00
			Professor	Continuous	9/1/2022		30,576	AY	0.40
			Professor	Continuous		8/31/2022	75,734	AY	1.00
			Chairperson	Special	9/1/2022	5/16/2025	53,364	AY	0.60
09/07	Madsen, Peter C	Music	Professor	Continuous	9/1/2022		75,754	AY	1.00
			Professor	Continuous		8/31/2022	75,061	AY	1.00
			Scribante Professorship	Special	9/1/2022	8/31/2027	10,000	AY	0.00
			Scribante Professorship	Special		8/31/2022	10,000	AY	0.00
06/01	Maher, Craig S	Public Administration	Director, School	Special	7/1/2022	6/30/2024	99,480	FY	0.60
			Director, School	Special		6/30/2022	95,698	FY	0.60
			Professor	Continuous	7/1/2022		56,320	FY	0.40
			Professor	Continuous		6/30/2022	55,798	FY	0.40
09/07		Public Administration	Director, School	Special	9/1/2022	6/30/2024	99,480	FY	0.60
			Director, School	Special		8/31/2022	99,480	FY	0.60
			Professor	Continuous	9/1/2022		56,320	FY	0.40

		Professor	Continuous		8/31/2022	56,320	FY	0.40	
		Distinguished Professor	Special	9/1/2022	5/23/2025	5,000	FY	0.00	
29/01	Maher, Harmon Droge	Geography/Geology	Professor	Continuous	9/1/2022		51,379	AY	0.50
		Professor	Continuous		8/31/2022	101,818	AY	1.00	
09/07	Matthews, Michael Edward	Mathematics	Professor	Continuous	9/1/2022		83,178	AY	1.00
		Professor	Continuous		8/31/2022	82,410	AY	1.00	
		Haddix Community Chair - Mathematics	Special	9/1/2022	8/31/2025	20,000	AY	0.00	
09/07	McNamara, Patrick T	Political Science	Director, Intl Studies Major	Special		8/31/2022	31,022	AY	0.50
09/07	Mei, Wai-Ning	Physics	Professor	Continuous	9/1/2022		94,940	AY	1.00
		Professor	Continuous		8/31/2022	94,073	AY	1.00	
		Milo Bail Chair	Special		8/31/2022	5,000	AY	0.00	
09/07	Melanson, William Jason	Philosophy & Religion	Chairperson	Special	9/1/2022	5/16/2025	46,740	AY	0.60
		Chairperson	Special		8/31/2022	46,331	AY	0.60	
		Associate Professor	Continuous	9/1/2022		28,760	AY	0.40	
		Associate Professor	Continuous		8/31/2022	28,487	AY	0.40	
09/07	Monardo, Anna	Writer's Workshop	Regents/Foundation	Special		8/31/2022	5,000	AY	0.00
		Professor	Continuous	9/1/2022		13,644	AY	0.17	
		Professor	Continuous		8/31/2022	81,864	AY	1.00	
09/10	Moore, James C	Physics	Chairperson	Special	9/1/2022	5/16/2025	51,580	AY	0.60
		Chairperson	Special		8/31/2022	51,127	AY	0.60	
		Professor	Continuous	9/1/2022		33,186	AY	0.40	
		Professor	Continuous		8/31/2022	32,884	AY	0.40	
		Haddix Community Chair in Physical Scien	Special	9/1/2022	8/31/2023	22,500	AY	0.00	
		Haddix Community Chair in Physical Scien	Special		8/31/2022	22,500	AY	0.00	
06/09	Morris, Amy M	Art and Art History	Professor	Continuous	9/1/2022		51,600	FY	0.40
		Professor	Continuous		6/30/2022	28,909	FY	0.40	
		School of Arts	Director, School of Arts	Special	9/1/2022	6/30/2025	77,400	FY	0.60
		Director, School of Arts	Special	9/1/2022		6,000	FY	0.00	
		Interim Director, School of Arts	Special		6/30/2022	49,363	FY	0.60	
09/07		Art and Art History	Professor	Continuous	7/1/2022		51,600	FY	0.40
		Professor	Continuous		6/30/2022	28,909	FY	0.40	
		School of Arts	Director, School of Arts	Special	7/1/2022	6/30/2025	77,400	FY	0.60
		Director, School of Arts	Special	7/1/2022		6,000	FY	0.00	
		Interim Interim Director, School of Arts	Special		6/30/2022	49,363	FY	0.60	

06/01	Morrison, Lucy J	Honors Program	Director	Special	7/1/2022		125,220	FY	1.00
			Director	Special		6/30/2022	120,420	FY	1.00
		Academic Affairs	Dir, Nat'l Scholarships & Fellowship Off	Special	7/1/2022		5,000	FY	0.00
09/07		Honors Program	Director	Special	7/1/2022		125,220	FY	1.00
			Director	Special		6/30/2022	120,420	FY	1.00
		Academic Affairs	Dir, Nat'l Scholarships & Fellowship Off	Special	7/1/2022		5,000	FY	0.00
09/07	Murch-Shafer, Karen Sue	College of Arts and Sciences	Director - Course Mentoring Program	Special	9/1/2022	5/27/2023	3,000	AY	0.00
			Associate Director - Exploratory Studies	Special	9/1/2022	5/27/2023	3,000	AY	0.00
			Faculty Fellow	Special		8/31/2022	6,000	AY	0.00
			Senior Lecturer	Special	9/1/2022	8/31/2023	5,000	AY	0.00
			Senior Lecturer	Special		8/31/2022	5,000	AY	0.00
06/01	Myers, Sara A	Psychology	Varner Chair	Special	7/1/2022	8/31/2023	10,000	FY	0.00
			Varner Chair	Special		6/30/2022	10,000	FY	0.00
		Office of Research & Creative Actvty	Assistant Vice Chancellor for Research	Special	7/1/2022		87,526	FY	0.58
			Assistant Vice Chancellor for Research	Special		6/30/2022	83,383	FY	0.58
09/07		Psychology	Varner Chair	Special	7/1/2022	8/31/2023	10,000	FY	0.00
			Varner Chair	Special		6/30/2022	10,000	FY	0.00
		Office of Research & Creative Actvty	Assistant Vice Chancellor for Research	Special	7/1/2022		87,526	FY	0.58
			Assistant Vice Chancellor for Research	Special		6/30/2022	83,383	FY	0.58
09/07	Nather-Detisch, Hillary S	Public Administration	Other Monthly Worker	Other		7/12/2022	1,200	FY	0.40
		Academic Affairs	Exec Director of the Samuel Bak Museum	Special	7/13/2022		175,000	FY	1.00
09/07	Neathery-Castro, Jody L	International Programs	Interim Associate V/C for Global Engagement	Special	8/8/2022	6/30/2023	149,614	FY	1.00
			Interim Associate V/C for Global Engagement	Special	9/1/2022	6/30/2023	149,614	FY	1.00
		Political Science	Associate Professor	Continuous	8/1/2022	8/7/2022	94,930	AY	1.00
			Associate Professor	Continuous		7/31/2022	30,210	AY	0.40
			Associate Professor	Continuous		8/7/2022	94,930	FY	1.00
		Music	Interim Director, School of Music	Special		7/31/2022	64,716	AY	0.60
		College of Arts and Sciences	Distinguished Associate Professor	Special	8/1/2022	8/31/2024	5,000	AY	0.00
			Distinguished Associate Professor	Special	8/8/2022	8/31/2024	5,000	FY	0.00
			Distinguished Associate Professor	Special	9/1/2022	8/31/2024	5,000	FY	0.00
			Distinguished Associate Professor	Special		7/31/2022	5,000	AY	0.00
			Distinguished Associate Professor	Special		8/7/2022	5,000	FY	0.00
09/09	Nielsen, Drew A	VP for Business and Finance	Compliance Director	Other	9/28/2022		41,818	FY	0.30
			Compliance Director	Other		6/30/2022	40,600	FY	0.30
		Compliance	Chief Compliance Officer	Special	9/28/2022		101,674	FY	0.70

		Chief Compliance Officer	Special		6/30/2022	96,832	FY	0.70	
09/09	Nix, Justin	School of Criminology & Crim Justice	MA Program Coordinator	Special	9/1/2022	5/12/2023	5,000	AY	0.00
			MA Program Coordinator	Special		8/31/2022	5,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		85,146	AY	1.00
			Associate Professor	Continuous		8/31/2022	84,315	AY	1.00
			Distinguished Associate Professor	Continuous	9/1/2022	5/27/2023	20,000	AY	0.00
			Distinguished Associate Professor	Continuous	9/1/2022	5/10/2024	5,000	AY	0.00
			Distinguished Associate Professor	Continuous		8/31/2022	25,000	AY	0.00
09/08	Noel-Bernier, Dave	Hockey	Associate Head Coach - MIH	Special	7/1/2022		150,000	FY	1.00
			Asst Coach - Hockey	Special		6/30/2022	140,000	FY	1.00
09/07	Obradovic, Lana	Political Science	Associate Professor	Continuous	9/1/2022		70,583	AY	1.00
			Associate Professor	Continuous		8/31/2022	69,895	AY	1.00
			Director, Intl Studies Major	Special	9/1/2022	5/16/2025	6,600	AY	0.00
			Director, Holocaust Genocide Studies	Special		8/31/2022	1,200	AY	0.00
06/09	Pelton, Julie Ann	Sociology	Chairperson	Special	9/1/2022	5/16/2025	45,218	AY	0.60
			Chairperson	Special		8/31/2022	43,024	AY	0.60
			Associate Professor	Continuous	9/1/2022		27,745	AY	0.40
			Associate Professor	Continuous		8/31/2022	27,483	AY	0.40
09/09	Perkinson, Mary	Music	Associate Professor	Continuous	9/1/2022		62,046	AY	1.00
			Associate Professor	Continuous		8/31/2022	61,467	AY	1.00
			Distinguished Professor	Special	9/1/2022	5/17/2024	5,000	AY	0.00
			Distinguished Professor	Special		8/31/2022	5,000	AY	0.00
09/09	Pettid, Catherine M	Student Life & Wellbeing	Assoc VC for Student Life & Wellbeing	Special	7/1/2022		217,453	FY	1.00
			Assoc VC for Student Life & Wellbeing	Special		6/30/2022	210,000	FY	1.00
09/10	Price, John T	English	Professor	Continuous	9/1/2022		84,239	AY	1.00
			Professor	Continuous		8/31/2022	83,475	AY	1.00
			Regents/Foundation	Special	9/1/2022	8/31/2025	5,000	AY	0.00
			Regents/Foundation	Special		8/31/2022	5,000	AY	0.00
			Director	Special	9/1/2022	5/27/2023	3,000	AY	0.00
			Director	Special		8/31/2022	3,000	AY	0.00
09/07	Reiter-Palmon, Roni	Psychology	Professor	Continuous	9/1/2022		92,541	AY	1.00
			Professor	Continuous		8/31/2022	91,693	AY	1.00
			Director, Ctr of Applied Psych Svcs	Special	9/1/2022	5/19/2023	10,000	AY	0.00
			Director, Ctr of Applied Psych Svcs	Special		8/31/2022	10,000	AY	0.00

		College of Arts and Sciences	Distinguished Professor	Special	9/1/2022	8/31/2024	20,000	AY	0.00
			Distinguished Professor	Special		8/31/2022	20,000	AY	0.00
09/07	Richards, Tara N	School of Criminology & Crim Justice	Associate Professor	Continuous	9/1/2022		97,168	AY	1.00
			Associate Professor	Continuous		8/31/2022	96,220	AY	1.00
			Distinguished Associate Professor	Special	9/1/2022	5/16/2025	5,000	AY	0.00
09/07	Robinson, Cynthia L	Black Studies	Chairperson	Special	9/1/2022	5/16/2025	50,766	AY	0.60
			Chairperson	Special		8/31/2022	50,369	AY	0.60
			Associate Professor	Continuous	9/1/2022		28,511	AY	0.40
			Associate Professor	Continuous		8/31/2022	28,246	AY	0.40
09/07	Rogers, Jimmy A	Mathematics	Chairperson	Special	9/1/2022	5/16/2025	49,586	AY	0.60
			Chairperson	Special		8/31/2022	49,201	AY	0.60
			Associate Professor	Continuous	9/1/2022		30,656	AY	0.40
			Associate Professor	Continuous		8/31/2022	30,399	AY	0.40
06/08	Roland, Thomas A	Music	Professor	Continuous	9/1/2022		75,308	AY	1.00
			Professor	Continuous		8/31/2022	74,620	AY	1.00
			DE Coordinator	Special	9/1/2022	4/27/2024	15,000	AY	0.00
			DE Coordinator	Special		8/31/2022	15,000	AY	0.00
			Assistant Director	Special	9/1/2022	4/27/2024	1,333	AY	0.00
			Assistant Director	Special		8/31/2022	4,000	AY	0.00
06/01 06/06	Romero, Troy A	Goodrich	Chairperson	Special	7/1/2022	6/30/2024	77,774	FY	0.60
			Chairperson	Special		6/30/2022	77,617	FY	0.60
			Professor	Continuous	7/1/2022		46,850	FY	0.40
			Professor	Continuous		6/30/2022	46,412	FY	0.40
		Goodrich	Chairperson	Special	7/1/2022	6/30/2024	77,774	FY	0.60
			Chairperson	Special		6/30/2022	77,617	FY	0.60
			Professor	Continuous	7/1/2022		46,850	FY	0.40
			Professor	Continuous		6/30/2022	46,412	FY	0.40
09/07	Rowe, Wei Wang	Dept of Finance Banking & Real Est	Professor	Continuous	9/1/2022		140,353	AY	1.00
			Professor	Continuous		8/31/2022	139,076	AY	1.00
			NE Bankers Assoc	Special	9/1/2022	8/31/2025	10,000	AY	0.00
			NE Bankers Assoc	Special		8/31/2022	10,000	AY	0.00
09/07	Ryalls, Brigitte O	Psychology	Chairperson	Special		8/31/2022	50,689	AY	0.60
			Associate Professor	Continuous	9/1/2022		79,217	AY	1.00
			Associate Professor	Continuous		8/31/2022	31,392	AY	0.40

