

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall
Friday, September 5, 2008
1:00 p.m.

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON
JUNE 13, 2008

IV. KUDOS

Tisha Gilreath Mullen - Proposal Development Coordinator in Research, UNL
Jennifer Crozier - Office Associate General Surgery, UNMC
Geri Backora - Office Assistant-Athletics, UNO
Roxie Freeman - Office Assistant-Athletics, UNO
Marcia Gugelman - Building Services Tech-Student Union, UNK

V. PUBLIC COMMENT

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

VI. RESOLUTIONS

- Resolution recognizing collaboration of Secretary of State John Gale with the students from the University of Nebraska at Kearney, University of Nebraska at Omaha, and University of Nebraska-Lincoln to form the College Student Advisory Committee.

VII. HEARINGS

None

VIII. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

1. Personnel recommendations - Revised Addendum VIII-A-1
2. Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions at the University of Nebraska at Kearney Addendum VIII-A-2
3. Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions at the University of Nebraska-Lincoln Addendum VIII-A-3
4. Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions at the University of Nebraska Medical Center Addendum VIII-A-4

5. Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions at the University of Nebraska at Omaha
Addendum VIII-A-5

B. BUSINESS AFFAIRS

None

IX. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approval is requested to establish the Center for Transplantation Medicine at the University of Nebraska Medical Center Addendum IX-A-1
2. Approve amendments to the Bylaws of the Faculty of the University of Nebraska Medical Center Addendum IX-A-2
3. Approve the Professional program in Plant Health with a Doctor of Plant Health implemented upon approval at the University of Nebraska-Lincoln Addendum IX-A-3
4. Approval is requested to create a new graduate degree program, Master of Science in Construction at the University of Nebraska-Lincoln Addendum IX-A-4
5. Approve the proposed revision to Regents' Policy RP-1.5.5 Regents Medal Addendum IX-A-5
6. Approve the proposed revision to Regents' Policy RP-5.7.7 Tuition Assistance Program Addendum IX-A-6

B. BUSINESS AFFAIRS

University of Nebraska at Kearney

1. Approve the Resolution authorizing the University Administration to proceed with the purchase of real property in the vicinity of 813-825 West 25th Street & 800 Block West 26th Street, Kearney, Nebraska, for the development of the main entrance (east) into UNK and to address other traffic safety and traffic flow issues, including the initiation of eminent domain proceedings to purchase such property, if necessary Addendum IX-B-1
2. Approve the program statement and budget for capital improvements to Men's Hall and Randall Hall Addendum IX-B-2
3. Approve the Resolution to authorize transfer and expenditure of up to \$4,960,000 for Capital Improvements for Revenue Bond Housing Facilities at the University of Nebraska at Kearney Addendum IX-B-3

University of Nebraska-Lincoln

4. Approve the Resolution to authorize transfer and expenditure of up to \$447,000 for capital improvements for University Housing facilities from the Student Fees and Facilities Revenue Bond Surplus Funds Addendum IX-B-4
5. Approve the supervision of an immediate family member in accordance with University policy Addendum IX-B-5
6. Approve the selection of Elness Swenson Graham Architects, Inc. to provide design services for the Abel-Sandoz Dining Center Renovation Addendum IX-B-6
7. Approve the sole source purchase of a Genome Analyzer from Illumina, Inc. in the amount of \$540,000 Addendum IX-B-7

University of Nebraska Medical Center

8. Approve a change order to the contract for the construction of the Michael F. Sorrell Center for Health Science Education building in the amount of \$415,000 Addendum IX-B-8

9. Approve the program statement and budget for the construction of a new building for the University of Nebraska Medical Center College of Nursing-Lincoln Division on the East Campus of the University of Nebraska-Lincoln Addendum IX-B-9
10. Approve the waiver of the requirements of Regents' Policy RP-6.2.7 on the naming of facilities and name the College of Public Health Building at the University of Nebraska Medical Center the "Harold M. and Beverly Maurer Center for Public Health" Addendum IX-B-10

University of Nebraska at Omaha

11. Approve a budget increase in the amount of \$3,000,000 for Mammel Hall Addendum IX-B-11
12. Approve the project budget for design of the University Life Complex Phase II Addendum IX-B-12

University of Nebraska

13. Provide Certification to the Department of Administrative Services that \$7,500,000 has been appropriated or formally designated by the University of Nebraska for compliance with LB 1116 for State Fair Park and authority to transfer the funds to the State Treasurer Addendum IX-B-13
14. Approve 1) contracts for the purchase and implementation of a new Student Information System 2) a budget for purchase of related hardware, 3) authorize the President to negotiate and enter into a Project Cooperation Agreement with the Nebraska State College System, and 4) amendment of the 2009-2011 biennial operating budget submission to reflect estimated on-going operating and maintenance costs related to the proposed system Addendum IX-B-14

Additional Items

15. Executive Salary Equity Initiative Addendum IX-B-15
16. Approve awarding a \$437,870 contract to Weathercraft Company of Lincoln to replace the Alexander Building roof at the University of Nebraska-Lincoln Addendum IX-B-16

C. FOR INFORMATION ONLY

1. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum IX-C-1
2. Calendar of establishing and reporting accountability measures Addendum IX-C-2
3. Current version of the University of Nebraska Strategic Framework Addendum IX-C-3
4. Current version of the University of Nebraska Strategic Dashboard Indicators Addendum IX-C-4
5. Proposed revisions to Chapter 6 of the Board of Regents' policies on Business and Financial Management are presented for information purposes only. Approval of these amendments will be requested at the Board of Regents' meeting on November 7, 2008 Addendum IX-C-5

D. REPORTS

1. Progress report on Increasing Women and Minority Faculty Addendum IX-D-1
2. Personnel Reports Addendum IX-D-2
3. Programs with Tuition Variances Addendum IX-D-3
4. Semi-annual Report of licenses for the period ended June 30, 2008 Addendum IX-D-4
5. Gifts, Grants, Contracts and Bequests for the period April 1-June 30, 2008 Addendum IX-D-5

6. Bids and Contracts 2008 Addendum IX-D-6
7. Status of Capital Projects exceeding \$5 million as of June 30, 2008 Addendum IX-D-7
8. Quarterly Status Report of Six-Year Capital Plan and Capital Construction Report for the period ended June 30, 2008 Addendum IX-D-8
9. Naming the library garden at the University of Nebraska at Omaha and the International Quilt Study Center garden at the University of Nebraska-Lincoln the "Marion E. and Barbara B. Tritsch Gardens" Addendum IX-D-9
10. Naming purchased farm land in Keith County the "West Central Water Resources Field Laboratory" Addendum IX-D-10
11. Design report for the Whittier Building Renovation at the University of Nebraska-Lincoln Addendum IX-D-11
12. Design Development Report for the renovation of the University of Nebraska Medical Center College of Dentistry building on the East Campus of the University of Nebraska-Lincoln Addendum IX-D-12
13. Schedule for periodic review of Multi-Departmental Academic Centers for Research, Teaching and/or Service Addendum IX-D-13
14. SAP Prioritization Addendum IX-D-14

X. ADDITIONAL BUSINESS

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Addendum VIII-A-5

B. BUSINESS AFFAIRS

None

The President's Personnel Recommendations
Meeting Date: September 5, 2008

The following appointment was authorized by President Milliken per *Board of Regents Bylaw 2.2*

University of Nebraska at Kearney

Appointment

Robert Rycek, Interim Dean (Special) College of Natural and Social Sciences, and Professor (Continuous), Psychology; effective 07/09/2008, \$101,707 FY, 1.00 FTE. Add title of Interim Dean and change salary from \$77,552 (includes \$3968 Associate Dean Stipend) AY. Delete title Associate Dean.

The Board of Regents Personnel Recommendation

University Administration

James B. Milliken, President (Special), University of Nebraska; Professor (Continuous), College of Law, University of Nebraska-Lincoln; Professor (Continuous), School of Public Administration, College of Public Affairs and Community Service, University of Nebraska at Omaha, effective 07/01/2008, state salary \$321,667 FY, 1.00 FTE. Increase state salary from \$307,227.

Report on Chancellor's Salaries

The President has established the following merit increase for the state salaries of the Chancellors:

Chancellor	2007-2008 State Salary	Increase	2008-2009 State Salary
UNL - Harvey Perlman	\$266,136	\$12,242	\$278,378
UNMC – Harold Maurer	\$321,638	\$14,795	\$336,433
UNO – John Christensen	\$240,000	\$11,280	\$251,280
UNK – Doug Kristensen	\$199,933	\$8,797	\$208,730

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

MEETING DATE: September 5, 2008

SUBJECT: Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska at Kearney, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 19, 2008, May 8, 2009, and July 31, 2009, subject to the satisfactory completion of all requirements.

PREVIOUS ACTION: September 6, 2007 – The Board granted approval for the 2007-2008 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2008-2009 academic year and 2009 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Finnie A. Murray
Senior Vice Chancellor for Academic Affairs and Student Life

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

DATE: August 15, 2008

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

MEETING DATE: September 5, 2008

SUBJECT: Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska-Lincoln, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 20, 2008, May 9, 2009, and August 15, 2009. Doctoral and Masters degrees will be awarded at commencement ceremonies to be held on December 19, 2008, May 8, 2009 and August 14, 2009.

PREVIOUS ACTION: September 6, 2007- The Board granted approval for the 2007-2008 academic year and summer session award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2008-2009 academic year and 2009 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Barbara Couture
Senior Vice Chancellor for Academic Affairs

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 14, 2008

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

MEETING DATE: September 5, 2008

SUBJECT: Approval to Award Degrees and Certificates for the 2008-09 academic year and 2009 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve conferral of appropriate degrees and certificates on students of the University of Nebraska Medical Center as approved and recommended by the faculties, at Commencement ceremonies to be held on:

UNMC Winter Commencement
December 18, 2008 (Thursday) Kearney (7:00 p.m.)
December 19, 2008 (Friday) Omaha (2:00 p.m.) and
Lincoln (9:30 a.m.)
December 20, 2008 (Saturday) Scottsbluff (2:00 p.m.)

UNMC Spring Commencement
May 7, 2009 (Thursday) Kearney
May 1, 2009 (Friday) Omaha
May 8, 2009 (Friday) Lincoln
May 9, 2009 (Saturday) Scottsbluff

August 14, 2009 **Summer Graduation**
(no ceremony)

PREVIOUS ACTION: The Board granted approval for the 2007-08 academic year award dates on September 6, 2007.

EXPLANATION: The Medical Center awards degrees and certificates at or near the completion of each academic term. Students graduating from UNMC academic programs located at sites other than the Omaha campus will receive their degrees in separate ceremonies in Kearney, Lincoln and Scottsbluff.

SPONSOR: Rubens J. Pamies, M.D.
Vice Chancellor for Academic Affairs

RECOMMENDED: Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: August 14, 2008

TO: The Board of Regents Addendum VIII-A-5
Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Approval to Award Degrees and Certificates for the 2008-2009 academic year and 2009 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska at Omaha, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 19, 2008, May 8, 2009, and August 14, 2009.

PREVIOUS ACTION: September 6, 2007 - The Board granted approval for the 2007-2008 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2008-2009 academic year and 2009 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Terry Hynes
Senior Vice Chancellor

RECOMMENDED: John E. Christensen, Chancellor
University of Nebraska at Omaha

DATE: August 14, 2008

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Additional Items

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TO: The Board of Regents Addendum IX-A-1

Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Establishment of the Center for Transplantation Medicine

RECOMMENDED ACTION: Approval is requested to establish the Center for Transplantation Medicine

PREVIOUS ACTION: None

EXPLANTATION: The University of Nebraska Medical Center has established itself as one of the leading academic transplant centers within the United States. The transplant program has also allowed us to broaden our care of patients with organ failure to incorporate not only organ replacement but also a variety of non-transplant medical and surgical therapies. The transplant physicians involved come from many departments within the medical school. The complexity of operating multiple transplant programs with more personnel, performing more transplants in an era of increased competition and scarce resources, requires a new structure for transplantation on this campus.

Hand-in-hand with the growth of the clinical enterprise has been the development of both the educational and scientific arms. In terms of education, there are now three dedicated transplant fellowship training programs that involve surgery, hepatology and infectious diseases. In research, the transplant programs were initially primarily focused on patient outcomes. We have been successful in recruiting physician scientists and this has resulted in a strong basic science effort funded by NIH grants.

It is the vision of a Transplant Center that would create an academic vessel that would facilitate our educational, scientific and clinical missions. Specifically our goals would include:

- Education and training
- Support and development of transplant-related research
- Develop, support and promote clinical enterprise

There are other important benefits including:

- Facilitate community outreach and service
- Recruitment and retention of faculty members
- Administrative structure focused on transplantation
- Ability to pursue a capital campaign for this specific area

The Center for Transplantation Medicine has received the unanimous approval of the Council of Academic Officers.

PROJECT COST: \$25,000 per year

SOURCE OF FUNDS: Internal reallocation

SPONSORS:

Rubens J. Pamies, M.D., Vice Chancellor for Academic Affairs
University of Nebraska Medical Center

Thomas G. Rosenquist, Ph.D., Vice Chancellor for Research
University of Nebraska Medical Center

RECOMMENDED:

Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE:

July 20, 2008

**Nebraska Center for Transplantation Medicine,
University of Nebraska Medical Center
7-20-2008**

1. Purpose and Context of the Nebraska Center for Transplantation Medicine

The mission of the Center will be to facilitate the study of transplant biology among investigators from various academic and clinical disciplines and thereby promote the development of innovative clinical therapeutics and translational research leading to enhanced diagnosis, treatment and outcomes.

The vision in establishing this Center is to provide a platform to facilitate the interactions among clinical investigators, basic scientists and other allied health care professionals interested in various aspects of transplantation biology. A pivotal goal of this center proposal is to enhance the basic research, translational and clinical service activities in transplant biology, for the purpose of moving the field forward, which will lead to improved understanding of the diseases and therapeutic outcomes. Obtaining substantial additional NIH or federal equivalent grant funding as well as the ability to pursue capital campaign funds will be a natural consequence of the achievements of center members.

The Center will focus primarily on: 1) innovative approaches to treating patients with organ failure including cellular and organ replacement therapies; 2) the molecular genomics for transplant immunology phenomena including allograft rejection, graft versus host disease, post-transplant lymphoproliferative disorders; 3) population based-outcomes studies utilizing our clinical data base, and; 4) our large repository of transplant- related tissues and other materials will promote and facilitate clinical and basic research.

One of the great challenges in creating a Nebraska Center for Transplantation Medicine will be the balance between the roles of members of the Center, while at the same time retaining traditional academic/clinical relationships. The success of any individual will ultimately be of benefit to both the Transplant Center and his/her academic department.

The central function of the Center will be to provide a fertile environment for academic and clinical success. It is no longer possible to rely upon casual and informal networks to ensure that collaboration occurs. The ability to centralize resources, whether they are intellectual, structural or financial should allow us to be competitive and ultimately successful in our current academic health care environment. Resources would become available in the areas of education, research and clinical activities as the various benchmarks or goals that we have set are met. .

Our ability to remain competitive while existing in a demographically challenged area will require us to consolidate all of our strengths to function as a single entity. We must continue to focus on the core principles of quality and innovation to retain our position. The creation of the Nebraska Center for Transplantation Medicine will provide the necessary structure to accomplish this. The history of our program positions us for continued growth and progress during the next generation of transplantation.

2. Historical Context of the Center

The Nebraska Center for Transplantation Medicine has a long history at the University of Nebraska Medical Center, beginning in June of 1985 when Drs. Byers Shaw and Patrick Wood along with Laurie Williams and Robert Duckworth arrived from Pittsburgh to work jointly with Drs. Michael F. Sorrell, Daniel F. Schafer, Rowen K. Zetterman in adult hepatology and gastroenterology and Drs. Vanderhoof, Antonson and Kaufman in pediatric hepatology and gastroenterology. Together they formed the Liver Transplant Program, which to date has transplanted more than 2500 patients.

Over time, the Liver Transplant Program incorporated the Renal Transplant Program previously operated through Clarkson Hospital (now The Nebraska Medical Center) and Pancreas Transplant Program which was pioneered by Dr. Robert Stratta at UNMC. In 1991, Dr. Alan Langnas (the current Director of Transplantation) and his colleagues implemented a Small Bowel Transplant Program which has now become one of highest volume and most successful transplant programs in the world. Today the programs boast one of most robust academic transplant surgery programs that includes clinicians, physician/scientists and scientists. The group currently is the recipient of numerous extramural grants including those from the NIH.

3. Staffing and Administration of the Center

The Center is a multi-disciplinary, multi-departmental entity involving faculty from many UNMC basic science and clinical departments. The Center Director is Dr. Alan Langnas, Professor of Surgery and Chief of the Section of Transplant Surgery at UNMC. The Center Director reports on a routine basis (minimum semi-annually) to the Dean of the College of Medicine at UNMC to evaluate the status and programmatic development of the Center program. The Center Co-director is Dr Michael Sorrell. The director for basic sciences is Dr. Nora Sarvetnick

Additional faculty will include, but is not limited to:

Transplant Surgery, Department of Surgery, UNMC

Jean Botha, M.D.
David Mercer, M.D.
Michael Morris, M.D.
Byers Shaw, M.D.
R. Brian Stevens, M.D.
Debra Sudan, M.D.
Wendy Ward, M.D.
Lucile Wrenshall, M.D.

Hepatology, Department of Internal Medicine, UNMC

John L. Gollan, M.D., Ph.D.
Mark Mailliard, M.D.
Timothy McCashland, M.D.
Sandeep Mukherjee, M.D.
Daniel F. Schafer, M.D.

Department of Pathology and Microbiology, UNMC

Rodney Markin, M.D., Ph.D.

Stanley Radio, M.D.

Douglas Stickle, Ph.D.

James L. Wisecarver, M.D., Ph.D.

Department of Pediatrics, UNMC

Dean Antonson, M.D.

Faculty from the following UNMC departments engaged in the clinical and/or academic support of transplantation:

- *Nephrology, Department of Internal Medicine*
- *Infectious Diseases, Department of Internal Medicine*
- *Cardiology, Department of Internal Medicine*
- *Cardiac Surgery, Department of Surgery*
- *Department of Anesthesiology*
- *Department of Genetics, Cell Biology and Anatomy*
- *Department of Pharmacology and Experimental Neuroscience*

Administrative Structure:

The Center will be a joint venture between the faculty and the departments of Surgery, Internal Medicine, Pediatrics, Pathology & Microbiology, Anesthesiology, Genetics, Cell Biology & Anatomy and Pharmacology & Experimental Neuroscience.

The Director is located in the Department of Surgery in the Section of Transplant Surgery and will devote 0.2 FTE to the Center activities. Funding and an office will be provided for the Administrative Assistant who will devote approximately 0.5 FTE to the operation of the Center. The administrative structure is important to the advancement of the plan and to facilitate submission of grant applications and coordination of Center activities.

4. Alterations in Existing Facilities and Activities

Establishment of the Center will significantly enhance the activities of the faculty in the program by providing administrative support needed to focus and develop the research efforts in both clinical care and clinical and translational research. The primary goal of the Center is to facilitate the efforts of our inter-disciplinary research activities in transplant biology, which will allow us to pursue additional NIH-funded research grants and to enhance the prestige of UNMC in the field of transplantation.

5. Measure of Success

The success of the Nebraska Center for Transplantation Medicine is complex and will include our ability to expand and maintain an active clinical service as well as the ability to successfully compete for and receive additional funding and perform basic and translational research. The Center will focus on the clinical, basic and translational research grants and

contracts, which allow us to apply our research efforts to develop novel therapies for patients with transplant-related disorders. In addition, the formation of this Center will provide an exciting scientific and operational environment to attract graduate students, post-doctoral fellows, clinical fellows and junior faculty for ongoing research education and academic pursuits.

6. Faculty and Facility Needs

Facilities required for the continued development of the Center for Transplantation Medicine are already committed including the Lied Transplant Building and laboratory modules in the Durham Research Center as well as space currently occupied by Center members. It is anticipated that new space will become available in the new Research Center of Excellence (RCE II) when the building is opened in 2009. The administrative offices for the Center are currently housed in the Department of Surgery, Section of Transplant Surgery on the 4th floor of the Medical Services Building (MSB) at The Nebraska Medical Center. The shared resources that are necessary for the Center investigators are already present on the UNMC campus.

7. Advisory Committee

a. Internal Advisory Committee (IAC):

Professor and Chairman, Department of Internal Medicine
Professor and Chairman, Department of Surgery
Professor and Chairman, Department of Pediatrics
Senior Associate Dean for Clinical Affairs
Senior Hospital Administrator

b. External Advisory Committee (EAC):

3-5 Transplant Professionals selected by the Director and Co-Directors of the Transplant Center

Ongoing evaluation of the performance of the Center will be through a semi-annual evaluation by the Dean of the College of Medicine, by meetings of the Internal Advisory Committee as necessary, and bi-annual phone-conference meetings with the External Advisory Committee, as well as a site visit by the EAC once every 3 years.

8. Proposed Budget (2008 – Jun 2012) – See attached.

All resources, including those necessary for planned recruitments, start-up funds and ongoing development of core laboratories will be provided by participating departments and internal allocation in the Section of Transplant Surgery, Department of Surgery, College of Medicine, UNMC.

UNIVERSITY OF NEBRASKA BOARD OF REGENTS
 AGENDA SUPPORT MATERIALS
 PROPOSAL TITLE: Nebraska Center for Transplantation Medicine

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

(INDICATE THE NET CHANGE--INCREASE OR DECREASE-- EACH YEAR COMPARED TO PREVIOUS YEAR)

STAFF	(FY 2008) Year 1		(FY 2009) Year 2		(FY 2010) Year 3		(FY 2011) Year 4		(FY 2012) Year 5	
	FTE	COST	FTE	COST	FTE	COST	FTE	COST	FTE	COST
<i>Staffing:</i>										
<i>Additional Faculty</i>	0									
<i>Additional Non-Teaching Staff</i>										
<i>Administrative</i>										
<i>Professional¹</i>	0.20	0		0		0		0		0
<i>Support²</i>	0.50	20,000		800		832		865		900
<i>Sub-Total of Personnel Expenses</i>	0.70	20,000	0.00	800	0.00	832	0.00	865	0.00	900
<i>Incremental Program Budget:</i>										
<i>General Operating Expenses³</i>		5,000		200		208		216		225
<i>Equipment⁴</i>										
<i>Facilities⁵</i>										
<i>Additional Library Resources⁶</i>										
<i>Additional Other Expenses⁷</i>										
<i>Sub-Total of Program Budget</i>		5,000		200		208		216		225
Total Proposed Program Expenses		25,000		1,000		1,040		1,081		1,125

1. Additional Faculty:

0.2 FTE for the Transplantation Center Director is provided by the department.

2. Additional Support Staff:

Support staff is required at 0.5 FTE and increases at a 4% rate in years 2-5

3. General Operating Expenses:

This will fund supplies for the Center including IAC and EAC meetings, phone, copying, etc
 Increases in years 2-5 represent incremental increase in operating expenses at 4% per year.

UNIVERSITY OF NEBRASKA BOARD OF REGENTS
 AGENDA SUPPORT MATERIALS
 PROPOSAL TITLE: Nebraska Center for Transplantation Medicine

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 2008_) Year 1	(FY 2009_) Year 2	(FY 2010_) Year 3	(FY 2011_) Year 4	(FY 2012_) Year 5
<i>REALLOCATION OF EXISTING FUNDS¹</i>	25,000	1,000	1,040	1,081	1,125
<i>REQUIRED NEW PUBLIC FUNDS</i>					
1. STATE FUNDS					
2. LOCAL FUNDS					
<i>TUITION AND FEES REVENUES</i>					
<i>OTHER FUNDING</i>					
1.					
2.					
3.					
4.					
5.					
*TOTAL REVENUE	25,000	1,000	1,040	1,081	1,125

* Total Revenue should match the total expenses projected on Table 1

1. Reallocation of existing UNMC intramural funds. Additional reallocation will be added in years 2-5 at a 4% increment

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

MEETING DATE: September 5, 2008

SUBJECT: Amendments to the Bylaws of the Faculty of the University of Nebraska
Medical Center

RECOMMENDED ACTION: Approval of the amendments to the Bylaws of the Faculty of the
University of Nebraska Medical Center

PREVIOUS ACTION: The amended version of the present Bylaws of the Faculty of the
University of Nebraska Medical Center was approved by the Board of
Regents on March 3, 2006.

EXPLANATION: There are two changes to the Bylaws being proposed. The first will
establish the election of an alternate senator for each unit. The second
change is being made to the Appendix to the Bylaws, UNMC Faculty
Senate Standing Committees. This revision will change the membership
structure of several of the standing committees. These changes have
been approved by the faculty of UNMC.

SPONSOR: Rubens J. Pamies, M.D.
Vice Chancellor for Academic Affairs

RECOMMENDED: Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: August 14, 2008

Bylaws of the Faculty
of the
University of Nebraska Medical Center

ARTICLE I
Purpose

The purpose of these Bylaws is to establish the organizational structure and rules of procedure by which the faculty of the University of Nebraska Medical Center (UNMC) will participate in the academic governance process, as provided in Section 2.12 and 2.12.1 of the *Bylaws of the Board of Regents of the University of Nebraska*.

ARTICLE II
Definitions

Section 1. Faculty. All individuals duly appointed to Medical Center faculty positions by the Board of Regents shall be represented through the organizational structure and procedures set forth in these Bylaws.

Section 2. Voting Faculty. The privilege of voting in Medical Center faculty elections, referenda, and meetings shall be extended to full-time faculty members at the ranks of Instructor, Assistant Professor, Associate Professor, or Professor. Full-time faculty include members of the College of Dentistry faculty on .90 FTE appointments, faculty members with part-time UNMC appointments supplemented by either a Veterans Administration Hospital or a Creighton University appointment to equal 1.00 FTE, and individuals with simultaneous Academic-Administrative and Managerial-Professional appointments in which .50 FTE or greater is Academic-Administrative.

Section 3. Major Academic Unit. For the purposes of these Bylaws, "major academic unit" shall be interpreted to mean a formally established College, School, or Institute in which faculty appointments are authorized. The faculty members of a School will participate in the academic governance process through its own "major academic unit," and under this definition will not be considered to be voting faculty members of the College within which the School exists.

Since the Graduate College faculty members on the UNMC campus all hold faculty rank in another major academic unit, they shall be represented through these units and shall not qualify as a major academic unit under this definition.

Section 4. Academic Year. For the purpose of these Bylaws, "academic year" shall be interpreted to mean a nine-month period commencing on September 1 and terminating on May 31.

ARTICLE III
Organization

Section 1. UNMC Faculty. The authority of the UNMC faculty resides in the voting faculty as a whole, but this authority will usually be delegated to the Faculty Senate which shall be elected by the voting faculty in accordance with these Bylaws. The voting faculty may submit any issue over which the faculty has jurisdiction to a referendum of the entire voting faculty, following the procedures specified in Article IV. The adoption of a referendum by the voting faculty as a whole shall supersede any action taken by the Faculty Senate.

Section 2. Faculty Senate. The UNMC faculty shall elect a body of representatives which shall be known as the Faculty Senate of the University of Nebraska Medical Center. The Faculty Senate shall serve as a governing body empowered to represent the UNMC faculty in matters of concern to all major academic units or to matters of concern to more than one major academic unit. The Faculty Senate shall be governed by these Bylaws and by the *Bylaws of the Board of Regents of the University of Nebraska*. Nothing in these Bylaws shall be construed to be in conflict with any applicable law or with the *Bylaws of the Board of Regents*.

ARTICLE IV UNMC Faculty Meetings

Section 1. Annual Meeting. A UNMC faculty meeting shall be called annually prior to the Spring Commencement Exercises. The officers of the Faculty Senate shall report on the activities of the Senate during the prior year and shall conduct such other business as is scheduled to come before the group.

Section 2. Special Meetings. Special meetings of the UNMC faculty may be called: (a) by vote of the Faculty Senate, or (b) upon the written request of twenty-five voting faculty members.

Section 3. Presiding Officer. The President of the Faculty Senate shall preside at all meetings of the UNMC faculty. In the absence of the President, the Vice President or another officer of the Senate will preside.

Section 4. Quorum. A quorum of ten percent of all voting faculty members must be present at a UNMC faculty meeting in order to transact business legally.

Section 5. Authority. The decision-making authority of those assembled at a UNMC faculty meeting shall be limited to the origination of a referendum.

Section 6. Voting at Meetings. A motion to conduct a referendum will be considered passed if approved by two-thirds of the votes cast in person by voting faculty members.

Section 7. Voting in Referenda. The preparation of ballots and the supervision of the voting process for duly initiated faculty referenda shall be the responsibility of the Faculty Senate's Standing Committee on Membership and Elections. A referendum shall be considered adopted by the faculty when approved by a majority of the legal votes cast by the voting faculty of the Medical Center.

Section 8. Rules of Order. Meetings will be conducted in accordance with the current edition of the Sturgis Standard Code of Parliamentary Procedure. The Faculty Senate Parliamentarian will serve as Parliamentarian at UNMC faculty meetings.

ARTICLE V Faculty Senate Composition

Section 1. Major Academic Unit Representation. Each major academic unit shall elect one senator for every 25 voting faculty members, or major fraction thereof, in accordance with the procedures set forth in Article VI. In no case, however, will a major academic unit be represented by fewer than two senators. Each major academic unit shall also elect one alternate senator to fill vacant seats as defined in Article VI, Section 8.

Section 2. Other Faculty Representation. UNMC faculty members whose academic appointments are not in one of the major academic units will be grouped together for the purpose of electing representatives. This group shall elect one senator for every 25 voting faculty members, or major fraction thereof, in accordance with the procedures set forth in Article VI.

ARTICLE VI
Election of Senators

Section 1. Eligibility for Election. Only voting faculty members who have served on the UNMC faculty for one academic year or more are eligible for election to the Senate. Chancellors, Vice Chancellors, Associate Vice Chancellors, Assistant Vice Chancellors, Deans, Associate Deans, Assistant Deans, Institute Directors, and Departmental Chairpersons are ineligible for election to the Senate. If an elected Faculty Senate member is appointed to one of these positions at UNMC, such Senator shall resign from the Senate and the vacancy shall be filled as described in Article VI, Section 8. Persons serving in an interim or acting capacity in the above positions may continue to serve on the Senate.

Section 2. Terms of Service. Senators will be elected to three-year terms, commencing on June 1 of the year of election.

Section 3. Re-election. Senators shall be eligible for re-election.

Section 4. Nominations. Each major academic unit shall establish its own process for securing nominees for election to the Faculty Senate in accordance with the guidelines established by the Faculty Senate's Standing Committee of Membership and Elections. The Office of the Vice Chancellor for Academic Affairs will coordinate the nomination process of those faculty members not assigned to a major academic unit.

The list of nominees from each unit must be submitted to the Standing Committee on Memberships and Elections in accordance with the schedule provided in Article VI, Section 7, and must contain exactly twice as many candidates as there are senate seats to be filled. The Standing Committee on Membership and Elections will then verify eligibility of the nominees and prepare the official ballot for each unit.

Section 5. Eligibility to Vote. Only those faculty members defined as "voting faculty" in Article II, Section 2, shall be eligible to vote in Faculty Senate elections. The Faculty Senate's Standing Committee on Membership and Elections shall approve the list of eligible voters prior to each election, and this list shall serve as the basis for determining the number of representatives that each unit shall have in the Faculty Senate. The list of eligible voters shall not include faculty members who are on unpaid leaves of absence.

Section 6. Elections. The official ballots for each major academic unit will list only those senate nominees from that unit. Each voting faculty member shall receive only one ballot and that ballot shall be for the major academic unit in which his/her primary academic appointment is based. The individual receiving the next highest number of votes after filling the vacant senate seats shall be declared the Alternate Member from the respective Academic Unit as described in Article V, Section 1.

Section 7. Schedule of Nominations and Elections. In the spring of each year, the Faculty Senate's Standing Committee on Membership and Elections shall initiate and supervise the following election activities which shall occur on or before the indicated dates:

Call for nominations	April 5
Close of nominations	April 20
Distribute official ballots	May 1
Close of balloting	May 15
Notification of results	May 20

While this schedule of activities may be completed prior to the indicated dates, in no case shall the period between the call for nominations and the close of nominations be less than 15 days, and in no case shall the period between the distribution of ballots and the close of balloting be less than 14 days.

Section 8. Elections to Fill Vacant Seats. If a senator is absent for four regular meetings of the Senate during an academic year, terminates his/her faculty appointment, or resigns from the Senate, the President of the Senate shall declare the seat vacant and fill that seat with the elected alternate from that unit. If no alternate is available, within thirty days, the Faculty Senate President shall order a special

election to fill the unexpired term. If a special election is required, it shall be conducted in a manner similar to the annual election including all steps outlined above (Article VI, Section 7) under a time-table to be set by the President of the Senate.

ARTICLE VII
Organization of the Senate

Section 1. Officers. Organization for the next academic year shall occur at the June meeting of the Faculty Senate. At this meeting the Senate will elect from its membership a Vice-President and Secretary/Treasurer. The Vice President will be the President-elect of the Faculty Senate. The terms of service for each of these officers shall commence immediately after the election and continue until the June meeting in the following year, at which time the Vice President will assume the position of President. The Immediate Past President will continue to serve as an officer of the Faculty Senate.

Section 2. Duties and Special Terms of Officers. The President shall preside at all Faculty Senate meetings and at all UNMC faculty meetings and shall exercise the following administrative duties:

1. Supervise all activities that are undertaken by, or on behalf of, the Senate.
2. Represent and speak for the Senate in dealings with University Administration, with the Board of Regents, with other organizations, and with the public.
3. Appoint and charge committees.
4. Sign letters and documents necessary to carry out the will of the Senate.

The Vice President shall assume the duties of the President in case of the absence or incapacity of the President and shall become President on the death, resignation, or permanent incapacity of the President. The Vice President shall also assist the President in fulfilling the administrative duties of that office.

The Immediate Past President shall assist and provide counsel to the President and Vice President.

The President-Elect shall join the Executive Committee and shall be encouraged to attend the Board of Regents meetings along with the President.

The Secretary/Treasurer shall maintain an accurate set of minutes reflecting the proceedings of the Faculty Senate and UNMC faculty meetings and shall preserve all records, reports, and official documents of the organization. The Secretary/Treasurer shall also be responsible for the collection and expenditure of all funds of the Senate which shall be deposited in and expended from a UNMC account specially designated for the Faculty Senate.

If necessary, the elected term of the Vice President, President, or Immediate Past President shall automatically extend as a senator until the expiration of service as Immediate Past President.

Section 3. Parliamentarian. By the second Faculty Senate meeting after June 1, the newly elected President shall appoint a Parliamentarian, subject to confirmation by a vote of the Senate. The Parliamentarian's responsibilities shall commence immediately after the appointment is confirmed and continue until a new Parliamentarian is confirmed. The Parliamentarian need not be a member of the Senate and may be reappointed to successive terms without limit.

The Parliamentarian shall aid the presiding officers and members of the Senate by being a source of information on parliamentary procedure. All rulings on matters of parliamentary procedure shall be made by the presiding officers.

Section 4. Committees. There shall be a standing committee on membership and elections charged to carry out the duties assigned in Articles IV and VI of these Bylaws and to complete such other tasks as are assigned by the President or the Senate. This committee shall consist of three members appointed annually by the newly-elected President and drawn from the Senate.

Other standing committees may be established by vote of the Senate, in which case they shall continue until such time as the Senate votes to eliminate them. In establishing standing committees, the Senate must specify the name, method of selecting members, usual duties, terms of office, and requirements for reports. Standing committees established by the Senate are listed in Appendix I. An ad hoc committee to review the Bylaws will be appointed by the President at least every four years. The President may appoint additional ad hoc committees to perform specific assignments.

Unless a committee's membership is specifically restricted to senators, any voting member of the UNMC faculty may be appointed to serve a term on a Faculty Senate committee.

The Executive Committee shall consist of the officers of the Senate (President, Vice President, Immediate Past President, and Secretary/Treasurer) and additional members selected from the Faculty Senate such that each major academic unit and Other Faculty as defined in Article V, Section 2 are represented in the committee membership. The Executive Committee prepares the agenda for Senate meetings, coordinates the activities of standing and ad hoc committees, and plans and coordinates such other activities as may be required. The Executive Committee shall be empowered to make decisions in the name of the Senate when immediacy demands such action and the Senate is unable to assemble a quorum to consider the issue. The quorum and voting requirements reflected in Article VIII, Sections 4 and 5 will be used when the Executive Committee makes decisions in the name of the Senate. All decisions taken under this grant of authority must be presented to the Senate at its next regular meeting and a motion of approval voted upon.

Section 5. Representation on Senior Administrative Advisory Committees. Senior administrative officers shall be defined as vice chancellors or academic administrators who report directly to the Chancellor such as deans, directors, or equivalent administrators. In the event of a vacancy of a senior administrative office, the appointing officer will inform the President of the Faculty Senate who will, with the advice of the Senate, submit a list of names which is at least twice the number of representatives to be chosen there from. As specified in amended Section 2.1.c of the *Bylaws of the Board of Regents of the University of Nebraska* (December 10, 1994) the appointing officer shall appoint Faculty Senate representation from the list submitted.

ARTICLE VIII Faculty Senate Meetings

Section 1. Regular Meetings. The Faculty Senate shall hold a regular meeting at a stated time in June and during each month of the academic year. No item of new business will be acted upon during a regular meeting unless it has been previously noted. Previous notation shall be constituted as: presentation at a prior meeting; or distribution to each senator at least five working days prior to the meeting; or inclusion on the agenda for the meeting. Five working days prior to each regular meeting, an agenda including all known items of business to be brought before the Senate will be prepared and distributed to each senator along with supporting documents. Action upon new business brought forward on the floor during a meeting will be postponed until a future designated meeting. Under extraordinary circumstances requiring prompt action by the Senate, this rule may be suspended.

Section 2. Special Meetings. The President will call a special meeting of the Faculty Senate when he/she deems such a meeting to be necessary or when requested to do so by the Chancellor of the Medical Center or by seven or more members of the Senate. An effort shall be made to post an agenda 24 hours in advance of any special meeting that is called.

Section 3. Open Meetings. All meetings of the Faculty Senate shall be open to anyone desiring to attend with the exception that executive sessions of the Senate may be called by a two-thirds vote of the senators present.

Section 4. Quorum. A quorum of sixty percent of all senators must be present to take official action on matters brought before the group.

Section 5. Voting Requirements. A two-thirds vote of the senators present at a meeting and voting shall be required to pass main motions, subsidiary motions, and privileged motions. Voting by proxy shall not be permitted. The requirements for a two-thirds vote of the members present and voting shall not apply in the election of Faculty Senate officers, votes to confirm appointments by the President or to establish standing committees, and appeals from the decision of the Chair. These matters shall be decided by a majority of the votes cast.