09/07 06/09	Sabirianov, Renat F	Physics	Professor	Continuous	9/1/2022		88,777	AY	1.00
			Professor	Continuous		8/31/2022	87,960	AY	1.00
			Milo Bail Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
		Psychology	Assistant Professor	Specific	9/1/2022	3/14/2023	70,332	OTH	1.00
			Assistant Professor	Specific		8/31/2022	35,000	OTH	1.00
09/10	Schafer, Josephine G	Center for Public Affairs Research	Director/Chair	Special	8/1/2022	7/31/2025	81,464	FY	0.60
			Director/Chair	Special		7/31/2022	80,816	FY	0.60
			Senior Research Associate	Special	8/1/2022	7/31/2025	46,310	FY	0.40
			Senior Research Associate	Special		7/31/2022	45,876	FY	0.40
09/07	Shi, Yong	ISQA	Isaacson Chair	Special		8/31/2022	5,000	AY	0.00
			Professor	Continuous	9/1/2022	5/27/2023	70,419	AY	0.50
			Professor	Continuous		8/31/2022	139,508	AY	1.00
09/07	Sindhav, Birud G	Marketing & Entrepreneurship	Acting Chairperson	Special	9/1/2022	1/31/2023	3,000	AY	0.00
			Professor	Continuous	9/1/2022		133,109	AY	1.00
			Professor	Continuous		8/31/2022	131,893	AY	1.00
06/04	Smith, Benny O	Economics	Chairperson	Special	9/1/2022		66,372	AY	0.60
			Chairperson	Special		8/31/2022	64,331	AY	0.60
			Associate Professor	Continuous	9/1/2022		40,914	AY	0.40
			Associate Professor	Continuous		8/31/2022	40,487	AY	0.40
			Noddle Professorship	Special	9/1/2022	5/10/2026	10,000	AY	0.00
			Noddle Professorship	Special		8/31/2022	10,000	AY	0.00
		College of Business Administration	Distinguished Associate Professor	Special	9/1/2022	5/15/2024	5,000	AY	0.00
			Distinguished Associate Professor	Special		8/31/2022	5,000	AY	0.00
09/07	Sollars, Suzanne I	Psychology	Director, Neuroscience	Special	9/1/2022	5/12/2023	3,600	AY	0.00
			Director, Neuroscience	Special		8/31/2022	3,600	AY	0.00
			Professor	Continuous	9/1/2022		93,338	AY	1.00
			Professor	Continuous		8/31/2022	92,483	AY	1.00
06/01	Steiner, Emily M	School of Criminology & Crim Justice	Professor	Continuous	9/1/2022		46,989	AY	0.50
			Professor	Continuous		8/31/2022	46,497	AY	0.50
		Office of Research & Creative Actvty	Asst. VC for Research & Social Sciences	Special	9/1/2022	12/31/2023	57,392	AY	0.50
			Asst. VC for Research & Social Sciences	Special		8/31/2022	55,997	AY	0.50
06/01	Stergiou, Nikolaos	Biomechanics	Assistant Dean	Special	7/1/2022		196,464	FY	1.00
			Assistant Dean	Special		6/30/2022	179,297	FY	0.90
			Dist. Comm. Rsch Chair in Biomechanics	Special	7/1/2022	8/31/2023	20,000	FY	0.00

09/07		COPH Environ, Agri & Occ Health Biomechanics	Dist. Comm. Rsch Chair in Biomechanics	Special		6/30/2022	20,000	FY	0.00
			Professor	Continuous		6/30/2022	11,445	FY	0.10
			Assistant Dean	Special	7/1/2022		196,464	FY	1.00
			Assistant Dean	Special		6/30/2022	179,297	FY	0.90
			Dist. Comm. Rsch Chair in Biomechanics	Special	7/1/2022	8/31/2023	20,000	FY	0.00
			Dist. Comm. Rsch Chair in Biomechanics	Special		6/30/2022	20,000	FY	0.00
			COPH Environ, Agri & Occ Health	Professor	Continuous		6/30/2022	11,445	FY
09/07	Syrek, Abbie Marie	Communication	Senior Lecturer	Special	8/1/2022	5/17/2024	5,000	FY	0.00
			Senior Lecturer	Special	9/1/2022	5/17/2024	5,000	FY	0.00
			Senior Lecturer	Special		7/31/2022	5,000	FY	0.00
		College of Comm, Fine Arts & Media	Assistant Dean	Special	8/1/2022		75,000	FY	1.00
			Assistant Dean	Special	9/1/2022		75,000	FY	1.00
09/07	Szto, Peter P	Social Work	Professor	Continuous	9/1/2022		91,541	AY	1.00
			Professor	Continuous		8/31/2022	90,716	AY	1.00
		Psychology	Peter Kiewit Chair	Special	9/1/2022	8/31/2025	5,000	AY	0.00
		Social Work	BSSW Coordinator	Special	9/1/2022	5/19/2023	5,000	AY	0.00
			BSSW Coordinator	Special		8/31/2022	5,000	AY	0.00
09/07	Tapprich, William E	Chemistry	Interim Chairperson	Special		8/31/2022	20,000	AY	0.00
		Biology	Professor	Continuous	9/1/2022		45,895	AY	0.50
			Professor	Continuous		8/31/2022	90,945	AY	1.00
			Kahn Professorship of Biology	Special	9/1/2022	2/28/2023	2,500	AY	0.00
			Kahn Professorship of Biology	Special		8/31/2022	5,000	AY	0.00
29/01		Chemistry	Interim Chairperson	Special		8/31/2022	20,000	AY	0.00
		Biology	Professor	Continuous	9/1/2022		45,895	AY	0.50
			Professor	Continuous		8/31/2022	90,945	AY	1.00
			Kahn Professorship of Biology	Special	9/1/2022	2/28/2023	2,500	AY	0.00
			Kahn Professorship of Biology	Special		8/31/2022	5,000	AY	0.00
09/07	Tarry, Scott E	Aviation Institute	Director	Special		7/31/2022	6,000	FY	0.00
			Director/Chair	Special	8/1/2022		14,000	FY	0.00
			Director/Chair	Special		7/31/2022	14,000	FY	0.00
		College of Public Affrs & Comm Svc	Associate Dean	Special	8/1/2022		181,000	FY	1.00
		Aviation Institute	Professor	Continuous		7/31/2022	143,928	FY	1.00
09/07	Tocaimaza-Hatch, Carmen C	College of Arts and Sciences	Faculty Fellow	Special	9/1/2022	5/27/2023	7,500	AY	0.00
		Foreign Languages	Associate Professor	Continuous	9/1/2022		65,273	AY	1.00
			Associate Professor	Continuous		8/31/2022	64,664	AY	1.00

06/04	Venkatesh, Roopa	School of Accounting	Chairperson	Special	9/1/2022		99,053	AY	0.60
			Chairperson	Special		8/31/2022	96,737	AY	0.60
			Professor	Continuous	9/1/2022		62,702	AY	0.40
			Professor	Continuous		8/31/2022	62,091	AY	0.40
			Hockett Diamond Alumni	Special		8/31/2022	10,000	AY	0.00
			UP Accounting Chair	Special	9/1/2022	5/16/2025	15,000	AY	0.00
09/07		School of Accounting	Chairperson	Special	9/1/2022		99,053	AY	0.60
			Chairperson	Special		8/31/2022	96,737	AY	0.60
			Professor	Continuous	9/1/2022		62,702	AY	0.40
			Professor	Continuous		8/31/2022	62,091	AY	0.40
			Hockett Diamond Alumni	Special		8/31/2022	10,000	AY	0.00
			UP Accounting Chair	Special	9/1/2022	5/16/2025	15,000	AY	0.00
09/07	Vlasek, Scott E	Aviation Institute	Director	Special	7/1/2022	6/30/2025	58,890	FY	0.50
			Lecturer	Special	7/1/2022	6/30/2025	46,391	FY	0.50
			Senior Lecturer	Special		6/30/2022	5,000	FY	0.00
06/04	Volkman, David August	Dept of Finance Banking & Real Est	Chairperson	Special	9/1/2022		96,255	AY	0.60
			Chairperson	Special		8/31/2022	93,963	AY	0.60
			Professor	Continuous	9/1/2022		60,837	AY	0.40
			Professor	Continuous		8/31/2022	60,243	AY	0.40
			Cloud Professorship	Special	9/1/2022		10,000	AY	0.00
			Cloud Professorship	Special		8/31/2022	10,000	AY	0.00
09/10		Dept of Finance Banking & Real Est	Chairperson	Special	9/1/2022		96,255	AY	0.60
			Chairperson	Special		8/31/2022	93,963	AY	0.60
			Professor	Continuous	9/1/2022		60,837	AY	0.40
			Professor	Continuous		8/31/2022	60,243	AY	0.40
			Cloud Professorship	Special	9/1/2022		10,000	AY	0.00
			Cloud Professorship	Special		8/31/2022	10,000	AY	0.00
09/07	Wagner, Jamie F	Economics	CBA Distinguished Professorship	Special	9/1/2022	5/16/2025	10,000	AY	0.00
			Associate Professor	Continuous	9/1/2022		99,474	AY	1.00
			Associate Professor	Continuous		8/31/2022	98,517	AY	1.00
09/10	Watkins, Wayne H	Scott Scholars Program	Executive Director, Scott Scholarshp Pgm	Special	7/1/2022	7/31/2025	270,400	FY	1.00
		Student Life & Wellbeing	Executive Director, Scott Scholarshp Pgm	Special		6/30/2022	260,000	FY	1.00
09/07	Wilkinson, Lindsay R	Gerontology	Associate Professor	Continuous	9/1/2022		70,498	AY	1.00
			Assistant Professor	Continuous		8/31/2022	65,643	AY	1.00
			Masters Program Chair	Special	9/1/2022	5/27/2023	5,000	AY	0.00

		Masters Program Chair	Special		8/31/2022	5,000	AY	0.00	
09/07	Williams, Paul A	Philosophy & Religion	Asst. Dir., Goldstein Ctr Human Rights	Special	9/1/2022	5/27/2023	5,500	AY	0.00
			Associate Professor	Continuous	9/1/2022		73,784	AY	1.00
			Associate Professor	Continuous		8/31/2022	29,240	AY	0.40
			Chairperson	Special		8/31/2022	47,460	AY	0.60
06/09	Williams, Tamara J	Educational Leadership	Chairperson	Special	9/1/2022		69,131	FY	0.60
			Chairperson	Special		6/30/2022	52,632	FY	0.60
			Associate Professor	Continuous	9/1/2022		42,754	FY	0.40
			Associate Professor	Continuous		6/30/2022	31,755	FY	0.40
09/07		Educational Leadership	Chairperson	Special	7/1/2022		69,131	FY	0.60
			Chairperson	Special		6/30/2022	52,632	FY	0.60
			Associate Professor	Continuous	7/1/2022		42,754	FY	0.40
			Associate Professor	Continuous		6/30/2022	31,755	FY	0.40
09/07	Wohar, Mark	Economics	Professor	Continuous	9/1/2022		127,827	AY	1.00
			Professor	Continuous		8/31/2022	126,654	AY	1.00
			CBA Distinguished Professorship	Special	9/1/2022	8/31/2025	10,000	AY	0.00
			CBA Distinguished Professorship	Special		8/31/2022	10,000	AY	0.00
		College of Business Administration	Eminent Scholar	Special	9/1/2022		10,000	AY	0.00
			Eminent Scholar	Special		8/31/2022	10,000	AY	0.00
06/01	Wolcott, Peter	ISQA	Chairperson	Special	9/1/2022		82,175	AY	0.60
			Chairperson	Special		8/31/2022	81,447	AY	0.60
			Professor	Continuous	9/1/2022		52,383	AY	0.40
			Professor	Continuous		8/31/2022	51,897	AY	0.40
			Mutual of Omaha Chair of IS&T	Special		8/31/2022	10,000	AY	0.00
09/07		ISQA	Chairperson	Special	9/1/2022		82,175	AY	0.60
			Chairperson	Special		8/31/2022	81,447	AY	0.60
			Professor	Continuous	9/1/2022		52,383	AY	0.40
			Professor	Continuous		8/31/2022	51,897	AY	0.40
			Mutual of Omaha Chair of IS&T	Special		8/31/2022	10,000	AY	0.00
09/09	Woods, Sara J	Community Engagement Center	Chief Engagement Officer	Special	8/10/2022		123,681	FY	1.00
			Exec Assoc to Sr Vice Chanc - Comm Engag	Special		8/9/2022	123,681	FY	1.00
06/01	Zerbe, John S	School of Arts	Director, School of the Arts	Special	7/1/2022	8/14/2022	4,800	FY	0.00
			Director, School of the Arts	Special	7/1/2022	8/31/2022	65,741	FY	0.60
			Director, School of the Arts	Special		6/30/2022	65,741	FY	0.60
		Theatre	Professor	Continuous	7/1/2022		44,811	FY	0.40

06/09	School of Arts Theatre	Professor	Continuous		6/30/2022	43,828	FY	0.40
		Director, School of the Arts	Special		8/31/2022	65,741	AY	0.60
		Professor	Continuous	9/1/2022		82,914	AY	1.00
09/07	School of Arts Theatre	Professor	Continuous		8/31/2022	44,811	AY	0.40
		Director, School of the Arts	Special		8/31/2022	65,741	AY	0.60
		Professor	Continuous	9/1/2022		82,914	AY	1.00
09/09	School of Arts Theatre	Professor	Continuous		8/31/2022	44,811	AY	0.40
		Director, School of the Arts	Special		8/31/2022	65,741	AY	0.60
		Professor	Continuous	9/1/2022		82,914	AY	1.00
		Professor	Continuous		8/31/2022	44,811	AY	0.40

- 06/00 Error Correction
- 06/01 Annual Adjustment
- 06/04 Position Re-evaluation
- 06/06 Internal (Equity) Adjustment
- 06/08 End Addl. Responsibilities
- 06/09 Change in Payment Schedule
- 09/01 Promotion Within
- 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
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA ADMINISTRATION
NEW APPOINTMENTS

No New Appointments to Report

PERSONNEL REPORT
07/01/2022 - 09/30/2022
UNIVERSITY OF NEBRASKA ADMINISTRATION
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Andrews, Matthew T	EPSCOR School of Natural Resources	Director	Special	7/1/2022		148,193	FY	0.50
			Director	Special		6/30/2022	215,815	FY	0.75
			Professor	Continuous	7/1/2022		148,193	FY	0.50
			Professor	Continuous		6/30/2022	71,938	FY	0.25
09/24	Bieber, Brett T	Information Technology Services IT Security Services	Asst. VP, IT Client Services	Special	8/1/2022		160,000	FY	1.00
			Director, Identity & Access Management	Other		7/31/2022	128,316	FY	1.00
06/01	Carter, Walter E	Office of the President	President	Special	9/1/2022		962,638	FY	1.00
			President	Special		8/31/2022	934,600	FY	1.00

06/01 Annual Adjustment
09/07 Position Add/Change
09/24 Advance/Transfer-Rate Chg - C

TO: The Board of Regents Addendum XII-D-6
Academic Affairs

MEETING DATE: February 10, 2023

SUBJECT: Tenure Density Report


RECOMMENDED ACTION: Report

PREVIOUS ACTION: February 11, 2022 – The Board of Regents accepted the Fall 2021 University of Nebraska Tenure Density Report

EXPLANATION: Per Regents' Policy 4.3.1, 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.

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

SPONSOR: Jeffrey P. Gold
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TENURE DENSITY
Fall 2022 Compared to Selected Previous Years

	2012	2017	2021	2022	Net Change Numbers and Percentage Points		
					1-yr	5-yr	10-yr
University Wide							
Tenured	1,684	1,638	1,645	1,649	4	11	(35)
Tenure-Track	434	546	508	477	(31)	(69)	43
Health Professions	490	578	825	861	36	283	371
Total	2,608	2,762	2,978	2,987	9	225	379
% Tenured	64.6%	59.3%	55.2%	55.2%	0.0%	-4.1%	-9.4%
UNL							
Tenured	889	873	855	868	13	(5)	(21)
Tenure-Track	266	327	262	227	(35)	(100)	(39)
Total	1,155	1,200	1,117	1,095	(22)	(105)	(60)
% Tenured	77.0%	72.8%	76.5%	79.3%	2.7%	6.5%	2.3%
UNL (city only)							
Tenured	668	654	621	621	0	(33)	(47)
Tenure-Track	189	223	192	172	(20)	(51)	(17)
Total	857	877	813	793	(20)	(84)	(64)
% Tenured	77.9%	74.6%	76.4%	78.3%	1.9%	3.7%	0.4%
IANR							
Tenured	221	219	234	247	13	28	26
Tenure-Track	77	104	70	55	(15)	(49)	(22)
Total	298	323	304	302	(2)	(21)	4
% Tenured	74.2%	67.8%	77.0%	81.8%	4.8%	14.0%	7.6%
UNMC							
Tenured	271	264	276	274	(2)	10	3
Tenure-Track*					-	-	-
Health Professions*	490	578	825	861	36	283	371
Total	761	842	1,101	1,135	34	293	374
% Tenured	35.6%	31.4%	25.1%	24.1%	-0.9%	-7.2%	-11.5%
UNO							
Tenured	347	332	330	326	(4)	(6)	(21)
Tenure-Track	94	126	165	174	9	48	80
Total	441	458	495	500	5	42	59
% Tenured	78.7%	72.5%	66.7%	65.2%	-1.5%	-7.3%	-13.5%
UNK							
Tenured	177	169	184	181	(3)	12	4
Tenure-Track	74	93	81	76	(5)	(17)	2
Total	251	262	265	257	(8)	(5)	6
% Tenured	70.5%	64.5%	69.4%	70.4%	1.0%	5.9%	-0.1%

*Health professions faculty at UNMC are the functional equivalent of tenure-track faculty at other campuses.

TO: The Board of Regents Addendum XII-D-7
Academic Affairs

MEETING DATE: February 10, 2023

SUBJECT: Programs with Tuition Variances

RECOMMENDED ACTION: Report


PREVIOUS ACTION: February 11, 2022 – The Board of Regents approved the report on programs with differential tuition rates for Academic Year 2020-21.

September 9, 2011 – The Board of Regents amended Regents’ Policy 5.7.4 relating to tuition level guidelines and granted authority to the President to approve recommendations by which the campuses may vary the rate of tuition from that established by the Board. The purpose of such variable rates shall be to achieve University goals and objectives.

EXPLANATION: The attached report provides information about the variances granted on the Board-approved tuition rates for Academic Year 2020-21 and the impact of those actions.

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

SPONSOR: Jeffrey P. Gold
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

Regents Policy 5.7.4 Programs with Tuition Variances
Academic Year 2021-22

Campus: Nebraska College of Technical Agriculture
Program: Dual Credit
Approved:

Differential: 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
FY 2019-20 Tuition rates were \$135.00 and Dual Credit rates were \$67.50

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)*
2021-22	26	71	\$4,935
2020-21	51	149	\$10,356
2019-20	88	276	\$18,630

**Difference between the published tuition rate and the tuition discount.
Headcount is fall census.*

Tuition Variance Report - 2022

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 2021-2022 is \$209.00 per student credit hour or \$627.00 for a 3-credit hour course. Students in the dual enrollment program are charged \$75.00 per credit hour. 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 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 - 2022

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.

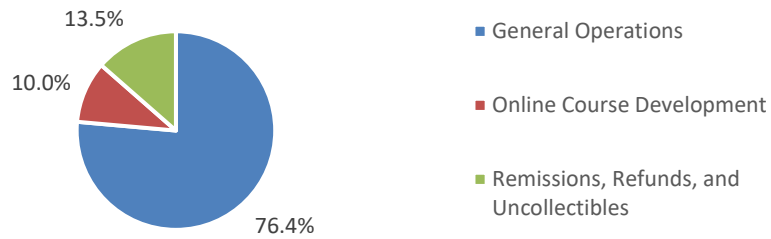
Description: The University of Nebraska Online system-wide financial model assumes that campuses will recover campus expenses and that the distance education tuition would be used to support the development, delivery, and sustainability of online education. University of Nebraska at Kearney (UNK) offers 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: \$20,668,593 – FY22 DE Gross Tuition
For distance education gross revenue, about 10% is allocated to online development of courses; 13.6% to Remissions/Refunds/Un-collectibles; and 76.4% to general operations, including instruction, distance education/e-campus support, etc.

University of Nebraska at Kearney		
Distance Education Distribution		
	FY22	% of
FY22 Actual:	Final Actual	Gross Tuition
Remissions, Refunds and Uncollectibles	2,800,184	13.6%
Online Course Development	2,075,000	10.0%
General Operations	15,793,409	76.4%
DE Gross Tuition	20,668,593	100.0%

FY2022 Distance Education Gross Revenue and allocation percentages reported by UNK

University of Nebraska at Kearney Distance Education Distribution



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

Table 1: Comparison of FY20, FY21, FY22 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

Differential Tuition Report - 2022

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 was 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: \$20,668,593 – FY22 Total Distance Education Gross Tuition, of this \$281,250 is from the online speech-language pathology master’s program

Table 1: FY22 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

Table 2: FY22 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

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 for FY2021-22

Campus: University of Nebraska-Lincoln

College or Program: College of Architecture

Approved: June 8, 2012

Cost Center: Multiple

Differential: Differential tuition was initially implemented as a 25% premium over then-existing applicable tuition rates. This resulted in additional per credit hour charges of:

- \$52 for undergraduate residents,
- \$154 for undergraduate nonresidents,
- \$69 for graduate residents, and
- \$185 for graduate nonresidents.

The College also had a fee of \$24 per credit hour that was incorporated into its tuition rate structure. The premiums over base tuition rates grow with approved tuition rate increases, as like increase percentages are applied to the differentiated rates.

Description: Differential tuition was approved in recognition of the increased costs associated with architectural education and the need to invest additional resources in the College in order to provide students with a competitive, quality education. With the only accredited professional programs in Architecture and Planning in the State, the College is a primary source of new professionals for the great many architectural firms in Nebraska.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2021-22	877	14,009	\$1,606,251
2020-21	838	13,436	\$1,572,443
2019-20	793	11,976	\$1,433,907
2018-19	852	12,115	\$1,444,553
2017-18	886	12,275	\$1,463,691
2016-17	924	12,475	\$1,460,674
2015-16	971	12,126	\$1,265,170
2014-15	928	10,858	\$1,162,394
2013-14	900	10,410	\$1,094,909

*Difference between the differential tuition and the published tuition rate.

Note: This figure does not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, namely tuition remissions, refunds, and uncollectible accounts.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

The major categories of investment originally proposed for differential tuition funding were teaching and technology capacity and advising and student services. The College's investments are aligned with those priorities:

- The College funded or partially funded several positions, including: Tenured/Tenure-Track faculty summer research, Lecturer/Ts, Graduate Professional Programs Recruiter, Director of Communications, Advisor, Assistant to the Dean, Shop and Media Manager.
- Differential tuition funding continued to be used for student recruitment and retention efforts including development of recruitment/marketing materials, recruitment events, and advising/recruiting related travel.
- In support of student learning, the College repaired shop equipment and purchased shop supplies.
- Differential tuition was also used to support academic programs through faculty recruiting, faculty dissemination of research, and the purchase of hardware, software, and supplies for faculty.

Intentions for Reinvestment of Differential Tuition in the *current* year:

Differential tuition will fund targeted, strategic investments that support the operation of the College to fulfill its mission. All expenditures are intended for the purposes of directly and indirectly improving the education and services provided to the students of the College of Architecture.

Revenue:	Total Differential Tuition Budget 2021-22		\$999,667
	Prior Year Carry Forward		\$181,925
	Differential Tuition Expenditures 2021-22		
Expenses:	Operating:		
	Student Recruitment/Retention	(\$ 10,230)	
	Support for Student Learning	(\$ 10,950)	
	Academic Program Support	(\$124,061)	
	Salary & Benefits:		
	Staff ¹	(\$ 243,980)	
	Students ²	(\$ 100,980)	
	Faculty ³	(\$ 383,478)	
	Carry Forward		\$307,913

¹Graduate Professional Programs Recruiter, Director of Communications, Shop and Media Manager, Advisor, Assistant to the Dean

²Dean's Office and ULAs/GLAs

³15 full-time T/TT summer research, 25 Lecturer/Ts

Differential Tuition Report for FY2021-22

Campus: University of Nebraska-Lincoln

College or Program: College of Business

Approved: June 17, 2011

Cost Center: Multiple

Differential: Differential tuition was initially implemented as a 25% premium over then-existing applicable tuition rates. This resulted in additional per credit hour charges of:

- \$50 for undergraduate residents,
- \$147 for undergraduate nonresidents,
- \$65 for graduate residents, and
- \$175 for graduate nonresidents.

The premiums over base tuition rates grow with approved tuition rate increases, as like increase percentages are applied to the differentiated rates.

Description: Differential tuition was approved in recognition of the increased costs associated with business education and the need to invest additional resources in the College in order to provide students with a competitive, quality education. Specifically noted was the College's growing enrollments and shrinking T/TT faculty.

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2021-22	7,728	98,370	\$ 9,142,392
2020-21	8,057	102,262	\$ 9,558,387
2019-20	8,137	99,702	\$ 9,942,054
2018-19	8,316	101,088	\$10,469,944
2017-18	8,418	102,601	\$10,287,053
2016-17	8,421	99,603	\$10,002,714
2015-16	8,041	89,033	\$ 8,367,108
2014-15	7,594	84,471	\$ 7,723,974
2013-14	7,216	79,220	\$ 6,520,798

*Difference between the differential tuition and the published tuition rate.

Note: This figure does not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, namely tuition remissions, refunds, and uncollectible accounts.