Section 6. Rules of Order. Meetings will be conducted in accordance with the Sturgis Standard Code of Parliamentary Procedure.

ARTICLE IX
Amendments

Section 1. Initiation. Amendments to the Bylaws may be initiated by the Faculty Senate, or by an assembly of UNMC faculty members called in accordance with the provisions of Article IV of these Bylaws. Proposals to amend the Bylaws may be introduced at any regularly scheduled meeting of the Faculty Senate, but action on such proposals shall be deferred until the next regularly scheduled meeting at which time an open hearing will be held on the proposed amendments. Proposals to amend the Bylaws may be introduced at a meeting of the UNMC faculty if a formal notice of the proposed amendments is included in the call for the meeting. A request to include such a notice in the call for the meeting must be supported by a written petition bearing the signatures of 25 voting members of the UNMC faculty. The procedures for the initiation of referenda specified in Article IV shall apply to any Bylaws amendments proposed at a UNMC faculty meeting.

Section 2. Approval. Amendments to these Bylaws initiated under the provisions of Article IX, Section 1, shall be submitted to the voting faculty of the Medical Center for approval or rejection by secret ballot. If approved by a majority of the legal votes cast, the amendments will be forwarded to the Chancellor who will transmit them to the President of the University and the Board of Regents. Bylaws amendments become effective upon approval by the Board of Regents.

October 20, 1978, copy (with provisions of acceptance and initial implementation noted in italics) approved by the full-time faculty of the University of Nebraska Medical Center on November 3, 1978, and approved by the Board of Regents of the University of Nebraska on November 10, 1978.

January 23, 1979, copy (with provisions of acceptance and initial implementation deleted) approved by the University of Nebraska Medical Center Faculty Senate on January 23, 1979, and reported to the Board of Regents on February 10, 1979.

April 13, 1983, copy approved by the University of Nebraska Medical Center Faculty Senate on April 13, 1983, and approved by the Board of Regents of the University of Nebraska on July 23, 1983.

January 14, 1985, copy approved by the University of Nebraska Medical Center Faculty Senate on January 14, 1985, and approved by the Board of Regents of the University of Nebraska on June 8, 1985.

December 1, 1986, copy approved by the University of Nebraska Medical Center Faculty Senate on December 1, 1986, and approved by the Board of Regents of the University of Nebraska on April 11, 1987.

June 6, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on May 2, 1988 and June 6, 1988, and approved by the Board of Regents of the University of Nebraska on September 2, 1988.

October 3, 1988, copy approved by the University of Nebraska Medical Center Faculty Senate on October 3, 1988, and approved by the Board of Regents of the University of Nebraska on January 14, 1989.

May 4, 1992, copy approved by the University of Nebraska Medical Center Faculty Senate on May 4, 1992 and approved by the Board of Regents of the University of Nebraska on July 11, 1992.

May 3, 1993, copy approved by the University of Nebraska Medical Center Faculty Senate on May 3, 1993 and approved by the Board of Regents of the University of Nebraska on October 15, 1993.

March 4, 1996, copy approved by the University of Nebraska Medical Center Faculty Senate on March 4, 1996 and approved by the Board of Regents of the University of Nebraska on June 1, 1996.

April 3, 2000, copy approved by the University of Nebraska Medical Center Faculty Senate on April 3, 2000 and approved by the Board of Regents of the University of Nebraska on June 16, 2000.

November 5, 2001, copy approved by the University of Nebraska Medical Center Faculty Senate on November 5, 2001 and approved by the Board of Regents of the University of Nebraska on August 30, 2002.

December 5, 2005, copy approved by the University of Nebraska Medical Center Faculty Senate on December 5, 2005 and approved by the Board of Regents of the University of Nebraska on March 3, 2006.

**UNMC FACULTY SENATE
STANDING COMMITTEES
2007-2008**

ACADEMIC FREEDOM AND TENURE COMMITTEE (AF&TC) (specified in Section 4.14 of *Bylaws of the Board of Regents*):

Responsibilities (Section 4.14.2 *Bylaws of the Board of Regents*):

- a) The committee shall draft rules or procedures not inconsistent with these *Bylaws* for the prompt, orderly, and fair hearing of all complaints filed with the committee. Said rules shall be submitted to the Board and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
- b) The committee shall consider any complaint filed by any member of the professional staff alleging any grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure.
- c) The committee shall consider a complaint filed against any member of the faculty seeking to terminate his or her Continuous Appointment, his or her Appointment for a Specific Term prior to the termination date stated in the appointment, his or her Special Appointment as a faculty member prior to its termination date, or his or her Health Professions Appointment prior to the end of its stated term.

Membership:

~~Five members elected from tenured faculty for three year staggered terms by the UNMC Faculty Senate. Committee members will serve as alternates for one year after their three year term expires.~~

Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

GRIEVANCE COMMITTEE (GC) (authorized in Section 4.13 of *Bylaws of the Board of Regents*):

Responsibilities (Section 4.13.2, *Bylaws of the Board of Regents*):

- a) To draft rules of procedure for the orderly and fair handling of grievances by the Committee, which rules shall become effective after notice and hearing when approved or modified by the Board, and upon approval, shall be effective as a part of the Rules of the Board.
- b) To consider a complaint filed by any faculty member alleging any grievance.
- c) To seek to settle the grievance by informal methods of adjustment and settlement, either itself or by using the services of any officer or body directed to settle grievances and disputes by mediation, conciliation, or other informal methods.
- d) To proceed, if informal methods fail to resolve the matter satisfactorily, with further proceedings, to be conducted in accordance with the Rules of Procedure approved by the Board.

Membership:

~~Five members elected from tenured faculty for three year staggered terms by the UNMC Faculty Senate. Committee members will serve as alternates for one year after their three year term expires.~~

Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

PROFESSIONAL CONDUCT COMMITTEE (PCC) (authorized in Section 4.15 of *Bylaws of the Board of Regents*):

Responsibilities (Section 4.15.2 *Bylaws of the Board of Regents*):

- a) To receive complaints from any person charging a member of the professional staff with professional misconduct.
- b) To investigate the facts relevant to the charge and to make factual determinations. Said investigation shall include advising the affected party of the charge, hearing his response, and considering any evidence produced by such party.
- c) To conclude whether there are reasonable grounds to believe that the person against whom the charge is directed committed acts which amount to professional misconduct.
- d) To advise the person filing the charge, and any other appropriate person or groups, of the committee's conclusion and factual findings.
- e) To recommend to the appropriate University Officer or group, whether action should be taken with respect to the charge, and the nature of such action.

Membership:

~~Seven members elected by the Faculty Senate from tenured and non-tenured faculty for three-year staggered terms. Five of these members shall be elected from a slate of nominees submitted by the Faculty Senate Committee on Committees and the remaining two shall be elected from a slate of four (slate of two for each vacancy) nominated by the UNMC Research Council. Committee members will serve as alternates for one year after their three-year term expires. Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.~~

CONCILIATION COMMITTEE

Responsibility:

To assign complaints to the proper Faculty Governance Committee.

Membership:

The three elected chairpersons for the UNMC Academic Freedom and Tenure Committee, the UNMC Faculty Grievance Committee, and the UNMC Faculty Professional Conduct Committee will simultaneously serve on the Complaint Coordinating Committee.

FACULTY SENATE EXECUTIVE COMMITTEE:

Responsibilities:

To prepare the agenda for Senate meetings, coordinate the activities of standing and ad hoc committees, and plan and coordinate such other activities as may be required. The committee is empowered to make decisions in the name of the Senate when immediacy demands such action and the Senate is unable to assemble a quorum to consider the issue. The committee will report decisions taken under this grant of authority and present them to the Senate at its next regular meeting and a motion of approval will be voted upon.

Membership:

The four UNMC Faculty Senate Officers (President, Immediate Past President, Vice President and Secretary/Treasurer) are *ex officio members*. Additional members are selected from the Faculty Senate by the UNMC Faculty Senate President such that each academic unit is represented in the committee membership. The selections are confirmed by the Faculty Senate.

INTELLECTUAL PROPERTY COMMITTEE (IPC)*

Responsibilities:

- a) To review, upon request from a faculty member, Dean, Director, or Vice Chancellor the facts and circumstances surrounding any particular interpretation of the Intellectual property Policy.
- b) To submit a recommendation to the Vice Chancellor and Chancellor following the requested review.
- c) To review the policy for the orderly and fair handling of intellectual property ownership annually and, when appropriate, to make recommendations for changes to the Chancellor.

Membership:

~~Five members elected from tenured faculty for three-year staggered terms by the UNMC Faculty Senate. Members will serve as alternates for one year after their three-year term expires. Members will be selected from each of the following academic units: Colleges of Dentistry, Medicine, Nursing and Pharmacy; Eppley Cancer Institute. A sixth tenured or non-tenured faculty member from the McGoogan Library of Medicine will also be elected. Additional non-voting consultant members may be added, as needed, to provide the expertise required to properly evaluate a particular disagreement.~~
Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

*Intellectual property is defined by Board of Regents' By-laws in their Policy 4.4.1 and for purposes of this committee does not include Patents which are covered by Board of Regents' By-laws policy 3.10 and 3.2.7.

MEMBERSHIP AND ELECTIONS COMMITTEE (specified in *Bylaws of the UNMC Faculty*, Article VII, Section 4):

Responsibilities:

- a) Prepare ballots and supervise voting process for duly initiated faculty referenda (Article IV, Section 7, *Bylaws of the UNMC Faculty*).
- b) Establish guidelines and supervise the nomination and election of members of the UNMC Faculty Senate.
- c) Complete other tasks (involving nomination and election procedures) as assigned by the President of the UNMC Faculty Senate.

Membership:

Three members of the UNMC Faculty Senate shall be appointed by the President (with confirmation by the Senate). (One year term)

HONORARY DEGREES AND AWARDS COMMITTEE (HDAC)

Responsibilities

- a) Honorary Degrees

- 1) The committee may receive recommendations and review nominees for Honorary Degrees from UNMC faculty.
- 2) The committee should prepare and send to the Chancellor comments and/or recommendations regarding nominees.
- 3) It is recommended that the Senate vest full authority for this procedure in the committee. No further selection criteria or policies need to be established since these already exist for the University as a whole.

b) Faculty Awards

- 1) The committee should develop and submit to the Faculty Senate selection criteria for faculty awards. Utilizing the selection criteria approved by the Faculty Senate, this committee will make the selection. The nominee(s) will then be submitted to the Senate for their information.
- 2) Nominations will be solicited from the student body and faculty of UNMC for faculty awards.

Membership:

~~Seven members, one from each academic unit, shall be appointed by the President (with confirmation by the Senate) to serve two-year staggered terms.~~
Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

FACULTY RECRUITMENT AND RETENTION COMMITTEE

Responsibilities

- a) To develop criteria, tools and rules of procedure to monitor faculty recruitment and retention.
- b) To use these criteria, tools and procedures to evaluate the ongoing turnover of UNMC faculty.
- c) To report their findings to the Senate and the Chancellor each Fall.

Membership

~~Seven members, from tenured and non-tenured faculty, one from each major academic unit and other faculty as defined in Article V, Section 2 of the *Bylaws of the UNMC Faculty*, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.~~
Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

OUTCOME ASSESSMENT COMMITTEE:

Responsibilities

- a) Review annually and analyze the results of academic outcome assessment procedures carried out in each academic unit.
- b) Propose modifications to curriculum committees to improve learning in instances in which inefficiencies or achievements below expectation are noted.
- c) Report annually to the Senate on its recommendations and the responses of the academic units.
- d) Search for additional outcomes to assess as well as improved methods of assessment.
- e) Inform students about the outcome assessment plan.

Membership

~~Faculty Representatives from each major academic unit and other faculty as defined in Article V, Section 2 of the *Bylaws of the UNMC Faculty*, shall be appointed by the President of the Faculty Senate (with confirmation by the Senate) for three-year staggered terms. Two faculty members at large shall be elected by the Faculty Senate from a slate of four nominees (slate of two for each vacancy) submitted by the Faculty Senate Committee on Committees.~~

Five or more members, with no more than one representative from each major academic unit, shall be appointed by the President (with confirmation by the Senate) to serve three-year staggered terms.

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

MEETING DATE: September 5, 2008

SUBJECT: Professional Program in Plant Health Doctor of Plant Health

RECOMMENDED ACTION: Approve the Professional Program in Plant Health with a Doctor of Plant Health implemented upon approval

PREVIOUS ACTION: None

EXPLANATION: The proposed program and curriculum will be offered by the College of Agricultural Sciences and Natural Resources' Departments of Agronomy and Horticulture, Entomology, and Plant Pathology. A director advised by a graduate committee consisting of members from the Departments of Agronomy and Horticulture, Entomology, and Plant Pathology, and a non-voting representative from industry will provide guidance and oversight for the program. The curriculum provides instruction in pests and pathogens, plant pathology, entomology, weed science, plant and soil science, natural resources and ecology, quantitative tools, law, policy and leadership, as well as internships and a project.

The program will prepare graduates with a broad interest in plant sciences and the microbes, arthropods, and environmental conditions that affect the growth and production of healthy plants. Emphasis is on the prevention, diagnosis, and management of biotic and abiotic plant health challenges.

The program has widespread campus support. The course of study for the proposed program was approved by the College of Agricultural Sciences and Natural Resources' Curriculum Committee, the UNL Academic Planning Committee, campus administration, and the Council of Academic Officers.

PROJECT COST: No new costs to UNL. Negotiations with a faculty member considering the Doctor of Plant Health directorship may result in an annual administrative stipend of approximately \$5,000. This stipend will be covered through reallocation in year one and offset in subsequent years by tuition revenue, which flows back to the program.

SOURCE OF FUNDS: None

SPONSORS:

John C. Owens
Vice President for Agriculture & Natural Resources
IANR Harlan Vice Chancellor

Linda Ray Pratt
Executive Vice President and Provost

RECOMMENDED:

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE:

August 14, 2008

Doctor of Plant Health Program

DESCRIPTIVE INFORMATION

Institution Proposing the Program: The University of Nebraska-Lincoln

Program Name: Doctor of Plant Health

Degree to be Awarded: Doctor of Plant Health
(College of Agricultural Sciences and Natural Resources)

Other Programs Offered in this Field by this Institution: None

CIP Code: 01.199

Administrative Units for the Program:

College of Agricultural Sciences and Natural Resources
Department of Agronomy and Horticulture
Department of Entomology
Department of Plant Pathology

Proposed Delivery Site: University of Nebraska-Lincoln campus

Proposed date (term/year) the Program will be initiated: Upon approval

Date Approved by Governing Board: TBA

1. **Description and Purpose of the Proposed Program**

Individuals with integrated knowledge and management skills are needed to deal with complex and frequently interacting challenges to plant and animal health. Current discipline-based programs provide students with in depth knowledge in increasingly narrow areas. According to professional societies (e.g, the American Phytopathological Society ('Public Policy Board seeks support for the education of broadly trained plant pathologists', J. MacDonald, *Phytopathology News*, 40 (August), p. 46, 2006), and industry and governmental leaders (UNL workshop, 6/14/05), generalists in plant health are sorely needed.

The Doctor of Plant Health (DPH) degree is for graduate students interested in a successful career as a plant health practitioner. Plant health practitioners have a broad interest in plant sciences and the microbes, arthropods, and environmental conditions that affect the growth and production of healthy plants. The scope of plants examined includes those used for aesthetic purposes, food and feed, and those introduced or found in natural and urban landscapes. Emphasis is on the prevention, diagnosis and management of both biotic and abiotic plant health challenges.

Upon enrollment, students will take a core of classes that will provide breadth and sufficient depth to plant health areas to allow them to progress in particular areas of choice related to the plant sciences. Students will have the opportunity to interact with the faculty of all units with interests in plants for advising, internships and research opportunities. Doctors of Plant Health have similar career paths as those practitioners in human (M.D., Dr. Public Health) or animal health (DVM); students complete 120 graduate credits, including 100 of course work and 20 of internships and a project.

The goal of the DPH program is to provide an advanced degree for students interested in the broad application of knowledge to problem solving in applied plant biology in industry, academe and various levels of government. Emphasis is on integrating knowledge of pests and pathogens with agronomic and horticultural plants, particularly those associated with the Great Plains. Knowledge and practical experience obtained from this program will enable integration of the plant health disciplines for broad applicability to problem solving in plant health. This is a professional doctorate for practitioners and leaders in plant health as an alternative to a Doctor of Philosophy (Ph.D.). If a student wishes to move to a Master of Science or Ph.D. program, or obtain a dual degree, then requirements for a particular program would need to be met.

Structure and Operation. A director advised by a Graduate Steering Committee will govern the program. Dr. Anne Vidaver will serve as interim director of the program. The steering committee will consist of faculty members from the Departments of Agronomy and Horticulture (Dr. John Lindquist, Dr. Martha Mamo), Entomology (Dr. Stephen Danielson, Dr. Lance Meinke), and Plant Pathology (Dr. Anne Vidaver, Dr. James Partridge, Dr. Gary Yuen), as well as a non-voting representative from industry (Dr. Earle Raun). The director will serve as the primary contact for all incoming students. The director, in consultation with the Graduate Steering Committee, will then assign students to the appropriate faculty members for advising. The program will receive annual guidance from an advisory committee populated by industry and governmental agency representatives.

2. Program of Study

Students in this program of study will obtain and explore knowledge of plants in association with microbes, arthropods and environmental conditions, and the impact of those interactions in affecting food, feed, energy stocks, and natural and manmade landscapes. A major program objective is that management choices be economically and environmentally sound. The specific objective for those matriculating through this program is to produce professionals with the abilities to:

- a. accurately identify specific pest and disease agents;
- b. diagnose plant abnormalities due to pathogens, pests or the environment;
- c. develop analytical and diagnostic skills affecting growth and use of plants;
- d. provide knowledgeable management recommendations;
- e. evaluate research tools and appropriate informational sources;
- f. understand global forces affecting plant health;
- g. evaluate the significance and impact of invasive species and associated risk management;
- h. become cognizant of emerging pests and diseases threatening the state and region;
- i. understand the impact of scientific developments on plant health;
- j. understand major legislation affecting plant health;
- k. possess basic business management skills associated with recommendations regarding plant health, including the growth, shipment, import and export and affecting growth and use of plants; and
- l. effectively communicate through oral, written and electronic means with the public, government and clientele.

Students admitted to the Doctor of Plant Health Program will be required to complete concentrations in the following areas: pest and pathogen foundations (42 credit hours); plant pathology support (2 credit hours); entomology support (3 credit hours); weed science support (4 credit hours); plant and soil science foundations (23 credit hours); plant science support (6 credit hours); soil science support (3 credit hours); natural resources/ecology (3 credit hours); quantitative tools (8 credit hours); law, policy and leadership (6 credit hours); and internships and project (20 credit hours). (See curriculum in Appendix 1.) A comprehensive examination will be administered at the end of the program. The DPH program also includes

career experiences or internship opportunities in the public or private sector to gain work experience in an area related to the student's academic and career objectives.

While a doctoral dissertation or thesis is not expected, a research project challenging students to understand, plan and evaluate research applicable to their programs of study is required. The project may be initiated at any point of the program and may be in either the public or private sector. Presentation of this work will be part of a seminar series on student projects.

The curriculum is broad-based, but students may emphasize crop or plant areas such as ornamentals, field crops, specialty crops, turf grasses, landscapes, or other professional interest areas, including regulatory or business management foci.

Students will keep a summary portfolio of their academic and internship experiences. An essay prior to obtaining the degree will focus on the usefulness of the program for preparation in advancing towards their career of choice. Input from internship sponsors and prospective employers will be used to measure the program's adequacy in meeting current and prospective needs.

3. Faculty, Staff, and Other Resources

Faculty and Staff Resources. A permanent director of the Doctor of Plant Health will be achieved through redirection of a senior faculty position. Similarly, an administrative assistant position and operating dollars (approximately \$30,000) will be redirected to support the program. No additional faculty positions are anticipated at this time.

Additional Physical Facilities Needed. Office space for the director and administrative assistant, as well as a common, informal meeting room for Doctor of Plant Health students, has been identified in the renovation plan for Keim Hall.

Students enrolled in the Doctor of Plant Health will take courses offered at UNL. As a land-grant university, UNL initially has adequate infrastructure (computer access, library resources, etc.) to support the proposed program. The student independent study and internship experiences will be conducted in the laboratories of individual scientists and thus, draw upon cooperative lab situations already in place on campus and across the state. The Agronomy, Horticulture, Plant Pathology and Beadle Research Greenhouses and Growth Chambers as well as the Horticulture Research Garden will be available to students to demonstrate a wide range of situations. Field facilities are available on campus and several university owned locations off campus. In addition, internships in the private and public sector are expected.

Instructional Equipment and Information Resources. As this program is composed of courses that are currently offered, there will be no direct effect on UNL library resources.

Budget Projections. See Tables 1 and 2.

4. Evidence of Need and Demand; Enrollment Projections

Graduates from this program are expected to be sought by employers who need rapid, current and accurate diagnoses for plant problems. They will provide management options that are cost effective and environmentally appropriate. In this new field, Plant Doctors currently work as crop consultants, plant pest regulators both in the U.S. and abroad, extension agents, conservatory managers, and in other areas of the agricultural and horticultural industries and natural resources.

In a workshop held on East Campus by the Institute of Agriculture and Natural Resources on June 14, 2005, the need for a Doctor of Plant Health in the midwest was persuasively made. Industry, from large companies to very small ones (e.g. Syngenta, crop consultants) and governmental representatives requested the university prepare broadly trained personnel in plant health who would be comparable to medical general practitioners and doctors of veterinary medicine. Additionally, Dr. Robert McGovern, Director of the University of Florida's Doctor of Plant Medicine Program, reported 2003-2005 graduates of their program were earning an average of \$50,000 per year.

Meetings with relevant Department Heads and faculty were positive in moving forward to meet such a demand. While all courses in the proposed curriculum are available, it is understood that as the program matures and assessment results are considered, one or two new courses may be needed. Suitable space for students, a director, an administrative assistant and some financial support for the students (e.g. out-of-state tuition assistance) have been identified or proposed. Since the degree is neither a teaching nor research assistantship, there is no provision for funding such students in the university system. However, the Foundation for Environmental Agricultural Education (FEAE) will support two fellowships for one year.

The program would complement the Master of Agriculture degree program and perhaps others. Students completing the program would have career opportunities in industry, government, extension and private practice. It is surmised that UNL's program leading to the degree of Doctor of Plant Health (DPH) would complement programs leading to the Doctor of Public Health (e.g., program at Harvard School of Public Health). UNL's program, however, would be comparable to that provided by the University of Florida-Gainesville, leading also to the generalist degree of Doctor of Plant Medicine.

Industry and government, both local and national, have indicated to us that they would be ready to hire graduates now if they were available. Total demand is difficult to determine, but with virtually none of these generalists available in the U.S. or the world, a large market is potentially feasible.

New developments in plant horticulture, crop production and forestry, homeland security, and the prospective turnover of personnel in the public and private sector suggest a growing and steady demand for Doctor of Plant Health graduates in the future.

We anticipate that 10 students (likely 2 resident students, 8 non-resident) will be admitted each year to the four-year program. Maximum capacity for the program would be 40 students; however, the program would be considered viable once it reached enrollment of 20 students. Because of the relative uniqueness of the program, it is likely the program will draw students to enroll that would not have been attracted by other UNL graduate programs. Additionally, because of the potential industry contributions graduates are likely to make, a non-resident tuition structure outside of the traditional model is being sought.

It is proposed that non-resident students be charged 125% of resident graduate tuition over the course of their programs. For example, 8 non-resident students in 2007-08 would be charged \$280 per credit (30 credit hours X 8 students X \$280=\$67,200 total). Table 3 assumes 10 students admitted each of the subsequent years with 8 of 10 being non-resident and tuition increasing at 5% per year.

Table 3. Doctor of Plant Health Tuition Revenue (Non-resident Tuition set at 125% of Resident)

	AY 07-08	AY 08-09	AY 09-10	AY 10-11	AY 11-12	AY 12-13
Resident Tuition	224	235	247	259	272	286
Resident Students	2	2	2	2	2	2
Credit Hours	30	30	30	30	30	30
Resident Tuition Revenue	13440	14112	14818	15558	16336	17153
Nonresident Tuition	280	294	309	324	340	357
Credit Hours	30	30	30	30	30	30
Nonresident Students	8	8	8	8	8	8
Nonresident Tuition Revenue	67200	70560	74088	77792	81682	85766
Total Tuition Revenue	80640	84672	88906	93351	98018	102919
Unv. Program & Facilities Fees	405	425	447	469	492	517
Terms	3	3	3	3	3	3
Number of Students	10	10	10	10	10	10
Total UPFF Fees	12150	12758	13395	14065	14768	15507
Library & Technology Fees	9	10	10	11	11	12
Number of Credit Hours	300	300	300	300	300	300
Total Library & Tech Fees	2700	3000	3000	3300	3300	3600
Total Fees	14850	15758	16395	17365	18068	19107
Total Revenue	95490	100430	105301	96651	101318	106519
Number of Cohorts	1	2	3	4	4	4
Total Tuition	80640	169344	266717	373404	392074	411677
Total Fees	14058	31515	49186	69461	72274	72274
Total Revenue	94698	200859	315903	386604	405274	405274
Program Director	114235	118804	123557	128499	133639	138984
Staff Assistant	30278	31489	32749	34059	35421	36838
Operating	30000	30000	30000	30000	30000	30000
Room Renovation	100000					
Total Direct Costs	274513	180294	186305	192557	199060	205822
Net	-179815	20565	129598	194046	206214	199452

Financial aid is available to students enrolling in the DPH Program in the form of tuition consideration. A small number of competitive assistantships for full-time students are expected to be available for at least one year's support. Subsequent years are expected to be funded by combinations of research, teaching, part time jobs, student loans, and internships. Additionally, the College of Agricultural Sciences and Natural Resources has earmarked some Curtis Fellowship funds for DPH students.

5. Partnerships with Business

As was mentioned earlier, the Foundation for Environmental Agricultural Education (FEAE), representing a federation of industry and crop consultants, supports the program and has committed industry funds for two one-year fellowships.

6. Collaborations within the University

The interdepartmental program builds on the strengths of three academic departments (Agronomy and Horticulture, Entomology and Plant Pathology) and their missions of teaching, extension education and outreach. It is highly likely that faculty with appointments in these one or more of these three missions will be able to engage Doctor of Plant Health students in ways that build their knowledge and their skills in consulting with producers, agencies, and other key stakeholder groups in public and clinical settings, as well as in teaching and mentoring undergraduate students inside and outside of the classroom.

7. Collaborations with Higher Education Institutions and Agencies External to the University

Because it is home to the only program of this type, it is anticipated that the University of Florida will be a close collaborator with the University of Nebraska-Lincoln on the Doctor of Plant Health Program. In February, 2004, a group of CASNR administrators (Dr. Z. B. Mayo, Dr. Lowell Moser, Dr. Anne Vidaver, Dr. Ron Yoder and Dr. Susan Fritz) made a two-day visit to Gainesville, FL to visit students, faculty, administrators and key stakeholders associated with their program. The meetings were informative and a commitment to seek ways to support one another arose from the experience.

To that end, Dr. Robert McGovern, Director, Doctor of Plant Medicine, University of Florida, was the keynote speaker at a 2005 meeting with faculty and stakeholders on the University of Nebraska-Lincoln campus. Plans to pursue approval of the Doctor of Plant Health received overwhelming support at this meeting from large and small industry representatives, as well as state and federal agencies.

8. Centrality to Role and Mission of the Institution

The University of Nebraska has a tripartite mission that encompasses teaching, research and public service. Historically, the Lincoln campus owes part of its origin to the Morrill Act of 1862 which prescribed that every state would provide a post-secondary institution which would offer instruction in agriculture, mechanical arts and military sciences in addition to other areas.

9. Avoidance of Unnecessary Duplication

There is only one program in the country and world which provides an advanced graduate practitioner generalist degree in plant health or plant protection, essentially encompassing the fields of entomology, plant pathology, and weed science. Consequently, no other institution in Nebraska or surrounding states offers this program.

10. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

It is clear that approval of the Doctor of Plant Health will indeed help higher education in Nebraska be more responsive to needs of employers and industries to sustain a knowledgeable, trained and skilled workforce in both rural and urban areas of the State. With the potential role that graduates of the Doctor of Plant Health can play in strengthening the food, fiber and fuel system in Nebraska, they will ultimately contribute to the health and prosperity of the people and to the vitality of the State. Their contributions will be noticeable through research and development efforts and technology transfer and technical assistance, and their skills and knowledge will assist in attracting external funds to support these activities.

Experience at the University of Florida and the initial reaction of Nebraska's industry, agencies and other key stakeholder groups tell us that by approving this program, higher education will continue to serve the State by preparing individuals for productive, fulfilling lives and by developing and nurturing the citizens and future leaders of Nebraska.

Finally, approving this program will help postsecondary education respond to evolving needs and priorities in the areas of plant horticulture, crop production, homeland security, and the prospective turnover of personnel in the public and private sector. Thus, Nebraska's students and people will be positioned to change and adopt new methods and technologies in areas associated with the Doctor of Plant Health in a timely manner.

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 08) Year 1		(FY 09) Year 2		(FY 10) Year 3		(FY 11) Year 4		(FY 12) Year 5	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Staffing: Additional Faculty ¹	1.0	\$114,235								
Additional Non-Teaching Staff ² Administrative	1.0	\$30,278								
Professional ³ TA/RA										
Sub-Total of Personnel Expenses	2.0	\$144,513								
Incremental Program Budget: General Operating Expenses ⁴		\$30,000								
Equipment ⁵										
Facilities ⁶		\$100,000								
Additional Library Resources ⁷										
Additional Other Expenses Marketing										
Sub-Total of Program Budget		\$130,000								
Total Proposed Program Expenses		\$274,513								

1. Program administration covered through redirection of an existing faculty position.
2. Administrative assistant covered through redirection of an existing office service position.
4. General operating expenses obtained through redirection of existing operating funds.

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 08) Year 1	(FY 09) Year 2	(FY 10) Year 3	(FY 11) Year 4	(FY 12) Year 5
<i>REALLOCATION OF EXISTING FUNDS¹</i>	274,513				
<i>REQUIRED NEW PUBLIC FUNDS²</i>					
<i>1. STATE FUNDS</i>					
<i>2. LOCAL FUNDS</i>					
<i>TUITION AND FEES REVENUES³ (laboratory fee)</i>					
<i>OTHER FUNDING⁴</i>					
<i>1.</i>					
<i>2.</i>					
<i>3.</i>					
<i>4.</i>					
<i>5.</i>					
*TOTAL REVENUE	274,513				

*Total Revenue should match the total expenses projected on Table 1.

1. Faculty reallocation of \$114,235; administrative assistant reallocation of \$30,278; operating reallocation of \$30,000; room renovation of \$100,000.

Appendix 1.

Curriculum for the Doctor of Plant Health

Courses, internships and a project are the core requirements, as described in the curriculum, with 100 hours of coursework and 20 hours of internships and a project. Internships for credit can be internal or external to the university, such as with the private sector, non-governmental organizations and state or federal government. Research projects may be with university personnel or off-campus collaborators. Research projects and comprehensive exam are to be determined by the student's advisory committee. Students with an appropriate background should expect to complete this program within four years.

Course #	Title	Cr	Credit
Pest and Pathogen Foundations (Core)			42
BIOS 864A	Principles of plant pathology (epidemiology & control)	3	
BIOS 864B	Principles of plant pathology (molecular & cellular pathology)	3	
BIOS 866	Phytopathogenic nematodes	3	
BIOS 867	Plant pathogenic bacteria	3	
BIOS 869	Phytopathogenic fungi	3	
BIOS 965	Plant virology	3	
BIOS 896	Field disease diagnosis	2	
ENTO 800	Insect biology and classification	4	
ENTO 801	Insect physiology	4	
ENTO 806	Insect ecology	3	
ENTO 809	Insect control by host plant resistance	2	
ENTO 813	Biological control of pests	3	
ENTO 817	Pest management systems	3	
AGRO 896	Weed Ecology	3	
Plant Pathology support (take 2 cr from the following) (Electives)			2
AGRO 830	Phytopathology principles	1	
AGRO830A	Diseases of corn	1	
AGRO830B	Diseases of soybean	1	
AGRO830E	Diseases in turf	1	
Entomology support (take 3 cr from the following) (Electives)			3
ENTO 803	Management of horticultural crop insects	3	
ENTO 807	Urban and industrial entomology	3	
ENTO 820	Insect toxicology	3	
Weed Science support (take 4 cr from the following) (Electives)			4
AGRO 812	Crop and Weed Genetics	1	
AGRO 822	Integrated Weed Management	1	
AGRO 823	Herbicide Action in Plants	1	
AGRO 896	Regional Weed Science Contest	2	
AGRO 896	Pest Resistance Management	1	
AGRO 896	Technology of Pesticide Application	1	
AGRO 896	Turfgrass Weed Management	1	

Plant and Soil Science Foundations (Core)			23
AGRO 806	Plant Ecophysiology: Theory and Practice	4	
AGRO 807	Plant-Water Relations	3	
AGRO 808	Microclimate: The Biological Environment	3	
AGRO 811	Crop Genetic Engineering	1	
HORT 824	Plant Nutrition and Nutrient Management	3	
AGRO 835	Agroecology	3	
AGRO 855	Soil Chemistry & Mineralogy	3	
AGRO 860	Soil Microbiology	3	
Plant Science support (take a minimum of 6 credits from the following) (Electives)			6
AGRO 810	Plant Molecular Biology	3	
AGRO815A	Self Pollinated Crop Breeding	1	
AGRO815B	Germplasm and Genes	1	
AGR 815C	Cross Pollinated Crop Breeding	1	
AGRO 818	Agricultural Biochemistry	2	
AGRO 836	Agroecosystems Analysis	3	
AGRO 840	Great Plains Ecosystems	3	
AGRO 842	Wildland Plants	3	
AGRO 844	Vegetation Analysis	3	
AGRO 920	Xenobiotics in the Environment	3	
AGRO 940	Forage Evaluation	3	
HORT 825	Turfgrass Science and Culture	3	
HORT 841	Perennial Plant Function, Growth and Development	3	
BIOS 825	Plant Biotechnology	3	
BIOS 834	Plant Biochemistry	3	
BIOS 871	Plant Taxonomy	4	
BIOS 878	Plant Anatomy	4	
BIOS 879	Plant Growth and Development	4	
HORT 915	Horticultural Crop Improvement and Breeding	3	
Soil Science support (take a minimum of 3 cr from the following) (Electives)			3
AGRO 861	Soil Physics	3	
AGRO 877	Great Plains Field Pedology	4	
AGRO 966	Soil Fertility	3	
Natural Resources/Ecology (take a minimum of 3 cr from the following) (Core)			3
NRES 817	Agroforestry systems in sustainable agriculture	3	
NRES 824	Forest ecology	3	
NRES 848	Advanced Topics in Wildlife Damage Management	2	
NRES 854	Ecological Interactions	4	
NRES 868	Wetlands	4	
NRES 889	Urbanization of Rural Landscapes	3	
BIOS 855	Great Plains Flora	3	
BIOS 857	Ecosystem Ecology	4	
BIOS 870	Prairie Ecology	4	
BIOS 901	Ecological Principles	3	
BIOS 953	Advanced Population Ecology	3	

Quantative Tools (take a minimum of 8 cr from the following) (Core)			8
AGRO 819	Applications of remote sensing in agriculture	4	
NRES 812	Introduction to GIS	4	
NRES 818	Introduction to remote sensing	4	
STAT 801	Statistical methods	4	
STAT 802	Experimental design	4	
Law, Policy, and Leadership (take a minimum of 6 cr from the following) (Core)			6
AECN 856	Environmental law	3	
AECN 857	Water law	3	
ALEC 810	Environmental leadership	3	
ALEC 833	Cooperative extension programming	3	
LAW 704 G	Agricultural law	1-4	
Internships and Project (Core)			20
AGRO 896 ¹	Doctor of Plant Health Seminar (1 cr/year; 3 yrs)	3	
AGRO 896 ¹	Practicum in research methods	2	
AGRO 896 ²	Independent Project	3	
AGRO 896 ¹	Plant Health Internship (3 experiences @ 4 cr each)	12	
¹ AGRO 896	To be cross-listed among participating units		
² AGRO 896	or ENTO 896 or BIOS 898		
Program total credits			120

Appendix 2.

Prerequisites

Prerequisites for the program are a demonstrated background or training in a biological or related science with a B.A. or B. Sc. degree. Prospective students apply to Graduate Studies (www.unl.edu/gradstudies/majors.schtm) and this program. Applicants with relevant Master's degrees may apply for up to 30 credits toward the DPH degree.

Recommended Undergraduate Courses

Students who plan to enroll in the Doctor of Plant Health Program ideally should have many of the following courses or their equivalent as undergraduates. It is recognized that students from some institutions will have had little or no access to these courses. Lack of these courses does not affect the admission of the student into the Program as long as the student agrees to remedy important deficiencies. Some of these courses can be taken at the graduate level. Courses highly recommended are shown in **bold type**.

Course Name	UNL Course Number	Credits
Botany	BIOS 109	3-4
Plant taxonomy	BIOS471	3-4
Microbiology	BIOS 312	3
Plant anatomy	BIOS 478	4
Introduction to Economics of Agriculture	AECN 141	3
Introduction to Plant Pathology	PLPT 369	3
Genetics	AGRO 315 or BIOS 206	3-4
Soil resources	AGRO 153	4
Introduction to Pesticides	AGRO 200	2
Principles of Weed Science	AGRO 220	3
Plant Physiology	AGRO 325	4
Introduction to Horticulture	HORT 130	4
Insect biology	ENTO 115	3
Insect identification	ENTO 116	1
Toxins in the Environment	ENTO 300	2
Physics	PHYS 141	5
General chemistry	CHEM 109, 110	8
Organic chemistry & Lab	CHEM 251,253L	4
Analytic geometry & calculus	MATH 106 or 106B	5
Introduction to statistics	STAT 218	3
Biochemistry	BIOC 321 & 321L	4

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

MEETING DATE: September 5, 2008

SUBJECT: Create a new graduate degree program, Master of Science (Construction), offered through the Charles W. Durham School of Architectural Engineering and Construction of the College of Engineering at the University of Nebraska-Lincoln (UNL).

RECOMMENDED ACTION: Approval is requested to create a new graduate degree program, Master of Science in Construction at UNL.

PREVIOUS ACTION: None

EXPLANATION: This proposed graduate degree in Construction will provide students with a research-oriented program emphasizing an interdisciplinary orientation which will allow them to integrate and work with the many specialties in the construction industry. These students will be in high demand as the need for construction managers and engineers has increased globally with the introduction of sophisticated technology and proliferation of laws regarding construction standards.

The degree program will complement the Master of Engineering degree which is a terminal professional degree and will prepare graduates with the research skills needed to enter a unified Ph.D. program in the Construction field.

The addition of this program will encourage and facilitate interdisciplinary research among faculty and will enhance our national reputation in the area of research and graduate education.

This proposal has the unanimous approval and support of the College of Engineering, the UNL Academic Planning Committee, the Council of Academic Officers, and the Executive Graduate Council.

PROGRAM COSTS: The creation of this degree program will not require new funds to support the first year of the program. It is anticipated that resources will be added during the growth of the program. The budget projection for this program is included in the attached proposal.

SPONSORS:

Barbara Couture
Senior Vice Chancellor for Academic Affairs

Ellen M. Weissinger
Dean for Graduate Studies

Harvey Perlman
Chancellor

RECOMMENDED:

Linda Ray Pratt
Dean of the Graduate College
Executive Vice President and Provost

DATE:

August 14, 2008

Master of Science (Construction) – Graduate Degree Proposal

I. DESCRIPTIVE INFORMATION

INSTITUTION: The University of Nebraska – Lincoln

PROGRAM: Master of Science (Construction)

DEGREE: Master of Science

OTHER PROGRAMS
OFFERED IN THIS FIELD
BY THE UNIVERSITY OF
NEBRASKA – LINCOLN:

Bachelor of Science (Construction Engineering)

Bachelor of Science (Construction Management)

Master of Engineering (Construction)

Doctor of Philosophy in Engineering (Construction Field) – proposed
for the Unified Ph.D. Program

CIP CODE: 14.3301

ADMINISTRATIVE UNIT: Graduate College

PROPOSED

DELIVERY SITE: University of Nebraska – Lincoln at the Lincoln and Omaha Campus

DATE APPROVED BY
GOVERNING BOARD:

TBA

PROPOSED DATE
PROGRAM WILL

BE INITIATED: Fall 2007

DESCRIPTION AND PURPOSE OF THE PROGRAM:

The Master of Science (M.S.) degree in Construction is a research-oriented advance degree program in Construction with tracks in Construction Management and Construction Engineering. It will complement the previously approved and presently offered Master of Engineering (Construction) degree, which is a terminal professional degree. The proposed M.S. will prepare its graduates with research skills necessary to enter the College of Engineering unified Ph.D. program in the proposed Construction field.

II. REVIEW CRITERIA

A. Centrality to Role and Mission

Interdisciplinary Nature

While educational programs in traditional fields provide stability and value, graduates of multi-disciplinary programs will have an additional edge in securing employment in this century. This concept is recognized as extending to research and academia within the University of Nebraska's *A 2020 Vision*: "The direction of science and research in the future will be toward large, multidisciplinary and/or multi-institutional efforts."

A multi-disciplinary approach is at the very core of this proposal, not simply an incidental or added feature. Construction is a discipline that has changed dramatically in the last three decades. Architects, architectural engineers, and other designers are building teams with constructors to create more efficient processes leading to construction productivity improvements through innovative technological advances. The proposed Master of Science program in Construction is designed to produce graduates with a true interdisciplinary orientation, prepared to integrate and work with the spectrum of specialties involved in the construction industry.

A graduate program of this nature will encourage and facilitate interdisciplinary research among faculty members. An example of interdisciplinary research in the construction field is bridge research. This work includes exploring better designs, better construction methods, and new materials. Another example of interdisciplinary research is the development of wireless sensors for use during construction and during the life of the structure.

Research Component

The University of Nebraska has committed itself to improving its national reputation in the areas of research and graduate education. While high-quality undergraduate teaching will always remain a vital part of the University of Nebraska – Lincoln's mission, its role includes that of a comprehensive research university. One mandate of *A 2020 Vision* is the development of strong graduate programs.

The use of engineering and research in the field of construction is increasingly important. The industry requires scientifically trained people to serve as experts capable of responding to the demands imposed by burgeoning technological advances. For example, utilizing a new field called 4-D modeling, construction sequences can be modeled to determine the most cost effective and time efficient manner of construction. Other new technologies include global positioning and radio frequency identification (RFID) applications for material tracking, 3-D object processing, and equipment utilization.

The proposed Master of Science program in Construction will provide a pathway to the research based Doctor of Philosophy degree. This pathway is not currently available through the existing master's level degree available in Construction, which is a professional degree, not a research degree. The proposed degree will also be available to students who do not wish to pursue the Doctor of philosophy degree but who are still interested in gaining research experience. As a terminal degree, the M.S. will provide its graduates with an opportunity to gain essential research skills directly applicable in construction environments. Strong research programs also significantly enhance undergraduate educational opportunities.

Workforce Development

The University of Nebraska – Lincoln, as Nebraska’s premier advanced degree granting institution, has the mission of educating professionals for the State of Nebraska and the Midwest region. UNL has traditionally provided engineering and technological education and service to Nebraska’s industries at the basic research level, at the production level.

The Nebraska Research Initiative (NRI) was implemented to increase the base of technologically oriented industry and research in Nebraska, particularly in specific areas such as construction and manufacturing. NRI is expected to create an increasing demand for multi-disciplinary graduates in the building materials and construction industries in the near future.

The construction industry of this region endorses a graduate program in construction and has shown support for this type and level of program by encouraging employees to enroll in graduate programs currently offered by UNL. It is expected that the number of employees enrolling, as well as the companies sending employees, will increase with the introduction of the Masters of Science program in construction.

B. Evidence of Need and Demand

B.1. Need for the Program

Workforce Needs of Business, Industry, and Employers

The need for more construction engineers and managers exists globally and as the complexity of construction projects increases. Construction must be carried out in an environment of meeting cost and time projections while delivering technological sophistication with the highest standards of artisanship. The demand for construction managers and engineers has increased as sophisticated technology and the proliferation of laws which establish standards for structures and construction materials, worker safety, energy efficiency, and environmental protection further complicate the construction process. In addition, the complexity and sophistication has exceeded the body of knowledge supplied by the current baccalaureate degree and as a result, the need for an expanded knowledge base at a graduate level has emerged. The following organizations all require graduate engineering and management components of the construction process:

- Construction firms – are increasing in size and numbers due to the demand for professional construction services for complex projects and the fast track design build project delivery system, creating a high demand for managers.
- Engineering companies – intensive construction-related companies of all sizes, especially where large or complex projects occur.
- Design firms – have increasing concerns about constructability, sustainability, and operability in their projects.
- Owners – need a competent representative to interface with designers and constructors for their projects, as well as requiring expert planning, estimating, and scheduling skills.

Job and Educational Advancement Opportunities

Employment opportunities for construction graduates at all levels are expected to increase through at least 2010 because the number of job openings arising from industry growth and replacement is expected to exceed the number of qualified employees seeking to enter the occupation (USDOL 2004).

Prospects of obtaining employment in construction management, engineering companies, architectural firms, and construction contracting businesses will be excellent for persons who have a master's degree in construction science, construction management, or construction engineering, as well as practical experience working in research laboratories. Employers prefer applicants with experiences that combine an academic background in a construction discipline with proven supervisory or managerial skills and exposure to state-of-the-art technologies. In addition to industry growth, job openings will result from the need to replace workers who transfer to other occupations or who leave the labor force (USDOL 2004).

In a study conducted by Bilbo et al. (2000), construction programs at twenty universities were reviewed and all but one department reported 100 percent job placement of their graduates. Most program heads felt they could graduate 20 – 50 percent more students and still have 100 percent placement.

The proposed degree is needed to establish a normal path of research study and preparation, which is not currently available, leading to the Ph.D. degree. The proposed degree will also provide an option for students wishing to pursue research in construction but not a Ph.D. A new Ph.D field in Construction has recently been proposed within the College of Engineering Ph.D. program.

Contribution to Society and Economic Development

Successful graduate programs attract federal, state, and industry research grants, which contribute indirect costs to the university. These research grants typically provide funding for graduate students in the form of research assistantships, which attract more national and international students. These students in turn, help the economy of Nebraska by spending their stipends in the Omaha and Lincoln areas.

Graduate students are typically responsible for completing the work required for research grants and contracts. The process of completing grant work allows the students to acquire the experience that transforms them from students into competent professionals. The establishment of a Master of Science research-based degree program in construction is necessary to attract quality research, as well as to attract quality graduate students to conduct the research.

The research projects would impact the local society and quality of life. For example, there is a need to replace a significant portion of the nation's infrastructure. About half of the approximately 600,000 highway bridges in the United States were built before 1940, and many have not been adequately maintained (Emmons et al. 1998). Most of these bridges were designed for lower traffic volumes, smaller vehicles, slower speeds, and lighter loads than are common today. These bridges will have to be repaired or replaced in the near future in order to maintain commerce across America. The repair and replacement projects will employ graduates of the M.S. in Construction program.

B.2. Demand for the Program

Students with baccalaureate degrees in various construction fields, engineering, and architecture from other US institutions will be attracted to UNL's Master of Science in Construction program because of the national and international reputation of UNL's construction program graduates. UNL graduates are currently working in leadership positions for most major construction firms in the US, as well as many locations abroad. Some of these companies (to name a small few) are:

- Peter Kiewit Sons' Inc.
- Bechtel Corporation
- M. A. Mortenson Company
- Weitz Company
- Black and Veatch
- Turner Corporation
- Hensel Phelps
- Centex Corporation
- Lusardi Construction
- Whiting-Turner
- Granite Construction

Nebraska has many construction firms with personnel seeking graduate education in construction to enhance their opportunities for promotion and advancement. Many have taken undergraduate degrees in architecture, business, or other fields that preclude them from seeking graduate education in an engineering field. The M.S. in construction will have a track in construction management and construction engineering that will be available for these individuals.

There are seven EAC-ABET accredited undergraduate construction engineering programs and fifty-nine ACCE undergraduate construction management programs in the U.S. with both operating with a total of 51 M.S. construction programs. Some examples of similar programs to this proposal:

- | | |
|--|---|
| - Iowa State University; Ames, Iowa | - Texas A&M University; College Station, Texas |
| - University of New Mexico, Albuquerque; New Mexico | - Arizona State University; Tempe, Arizona |
| - North Carolina State University; Raleigh, North Carolina | - University of Florida; Gainesville, Florida |
| - Auburn University, Auburn; Alabama | - Colorado State University; Fort Collins, Colorado |
| - Western Michigan University; Kalamazoo, Michigan | - University of Oklahoma; Norman, Oklahoma |

The average number of construction engineering students in a construction engineering program is 144 with an average of 29 graduating each year, per institution. This extrapolates to just over 200 construction engineers a year entering a workplace in which the need for people with a construction engineering degree is increasing. Nebraska could add to the supply of construction engineers by attracting qualified students to the PKI and UNL campuses by offering a high quality M.S. in construction with a construction engineering track as outlined in this proposal.

There are approximately 500 construction management students at the University of Nebraska Lincoln and Omaha campuses, and a total of about 600 construction undergraduate students in the state of Nebraska. It is clear that the students graduating from the undergraduate level at the University of Nebraska would benefit from an MS degree program in construction located here in Nebraska.

Potential graduate students in Nebraska and throughout the world have inquired repeatedly about the availability of advanced degree programs in construction engineering. They are a mix of graduating baccalaureate degree holders to seasoned practitioners. Most of them possess a construction, architectural, or civil engineering background, with a few having mechanical and industrial engineering training.

Based upon five years experience with the Master of Engineering in Construction program, the projected enrollments after 5 years are given in Table 1. Approximately half of the students are expected to be from foreign countries, and these individuals will bring a multi-cultural perspective supplemented by foreign work experience to UNL.

Table 1: Projected enrollments in M.S. in Construction program after 5 years.

Program Track	Enrollment per year		Total Enrollment	
	Minimum	Maximum	Minimum	Maximum
Construction Management	10	20	20	40
Construction Engineering	10	20	20	40

The construction industry is one of the largest in the country with about \$600 billion in sales per year and seven million employees. Nebraska has a substantial, vigorous, and influential construction industry, which includes the head offices of many large national firms such as Peter Kiewit Sons' Inc. and the Weitz Company. These firms have provided generous support for the construction program to date: serving on the advisory committee, assisting with undergraduate and graduate curriculum development, and hiring our students and graduates. There are also numerous medium and small firms in the state, which interact with the faculty and academic programs in various degrees, ranging from site tours to technology transfer.

C. Adequacy of Resources

In the first year of the MS program, no additional resources will be required to support this proposal. Subsequently, it is anticipated that resources will be added during program growth. Resource availability has been identified by the priority actions outlined within the College of Engineering Strategic Plan, in addition to those promised at the inception of the Durham School of Architectural Engineering and Construction.

C.1. Faculty and Staff Resources

The College of Engineering's strategic plan calls for additional faculty members to be hired in the 2006-2007 academic year. If these faculty positions are acquired, they will be used to facilitate development of the graduate studies (they have been included in the budget projections that follow). Funding for the additional positions will be appropriated from resources as they

become available or through possible reallocation of existing funds. A part-time secretary or staff person will be need after the first year of operation eventually leading to full time.

Most courses required for the proposed MS in Construction are already offered in existing degrees or already taught by other departments. There is an untapped capacity for the addition of masters-level graduate students due to the space availability within these existing courses. No new courses or faculty will be required to support the initiation of this new degree program. Faculty members within the School will comprise the majority of each student's graduate committee members. These faculty members include:

- Charles Berryman, Ph.D., CPC - Planning, scheduling, residential construction, pozzolan stabilization.
- Yong Cho, Ph.D. – 3D Workspace modeling for construction equipment operations, computer graphics, construction robotic automation.
- Bruce Fischer, AIA - Building codes, renovation, planning and zoning.
- E. Terence Foster, Ph.D., P.E., CPC - Structural and information systems, structural analysis and mechanics, structural design (steel, concrete, wood, nontraditional materials), foundation design, formwork design, business methods, equipment.
- James Goedert, Ph.D., P.E. - Quantitative methods , business methods, estimating, equipment, planning and scheduling, safety, budgets and controls.
- Wayne Jensen, Ph.D., P.E. - Heavy construction, equipment utilization, geotechnical engineering.
- George Morcoux, Ph.D., P.Eng. - Structural analysis and mechanics, estimating, planning and scheduling, construction information systems.
- Avery Schwer, Ph.D. - green building applications for concrete, engineering management, and sustainable construction
- Jerold Stegeman, Ph.D., P.E., - bituminous paving systems, underground utility pipelines
- Terry Stentz, Ph.D., MPH, CPE, CPC - Ergonomics, construction safety, engineering management.

Faculty members from other departments that currently instruct courses that will be included in the offering of the MS in Construction program are:

Architectural Engineering

- Gregor Henze, Ph.D., P.E. - Building control systems
- Kevin Houser, Ph.D., P.E. - Building interior and exterior lighting systems
- Clarence Waters, Ph.D., P.E. - Building systems

Civil Engineering

- Maher Tadros, Ph.D., P.E. - Structural systems in concrete and hybrid materials.
- Christopher Tuan, Ph.D., P.E. - Structural systems dynamics and performance.

C.2. Physical Facilities

Facilities needed to implement this degree program are already in place. As with any research degree, it is anticipated that space for additional graduate student's offices will be required (as needed) to support increased research efforts resulting from additional funded graduate students. It is anticipated that within 5 years there will be 20 additional funded graduate students in the MS program in construction.

C.3. Instructional Equipment and Informational Resources

No additional equipment is needed to implement this degree program. Current library resources are adequate for the program.

C.4. Budget Projections

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 06-07) Year 1		(FY 07-08) Year 2		(FY08-09) Year 3		(FY09-10) Year 4		(FY 10-11) Year 5	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
<i>Staffing:</i> <i>Additional Faculty (2)*₁</i>			1.0	1 Faculty 100000*	1.0	1 Faculty 100000*	2.0	2 Faculty 200000*	2.0	2 Faculty 200000*
<i>Additional Non-Teaching Staff</i> <i>Administrative (secretarial position)*</i>			0.30	8000	0.50	13000	0.70	18000	1.00	26000
<i>Professional</i>										
<i>Support (part time, eventually to full)</i>										
<i>Sub-Total of Personnel Expenses</i>										
<i>Incremental Program Budget:</i> <i>General Operating Expenses</i> ₃										
<i>Equipment</i> ₄										
<i>Facilities</i> ₅										
<i>Additional Library Resources</i> ₆										
<i>Additional Other Expenses</i> ₇										
<i>Sub-Total of Program Budget</i>										
Total Proposed Program Expenses				108000		113000		218000		226000

* Faculty hires will depend on the availability of funds within the College of Engineering and program growth.

- 1. Additional Faculty: Show the number of additional full-time equivalent faculty and related salary and fringe benefit expenditures needed to implement the program. Each year should represent any new additional faculty above the prior year's level.
- 2. Additional Non-Teaching Staff: Show the number of additional full-time equivalent administrative, professional and support or other staff and related salary and fringe benefit expenditures needed to implement the program. Each year should represent the incremental increase above the prior year's expenses.
- 3. General Operating Expenses: Included in this category should be allowances for faculty development, laboratory supplies, travel, memberships, office supplies, communications, data processing, equipment maintenance, rentals, etc. Each year of the five-year plan should represent the incremental increase in operating expenses such as new commitments.
- 4. Equipment: Show anticipated expenditures for the acquisition or upgrades of equipment necessary for the implementation and/or operation of the program.
- 5. Facilities: Show projected expenditures for any special facilities (general classroom, laboratory, office, etc.) that will be required for the proposed program. Include renovation of existing facilities and construction of new facilities.
- 6. Additional Library Resources: Show anticipated expenditures for library material directly attributable to the new program.
- 7. Additional Other Expenses: Show other expenses not appropriate to another category.

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 06-07) Year 1	(FY 07-08) Year 2	(FY 08-09) Year 3	(FY 09-10) Year 4	(FY 10-11) Year 5
<i>REALLOCATION OF EXISTING FUNDS₁</i>		58000*	13000*	68000*	26000*
<i>REQUIRED NEW PUBLIC FUNDS₂</i>					
<i>1. STATE FUNDS</i>					
<i>2. LOCAL FUNDS</i>					
<i>TUITION AND FEES REVENUES₃</i>	30000**	60000**	100000**	150000**	200000**
<i>OTHER FUNDING₄</i>					
<i>1.</i>					
<i>2.</i>					
<i>3.</i>					
<i>4.</i>					
<i>5.</i>					
*TOTAL REVENUE	30000	108000	113000	218000	226000

*College of Engineering will appropriate resources subject to availability of funds ** Based on estimated enrollment at in-state tuition rates

* Total Revenue should match the total expenses projected on Table 1.

1. This represents the total amount of dollars which the institution will reallocate from its budget to support this program. The primary sources of funds are state dollars and tuition and fee payments that already are a part of the budget at the institution.
2. This represents a requirement for additional public funds to support this program. If additional state funds are required, this request will have to be included in the institution's budget request. Separately detail all sources for additional funds. For community colleges, this would include local tax funds.
3. This represents additional tuition and fee revenues that will be used to support this program.
4. Show the amount of external funding or donations which will become available each year to support this program. Include a brief explanation of the nature of these resources including their specific source and the term of the commitment.

D. Avoidance of Unnecessary Duplication

Similar Programs within Nebraska

The University of Nebraska currently offers only a professional construction degree through the Masters of Engineering program. However, this is a terminal degree, with no research component. By offering an MS program in construction, UNL will be able to provide a program for students who wish to gain research experience in the construction field, and will provide a pathway into the newly approved Ph.D. construction field offered by the College of Engineering.

Similar Programs within Midwestern Higher Education Compact States

- Illinois; M.S. in Construction
- Indiana; no similar program
- Iowa; M.S. Construction Engineering
- Kansas; no similar graduate program
- Michigan; MS in Construction Engineering and Construction Management (also offer a Ph.D in Construction Management)
- Minnesota; no similar graduate program
- Missouri; no similar graduate program
- Nebraska; no similar graduate program
- North Dakota; no similar graduate program
- Ohio; no similar graduate program
- Wisconsin; no similar graduate program

It is clear there are very few programs within the MHEC states that would be competing with the proposed program at the University of Nebraska.

Similar Programs in Contiguous States

The only similar program in a contiguous state which is not a member of the MHEC is the M.S. in Construction Management at Colorado State University.

E. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

The M.S. program in construction meets the goals of the Comprehensive Statewide Plan for Postsecondary Education (the Statewide Plan). It meets the needs of the students for high-quality educational programs that help them reach their career goals. The program will be delivered in both Lincoln and Omaha, on a schedule that serves those students who must work while attending the university as well as those who can attend full time. Students in this program will be educated in construction fields that are in particular demand in Nebraska. Some of the Nation's biggest construction firms, such as Peter Kiewit Sons' Inc. and The Weitz Company, and design firms, such as HDR Inc., Inc., Leo A Daly, DLR Group Inc., and The Schemmer Associates Inc., are located in Omaha.

The Charles W. Durham School of Architectural Engineering and Construction will enhance the University's ability to satisfy the goals of the statewide plan by:

- improving the programs already offered,
- enabling the development of the new M.S. program in construction, and
- helping to attract more students, particularly from outside of Nebraska.

The M.S. program in construction will meet the needs of Nebraska through research and technology transfer activities. The construction engineering and construction management faculty are active in research. Research initiatives are currently underway in the area of radio frequency identification, automation and robotics, bridge maintenance and repair, and project management. Much of this research is conducted for Nebraska state entities, public utilities, and private sector companies, so the technology transfer within the state is immediate.

New faculty would possess doctoral degrees in Architecture, Engineering, Construction Engineering, Construction Science, Construction Management, or related fields from top-ranked institutions and show a strong potential for research and publication in addition to teaching excellence. Senior faculty must have demonstrated achievements in research, including a national reputation as leaders in their fields. Faculty with interdisciplinary backgrounds and proven success in interdisciplinary collaborations will be sought. A record of participation in funded research efforts will be highly desirable. Professional certification in the appropriate construction related fields will also be desirable.

REFERENCES

Bilbo, D. L., Fetters, T., Burt, R. A., and Avant, J., "A Study of the Supply and Demand for Construction Education Graduates," *Journal of Construction Education*, Vol. 5, No. 1, pp. 78-89, 2000.

Emmons, P. H., Vaysburg, A. M., and Thomas, J., "Strengthening Concrete Structures, Part I, Current Practice," *Concrete International*, ACI, Vol. 20, No. 3, pp. 53-58, 1998.

USDL, Occupational Outlook Handbook, <<http://www.bls.gov/oco/ocos005.htm>>, visited October 12, 2005, US Department of Labor, Bureau of Labor Statistics, February 27, 2004.

APPENDIX A

DESCRIPTION OF PROPOSED MASTER OF SCIENCE IN CONSTRUCTION

1. INTRODUCTION

The Master of Science (M.S.) in Construction is a research oriented advanced degree. The degree program is for individuals with a degree in engineering or management area who wish to acquire knowledge or skills for higher level technical or management work, and who want an introduction to graduate level research.

2. ADMISSION REQUIREMENTS

2.1. Grade Point Requirements

Admission with full standing requires a grade point average (GPA) for all undergraduate work of at least 3.00 points (on a 4.00 scale). Applicants with a GPA below 3.00 or with deficiencies will be evaluated and admission may be granted on a provisional basis until proof of an ability to complete graduate level work satisfactorily, as established by the Construction program's Graduate Committee has been demonstrated.

2.2. Prerequisite requirements

To enter the M.S. in Construction, a Bachelor of Science (or higher) degree in engineering, management, or an equivalent program satisfying the admissions committee is required. Students may be admitted provisionally if they have not satisfied the prerequisite requirements. The Construction program's Graduate Committee will stipulate the additional courses that must be taken to satisfy the prerequisite requirements. All deficient courses stipulated at the time of admission must be passed with a grade of B or better. None of these additional courses may be used in the student's M.S. program of study. All prerequisites must be met before 18 hours of graduate course work is completed.

2.3. General Program Requirements

Students entering the M.S. in Construction must meet all established general program requirements of the degree as published in the UNL Graduate Bulletin and those issued by the Construction program Graduate Committee. Students must complete at least twelve semester-hours from courses open exclusively to graduate students at the 800 or 900 level with no 400 or lower counterpart. Students are required to complete at least 18 semester hours from courses offered in the Construction Program (Either courses designated CONE or CNST). Course work for the M.S. cannot be taken Pass/Fail.

A program of study must be approved by the UNL Graduate School before 18 semester hours are completed. The student submits the proposed program to the Chairman of Graduate Programs in Construction. Upon approval, the student's program of study is forwarded to the coordinator of the Master of Science and to the UNL graduate School.

2.4. Course of Study

The M.S. program in Construction will provide:

1. advanced training to prepare students for professional careers in construction, and
2. research experience to prepare students for entry into a Ph.D. program.

This program is designed to provide significant depth of subject matter so that the student will receive state-of-the-art instruction within his/her area of specialization. At the same time, the program is designed to provide sufficient breadth of material so that the student will be able to work closely with professionals in fields related to construction. This balance is necessary, because individuals normally move laterally across several different disciplines within the construction industry as they progress in their careers.

The variety of positions and academic backgrounds of incoming students makes a single, narrowly defined program inappropriate. Flexibility is provided within the program to accommodate the needs and interests of various students at different points in their careers.

Students enrolled in the M.S. program in Construction will choose either the Construction Management track or the Construction Engineering track. Within each track, a minimum of fifteen semester-hours must be taken of core courses for that particular track. Students must complete all requirements for their specific degree option as outlined under degree option I, II, or III in the UNL Graduate Studies Bulletin. The core courses for both tracks are given in Table 2. Electives may be selected from Construction Engineering or Construction Management tracks, from courses as shown in Table 3, or as approved by the committee.

Table 2: Core courses for the M.S. program in construction.

Construction Management Track	Construction Engineering Track
CNST 815 – Mechanical/Electrical Project Management	CONE 8150 – Support of Excavation
CNST 820 – Professional Practice and Ethics	CONE 8160 – Temporary Construction
CNST 826 [†] – Occupational Health and Safety for Construction	CONE 8660 – Heavy/Civil Estimating
CNST 834 – Professional Trends in Design/Build	CONE 8810 – Highway and Bridge Construction
CNST 835 [†] – Design/Build: Methods and Applications	CONE 8320 [†] – Subterranean Construction
CNST 841 – Industrialized Building Systems	CONE 8440 [†] – Marine Construction
CNST 880 [†] – Productivity and Human Factors in Construction	CONE 8460 [†] – Structural Assessment & Renovation
CNST 885 – Construction Project Scheduling and Control	CONE 8470 [†] – Advanced Project Delivery Systems
CNST 886 – Construction Management Systems	CONE 8480 [†] – Advanced Construction Risk Analysis
CNST 887 [†] – Construction Leadership and Strategic Planning	CONE 9310 [†] – Plate, Shell & Tension Construction
	CONE 9410 [†] – Microgravity & Aerospace Construction
	CONE 9460 [†] – Structural Retrofitting & Modification
	CONE 9470 [†] – Megaproject Construction

[†]Courses do not have a 400 level counterpart.

Table 3: Sample elective courses for the M.S. program in Construction. All electives must be approved by the Construction Program Graduate Committee.

Sample Elective Courses
ACCT 801 [†] – Contemporary Financial Accounting
AREN 811 [†] – Air Quality Engineering
AREN 812 [†] – Building Control and Automation Systems
AREN 812 [†] – Building Energy Systems – Primary
AREN 815 [†] – Building Energy Simulation
AREN 818 [†] – Indoor Air Quality Design
AREN 830 [†] – Advanced Noise Control
CIVE 824 – Solid Waste Management Engineering
CIVE 8340 – Soil Mechanics II
CIVE 836/8360 – Foundation Engineering
CIVE 8440 – Structural Design and Planning
CIVE 8450 – Structural Analysis III
CIVE 846 – Steel Design II
CIVE 847/8470 – Reinforced Concrete II
CIVE 850 [†] – Pre-stressed Concrete Design
CIVE 852 – Water Resources Development
CIVE 858 – Groundwater Engineering
CIVE 862 – Airport Planning and Design
CIVE 863 [†] – Highway Geometrics
CIVE 864 [†] – Traffic Characteristics
CIVE 866 [†] – Transportation Planning and Economics
CIVE 869 – Pavement Design and Evaluation
CIVE 867 [†] – Transportation Safety Engineering
CIVE 870 [†] – Analysis and Estimation of Transportation Demand
CIVE 871 [†] – Analysis and Design of Transportation Supply Systems
CIVE 961 – Mass Transit Systems
CIVE 965 – Traffic Control Systems
FINA 855 – Capital Markets & Financial Institutions
FINA 960 – Financial Management
GRBA 800 [†] – Ethical Considerations in Management
GRBA 801 [†] – Survey of Accounting
GRBA 804 [†] – Finance
GRBA 805 [†] – Marketing Management
GRBA 806 [†] – Management Theory/Organizational Behavior
GRBA 810 [†] – Contemporary Managerial Accounting
GRBA 811 [†] – Managerial Finance
GRBA 812 [†] – Managerial Economics
GRBA 813 [†] – Managerial Marketing
GRBA 814 [†] – Applied Organizational Behavior
GRBA 815 [†] – Operations and Information Systems Strategy
GRBA 851 [†] – Managerial Decision Making
GRBA 852 [†] – International Business
GRBA 853 [†] – Strategic Management and Business Policy
GRBA 860 [†] – Management: Theory, Issues and Practice
IMSE 805 – Analysis of Engineering Management I

IMSE 806 – Engineering Economy II
IMSE 905 – Analysis of Engineering Management II
IMSE 906 – Industrial Decision Models II
LAW 501G [†] – Contracts
LAW 502G [†] – Contracts
LAW 617G [†] – Construction Law
LAW 632G [†] – Corporations
LAW 647G [†] – Employment Law
MRKT 821 – Applied Marketing Research
MNGT 821 – Entrepreneurship and Venture Management
MNGT 822 – Small Business Management
MNGT 828 – International Management
MNGT 837 – Computer-Aided Analysis in Decision Making
MNGT 852 – Database Organization and Management
MNGT 852 – Information Systems analysis and Design
MNGT 861 – Advanced Personnel/Human Resource Management
MNGT 862 – Labor Relations
MNGT 863 – Compensation Administration
MNGT 864 – Human Resource Planning
MNGT 865 – Organization Theory and Behavior
MNGT 867 – Leadership in Organizations
MNGT 875 – Business Policies and Strategy
MNGT 876 [†] – Strategic Management
MNGT 931 – Operations Planning and Control Systems
MNGT 950 – Management Information Systems
MNGT 969 – Organizational Behavior and Management Theory

TO: The Board of Regents Addendum IX-A-5
Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Revision to Regents' Policy RP-1.5.5 Regents Medal

RECOMMENDED ACTION: Approve the proposed revision to Regents' Policy RP-1.5.5 Regents Medal

PREVIOUS ACTION: April 21, 2006 – The Board approved the addition of a universitywide Regents Medal award.

EXPLANATION: The proposed change to the Regents Medal will allow the award to be presented to the recipient(s) annually as determined by the President and Chair of the Board.

It is proposed that RP-1.5.5 of the *Board of Regents' Policies of the University of Nebraska* be amended as follows:

RP-1.5.5 Regents Medal

1. Definition

The Regents Medal is an award to individuals whose service to the University has provided exceptional benefits in furtherance of the goals and mission of the institution.

2. Nomination

Nominations will be made by members of the Board of Regents and the President. The nomination should be presented in written form addressing:

- a. Brief biography;
- b. Description of achievement(s) of nominee; and
- c. Name of nominator.

3. Guidelines

~~a. The award will be given annually at campus spring commencement ceremonies.~~

~~b. The Board of Regents will determine the campus commencement ceremonies at which each award is presented.~~

- e.a. No more than two (2) Regents Medals may be awarded per year.
- ~~e.b.~~ Current employees of the University are not eligible for the award, but past employees or retirees are eligible.
- c. The medal shall be awarded annually as determined by the President and the Chair of the Board of Regents.
- e.d. Nominations should be submitted to the Executive Vice President and Provost by December 10 for consideration to be awarded for the following calendar year spring commencement. Nominations will be submitted to the Regents for consideration prior to the January meeting.
- ~~f.e.~~ The Regents Medal shall not be awarded to any incumbent of or candidate for any elective state constitutional office, including state senator, or to any incumbent of or candidate for the U.S. House of Representatives or U.S. Senate from the State of Nebraska.

PROJECT COST: None

SPONSOR: Linda Ray Pratt
Executive Vice President and Provost

RECOMMENDED: James B. Milliken
President

DATE: September 5, 2008

TO: The Board of Regents Addendum IX-A-6

MEETING DATE: September 5, 2008

SUBJECT: Revision of Regents' Policy 5.7.7 Tuition Assistance Program

RECOMMENDED ACTION: Approve the proposed revision to Regents' Policy RP-5.7.7 Tuition Assistance Program

PREVIOUS ACTIONS: January 18, 2008 – The Board approved expansion of TAP eligibility requirements in accordance with Strategic Framework Indicator 1.1.iii.

April 24, 2004 – The Board approved the existing language of RP-5.7.7

EXPLANATION: The Board approved the current award policy for the Tuition Assistance Program for Full-Time Pell Recipient Students ("TAP") in 2004. Students must be Pell Grant recipients in order to be eligible for TAP funding under the current policy. In January 2008, the Board considered President Milliken's proposal to expand TAP program eligibility to students with an expected family contribution (or EFC) outside the Pell Grant eligibility range and approved expansion of the TAP eligibility criteria to include students with expected family contributions of \$4,500 or less. The proposed revision modifies RP-5.7.7(2)(2) to conform to the newly established EFC range for TAP eligibility and deletes the reference to the Pell Grant in the section title.

RP-5.7.7 Tuition Assistance Program for Full-Time Pell Recipient Students

1. Eligibility

The economic benefits of a college education have been well established. Statistics show that students from the poorest backgrounds are many times less likely to enjoy these benefits by earning a bachelors degree. To help rectify this situation, the University of Nebraska will provide a Tuition Assistance Program to qualified full-time, undergraduate, Nebraska resident students. The Tuition Assistance Program will cover the cost of up to 30 credit hours in an academic year, but do not include summer sessions. The Tuition Assistance Program does not substitute for but rather supplements existing University of Nebraska need-based aid, which is allocated to students by campus financial aid offices based upon unmet need analyses performed by campus financial aid staff and following federal financial aid guidelines.

2. Criteria

In order to receive a Tuition Assistance Program, a student must meet the following criteria:

1. Be a Nebraska undergraduate resident, full-time (greater than or equal to 12 credit hours per semester).

2. ~~Be a recipient of a Pell grant.~~ Meet university annual guidelines with respect to financial need.
3. Make satisfactory academic progress as defined by the campus for financial aid purposes.
4. Meet general federal financial aid requirements.
5. Each student must maintain a 2.5 minimum grade point average to retain this tuition supplement.
6. If a student drops below 2.5 GPA on a cumulative basis, he/she will be placed on "probation" for the supplement. The student must meet or exceed a 2.5 GPA in the next succeeding semester(s) or summer session(s) attended in order to regain and maintain eligibility for this benefit. This 2.5 GPA will be on a single semester or summer session basis.
7. The 2.5 GPA requirement for this supplemental tuition benefit will begin with the 2005/2006 school year with incoming first-year students and will continue with subsequent entering classes until discontinued by the Board of Regents.
8. The Chancellor of each campus has the right to create and implement an appeals process to deal with extreme circumstances for students who were originally granted this tuition supplement and who subsequently become ineligible.

All scholarship/grant assistance the student receives from all sources, including scholarships received from outside the University of Nebraska, will be taken into account in determining the grant amount necessary to meet the tuition guarantee.

The student and his or her family (in the case of dependent students) must apply for financial aid using the Free Application for Federal Student Aid (FAFSA) by April 1 and complete the application process with the University no later than June 1 prior to the commencement of the academic year for which financial aid is sought.

SPONSOR:

Linda Ray Pratt
Executive Vice President and Provost

RECOMMENDED:

James B. Milliken
President

DATE:

August 19, 2008

TO: Board of Regents Addendum IX-B-1

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Real property acquisition for future expansion of the University of Nebraska at Kearney campus

RECOMMENDED ACTION: Approve resolution authorizing the University Administration to proceed with the purchase of real property in the vicinity of 813-825 West 25th Street & 800 Block West 26th Street for the development of the main entrance (east) into UNK and to address other traffic safety and traffic flow issues, including the initiation of eminent domain proceedings to purchase such property, if necessary.

PREVIOUS ACTION: None

EXPLANATION: Approval of this agenda item will authorize the University Administration to proceed according to law with those actions necessary to purchase real property which is approximately 40,014 square feet. The subject land is irregular in shape. The attached site plan marked exhibit a, identifies the property which will be for public use by the University of Nebraska at Kearney. This includes authorization to initiate eminent domain proceedings to purchase any real property interest in this site that the University is unable to acquire after good faith negotiations to purchase the same have been exhausted as required by law.

The proposed purchase of this real property in the vicinity of 25th and 26th Streets will provide the Board of Regents with a needed site for development of the east side of the University of Nebraska's east entrance into its campus.

PROJECT COST: Unknown

SOURCE OF FUNDS: Cash Funds

SPONSOR: Douglas Kristensen, Chancellor
University of Nebraska at Kearney

RECOMMENDED: James B. Milliken
President

DATE: August 20, 2008

RESOLUTION
Acquisition of Real Property
Vicinity of 25th and 26th Streets and 9th Avenue
Kearney, Nebraska
September 5, 2008

WHEREAS, the Board of Regents of the University of Nebraska (University), governing body of the University of Nebraska at Kearney (UNK), does not currently own the property that is parallel to the main entrance on the east side of the UNK campus; and

WHEREAS, in connection with current needs for the University of Nebraska at Kearney, the UNK Chancellor has recommended a redesign of the east side main entrance area of the UNK campus to include the acquisition of the subject property for entrance redesign, right of way relocation and other University purposes, including pedestrian, buffer or other related improvements, amenities, structures, interim uses and landscaping; and

WHEREAS, the redesign of this area and acquisition of the Property is supported by the need to relieve traffic congestion and improve traffic flow considering vehicles, bicycles and pedestrians; and

WHEREAS, the entrance to Highway 30 is at the south end of 9th Avenue, and vehicular traffic approaching this intersection present a potential conflict with pedestrian and bicycle traffic.