Description of Reinvestment of Differential Tuition for the *past/reporting* year:

The major categories of investment originally proposed for differential tuition funding were teaching capacity and advising and student services. Consistent with that intent, all investments of differential tuition funds continue to be focused on enhancing the quality of students' education and experiences:

- While we've seen a small dip in enrollments, primarily due to the pandemic, we have seen a strong showing in student credit hours likely due to our addition of new student-based programming, like the Entrepreneurship minor, and Business and Law minor, both available to the entire campus. The College continues to invest in T/TT faculty, Professors of Practice, Lecturers, and graduate assistants in order to meet expanding academic needs. This includes a new Business and Law Major.
- Differential tuition funds were used to provide continued improvement of student services programs and support through the expansion of undergraduate Business Advising and Student Engagement, and Business Career Center programs as well as the Business Honors Academy. The College was able to continue to put a greater emphasis on recruitment and retention efforts through increased publicity, community outreach, special events, and the continued growth and training of a college Enrollment Management and Recruiting team. Differential funding continues to support the growth of the Business Minor, an 18-hour program designed for non-business students and which currently enrolls over 680 students. The College continues to improve with the launch of a new major in Business and Law that is a collaborative program taught by College of Law faculty. We also continue to invest in student services offices throughout the college to better serve students including the expansion of programs offered by the Teaching and Learning Center (TLC) in Howard L. Hawks Hall. This Center provides support to both faculty and students consistent with our teaching mission. One program managed by the TLC is our peer mentoring program in which undergraduate students assist faculty with large lecture classes. We have seen a significant success rate (over 75%) for students who use the mentoring and tutoring programs of the TLC. In addition, a small portion of differential tuition was used for equipment/software upgrades for faculty and professional staff across programs.

Intentions for Reinvestment of Differential Tuition in the *current* year:

Differential tuition funding will continue to be used as originally intended, as it is designated primarily for support of new faculty hires in all departments (including related start-up costs) and continued growth in student services and programs, including the Honors Academy, Business Career Center, Enrollment Management/Recruiting, Business Advising and Student Engagement, and the Teaching and Learning Center.

Revenue:	Total Differential Tuition Budget 2021-22	\$6,681,587
	Prior Year Carry Forward	\$ 630,218
	Prior Year Encumbrance Forward	\$ 8,465
	FY22 Fall Differential Adjustment	(\$ 109,973)
	FY22 Spring Differential Adjustment	(\$ 96,259)

Differential Tuition Expenditures 2021-22

Operating:

Student Services and Programs	(\$ 241,273)
Faculty Support ¹	(\$ 10,573)
CoB Raikes Courses	\$ 30,000
DT Tuition Revenue to Law	(\$ 35,600)
Year End Commitments	(\$ 7,898)

Salary & Benefits:

Faculty ²	(\$4,635,210)
Staff ³	(\$2,009,570)
Students ⁴	(\$ 26,928)

Carry Forward	\$ 176,987
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¹Start-up, Faculty relocation, Faculty/Staff professional development

² 35 full-time T/TT, PoPs, and Lecturers; 22 part-time lecturers

³36 full- and part-time staff in Career Services, Graduate Programs, Honors Academy, Business Advising and Student Engagement, and IT Services

⁴1 Graduate assistant and 9 undergraduate student hourly workers

Differential Tuition Report for FY2021-22

Campus: University of Nebraska-Lincoln

College or Program: College of Engineering

Approved: June 17, 2011

Cost Center: Multiple

Differential: Differential tuition was approved as a 25% premium over applicable tuition rates. This initially resulted in additional per credit hour charges of:

- \$50 for undergraduate residents,
- \$147 for undergraduate nonresidents,
- \$65 for graduate residents, and
- \$175 for graduate nonresidents.

The College also had a fee of \$40 per credit hour that was incorporated into its tuition rate structure. The charges over base tuition rates grow with approved base tuition rate increases, as differential tuition is implemented as a percentage based premium.

Description: Differential tuition was approved in recognition of the increased costs associated with delivering engineering degrees and the need to invest additional resources in the College to provide students with a competitive, quality education. Differential tuition was also identified as an essential component of enacting the College's strategic plan for growing its impact on workforce and economic development

Revenue:

Year	Headcount	Student Credit Hours	Differential Tuition Generated (Net)*
2021-22	4,639	59,511	\$ 9,337,051
2020-21	4,970	56,410	\$ 9,714,211
2019-20	5,709	66,218	\$10,333,197
2018-19	5,810	68,481	\$10,440,450
2017-18	5,886	67,596	\$ 9,923,357
2016-17	5,923	64,821	\$ 9,529,604
2015-16	5,719	62,788	\$ 8,638,331
2014-15	5,611	60,357	\$ 8,176,906
2013-14	5,205	57,693	\$ 7,255,795

*Difference between the differential tuition and the published tuition rate.

Note: These figures do not represent the funding available to the College. The distribution to the College is reduced by the costs against this source of funds, including, but not limited to, central administration costs, tuition remissions, refunds, and uncollectible accounts.

Description of Reinvestment of Differential Tuition for the *past* reporting year:

The major investments made with differential tuition were designed to increase undergraduate enrollment, to enhance educational and research quality, to increase support for laboratory research that addresses both fundamental engineering problems and applied solutions, particularly in manufacturing, nanoscale, biological, and energy related disciplines, and to prepare the College to become a partner with Nebraska Innovation Campus (NIC) and other economic development initiatives in the state. The following are ongoing priorities:

- **Laboratory Equipment:** Differential tuition continues to be used to upgrade and maintain instructional software, instrumentation and laboratory equipment across the College, including Biological Systems Engineering (BSE), the Durham School of Architectural Engineering and Construction (DSAEC), Electrical and Computer Engineering (ECE), Civil and Environmental Engineering (CEE), School of Computing (SOC), Chemical and Biomolecular Engineering (CHBE), and Mechanical and Materials Engineering (MME). For example, the Civil and Environmental Engineering Department used differential tuition funds to purchase educational software to support classroom teaching such as Visual MODFLOW FlexPro, AASHTO LRFD Bridge Design, Unity Reflect, and Menitmeter. These software programs are all designed to support students in course projects. CEE also purchased furniture for a senior capstone course, a Spectrophotometer, and a Penetrometer for CEE courses. Finally, the CEE department made several repairs to existing equipment to continue operating the equipment for classes. In the Durham School, differential tuition was used for instructional supplies and maintenance of equipment in various teaching labs at PKI on Scott Campus (such as the lighting lab and mechanical systems lab) and for the new soils lab in the Engineering Research Center on City Campus (joint with CEE). In MME, funds were used to upgrade mechanical testing equipment and buy new laboratory equipment. In CHBE, funds were used for lab supplies and equipment for junior and senior level laboratory classes. In ECE, new equipment (oscilloscopes, multimeters, and function generators) was purchased for use in six laboratory courses on City and Scott Campuses. ECE continues to provide each student in its first semester Fundamentals class an educational robotic platform for hands-on engineering experience early in their undergraduate curriculum. They also provide supplies for undergraduate labs and projects including meters, power supplies, oscilloscopes, electronic components, and electric motors.
- **Engineering Student Services for undergraduate and graduate students:** Differential tuition is used to fund all staff in the College's Engineering Student Services (ESS) office and graduate programs. ESS and graduate programs staff play a critical role in the recruitment, scholarships/fellowships advising, retention of undergraduate and graduate engineering students. This team of dedicated professional staff and graduate assistants provide a variety of services and programming to recruit and retain engineering students on City, East and Scott campuses. They provide professional advising to students in all of the College's academic units on all three campuses. In 2021, a new position (Retention Coordinator) was created in ESS to develop strategies/tactics/metrics to improve retention and student success in the College. ESS delivers a variety of programs and services to the students, including a summer bridge program for high school students matriculating to the College, outreach programs, new student orientations, seminar courses, career services and coaching, academic recovery coaching, academic advising, tutoring in math/chemistry/physics/engineering, math preparation for incoming students, and professional development workshops for learning community and student organization leaders. To

support students from traditionally underrepresented groups in STEM, ESS runs a Multicultural Engineering Program and a Women in Engineering Program.

- **Student Activities and Recognized Student Organizations (RSOs):** All academic units in the College used differential tuition to support student design teams and undergraduate and graduate student travel to present at national and international conferences. The Durham School of Architectural Engineering and Construction uses differential tuition to fund student industry visits and national competitions. Differential tuition is also used to support the more than 40 RSOs active in the College. Major student groups supported in MME and ECE included Husker Racing, Husker Motorsports, Aerospace Club (with numerous competition teams) and the Theme Park Design Group. They are also used for Senior Design Projects and student travel grants.
- **Engineering and Computing Education Core - Student Services:** Differential tuition is used to fund all of the staff in the College's Engineering and Computing Education Core (ECEC) office. ECEC staff play a critical role in providing resources and support for engineering faculty, staff, and students towards the College's mission of providing excellent post-secondary education through ABET-accredited programs and high-quality graduate programs across City, East and Scott Campuses. ECEC develops, implements, and promotes professional development programs for engineering faculty to assist them with incorporating successful evidence-based instructional strategies in engineering education and promoting the practice of inclusive teaching excellence. Furthermore, ECEC staff advise and collaborate with engineering faculty on the Scholarship of Teaching and Learning, frequently producing national-level publications. ECEC staff also serve a role in reviewing and providing feedback on educational components of grants including those of NSF (with special focus on the CAREER award) and NASA. ECEC staff serve a crucial assessment role in the College. They collaborate with the College's administrators and departments to assess initiatives, create resources for ABET accreditation, and develop comprehensive assessment plans used for data-driven decision making. The ECEC's work furthermore contributes to the scholarship of teaching and learning for post-secondary engineering and computing education by supporting faculty with assessment of instructional strategies and practices and with dissemination of outcomes towards the continuous improvement of teaching and learning in the UNL College of Engineering. The ECEC's work facilitates pedagogical exploration of and innovation with educational technology in distance classrooms and other unique contexts. Finally, ECEC provides leadership and contributes to the success of the Complete Engineer® program.
- **Professors of Practice:** These faculty members generally come to the College following successful careers in the engineering industry where they have demonstrated excellence in engineering practice. They infuse this experience into the undergraduate curriculum through their teaching. The College has also hired several faculty with expertise in Disciplinary Based Education Research, with scholarly work encompassing the study of teaching and learning in engineering.
- **Teaching Capacity:** Differential tuition is used to provide both long- and short-term teaching and tutoring capacity. Biological Systems Engineering funds some faculty salary and benefits, and students who work as tutors and graders. The School of Computing, Chemical and Biomolecular Engineering, Mechanical and Materials Engineering, and Electrical and

Computer Engineering use differential tuition to provide salary support for lecturers. The School of Computing and the Durham School also fund undergraduate teaching assistants to provide tutoring and grading. The School of Computing and Chemical and Biomolecular Engineering hire student workers to staff and operate their Student Resource Centers, a shared workspace in which students can do homework, work on projects with other students, and seek help from center staff. The School of Computing utilizes funds for their learning assistant program. These undergraduates are an important part of the assistance provided to students in their introductory computing courses. These courses have consistently large enrollments and students come from a wide range of backgrounds. Learning assistants have proven to be an educationally effective means of coaching these students that is also very cost-effective. They also use these funds for student activities, learning space technology, and temporary lecturers. CHBE also pays wages for undergraduate student workers to serve as tutors, graders, and lab assistants (in the Unit Operations lab), and for undergraduate students to continue doing research under the guidance of their faculty. Civil and Environmental Engineering has used funds to pay faculty to work on the development of new curriculum in conjunction with reformatting curriculum to reach more students each semester.

- Infrastructure: As students returned to campus this past year, and with renovations to Scott Engineering Center and the new Engineering Research Center, funds were expended to relocate several teaching labs and to supplement the Phase1 building project. The College continues to upgrade video conferencing and distance learning systems for meetings and classes taught between City and Scott Campuses.

Intentions for Reinvestment of Differential Tuition in the *current* reporting year:

The College will continue to invest differential tuition in line with its strategic plan. This includes the continued support of the salaries and benefits of faculty who advance the teaching mission of the College and in the Engineering Student Services staff. The College will continue supporting The Complete Engineer® program that develops essential non-technical skills such as leadership, teamwork and communication in the College's undergraduate students. This is a distinctive feature of the College's undergraduate experience for which the College is garnering national attention. Differential tuition will continue to be used to create new, and renovate existing, formal and informal learning spaces and to update technology in classrooms, particularly distance classrooms. The College will continue upgrading instructional labs including computer equipment and software, advanced laboratory equipment, and paying for staff who support the senior capstone design courses. These funds will also be used to supplement the Phase1 building project. The College will continue to use differential tuition to provide support for student tutoring, extra- and co-curricular activities and industry visits. The College will continue to operate a shuttle service that runs between UNL, UNO, and UNMC.

Revenue:	Differential Tuition Received 2021-22	\$ 5,969,355
	Prior Year Carry Forward	\$ 1,496,648
	Prior Year Encumbrance	\$ 63,353
	Total Differential Tuition Received 2021-22	\$ 7,529,356

Expenses:	Differential Tuition Expenditures 2021-22	
	Operating:	
	Student Services and Programs	(\$ 814,799)
	Infrastructure	(\$ 420,444)
	College	(\$ 577,808)
	Capital Equipment, Renovation,	
	Computer Hardware and Software	(\$ 608,503)
	Salary & Benefits:	
	Faculty ¹	(\$ 1,242,324)
	Student Services Staff ²	(\$ 1,633,611)
	Students ³	(\$ 377,910)
	Other Staff ⁴	(\$ 617,242)
	Commitments	(\$ 186,840)
	Carry Forward	\$1,049,875

¹ 13 full-time and 2 part-time PoPs and Lecturers

² 23 full-time and 2 temporary staff in Student Services

³ 18 GAs and 204 undergraduate hourly TAs

⁴ 10 full-time staff in IT Services and Communications

Tuition Variance Reporting Format

Campus: University of Nebraska-Lincoln

Program: Distance Education

Approved: May 13, 2021

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's goals include aligning distance education rates to the corresponding in-person rates at the graduate level, while also establishing market-based program rates at both the graduate and undergraduate level. This would be similar to the online MBA and online MEM program flat rate of \$650 per course. UNL's contract programs delivered through distance education include GP IDEA, AG IDEA, and the University of Engineering Alliance. These consortiums establish shared tuition rates across multiple universities.