WHEREAS, in the fall of 2008, UNK opened two newly constructed residential facilities adding 332 beds to UNK's residential offerings and impacting the overall parking needs of the east side of campus; and

WHEREAS, the City of Kearney shares the concern about traffic flow congestion and safety and recognizes the current need to redesign the area; and

WHEREAS, the University is advised that various attempts to acquire this property have been attempted over the last twenty-four years, and that the long-time owner is now deceased with current ownership of the property being held by an entity comprised of his heirs or other persons whether related or not; and

WHEREAS, the Board of Regents believes it is necessary to authorize the University Administration to proceed at this time with the process for the University to directly acquire the identified real property, including by use of eminent domain in the event negotiations to voluntarily acquire the property are not successful;

NOW, THEREFORE, BE IT RESOLVED by the Board of Regents of the University of Nebraska that the University Administration is authorized to proceed with those actions necessary, including proceedings pursuant to *Neb. Rev. Stat. 25-2501 through 25-2506* (uniform procedure for acquiring private property for public use), to purchase the real property interests as follows:

The real property and appurtenances thereto located in the vicinity of 25th and 26th Streets and 9th Avenue Kearney, Buffalo County, Nebraska and commonly known as street addresses 2511 Ninth Avenue, 813 - 825 West 25th Street, and the 800 Block of West 26th Street, (estate of O.H. "Bob" Saunders/Bob Saunders Family, LLC) and more specifically described as: Lot 10, Frank's Addition, Lots 7 and 8, Block 50, Perkins and Harford's Addition, all in the City of Kearney, Buffalo County, Nebraska – said legal description subject to technical and other minor revisions as approved by the University's General Counsel to conform to survey, title, plat or other legal requirements consistent herewith.

BE IT FURTHER RESOLVED that in the event the University is unable to acquire any such real property interest as identified above after good faith negotiations to purchase the same have been exhausted as required by law, that University Administration is further authorized to initiate eminent domain proceedings to purchase such real property interest for public use by the University in accordance with the provisions of *Neb Rev. Stat 85-133* (University power of eminent domain) and 76-704 through 76-724 (general procedure for the exercise of the power of eminent domain).

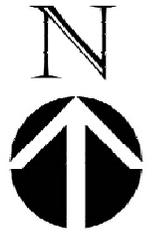
Executed and Approved after public hearing and affirmative vote of the Board of Regents on Sept. 5, 2008;

By:

James B. Milliken, President

Attest:

Donal J. Burns, Corporation Secretary



UNK
Campus

Founders
Hall



Subject
Property

Exhibit A

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

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Program statement and budget for capital improvements for Men's Hall and Randall Hall at the University of Nebraska at Kearney

RECOMMENDED ACTION: Approve the program statement and budget for capital improvements to Men's Hall and Randall Hall at the University of Nebraska at Kearney (UNK)

PREVIOUS ACTION: None

EXPLANATION: Men's Hall and Randall Hall are part of the "Obligated Group" of facilities of the University covered by the Bond Resolutions surrounding the Master Trust Indenture. As such, the resolution requires the Board to keep the facilities in good repair and working order to that they may be operated in a sound a economical manner.

Men's Hall and Randall Hall were constructed in 1939 and 1961, respectively. These improvements are part of the second phase of residential renewal at UNK. The overall plan outlining the renewals for residence hall operations was presented to the Board of Regents Business Affairs Committee on February 21, 2008.

Construction will be funded through the use of Bond Surplus Funds relating to the Kearney residence hall operations. Accordingly, no external financing will be needed for these projects.

The program statement and budget have been reviewed and approved by the Business Affairs Committee.

	<u>Men's</u>	<u>Randall</u>	
	Proposed Start of Construction	Aug 2009	Aug 2010
	Proposed Completion of Construction	July 2010	July 2011
PROJECT COST:	Men's Hall	\$2,400,000	
	Randall Hall	<u>2,560,000</u>	
		<u>\$4,960,000</u>	
ON-GOING			
FISCAL IMPACT:	Annual Operating Costs	\$50,000	
	1% Assessment	N/A	
SOURCE OF FUNDS:	Bond Surplus Funds		

SPONSOR:

Barbara Johnson
Vice Chancellor for Business and Finance

RECOMMENDED:

~~Douglas A. Kristensen, Chancellor~~_____
University of Nebraska at Kearney

DATE:

August 11, 2008

7. Additional renewal items include
 - a. new energy efficient fluorescent lighting throughout,
 - b. epoxy coated hallway wall finishes or hard surfacing
 - c. new public area floor finishes and coverings.

University Housing – Randall Hall \$2,560,000

1. Install fire sprinklers and updated audible fire alarm system
2. Complete restroom remodel to meet current Mechanical Code, including new finishes, fixtures, and shower configurations
3. Repair selected domestic water service distribution and sanitary repairs,
4. Perform selected abatement where required for service and repair of utility systems.
5. Demolish Stout Hall, develop new entry, install elevator to provide ADA access and to reach floors on [unmatched] elevations.
6. Additional renewal items include
 - a. new energy efficient fluorescent lighting throughout,
 - b. epoxy coated hallway wall finishes or hard surfacing
 - c. new public area floor finishes and coverings
 - d. Selected window replacement

c. Purpose and objectives

Section 6.1 of the Bond Resolution (June 15, 1966) requires the Board of Regents to keep the facilities in good repair, working order and condition and to make all necessary and proper repairs, so that the residence halls can be operated in an efficient, sound and economical manner. The improvements and modifications detailed on the accompanying pages represent the highest priority needs that have been identified by residents, user groups, and managers of these facilities.

2. Justification of the Project

a. Data which supports the funding request

This project is the second phase of an overall plan of residential renewal at UNK. Men's and Randall Halls are the second and third halls intended for renovation between 2008 and 2014. The work in these two buildings is aggregated as one construction project with the intention of reducing total construction costs.

The focus of this work is life safety improvements, ADA improvements, aesthetic improvements, and addressing deferred maintenance issues.

Men's Hall will be taken off line during the 2009-10 school year. Randall Hall will be taken off line during the 2010-11 school year. Stout Hall will be demolished

during the summer of 2010. Others will be taken off line in coming years.

b. Alternatives considered (when applicable)

The scope of these and future residential renewal projects have been set to maximize benefit of limited construction funds. To that end, careful consideration was given to determining an appropriate number of beds to be maintained. This in turn led to consideration of which residence halls should receive funding, and which should not.

It was concluded that residence halls with less numbers of beds, and/or requiring higher investments would not be remodeled, but would instead be razed, Stout Hall in 2010, and Conrad Hall in 2014. Care was taken to assure sufficient swing space (bed count) was available during the 2008-2014 construction period. Presently, it is not intended that Martin Hall would be used as residential space for the fall 2014 semester. Whether to raze or remodel Martin as academic (or residential) space will be concluded at a later date.

3. Location and Site Considerations

a. County

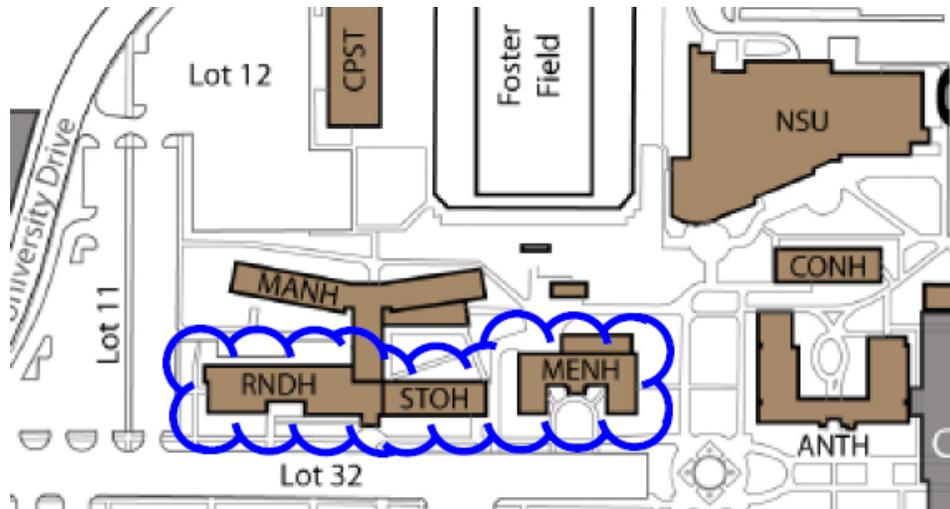
The site is located in Buffalo County, Nebraska.

b. Town or campus

The site is on the University of Nebraska at Kearney campus.

c. Proposed site

The existing buildings are shown on the map below. Randall Hall and Men's Hall will be remodeled, while Stout Hall will be demolished.



- d. Statewide building inventory (not required for new buildings)

Men's Hall is assigned number #00159

- e. Influence of project on existing site conditions

- (1) Relationship to neighbors and environment

The proposed renovation is near the northwestern perimeter of east campus. No exterior work is anticipated with this project.

- (2) Utilities

Fire Protection. Men's and Randall Halls will be connected to the campus high-pressure main to serve the new fire sprinkler system.

Cooling. Randall Hall is currently cooled using a roof mounted split system using an air-cooled condenser. Randall and Men's will be connected to the new campus chilled water loop.

Other utilities. No service changes are anticipated for electrical, steam, domestic water, sanitary sewer, or storm sewer.

- (3) Parking and circulation

As there will be no net gain in number of beds, it is not anticipated that this project will have a long-term parking impact. Parking will be temporarily impacted by construction activities.

4. Comprehensive Plan Compliance

- a. Year of the agency's comprehensive plan and updates or revisions

The University of Nebraska at Kearney Facilities Development Plan was

approved by Board of Regents in January, 2007. The residence hall portion of this plan was presented to the Board of Regents Business Affairs subcommittee February 21, 2008.

b. Consistency with the agency comprehensive capital facilities plan

The project is in compliance with the University Long-Range Plan adopted in 1995. An objective identified in the UNK Facilities Development Plan is to update residential capabilities with new or refurbished residence halls that offer a variety of housing choices. These facilities, along with the Student Union, will provide the main infrastructure supporting student development outside the classroom and laboratory.

c. Consistency with the current version of the Statewide Comprehensive Capital Facilities Plan or CCPE Project Review Criteria/Statewide Plan (whichever applies)

The project is in compliance with the Comprehensive Statewide Plan for Post-Secondary Education, which includes the Statewide Facilities Plan, approved November 28, 2000.

5. Analysis of Existing Facilities

a. Functions/purpose of existing programs as they relate to the proposed project

Randall Hall provides sleeping and community space for up to 190 students. Men's Hall can provide sleeping and community space for up to 150 students. However, changes in life safety code egress requirements currently restrict the use of several bed rooms to storage space, making the current maximum 118 rooms.

These totals may be reduced depending on final rest room configuration.

b. Square footage of existing areas

Gross Square Footage, Men's Hall:	42,742
Gross Square Footage, Randall Hall:	42,121

c. Utilization of existing space by facility, room and/or function (whichever is applicable)

Men's Hall:	150 beds
Randall Hall:	192 beds

- d. Physical deficiencies
Refer to 1b.
- e. Programmatic deficiencies
Refer to 1b.
- f. Replacement cost of existing building
Men's Hall: \$5,695,799, from 6/30/2006 FMIR
Randall Hall: \$4,592,874, from 6/30/2006 FMIR

6. Facility Requirements and the Impact of the Proposed Project

- a. Functions/purpose of the proposed program

No changes in function will be made to existing spaces, with the exception that some bed rooms may be converted to shower or chase space, depending on final design solutions for rest room and shower renovations.

- b. Space requirements

- (1) Square footage by individual areas and/or functions
- (2) Basis for square footage/planning parameters
- (3) Square footage difference between existing and proposed areas (net and gross)

Little changes in space allocations will be made to existing spaces, with the exception that some bed rooms may be converted to shower or chase space, depending on final design solutions for rest room and shower renovations.

- c. Impact of the proposed project on existing space

- (1) Reutilization and function(s)
- (2) Demolition
- (3) Renovation

All space will be reutilized and/or renovated. Rest rooms will be demolished and reconstructed, and some bed rooms may be converted to shower or chase space, depending on final design solutions for rest room and shower renovations.

7. Equipment Requirements

- a. List of available equipment for reuse (if applicable)

NOT APPLICABLE

- b. Additional equipment (if applicable)

(1) Fixed equipment

Mechanical equipment will be installed in Men's Hall to provide chilled water to rooms. An elevator will be added in Men's to provide access to all floors. An elevator will be added at Randall to provide access to floors in Randall and adjacent Mantor Hall (remodeled in an earlier phase). Excluding that equipment, there is presently no intention to install new fixed equipment as part of this project.

(2) Movable equipment

There is presently no intention to replace residence hall furniture inventory as part of this project.

(3) Special or technical equipment

NOT APPLICABLE

8. Special Design Considerations

Rest room remodeling will require new air supply and exhaust systems, due to code changes since initial construction. Design of these systems, as well as design of fire sprinkler system, will require careful coordination to meet budget constraints, tight construction schedules, and reduce end-of-project building repairs.

9. Project Budget and Fiscal Impact

- a. Cost estimates criteria

The construction cost estimates for this project were derived from comparative cost profiles of recent campus remodeling projects. In addition, national publications such as RS Means Building Square Foot Cost Data were used as references.

b. Total project cost

	Men's Renovations	\$ 2,400,000
(1)	Program planning	not applicable
(2)	Professional fees - professional design consultants - in-house consultants - other consultants	228,000 not applicable not applicable
(3)	Construction - general, including mechanical, electrical, elevator - fixed equipment - site improvements (utilities, sidewalks, parking, landscaping, etc.)	1,914,000
(4)	Moveable equipment	not applicable
(5)	Special or technical equipment	not applicable
(6)	Land acquisition	not applicable
(7)	Artwork (for applicable projects)	not applicable
(8)	Other costs (agency administration costs, moving, temporary space, testing, surveys, legal fees, insurance, etc.)	39,000
(9)	Project contingency	219,000

	Randall Renovations	2,560,000
(1)	Program planning	
(2)	Professional fees - professional design consultants - in-house consultants - other consultants	243,200 not applicable not applicable
(3)	Construction - general, including mechanical, electrical, elevator - fixed equipment - site improvements (utilities, sidewalks, parking, landscaping, etc.)	2,041,600
(4)	Moveable equipment	not applicable
(5)	Special or technical equipment	not applicable
(6)	Land acquisition	not applicable
(7)	Artwork (for applicable projects)	not applicable
(8)	Other costs (agency administration costs, moving, temporary space, testing, surveys, legal fees, insurance, etc.)	41,600
(9)	Project contingency	233,600

- c. Fiscal Impact based upon first full year of operation (include proposed funding sources and percentage of each)
 - (1) Estimated additional operational and maintenance costs per year
\$50,000
 - (2) Estimated additional programmatic costs per year
No additional programmatic costs are anticipated from this work.
 - (3) Applicable building renewal assessment charges
Revenue bond projects are not eligible for building renewal assessments.

10. Funding

- a. Total funds required \$4,960,000
- b. Project Funding sources (amounts and/or percentage of each)
 - (1) State funds NOT APPLICABLE
 - (2) Cash funds NOT APPLICABLE
 - (3) Federal funds NOT APPLICABLE
 - (4) LB 309 funds NOT APPLICABLE
 - (5) Revenue bonds/surplus funds \$4,960,000
 - (6) Private donations NOT APPLICABLE
 - (7) Other sources NOT APPLICABLE
- c. Fiscal year expenditures for project duration

FY2009	\$ 228,000
FY2010	2,415,200
FY2011	2,000,000
FY2012	317,000

11. Time Line

- a. Program Statement 08/01/2008
- b. BOR Approval 09/05/2008
- c. CCPE Approval 12/11/2008
- d. Legislative [Board] Approval 03/15/2009
- e. Architect/Engineer Selection 03/16/2009
- f. Schematic Design Submittal 04/15/2009
- g. Construction Document Submittal 06/17/2009
- h. Receive Bids for Construction 07/23/2009

- i. Start of Construction 08/17/2008
- j. Completion of Men's Hall Construction 07/17/2010
- k. Completion of Randall Hall Construction 07/17/2011

12. Higher Education Supplement

a. CCPE Review

Review by the Coordinating Commission for Post-Secondary Education is required for this project.

b. Method of contracting

It is the intent of the University of Nebraska at Kearney to perform this project using traditional low bid contracting.

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

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Capital Improvements for Revenue Bond Housing Facilities at the University of Nebraska at Kearney

RECOMMENDED ACTION: Approve the attached Resolution to authorize transfer and expenditure of up to \$4,960,000 for Capital Improvements for Revenue Bond Housing Facilities at the University of Nebraska at Kearney (UNK).

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

<u>Prior Approvals</u>	<u>Amount</u>
March 2008	\$5,200,000
January 2007	394,500
December 2005	1,500,000
March 2003	150,000

EXPLANATION: Section 6.1 of the Bond Resolution (June 15, 1966) requires the Board of Regents to keep the facilities in good repair, working order and condition and to make all necessary and proper repairs, so that the residence halls can be operated in an efficient, sound and economical manner. The improvements and modifications detailed on the accompanying pages represent the highest priority needs that have been identified by residents, user groups, and managers of these facilities.

Proposed start of construction	Aug 2009
Proposed completion of construction	July 2011

PROJECT COST: \$4,960,000

ON-GOING FISCAL IMPACT: Annual Operating Costs \$50,000
1% Assessment None

SOURCE OF FUNDS: Bond Surplus Funds

SPONSOR: Barbara Johnson
Vice Chancellor for Business and Finance

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

DATE: August 11, 2008

RESOLUTION

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

1. The Board hereby finds and determines:
 - (a) Pursuant to a Bond Resolution dated as of June 15, 1966, authorizing the issuance of Revenue Bonds (the "Resolution"), revenue bonds payable from the revenues and fees derived from the ownership and operation of the dormitories and other facilities for the housing and boarding of students, student unions, student health facilities and other facilities for the activities of students located on the campus of the University of Nebraska at Kearney have been issued, and under which a Surplus Fund was created;
 - (b) Section 6.1 of the Resolution requires the Board to operate the Facilities (as defined in the Resolution) in an efficient, sound and economical manner and to keep all Facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted;
 - (c) The "Facilities" include all facilities and structures for the housing and boarding of students located and currently or hereafter existing on the campus of the University of Nebraska at Kearney, which student housing facilities require certain renewals, replacements, additions, betterments and extensions to maintain the Revenues and Fees. In order to accomplish such renewals, replacements, additions, betterments and extensions, the sum of \$4,960,000 should be expended from the Surplus Fund as indicated on the attached schedule.
2. Authorization. The Board hereby authorizes the expenditure of up to \$4,960,000 from the Surplus Fund established pursuant to the Resolution for the project herein identified. The Vice Chancellor for Business and Finance at the University of Nebraska at Kearney is hereby designated as the University representative who may certify to the Trustee the specific payments to be made from the Surplus Fund.
3. Surplus Fund. There currently are monies or investments in the Surplus Fund including accruals in excess of \$4,960,000.

University of Nebraska at Kearney
Capital Improvement Requests

Project	Funding Required
<u>University Housing – Men’s Hall</u>	\$2,400,000
<ol style="list-style-type: none">1. Install fire sprinklers and updated audible fire alarm system2. Complete restroom remodel to meet current Mechanical Code, including new finishes, fixtures, and shower configurations3. Repair selected domestic water service distribution and sanitary repairs4. Install new fan coil units to provide heating and cooling5. Perform selected abatement where required for service and repair of utility systems6. Install elevator and modify lobby to provide ADA access 7. Additional renewal items include<ol style="list-style-type: none">a. new energy efficient fluorescent lighting throughoutb. epoxy coated hallway wall finishes or hard surfacingc. new public area floor finishes and coverings	
<u>University Housing – Randall Hall</u>	\$2,560,000
<ol style="list-style-type: none">1. Install fire sprinklers and updated audible fire alarm system2. Complete restroom remodel to meet current Mechanical Code, including new finishes, fixtures, and shower configurations3. Repair selected domestic water service distribution and sanitary repairs4. Perform selected abatement where required for service and repair of utility systems5. Demolish Stout Hall, develop new entry, install elevator to provide ADA access and to reach floors on unmatched elevations6. Additional renewal items include<ol style="list-style-type: none">a. new energy efficient fluorescent lighting throughoutb. epoxy coated hallway wall finishes or hard surfacingc. new public area floor finishes and coveringsd. selected window replacement	

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

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Capital Improvements for University Housing Facilities at the University of Nebraska-Lincoln (UNL)

RECOMMENDED ACTION: Approve the attached Resolution to authorize transfer and expenditure of up to \$447,000 for capital improvements for University Housing facilities from the Student Fees and Facilities Revenue Bond Surplus Funds at the University of Nebraska-Lincoln.

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

<u>Prior Approvals</u>	<u>Amount</u>
November, 2007	\$2,572,396
November, 2006	3,423,700
November, 2005	1,474,802
October, 2004	1,094,950
October, 2003	832,568
August, 2003	1,846,350
January, 2003	1,855,255

EXPLANATION: Section 6.2 of the Bond Resolution (December 1, 1964) requires the Board of Regents to keep the "facilities" in good repair, working order and condition, and to make all necessary and proper repairs. Section 6.12 of the Resolution requires the Board to comply with all statutes of the State of Nebraska. The improvements and modifications detailed on the accompanying page represent the highest priority needs that have been identified by residents, user groups, and managers of these facilities.

PROJECT COST: \$447,000

SOURCE OF FUNDS: Student Fees and Facilities Revenue Bond Surplus Funds

SPONSORS: Juan N. Franco
Vice Chancellor for Student Affairs

Christine A. Jackson
Vice Chancellor for Business & Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 13, 2008

RESOLUTION

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

1. The Board hereby finds and determines:
 - (a) Pursuant to its Bond Resolution dated as of December 1, 1964, authorizing the issuance of Revenue Bonds by the Board (the "Resolution"), the Board has heretofore issued revenue bonds payable from the revenues and fees derived from the ownership and operation of the dormitories and other facilities for the housing and boarding of students, student unions, student health facilities and other facilities for the activities of students located on the campus of the University of Nebraska-Lincoln, under which a Surplus Fund was created;
 - (b) Section 6.2 of the Resolution requires the Board to operate the "facilities" (as defined in the Resolution) in an efficient, sound and economical manner and to keep all Facilities and betterments thereto in good repair, working order and condition and to make all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, so that at all times the business carried on in connection therewith shall be properly and advantageously conducted.
 - (c) The "facilities" include the Nebraska Unions, the University Health Center and all facilities and structures for the housing and boarding of students, located and currently or hereafter existing on the campus of the University of Nebraska-Lincoln, which facilities require certain renewals, replacements, additions, betterments and extensions to maintain the Revenue and Fees. In order to accomplish such renewals, replacements, additions, betterments and extensions, the sum of \$447,000 should be expended from the Replacement Fund as indicated on the attached schedule.
2. Authorization. The Board hereby authorizes the transfer of up to \$447,000 from the Surplus Fund established pursuant to the Resolution to the Replacement Fund, and the expenditure of up to \$447,000 from the Replacement Fund for the projects herein identified. The Vice Chancellor for Business and Finance at the University of Nebraska-Lincoln, is hereby designated as the University representative who may certify to the Trustee the specific payments to be made from the Replacement Fund.
3. 1986 Surplus Fund. There currently are monies or investments in the Surplus Fund including accruals in excess of \$447,000.

University of Nebraska - Lincoln
 Capital Improvement Requests
 July 2008

SUMMARY	
Department	Funding Requested
University Housing	\$447,000
Total	\$447,000

UNIVERSITY HOUSING
 Detail of Improvement Requests

Project	Location	Funding Required	Justification
Facilities Office & Shop Relocation	University Housing Maintenance Operations	\$200,000	Relocate office and shop areas to Abel Hall
Replace 3 Neihardt Fire Escapes	Neihardt Complex	123,000	Fire and life safety
Piper Roof Replacement	Neihardt Complex	124,000	Replace aging roof
Total		\$447,000	

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

MEETING DATE: September 5, 2008

SUBJECT: Approve the supervision of an immediate family member in accordance with University Policy

RECOMMENDED ACTION: Approve the supervision of a family member by a University employee.

PREVIOUS ACTION: None

EXPLANATION: Section 3.8 of the Bylaws of the Board of Regents of the University of Nebraska states that no employee shall hire or supervise a member of his or her immediate family without expressed written consent of the Board.

Bill Straub, Head Coach of the University of Nebraska-Lincoln Women's Bowling program, will be supervising his wife, Kim Straub, a long-time volunteer who will be performing paid secretarial and administrative service for the Bowling program upon Board approval.

Arrangements have been made to remove Coach Straub and to substitute the sport supervisor for Bowling for all performance evaluations and other personnel decisions regarding Kim Straub.

SPONSOR: Tom Osborne
Athletic Director

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 7, 2008

TO: The Board of Regents Addendum IX-B-6

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Architect selection for the Abel-Sandoz Dining Center Renovation project at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve the selection of Elness Swenson Graham Architects, Inc. to provide design services for the Abel-Sandoz Dining Center Renovation at the University of Nebraska-Lincoln (UNL).

PREVIOUS ACTION: June 13, 2008 – The Board of Regents approved the Program Statement, Budget, and financing for the Abel-Sandoz Dining Center Renovation at UNL.

EXPLANATION: A selection committee consisting of the Assistant Vice President and Director of Facilities Planning and Management, UNL Campus Architect, a Lead Project Manager of UNL Facilities Management and Planning, the Associate Director of Housing Business and Fiscal Operations, the Director of Housing Dining Services, the Assistant Director of Housing Construction Projects, the Associate Director of Housing Facilities Operations, and a representative from UNL Facilities Planning and Construction have selected Elness Swenson Graham Architects, Inc. to provide design services for the renovation of the Abel-Sandoz Dining Center. The firm was selected from nine firms submitting proposals on the project. A contract will be negotiated within the approved project budget.

Proposed start of construction	June 2009
Proposed completion of construction	June 2010

PROJECT COST: \$12,900,000

ON-GOING FISCAL IMPACT:	Estimated Operating and Maintenance	None
	1% Assessment	N/A

SOURCE OF FUNDS:	Revenue Bond Proceeds	\$12,000,000
	Bond Surplus Funds	<u>900,000</u>
		<u>\$12,900,000</u>

SPONSOR: Christine A. Jackson
Vice Chancellor for Business and Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 14, 2008

TO: The Board of Regents Addendum IX-B-7
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Purchase of Genome Analyzer for the UNL Center for Biotechnology.

RECOMMENDED ACTION: Approve the sole source purchase of a Genome Analyzer from Illumina, Inc. in the amount of \$540,000.

PREVIOUS ACTION: None

EXPLANATION: The specified Genome Analyzer is the only equipment available that provides the required high throughput and long DNA sequencing services necessary for this funded research.

PROJECT COST: \$540,000

SOURCE OF FUNDS: Federal Funds

SPONSOR: Christine A. Jackson
Vice Chancellor for Business & Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 13, 2008

TO: The Board of Regents Addendum IX-B-8

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Change order to the contract for the construction of the Michael F. Sorrell Center for Health Science Education at the University of Nebraska Medical Center (UNMC).

RECOMMENDED ACTION: Approve a change order to the contract for the construction of the Michael F. Sorrell Center for Health Science Education building in the amount of \$415,000.

PREVIOUS ACTION: January 18, 2008 – The Board of Regents approved a budget increase in the amount of \$5,000,000 for the Michael F. Sorrell Center for Health Science Education project to construct a student plaza adjacent to new building.

September 8, 2006 –The Board approved financing for the Michael F. Sorrell Center for Health Science Education project at the University of Nebraska Medical Center.

March 3, 2006 – The Board approved the naming for the Center for Health Science Education (CHSE) at the University of Nebraska Medical Center the Michael F. Sorrell Center for Health Science Education.

January 20, 2006 – The Board approved proceeding with building construction and other remaining activities to complete the Center for Health Science Education project.

January 20, 2006 – The Board accepted the Design Development Report for the University of Nebraska Medical Center (UNMC) Center for Health Science Education project.

June 5, 2004 – The Board approved the architect selection and interim funding for campus data processing equipment relocation for the CHSE project.

December 13, 2003 - The Board approved the program statement and budget for the UNMC Center for Health Science Education Building.

EXPLANATION: The Michael F. Sorrell Center for Health Science Education project (Sorrell Center) provides for the construction of a new 134,183 gross square foot, four-story education building to be located on the northeast corner of 42nd and Emile Streets on the UNMC campus in Omaha. The new structure creates a home for the education activities of the College of Medicine and will provide campus-wide education support resources.

UNMC entered into a contract with the Kiewit Building Group to construct the building based on its low bid. The project is now nearing completion.

Two unforeseen conditions were experienced in the campus utility distribution system during the summer of 2007 that complicated and delayed construction and resulted in claims for additional compensation from the contractor.

The first claim is related to a requirement in the contract documents to isolate and remove two chilled water lines, located on the north side the Sorrell Center, from the main campus chilled water loop prior to the construction of extensive retaining walls and terraces. Faulty valves in the loop made isolation of the lines as specified impossible without risk to the campus. An alternate approach to the problem was found, but required delay of all site construction on the north side of the building from late 2007 until 2008 resulting in a claim for additional site construction cost.

The second claim is related to delays in extending campus steam and chilled water to the Sorrell Center from the East Utility Plant. Unforeseen underground utility conditions greatly complicated and delayed the installation of steam and chilled water lines, along with poor weather conditions and extensive delays in rerouting public utilities. These conditions resulted in providing steam and chilled water to the building later than planned resulting in a claim for rescheduling interior finish and mechanical work.

After review of the two claims, UNMC and the Kiewit Building Group have agreed that additional construction costs were incurred. The recommended change order in the amount of \$415,000 can be accommodated within the original project budget; it will not require a project budget increase or budget reallocation.

Construction Start:	June 2006
Projected Construction Complete:	August 2008

PROJECT COST: \$57,700,000

ON-GOING FISCAL IMPACT:	Operating and Maintenance (FY 2006/2007)	\$ 1,411,566
	1% Total Assessment	577,000

SOURCE OF FUNDS:	Donations and Other Funds	\$57,700,000
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SPONSOR:	Donald S. Leuenberger Vice Chancellor for Business & Finance
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RECOMMENDED:	Harold M. Maurer, M.D., Chancellor University of Nebraska Medical Center
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DATE:	August 14, 2008
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TO: The Board of Regents Addendum IX-B-9
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Program statement and budget for the construction of a new building for the University of Nebraska Medical Center College of Nursing – Lincoln Division on the East Campus of the University of Nebraska Lincoln.

RECOMMENDED ACTION: Approve the program statement and budget for the construction of a new building for the University of Nebraska Medical Center (UNMC) College of Nursing – Lincoln Division on the East Campus of the University of Nebraska Lincoln (UNL).

PREVIOUS ACTION: June 13, 2008 – Approved the University of Nebraska Construction Budget Request for the 2009-2011 Biennium, which consisted of the UNMC College of Nursing Building, Lincoln Division

EXPLANATION: The mission of the UNMC College of Nursing is to improve the health and quality of the lives of individuals, families, and communities in Nebraska and beyond through leadership in learning, research, community and clinical services. The College of Nursing takes seriously its responsibility to prepare nurses and nurse faculty to meet the needs of all Nebraska, and therefore offers all of its programs in four locations – Omaha, Lincoln, Kearney and Scottsbluff. Each division of the College of Nursing has a particular responsibility for meeting the work force needs of its region.

The Lincoln Division is preferred by the largest percent of applicants to the BSN program because of its collegiate environment. The Lincoln health care job market is also attractive with large hospitals and health care organizations employing registered nurses, and nursing education programs which require masters and doctorally educated UNMC graduates for faculty positions.

The United States, including Nebraska, is in the midst of an increasing demand for nurses to fill a current shortage that is only expected to intensify as baby boomers age and the need for health care grows. The shortage is not a result of low interest in nursing careers; in fact, applications to schools of nursing generally far exceed capacity of educational programs.

To meet the challenge, the UNMC College of Nursing has increased enrollment by 28% since 2002. However, even with this expansion, qualified applicants are turned away in large numbers due to space and facility limitations and a faculty shortage (i.e., a shortage of masters and doctorally educated nurses, for which UNMC is the main supplier). In a typical year, the College accepts only 50% of qualified BSN applicants across all of its Divisions. The acceptance rate is lower at the Lincoln Division (about 40%) because of the popularity of that Division.

To address these nursing education and workforce needs and to continue to provide leadership in these critical areas, UNMC relocated the Lincoln

Division of the College of Nursing from outmoded buildings on the UNL City Campus to more competitive leased space in downtown Lincoln in 2005. The current lease term expires in 2012. Growth plans for the Lincoln Division of the College of Nursing are currently hindered by the capacity and design of its current leased quarters. The current space was filled to capacity at move in and the possibility of leasing additional space suitable for growth is uncertain.

It is recommended to construct a new building for the College of Nursing – Lincoln Division on the UNL East Campus just to the north of the UNMC College of Dentistry. The recommended project will provide a permanent home for the Lincoln Division to replace current leased space and provide an on-campus educational environment. The proposed building will be a multi-story structure containing approximately 45,525 gross square feet designed to provide classrooms and class labs that accommodate advanced teaching technology, faculty offices, student and faculty interaction areas and space essential for nursing research programs.

The principal objectives to be served in the proposed building are to provide facilities capacity to: Prepare more baccalaureate nurses to supply the increasing demand and reduce the serious nurse shortage in the state; educate more nurses at the masters and doctorate levels for specialty, leadership and faculty positions; and advance the state of the art in patient care; increase program excellence, and the attractiveness of UNMC in recruiting the best students and faculty through state of the art facilities and expanded nursing research.

The project has been identified as the University’s top priority for state funding for the 2009-2010 Biennium.

The program statement and budget have been reviewed and approved by the Business Affairs Committee.

Proposed start of construction:	October 2010
Proposed completion of construction:	February 2012

PROJECT COST: \$17,500,000

ON-GOING FISCAL IMPACT:	Estimated Operating and Maintenance	\$440,000
	1% Assessment	175,000

SOURCE OF FUNDS: State Funds

SPONSOR: Donald S. Leuenberger
Vice Chancellor for Business and Finance

RECOMMENDED: Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: August 14, 2008

UNMC College of Nursing – Lincoln Division Building Program Statement

Date: August 1, 2008

Prepared by: UNMC Facilities Management and Planning with the UNMC College of Nursing and Alley Poyner Macchietto Architecture P.C.

Phone: (402) 559-5022

I. INTRODUCTION

A. Background and History

Like the rest of the nation, Nebraska faces a serious and worsening shortfall of registered nurses (RNs). By 2020, the present 9% shortage of RNs is expected to balloon to 20%. The UNMC College of Nursing is uniquely positioned to help meet the state's growing need for RN's. The College of Nursing is the largest nursing education program in Nebraska and the only program to offer the PhD in nursing. The College delivers state of the art nursing education across all programs – BSN, MSN, and PhD. Its programs blend traditional learning approaches with emerging learning technologies. In addition, faculty and students conduct nursing research that improves patient care, and they provide direct care to underserved Nebraskans through the College's nurse-managed clinics.

The UNMC College of Nursing takes seriously its responsibility to prepare nurses and nurse faculty to meet the needs of all Nebraska, and therefore offers all of its programs in four locations – Omaha, Lincoln, Kearney and Scottsbluff. Over half of Nebraska's baccalaureate-prepared nurses are graduates of UNMC. About 90% of BSN graduates remain in Nebraska.

Each division of the College of Nursing has a particular responsibility for meeting the work force needs of its region. The Lincoln Division is preferred by the largest percent of applicants to the BSN program because of its collegiate environment. The Lincoln health care job market, with large hospitals and several health organizations employing registered nurses, is also attractive. Further, a number of nursing education programs, that require masters and doctorally educated UNMC graduates for faculty positions are located in Lincoln.

UNMC's dedication to alleviating the nursing shortage and to educating nurses for the Lincoln area is currently hampered by facilities constraints. From 1974 to 2005, the Lincoln Division was housed in Benton and Fairfield Halls located on the City Campus at UNL. Both buildings are former residence halls that had been minimally modified to house the nursing programs. In 2005 these buildings were determined to be unsuitable for nursing education and College of Nursing Lincoln Division moved to leased space in the Commerce Court Building in downtown Lincoln. The current lease expires in 2012.

B. Project Description

The recommended project will construct a permanent home for the UNMC College of Nursing Lincoln Division to replace current leased space, provide room for enrollment

growth, and provide an on-campus educational environment in a new 45,525 gross square foot facility to be located on the East Campus at UNL. The building will be designed to house classrooms, class labs and education support space along with administrative space to accommodate current and new faculty and staff, and space essential for research programs.

C. Purpose and Objectives

The principal objectives of the recommended project are to:

1. Education
 - a. Provide a quality environment where nursing professionals can be prepared at the baccalaureate, masters, and doctoral levels.
 - b. Provide additional space for planned growth in enrollment.
 - c. Provide office space for the faculty and administrative staff of the Lincoln Division.

2. Research
 - a. Conduct research to advance the art and science of nursing care and the health of citizens of Nebraska.
 - b. Provide state of the art research areas which are critical to the recruitment and retention of the best faculty and students.

II. JUSTIFICATION OF THE PROJECT

A. Data That Support the Funding Request:

The growing nursing shortage will affect all Nebraskans' ability to access quality health care, and this problem will intensify as the population ages. Federal and state statistics indicate that Nebraska's nursing shortage will jump from 9% in 2006 to 20% percent in 2020. Results of the National Center for Health Workforce Analysis suggest that by the year 2020 Nebraska will have a shortage of about 3,800 RNs. The shortage is not a result of low interest in nursing careers, in fact, applications to schools of nursing generally far exceed capacity of educational programs.

Compounding the general nursing shortage is the higher need for better educated nurses. There is an increasing demand by hospitals and other health care agencies for university educated baccalaureate-prepared nurses because of the increasing proportion of sicker patients in hospitals, particularly in intensive care units and emergency rooms. In addition, BSN nurses are required for public health positions.

To meet the challenge, the UNMC College of Nursing has increased enrollment by 28% since 2002. However, even with this expansion, qualified applicants are turned away in large numbers due to space and facility limitations and a faculty shortage (i.e., a shortage of masters and doctorally educated nurses, for which UNMC is the main supplier). In a typical year, the College accepts only 50% of qualified BSN applicants across all of its Divisions. The acceptance rate is lower at the Lincoln Division (about 40%) because of the popularity of that Division.

The Lincoln Division is currently housed in temporary, leased space in downtown Lincoln in a building not designed for 21st Century teaching and learning needs, which are heavily technology dependent. The space was filled as soon as it was occupied in 2005 with no room for growth. The downtown building on a mixed usage block occupied by bars, retail, and other businesses draws frequent objections from parents, especially NU alumni who want their sons and daughters to experience traditional college campus life.

B. Alternatives Considered:

Remain in current leased space if lease extension is possible. Growth is limited however because of the uncertain availability of additional space.

Two other sites on UNL's East Campus were considered.

III. LOCATION & SITE CONSIDERATIONS

A. County: Lancaster

B. Campus: University of Nebraska Lincoln East Campus

C. Proposed Project Site: The new College of Nursing Facility will be located on the parcel just north of the College of Dentistry and east of the Maxwell Arboretum. The site plan illustrates the location of the proposed building on East Campus.



D. Statewide Inventory: To be assigned after construction.

E. Influence of project on existing site conditions:

1. Relationship to Neighbors: The proposed site is located on an interior parcel of the UNL East Campus located just north of the College of Dentistry and northeast of the Maxwell Arboretum. Existing surface parking lots are located to the north and east and tennis courts are located further to the east of the property.