Explanation: Over the last ten years as UNL has expanded online course offerings, students have increasingly taken both online and in-person courses in a given academic year or summer. This trend reflects student need and demand for flexibility in completing coursework, and accelerated as a result of the COVID-19 pandemic when additional courses were moved online (see 2020-21 academic year data). In general, UNL has focused on offering more online courses in the summer to help with degree completion while students were also completing internships, studying abroad, or returning home to work. This approach has been expanded to include the Spring Pre-Session. The Spring 2022 Pre-Session was only two weeks and was not well-suited for most courses. The Spring 2023 Pre-Session returns to a three-week model and enrollment is expected to be stronger. UNL has steady enrollment in online graduate programs and new online graduate certificate programs have provided additional opportunities for growth. Additional effort to build undergraduate programs delivered through distance education is underway. The Nebraska Now program promotes selected online undergraduate courses appropriate for and targeted to high school students. The Husker Starter Pack leverages the success of the Nebraska Now program, with selected online courses designed for incoming first-year students to jump start their coursework at UNL.

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

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

¹Total Headcount of students who took online courses (Academic Year, plus summer)

²Students who took at least one online course (Academic Year, plus summer). This number is a subset of Total Headcount.

³Students who exclusively took online courses, “Online Only” (Academic Year, plus summer). This number is a subset of Total Headcount.

⁴SCH for all online courses

⁵Total revenue of all online courses, not tuition variance. Source: SAP actuals

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

*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

*Difference between the published tuition rate and the tuition discount.

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 2020-2021 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

*Difference between the published tuition rate and the tuition discount.

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 2021-2022 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. \$96 AP exam (UNO pays cost of student's exam)
2. \$78 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 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 Medical Center

Program: **Nursing (Traditional and Accelerated Bachelor of Science)**

Approved: June 22, 2022

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 \$1,107 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 (Scottsbluff), and Northern (Norfolk)]. The non-resident tuition scholarship will cover the cost of the full out-of-state component of tuition for students from the states listed below who are attending the Traditional or Accelerated BSN program at the three rural campuses.

UNMC College of Nursing Division	States From Which Residents Would Receive Non-resident scholarships bringing them in-line with In-state Nebraska Tuition
Kearney Division	Kansas and Colorado
West Nebraska Division	Wyoming, Colorado, and South Dakota
Northern Division	South Dakota and Iowa

Tuition Variance:

Year	Headcount	Student Credit Hours	Tuition Variance (Net Negative)
2022-23*	4	64	\$40,896

*The non-resident tuition scholarship was newly implemented in fall 2022; the tuition variance represents the amount remitted in fall 2022.

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 2021-2022 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. \$96 AP exam (UNO pays cost of student's exam)
2. \$78 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
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UNO Dual Enrollment Program

	Number of Enrollments	Credit Hours Earned
Fall 2021-Summer 2022	6000	20,619
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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

Differential Tuition Report for FY 2021-22

Campus: University of Nebraska at Omaha

College or Program: David USA Education: China - Undergraduate

Approved: February 2015

Differential: 2021-22 Nonresident undergraduate \$738/SCH
2021-22 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)
Spring 2022	4	34	\$ 13,017
Fall 2021	7	74	\$ 28,650
Total	11	108	\$ 41,667

Differential Tuition Report for FY 2021-22

Campus: University of Nebraska at Omaha

College or Program: National Collegiate Network: Japan - Undergraduate

Approved: October 2013

Differential: 2021-22 Nonresident undergraduate \$738/SCH
2021-22 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)	Summer Rate
Summer 2022	9	20	\$7,576	\$385.50
Spring 2022	46	412	\$158,921	
Fall 2021	49	459	\$176,788	
Total	104	891	\$343,285	

Differential Tuition Report for FY 2021-22

Campus: University of Nebraska at Omaha

College or Program: Midwest China Council - Undergraduate

Approved: September 2013

Differential: 2021-22 Nonresident undergraduate \$738/SCH
2021-22 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)
Spring 2022	10	45	\$17,403
Fall 2021	12	57	\$22,099
Total	22	102	\$39,502

Differential Tuition Report for FY 2021-22

Campus: University of Nebraska at Omaha

Program: Metropolitan Advantage Program (MAP)

Approved: 2007 (Harrison, Pottawattamie and Mills counties); 2012 (Woodbury, Monona, Crawford, Shelby, Cass, Montgomery, Fremont, Page counties)

Differential: The approved tuition rate published for this program is 150% of the published tuition rate for resident undergraduate and graduate enrollment

Description: MAP offers residents of selected Iowa counties and/or graduates of schools within those counties who meet UNO's admission requirements the opportunity to attend UNO at a tuition rate of 150% of resident cost for undergraduate and graduate programs. MAP was designed to attract students who would not otherwise have attended UNO

FY2021/2022 MAP SCH

	Fall 2021	Spring 2022	Summer 2022	Total
MAP UGRAD	2271	1948	107	4326
MAP GRAD	88	74	22	184
TOTAL	2359	2022	129	4510

FY2021/2022 UNO Approved Tuition Rates

	Resident	MAP	Nonresident	Differential
UGRAD	\$ 235.00	\$ 353.00	\$ 738.00	\$ 385.00
GRAD	\$ 341.00	\$ 512.00	\$ 820.00	\$ 308.00

FY 2021/2022 Computed Differential

	Fall 2021	Spring 2022	Summer 2022	Total
MAP UGRAD	\$ 874,335	\$ 749,980	\$ 41,195	\$ 1,665,510
MAP GRAD	\$ 27,104	\$ 22,792	\$ 6,776	\$ 56,672
TOTAL	\$ 901,439	\$ 772,772	\$ 47,971	\$ 1,722,182

Differential Tuition Report for FY 2021-22

Campus: University of Nebraska at Omaha

Program: Distance Education

Approved: 2021-22 online rates approved June 2021

Differential: Distance education tuition rates are established annually:

FY21-22 Approved Tuition Rates

Undergraduate Tuition

College/Department	Resident			Non-Resident			MAP		
	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	\$ -
Communication, Fine Arts & Media	\$ 259	\$ 235	\$ 24	\$ 452	\$ 738	\$ (286)	\$ 389	\$ 353	\$ 36
Education, Health & Human Science	\$ 259	\$ 235	\$ 24	\$ 398	\$ 738	\$ (340)	\$ 398	\$ 353	\$ 45
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)	\$ 389	\$ 425	\$ (36)

Graduate Tuition

College/Department	Resident			Non-Resident			MAP		
	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	\$ -
Communication, 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 2021-22 (\$59,806,787) was used to purposefully reinvest in distance education programs and support services, cover campus costs related to delivery of distance 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.

Explanation:

Most UNO students participate in some form of online learning, with the majority of learners electing to “blend” their course schedules. Blending means that a student takes a mix of on-campus courses and online courses in the same semester or year. Some UNO students take fully online courses and programs.

FY 21-22 SCH DE Differential

Computed Tuition FY 21-22		Tuition by Student Residency			Total
		Iowa MAP	Non-resident	Resident	
Blended	Undergrad	127,752	(2,912,690)	2,153,302	(631,636)
	Grad	3,296	(659,705)	222,441	(433,968)
Blended	Total	131,048	(3,572,395)	2,375,743	(1,065,604)
Total On-Line	Undergrad	138,968	(1,883,320)	605,154	(1,139,198)
	Grad	2,289	(501,280)	143,069	(355,922)
Total On-Line	Total	141,257	(2,384,600)	748,223	(1,495,120)
	Undergrad	266,720	(4,796,010)	2,758,456	(1,770,834)
	Grad	5,585	(1,160,985)	365,510	(789,890)
Total Both	Total	272,305	(5,956,995)	3,123,966	(2,560,724)

SCH Comparing FY 20-21 to Fiscal Year 21-22

	SCH	SCH	Delta
	FY 20-21	FY 21-22	
Ugrad 100% Distance	96,184	41,470	(0.57)
Ugrad Blended	174,358	126,424	(0.27)
Grad 100% Distance	23,422	10,907	(0.53)
Grad Blended	14,016	14,039	0.00
Total SCH	307,980	192,840	(0.37)

**numbers reported in 2020-21 could not be verified due to a change in campus administrative leadership.*

TO: The Board of Regents Addendum XII-D-8

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska System Five-Year Strategy Accountability Measures Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: June 23, 2022 – President Carter presented the Five-Year Strategy reissue to the Board of Regents, including a set of accountability measures.

EXPLANATION: Attached is the accountability measures dashboard. Added measures include:


- Four-Year Graduation Rates


SPONSOR: Walter E. Carter, President
University of Nebraska System


DATE: January 11, 2023


University of Nebraska System Five-Year Strategy Accountability Measures


Updated February 10, 2023


Winter Term (4.1) 2021-22		
	Target	Outcome
	# of Winter Term Courses > 2020-21	122 courses offered during Winter Term 2021-22

Winter Term (4.2) 2021-22		
	Target	Outcome
	# of Winter Term Student Credit Hours Completed > 2020-21	5,768 Student Credit Hours Completed during Winter Term 2021-22


Enrollment (6.1) Fall 2022		
	Target	Outcome
	Each campuses' total headcount will exceed Fall 2021	UNL = -626 UNMC = +19 UNO = -268 UNK = -234 NCTA = -6

Enrollment (6.2) Fall 2022		
	Target	Outcome
	Total transfer students will exceed Fall 2021	-141


Retention (7) Fall 2022		
	Target	Outcome
	Campus first to second year retention rates will exceed Fall 2021	UNL = +1.8% UNO = +4.5% UNK = -1.4%

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 Average (19.6% Below)

Procurement Savings (20) FY2021-22		
	Target	Outcome
Establishes baseline	Amount saved through University-wide RFPs	\$542,167

Four-Year Graduation Rate (1) FY2020-21		
	Target	Outcome
	Campuses will increase their four-year graduation rate over AY2020-21	UNL = +0.6% UNO = -0.3% UNK = -1.8%

LEGEND:



Target Met
or Exceeded



Progress
Towards



Target
Not Met

Four Year Graduation Rate		
Campus	Fall 2017 Cohort (Graduation in AY2021)	Fall 2018 Cohort (Graduation in AY2022)
UNK	34.8%	33.0%
UNL	47.3%	47.9%
UNO	27.5%	27.2%
	Fall 2019 Cohort (Graduation in AY2021)	Fall 2020 Cohort (Graduation in AY2022)
NCTA	24.4%	32.4%

SUBJECT: UNL Kiewit Hall

RECOMMENDED ACTION: Approve Budget Category Reallocation for Kiewit Hall at the University of Nebraska-Lincoln

PREVIOUS ACTION: Oct 25, 2019 – BOR Approved Program Statement
Dec 5, 2019 – BOR Approved Naming
April 9, 2021 – BOR Approved Budget Increase
June 25, 2021 – BOR Approved GMP Amendments
Aug 13, 2021 – BOR Approved Project Revisions and Accepted Intermediate Design Report

EXPLANATION: RP-6.3.6(3a) allows for significant changes within a project (such as a budget reallocation between the construction and non-construction categories exceeding \$250,000) 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 next regular meeting, The College of Engineering, in consultation and support of University FP&CP Staff request approval to move project funding from Non-Construction to Construction. This move reduces FFE, AV and branding budgets to a sufficient level and provides for construction needs. This change contains no reduction in teaching or research capacity, no change in space/use, no reduction in essential program items, intents, or purposes.


UNL Kiewit Hall

	<u>Current Regent Approved</u>	<u>Revised Budget</u>
Total Project Budget:	\$115,000,000	\$115,000,000
Construction:	97,852,100	100,602,110
Non-Construction:	17,147,900	14,397,890

SOURCE OF FUNDS: Private donations 100%

SPONSORS: Ryan Swanson
Associate Vice President for Facilities, Planning and Capital Programs

Chris J. Kabourek
Senior Vice President and CFO

APPROVAL: 

Ted Carter, President
University of Nebraska System

DATE: December 13, 2022

University of Nebraska**Change in Scope - Construction Project by Budget Categories****Date: 11/07/2022**

Campus / Project	Budget Categories	Approved Budget	Revised Budget	Dollar Amount of Change		Change as Percent of Total Budget	Reason for Report
	1. Construction Costs	\$97,852,100	\$100,602,110	\$2,750,010		2.4%	Primary costs have been on construction items; non-construction items have been reduced and non-construction contingency is being shifted to construction priorities.
	2. Non-construction Costs	\$17,147,900	\$14,397,890	(\$2,750,010)		-2.4%	
	Total	\$115,000,000	\$115,000,000	\$0		0.0%	

BOR policy for required approval: a reallocation between the construction and non-construction categories of a Board-approved project exceeding \$250,000 or 5% whichever is smaller

FP&CP

Revised November 1, 2022

University of Nebraska

Change in Scope - Construction Project by Use Categories

Date:

Campus / Project	Major Room Use Categories	Approved Building NSF	Revised NSF	Difference NSF	Percent Change (1)	Amount of Change >= 5% of total NSF, >= 15% in Category and 1,000 NSF	Reason for Report	
	100			0				
	200			0				
	300			0				
	400			0				
	500			0				
	600			0				
	700			0				
	800			0				
	900			0				
	UF000			0				
	W000			0				
	X000			0				
	Y000			0				
	Total NSF	0	0	0				
	5% of Total NSF	0						

BOR policy for required approval: a change in the space allocation for any major room use category (100 – 000) by 15% or more where the change equals at least 5% of the total net square feet (nsf) and is 1,000 nsf or greater, or a programmatic change that involves a change in the program and/or the purpose of a major room use category.

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President

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Asst VP FP&CP

University of Nebraska

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University of Nebraska

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Ryan Swanson rswanson@nebraska.edu Associate VP FP&CP Security Level: Email, Account Authentication (Optional) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 12/13/2022 3:19:19 PM Viewed: 12/19/2022 11:14:45 AM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
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Certified Delivered	Security Checked	12/13/2022 3:22:09 PM
Signing Complete	Security Checked	12/13/2022 3:22:24 PM
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TO: The Board of Regents Addendum XII-D-10

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Intermediate Design Report on Architecture Complex Renovation - Phase 2 at UNL

RECOMMENDED ACTION: Intermediate Design Report

PREVIOUS ACTION: April 8, 2022 – The Board of Regents approved the Program Statement for Architecture Complex LB384 Renovation - Phase 2 at UNL.

EXPLANATION: Since approval of the program statement, construction costs have continued to fluctuate. Additionally, opportunity has been realized for greater completion of deferred maintenance to address the architecture complex more comprehensively. For these reasons, a budget increase of \$5.625 million is requested for a total budget of \$19,325,000.

In addition, this submittal will constitute the report of the Business and Finance Committee approving the Intermediate Design and fixing the scope and budget for the project.

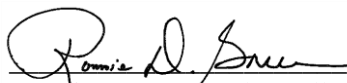
	<i>Program Statement</i>	<i>Intermediate Design</i>
Construction Budget:	11,393,000	17,018,000
Non-Construction Budget:	2,307,000	2,307,000
NSF:	94,760	95,298
Substantial Completion:	August 2023	October 2023

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

		<u>Original</u>	<u>Proposed</u>
PROJECT COST:	Total Project Budget	\$13,700,000	\$19,325,000

SOURCES OF FUNDS: LB384: \$17,715,881
Other Sources: \$1,609,119

SPONSOR: Michael J. Zeleny
Vice Chancellor for Business and Finance

APPROVED: 
Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-11
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Intermediate Design Report for Westbrook Music Building LB384 Replacement at UNL

RECOMMENDED ACTION: Report

PREVIOUS ACTION: December 3, 2021 - The Board of Regents approved the program statement for Westbrook Music Building LB384 Replacement at UNL

EXPLANATION: Following is a summary of the Intermediate Design Report approved by the Business and Finance Committee:

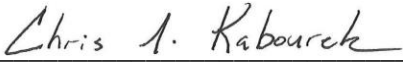
University of Nebraska-Lincoln
Westbrook Music Building LB384 Replacement

Program Statement Approved: December 3, 2021
Intermediate Design Report: January 11, 2023

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$75,000,000	\$75,000,000
Construction Budget:	\$60,454,000	\$61,512,000
Non-Construction Budget:	\$14,546,000	\$13,488,000
NSF:	81,501	87,247
GSF:	101,162	104,162
Substantial Completion:	May 2025	July 2025

SPONSOR: Michael J. Zeleny
Vice Chancellor Business and Finance

Ryan F. Swanson
Associate Vice President for Facilities, Planning and Capital Programs

APPROVED: 
Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-12
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Naming of the Biopreparedness exhibit within the Wigton Heritage Center at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approve the naming of the Biopreparedness exhibit within the Wigton Heritage Center at the University of Nebraska Medical Center, pursuant to the Board of Regents Policy RP-6.2.7(3)(b).

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Gold have approved the naming of the Biopreparedness exhibit within the Wigton Heritage Center.

Donor: Dr. and Mrs. Philip Smith
Description: Biopreparedness exhibit
Naming: In recognition of Philip W. Smith, MD, Founding Medical Director of the Nebraska Biocontainment Unit, and the dedicated Unit Team

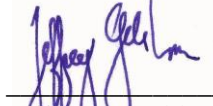
With the naming of the exhibit, the Board of Regents expresses its deepest gratitude and appreciation for the Donors' generous support of the University of Nebraska and the University of Nebraska Medical Center.

Under the Board of Regents Policy RP-6.2.7(3)(b). The naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such a facility and the President. Such naming shall be reported to the Board of Regents.


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

SPONSOR: Anne C. Barnes
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-13
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Naming of the club area in Baxter Arena the “Buildertrend Breakaway” at UNO

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Li have approved the naming of the club area within Baxter Arena the “Buildertrend Breakaway” at University of Nebraska at Omaha (UNO), through the end of Fiscal Year 2027 tied to RFP#3715-22-014 and the associated awarded sponsorship proposal.


The construction project company, Buildertrend Solutions, Inc, based in Omaha, has agreed to pay \$675,000 to support the university and UNO intercollegiate athletics. The proposed naming rights recognizes the proposal award of the RFP Evaluation Committee to Buildertrend Solutions, Inc, based on predetermined evaluation criteria.

With the naming of these areas as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the company’s support to the University of Nebraska and UNO.


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

SPONSORS: Carol A. Kirchner
Vice Chancellor for Business & Finance

Adrian Dowell
Vice Chancellor and Director of Athletics

APPROVED: 

Joanne Li, Chancellor
University of Nebraska Omaha



Walter E. Carter, President
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-14

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Intermediate Design Report for Roskens Hall LB384 STEM TRAIL Center Renovation at UNO

RECOMMENDED ACTION: Report

PREVIOUS ACTION: On August 11, 2022, the Board of Regents approved the Program Statement for the STEM TRAIL Renovation at UNO.

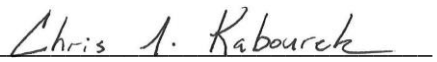
EXPLANATION: Following is a summary of the Intermediate Design Report approved by the Business and Finance Committee:

University of Nebraska Omaha
Roskens Hall LB384 STEM TRAIL Center Renovation

Program Statement Approved:	August 2022
Intermediate Design Report:	February 2023

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$5,000,000	\$5,000,000
Construction Budget:	\$4,311,400	\$4,311,400
Non-Construction Budget:	\$688,600	\$688,600
NSF:	11,984	11,316
GSF:	13,384	13,154
Substantial Completion:	January 2024	January 2024

SPONSOR: Ryan F. Swanson
Associate Vice President for Facilities, Planning and Capital Programs

APPROVED: 
Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2023

TO: The Board of Regents Addendum XII-D-15
Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska at Kearney
Report of Gifts, Grants, Contracts and Bequests accepted during the Quarter July 1, 2022 through September 30, 2022

RECOMMENDED ACTION: Report

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/22-9/30/22	\$ 821,444	\$ 5,612,763	\$0	\$ 68,872	\$ 6,503,079
10/1/22-12/31/22	\$ 0	\$ 0	\$0	\$ 0	\$ 0
1/1/23-3/31/23	\$ 0	\$ 0	\$0	\$ 0	\$ 0
4/1/23-6/30/232	\$ 0	\$ 0	\$0	\$ 0	\$ 0
Fiscal YTD Totals	<u>\$ 821,444</u>	<u>\$ 5,612,763</u>	<u>\$0</u>	<u>\$ 68,872</u>	<u>\$ 6,503,079</u>
2021-22 Totals	<u>\$7,747,857</u>	<u>\$12,337,605</u>	<u>\$0</u>	<u>\$ 194,800</u>	<u>\$ 20,280,262</u>
2020-21 Totals	<u>\$4,536,974</u>	<u>\$30,000,581</u>	<u>\$0</u>	<u>\$ 240,100</u>	<u>\$ 34,777,655</u>

A - Gifts of \$100,000 and more are itemized on the attached pages
B - Grants of \$1,000,000 and more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 and more are itemized on the attached pages

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

RECOMMENDED:


Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE: January 11, 2023

University of Nebraska at Kearney
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER July 1, 2022 through September 30, 2022

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Susan T. Buffett Foundation	Thompson Scholars 22-23	\$ 696,559

	Subtotal	\$ 696,559
	Total amount of gifts under \$100,000	\$ 124,885
Total Gifts for the Quarter		<u>\$ 821,444</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
US Dept. of Education	Federal Pell 22-23	Student Aid	\$ 3,527,252

	Subtotal	\$ 3,527,252
	Total amount of all Grants under \$1,000,000	<u>\$ 2,085,511</u>
Total Grants for the Quarter		<u>\$ 5,612,763</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
----------------	---------------------------	----------------	---------------

	Subtotal	\$ 0
	Total amount of all Contracts under \$400,000	<u>\$ 68,872</u>
Total Contracts for the Quarter		<u>\$ 68,872</u>

TO: The Board of Regents Addendum XII-D-15

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2022, through September 30, 2022

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/22-9/30/2022	\$582,993	\$77,917,505	\$0	\$6,943,722	\$85,444,220
10/1/22-12/31/2022	0	0	0	0	0
1/1/23-3/31/2023	0	0	0	0	0
4/1/23-6/30/2023	0	0	0	0	0
Fiscal YTD Totals	<u>\$582,993</u>	<u>\$77,917,505</u>	<u>\$0</u>	<u>\$6,943,722</u>	<u>\$85,444,220</u>
2021-22 Totals	<u>\$1,514,178</u>	<u>\$245,778,582</u>	<u>\$0</u>	<u>\$43,300,640</u>	<u>\$290,593,400</u>
2020-21 Totals	<u>\$1,322,677</u>	<u>\$295,108,763</u>	<u>\$0</u>	<u>\$55,199,901</u>	<u>\$351,640,126</u>

A - Gifts of \$100,000 or more are itemized on the attached pages

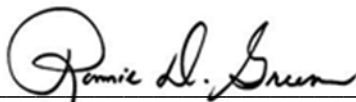
B - Grants of \$1,000,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages

D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSOR: Bob Wilhelm
Vice Chancellor for Research & Economic Development

APPROVED:



Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: January 11, 2023

University of Nebraska-Lincoln
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER 07/01/2022 – 09/30/2022

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Moseman, Mark & Carol	69 Artworks for Inclusion into Great Plains Art Museum	\$305,100
Scudder Family Charitable Foundation	Scudder Family Charitable Foundation Scholarship	\$161,643
	Subtotal	\$466,743
	Total amount of gifts under \$100,000	<u>\$116,250</u>
	Total Gifts for the Quarter	<u>\$582,993</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Commerce- EDA	Mark Riley Dean's Office of Engineering	Heartland Robotics Cluster: COE	\$6,636,495
Dept of Commerce- EDA	David Martin Nebraska Innovation Campus	Robotics Lab Space and Program	\$4,102,400
Dept of Agriculture- FS	John Erixson NE State Forest Service	Cooperative Forestry Program	\$3,632,412
Dept of Commerce- EDA	Mark Riley Dean's Office of Engineering	Heartland Robotics Cluster: COE	\$2,724,043
Dept of Energy	Edgar Cahoon Department of Biochemistry	B5: Bigger Better Brassicaceae Biofuels and Bioproducts	\$2,514,598
DHHS- Admin for Children & Families	Michelle Graef Center on Children, Families and the Law	Quality Improvement Center for Workforce Development	\$2,375,000
Ne Game & Parks Commission	Sarah Sonsthagen School of Natural Resources	Evaluating Reproduction, Harvest, Timing of Season, Connectivity, and Spatial Ecology of Wild Turkeys in Nebraska	\$1,885,893

NSF-EPSCoR	Christian Binek Department of Physics and Astronomy	RII Track-1: Emergent Quantum Materials and Technologies (EQUATE)	\$1,715,752
Dept of Commerce-EDA	Matthew Allmand Nebraska Manufacturing Extension Partnership	Automation Demo Space and Program	\$1,390,837
Dept of Energy	Martin Centurion Department of Physics and Astronomy	Probing Nuclear and Electronic Dynamics in Ultrafast Ring-Conversion Molecular Reactions	\$1,120,894
		Subtotal	\$28,098,324
		Total amount of all Grants under \$1,000,000	<u>\$49,819,181</u>
		Total Grants for the Quarter	<u>\$77,917,505</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Agriculture-NRCS	Javed Iqbal Department of Agronomy and Horticulture	Evaluating Nitrogen Balance and Fertilizer Equivalence of Cover Crop Nitrogen using the University Long-Term Tillage Trials	\$585,340
National 4-H Council	Jill Lingard 4-H State Office	National 4-H Council Common Measures 2022-2024	\$478,945
		Subtotal	\$1,064,285
		Total amount of all Contracts under \$400,000	<u>\$5,879,437</u>
		Total Contracts for the Quarter	<u>\$6,943,722</u>

TO: The Board of Regents Addendum XII-D-15

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the
Quarter July 1, 2022 through September 30, 2022

RECOMMENDED ACTION: Report

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

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2022 – 09/30/2022	\$230,782	\$43,897,230	\$0	\$20,517,188	\$64,645,200
10/01/2022 – 12/31/2022					
01/01/2023 – 03/31/2023					
04/01/2023 – 06/30/2023					
Fiscal YTD Totals	<u>\$230,782</u>	<u>\$43,897,230</u>	<u>\$0</u>	<u>\$20,517,188</u>	<u>\$64,645,200</u>
2021-2022 Totals	<u>\$727,958</u>	<u>\$149,100,093</u>	<u>\$250,000</u>	<u>\$101,817,435</u>	<u>\$251,895,486</u>
2020-2021 Totals	<u>\$1,038,992</u>	<u>\$132,836,135</u>	<u>\$0</u>	<u>\$94,574,351</u>	<u>\$228,449,478</u>