2. Utilities: A steam tunnel is located just south of the parcel. Further to the south are chilled water lines. A 12” diameter water main transverses the building site and will need to be re-routed. A number of small irrigation lines and electrical lines will need to be removed.
3. Parking: The construction of the new facility will displace about 30 parking stalls. New replacement stalls located and connected immediately to the north of the east parking lot will be constructed as part of this project. Existing University parking lots to the north and east of the site will be available for faculty and staff use.
4. Circulation: The new facility will be located adjacent to and directly south of a future pedestrian mall, proposed in the UNL Facilities Development Plan, which will someday link this building and other building to the east, to the main part of campus. The building will be serviced from the south utilizing the existing drive servicing the College of Dentistry.

IV. COMPREHENSIVE PLAN COMPLIANCE

A. University of Nebraska Strategic Framework:

The project specifically responds to the following objectives of the University of Nebraska Strategic Framework 2008-2011:

1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy
 - a. better life through access to high quality, affordable undergraduate, graduate and professional education.
2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.
 - a. Recruit and retain exceptional faculty and staff, with special emphasis on women and persons of color.
 - b. Pursue excellence in programs aligned with the long-term interests of the state.
3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.
 - a. Work to stem and reverse the out-migration of graduates and knowledge workers.
 - f. Develop and strengthen internship and service learning opportunities with business, education, government, military, and nonprofit organizations.

4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.
 - a. Increase external support for research and scholarly activity.
 - b. Increase undergraduate and graduate student participation in research and its application.
 - c. Encourage interdisciplinary, intercampus and inter-institutional collaboration.
 - e. Improve the quantity and quality of research space through public and private support.
6. The University of Nebraska will be cost effective and accountable to the citizens of the state.
 - f. Maintain competitive capital facilities.

B. University of Nebraska Medical Center Strategic Plan:

The College of Nursing – Lincoln Division Building project addresses several of UNMC’s strategic priorities through 2010 including:

Vision

The partnership of UNMC and the Nebraska Medical Center will be a world-renowned health sciences center that:

- Delivers state-of-the-art health care;
- Prepares the best-educated health professionals and scientists;
- Ranks among the leading research centers;
- Advances our historic commitment to community health;
- Embraces the richness of diversity to build unity”
- Creates economic growth in Nebraska

Mission

The mission of the University of Nebraska Medical Center is to improve the health of Nebraska through premier educational programs, innovative research, the highest quality patient care, and outreach to underserved populations.

Critical Success Factors 2007-2010 (Applicable References)

- UNMC will be learning centered in education.
- Increase prominence as a research health science center.
- Advance community/campus partnerships for health.

C. UNMC Facilities Development Plan 2006-2015: The recommended project is included in the UNMC Facilities Development Plan 2006-2015.

D. UNL Facilities Development Plan 2006-2015: The project and its location are consistent with the UNL Facilities Development Plan 2006- 2015.

E. Consistency with Statewide / CCPE Plan:

The Statewide Comprehensive Capital Facilities Plan states that individual capital construction projects will support institutional strategic comprehensive facilities plans.

V. ANALYSIS OF EXISTING FACILITIES

A. Function and purpose of existing programs as they relate to the proposed project:

Current programs occupying the College of Nursing leased quarters in Lincoln include degree programs leading to the BSN, MSN, and PhD degrees in Nursing, and nursing research investigations.

B. Square Footage of Existing Spaces: See Table VI.B.3

C. Utilization of Existing Spaces: See VI.B.3

D. Physical Deficiencies:

1. The Lincoln division is currently housed in temporary, leased space in downtown Lincoln, a building not designed for 21st century teaching and learning needs, which are heavily technology-dependent. The present facility does not have an adequate number of smaller conference rooms and seminar rooms with IP capacity for graduate students and inter-campus educational coordination.
2. Classroom space in the present facility is utilized at maximum capacity.
3. The current computer lab is too small to accommodate the current demand for student testing.
4. Faculty offices utilized the pre-existing walls of a prior tenant. Many of these offices were undersized, did not have windows, and were not located in areas beneficial to their function. Few of the existing faculty offices meet University standards. The present facility does not have a sufficient number of faculty offices.
5. The current facility is located in an office building that houses commercial tenants and is located in a commercial district instead of an academic setting. The downtown location draws frequent objections from parents, especially NU alumni, who would prefer their sons and daughters attend a facility located on-campus so that they can experience traditional college campus life. There are also safety concerns with the current location, given the pedestrian traffic to bars, restaurants, and retail shops.
6. The present facility is not configured to maximize the functional relationships among the faculty, teaching spaces and students.

7. The current Lincoln Division space was filled as soon as it was occupied. The current facility is not large enough to accommodate all aspects of the program adequately or to accommodate any kind of planned growth.

E. Programmatic Deficiencies

1. Currently the Lincoln Division facility is not able to meet the demand for enrollment. At present, only about 40% of qualified applicants are being admitted.
2. Additional nursing faculty are needed to train more nurses and educate future faculty. A new education major is planned for the masters program to enable CON to prepare more faculty for the State’s nursing programs.
3. Additional PhD students cannot be accommodated due to space limitations.
4. Half of the Lincoln faculty is PhD prepared and actively engaged in research. Research activity is expected to expand. At present, research activities are space limited.

F. Replacement cost of existing building: Not applicable.

VI. FACILITY REQUIREMENTS

A. Functions and Purpose of Proposed Program:

1. Activity Identification: The main activities within the proposed building include:
 - a. College of Nursing – Lincoln Division Administration
 - b. College of Nursing Faculty and Staff Offices
 - c. Patient Oriented Research
 - d. Nursing Education
 - e. Student Support Facilities
2. Projected Occupancy, Use and Staffing:

Personnel Projection	Current	Planned Growth	Total Projected
Administration	9	1*	10
Faculty	26	7	33
Research	13	6	19
Graduate Assistants	6	3	9
Undergraduate Students	197	40	237
Masters Students	72	16	88
PhD Students	8	8	16
Total	331	82.5	413.5

*Student Services

B. Space Requirements of Proposed Project

1. Square Footage by Function:

Use Code	Space	Quantity	NSF Each	Total NSF
1.0 Student Area				
210	Medi-Man Lab 1	1	260	260
210	Medi-Man Lab 2	1	260	260
210	Medi-Man Lab 3	1	260	260
210	Medi-Man Lab 4	1	260	260
215	Medi-Man Control Room	1	80	80
215	Medi-Man Common Storage	1	200	200
210	Mock Toilet/Shower	1	80	80
210	Mock Medicine Room	1	60	60
210	Basic Skills Lab	1	1,680	1,680
210	Assessment lab - <i>Clinical Exam</i>	2	600	1,200
140	Seminar – <i>16 Seat</i>	1	440	440
160	Testing-Computer Lab	1	1,400	1,400
653	Student Lounge / Computer (<i>50-60 Students</i>)	1	2,000	2,000
230	Student Study Room	1	120	120
220	Learning Resource Lab	1	400	400
215	Mannequin Storage	1	150	150
215	Supplies & Equipment	1	100	100
215	Computer Equipment	1	120	120
333	Mail Room and Equipment	1	100	100
455	Storage	1	100	100
Student Area Subtotal				9,270
2.0 Administration/Support				
321	Lobby	1	150	150
321	Reception	1	80	80
310	Office – <i>Assistant Dean</i>	1	150	150
310	Office – <i>Business Manager</i>	1	120	120
310	Office – <i>Associate cubicles</i>	4	80	320
310	Office – <i>Student Service</i>	2	100	200
310	Office – <i>Student Service</i>	1	130	130
315	Storage	1	100	100
Administrative/Support Subtotal				1,250
3.0 Classroom/Faculty Offices				
110	Classroom – <i>70 occupants</i>	1	2,400	2,400
110	Classroom – <i>60 occupants</i>	3	1,600	4,800
110	Classroom – <i>30 occupants</i>	2	900	1,800
110	Seminar – <i>12 persons</i>	6	300	1,800
312	Office	30	120	3,600
312	Office – <i>Shared by visiting and part time faculty</i>	3	120	360

651	Break Room	1	264	264
315	Copy – Work Storage	1	200	200
315	Computer Equipment	1	100	100
315	Storage	1	100	100
Classroom/Faculty Offices Subtotal				15,424
4.0 Research				
317	Research Office – <i>Manager</i>	1	120	120
317	Research Office – <i>Statistician</i>	1	100	100
317	Research Office	1	100	100
317	Research Office – <i>Staff Cubicles</i>	16	72	1,152
250	Patient Oriented Research Module	5	130	650
Research Subtotal				2,122
5.0 Building Services				
WWW	Vestibule	1	150	150
RRR	Rest Rooms	4	200	800
XXX	Telecom Room	1	120	120
Building Services Subtotal				1,070
			TOTAL Net Square Feet	29,136
			TOTAL Gross Square Feet	45,525

2.Planning Parameters: Building spaces have been sized according to UNMC space guidelines and good architectural planning practices.

3.Difference Between Existing and Proposed:

Use Description	Existing NSF	Proposed NSF	Difference
1.0 Student Area	5,579	9,270	3,691
2.0 Administration/Support	1,681	1,250	-431
3.0 Classrooms/Faculty Offices	8,534	15,424	6,890
4.0 Research	688	2,122	1,434
5.0 Building Services	-	1,070	1,070
Total	16,482	29,136	12,654

C. Impact of the Project on the Program’s Existing Facilities: The lease for the current facility will be allowed to expire at the end of its term in 2012.

1. Reutilization: Not applicable.
2. Demolition: Not applicable.
3. Renovation: Not applicable.

VII. EQUIPMENT REQUIREMENTS

- A. List of available equipment for reuse – Some current furniture and other moveable equipment are planned for reuse. An inventory of reusable furniture and equipment will be completed as part of the design process.
- B. Additional Equipment
 - 1. Fixed Equipment: An allowance for fixed equipment, such as casework, is included in the construction costs provided in Section IX.
 - 2. Moveable Equipment: An allowance for moveable equipment is included in the non-construction costs provided in Section IX. Furniture for classrooms, computer labs, support and office space will be provided as needed. Education technology will be provided as needed.
 - 3. Special and Technical Equipment: Patient simulation equipment will be relocated to the new facility.

VIII. SPECIAL DESIGN CONSIDERATIONS

- A. Construction Type: The building will be constructed with an exterior to complement other East Campus buildings. The building will be designated primarily as Business Occupancy classification for code purposes. The building will be Type 2B construction – noncombustible, nonrated.
- B. Heating and Cooling Systems – Alternative heating and cooling sources have been investigated during the planning process. Options studied included the provision of heating and cooling by the campus utility system and alternatively by a ground source heat pump (GSHP) system. Factors considered included total life-cycle cost of the heating/cooling source as well as the land-use implications. Based on preliminary findings, a GSHP system will be used unless a more complete feasibility study to be completed during design contraindicates its application. The well field for the GSHP system is planned to be located at the perimeter of the building.

The standard UNL arrangement for heating and cooling exterior rooms provides individual room temperature control with perimeter hot-water fin tubes heating on exterior walls and variable-air terminal units with hot-water reheat. Interior rooms will have individual room temperature controls with conditioning provided by variable-air terminal units with hot-water reheat. The building control system will be the direct digital type and incorporated into the campus-wide energy management and control system. The building will be designed to meet the requirements of the *International Energy Conservation Code (IECC)*, per State Statute 72-804.

- C. Fire, Life Safety, Security and ADA:

The building will be designed to meet all applicable codes. The building will be equipped with fire alarm and notification devices and secured with electronic locks and CCTV at exterior doors. Interior doors will be secured by a lock and key system.

- D. Historic/Architectural Significance: Not applicable; the proposed site is a parking lot.
- E. Artwork: An amount for artwork is included in the project budget consistent with the Board of Regents art procurement policy.
- F. Phasing: The proposed project is planned for construction in one phase.
- G. Future Expansion: Provisions for future expansion will be considered during the design of the building.
- H. Other: The building design will follow the University of Nebraska’s Sustainability Guidelines and UNL Design Guidelines as modified by UNMC requirements for the design of education space, including classroom and class lab configuration and acoustical design, along with specific technical requirements for teaching technology and telecommunications.

IX. PROJECT BUDGET & FISCAL IMPACT

A. Cost Estimate Criteria

- 1. Standards/ Sources - The projected construction cost was developed by an independent construction cost consultant applying standard construction cost methodology to actual costs of recent similar buildings in the Lincoln construction market. The estimated cost of construction to be performed in-house by UNL Facilities and for site utility connections was prepared by UNL Facilities Management and Planning.
- 2. Year, Month, Inflation Factor – The project cost estimate was completed in July 2008. The cost estimate assumes an 8% annual inflation factor from July 2008 to the midpoint of construction.
- 3. Gross & Net Square Feet

Building Efficiency	
Net Square Feet	29,136
Gross Square Feet	45,525
Building Efficiency	64%

4. Project Cost & Construction Cost per Gross Square Foot

Unit Cost Data	
Project Cost/GSF	\$384.40
Construction Cost/GSF	\$326.35

B. Project Cost
UNMC College of Nursing - Lincoln Division Building

1) BUDGET CATEGORY #1 -- CONSTRUCTION COSTS		
Construction Contract		
Building		
a)	General	5,437,000
b)	Mechanical	2,000,000
c)	Electrical	957,000
d)	Elevators	274,000
e)	Fixed Equipment	183,000
Sitework		
a)	Site Utilities	550,000
b)	Drives, Walks and Parking Replacement	406,000
SubTotal Construction Contract		9,807,000
UNL In-House Construction		
a)	Building Controls	599,000
b)	Fire Alarm System	180,000
c)	Card Access	50,000
d)	Landscaping and Site Equipment	100,000
Subtotal In House Construction		929,000
Other Construction		
Construction Testing, code required		15,000
UNMC Telecommunications		550,000
Subtotal Construction		11,301,000
Inflation to Construction Mid-Point (@ 8% per year x 35 months)		2,848,000
Construction Contingency		708,000
SUBTOTAL COST CATEGORY #1 - CONSTRUCTION COSTS		14,857,000
2) BUDGET CATEGORY #2 -- NON-CONSTRUCTION COSTS		
UNMC Moveable Equipment (Furniture Only)		300,000
UNMC Special & Technical Equipment		-
UNMC Biomedical Communications (Audio-Visual)		600,000
Security Cameras		18,000
Land Acquisition		-
Project Design & Management		
a)	Project Planning & Program Statement	-
b)	A/E Basic Services	784,000
c)	A/E Additional Services	61,000
d)	A/E Reimbursable Expense and Printing	40,000
e)	UNL In-House Services -- Project Management	134,000
f)	UNL Construction Inspection	90,000
g)	UNL IBC Plan Review	45,000
h)	UNMC Project Planning and Coordination	100,000
i)	Other Consultants	
	Geotechnical	25,000
	Surveys	20,000
	Acoustical /AV Integration	25,000
Subtotal Professional Services		1,324,000
Artwork		175,000
Other Costs		
a)	Risk/Quality Management	
	Peer Reviews:	
	Structural Design	10,000
	Exterior Shell	20,000
b)	Builders Risk Insurance	23,000
c)	Moving and Relocation	50,000
d)	Interior Signage	25,000
Subtotal Other Costs		128,000
Subtotal Non Construction Costs		2,545,000
Non-Construction Contingency		98,000
SUBTOTAL COST CATEGORY #2 -- NON-CONSTRUCTION COSTS		2,643,000
TOTAL PROJECT COST		17,500,000

C. FISCAL IMPACT	Amount
Operational & Maintenance costs per year	\$440,000
Additional Programmatic Costs	-
Applicable building renewal assessment charges – 1% of project cost	\$175,000

X. FUNDING INFORMATION

A. Total funds required is: \$17,500,000.

B. Project Funding Sources:

FUNDING SOURCES	Amount	% Total
State Funds	\$17,500,000	100%
Cash Funds		
Federal Funds		
LB309 Funds		
Revenue Bonds		
Private Donations		
Total	\$17,500,000	100%

C. Fiscal year expenditures

FISCAL YEAR	EXPENDITURES
FY2009-2010	\$1,000,000
FY2010-2011	\$7,400,000
FY2011-2012	\$9,100,000

XI. TIMELINE

Program Statement Approval by Board of Regents	September 2008
CCPE Approval	October 2008
Legislative Approval of Funding	July 2009
Architect Selection	August 2009
Design Development Complete	March 2010
Construction Documents Complete	July 2010
Receive Bids	September 2010
Contract Award/Start Construction	October 2010
Mid-Point Construction	June 2011
Substantial Completion	February 2012

XII. HIGHER EDUCATION SUPPLEMENT

A. CCPE Review: CCPE review will be required.

B. Method of Contracting:

1. Method: The contract for the new facility will be competitively bid and awarded to the lowest responsible bidder.
2. Rationale for Method Selection: Bidding conditions in the Lincoln construction market are currently favorable, and are expected to yield the most favorable price at the time the project is scheduled to bid.

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

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Naming of the College of Public Health Building in honor of
Chancellor Harold and Beverly Maurer

RECOMMENDED ACTION: Approve the waiver of the requirements of Regents Policy 6.2.7 on the naming of facilities and name the College of Public Health Building at the University of Nebraska Medical Center “Harold M. and Beverly Maurer Center for Public Health.”

PREVIOUS ACTIONS: June 13, 2008 - Approve the program statement and budget for the construction of a new College of Public Health building on the campus of the University of Nebraska Medical Center (UNMC).

July 28, 2006 – The Board of Regents approved the establishment of the College of Public Health at UNMC.

EXPLANATION: The University of Nebraska Board of Regents approved the establishment of the College of Public Health (CoPH) on July 28, 2006. The vision of the College of Public Health is to be recognized as a premier public multi-disciplinary research, educational, and community engagement institution that advances population health and social and economic well-being in Nebraska, nationally, and internationally. Subsequently, on June 13, 2008 the Board approved a program statement and budget for the construction of a building to house the College of Public Health, funded by private donations.

The facility was made possible by the generous support of donors, with the leading gift provided by Bill and Ruth Scott. The Scotts are longtime supporters of the university, and have provided support to many projects. Among those projects are both Research Centers of Excellence and the Sorrell Center at UNMC, and Mammel Hall at UNO. The Scotts’ quiet ongoing support of the University has been exceptional and their commitments to key projects across the University have allowed the University to progress in an extraordinary way.

The Scotts have requested that the new College of Public Health building be named for the current Chancellor of the University of Nebraska Medical Center, Harold Maurer, and his wife Beverly.

Dr. Maurer’s long-standing vision is to transform UNMC into a world-class academic medical center. His achievements toward that goal include leading the merger of University Hospital and Clarkson Hospital to form what is now known as The Nebraska Medical Center; leading the institution to new heights of excellence in education, research and clinical care; securing the funding, largely private

philanthropy, for \$350 million of construction of new facilities including two research towers, a state-of-the-art education center, center for clinical excellence, a college of public health, geriatric center, college of nursing addition and low vision center. Clearly, Chancellor Maurer has provided outstanding leadership to the Medical Center campus.

University policy RP 6.2.7 precludes naming facilities after current employees. However, the same policy provides that donors making substantial contributions may request that facilities be named after current employees, upon gaining waiver of such policy by the Board of Regents.

By naming the College of Public Health building “Harold M. and Beverly Maurer Center for Public Health,” as requested by the Scotts, the Board of Regents expresses on behalf of the University of Nebraska Medical Center its deepest gratitude and appreciation to Bill and Ruth Scott for their continued support of the University of Nebraska.

PROJECT COST:	N/A
SOURCE OF FUNDS:	N/A
SPONSORS:	James B. Milliken President Chuck Hassebrook Chairman of the Board
DATE:	August 21, 2008

TO: The Board of Regents Addendum IX-B-11
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Budget Increase for Mammel Hall at the University of Nebraska at Omaha.

RECOMMENDED ACTION: Approve a budget increase in the amount of \$3,000,000 for Mammel Hall.

PREVIOUS ACTION: June 13, 2008 – The Board of Regents approved the Naming of the University of Nebraska at Omaha College of Business Administration (CBA) Building, Mammel Hall.

March 7, 2008 – The Board of Regents approved the selection of Holland Basham Architects/Gensler to provide architectural design services for the construction of a new College of Business Administration building at UNO.

March 7, 2008 – The Board of Regents approved the Program Statement and Budget for the College of Business Administration Building at the University of Nebraska at Omaha (UNO).

EXPLANATION: The project involves constructing a new CBA building at the Pacific location adjacent to the Peter Kiewit Institute. The approximate 120,000 square foot building will:

- create modern appropriate facilities that will assist in recruitment and retention of faculty, staff and students;
- create spaces for interactive learning and collaboration;
- enhance laboratory facilities; and
- provide flexibility for future needs.

The budget increase is due to design enhancements and increased costs of construction materials.

Proposed start of construction August 2008
Proposed completion of construction August 2010

PROJECT COST:	Original Budget	\$31,000,000
	Budget Increase	<u>3,000,000</u>
	Revised Budget	<u>\$34,000,000</u>

ON-GOING FISCAL IMPACT:	Operating and Maintenance	\$ 1,081,405
	1% Assessment	\$ 340,000

SOURCE OF FUNDS: Private Donations

SPONSOR: William E. Conley
Vice Chancellor for Business & Finance

RECOMMENDED: John Christensen, Chancellor
University of Nebraska at Omaha

DATE: August 18, 2008

TO: The Board of Regents Addendum IX-B-12
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Design of University Life Complex Phase II at the University of Nebraska at Omaha (UNO).

RECOMMENDED ACTION: Approve the Project Budget for Design of the University Life Complex Phase II at UNO.

PREVIOUS ACTION: None

EXPLANATION: The University Life Complex, planned for the 54 acre site between Center and Spring Streets, addresses a critical need for the UNO campus. The complex will be home to UNO's baseball, soccer and softball teams and will provide recreational facilities for UNO students and for the community. The project will make the Center Location a fully-functional part of the UNO campus with athletic, recreational and fan facilities, parking and improved connectivity to Aksarben Village and UNO's Pacific Location.

This is a multi-phased project and the university will proceed only as funding becomes available. To date, the university has undertaken acquisition of the land, renovation of the dome and development of three multipurpose grass fields (Phase I). Phase II designs and constructs the team fields and concourse, recreational fields and the infrastructure on the site, including utilities, bike paths and an access road from Mercy Road.

This project is in compliance with the 2006-2015 UNO Facilities Development Plan and addresses several of the goals and objectives of the University of Nebraska Strategic Framework.

Proposed start of design	Fall 2008
Proposed completion of design	Spring 2009

PROJECT COST: \$945,000

SOURCE OF FUNDS: Private Funds

SPONSOR: William E. Conley
Vice Chancellor for Business & Finance

RECOMMENDED: John Christensen, Chancellor
University of Nebraska at Omaha

DATE: August 21, 2008

TO: The Board of Regents Addendum IX-B-13

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: First Certification of Funds Required by LB 1116 related to relocating the Nebraska State Fair and transferring the State Fairgrounds in Lancaster County to the Board of Regents,

RECOMMENDED ACTION: Provide Certification to the Department of Administrative Services that \$7,500,000 has been appropriated or formally designated by the University of Nebraska for compliance with LB 1116 for State Fair Park and authority to transfer the funds to the State Treasurer.

PREVIOUS ACTION: None

EXPLANATION: LB 1116 requires that the University of Nebraska shall certify to the State Department of Administrative Services that cash or legally binding commitments in the amount of \$7,500,000 by October 1, 2008 has been provided for the purposes as required by the law:

“to provide for and carry out the plan to relocate the Nebraska State Fair and transfer the Nebraska State Fairgrounds in Lancaster County to the Board of Regents . . . Such funds may be provided over time, but they shall in cumulative increments equal at least seven million five hundred thousand dollars by October 1, 2008, fourteen million five hundred thousand dollars by February 1, 2009, and twenty one million five hundred thousand dollars by July 1, 2009”.

The University has identified and designated funding for this purpose. Board approval is requested to permit the University to certify to the Department of Administrative Services that the funds are available and to transfer the funds to the State Treasurer when requested to do so.

PROJECT COST: \$7,500,000 initially, to accumulate to \$21,500,000 by July 1, 2009.

SOURCE OF FUNDS:	Revolving Funds	\$ 4,500,000
	Private Funds	<u>3,000,000</u>
		<u>\$ 7,500,000</u>

SPONSORS: Christine A. Jackson
Vice Chancellor for Business & Finance

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

RECOMMENDED: James B. Milliken
President

DATE: August 13, 2008

TO: The Board of Regents
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: New Student Information System

RECOMMENDED ACTION: Approve 1) contracts for the purchase and implementation of a new Student Information System 2) a budget for purchase of related hardware, 3) authorize the President to negotiate and enter into a Project Cooperation Agreement with the Nebraska State College System, and 4) amendment of the 2009-2011 biennial operating budget submission to reflect estimated on-going operating and maintenance costs related to the proposed system.

PREVIOUS ACTION: June 13, 2008 – The Board approved the 2009-2011 Biennial Operating Budget Request

November 9, 2007 – The Board approved submission of a budget deficit request to the State of Nebraska including funding for a student information system.

July 28, 2006 – The Board approved the 2007-2009 Biennial Capital Construction Budget Request which included a request for funding of a new student information system.

EXPLANATION: Student information systems are the lifeblood of a university. The need to replace the current system to provide students, faculty and staff with timely, consistent information is recognized by all parties. Since 2006, the President and others within the University have been working with the Board in pursuing this strategic initiative.

This strategic need gained statewide momentum in higher education when in 2007 President Milliken, working in concert with Chancellor Carpenter of the Nebraska State College System (NSCS) and Governor Heineman, determined to acquire a common system for all of Nebraska senior public higher education.

Accordingly, in February of 2008, the University of Nebraska and the Nebraska State Colleges issued a joint request for proposals (RFP) seeking bids to purchase and implement a new Student Information System (SIS). The goal was to replace the existing SIS systems that will not be supported by its provider after December 31, 2011.

A joint request was made to the Governor by President Milliken and Chancellor Carpenter for \$22,153,000 in a funding proposal

to meet estimated first year costs of a common SIS system and for migration of NSCS to the University's SAP system. In the Legislative Session just ended, the One Hundredth Nebraska Legislature in LB 959 provided a deficit appropriation of \$20,000,000 with \$14,444,000 to the University toward the SIS system. The remaining \$5,556,000 was appropriated to the NSCS for SIS and the migration to SAP. Of the amount appropriated to NSCS, \$1,900,000 was earmarked for the SAP migration.

Proposals were evaluated by teams from both the University and NSCS judging responses from a number of aspects including implementation, flexibility, functionality, decision support, and cost effectiveness. Negotiations were held with two software finalists, SunGard Banner and Oracle PeopleSoft. In addition to pricing discussions, the negotiations gained important information from both finalists clarifying and enhancing representations and offerings in the responses to the RFP. An important part of those negotiations included each finalist responding that their firm had all the information needed and had their questions answered such that they were in position to make a final and best offer to the University and NSCS.

SunGard does its own implementation of the Banner product, and the Banner implementation costs were negotiated as part of a possible contract with SunGard. Oracle PeopleSoft did not propose to implement the software for this project. As a result, a parallel negotiation was held with a third entity, CedarCrestone, Inc., for the implementation. Responses were received from CedarCrestone on the same schedule as those of SunGard and Oracle.

The results of the evaluations and the information gained in the negotiations were forwarded to President Milliken and NSCS Chancellor Carpenter for their consideration. A detailed briefing was then presented to the University of Nebraska Chancellors. The Business Affairs Committee of the Board of Regents was also provided with a similar briefing.

Based on the information as presented by the two finalists, it is the recommendation of the University and NSCS that contracts for purchase and implementation of an SIS system be entered into with Oracle USA, Inc. and CedarCrestone, Inc. in the form as attached.

The total cost for software and implementation, which is scheduled to be complete in August 2010, is estimated at \$29,800,000.

On-going maintenance and support, including software and hardware maintenance fees and support personnel are estimated at \$2,500,000. With approval of this item, University officials

intend to formally amend its biennial budget request to include this estimate. However, it should be noted that the actual cost of on-going maintenance and support can only be reasonably estimated once a detailed implementation strategy and deployment model have been determined.

Approval of this item will also allow University officials to contract for purchase of hardware for the project, at an estimated cost not to exceed \$3,000,000.

The proposed contracts have been reviewed by the Office of the General Counsel.

Approval of this item will also authorize the President to negotiate and enter into a Project Cooperation Agreement with the Nebraska State College System. That agreement will address internal cost allocation, governance, project director and project management issues between the two entities.

Members of the public and news media may obtain copies of the contracts in the Office of the University Corporation Secretary, 3835 Holdrege Street, Lincoln, Nebraska 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.

PROJECT COST:	Software	\$ 5,400,000
	Implementation	15,600,000
	Hardware	3,000,000
	Estimated Maintenance During Go-live	3,100,000
	Project and Other Costs	<u>2,700,000</u>
	Total	<u>\$29,800,000</u>
SOURCE OF FUNDS:	State Appropriation	\$18,100,000
	State Funding/Reallocation	11,700,000
ON-GOING FISCAL IMPACT:	Annual Maintenance	\$ 2,500,000
SPONSORS:	Linda Ray Pratt Executive Vice President and Provost	
	David E. Lechner Vice President for Business and Finance	
RECOMMENDED:	James B. Milliken President	
DATE:	September 3, 2008	

TO: The Board of Regents Additional Item
Addendum IX-B-15
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Executive Salary Equity Initiative

RECOMMENDED ACTION: Approve a privately-funded supplement to the base salaries of the University of Nebraska president and the four campus chancellors to more closely align them with the midpoint of comparable peers.

PREVIOUS ACTION: None

EXPLANATION: The Board of Regents' goal of providing competitive salaries and wages is captured in Strategic Planning Framework item 2.a.i. which states, "[Faculty] salaries and incentives awarded on the basis of merit and fringe benefits should exceed the average of peer institutions." Similarly, it is the Board's philosophy and intent to provide competitive salaries to the administrative leadership of the university.

The gap between the base salaries of the University of Nebraska president and the four campus chancellors ranges from approximately 5% behind to 31% behind the midpoint of their respective peers. A comparison of 2007-08 base pay and average peer salaries is as follows:

<u>Name</u>	<u>2007-08 Base Pay</u>	<u>2007-08 Average Peer Base Pay</u>	<u>Amount Behind Peers</u>	
			<u>Dollars</u>	<u>Percentage</u>
James B. Milliken	\$307,227	\$396,930	\$89,703	29.2%
Harvey Perlman	266,136	321,029	54,893	20.6
Harold Maurer	321,638	420,161	98,523	30.6
John Christensen	240,000	251,029	11,029	4.6
Doug Kristensen	199,933	217,206	17,273	8.6

To establish an appropriate benchmark for executive salary comparison, the Board considered institutions beyond those in the established peer groups for the university system and each campus, based on characteristics such as similar enrollments, athletic conferences, Carnegie classifications, and organization. The influence of outliers, usually high or low rates of pay, was controlled by excluding the high and low salary in each peer group computation. An average of all of the above attribute-based comparisons was used to obtain the 2007-08 comparable peer averages shown in the table above. Had only the Board-approved peers for faculty salaries been used, the 2007-08 Average Peer Base Pay would have been higher, creating more of a gap.

The Board of Regents, through approval of this item, seeks to improve the competitiveness of the salaries of the university's senior academic leaders relative to the average salaries of leaders of other universities similar in size and scope. In recognition of the value

brought to the service of the University by these individuals, the University of Nebraska Foundation has agreed to fund a portion of their base salary.

This item, if approved, would provide the following base salary for the president and chancellors for the fiscal year beginning July 1, 2008, and a similar adjustment next year:

<u>Name</u>	<u>State Budget 2007-08 Base</u>	<u>Foundation Support</u>	<u>State Budget 2008-09 Raise</u>		<u>Total Fiscal 2008-09 Base</u>
James B. Milliken	\$307,227	\$44,852	\$14,440	4.7%	\$366,519
Harvey Perlman	266,136	27,447	12,242	4.6%	305,825
Harold Maurer	321,638	49,262	14,795	4.6%	385,695
John Christensen	240,000	5,515	11,280	4.7%	256,795
Doug Kristensen	199,933	8,637	8,797	4.4%	217,367

PROJECT COST: \$135,713 in FY 2008-09; \$135,708 in FY 2009-10

SOURCE OF FUNDS: Private Donations

SPONSOR: Chuck Hassebrook
Chair, Board of Regents

University of Nebraska at Omaha Executive Base Salary Comparisons

Board Approved Peers			
	Carnegie Classification	Fall 2006 Total Enrollment	Chancellor 2007-08 Base Salary
Univ. of Colorado - Denver**	Research (Very High)	20,162	446,675
Univ. of Texas at San Antonio	Master's	28,379	353,600
Portland State Univ.	Doctoral/Research	24,254	340,008
Northern Illinois Univ.	Research (High)	25,313	319,590
Univ. of Northern Iowa	Master's	12,327	300,000
Univ. of North Carolina at Charlotte	Doctoral/Research	21,519	299,750
Cleveland State Univ.	Doctoral/Research	14,807	293,816
Univ. of Missouri - St. Louis	Research (High)	15,528	278,646
Wichita State Univ.	Research (High)	13,964	270,400
Univ. of Nebraska at Omaha	Master's	13,906	240,000
Univ. of Arkansas - Little Rock	Doctoral/Research	11,905	219,366
**On July 1, 2004, University of Colorado Denver and University of Colorado Health Sciences Center consolidated.			
Peer Average (excluding NU)			312,185
Dollars Behind Peer Average			72,185
Percent Increase Needed to Meet Peers			30.1%
Peer Average Excluding High and Low			306,976
Dollars Behind Peer Average			66,976
Percent Increase Needed to Meet Peers			27.9%

Chancellor Compensation Comparator Group			
	Carnegie Classification	Fall 2006 Total Enrollment	Chancellor 2007-08 Base Salary
Univ. of Maryland - Baltimore County	Master's	12,041	381,100
Northern Kentucky Univ. (Cincinnati)	Master's	14,617	328,583
University of North Florida (Jacksonville)	Master's	16,406	325,000
Univ. of Northern Iowa	Master's	12,327	300,000
Cleveland State Univ.	Doctoral/Research	14,807	293,816
Southern Illinois Univ. - Carbondale	Master's	13,449	290,000
Boise State University	Master's	18,829	282,463
Indiana State University	Doctoral/Research	10,543	265,000
Missouri State Univ. (Springfield)	Master's	19,348	257,088
Univ. of Nebraska at Omaha	Master's	13,906	240,000
Univ. of Central Oklahoma (Oklahoma City)	Master's	15,588	236,430
Univ. of Tennessee at Chattanooga	Master's	8,923	230,450
Youngstown State Univ.	Master's	13,273	230,152
West Chester Univ. of Pennsylvania (Philadelphia)	Master's	12,879	227,750
Univ. of Minnesota - Deluth	Master's	11,190	225,750
East Tennessee State	Master's	13,119	228,997
Saint Cloud State Univ. (MN)	Master's	16,334	220,000
Univ. of Arkansas - Little Rock	Doctoral/Research	11,905	219,366
Univ. of Wisconsin - Oshkosh	Master's	12,530	205,663
Kennesaw State Univ. (Atlanta)	Master's	19,844	201,636
Univ. of Northern Colorado	Doctoral/Research	13,363	201,400
Weber State Univ. (Salt Lake City)	Master's	18,303	182,592
Average (excluding NU)			253,964
Dollars Behind Peer Average			13,964
Percent Increase Needed to Meet Average			5.8%
Average Excluding High and Low			251,029
Dollars Behind Peer Average			11,029
Percent Increase Needed to Meet Average			4.6%

Note: Salary data was gathered by University of Nebraska Business & Finance staff from news media reports, the Chronicle of Higher Education, or e-mail requests to the various institutions.

University of Nebraska at Kearney Executive Base Salary Comparisons

Board Approved Peers			
	Carnegie Classification	Fall 2006 Total Enrollment	Chancellor 2007-08 Base Salary
Northern Iowa	Master's	12,327	300,000
Western Illinois	Master's	13,602	254,508
Univ. of Central Arkansas	Master's	12,330	252,874
Murray State	Master's	10,298	246,000
Sam Houston State	Master's	15,959	242,026
Minnesota State - Moorhead	Master's	7,548	219,176
Central Missouri University	Master's	10,711	215,280
Northern Colorado	Doctorial/Research	13,363	201,400
Univ. of Nebraska at Kearney	Master's	6,468	199,933
Univ. of Wisconsin - Stevens Point	Master's	9,048	195,346
Northern Michigan	Master's	9,689	185,000
Peer Average (excluding NU)			231,161
Dollars Behind Peer Average			31,228
Percent Increase Needed to Meet Peers			15.6%
Peer Average Excluding High and Low			228,326
Dollars Behind Peer Average			28,393
Percent Increase Needed to Meet Peers			14.2%
Chancellor Compensation Comparator Group			
	Carnegie Classification	Fall 2006 Total Enrollment	Chancellor 2007-08 Base Salary
Northern Iowa	Master's	12,327	300,000
University of Texas-Tyler	Master's	5,926	265,000
Eastern Illinois University	Master's	12,349	260,000
Univ. of Central Arkansas	Master's	12,330	252,874
Murray State	Master's	10,298	246,000
Morehead State University	Master's	8,958	239,200
Western Carolina University	Master's	9,056	230,000
Central Washington University	Master's	10,688	228,951
Minnesota State - Moorhead	Master's	7,548	219,176
Central Missouri University	Master's	10,711	215,280
University of Southern Indiana	Master's	10,021	206,480
Univ. of Nebraska at Kearney	Master's	6,468	199,933
Univ. of Wisconsin - Whitewater	Master's	10,737	199,500
Pittsburg State University	Master's	6,859	197,652
Fort Hays State University	Master's	9,122	197,652
Emporia State University	Master's	6,473	197,600
Univ. of Wisconsin - Stevens Point	Master's	9,048	195,346
Bloomsburg University	Master's	8,723	190,000
Northern Michigan	Master's	9,689	185,000
Univ. of Wisconsin - La Crosse	Master's	9,994	184,000
Southeast Missouri State	Master's	10,624	174,109
Average (excluding NU)			219,191
Dollars Behind Peer Average			19,258
Percent Increase Needed to Meet Average			9.6%
Average Excluding High and Low			217,206
Dollars Behind Peer Average			17,273
Percent Increase Needed to Meet Average			8.6%

Note: Salary data was gathered by University of Nebraska Business & Finance staff from news media reports, the Chronicle of Higher Education, or e-mail requests to the various institutions.

University of Nebraska Medical Center

Executive Base Salary Comparisons

Board Approved Peers		
	Carnegie Classification	Chancellor 2007-08 Base Salary
Ohio State Univ.	Research (Very High)	750,000
Univ. of Kentucky	Research (Very High)	656,161
Univ. of Kansas Medical Center	Medical Center	522,640
Univ. of Iowa	Research (Very High)	437,000
Univ. of Colorado - Denver	Research (Very High)	412,765
Univ. of Illinois - Chicago	Research (Very High)	412,500
Univ. of Minnesota - Twin Cities	Research (Very High)	412,097
Univ. of Oklahoma Health Science Center	Medical Center	344,786
Univ. of Nebraska Medical Center	Medical Center	321,638
Univ. of Tennessee Health Science Center	Medical Center	313,065
Peer Average (excluding NU)		473,446
Dollars Behind Peer Average		151,808
Percent Increase Needed to Meet Peers		47.2%
Peer Average Excluding High and Low		456,850
Dollars Behind Peer Average		135,212
Percent Increase Needed to Meet Peers		42.0%

Chancellor Compensation Comparator Group		
	Carnegie Classification	Chancellor 2007-08 Base Salary
Medical College of Georgia	Medical Center	*
Louisiana State Health Science Center	Medical Center	*
University of Maryland, Baltimore	Medical Center	*
University of Massachusetts, Worcester	Medical Center	*
University of Tennessee Health Science Center	Medical Center	*
Texas A&M Health Science Center	Medical Center	*
Texas Tech Health Science Center	Medical Center	*
University of Texas Health Science Center, San Antonio	Medical Center	*
Univ. of Nebraska Medical Center	Medical Center	321,638
Peer Average (excluding NU)		417,714
Dollars Behind Peer Average		96,076
Percent Increase Needed to Meet Peers		29.9%
Peer Average Excluding High and Low		420,161
Dollars Behind Peer Average		98,523
Percent Increase Needed to Meet Peers		30.6%

*Salary data provided by Association of Academic Health Centers (AAHC). Data provided in aggregate only, not by institution.

University of Nebraska at Lincoln

Executive Base Salary Comparisons

Board Approved Peers				
	Carnegie Classification	Fall 2006 Total Enrollment	Reports to	Chancellor 2007-08 Base Salary
Ohio State	Research (Very High)	52,568	Trustees	775,000
University of Iowa	Research (Very High)	29,117	Regents	450,000
Purdue University	Research (Very High)	40,534	Trustees	425,000
Univ. Minnesota - Twin Cities	Research (Very High)	50,883	Regents	423,000
Iowa State University	Research (Very High)	26,160	Regents	398,316
Colorado State University	Research (Very High)	27,569	Board of Governors	389,000
Univ. of Illinois - Urbana	Research (Very High)	42,326	President	377,500
Univ. of Colorado - Boulder	Research (Very High)	31,796	President	346,830
University of Kansas	Research (Very High)	28,569	Regents	332,051
University of Missouri - Columbia	Research (Very High)	28,405	President	297,583
Univ. of Nebraska - Lincoln	Research (Very High)	22,973	President	266,136
Peer Average (excluding NU)				421,428
Dollars Behind Peer Average				155,292
Percent Increase Needed to Meet Peers				58.4%
Peer Average Excluding High and Low				392,712
Dollars Behind Peer Average				126,576
Percent Increase Needed to Meet Peers				47.6%

Chancellor Compensation Comparator Group				
	Carnegie Classification	Fall 2006 Total Enrollment	Reports to	Chancellor 2007-08 Base Salary
Louisiana State University	Research (Very High)	28,628	President	425,000
North Carolina State	Research (Very High)	31,802	President	390,835
Texas Tech University	Research (Very High)	28,260	Chancellor	378,144
Univ. of Illinois - Urbana	Research (Very High)	42,326	President	377,500
University of Georgia	Research (Very High)	33,831	Chancellor	354,604
Univ. of Colorado - Boulder	Research (Very High)	31,796	President	346,830
University of Missouri - Columbia	Research (Very High)	28,405	President	297,583
University of Tennessee - Knoxville	Research (Very High)	29,937	President	289,791
Univ. of Indiana - Bloomington	Research (Very High)	38,990	President	280,000
Univ. of Nebraska - Lincoln	Research (Very High)	22,973	President	266,136
University of Arkansas - Fayetteville	Research (Very High)	18,648	President	265,000
University of Nevada - Reno	Research (Very High)	16,861	Chancellor	230,000
Univ. of Nevada - Las Vegas	Research (Very High)	27,960	Chancellor	230,000
Average (excluding NU)				322,107
Dollars Behind Peer Average				55,971
Percent Increase Needed to Meet Average				21.0%
Average Excluding High and Low				321,029
Dollars Behind Peer Average				54,893
Percent Increase Needed to Meet Average				20.6%

Note: Salary data was gathered by University of Nebraska Business & Finance staff from news media reports, the Chronicle of Higher Education, or e-mail requests to the various institutions.

University of Nebraska System Executive Base Salary Comparisons

Board Approved Peers				
	# of Universities	Total Enrollment	Name	2007-08 Base Salary
Texas A&M System	10	105,000	Michael McKinney	503,500
Univ. of Illinois System	3	70,000	Joseph White	450,000
Univ. of Tennessee System	4	45,000	John Petersen	432,065
Univ. of Missouri System	4	64,000	Gary Forsee	400,000
Univ. of Colorado System	3	62,000	Bruce Benson	378,000
Univ. of Wisconsin System	26 *	170,000	Kevin Reilly	341,864
Univ. of Oregon System	8	82,000	George Pernsteiner	325,000
Univ. of Nebraska System	4	47,000	James Milliken	307,227
*Includes 13 two-year campuses				
Peer Average (excluding NU)				404,347
Dollars Behind Peer Average				97,120
Percent Increase Needed to Meet Peers				31.6%
Peer Average Excluding High and Low				400,386
Dollars Behind Peer Average				93,159
Percent Increase Needed to Meet Peers				30.3%

President Compensation Comparator Group				
	# of Universities	Total Enrollment	Name	2007-08 Base Salary
University of Alabama System	3	47,000	Malcolm Portera	500,000
Univ. of Illinois System	3	70,000	Joseph White	450,000
Univ. of Tennessee System	4	45,000	John Petersen	432,065
Univ. of Missouri System	4	64,000	Gary Forsee	400,000
Univ. of Colorado System	3	62,000	Bruce Benson	378,000
University of Massachusetts System	5	59,000	Jack Wilson	371,315
Indiana University System	8	99,000	Michael McRobbie	350,200
Univ. of Oregon System	8	82,000	George Pernsteiner	325,000
Univ. of Nebraska System	4	47,000	James Milliken	307,227
Average (excluding NU)				400,823
Dollars Behind Peer Average				93,596
Percent Increase Needed to Meet Average				30.5%
Average Excluding High and Low				396,930
Dollars Behind Peer Average				89,703
Percent Increase Needed to Meet Average				29.2%

Note: Salary data was gathered by University of Nebraska Business & Finance staff from news media reports, the Chronicle of Higher Education, or e-mail requests to the various institutions.

TO: The Board of Regents
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Alexander Building roof replacement construction contract at the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve awarding a \$437,870 contract to Weathercraft Company of Lincoln to replace the Alexander Building roof at the University of Nebraska-Lincoln (UNL).

PREVIOUS ACTION: None

EXPLANATION: On May 13, 2008, UNL received three bids to replace the Alexander Building roof. Weathercraft Company of Lincoln was deemed the lowest responsible bidder. The low bid for this project is \$437,870, exceeding the delegation authority noted in RP-6.3.1.4. Board approval is requested to award the contract

This roof replacement is an LB 309 project.

Proposed start of construction	September 2008
Proposed completion of construction	November 2008

CONTRACT COST: \$437,870

ON-GOING FISCAL IMPACT: Estimated Operating and Maintenance N/A
1% Assessment N/A

SOURCE OF FUNDS: LB 309 Funds \$350,296
University Building Renewal Assessment Funds \$87,574
\$437,870

SPONSOR: Christine A. Jackson
Vice Chancellor for Business and Finance

RECOMMENDED: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 26, 2008

C. FOR INFORMATION ONLY

1. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum IX-C-1
2. Calendar of establishing and reporting accountability measures Addendum IX-C-2
3. Current version of the University of Nebraska Strategic Framework Addendum IX-C-3
4. Current version of the University of Nebraska Strategic Dashboard Indicators Addendum IX-C-4
5. Proposed revisions to Chapter 6 of the Board of Regents' policies on Business and Financial Management are presented for information purposes only. Approval of these amendments will be requested at the Board of Regents' meeting on November 7, 2008 Addendum IX-C-5

TO: The Board of Regents Addendum IX-C-1
Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Board of Regents agenda items related to the University of Nebraska Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: The current version of the framework appears as an information item at each Board of Regents meeting.

April 2005 – The Board of Regents began development of the University of Nebraska “Strategic Framework – Accountability Measures” document.

EXPLANATION: Attached is an explanation of the agenda items that are aligned with the strategic goals of the Board of Regents’ Strategic Framework.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: August 14, 2008

Alignment of the University's Strategic Goals with Board of Regents Agenda Items
September 5, 2008, Meeting

- 1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.**
 - Strategic Framework annual report on state funding and tuition
 - Strategic Framework annual report on need-based aid
 - Approve revisions to the Tuition Assistance Program (Regents' Policy RP-5.7.7)

- 2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.**
 - Strategic Framework annual report on gender and minority faculty equity and the annual progress report to the Nebraska Legislature on increasing women and minority faculty
 - Establish the Center for Transplantation Medicine at UNMC
 - Approve the Professional Program in Plant Health and the Doctor of Plant Health degree at UNL
 - Approve a Master of Science in Construction degree at UNL
 - Approve program statement and budget for new UNMC College of Nursing division in Lincoln
 - Report on programs with tuition variances
 - Report on schedule for periodic review of Multi-Departmental Academic Centers for Research, Teaching and/or Service

- 3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.**
 - Strategic Framework annual report on merit scholarships
 - Approve program statement and budget for new UNMC College of Nursing division in Lincoln
 - Approve certification of funds related to relocation of the Nebraska State Fair and the transfer of the State Fairgrounds to the University for development of Innovation Campus

- 4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.**
 - Establish the Center for Transplantation Medicine at UNMC
 - Approve certification of funds related to relocation of the Nebraska State Fair and the transfer of the State Fairgrounds to the University for development of Innovation Campus
 - Approve sole source purchase of a Genome Analyzer

- 5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.**
 - Ad Hoc Outreach and Economic Development committee presentation on University of Nebraska engagement with the innovation economy
 - Approve certification of funds related to relocation of the Nebraska State Fair and the transfer of the State Fairgrounds to the University for development of Innovation Campus
 - Approve the project budget for design of the University Life Complex Phase II at UNO

- 6. The University of Nebraska will be cost effective and accountable to the citizens of the state.**
- Strategic Framework annual report on Cash and Short-term Investments
 - Strategic Framework quarterly report on Six-Year Capital Plan
 - Strategic Framework annual report on SAP prioritization
 - Approve vendor contract for a new Student Information System
 - Approve certification of funds related to relocation of the Nebraska State Fair and the transfer of the State Fairgrounds to the University for development of Innovation Campus
 - Various actions related to facilities and capital construction:
 - Approve transfer and expenditure of funds for capital improvements to housing facilities at UNK
 - Approve the program statement and budget for capital improvements to Men's Hall and Randall Hall at UNK
 - Approve transfer and expenditure of funds for capital improvements to housing facilities at UNL
 - Approve architect selection for design services for dining center renovation at UNL
 - Approve contract change order for Michael F. Sorrell Center for Health Science Education at UNMC
 - Approve program statement and budget for new UNMC College of Nursing division in Lincoln
 - Approve naming of the College of Public Health at UNMC
 - Approve budget increase for Mammel Hall at UNO
 - Approve the project budget for design of the University Life Complex Phase II at UNO
 - Design report for the Whittier Building renovation at UNL
 - Design development report for the UNMC College of Dentistry renovation
 - Status report of capital projects exceeding \$5 million
 - Semi-annual report of licenses
 - Quarterly report of gifts, grants, contracts and bequests
 - Annual report of bids and contracts

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

MEETING DATE: September 5, 2008

SUBJECT: Calendar of establishing and reporting accountability measures

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is a calendar of establishing and reporting accountability measures.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: August 14, 2008

Strategic Framework Accountability Measure Reporting and Updating Calendar

Revised July 9, 2008

<u>Board Meeting Date</u>	<u>Academic Affairs Committee</u>	<u>Business Affairs Committee</u>	<u>Outreach and Economic Development Ad Hoc Committee</u>
September 5, 2008	Gender/Minority Faculty Equity [2-a-iii]	State Funding* [1-a-i] Tuition* [1-a-ii] Need-Based Financial Aid [1-a-iii] Merit-based Scholarships [3-b-ii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on SAP, Capital Queue, Short-term Cash*, Investments*)</i> <i>(* previously scheduled for June 2008)</i>	None
November 7, 2008	Enrollment [1-b-i] Nebraska Top 25% [3-b-i] Nonresident Students [3-c-i]	LB 605 [4-a-iii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Endowments, Debt, LB 605, Capital Queue)</i>	None
January 23, 2009	Graduation Rates [1-b-iii]	Administrative/Business Efficiencies [6-a-iii] <i>(Report on Expenditures, SIS)</i>	None
March 6, 2009	None	Faculty Merit Compensation [2-a-i] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Human Resources, Capital Queue)</i>	Workforce Development [2-c-iii]
April 24, 2009	Research [4-a-i] Student Learning Assessment [6-f-i]	None	Entrepreneurship [3-d]
June 12, 2009	None	State Funding [1-a-i] Tuition [1-a-ii] Administrative/Business Efficiencies [6-a-iii] <i>(Report on Short-term Cash, Investments, Capital Queue)</i>	None
July 23-24, 2009	None	None	None

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

MEETING DATE: September 5, 2008

SUBJECT: Current version of the University of Nebraska Strategic Framework

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is the current version of the Strategic Framework document.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: August 14, 2008

INVESTING IN NEBRASKA'S FUTURE

Strategic Planning Framework -- Accountability Measures

An Implementation Tool for the Board of Regents and University Leadership

2008-2011

The University of Nebraska is a four-campus, public university which was created and exists today to serve Nebraskans through quality teaching, research, and outreach and engagement. The future of the State of Nebraska is closely tied to that of its only public university, and this framework will guide university-wide and campus planning to help build and sustain a Nebraska that offers its citizens educational and economic opportunity and a high quality of life.

The framework consists of six overarching goals emphasizing access and affordability, quality programs, workforce and economic development, research growth, engagement with the state, and accountability. Each goal has a number of related objectives which will be prioritized, and strategies and accountability measures will be developed for Board and university-wide monitoring over a multi-year period.

The university's efforts will not be limited to these priorities, as we expect to be able to measure progress in other areas given the interrelatedness of the objectives, other priorities of the Board and the President, and the mature and/or ongoing strategic planning efforts of the four campuses. Each campus has established a set of quality indicators with metrics that provide a means to evaluate achievement and momentum related to many of these objectives. Additional indicators will be developed to address each objective consistent with campus missions.

1. The University of Nebraska will provide the opportunity for Nebraskans to enjoy a better life through access to high quality, affordable undergraduate, graduate and professional education.

a. Maintain an affordable cost of education.

i. Secure state funding sufficient to support excellent programs.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2008-09	Achieve an increase in state funding that meets or exceeds the Higher Education Price Index (HEPI).	June 2008 Sept. 2008	Business
FY 2009-10	TBD (June 2008) (Sept. 2008)	June 2009	Business
FY 2010-11	TBD (June 2008) (Sept. 2008)	June 2010	Business

ii. Keep tuition increases moderate and predictable.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2008-09	No greater than 5% + 1% LB 605 assessment	June 2008 Sept. 2008	Business
FY 2009-10	TBD (June 2008) (Sept. 2008)	June 2009	Business
FY 2010-11	TBD (June 2008) (Sept. 2008)	June 2010	Business

iii. Increase support for need-based financial aid.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2007-08	1) In January, 2008, the Board will consider the President's plan to expand the University's Tuition Assistance Program to provide a significant level of additional financial aid. 2) Achieve a \$1 million increase in state support for need-based financial aid resulting in an additional award to the University through the Nebraska State Grant program of \$387,000. 3) Increase private funds raised by \$6 million (endowment and/or spendable).	Jan. 2008 and Sept. 2008	Business
FY 2008-09	Implement the plan to expand the Tuition Assistance Program from January, 2008.	Sept. 2009	Business
FY 2009-10	Report on the implementation, including results, of the plan to expand the Tuition Assistance Program.	Sept. 2010	Business

b. Increase the percentage of Nebraska high school graduates who enroll at and graduate from the university.

i. The University of Nebraska shall increase its overall enrollment.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2008	1.5% annually	Nov. 2008	Academic
Fall 2009	Increase undergraduate enrollment 1.5% annually.	Nov. 2009	Academic
Fall 2010	Increase undergraduate enrollment 1.5% annually.	Nov. 2010	Academic

ii. *Each campus shall exceed the average undergraduate freshman-to-sophomore retention rate of its peer institutions.*

iii. *Each campus shall maintain or reach the average undergraduate six-year graduation rate of its peer institutions.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2006-07 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.	Jan. 2009	Academic
2007-08 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.	Jan. 2010	Academic
2008-09 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University's four-year graduation guarantee.	Jan. 2011	Academic

iv. *Each campus shall endeavor to increase the enrollment of students of color, employing measures permitted by state and federal law.*

v. *The university shall engage in partnerships with other higher education institutions, K-12, and the private sector to increase the overall college going rate in Nebraska.*

c. Increase the percentage of persons of color and the economically disadvantaged who enroll at and graduate from the university, employing measures permitted by state and federal law.

d. Expand lifelong educational opportunities, including those for non-traditional and transfer students.

e. Promote adequate student preparation for and success in higher education.

2. The University of Nebraska will build and sustain undergraduate, graduate and professional programs of high quality with an emphasis on excellent teaching.

a. Recruit and retain exceptional faculty and staff, with special emphasis on women and persons of color.

i. *Faculty salaries and incentives (awarded on the basis of merit) and fringe benefits should exceed the average of peer institutions.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2007-08	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit shall be established to provide additional incentives related to performance. 	March 2009	Business
FY 2008-09	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit shall be established to provide additional incentives related to performance. 	March 2010	Business
FY 2009-10	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit shall be established to provide additional incentives related to performance. 	March 2011	Business

ii. *Each campus shall conduct campus climate surveys and minimize the differences in assessment of climate among various groups of employees, especially women and persons of color.*

iii. *Each campus shall endeavor to exceed the average of its peers in the proportion of the faculty who are women or persons of color, employing measures permitted by state and federal law.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2007	Increase the percentage of total NU faculty who are women or persons of color over Fall 2006 figures.	Sept. 2008	Academic
Fall 2008	<ol style="list-style-type: none"> 1) Meet or exceed the average of peers in the proportion of faculty who are women or persons of color. 2) Report on other measures of success including the net change in number of faculty who are women or persons of color and the relative rate of change in faculty composition as compared to peers. 	Sept. 2009	Academic
Fall 2009	<ol style="list-style-type: none"> 1) Meet or exceed the average of peers in the proportion of faculty who are women or persons of color. 2) Report on other measures of success including the net change in number of faculty who are women or persons of color and the relative rate of change in faculty composition as compared to peers. 	Sept. 2010	Academic

iv. *Secure enactment of the Distinguished Professorship Act.*

- b. Pursue excellence in programs where the university can be a regional, national and/or international leader.
- c. Pursue excellence in programs aligned with the long-term interests of the state.
 - i. *Determine key areas of future workforce demand and strengthen or develop curricula and programs in alignment with those areas.*
 - ii. *Develop educational programs that prepare students for the flexibility required to respond to the uncertainty of future workforce demands.*
 - iii. *Develop distance education and other educational programs that permit Nebraskans to prepare for jobs and opportunities to meet future workforce demands.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2008	Update the list of university programs addressing workforce needs.	March 2009	Outreach
Fall 2009	1) Align university programs to address workforce needs. 2) Provide distance education programs consonant with the university's curriculum to prepare Nebraskans for quality jobs and self-employment opportunities.	March 2010	Outreach
Fall 2010	Index and analyze faculty research that may contribute to new workforce opportunities.	March 2011	Outreach

- d. Achieve university-wide and campus priorities through the strategic allocation of resources.

3. The University of Nebraska will play a critical role in building a talented, competitive workforce and knowledge-based economy in Nebraska in partnership with the state, private sector and other educational institutions.

- a. Work to stem and reverse the out-migration of graduates and knowledge workers.
- b. Increase proportion of Nebraska high school students ranking in the top 25 percent of their classes that attend the University of Nebraska.
 - i. *Increase enrollment of Nebraska students ranked in top 25% of their high school class.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2008	Increase enrollment of first-time Nebraska freshmen ranked in the top quartile of their high school graduating class to 45.9%.	Nov. 2008	Academic
Fall 2009	Increase enrollment of first-time Nebraska freshmen ranked in the top quartile of their high school graduating class to 48.9%	Nov. 2009	Academic
Fall 2010	Increase enrollment of first-time Nebraska freshmen ranked in the top quartile of their high school graduating class to 52%.	Nov. 2010	Academic

ii. Increase support for merit-based scholarships.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2007-08	Increase private funds raised by \$6 million (endowment and/or spendable).	Sept. 2008	Business
FY 2008-09	Increase private funds raised by \$9 million (endowment).	Sept. 2009	Business
FY 2009-10	Increase private funds raised by \$14 million (endowment).	Sept. 2010	Business

c. Increase the number of nonresident students who enroll at the university.

i. Increase enrollment of nonresident undergraduate students at UNL, UNO and UNK.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2008	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) Increase the retention rate of nonresident undergraduate students by one percent annually.	Nov. 2008	Academic
Fall 2009	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) Increase the retention rate of nonresident undergraduate students by one percent annually.	Nov. 2009	Academic
Fall 2010	1) Increase the number of new nonresident undergraduate students by one percent annually. 2) If 2008-09 figures for retention continue the same pattern (of progress as previous years), we will fold retention reporting into the annual report on graduation rates.	Nov. 2010	Academic

d. Improve entrepreneurship education, training and outreach.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Spring 2009	1) Increase training hours invested by program participants by 5% over FY 2006-07 total of 55,255. 2) Increase number of clients assisted by 5% over FY 2006-07 total of 13,046. 3) Increase SBIR/STTR applications by 10% over FY 2006-07 total of 32. 4) Increase SBIR/STTR award amounts by 5% over FY 2006-07 total of \$1,148,615. 5) Increase investment in NU assisted companies by 5% over FY 2006-07 total of \$35,357,452. 6) Increase NU assisted business start-ups and transitions by 5% over FY 2006-07 total of 356.	April 2009	Outreach
Spring 2010	Review and evaluate accountability measures and targets established in 2008 and change if appropriate (April 2009)	April 2010	Outreach
Spring 2011	Review and evaluate accountability measures and targets established in 2009 and change if appropriate (April 2010)	April 2011	Outreach

e. Increase the global literacy of our students and citizens.

- f. Develop and strengthen internship and service learning opportunities with business, education, government, military, and nonprofit organizations.

4. The University of Nebraska will pursue excellence and regional, national and international competitiveness in research and scholarly activity, as well as their application, focusing on areas of strategic importance and opportunity.

- a. Increase external support for research and scholarly activity.

- i. *Increase federal support for instruction, research and development, and public service.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2007-08	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, continue progress toward ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	April 2009	Academic
FY 2008-09	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, continue progress toward ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	April 2010	Academic
FY 2009-10	1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, continue progress toward ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively.	April 2011	Academic

- ii. *Inventory and forecast infrastructure (physical facilities, information technology, equipment) necessary to support continued growth in research activity and secure private and public support to eliminate deficiencies.*

- iii. *Implement LB 605 to repair, renovate and/or replace specific university facilities.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2008	Renovation projects proceeding on budget and on time.	Nov. 2008	Business
Fall 2009	Renovation projects proceeding on budget and on time.	Nov. 2009	Business
Fall 2010	Renovation projects proceeding on budget and on time.	Nov. 2010	Business

- b. Increase undergraduate and graduate student participation in research and its application.
 - c. Encourage interdisciplinary, intercampus and inter-institutional collaboration.
 - d. Encourage and facilitate the commercialization of research and technology to benefit Nebraska.
 - e. Improve the quantity and quality of research space through public and private support.
5. The University of Nebraska will serve the entire state through strategic and effective engagement and coordination with citizens, businesses, agriculture, other educational institutions, and rural and urban communities and regions.
- a. Support economic growth, health and quality of life through policy initiatives consistent with university mission.
 - b. Recognize and reward faculty innovation and effectiveness in outreach and engagement.
 - c. Connect Nebraska cities, institutions, regions and communities through university programs.
 - d. Support Nebraska's economic development.
 - i. Partner and collaborate with government and the private sector to attract, retain, and spur business development and economic opportunity.*
 - ii. Use survey data of Nebraska business and industry, including agriculture, to foster more effective relationships with the private sector.*
 - e. Build local, regional, national and international partnerships across public and private sectors.
6. The University of Nebraska will be cost effective and accountable to the citizens of the state.
- a. Allocate resources in an efficient and effective manner.
 - i. Review and ensure administrative best practices in bidding.*
 - ii. Find savings and cost reductions through academic, administrative and business process efficiencies and effectiveness.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2008 Calendar Year	1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP	1) 2 nd Quarter 2008 2) 4 th Quarter 2008 3) 4 th Quarter 2008 4) 605, 4 th Quarter 2008; Queue, Quarterly 5) TBD 6) 2 nd Quarter 2008 7) SIS, TBD; SAP, 3 rd Quarter 2008	Business
2009 Calendar Year	1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP	1) 2 nd Quarter 2009 2) 4 th Quarter 2009 3) 4 th Quarter 2009 4) 605, 4 th Quarter 2009; Queue, Quarterly 5) TBD 6) 2 nd Quarter 2009 7) SIS, TBD; SAP, 3 rd Quarter 2009	Business
2010 Calendar Year	1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on LB 605 Projects, Capital Queue 5) Expenditures: Drive strategic investment through Programs of Excellence, reallocations 6) Human Resources: Meet midpoint of peers in faculty and staff salaries 7) Information Technology: report on implementation of SIS and SAP	1) 2 nd Quarter 2010 2) 4 th Quarter 2010 3) 4 th Quarter 2010 4) 605, 4 th Quarter 2010; Queue, Quarterly 5) TBD 6) 2 nd Quarter 2010 7) SIS, TBD; SAP, 3 rd Quarter 2010	Business

iii. Assess priority programs and make appropriate revisions, if any.

b. Maximize and leverage non-state support.

i. Investigate revenue-generating ventures.

c. Create and report performance and accountability measures.

d. Maximize potential of information technology to support the university's mission.

e. Implement measures of student learning and success outcomes.

i. *Compare and improve educational value-added performance.*

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2007	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2008	Academic
Fall 2008	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2009	Academic
Fall 2009	1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment.	April 2010	Academic

f. Maintain competitive capital facilities.

i. *Build a comprehensive long-range capital facilities planning process and provide a six-year capital construction plan, updated quarterly.*

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

MEETING DATE: September 5, 2008

SUBJECT: Current version of the University of Nebraska Strategic Dashboard Indicators

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: None

EXPLANATION: Attached is the current version of the Strategic Framework Indicators.

RECOMMENDED: James B. Milliken, President
University of Nebraska

DATE: August 14, 2008

University of Nebraska Strategic Dashboard Indicators (September 5, 2008)

State Funding Change (Indicator 1.a.i) FY2006-07	Tuition Change (Indicator 1.a.ii) FY2007-08	Enrollment Change (Indicator 1.b.i) Fall 2007												
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Merit-Based Aid (Indicator 3.b.ii) FY2007-08	Need-Based Aid (Indicator 1.a.iii) FY2007-08	Need-Based Aid (Indicator 1.a.iii) FY2007-08												
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Top 25% Enrollment (Indicator 3.b.i) Fall 2007	Women Faculty (Indicator 2.a.iii) Fall 2006	Minority Faculty (Indicator 2.a.iii) Fall 2006												
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Federal Research Funding Growth (Indicator 4.a.i) UNL and UNMC FY2006-07	Research/Scholarly Activity Growth (Indicator 4.a.i) UNO and UNK FY2006-07																		
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LEGEND:


Target Met or Exceeded



Progress Toward Target



Target Not Met

University of Nebraska Strategic Dashboard Indicators (September 5, 2008)

	Indicator	Target	Performance
	Four-Year Graduation Guarantee (1.b.iii) AY2005-06	All prospective and current undergraduate students are informed about the University's four-year graduation guarantee.	All campuses have posted information about the four-year graduation guarantee on their websites and also have a link to four-year graduation guarantee information on the UNCA website.
	Faculty Salaries (2.a.i) Fall 2007	Award all salary increases, to the extent possible, on the basis of merit.	Faculty salaries at UNL and UNMC may be based/granted entirely on merit, while faculty salaries at UNO and UNK are negotiated through the collective bargaining process and therefore the amount and method of distribution at UNO and UNK must be determined by agreement.
	Workforce Demand (2.c.iii) Fall 2007	Compile, analyze and present data on future workforce demand and comparative economic advantages in Nebraska.	Data on workforce demand have been evaluated. The University of Nebraska continues to develop a variety of new programs that will help to address the workforce needs of the state.
	Nonresident Enrollment (3.c.i) Fall 2007	Develop a plan to retain more nonresident undergraduate students.	UNL, UNO and UNK currently have plans in place to retain nonresident undergraduate students.
	Entrepreneurship (3.d) Spring 2008	<ol style="list-style-type: none"> 1) Organize a University-wide entrepreneurship working group to develop a strategic plan. 2) Inventory University entrepreneurship educational, training and outreach programs. 3) Develop website and other media to make the University's entrepreneurship assets widely known across Nebraska. 	A university-wide entrepreneurship working group has been established. The University of Nebraska also hosted the Nebraska Summit on Entrepreneurship in February, 2007. A new website was developed to help people navigate the variety of entrepreneurial services offered by the University. The new website can be found at www.nebraska.edu/entrepreneurship .
	LB 605 (4.a.iii) Fall 2007	Renovation projects proceeding on budget and on time.	All projects proceeding on budget and on time.
	Student Learning Assessment (6.f.i) Fall 2007	<ol style="list-style-type: none"> 1) Review performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Report on participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	<p>UNK, UNL and UNO currently participate in the National Survey of Student Engagement (NSSE). Performance on professional licensure examinations is above average for all campuses.</p> <p>UNK and UNL are currently implementing the Collegiate Assessment of Academic Progress (CAAP) as an additional assessment tool, while UNO piloted the Collegiate Learning Assessment (CLA) in 2007-08.</p>

LEGEND:



Target Met or Exceeded



Progress Toward Target



Target Not Met

TO: The Board of Regents Addendum IX-C-5
Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Proposed revisions to Chapter 6 of the Board of Regents' policies on Business and Financial Management are presented for information purposes only. Approval of these amendments will be requested at the Board of Regents' meeting on November 7, 2008

RECOMMENDED ACTION: For Information Only

PREVIOUS ACTION: January 20, 2006 – The Board approved amendments to Chapter 6 of the Business and Financial Management policies.

EXPLANATION: Attached are the proposed changes.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: David E. Lechner
Vice President for Business and Finance

RECOMMENDED: James B. Milliken
President

DATE: August 26, 2008

Chapter 6. Business and Financial Management

RP-6.2.1 Purchasing Policy

6. Competitive Bidding
 - a. Except as otherwise provided in this purchasing policy, any purchase committing the University to an expenditure of ~~\$75,000~~ \$150,000 or more shall be made to the lowest responsible bidder, taking into consideration the best interests of the University, the quality or performance of any articles or service to be purchased, their conformity with specifications, the purpose for which required, and the time of delivery or performance. In determining the lowest responsible bidder, in addition to price, bids may be rejected and awards made upon consideration of the following factors:

RP-6.3.1 Administrative Approval of University Contracts

4. President's Administrative Authority to Approve and Execute Contracts

Pursuant to Section 6.4 of the *Bylaws*, the President shall have authority to approve and to execute the following types of contracts.

- a. Any contract for the procurement of services or non-capital goods used in the regular course of business in operation of the University.
- b. Any contract with a public utility or similar organization for the purchase of public utility services routinely used in the regular course of business in operation of the University.
- c. Any contract for the purchase of gasoline, oil or diesel fuel routinely used in the regular course of business in operation of the University.
- d. Any contract for the purchase or sale of livestock or livestock feed routinely used in the regular course of business in operation of the University.
- e. Any contract for the procurement of products for resale to consumers through University facilities, such as items sold through a University bookstore.
- f. Any contract where the University will provide services to an external party, including, but not limited to, research, instruction, consulting, planning, technical assistance, testing, or program development services, where the contract fee to be paid to the University does not exceed \$400,000.
- g. Any contract providing for the sale of a single item of personal property owned by the University where the reasonably estimated market value of the item does not exceed \$250,000; provided that a written report of each such contract in excess of \$100,000 shall be made to the Board of Regents at its next regular meeting.
- h. Any contract relating to the staging, performance or sponsorship of any cultural, performing arts, recreational or intercollegiate athletic event, except any contract relating to any post-season intercollegiate football bowl game.

- i. Any contract for the procurement, deaccession or sale of material to be added to or removed from the collection of any University gallery, library or museum facility in the regular course of business in operation of any such facility.
- j. Any contract whereby University of Nebraska Television will provide services to an external party, including, but not limited to, research, instruction, consulting, planning, production, technical assistance, or program development services; provided that a written report of each such contract in excess of \$400,000 shall be made to the Board of Regents at its next regular meeting subsequent to the execution of the contract.
- k. Any contract for the procurement of construction services or supplies for a building, structure or other improvement to real property which (1) has a total project cost of ~~\$400,000~~ \$2,000,000 or less, and (2) is awarded in accordance with the requirements of RP-6.2.1 or RP-6.3.7; provided that a written report of any such contract in excess of \$250,000 shall be made to the Board of Regents at its next regular meeting subsequent to the execution of the contract.
- l. Any contract for the procurement of personal property which (1) has a total contract price of \$400,000 or less, and (2) is awarded in accordance with the requirements of RP-6.2.1; provided that a written report of any such contract in excess of \$250,000 shall be made to the Board of Regents at its next regular meeting subsequent to the award of such contract.
- m. Any contract for the procurement of construction services or supplies for a building, structure or other improvement to real property which (1) has a total project cost in excess of ~~\$400,000~~ \$2,000,000, (2) is awarded in accordance with the requirements of RP-6.2.1 or RP-6.3.7 for a total contract price not exceeding the budget for such procurement as approved by the Board of Regents; provided that a written report of each such contract shall be made to the Board of Regents at its next regular meeting subsequent to the award of the contract.
- n. Any contract for the procurement of personal property which (1) has a total contract price in excess of \$400,000, (2) is competitively bid as required by RP-6.2.1, and (3) is awarded to the lowest responsible bidder for a total contract price not exceeding the budget for such procurement as specifically approved by the Board of Regents; provided that a written report of each such contract shall be made to the Board of Regents at its next regular meeting subsequent to award of the contract.
- o. Any amendment of or change order to a contract approved pursuant to Section 4m where the amendment or change order is the greater of a total price of \$150,000 or less, or represents 1.25% of the total project cost; or Section 4n, where the amendment or change order has a total price of \$100,000 or less.
- p. Any contract for the procurement of professional services, except services of a licensed architect, engineer, landscape architect or land surveyor, where the total fee for services, including contractor expenses, will not exceed \$400,000; provided that a written report of each such contract in excess of \$250,000 shall be made to the Board of Regents at its next regular meeting subsequent to award of the contract.
- q. Any contract for the procurement of the licensed professional services of an architect, engineer, landscape architect, or land surveyor, where the firm selected has been approved in accordance with RP-6.3.2.

- r. Any contract granting to the University a lease of or license to use or occupy real property where (1) the term of the lease or license does not exceed ten years, and (2) the total rent or license fees payable by the University over the full term of the lease or license do not exceed \$250,000; provided that a written report of each such lease or license contract for a term in excess of one year shall be made to the Board of Regents at its next regular meeting subsequent to execution of the contract.
- s. Any contract granting to an external party a lease of or license to use University real property for a use that is not a University-related use where (1) such contract is awarded through a sealed bid public sale, and (2) the term of the lease or license does not exceed ten years and the total rent or license fees payable to the University over the full term of the lease or license do not exceed \$500,000; provided that a written report of each such lease or license contract for a term in excess of one year and \$250,000 shall be made to the Board of Regents at its next regular meeting subsequent to award of the contract.
- t. Any contract granting to an external party a lease of or license to use University real property for a use that is a University-related use where (1) the term of the lease or license does not exceed ten years, and (2) the total rent or license fees payable to the University over the full term of the lease or license do not exceed \$500,000; provided that a written report of each such lease or license for a term in excess of one year and \$250,000 shall be made to the Board of Regents at its next regular meeting subsequent to award of the contract.
- u. Any contract for or grant of an easement encumbering University real property to a governmental entity or a public utility where the value of the encumbrance of the easement and associated damages does not exceed \$100,000; provided that a written report of the grant of any such easement having a value in excess of \$50,000 shall be made to the Board of Regents at its next regular meeting subsequent to the date of such grant by the University.
- v. Any contract (1) granting a license or assigning the right to grant a license in any University technology as part of the transfer of such technology for commercial purposes, or (2) granting a sponsorship of any intercollegiate athletic sport or activity of the University for a total fee not exceeding \$4,000,000, including the grant of a license or right to use University trademarks, trade names, or logographics in connection therewith, provided that a semi-annual written report of all such contracts shall be made to the Board of Regents at a public meeting of the Board.
- w. Any contract of employment with a University faculty or staff member, including UNMC Terms of Employment Agreements with clinical faculty and UNMC Supplemental Compensation Agreements, for appointments and salary obligations that may be approved by the President or his or her designees under Section 3.2 of the *Bylaws*; provided that a quarterly written report of the compensation and length of term of each appointment to an administrative position and to a faculty position at the rank of assistant professor and above shall be made to the Corporation Secretary.
- x. Any contract for the disposal of real property that the President is authorized to approve in accordance with Section 7 or RP-6.2.3.
- y. Any contract relating to acceptance of a gift or grant that the President or a Chancellor is authorized to accept in accordance with RP-6.6.7.

- z. Any subcontract awarded in accordance with a grant to the University in the normal course of business.

Reference: BRUN, Minutes, 59, pp. 214-218 (December 9-10, 1994).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 63, p. 125 (March 3, 2001).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 66, p. 11 (March 3, 2006).

RP-6.3.2 Qualification Based Selection of Professional Services of Architects, Engineers, Landscape Architects and Registered Land Surveyors

1. Policy Reference

The Nebraska Consultants' Competitive Negotiation Act, *Neb. Rev. Stat.* §§ 81-1701 through 81-1721 governs the procurement of professional architectural, engineering landscape architecture and land surveying services by the University. In the event of a conflict between the provisions Consultants' Competitive Negotiation Act and this policy, the provisions of the Consultants' Competitive Negotiation Act shall control.