A - Gifts of \$100,000 or more are itemized on the attached pages

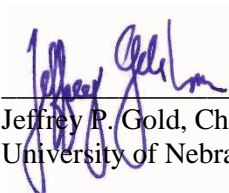
B - Grants of \$1,000,000 or more are itemized on the attached pages

C - All bequests are itemized on the attached pages

D - Contracts of \$400,000 or more are itemized on the attached pages

SPONSOR: Kenneth W. Bayles
Vice Chancellor for Research

APPROVAL:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

DATE: January 11, 2023

UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER JULY 1, 2022 – SEPTEMBER 30, 2022

Gifts \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Hattie B Munroe Foundation	Camp Munroe (March 1, 2022 – June 3, 2022)	\$157,539
	Subtotal	\$157,539
	Total amount of Gifts under \$100,000	\$73,243
	Total Gifts for the Quarter	\$230,782

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NCI	Eppley Inst Faculty	Fred and Pamela Buffett Cancer Center Support Grant	\$2,401,911
DHHS/NIH/NIAID	Pathology/Microbiology	Staphylococcal Biofilm and Disease	\$2,333,452
DHHS/NIH/NIDA	Neurological Sciences	Uncovering HIV/opioid effects in the brain at the single cell level: transcription,chromatin accessibility, and reservoir analysis in the SIV/cART/morphine/rhesus monkey model	\$2,093,258
DHHS/NIH/NIGMS	Neurological Sciences	Great Plains IDeA-CTR - Cycle 2	\$4,000,000
DHHS/NIH/NIAID	Pathology/Microbiology	A Bedside-to-Bench Approach to Pandemic Preparedness	\$3,906,967
U.S. Department of Education		STUDENT PORTION for UNMC under CARES Act (Higher Education Emergency Relief Fund)	\$2,311,330
NE DHHS - LB595	Eppley Inst Faculty	LB595 Tobacco Tax Center Research Grant	\$1,300,000
	Subtotal		\$18,346,918
	Total amount of all Grants under \$1,000,000		\$25,550,312
	Total Grants for the Quarter		\$43,897,230

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
U.S. Army/USAMRAA/C DMRP	Biochem and Molecular Biology	Further development of 5-AED (androstenediol, Neumune) for the protection of Acute Radiation Syndrome (ARS)	\$4,500,000
DHHS/ASPR/BARD A	Vice Chancellor for Research	Training, Simulation and Quarantine Services (TSQC)	\$793,443
Celgene Corporation	Int Med Oncology/Hematology	A PHASE 1, MULTICENTER, OPEN- LABEL, DOSE FINDING STUDY OF CC- 96673 IN SUBJECTS WITH RELAPSED OR REFRACTORY NON-HODGKINS LYMPHOMA (CC-96673 CD20/CD47)	\$437,026
Smith & Nephew	Orthopaedic Surgery	Prospective, Multi-center study to evaluate the safety and effectiveness of the OR30 Dual Mobility System in Primary and Revision Total Hip Arthroplasty (THA) Procedures	\$641,507
UnitedHealthcare, Inc.	COPH Health Services Res & Admin	Early Access to Prenatal Care and Prenatal Risk Assessment Pilot Project	\$500,000
UnitedHealthcare, Inc.	COPH Health Services Res & Admin	Phase III United Healthcare Vaccination Project	\$750,000
Biogen MA Inc.	Neurological Sciences	A Phase 3b/4 Randomized, Double-Blind, Placebo-Controlled, Parallel-Group Study to Verify the Clinical Benefit of Aducanumab (BIIB037) in Participants with Alzheimers Disease (Envision)	\$412,849
NE DHHS	Pathology/Microbiology	Expanded Testing Capacity for COVID- 19/SARS-CoV-2	\$802,899
National Strategic Research Institute	Pharmacology/Exp Neuroscience	Biologic and Chemical Threat Characterization and Medical Countermeasure Development	\$600,000
University of Missouri-Columbia	Pathology/Microbiology	Optimizing Infrastructure for Conducting Patient-Centered Outcomes Research: PCORnet, The National Patient-Centered	\$518,000

Clinical Research Network -- Phase 3

Subtotal	\$9,955,724
Total amount of Contracts under \$400,000	\$10,561,464
Total Contracts for the Quarter	\$20,517,188

TO: The Board of Regents Addendum XII-D-15

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska at Omaha
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2022, through September 30, 2022

RECOMMENDED ACTION: Report


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

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/22-9/30/2022	\$2,154,946	\$25,209,636	\$0	\$805,994	\$28,170,576
10/1/22-12/31/2022	\$	\$	\$0	\$	\$
1/1/23-3/31/2023	\$	\$	\$0	\$	\$
4/1/23-6/30/2023	\$	\$	\$0	\$	\$
Fiscal YTD Totals	<u>\$2,154,946</u>	<u>\$25,209,636</u>	<u>\$0</u>	<u>\$805,994</u>	<u>\$28,170,576</u>
2021-2022 Totals	\$11,745,948	\$76,176,991	\$0	\$5,919,126	\$93,822,066
2020-2021 Totals	\$12,354,384	\$75,566,295	\$500,000	\$1,482,176	\$89,902,855
2019-2020 Totals	\$13,665,276	\$57,310,531	\$20,000	\$1,488,934	\$72,486,741
2018-2019 Totals	\$10,327,027	\$35,974,794	\$0	\$1,517,318	\$47,819,139

A - Gifts of \$100,000 and more are itemized on the attached pages
B - Grants of \$1,000,000 and more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSOR: Carol A. Kirchner
Vice Chancellor for Business and Finance

RECOMMENDED:



Jo Li, Chancellor
University of Nebraska at Omaha

DATE: January 11, 2023

UNIVERSITY OF NEBRASKA AT OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER *July 1 – Sept. 30, 2022*

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Summer Scholarships	512,985
NU Foundation	Final 2022 Scholarships	510,985
NU Foundation	Scott Scholars	416,696
NU Foundation	Carl Mammel UNO CBA Excellence	117,814
Subtotal		\$1,558,480
Total amount of gifts under \$100,000		<u>\$596,466</u>
Total Gifts for the Quarter		<u>\$2,154,946</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
U.S. Department of Homeland Security	Management	Applied Research	\$4,400,000
National Institutes of Health	Biomechanics	Applied Research	\$2,036,407
U.S. Department of State	Political Science	Instruction	\$1,350,000
U.S. Department of Homeland Security	Management	Applied Research	\$1,249,277
U.S. Department of Education	Financial Aid	Student Aid	
			\$7,816,556

Subtotal	\$16,852,240
Total amount of all Grants under \$1,000,000	\$8,357,396
Total Grants for the Quarter	<u>\$25,209,636</u>

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
		\$0
Subtotal		<u>\$0</u>
Total Bequests for the Quarter		<u>\$0</u>

Contracts \$400,000 and over

Grantor
Amount

Grantee Department

Purpose

Subtotal	\$0
Total amount of all Contracts under \$400,000	\$805,994
Total Contracts for the Quarter	<u>\$805,994</u>

TO: The Board of Regents Addendum XII-D-15

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: University of Nebraska Office of the President
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter July 1, 2022, through September 30, 2022

RECOMMENDED ACTION: Report

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/22-9/30/2022	\$0	\$3,751,749	\$0	\$2,425,556	\$6,177,305
10/1/22-12/31/2022	0	0	0	0	0
1/1/23-3/31/2023	0	0	0	0	0
4/1/23-6/30/2023	0	0	0	0	0
Fiscal YTD Totals	<u>\$0</u>	<u>\$3,751,749</u>	<u>\$0</u>	<u>\$2,425,556</u>	<u>\$6,177,305</u>
2021-22 Totals	<u>\$0</u>	<u>\$6,359,238</u>	<u>\$0</u>	<u>\$90,643</u>	<u>\$6,449,881</u>
2020-21 Totals	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

A - Gifts of \$100,000 or more are itemized on the attached pages

B - Grants of \$1,000,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages

D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSOR: David Jackson
Vice Provost

RECOMMENDED:


Jeffrey P. Gold, Executive Vice President & Provost
University of Nebraska

DATE: January 11, 2023

**University of Nebraska Office of the President
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER 07/01/2022 –09/30/2022**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	\$0
	Total amount of gifts under \$100,000	<u>\$0</u>
	Total Gifts for the Quarter	<u>\$0</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NSF	Matthew Andrews University of Nebraska Central Administration (Dept)	RII Track-1: Emergent Quantum Materials and Technologies (EQUATE)	\$3,751,749
		Subtotal	\$3,751,749
		Total amount of all Grants under \$1,000,000	<u>\$ 0</u>
		Total Grants for the Quarter	<u>\$3,751,749</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Ne Children & Families Foundation	Kathleen Gallagher Buffett Early Childhood Institute	Preschool Development Grant Birth Through 5 (PDG B-5) Renewal Grant	\$2,425,556
		Subtotal	\$2,425,556
		Total amount of all Contracts under \$400,000	<u>\$0</u>
		Total Contracts for the Quarter	<u>\$2,425,556</u>

TO: The Board of Regents Addendum XII-D-16

Business and Finance

MEETING DATE: February 10, 2023

SUBJECT: Report of Bids and Contracts

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended November 30, 2022.

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

APPROVED:



Chris J. Kabourek, Senior Vice President | CFO
University of Nebraska System

DATE: January 11, 2023

Contracts over \$1,000,000 October 1, 2022– November 30, 2022
 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	Warner Hall(K026) LB384/LB309 Renovation	LB384, LB309, Campus Funds	\$5,888,000	\$5,888,000	Central Contracting Corporation	Low Bid Construction
Equipment	UNL	Memorial Stadium (C252) North Stadium Expansion	Foundation	\$14,247,911	\$2,756,438	Sysco Lincoln	Public Bid
Construction	UNO	UNO CCUP (U010) LB384 Improvements	LB384	\$2,350,000	\$1,544,000	Ronco Construction Co	Low Bid Construction

*Approved budget amount represents the entirety of the applicable budget lines.

** GMP = Guaranteed Maximum Price; entry is a GMP amendment to a prior contract.

Lincoln, Nebraska
December 2, 2022

The Board of Regents of the University of Nebraska met on December 2, 2022, 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 188).

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 23, 2022.

Regents present:

Timothy Clare, Vice Chair
Paul Kenney
Elizabeth O'Connor
Bob Phares, Chair
Jim Pillen
Rob Schafer
Jack Stark
Barbara Weitz – arrived at 9:07 a.m.
Emily Saadi, University of Nebraska at Kearney
Jacob Drake, University of Nebraska-Lincoln
Nicole Kent, University of Nebraska Medical Center
Tori Sims, University of Nebraska at Omaha

University officials 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
Douglas A. Kristensen, Chancellor, University of Nebraska at Kearney
Ronnie D. Green, Chancellor, University of Nebraska-Lincoln
Joanne Li, Chancellor, University of Nebraska at Omaha
Michael J. Boehm, Vice President for Agriculture and Natural Resources
Christopher J. Kabourek, Senior Vice President and CFO
Heath M. Mello, Vice President for External Relations
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.

III. APPROVAL OF MINUTES AND RATIFICATIONS OF ACTIONS

Motion Moved by Kenney and seconded by Schafer to approve the minutes and ratify the actions of the regularly scheduled meeting on September 30, 2022.

Action Student Opinion: Voting Aye: Kent, Saadi, Sims, and Drake. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Stark, and Clare. Motion carried.

Chair Phares announced the location of the Open Meeting Act in the Boardroom.

IV. PRESENTATIONS

None

V. KUDOS

Regent Saadi presented a KUDOS award to Olivia Whittaker, Assistant Registrar for Academic Support Services at the University of Nebraska at Kearney.

Regent Drake presented a KUDOS award to Dean Young, Operations Manager at the International Quilt Museum at the University of Nebraska-Lincoln.

Regent Kent presented a KUDOS award to Teresa Pisasale, Senior Software Engineer at the University of Nebraska Medical Center.

Regent Sims presented a KUDOS award to Andrew Sage and Rebecca Renz from the Department of Public Safety at the University of Nebraska at Omaha.

VI. RESOLUTIONS

VII. HEARINGS

VIII. PRESIDENT'S REMARKS

President Carter provided a retrospective on calendar year 2022.

IX. PUBLIC COMMENT

William Aviles spoke on the topic of UNK faculty salaries.

Julie Stone spoke on the topic of item XI-A-5.

Rebecca Cahoon spoke on the topic of item XI-A-5.

Sadah Khan, Scott Kindle, Tim Husen, Rebecca Cahoon, Amanda Easterly, Jeanine Van Nostrand, and Rebecca Roston submitted written testimony on the topic of item XI-A-5.

Chair Phares declared the opportunity for public comment closed.

X. UNIVERSITY CONSENT AGENDA

Motion Moved by Pillen and seconded by Clare to approve all Consent items.

A. ACADEMIC AFFAIRS

University of Nebraska System

X-A-1 President's Personnel Recommendations

Action Student Opinion: Voting Aye: Saadi, Sims, Drake, and Kent. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, and Kenney. Motion carried.

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

Motion Moved by Kenney and seconded by Saadi to approve item XI-A-1.

XI-A-1 Award of Regent Emeritus title to Bob Phares.

Action Student Opinion: Voting Aye: Sims, Drake, Kent, and Saadi. Voting Aye: Pillen, Schafer, Stark, Weitz, Clare, Kenney, and O'Connor. Abstention: Phares. Motion carried.

Regent Clare presented Regent Phares with a ceremonial gavel in recognition of his service as Chair in 2022.

University of Nebraska at Kearney

Motion Moved by Drake and seconded by Stark to approve item XI-A-2.

XI-A-2 Approve transition of the Bachelor of Science (BS) in Public Administration within the Department of Political Science into the existing Bachelor of Arts (BA) and Bachelor of Science (BS) in Political Science at UNK.

Action Student Opinion: Voting Aye: Drake, Kent, Saadi, and Sims. Voting Aye: Pillen, Schafer, Stark, Weitz, Clare, Kenney, O'Connor, and Phares. Motion carried.

Motion Moved by Saadi and seconded by Weitz to approve item XI-A-3.

XI-A-3 Approve creation of the Master of Arts (MA) in Public History within the Department of History in the College of Arts and Sciences at UNK.

Action Student Opinion: Voting Aye: Kent, Saadi, Sims, and Drake. Voting Aye: Schafer, Stark, Weitz, Clare, Kenney, O'Connor, Phares, and Pillen. Motion carried.

University of Nebraska-Lincoln

Motion Moved by Drake and seconded by Kent to approve item XI-A-4.

XI-A-4 Approve transition of the Bachelor of Science (BS) and Bachelor of Arts (BA) in Latin American Studies into the existing BS and BA in Ethnic Studies at UNL.

Action Student Opinion: Voting Aye: Saadi, Sims, Drake, and Kent. Voting Aye: Stark, Weitz, Clare, Kenney, O'Connor, Phares, Pillen, and Schafer. Motion carried.

Motion University of Nebraska Medical Center
Moved by Kent and seconded by Kenney to approve item XI-A-6.

XI-A-6 Approve transition of the Master of Science (MS) in Emergency Preparedness into the existing Master of Public Health (MPH) administered by the College of Public Health at UNMC.

Action Student Opinion: Voting Aye: Sims, Drake, Kent, and Saadi. Voting Aye: Weitz, Clare, Kenney, O'Connor, Phares, Pillen, Schafer, and Stark. Motion carried.

Motion Moved by Clare and seconded by Pillen to approve item XI-A-7.

XI-A-7 Approve naming of the Special Collections and Archives Department in the McGoogan Health Sciences Library the "Robert S. Wigton Department of Special Collections and Archives" at UNMC.

Action Student Opinion: Voting Aye: Drake, Kent, Saadi, and Sims. Voting Aye: Clare, Kenney, O'Connor, Phares, Pillen, Schafer, Stark, and Weitz. Motion carried.

B. BUSINESS AND FINANCE

Motion Residence Hall Room and Board Rates
Moved by Weitz and seconded by Stark to approve items XI-B-1, XI-B-2, XI-B-3, and XI-B-4.

XI-B-1 Approve the Residence Hall Room and Board Rates for Academic Years 2023-24, 2024-25, and 2025-26 at UNK.

XI-B-2 Approve the Residence Hall Room and Board Rates for Academic Years 2023-24, 2024-25, and 2025-26 at UNL.

XI-B-3 Approve the Residence Hall Room and Board Rates for Academic Years 2023-24, 2024-25, and 2025-26 at UNO.

XI-B-4 Approve the Residence Hall Room and Board Rates for Academic Years 2023-24, 2024-25, and 2025-26 at NCTA.

Action Student Opinion: Voting Aye: Kent, Saadi, Sims, and Drake. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Stark, Weitz, and Clare. Motion carried.

Motion University of Nebraska System
Moved by Saadi and seconded by Drake to approve item XI-B-5.

XI-B-5 Approve revisions to Regents' Policy 5.6.1 related to sponsorship of speakers with student fees.

Action Student Opinion: Voting Aye: Saadi, Sims, Drake, and Kent. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, and Kenney. Motion carried.

	<u>University of Nebraska-Lincoln</u>
Motion	Moved by Drake and seconded by Kent to approve item XI-B-6.
XI-B-6	Approve agreement with the City of Lincoln to continue providing StarTran bus service on routes connecting City Campus, East Campus, and Nebraska Innovation Campus.
Action	Student Opinion: Voting Aye: Sims, Drake, Kent, and Saadi. Voting Aye: Phares, Pillen, Schafer, Stark, Weitz, Clare, Kenney, and O'Connor. Motion carried.
Motion	Moved by Pillen and seconded by Schafer to approve item XI-B-7.
XI-B-7	Approve Andrews Hall Air Handling Unit Replacement Project at UNL.
Action	Student Opinion: Voting Aye: Drake, Kent, Saadi, and Sims. Voting Aye: Pillen, Schafer, Stark, Weitz, Clare, Kenney, O'Connor, and Phares. Motion carried.
Motion	Moved by Weitz and seconded by Pillen to approve item XI-B-8.
XI-B-8	Approve change orders for Carolyn Pope Edwards Hall Project at UNL.
Action	Student Opinion: Voting Aye: Kent, Saadi, Sims, and Drake. Voting Aye: Schafer, Stark, Weitz, Clare, Kenney, O'Connor, Phares, and Pillen. Motion carried.
Motion	Moved by Stark and seconded by Drake to approve items XI-B-9 and XI-B-10.
XI-B-9	Approve and authorize execution of Guaranteed Maximum Price (GMP) contract for Architecture Complex Renovation Project at UNL.
XI-B-10	Approve Guaranteed Maximum Price (GMP) contract amendment for Westbrook Music Building Replacement Project at UNL.
Action	Student Opinion: Voting Aye: Saadi, Sims, Drake, and Kent. Voting Aye: Stark, Weitz, Clare, Kenney, O'Connor, Phares, Pillen, and Schafer. Motion carried.
	<u>University of Nebraska Medical Center</u>
Motion	Moved by Kenney and seconded by Clare to approve item XI-B-11.
XI-B-11	Authorize amendment to the Interagency Agreement with the Nebraska Department of Health and Human Services to support Medicaid Graduate Medical Education (GME) Supplemental Payment Program for UNMC.
Action	Student Opinion: Voting Aye: Sims, Drake, Kent, and Saadi. Voting Aye: Weitz, Clare, Kenney, O'Connor, Phares, Pillen, Schafer, and Stark. Motion carried.
	<u>University of Nebraska at Omaha</u>
Motion	Moved by Sims and seconded by Drake to approve item XI-B-12.
XI-B-12	Approve contract with Sodexo to provide food service operations for UNO.

- Action Student Opinion: Voting Aye: Drake, Kent, Saadi, and Sims. Voting Aye: Clare, Kenney, O'Connor, Phares, Pillen, Schafer, Stark, and Weitz. Motion carried.
- Motion University of Nebraska at Omaha and University of Nebraska Medical Center
Moved by Kenney and seconded by Sims to approve item XI-B-13.
- XI-B-13 Approve Interlocal Cooperation Agreement with Douglas County related to public safety.
- Action Student Opinion: Voting Aye: Kent, Saadi, Sims, and Drake. Voting Aye: Kenney, Phares, Pillen, Schafer, Stark, Weitz, and Clare. Abstention: O'Connor. Motion carried.

C. REPORTS

- XI-C-1 Report on renaming the Master of Science in Education (MS Ed) in Community Counseling to the MS Ed in Clinical Mental Health Counseling within the Department of Counseling, School Psychology, and Family Science, in the College of Education at UNK.
- XI-C-2 Report on renaming the Bachelor of Arts in Education (BA Ed) in Early Childhood Unified to the BA Ed in Early Childhood Inclusive within the Department of Teacher Education in the College of Education at UNK.
- XI-C-3 Report on renaming the Master of Arts in Education (MA Ed) in K-6 School Principalship to the MA Ed in School Principalship PreK-8 within the Department of Educational Administration in the College of Education at UNK.
- XI-C-4 Report on renaming the Bachelor of Science (BS) in Sports Administration/Sports Administrative Comprehensive to the BS in Sports Management/Sports Management Comprehensive in the College of Education at UNK.
- XI-C-5 Report on renaming the Bachelor of Science (BS) in Information Networking and Telecommunications Comprehensive to the BS in Information Technology and Networking Comprehensive within the Department of Cyber Systems in the College of Business and Technology at UNK.
- XI-C-6 Report on renaming the Bachelor of Science (BS) in Aviation Systems Management Comprehensive to the BS in Aviation Comprehensive within the Department of Industrial Technology in the College of Business and Technology at UNK.
- XI-C-7 Report on revisions to rules and regulations for self-government organizations: University of Nebraska Graduate College.
- XI-C-8 Report on Five-Year Strategy Accountability Measures.
- XI-C-9 Report on Othmer-Topp Endowment Fund for year ended June 30, 2022.
- XI-C-10 Report on Gifts, Grants, and Bequests.
- XI-C-11 Report on Bids and Contracts.
- XI-C-12 Report on Quarterly Status of Capital Construction Projects.

Chair Phares accepted the reports on behalf of the Board.

Motion Moved by Stark and seconded by Weitz 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 subject:

- Personnel matters involving members of the University staff.

Action Student Opinion: Voting Aye: Saadi, Sims, Drake, and Kent. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, and Kenney. Motion carried.

Chair Phares declared that the closed session would be strictly limited to a discussion of:

- Personnel matters involving members of the University staff.

The Board went into closed session at 10:28 a.m. The Board reconvened the open meeting at 11:03 a.m.

Chair Phares stated that item XI-A-5 involves the Board's review of the evidence submitted to the Academic Freedom and Tenure Committee and the Committee's report, including its findings, conclusions, and recommended action. Chair Phares further stated that following the Board's review of the evidence and report, the Board must decide whether to adopt the Committee's recommendation to terminate the faculty member's continuous appointment. Having given the Committee's findings and conclusions due consideration, Chair Phares indicated that the Board was prepared to render a decision on the matter.

Motion Moved by Phares and seconded by Weitz to approve item XI-A-5 and adopt the Committee's recommendation to terminate the faculty member's continuous appointment.

XI-A-5 Academic Freedom and Tenure Committee Report Recommending Termination of a Faculty Member's Continuous Appointment.

Action Student Opinion: Voting Aye: Sims, Drake, Kent, and Saadi. Voting Aye: Phares, Pillen, Schafer, Stark, Weitz, Clare, Kenney, and O'Connor. Motion carried.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Phares at 11:05 a.m.

Respectfully submitted,

Philip J. Bakken
Corporation Secretary

Robert A. Phares
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 Friday, December 2, 2022, at 9:00 a.m. 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/agenda-minutes>.

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

Dated: November 23, 2022

Philip J. Bakken, Corporation Secretary
Board of Regents of the University of Nebraska



Board of Regents

Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906 | nebraska.edu

AGENDA
UNIVERSITY OF NEBRASKA FACILITIES CORPORATION
Varner Hall, 3835 Holdrege Street
Lincoln, Nebraska 68583-0745
Friday, February 10, 2023
Immediately Following Board of Regents Meeting

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON
FEBRUARY 11, 2022
- IV. ELECTION OF OFFICERS
- V. ADJOURNMENT

TO: University of Nebraska Facilities Corporation Addendum III


MEETING DATE: February 10, 2023

SUBJECT: Minutes of the February 10, 2022 meeting of the University of Nebraska Facilities Corporation

RECOMMENDED ACTION: Approve the Minutes of the February 10, 2022 meeting of the University of Nebraska Facilities Corporation and ratify actions taken.

PREVIOUS ACTION: None

EXPLANATION: The minutes are attached.

RECOMMENDED: 
Chris J. Kabourek, Secretary-Treasurer
University of Nebraska Facilities Corporation

DATE: February 3, 2023

University of Nebraska Facilities Corporation
Minutes of the Board of Directors Meeting
February 11, 2022

The University of Nebraska Facilities Corporation's Directors held a meeting on February 11, 2022.

12:06pm - Called to Order by Vice President Phares

- Present: Clare, Kenney, Phares, Pillen, Schafer, Stark, Weitz
- Absent: O'Connor

Approval of Minutes - moved by Stark, seconded by Weitz. Approved by acclamation.

Election of Officers (O'Connor as President, Schafer as Vice President) - moved by Stark, seconded by Clare. Approved by acclamation.

12:07pm - Adjourned

Respectfully submitted,

A handwritten signature in black ink that reads "Chris J. Kabourek". The signature is written in a cursive, flowing style.

Chris J. Kabourek
Secretary-Treasurer

TO: University of Nebraska Facilities Corporation Addendum IV


MEETING DATE: February 10, 2023

SUBJECT: Election of Officers for 2023

RECOMMENDED ACTION: Approve the election of Robert Schafer as President, Paul Kenney as Vice President, and Chris Kabourek as Secretary-Treasurer of the University of Nebraska Facilities Corporation.

PREVIOUS ACTION: February 11, 2022 – The Board approved the election of Elizabeth O'Connor as President, Robert Schafer as Vice President, and Chris Kabourek as Secretary-Treasurer of the University of Nebraska Facilities Corporation.

EXPLANATION: Section 3 of the Bylaws of the Corporation specifies that the officers shall be chosen by the Board of Directors annually. The officers are the President, Vice President, and Secretary-Treasurer.

RECOMMENDED: 
Chris J. Kabourek, Secretary-Treasurer
University of Nebraska Facilities Corporation

DATE: February 3, 2023