2. Definitions

As used in this policy, the term "licensed professional services" shall mean those services within the scope of the practice of architecture, professional engineering, landscape architecture, or registered land surveying as defined by the laws of the State of Nebraska, or those performed by any architect, professional engineer, landscape architect, or registered land surveyor in connection with his or her professional employment practice.

In addition those definitions set forth in *Neb. Rev. Stat.* §§ 81-1704 through 81-1710 of the Consultants' Competitive Negotiation Act shall also apply to this policy.

3. Procurement of Licensed Professional Services; in Excess of \$400,000 Exception for Four Year Selection Process

Except for the Four Year Selection process provided in section 4 of this policy, when licensed professional services are required for a project where the statutory minimums provided by subsection (1) of *Neb. Rev. Stat. § 81-1712* of the Consultants' Competitive Negotiation Act or where the estimated fee for such services exceeds \$400,000, the firm to provide the professional services will be selected in accordance with the University Standard Selection Procedure and procedures set forth in *Neb. Rev. Stat. §§ 81-1712* through 81-1715 of the Consultants' Competitive Negotiation Act.

4. Four Year Selection Process

When licensed professional services are required where the estimated fee for such services is from \$40,000. the statutory minimum fee provided by subsection (1) of *Neb. Rev. Stat. § 81-1712* of the Consultants' Competitive Negotiation Act, to \$400,000, the firm to provide the professional services may be selected from the University's four year list firms determined in accordance with the procedures set forth in *Neb. Rev. Stat. §§ 81-1712* through 81-1715 of the Consultants' Competitive Negotiation Act and the University Four-Year Selection Procedure.

5. Procurement of Professional Services Less Than the Statutory Minimums

When licensed professional services are required for a project where the estimated construction cost is less than the statutory minimums provided by subsection (1) of *Neb. Rev. Stat. § 81-1712* of the Consultants' Competitive Negotiation Act, or where the estimated fee for such services is less than \$40,000, the selection of the firm from the

University certified firms to provide the services required is the responsibility of the respective campus Chief Business Officer.

6. Preference for Nebraska Firms

In view of the size, number and experience of firms in the State of Nebraska, and the more effective delivery of professional services usually realized from firms having close proximity to the University, there is a preference for in-state registered firms or joint ventures of out-of-state registered firms with in-state registered firms unless:

- a. the proposed project requires special knowledge of the project and/or professional experience which is not otherwise available within the state;
- b. the selection of an out-of-state firm is considered necessary in order to obtain a major gift or grant, etc., for a proposed project; or
- c. the out-of-state firm by previous projects has established experience that is beneficial to and in the best interests of the University.

7. Architectural and Engineering Firm Data

The Director of Facilities Planning and Management at Central Administration will maintain files and update annually University data on architectural and engineering firms. These files will be the primary source of information for certifying architectural and engineering firms pursuant to this policy.

Reference: BRUN, Minutes, 50, pp. 291-294 (April 12 and 13, 1985).
BRUN, Minutes, 56, p. 149 (September 6, 1991).
BRUN, Minutes, 62, p. 37 (May 16, 1998).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.3.6 Capital Project Management; Board Approval of Program Statements Planning and Development

- ~~1. Program Statements for capital projects with total project budgets greater than \$500,000 shall be submitted to the Board for approval and shall include a recommendation regarding the "project contracting method" to be used and the rationale for the recommendation. A report will be submitted during design of the project for Regents information.~~
1. The purpose of the Capital Planning and Development policy is to ensure that there is a process for developing the efficient and quality facilities necessary for the University to sustain a Nebraska that offers its citizens educational and economic opportunities and a high quality of life
2. The Capital Planning and Development Process is divided into six phases: Master Planning Phase, Capital Improvement Phase, Program Statement Phase, Project Approval Phase, Construction Phase and Closeout Phase.
 - a. During the Master Planning Phase, the Business Affairs Committee and the Board focus on the relationship between the campus role and mission statement, Strategic Plan and the Facility Development Plan relative to the Comprehensive Statewide Plan for postsecondary education. Review starts with the University Strategic Planning Framework and its overarching goals which guide University wide and campus planning and proceeds through each campus Facility Development Plan. These issues are reviewed every five years.
 - b. The Capital Improvement Phase focus is on the existing condition, utilization and expenditure of capital resources at each of the campuses. This phase includes the Six Year Capital Plan and can include a report on the University's land and leasing activities, building renewal needs and deferred maintenance activities. The result is an identification of the capital projects for the coming fiscal year and the forecast capital projects that may begin the succeeding two or three years. Donor projects of opportunity that arise are incorporated into the process as needed. These activities occur annually or as needed.
 - c. The Program Statement Phase pertains to all capital projects with an estimated Total Project Cost of two million dollars (\$2,000,000) or greater. It begins with the campus developing a document meeting the requirements of University Standard Architectural Program and ends with the Board of Regents granting Preliminary Project Approval. The campus may expend up to 1% of the estimated Total Project Cost for outside professional consultant services. The completed Architectural Program will be summarized into the Standard University Program Statement and submitted through the Business and Finance Committee to the Board. Board approval of the Program Statement represents Preliminary Project Approval. Preliminary Project Approval constitutes:
 - 1) Board approval of the project concept, preliminary scope and preliminary Total Project Cost.
 - 2) Board approval of the construction delivery method.
 - 3) Board authority to hire outside consultants to initiate design, cost estimating and/or alternative project delivery through Schematic Design.

- 4) Authority to spend up to 3% of the preliminary Total Project Cost estimate for consultants to complete design through Schematic Design. These costs are in addition to those authorized for programming.
 - 5) Authority to forward the Program Statement to the CCPE.
- d. The Project Approval Phase begins with review of the Schematic Design Documents and ends with Project Approval. The completed University Standard Schematic Design will be summarized and submitted to the Business Affairs Committee for approval and reported to the Board at the next regular meeting. This Phase focuses on differences in scope, schedule and budget from the Program and the rationale. Approval of Schematic Design fixes the project scope and budget and represents Project Approval. Project Approval constitutes:
- 1) Authority to proceed with project financing.
 - 2) Authority to contract for necessary consulting or other services to complete the design, prepare construction documents and construct the project.
 - 3) Authority to report Board approved significant differences in scope or budget to the Nebraska Coordinating Commission for Postsecondary Education.
- e. In the Construction Phase, the campus award contracts and constructs the project. The Board monitors status through routine quarterly status reports and special reports, as necessary. Budget increases must be approved by the Board. Approval of contracts and changes is outlined in RP-6.3.1 and this policy.
- f. In the Closeout Phase, the campus obtains Substantial Completion, causes all nonconforming or incomplete items to be corrected, completes building commissioning, final inspection, accepts and occupies the facility and provides final payment to consultants and contractors. The campus performs an assessment and evaluation of the consultants' and contractors' performance per the University Standard Closeout Procedures.
- 2-3. The Board-approved total project budget shall be considered an absolute maximum in all cases and the benchmark for budget, scope or program changes. Significant changes within a project, either in the scope or nature of the construction to be completed or the programs to be served by the project shall not be allowed without 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 its next regular meeting. "Significant change" shall be defined as
- a. a change within the construction or non-construction budget category of a Board-approved project exceeding \$250,000 or 5% whichever is smaller, or
 - b. 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 1000nfs or greater, or

c. a programmatic change that involves a change in the program and/or the purpose of a major room use category.

~~3.4.~~ Semi-annual written reports shall be provided to the Board of Regents on the contract status, the stage of construction, and budgets, for all capital projects exceeding \$5.0 million in total project costs.

Reference: BRUN, Minutes, 61, p. 37 (May 16, 1997).
BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).
BRUN, Minutes, 66, p. 11 (March 3, 2006).

RP-6.3.7 Construction Management and Design/Build Contractor Selection- Qualification Based Selection

1. When program manager services are required or construction management or design/build services are approved by the Board of Regents as part of program statement approval, the firm to provide such services will be selected in accordance with the following University Standard Selection Procedures.
2. The objective of these procedures is to encourage construction excellence and budget and schedule control by providing an impartial, objective, and competitive system open to all qualified construction firms. ~~The procedure is divided into the following five phases: the interest phase, the proposal phase, the interview phase, the contract phase and the report phase. The five phases of procedure are described below.~~
3. Definitions
 - a. Construction Services. Construction services shall mean those services within the scope of the practice of construction or those performed by any construction management or design/build firm, including pre-construction and post-construction services as necessary.
 - b. Construction Firm. Construction firm shall mean any partnership, corporation, association, or other legal entity practicing construction management or design/build construction.
 - c. Program Management Services. Also known as Construction Management Agency, shall mean those services of an owner advocate working as an extension of the Owner's staff and in the Owner's interests.
 - d. Project. Project shall mean that fixed capital outlay, study or planning activity except renewal work as described below.
 - e. Renewal Work. Renewal work means any (1) deferred or preventive maintenance projects that restore facilities and utility systems as closely as practicable to their original constructed condition, (b) projects that bring facilities into compliance with current fire safety, life safety, and hazardous materials abatement requirements, and (c) projects that bring facilities into compliance with the federal Americans with Disabilities Act.

~~4. Interest Phase~~

~~The Director of Facilities Planning and Management or designee, hereinafter referred to as director, will advertise in appropriate Nebraska papers to provide an opportunity for as many construction firms as possible to be considered for a project. The advertisement will contain a brief project description and information on how interested construction firms can apply for consideration for the project.~~

~~5. Proposal Phase~~

- a. ~~The director will send a letter to all construction firms that indicate an interest in a project. A list of all recipients will be maintained by the Director of Facilities Planning and Management. The letter will request the construction firms submit a written proposal for services by a specific date.~~

- b. Packets sent to the construction firms include the following:
 - 1) Request for Proposal;
 - 2) Summary of Project, including Description, Schedule and Budget;
 - 3) Proposed Contract;
 - 4) Construction Firm Qualifications;
 - 5) Evaluation Worksheets.
- c. Proposals will be reviewed in conjunction with interviews. If the number of written proposals becomes too numerous, a two-step process will be implemented. The construction firm proposals will be ranked based on the average of the total evaluation made by each member of the evaluation board. The three construction firms that receive the highest evaluations will then be interviewed. In the event of a tie or near tie for third position, the evaluation board may elect to include a fourth firm for interviews.

6. Interview Phase

- a. The director will notify the construction firms to be interviewed by phone and letter. Construction firms will be provided the time and place of interview.
- b. An evaluation board composed of a minimum of three persons (the Director of Facilities Planning and Management or designee and at least two campus-designated persons) will interview and rank the construction firms in order of qualifications with the most qualified firm first. A designated chairperson shall be the impartial referee and tiebreaker, and shall conduct the proceedings for the benefit of all concerned. The evaluation board will consider each firm's capabilities to perform, adequacy of personnel, past record and performance as well as experience to render the services required.
- c. The construction firms will be ranked based on the average of the total evaluation made by each member of the evaluation board. The firm receiving the highest ranking will then be considered the most qualified firm for the project. In the event of a tie, the evaluation board will further evaluate and rank the top two construction firms.

7. Contract Phase

- a. The construction firm receiving the highest evaluated score will be recommended for award of the contract for the project. There will be no binding contract for the project until the contract documents with the selected construction firm have been approved by the Vice President for Business and Finance and signed by the President.
- b. A contract negotiation committee composed of a minimum of two persons (the Director of Facilities Planning and Management or designee and one campus-designated person) will attempt to negotiate a contract with the most qualified construction firm that the committee determines is fair and reasonable for the University.
- c. If the committee unable to negotiate a contract with the most qualified firm, the

~~committee will forward a letter to the most qualified firm formally terminating the negotiations and negotiations will be undertaken with the next most qualified firm. In the event of failure to reach an agreement with the second most qualified firm, the committee will again forward a letter to the firm notifying it of formal termination of negotiations. The same procedure will be followed with all the firms in the order ranked by the evaluation board until a contract is successfully negotiated with a qualified firm.~~

- ~~d. If negotiations with all qualified firms are unsuccessful, the committee will report results to the Board of Regents at the next scheduled meeting. The Board will provide guidance for renegotiating with the firms in the order previously ranked by the evaluation board or direct that the evaluation board reconvene and interview and rank additional firms and that the contract negotiations committee negotiate with such additional firms in the order ranked pursuant to the procedures set forth above.~~

~~8. Report Phase~~

4. Procurement of Construction Manager at Risk Services

- a. When construction management services are approved by the Board of Regents as part of program statement approval, the firm to provide professional services will be selected in accordance with the University Standard Selection Procedure.
- b. After signing a contract, the campus will report the name of the successful construction firm at the next regularly scheduled Board meeting.

5. Procurement of Design Build Services

- a. When design build services are approved by the Board of Regents as part of program statement approval, the firm to provide professional services will be selected in accordance with the University Standard Selection Procedure.
- b. After signing a contract, the campus will report the name of the successful construction firm at the next regularly scheduled Board meeting.

6. Procurement of Program Manager Services

- a. When construction management services are approved by the Board of Regents as part of program statement approval, the firm to provide professional services will be selected in accordance with the University Standard Selection Procedure.
- b. After signing a contract, the campus will report the name of the successful firm at the next regularly scheduled Board meeting.

Reference: BRUN, Minutes, 63, p. 91 (November 3, 2000).
BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.3.8 (Not Currently Used) Project Evaluation Board

1. Each project requiring Qualifications Based Selection in accordance with the requirements of RP-6.3.7 shall use a Project Evaluation Board assembled from campus and Central Administration representatives and members from a Project Evaluation Board Pool.
 - a. The Project Evaluation Board Pool will consist of at least six members who are employed externally to the University and who are active professionals in their respective business. Members of the Pool will generally be registered architects, professional engineers, or professional landscape architects and will be selected in accordance with the University Standard Selection Procedure.
2. The Project Evaluation Board shall consist of two campus representatives, two external Project Evaluation Board Pool members and the Chair. The Director of Facilities Planning and Management, designated the Chairperson, shall be the impartial referee, conduct the proceedings for the benefit of all concerned and shall vote only as a tiebreaker. Additionally, the Chairperson will provide the Board an analysis of the fee and contract general conditions or price proposal, when appropriate, so that Construction Manager at Risk and Design Build evaluations will be as consistent as possible. The Evaluation Board will consider each firm's capabilities to perform, adequacy of personnel, past record of performance as well as experience and expertise to render the services required.
3. It is intended that the member composition of each Project Evaluation Board will fluctuate from project to project, providing flexibility to match appropriate expertise with a specific project; to avoid conflicts of interest; or to accommodate scheduling or other conflicts. The Director or designee, with input from the campus, shall determine the membership to serve for each Project Evaluation Board. The profession of one member of the board must represent the particular field of endeavor being considered.
4. No member of a Project Evaluation Board, internal or Pool shall engage in any activity that in any way conflicts with his/her duties and responsibilities as a member of a Project Evaluation Board, or that otherwise constitutes a conflict of interest as determined by the Director.
 - a. A conflict of interest shall be declared when a potential Project Evaluation Board Pool member is a principal or an employee of any team or firms being evaluated, or has a similar financial or other relationship with the team, firms or its consultants.
 - b. A conflict of interest may be declared by the Director when a potential Project Evaluation Board Pool member is a principal or an employee of a firm that has submitted procedural application data to the University with the implied intention of being considered as a consultant for that same project.
 - c. The Director shall make final determination as to whether a conflict of interest exists, including the right to waive that conflict of interest when deemed to be in the greater interest of the project or the University.
5. Funding and Compensation

- a. All costs of a Project Evaluation Board will be funded from the project for which the selection applies, or from related sources designated by the appropriate campus.
- b. The University shall compensate each Project Evaluation Board Pool member for services provided as an independent consultant at a fixed rate per hour. Internal members will typically not receive compensation from project funds in addition to their normal earnings from the University. Any exceptions will be made at the discretion of the Director.

6. Liability and Insurance

- a. The consulting services provided by the Project Evaluation Board Pool members shall not constitute or be construed to constitute routine or standard services normally provided by an architect, engineer or other contractor for a project. The University further agrees that the performance of such consulting services shall not render the members of the Project Evaluation Board Pool liable in any way for the selections recommended.
- b. Members of a Project Evaluation Board Pool will be covered by appropriate general and professional liability insurance or have equivalent risk loss coverage under the University's self-insurance program to the same extent as other University personnel whenever performing duties as members of a Project Evaluation Board Pool on behalf of the University.

Regent policies 6.3.2, 6.3.6, 6.3.7 and 6.3.8 are intended to provide substantive standards to guide University wide implementation, and the President and the Vice President of Business and Finance shall have the authority to administer and implement the same.

D. REPORTS

1. Progress report on Increasing Women and Minority Faculty Addendum IX-D-1
2. Personnel Reports Addendum IX-D-2
3. Programs with Tuition Variances Addendum IX-D-3
4. Semi-annual Report of licenses for the period ended June 30, 2008 Addendum IX-D-4
5. Gifts, Grants, Contracts and Bequests for the period April 1-June 30, 2008 Addendum IX-D-5
6. Bids and Contracts 2008 Addendum IX-D-6
7. Status of Capital Projects exceeding \$5 million as of June 30, 2008 Addendum IX-D-7
8. Quarterly Status Report of Six-Year Capital Plan and Capital Construction Report for the period ended June 30, 2008 Addendum IX-D-8
9. Naming the library garden at the University of Nebraska at Omaha and the International Quilt Study Center garden at the University of Nebraska-Lincoln the "Marion E. and Barbara B. Tritsch Gardens" Addendum IX-D-9
10. Naming purchased farm land in Keith County the "West Central Water Resources Field Laboratory" Addendum IX-D-10
11. Design report for the Whittier Building Renovation at the University of Nebraska-Lincoln Addendum IX-D-11
12. Design Development Report for the renovation of the University of Nebraska Medical Center College of Dentistry building on the East Campus of the University of Nebraska-Lincoln Addendum IX-D-12
13. Schedule for periodic review of Multi-Departmental Academic Centers for Research, Teaching and/or Service Addendum IX-D-13
14. SAP Prioritization Addendum IX-D-14

UNIVERSITY OF Nebraska

Progress Report on Increasing Women and Minority Faculty

August 2008

Introduction

In passing its biennial budget in 1997, the Nebraska Legislature challenged the University of Nebraska to improve its percentage of faculty members who are females and/or minorities. The 2001 Legislature directed the University to establish a plan “containing yearly benchmark standards to be met in achieving the minimal goal of being among the top fifty percent among the Board of Regents’ peer institutions in the employment of women and minority faculty members by August 1, 2005.” Later, the Legislature changed the deadline to August 1, 2008. On its own volition, the University also set a number of goals to create a more diverse faculty. Since 2001, the University has provided reports to the Legislature on the progress towards meeting the goal of being at the average of peer institutions in the representation of female and minority faculty members. This report presents a history of the progress the University of Nebraska (NU) has made in terms of female and minority faculty hiring from fall 1995 to fall 2007 as well as the most recent annual changes from fall 2006 to fall 2007.

The following is a summary of key points to consider when reviewing female and minority faculty hiring at the University of Nebraska:

- The number of female faculty as a percent of total faculty at NU increased from 25.1% to 33.1% from 1995 to 2007, compared to a change from 24.8% to 31.9% at peer institutions.
- Minority faculty as a percent of total NU faculty increased from 7.9% in 1995 to 14.5% in 2007. Peer minority faculty percentages rose from 10.9% to 16.6% over the same period. Comparatively, the University increased minority faculty 6.6 percentage points, while during the same period of time the number of minority faculty at peer institutions increased by 5.7 percentage points.
- In 2007, NU had net increases of 30 female faculty, a 4.4% gain, and 20 minority faculty, a 6.9% gain, while total faculty increased by 3.0% from 2006 faculty figures.
- Eighty-one females and forty-nine minority faculty were newly appointed between fall 2006 and fall 2007. Females made up 39.9% of all new appointments. This is higher than the current female representation at the University of 33.1%. The rate of new appointments for minorities was 24.1%, which is higher than the 14.5% current minority representation at the University.

Definitions and Timeframes

The scope of the diversity report, as reported to the legislature, is limited to available comparable information drawn from Part G of the IPEDS Human Resources survey. Participation in this survey is mandatory in odd-numbered years. The IPEDS Human Resources survey allows comparison to peer faculty by gender, ethnicity, tenure status, and rank. Part G includes full-time faculty engaged primarily in instruction, research and public service activities. The most recent comparable University and peer information was collected by IPEDS in fall 2007 and made available in June 2008.

For the purposes of comparison to peers, faculty included were in full-time, tenured or

tenure-track positions for the University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL), University of Nebraska Medical Center (UNMC), and University of Nebraska at Omaha (UNO). Faculty counted in this report are U.S. citizens, permanent residents, or have resident alien status.

Trends and Outcomes

Female Faculty

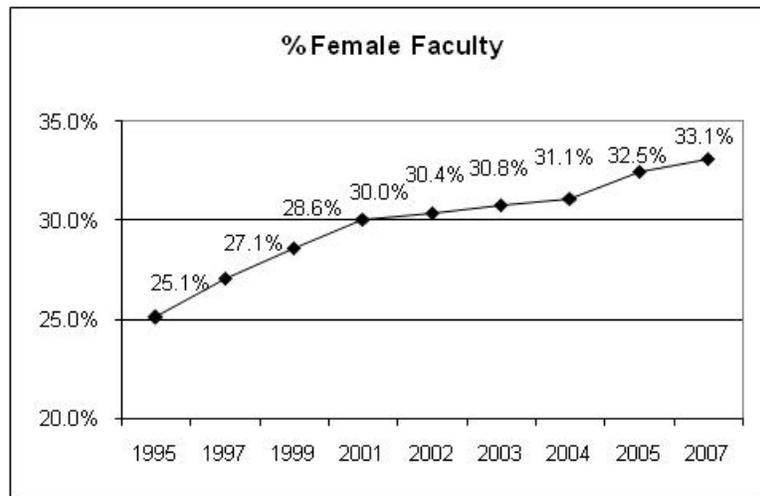
University of Nebraska data

The percentage of University of Nebraska full-time tenure/tenure-track female faculty has steadily increased since fall 1995 (see Table 1 and Figure 1). In fall 1995, female faculty made up 25.1% of the total faculty pool. By fall 2007, female faculty made up 33.1% of total faculty. This represents a 31.9% increase in the percentage share of female faculty at the University of Nebraska.

Table 1: Full-Time, Tenure and Tenure-Track Faculty with Female Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2003	Fall 2005	Fall 2007
NU Faculty	2,187	2,188	2,199	2,104	2,070	2,080	2,138
Count of NU Female Faculty	549	593	628	632	638	675	708
% NU Female Faculty	25.1%	27.1%	28.6%	30.0%	30.8%	32.5%	33.1%

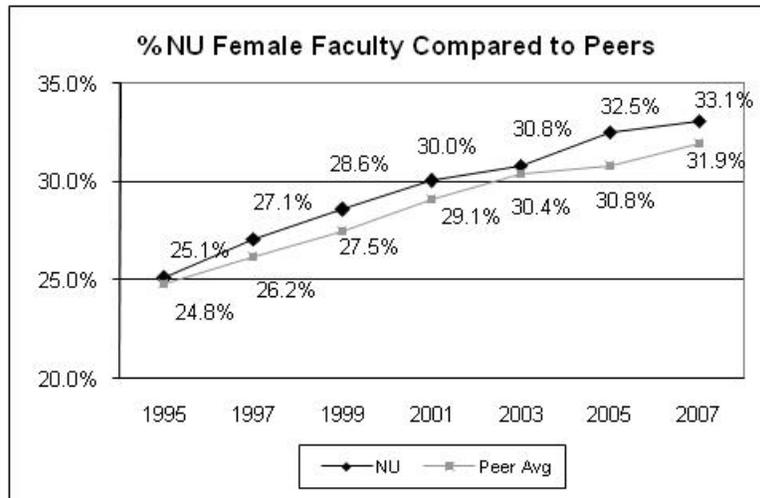
Figure 1: Percentage of NU Female Faculty 1995 to 2007



University of Nebraska to Peer comparison

When comparing NU and peer faculty data from fall 1995 to fall 2007, NU has performed well in relationship to its peers. The percent of female faculty for the University of Nebraska (33.1%) is ahead of the percent of female faculty at peer institutions (31.9%) for fall 2007 (see Figure 2). As such, the University of Nebraska continues to meet the requirement to equal or exceed the peer average for percent female faculty.

Figure 2: Percentage of NU Female Faculty Compared to Peer Average 1995 to 2007



Minority Faculty

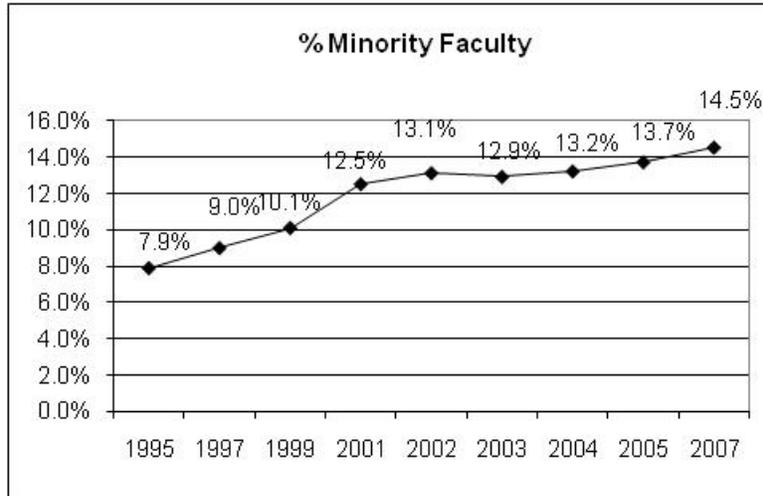
University of Nebraska data

The percentage of University full-time tenure/tenure-track minority faculty has increased from 7.9% in 1995 to 14.5% in 2007 (see Table 2 and Figure 3). This represents an 83.5% increase in percentage share of minority faculty at the University of Nebraska.

Table 2: Full-Time, Tenure and Tenure-Track Faculty with Minority Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2003	Fall 2005	Fall 2007
NU Faculty	2,187	2,188	2,199	2,104	2,070	2,080	2,138
Count of NU Minority Faculty	173	197	222	264	267	284	311
% NU Minority Faculty	7.9%	9.0%	10.1%	12.5%	12.9%	13.7%	14.5%

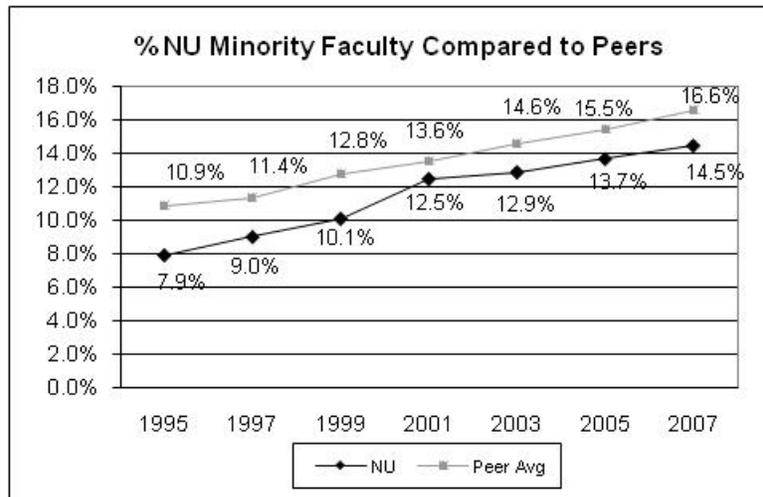
Figure 3: Percentage of NU Minority Faculty 1995 to 2007



University of Nebraska to Peer comparison

The 14.5% minority faculty rate reported by the University of Nebraska for fall 2007 falls below the 16.6% minority faculty rate at peer institutions. While not exceeding the rate at peer institutions, significant progress has been made since 1995. Overall, the University increased minority faculty 6.6 percentage points, while during the same period of time the number of minority faculty at peer institutions increased by 5.7 percentage points (Figure 4). It should also be noted that during a period of budget reductions, the University showed consistent increases in the percent of minority faculty.

Figure 4: Percentage of NU Minority Faculty Compared to Peer Average 1995 to 2007



Faculty Recruitment and Retention

Appointments of females

There were a total of 203 new appointments in 2007. Eighty-one (81) or 39.9% of the newly appointed faculty in 2007 were female. The female faculty appointment rate is greater than the current female faculty representation rate at the University (33.1%).

Table 3: Female Counts and Percentages of New, Lost, and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

	<u>Female Count</u>	<u>Total Faculty Count</u>	<u>Females as % of Total Faculty</u>
October 2006	678	2076	32.7%
October 2007	708	2138	33.1%
New Appointments Oct 2006 to Oct 2007	81	203	39.9%
Faculty Lost Oct 2006 to Oct 2007	51	141	36.2%

Table 4: Net Change in Female and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

Net Change Oct 2006 to Oct. 2007			
<u>Females</u>		<u>Total Faculty</u>	
Count	%	Count	%
30	4.4%	62	3.0%

Appointments of minorities

Of the new appointments in 2007, 24.1% (49 individuals) were minorities. The net outcome for 2007 was an increase in minority faculty (+20).

Table 5: Minority Counts and Percentages of New, Lost, and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

	<u>Minority Count</u>	<u>Total Faculty Count</u>	<u>Minorities as % of Total Faculty</u>
October 2006	291	2076	14.0%
October 2007	311	2138	14.5%
New Appointments Oct 2006 to Oct 2007	49	203	24.1%
Faculty Lost Oct 2006 to Oct 2007	29	141	20.6%

Table 6: Net Change in Minorities and Total Faculty
 (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

Net Change Oct 2006 to Oct. 2007			
Minorities		Total Faculty	
Count	%	Count	%
20	6.9%	62	3.0%

Sources of comparative data

As indicated above, data from Part G of the IPEDS Fall Staff Report has been used to compare University of Nebraska performance in recruiting and retaining female and minority faculty members to that of peer institutions. Another common source of data on faculty gender and rank is available through the AAUP publication of *Academe*. The AAUP data combines non-tenure track faculty with tenured/tenure-track faculty. Also, AAUP does not collect data from medical schools while IPEDS does. For these reasons AAUP data are not used for this study but the data is provided for comparison. It is sourced from the March/April 2008 issue of *Academe*.

Table 8, at the end of the report, presents detailed data on the number of faculty by gender and ethnicity as reported to IPEDS for all peer institutions and University of Nebraska campuses used for the above analyses. AAUP data is provided for informational purposes in Tables 9-11.

Conclusion

Since 1995, the University of Nebraska has maintained its commitment to diversity and increased the percent of female and minority faculty.

Between 1995 and 2007 there was an overall decrease of 49 faculty members. Despite this overall decrease in faculty, the University of Nebraska has successfully increased female and minority representation within its faculty body.

Table 7: Net Faculty Changes from 1995 to 2007

Total Faculty	-49
Female Faculty	+159
Minority Faculty	+138

This progress is highlighted by the items below:

- The proportion of female faculty for 2007 exceeded the proportion at peer institutions.
- The University has averaged a 0.67 percentage point increase through 2007, exceeding the annual goal for female faculty (an increase of 0.5 percentage points).
- 39.9% of new faculty appointments in 2007 were females, which represents a rate greater than the current proportion of female faculty, currently at 33.1%.
- 24.1% of new faculty appointments in 2007 were minorities, which represents a rate greater than the current proportion of minority faculty, currently at 14.5%.
- The number of female faculty has grown from 549 in 1995 to 708 in 2007 (a 28.9% increase).
- The number of minority faculty has increased by 138 faculty members from 1995 to 2007. That represents a 79.7% increase in minority faculty representation.

**Table 8: Number and Percent of Full-Time Faculty Who are Women or Minorities
University of Nebraska Compared to All NU Peer Institutions
Fall 2007 - IPEDS Data**

Institution Name	Native		Black		Hispanic		Underepresented		Asian		White		NRA		Unknown		Minority		Total (NRA excluded)		Grand Total		Total With NRA Excluded		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	% Women	% Minority	% Underp
Murray State University	0	0	3	6	2	0	5	6	7	1	175	81	14	12	0	0	12	7	187	88	201	100	32.0%	6.9%	4.0%
University of Kentucky	1	0	33	26	11	10	45	36	110	33	920	367	33	11	0	0	155	69	1,075	436	1,108	447	28.9%	14.8%	5.4%
Wichita State University	1	0	3	5	3	2	7	7	33	7	200	118	11	4	0	0	40	14	240	132	251	136	35.5%	14.5%	3.8%
University of Kansas Medical Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
University of Kansas	4	3	16	22	25	11	45	36	84	25	745	346	34	17	0	0	129	61	874	407	908	424	31.8%	14.8%	6.3%
Western Illinois University	2	2	15	9	7	4	24	15	23	12	264	147	18	13	0	0	47	27	311	174	329	187	35.9%	15.3%	8.0%
University of Illinois at Urbana-Champaign	4	5	45	34	51	26	100	65	148	62	999	363	71	21	16	5	248	127	1,263	495	1,334	516	28.2%	21.3%	9.4%
University of Illinois at Chicago	0	1	25	31	32	29	57	61	126	51	581	292	31	26	3	2	183	112	767	406	798	432	34.6%	25.1%	10.1%
University of Northern Colorado	1	1	4	4	8	8	13	13	4	2	137	115	2	3	4	2	17	15	158	132	160	135	45.5%	11.0%	9.0%
Colorado State University	3	3	9	3	16	15	28	21	33	9	508	226	64	19	12	10	61	30	581	266	645	285	31.4%	10.7%	5.8%
University of Colorado Denver	2	4	10	12	32	13	44	29	57	32	645	383	41	12	71	50	101	61	817	494	858	506	37.7%	12.4%	5.6%
University of Central Arkansas	0	1	6	5	2	0	8	6	17	7	184	104	0	0	0	0	25	13	209	117	209	117	35.9%	11.7%	4.3%
University of Arkansas at Little Rock	1	0	11	14	4	3	16	17	30	10	185	113	0	0	3	2	46	27	234	142	234	142	37.8%	19.4%	8.8%
University of Colorado at Boulder	1	2	11	10	28	15	40	27	55	29	550	229	35	10	25	5	95	56	670	290	705	300	30.2%	15.7%	7.0%
University of Missouri-St Louis	1	0	11	17	4	1	16	18	24	7	139	94	12	9	4	6	40	25	183	125	195	134	40.6%	21.1%	11.0%
University of Oklahoma Health Sciences Center	4	2	1	6	7	3	12	11	36	11	208	70	9	4	0	0	48	22	256	92	265	96	26.4%	20.1%	6.6%
University of Central Missouri	2	2	7	5	1	1	10	8	18	10	192	113	1	3	0	0	28	18	220	131	221	134	37.3%	13.1%	5.1%
Minnesota State University-Moorhead	0	4	5	1	2	1	7	6	6	2	113	82	13	7	7	5	13	8	133	95	146	102	41.7%	9.2%	5.7%
Northern Michigan University	0	0	1	1	1	0	2	1	8	4	148	75	0	0	2	1	10	5	160	81	160	81	33.6%	6.2%	1.2%
Ohio State University-Main Campus	2	1	58	38	41	21	101	60	191	52	1,346	595	125	60	44	13	292	112	1,682	720	1,807	780	30.0%	16.8%	6.7%
University of North Carolina at Charlotte	1	0	17	22	11	8	29	30	57	13	346	184	26	22	0	0	86	43	432	227	458	249	34.4%	19.6%	9.0%
Sam Houston State University	1	0	6	9	10	9	17	18	13	7	226	142	11	10	0	0	30	25	256	167	267	177	39.5%	13.0%	8.3%
The University of Tennessee	5	0	35	28	28	4	68	32	101	32	954	419	61	23	0	0	169	64	1,123	483	1,184	506	30.1%	14.5%	6.2%
University of Northern Iowa	2	1	8	4	6	5	16	10	18	7	251	189	11	7	0	0	34	17	285	206	296	213	42.0%	10.4%	5.3%
University of Iowa	1	5	17	17	31	14	49	36	112	28	821	339	39	14	16	9	161	64	998	412	1,037	426	29.2%	16.0%	6.0%
Iowa State University	6	1	11	10	11	8	28	19	124	20	595	248	38	17	0	0	152	39	747	287	785	304	27.8%	18.5%	4.5%
Northern Illinois University	1	1	11	10	9	13	21	24	46	18	330	229	37	34	3	3	67	42	400	274	437	308	40.7%	16.2%	6.7%
Cleveland State University	0	0	13	18	8	4	21	22	48	12	241	131	15	11	0	0	69	34	310	165	325	176	34.7%	21.7%	9.1%
Purdue University-Main Campus	2	2	27	13	27	15	56	30	191	42	979	342	70	31	2	2	247	72	1,228	416	1,298	447	25.3%	19.4%	5.2%
The University of Texas at San Antonio	7	2	9	8	53	42	69	52	79	25	214	115	0	0	0	0	148	77	362	192	362	192	34.7%	40.6%	21.8%
Portland State University	2	3	9	3	10	2	21	8	18	11	196	118	13	7	41	24	39	19	276	161	289	168	36.8%	13.3%	6.6%
University of Missouri-Columbia	0	1	21	18	21	8	42	27	109	22	683	282	39	19	0	0	151	49	834	331	873	350	28.4%	17.2%	5.9%
University of Minnesota-Twin Cities	7	6	29	25	26	16	62	47	179	51	1,315	573	76	26	59	24	241	98	1,615	695	1,691	721	30.1%	14.7%	4.7%
University of Wisconsin-Stevens Point	1	0	0	1	3	3	4	4	9	5	188	99	0	0	0	2	13	9	201	110	201	110	35.4%	7.1%	2.6%
Peer Totals	65	53	487	435	531	314	1,083	802	2,114	659	15,578	7,323	950	452	312	165	3,197	1,461	19,087	8,949	20,037	9,401	31.9%	16.6%	6.7%
University of Nebraska-Lincoln	3	5	11	13	21	7	35	25	58	23	601	232	35	11	0	0	93	48	694	280	729	291	28.7%	14.5%	6.2%
University of Nebraska at Kearney	0	0	2	0	4	1	6	1	6	3	132	85	5	4	0	0	12	4	144	89	149	93	38.2%	6.9%	3.0%
University of Nebraska at Omaha	2	6	9	11	6	8	17	25	23	10	197	129	6	3	0	0	40	35	237	164	243	167	40.9%	18.7%	10.5%
University of Nebraska Medical Center	0	0	5	3	5	3	10	6	52	10	294	158	26	4	0	0	62	16	356	174	382	178	32.8%	14.7%	3.0%
University of Nebraska Central Administration System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
Nebraska College of Technical Agriculture	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
NU Totals	5	11	27	27	36	19	68	57	139	46	1,224	604	72	22	0	0	207	103	1,431	707	1,503	729	33.1%	14.5%	5.8%

Notes:

Data includes full-time tenured and tenure track faculty primarily engaged in instruction, research, and/or public service from Human Resources Survey Part G.
The University of Colorado Health Sciences Center and the University of Colorado at Denver merged into one unit in 2004. No data available for the University of Kansas Medical Center for 2007.
Source: IPEDS Human Resources Survey 2007.

**Table 9: Number of Full-time Instructional Faculty* by Gender
UNL Campus Compared to UNL Peers
Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Colorado State University	331	81	188	94	133	96	0	0	652	271	923	29.4%	652	271	923	29.4%
Iowa State University	421	80	251	124	184	121	1	4	857	329	1,186	27.7%	856	325	1,181	27.5%
Ohio State University-Main Campus	786	187	479	278	290	243	2	6	1,557	714	2,271	31.4%	1,555	708	2,263	31.3%
Purdue University-Main Campus	684	107	362	171	317	209	11	8	1,374	495	1,869	26.5%	1,363	487	1,850	26.3%
University of Colorado at Boulder	333	82	199	110	172	108	129	142	833	442	1,275	34.7%	704	300	1,004	29.9%
University of Illinois at Urbana-Champaign	673	140	353	180	319	203	5	6	1,350	529	1,879	28.2%	1,345	523	1,868	28.0%
University of Iowa	397	112	233	176	164	144	2	7	796	439	1,235	35.5%	794	432	1,226	35.2%
University of Kansas Main Campus	322	77	218	122	147	125	0	0	687	324	1,011	32.0%	687	324	1,011	32.0%
University of Minnesota-Twin Cities	644	169	307	218	225	187	48	91	1,224	665	1,889	35.2%	1,176	574	1,750	32.8%
University of Missouri-Columbia	259	75	215	129	211	183	0	0	685	387	1,072	36.1%	685	387	1,072	36.1%
Peer Total	4,850	1,110	2,805	1,602	2,162	1,619	198	264	10,015	4,595	14,610	31.5%	9,817	4,331	14,148	30.6%
University of Nebraska at Lincoln	398	75	194	101	138	75	0	1	730	252	982	25.7%	730	251	981	25.6%

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 10: Number of Full-time Instructional Faculty* by Gender
UNO Campus Compared to UNO Peers
Fall 2007 - AAUP Data**

	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total	
Peer Institutions																	
Cleveland State University	125	36	126	76	80	64	5	6	336	182	518	35.1%	331	176	507	34.7%	
Northern Illinois University	156	57	181	137	106	112	60	99	503	405	908	44.6%	443	306	749	40.9%	
Portland State University	140	50	92	70	87	78	37	74	356	272	628	43.3%	319	198	517	38.3%	
University of Arkansas at Little Rock																	
University of Colorado at Denver	98	38	101	67	71	59	85	99	355	263	618	42.6%	270	164	434	37.8%	
University of Missouri-St Louis	90	28	83	72	54	89	0	0	227	189	416	45.4%	227	189	416	45.4%	
University of North Carolina at Charlotte	159	37	159	87	141	126	0	0	459	250	709	35.3%	459	250	709	35.3%	
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%	
University of Texas at San Antonio	126	41	135	58	97	91	1	2	359	192	551	34.8%	358	190	548	34.7%	
Wichita State University	97	27	99	57	60	54	14	29	270	167	437	38.2%	256	138	394	35.0%	
Peer Total	1,116	354	1,089	718	766	724	238	384	3,209	2,180	5,389	40.5%	2,971	1,796	4,767	37.7%	
University of Nebraska at Omaha	110	35	75	63	58	58	14	25	257	181	438	41.3%	243	156	399	39.1%	

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 11: Number of Full-time Instructional Faculty* by Gender
UNK Campus Compared to UNK Peers
Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total	
Central Missouri State University																	
Minnesota State University-Moorhead	88	36	42	44	44	54	14	27	188	161	349	46.1%	174	134	308	43.5%	
Murray State University	78	20	65	43	61	38	0	1	204	102	306	33.3%	204	101	305	33.1%	
Northern Michigan University	63	28	53	29	46	39	11	14	173	110	283	38.9%	162	96	258	37.2%	
Sam Houston State University	96	24	76	54	90	92	0	2	262	172	434	39.6%	262	170	432	39.4%	
University of Central Arkansas	73	18	52	42	100	70	26	73	251	203	454	44.7%	225	130	355	36.6%	
University of Northern Colorado	91	54	39	42	56	69	1	3	187	168	355	47.3%	186	165	351	47.0%	
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%	
University of Wisconsin-Stevens Point	86	25	49	33	56	52	10	6	201	116	317	36.6%	191	110	301	36.5%	
Western Illinois University	133	58	114	68	100	76	36	64	383	266	649	41.0%	347	202	549	36.8%	
Peer Total	833	303	603	449	623	541	134	265	2,193	1,558	3,751	41.5%	2,059	1,293	3,352	38.6%	
University of Nebraska at Kearney	69	20	46	43	37	33	0	1	152	97	249	39.0%	152	96	248	38.7%	

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 12: Number of Full-time Instructional Faculty* by Gender
 NU Campuses Compared to NU Campus Peers (Excluding UNMC)
 Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Colorado State University	331	81	188	94	133	96	0	0	652	271	923	29.4%	652	271	923	29.4%
Iowa State University	421	80	251	124	184	121	1	4	857	329	1,186	27.7%	856	325	1,181	27.5%
Ohio State University-Main Campus	786	187	479	278	290	243	2	6	1,557	714	2,271	31.4%	1,555	708	2,263	31.3%
Purdue University-Main Campus	684	107	362	171	317	209	11	8	1,374	495	1,869	26.5%	1,363	487	1,850	26.3%
University of Colorado at Boulder	333	82	199	110	172	108	129	142	833	442	1,275	34.7%	704	300	1,004	29.9%
University of Illinois at Urbana-Champaign	673	140	353	180	319	203	5	6	1,350	529	1,879	28.2%	1,345	523	1,868	28.0%
University of Iowa	397	112	233	176	164	144	2	7	796	439	1,235	35.5%	794	432	1,226	35.2%
University of Kansas Main Campus	322	77	218	122	147	125	0	0	687	324	1,011	32.0%	687	324	1,011	32.0%
University of Minnesota-Twin Cities	644	169	307	218	225	187	48	91	1,224	665	1,889	35.2%	1,176	574	1,750	32.8%
University of Missouri-Columbia	259	75	215	129	211	183	0	0	685	387	1,072	36.1%	685	387	1,072	36.1%
Cleveland State University	125	36	126	76	80	64	5	6	336	182	518	35.1%	331	176	507	34.7%
Northern Illinois University	156	57	181	137	106	112	60	99	503	405	908	44.6%	443	306	749	40.9%
Portland State University	140	50	92	70	87	78	37	74	356	272	628	43.3%	319	198	517	38.3%
University of Arkansas at Little Rock																
University of Colorado at Denver	98	38	101	67	71	59	85	99	355	263	618	42.6%	270	164	434	37.8%
University of Missouri-St Louis	90	28	83	72	54	89	0	0	227	189	416	45.4%	227	189	416	45.4%
University of North Carolina at Charlotte	159	37	159	87	141	126	0	0	459	250	709	35.3%	459	250	709	35.3%
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%
University of Texas at San Antonio	126	41	135	58	97	91	1	2	359	192	551	34.8%	358	190	548	34.7%
Wichita State University	97	27	99	57	60	54	14	29	270	167	437	38.2%	256	138	394	35.0%
Central Missouri State University																
Minnesota State University-Moorhead	88	36	42	44	44	54	14	27	188	161	349	46.1%	174	134	308	43.5%
Murray State University	78	20	65	43	61	38	0	1	204	102	306	33.3%	204	101	305	33.1%
Northern Michigan University	63	28	53	29	46	39	11	14	173	110	283	38.9%	162	96	258	37.2%
Sam Houston State University	96	24	76	54	90	92	0	2	262	172	434	39.6%	262	170	432	39.4%
University of Central Arkansas	73	18	52	42	100	70	26	73	251	203	454	44.7%	225	130	355	36.6%
University of Northern Colorado	91	54	39	42	56	69	1	3	187	168	355	47.3%	186	165	351	47.0%
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%
University of Wisconsin-Stevens Point	86	25	49	33	56	52	10	6	201	116	317	36.6%	191	110	301	36.5%
Western Illinois University	133	58	114	68	100	76	36	64	383	266	649	41.0%	347	202	549	36.8%
Peer Total	6,666	1,709	4,383	2,701	3,451	2,808	534	849	15,034	8,067	23,101	34.9%	14,500	7,218	21,718	33.2%
University of Nebraska at Kearney	69	20	46	43	37	33	0	1	152	97	249	39.0%	152	96	248	38.7%
University of Nebraska at Lincoln	398	75	194	101	138	75	0	1	730	252	982	25.7%	730	251	981	25.6%
University of Nebraska at Omaha	110	35	75	63	58	58	14	25	257	181	438	41.3%	243	156	399	39.1%
Total NU	577	130	315	207	233	166	14	27	1,139	530	1,669	31.8%	1,125	503	1,628	30.9%

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

*Notes:

Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

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

Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Personnel Reports

RECOMMENDED ACTION: Report

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

EXPLANATION: This report includes the campus personnel actions for the period of April 1, 2008 through June 30, 2008.

In addition, there is a listing of new Continuous, Promotion, and Emeritus appointments which have been made for the academic and fiscal year 2007-2008.

Finally, a listing of salaries for academic and administrative personnel with the rank of Assistant Professor or equivalent and above for the academic and fiscal year 2008-2009 is provided.

RECOMMENDED: James B. Milliken
President

DATE: August 14, 2008

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA-LINCOLN

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Brown, Deborah	Biological Sciences	Research Asst. Professor	Special	4/1/2008	8/17/2008	32,274 FY	1.00
Casas-Mollano, Juan	Biological Sciences	Research Asst. Professor	Special	4/1/2008	8/29/2009	35,500 FY	1.00
Korlacki, Rafal	Physics and Astronomy	Research Asst. Professor	Special	6/5/2008	5/31/2009	40,000 FY	1.00

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA-LINCOLN IANR

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Ellicott, Sara	SEREC	Asst Exten Educator	Special	06/16/08		38,000	FY 1.00
Jones, Patricia	NEREC	Asst Exten Educator	Special	06/15/08		39,000	FY 1.00
Killinger, Elizabeth	SEREC	Asst Exten Educator	Special	06/01/08		35,600	FY 1.00
Vasconcelos, Judson	PHREC	Asst Professor	Specific Term	04/01/08		76,000	FY 1.00

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Achutan, Chandran	COPH-Environ, Agri, & Occ Hlth	Assistant Professor	Health Prof	6/1/2008	6/30/2010	93,000	FY 1.00
Charlton, Mary E.	COPH-Hlth Services, Rsrch, & Admin	Assistant Professor	Health Prof	6/1/2008	6/30/2009	83,500	FY 1.00
Delaney, Jeffrey W.	Pediatrics	Assistant Professor	Health Prof	6/1/2008	6/30/2009	80,000	FY 1.00
King, Jeremy C.	Family Medicine	Assistant Professor	Health Prof	6/1/2008	6/30/2009	100,000	FY 1.00
Lin, Ge	COPH-Hlth Services, Rsrch, & Admin	Associate Professor	Health Prof	6/1/2008	6/30/2010	98,500	FY 1.00
Morris, Michael C.	Surgery	Associate Professor	Health Prof	4/1/2008	6/30/2009	70,000	FY 1.00

**CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA AT OMAHA**

NEW APPOINTMENTS

Lu, Jin	Physics	Associate Professor	Special	6/20/2008	32,000	FY	1.00
Rubinstein, Alexander	Physics	Associate Professor	Special	6/1/2008	36,000	FY	1.00

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 6/30/2008
UNIVERSITY OF NEBRASKA-NCTA

NEW APPOINTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Mills, Kevin	NCTA	Asst Dean	Special	06/01/08		70,000	FY 1.00

CHANCELLOR'S PERSONNEL REPORT
04/1/2008 - 6/30/2008
UNIVERSITY OF NEBRASKA AT KEARNEY

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Aviles, William	Political Science	Associate Professor	Special	05/12/08		55,400	AY	1.00
		Associate Professor	Special		05/11/08	33,240	AY	0.60
		N/A	N/A	05/12/08		-	AY	0.00
		Interim Chair (Includes Stipend)	Special		05/11/08	26,128	AY	0.40
Blauwkamp, Joan	Political Science	Associate Professor	Special	05/12/08		33,605	AY	0.60
		Associate Professor	Special		05/11/08	56,009	AY	1.00
		Chair (Includes Stipend)	Special	05/12/08		26,372	AY	0.40
		N/A	N/A		05/11/08		AY	0.00
Lilly, Carol	History	Professor	Special	06/01/08		23,592	AY	0.35
		Professor	Special		05/31/08	40,444	AY	0.60
		Interim Director of International Studies (Includes Stipend)	Special	06/01/08		20,159	AY	0.25
		N/A	N/A		05/31/08		AY	0.00
		Chair (Includes Stipend)	Special	06/01/08		30,931	AY	0.40
		Chair (Includes Stipend)	Special		05/31/08	30,931	AY	0.40
Louishomme, Claude	Political Science	Associate Professor	Special	05/12/08		41,557	AY	0.75
		Associate Professor	Special		05/11/08	55,409	AY	1.00
		Director of Ethnic Studies	Special	05/12/08		17,159	AY	0.25
		N/A	N/A		05/11/08		AY	0.00

Shaded reflects new or on-going appointment
Un-shaded reflects old appointment

**CHANCELLOR'S PERSONNEL REPORT
04/1/2008 - 6/30/2008
UNIVERSITY OF NEBRASKA AT KEARNEY**

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Moore, Tami	Family Studies and Interior Design	Associate Professor	Special	05/12/08		55,786	AY	1.00
		Associate Professor	Special		05/11/08	41,840	AY	0.75
		N/A	N/A	05/12/08			AY	0.00
		Interim Director of Ethnic Studies	Special		05/11/08	17,253	AY	0.25

Shaded reflects new or on-going appointment
Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT
04/1/2008 - 6/30/2008
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Chang-Barnes, Ann E.	Lied Center for Performing Arts	Interim Director	Special	05/19/2008		90,000	FY	1.00
		Interim Director	Special			-	FY	0.00
	School of Music	Senior Lecturer	Special			-	FY	0.00
		Senior Lecturer	Special			31,986	FY	0.75
Liu, Yi	NRI Nebr. Center for Materials &	Research Associate Professor	Special	06/01/2008		48,000	AY	1.00
		Research Associate Professor	Special			18,720	AY	0.25
	Physics & Astronomy	Lecturer	Special	06/01/2008		-	AY	0.00
		Lecturer	Special			8,160	AY	0.25
Maddox, Laura	Special Education & Comm. Disorders	Project Co-Director	Special	06/01/2008		31,172	FY	0.50
		Project Co-Director	Special			-	FY	0.00
	Special Education & Comm. Disorders	Autism Network Coordinator	Special	06/01/2008		-	FY	0.00
		Autism Network Coordinator	Special			62,344	FY	1.00
York, Randall	Athletic	Associate AD-Strategic Comm.	Special	04/25/2008		150,000	FY	1.00
		Associate AD-Strategic Comm.	Special			170,000	FY	1.00

Shaded reflects new or on-going appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA-LINCOLN IANR

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Bauer, Dennis	NEREC	Exten Educator	Special	05/15/08		103,612	FY	1.00
	NEREC	Exten Educator	Special		05/14/08	41,427	FY	0.40
	NEREC	N/A	N/A	05/15/08		-	FY	0.00
	NEREC	Director (Includes Stipend)	Special		05/14/08	72,546	FY	0.60
Brodersen, Bruce	ISU/UNL Vet Education	Asst Professor	Specific Term	06/01/08		97,500	FY	1.00
	Vet & Biomedical Sci	Rsch Assoc Professor	Special		05/31/08	91,875	FY	1.00
Huddle, Julie	School Natural Resources	Rsch Asst Professor	Special	04/01/08		54,000	FY	1.00
	School Natural Resources	Rsch Asst Professor	Special		03/31/08	27,000	FY	0.50
Lemmons, Timothy	SEREC	Asst Exten Educator	Special	05/01/08		60,082	FY	1.00
	NEREC	Asst Exten Educator	Special		04/30/08	58,000	FY	1.00
Poppe, Lisa	SEREC	Asst Exten Educator	Special	05/01/08		41,000	FY	1.00
	SEREC	Exten Asst	Mgr/Professional		04/30/08	32,356	FY	1.00
⁽¹⁾ Siegfried, Blair *	Entomology	Professor	Continuous	04/01/08		140,000	FY	1.00
	Entomology	Professor	Continuous		03/31/08	115,399	FY	1.00

⁽¹⁾ * Market Increase

Shaded reflects new or on-going appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA ADMINISTRATION

ADJUSTMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
(2) Hoffmann, Richard	Executive Vice President & Provost Sheldon Museum of Art	Associate Vice President for Academic Affairs & Research	Special and Continuous	5/1/2008		180,000	FY	1.00
		Director	Interim		4/30/2008	209,242	FY	1.00

(2) Continuous appointment as Professor in School of Biological Sciences

Shaded reflects new or on-going appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Christiansen, Mark P.	SAHP - Physician Assistant Education	Assistant Professor	Health Prof	4/1/2008	6/30/2009	105,240	FY	1.00
		Assistant Professor	Health Prof			105,240	FY	1.00
		Assoc Program Director (Stipend)	Special	4/1/2008		2,000	FY	0.00
		N/A	N/A				FY	0.00
Hauke, Ralph J.	Internal Medicine	Associate Professor	Special	5/1/2008		9,622	FY	0.10
		Associate Professor	Health Prof		4/30/2008	96,219	FY	1.00
Honeycutt, Karen J.	SAHP-Clinical Laboratory Science	Assistant Professor	Health Prof	4/1/2008	6/30/2009	73,160	FY	1.00
		Assistant Professor	Health Prof			73,160	FY	1.00
		Assoc Program Director (Stipend)	Special	4/1/2008		2,000	FY	0.00
		Asst Program Director (Stipend)	Special			2,000	FY	0.00
Lomneth, Carol Skowron	Genetics, Cell Bio. & Anatomy	Assistant Professor	Special	4/1/2008		78,987	FY	0.92
		Assistant Professor	Special			64,673	FY	0.75
⁽³⁾ Lyons, William L.	Internal Medicine	Assistant Professor	Health Prof	4/1/2008	6/30/2009	27,223	FY	0.30
		Assistant Professor	Health Prof			91,376	FY	1.00
Neumeister, Amy S.	Internal Medicine	Assistant Professor	Special	5/1/2008		52,092	FY	0.60
		Assistant Professor	Special			43,410	FY	0.50

⁽³⁾ Remainder of full-time appointment is at the Veterans Administration Hospital.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

CHANCELLOR'S PERSONNEL REPORT
04/01/2008 - 06/30/2008
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Olney, Ann Haskins	Munroe Meyer Institute	Physician	Special	6/1/2008		125,073	FY 1.00
		Physician	Special			93,805	FY 0.75
	Munroe Meyer Institute	Associate Professor	Special	6/1/2008		-	FY 0.00
		Associate Professor	Special			-	FY 0.00
	Pediatrics	Associate Professor	Special	6/1/2008		-	FY 0.00
		Associate Professor	Special			-	FY 0.00
Willett, Sandra L.	Munroe Meyer Institute	Assistant Professor	Special	6/1/2008		37,546	FY 0.50
		Assistant Professor	Special			45,055	FY 0.60
	SAHP - Physical Therapy Education	Assistant Professor	Special	6/1/2008		-	FY 0.00
		Assistant Professor	Special			-	FY 0.00
	MMI-Physical Therapy	Physical Therapist	Special	6/1/2008		-	FY 0.00
		Physical Therapist	Special			-	FY 0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

**CHANCELLOR'S PERSONNEL REPORT
04/01/2008-06/30/2008
UNIVERSITY OF NEBRASKA AT OMAHA**

ADJUSTMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>	
(4) Tarry, Scott E.	Aviation Institute	Director (Stipend)	Special	4/1/2008		21,600	FY 0.00	
		Interim Director (Stipend)	Special			21,600	FY 0.17	
		Professor	Continuous	4/1/2008		108,593	FY 1.00	
		Professor	Continuous			108,593	FY 0.83	

(4) Stipend

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

2008 Continuous Appointments
University of Nebraska at Kearney

Name	Department	Present Rank	Effective Date
<i>College of Business & Technology</i>			
Stolzer, Jeanne		Associate Professor	August 18, 2008
Trewin, Janet	Accounting and Finance	Associate Professor	August 18, 2008
<i>College of Education</i>			
Brown, Greg	HPERLS	Associate Professor	August 18, 2008
Strawhecker, Jane	Teacher Education	Associate Professor	August 18, 2008
<i>College of Fine Arts & Humanities</i>			
Alden, Donna	Art and Art History	Assistant Professor	August 18, 2008
Harriott, Jan	Music and Performing Arts	Associate Professor	August 18, 2008
Hogg, Nanette	Communication	Assistant Professor	August 18, 2008
Honeyman, Susan	English	Associate Professor	August 18, 2008
<i>College of Natural & Social Sciences</i>			
Carlson, Kimberly	Biology	Associate Professor	August 18, 2008
Dillon, Jeremy	Sociology, Geography and Earth Sciences	Associate Professor	August 18, 2008
Kovacs, Frank	Chemistry	Assistant Professor	August 18, 2008
Rohrer, James	History	Associate Professor	August 18, 2008

2008 Continuous Appointments

University of Nebraska-Lincoln

Name	Department	Present Rank	Effective Date
<i>College of Architecture</i>			
Despang, Martin	Architecture	Assistant Professor	August 18, 2008
Morgado, Patricia	Architecture	Assistant Professor	August 18, 2008
<i>College of Arts and Sciences</i>			
Adenwalla, Shireen	Physics and Astronomy	Associate Professor	August 18, 2008
Dowell, Janice	Philosophy	Assistant Professor	August 18, 2008
Dreher, Kwakiutl	English and Ethnic Studies	Assistant Professor	August 18, 2008
Graybill, Andrew	History	Assistant Professor	August 18, 2008
Guevara, Jose	Modern Languages and Literatures	Assistant Professor	August 18, 2008
Kalisa, Marie-Chantal	Modern Languages and Literatures	Assistant Professor	August 18, 2008
Lynch, Thomas	English	Assistant Professor	August 18, 2008
Smith, Victoria	History and Ethnic Studies	Assistant Professor	August 18, 2008
Srisa-An, Witawas	Computer Science and Engineering	Assistant Professor	August 18, 2008

2008 Continuous Appointments

University of Nebraska-Lincoln

Name	Department	Present Rank	Effective Date
<i>College of Education and Human Sciences</i>			
Buhs, Eric	Educational Psychology	Assistant Professor	August 18, 2008
McCurdy, Merilee	Educational Psychology	Assistant Professor	August 18, 2008
J. Ron Nelson	Special Education and Communication Disorders	Associate Professor	August 18, 2008
Trainin, Guy	Teaching, Learning and Teacher Education	Assistant Professor	August 18, 2008
Wilson, Kathleen	Teaching, Learning and Teacher Education	Assistant Professor	August 18, 2008
<i>College of Engineering & Technology</i>			
Bernstein, Stuart	Construction Systems	Assistant Professor	August 18, 2008
Peng, Dongming	Computer and Electronics Engineering	Assistant Professor	August 18, 2008
Zhang, Zhaoyan	Mechanical Engineering	Assistant Professor	August 18, 2008
<i>College of Fine & Performing Arts</i>			
Souto, Franco	Art and Art History	Assistant Professor	August 18, 2008
<i>College of Journalism and Mass Communications</i>			
Hachtmann, Frauke	Journalism	Assistant Professor	August 18, 2008

2008 Continuous Appointments

University of Nebraska-Lincoln

Name	Department	Present Rank	Effective Date
<i>Institute of Agriculture and Natural Resources</i>			
Baryski, Joseph	Biochemistry	Assistant Professor	July 1, 2008
Irmak, Suat	Biological Systems Engineering	Assistant Professor	July 1, 2008
Mark, Darrell	Agricultural Economics	Assistant Professor	July 1, 2008
Pegg, Mark	School of Natural Resources	Assistant Professor	July 1, 2008
Simpson, Melanie	Biochemistry	Assistant Professor	July 1, 2008
Stone, Julie	Biochemistry	Assistant Professor	July 1, 2008
Todd, Kim	Agronomy and Horticulture	Assistant Professor	July 1, 2008
Yiannaka, Amalia	Agricultural Economics	Assistant Professor	August 18, 2008

2008 Continuous Appointments
University of Nebraska Medical Center

Name	Department	Present Rank	Effective Date
<i>College of Dentistry</i>			
Wahl, James K., Ph.D.	Oral Biology	Assistant Professor	7/1/2008
<i>College of Medicine</i>			
Bidasee, Keshore, Ph.D.	Pharmacology & Experimental Neuroscience	Associate Professor	7/1/2008
Boust, Susan J., M.D.	Psychiatry	Associate Professor	7/1/2008
Dave, Bhavana J., Ph.D.	Pediatrics	Associate Professor	7/1/2008
Hejkal, Thomas W., M.D., Ph.D.	Ophthalmology & Visual Sciences	Associate Professor	7/1/2008
Kratochvil, Christopher J., M.D.	Psychiatry	Associate Professor	7/1/2008
Lazenby, Audrey J., M.D.	Pathology & Microbiology	Professor	7/1/2008
Singh, Dharendra P., Ph.D.	Ophthalmology & Visual Sciences	Associate Professor	7/1/2008
<i>College of Nursing</i>			
Cuddigan, Janet, Ph.D.	Omaha Division	Assistant Professor	7/1/2008
Laframboise, Louise M., Ph.D.	Omaha Division	Assistant Professor	7/1/2008
<i>College of Pharmacy</i>			
Wang, Dong, Ph.D.	Pharmaceutical Sciences	Assistant Professor	7/1/2008
<i>College of Public Health</i>			
Meza, Jane L., Ph.D.	Biostatistics	Associate Professor	7/1/2008
Schonfeld, Toby L., Ph.D.	Health Promotion, Social & Behavioral Health	Associate Professor	7/1/2008

2008 Continuous Appointments
University of Nebraska Medical Center

Name	Department	Present Rank	Effective Date
<i>School of Allied Health Professions</i>			
Norman, Joseph F., Ph.D.	Physical Therapy Education	Associate Professor	7/1/2008
Willett, Gilbert M., Ph.D.	Physical Therapy Education	Associate Professor	7/1/2008

2008 Continuous Appointments
University of Nebraska at Omaha

Name	Department	Present Rank	Effective Date
<i>College of Arts & Sciences</i>			
Dando, Christina E.	Geography/Geology	Assistant Professor	August 18, 2008
Desmarais, Michele M.	Philosophy Religion	Assistant Professor	August 18, 2008
Holloway, Carson L.	Political Science	Assistant Professor	August 18, 2008
Knopp, Lisa J.	English	Associate Professor	August 18, 2008
Sabirianov, Renat F.	Physics	Associate Professor	August 18, 2008
Schoenbeck, Mark A.	Biology	Assistant Professor	August 18, 2008
Strasser, Rosemary	Psychology	Assistant Professor	August 18, 2008
<i>College of Business Administration</i>			
Eldridge, Susan W.	Accounting	Assistant Professor	August 18, 2008
<i>College of Education</i>			
Edick, Nancy A.	Teacher Education	Associate Professor	August 18, 2008
<i>College of Communication, Fine Arts and Media</i>			
Beard, Christine E.	Music	Assistant Professor	August 18, 2008
Glasser, D. Scott	Theatre	Assistant Professor	August 18, 2008
Nordman, Russell L.	Art	Assistant Professor	August 18, 2008

2008 Promotions

University of Nebraska at Kearney

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Business & Technology</i>				
Burkink, Tim	Marketing/MIS	Associate Professor	Professor	August 18, 2008
Jensen, Susan	Management	Assistant Professor	Associate Professor	August 18, 2008
<i>College of Education</i>				
Lewis, Joan	Teacher Education	Associate Professor	Professor	August 18, 2008
McCarty, Wendy	Teacher Education	Lecturer	Senior Lecturer	August 18, 2008
Moonman, Marta	HPERLS	Associate Professor	Professor	August 18, 2008
<i>College of Fine Arts & Humanities</i>				
Alden, Donna	Art & Art History	Assistant Professor	Associate Professor	August 18, 2008
Emrys, Barbara	English	Associate Professor	Professor	August 18, 2008
Hogg, Nanette	Communication	Assistant Professor	Associate Professor	August 18, 2008
Nabb, David	Music and Performing Arts	Associate Professor	Professor	August 18, 2008
<i>College of Natural & Social Sciences</i>				
Borchard, Kurt	Sociology, Geography and Earth Sciences	Associate Professor	Professor	August 18, 2008
Kovacs, Frank	Chemistry	Assistant Professor	Associate Professor	August 18, 2008

2008 Promotions

University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Architecture</i>				
Despang, Martin	Architecture	Assistant Professor	Associate Professor	August 18, 2008
Morgado, Patricia	Architecture	Assistant Professor	Associate Professor	August 18, 2008
<i>College of Arts and Sciences</i>				
Bauer, Grace	English	Associate Professor	Professor	August 18, 2008
Claes, Daniel	Physics and Astronomy	Associate Professor	Professor	August 18, 2008
DiMagno	Chemistry	Associate Professor	Professor	August 18, 2008
Dowell, Janice	Philosophy	Assistant Professor	Associate Professor	August 18, 2008
Dreher, Kwakiutl	English and Ethnic Studies	Assistant Professor	Associate Professor	August 18, 2008
Gallagher, Chris	English	Associate Professor	Professor	August 18, 2008
Graybill, Andrew	History	Assistant Professor	Associate Professor	August 18, 2008
Guevara, Jose	Modern Languages and Literatures	Assistant Professor	Associate Professor	August 18, 2008
Harshman, Lawrence	Biological Sciences	Associate Professor	Professor	August 18, 2008
Kalisa, Marie-Chantal	Modern Languages and Literatures	Assistant Professor	Associate Professor	August 18, 2008
Lynch, Thomas	English	Assistant Professor	Associate Professor	August 18, 2008

2008 Promotions

University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Arts and Sciences (continued)</i>				
Smith, Victoria	History and Ethnic Studies	Assistant Professor	Associate Professor	August 18, 2008
Snow, Gregory	Physics and Astronomy	Associate Professor	Professor	August 18, 2008
Srisa-An, Witawas	Computer Science and Engineering	Assistant Professor	Associate Professor	August 18, 2008
Woodman, David	Biological Sciences	Senior Lecturer	Professor of Practice	August 18, 2008
<i>College of Business Administration</i>				
van den Berg, Hendrik	Economics	Associate Professor	Professor	August 18, 2008
<i>College of Engineering & Technology</i>				
Balkir, Sina	Electrical Engineering	Associate Professor	Professor	August 18, 2008
Bernstein, Stuart	Construction Systems	Assistant Professor	Associate Professor	August 18, 2008
Goddard, Stephen	Computer Science and Engineering	Associate Professor	Professor	August 18, 2008
Hoffman, Michael	Electrical Engineering	Associate Professor	Professor	August 18, 2008
Peng, Dongming	Computer and Electronics Engineering	Assistant Professor	Associate Professor	August 18, 2008
Tuan, Christopher	Civil Engineering	Associate Professor	Professor	August 18, 2008
Zhang, Zhaoyan	Mechanical Engineering	Assistant Professor	Associate Professor	August 18, 2008
<i>College of Fine & Performing Arts</i>				
Barnes, Paul	School of Music	Associate Professor	Professor	August 18, 2008
Shomos, William	School of Music	Associate Professor	Professor	August 18, 2008
Souto, Franco	Art and Art History	Assistant Professor	Associate Professor	August 18, 2008
<i>College of Journalism and Mass Communication</i>				
Hachtmann, Frauke	Journalism	Assistant Professor	Associate Professor	August 18, 2008
Starita, Joseph	Journalism	Associate Professor	Professor	August 18, 2008

2008 Promotions

University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Law</i>				
Poser, Susan	Law	Associate Professor	Professor	August 18, 2008
<i>College of Education & Human Sciences</i>				
Buhs, Eric	Educational Psychology	Assistant Professor	Associate Professor	August 18, 2008
McCurdy, Merilee	Educational Psychology	Assistant Professor	Associate Professor	August 18, 2008
J. Ron Nelson	Special Education and Comm. Disorders	Associate Professor	Professor	August 18, 2008
Trainin, Guy	Teaching, Learning and Teacher Education	Assistant Professor	Associate Professor	August 18, 2008
Wilson, Kathleen	Teaching, Learning and Teacher Education	Assistant Professor	Associate Professor	August 18, 2008
<i>Institute of Agriculture and Natural Resources</i>				
Albrecht, Julie	Nutrition & Health Sciences	Associate Professor	Professor	July 1, 2008
Baryski, Joseph	Biochemistry	Assistant Professor	Associate Professor	July 1, 2008
Bearnes, Kim	Northeast Research & Extension Center	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Brand, Gail	Southeast Research & Extension Center	Associate Extension Educator	Extension Educator	July 1, 2008
Burbach, Mark	School of Natural Resources	Assistant Geoscientist	Associate Geoscientist	July 1, 2008
Drijber, Rhae	Agronomy & Horticulture	Associate Professor	Professor	July 1, 2008
Dunigan, David	Plant Pathology	Research Assistant Professor	Research Associate Professor	July 1, 2008
Fairchild, Patricia	4-H Youth Development	Associate Professor	Professor	July 1, 2008
Harvey, Edwin F.	School of Natural Resources	Associate Professor	Professor	July 1, 2008
Heemstra, Jill	Northeast Research & Extension Center	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Hinrichs, Kayla	Northeast Research & Extension Center	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Irmak, Suat	Biological Systems Engineering	Assistant Professor	Associate Professor	July 1, 2008
Josiah, Scott	School of Natural Resources - Nebr Forest Service	Associate Professor	Professor	July 1, 2008
Kaslon, Lisa	Northeast Research & Extension Center	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Koelsch, Richard	UNL Extension	Associate Professor	Professor	July 1, 2008

2008 Promotions

University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
<i>Institute of Agriculture and Natural Resources (continued)</i>				
Mark, Darrell	Agricultural Economics	Assistant Professor	Associate Professor	July 1, 2008
Ogg, Clyde	Agronomy & Horticulture	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Pegg, Mark	School of Natural Resources	Assistant Professor	Associate Professor	July 1, 2008
Simpson, Melanie	Biochemistry	Assistant Professor	Associate Professor	July 1, 2008
Soundararajan, Madhavan	Biochemistry	Sr Lecturer	Professor of Practice	July 1, 2008
Stauffer, Gary	Northeast Research & Extension Center	Associate Extension Educator	Extension Educator	July 1, 2008
Stauffer, Monte	Southeast Research & Extension Center	Associate Extension Educator	Extension Educator	July 1, 2008
Stone, Julie	Biochemistry	Assistant Professor	Associate Professor	July 1, 2008
Sutton, Richard	Agronomy & Horticulture	Associate Professor	Professor	August 18, 2008
Todd, Kim	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2008
Tonn, Steven	Southeast Research & Extension Center	Associate Extension Educator	Extension Educator	July 1, 2008
Volesky, Jerry	West Central Rsch. & Ext. Cntr.-Agronomy & Hort.	Associate Professor	Professor	July 1, 2008
Vonderohe, Ruth	Northeast Research & Extension Center	Assistant Extension Educator	Associate Extension Educator	July 1, 2008
Wedin, David	School of Natural Resources	Associate Professor	Professor	July 1, 2008
Weissling, Thomas	Entomology	Lecturer	Associate Professor of Practice	July 1, 2008
Yiannaka, Amalia	Agricultural Economics	Assistant Professor	Associate Professor	August 18, 2008

2008 Promotions

University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Dentistry</i>				
Wahl, James K., Ph.D.	Oral Biology	Assistant Professor	Associate Professor	July 1, 2008
<i>College of Medicine</i>				
Bayles, Kenneth W., Ph.D.	Pathology & Microbiology	Associate Professor	Professor	July 1, 2008
Bennett, Robert G., Ph.D.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2008
Bierman, Philip J., M.D.	Internal Medicine	Associate Professor	Professor	July 1, 2008
Boedeker, Ben H., M.D.	Anesthesiology	Associate Professor	Professor	July 1, 2008
Botha, Jean F., M.D.	Surgery	Assistant Professor	Associate Professor	July 1, 2008
Caplan, Steven H., Ph.D.	Biochemistry & Molecular Biology	Assistant Professor	Associate Professor	July 1, 2008
Chaney, William G., Ph.D.	Biochemistry & Molecular Biology	Associate Professor	Professor	July 1, 2008
Curran-Galejs, Diana, M.D.	Obstetrics & Gynecology	Assistant Professor	Associate Professor	July 1, 2008
Daccarett, Miguel S., M.D.	Orthopedic Surgery	Instructor	Assistant Professor	July 1, 2008
Desouza, Cyrus V., M.B.B.S.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2008
Dou, Huanyu, M.D.	Pharmacology & Experimental Neuroscience	Instructor	Assistant Professor	July 1, 2008
Duhachek-Stapelman, Amy L., M.D.	Anesthesiology	Instructor	Assistant Professor	July 1, 2008
Foster, Ryan D., Ph.D.	Radiation Oncology	Instructor	Assistant Professor	July 1, 2008
Gao, Lie, Ph.D.	Cellular & Integrative Physiology	Instructor	Assistant Professor	July 1, 2008
Gorantla, Santhi, Ph.D.	Pharmacology & Experimental Neuroscience	Instructor	Assistant Professor	July 1, 2008
Haider, Hani, Ph.D.	Orthopedic Surgery	Associate Professor	Professor	July 1, 2008
Halgren, John T., M.D.	Ophthalmology & Visual Sciences	Assistant Professor	Associate Professor	July 1, 2008
Hejkal, Thomas W., M.D., Ph.D.	Ophthalmology & Visual Sciences	Associate Professor	Professor	July 1, 2008
Kanmogne, Georgette D., Ph.D., M.P.H.	Pharmacology & Experimental Neuroscience	Assistant Professor	Associate Professor	July 1, 2008

2008 Promotions

University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Medicine (continued)</i>				
Kratochvil, Christopher J., M.D.	Psychiatry	Associate Professor	Professor	July 1, 2008
McBride, Corrigan L., M.D.	Surgery	Assistant Professor	Associate Professor	July 1, 2008
Montzingo, Candice R., M.D.	Anesthesiology	Instructor	Assistant Professor	July 1, 2008
Morris, Charles H., M.D.	Radiology	Associate Professor	Professor	July 1, 2008
Mosley, R. Lee, Ph.D.	Pharmacology & Experimental Neuroscience	Assistant Professor	Associate Professor	July 1, 2008
Murphy, Peter J., M.D.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2008
O'Dell, David V., M.D.	Internal Medicine	Associate Professor	Professor	July 1, 2008
Poluektova, Larisa Y., M.D., Ph.D.	Pharmacology & Experimental Neuroscience	Assistant Professor	Associate Professor	July 1, 2008
Remmenga, Steven, M.D.	Obstetrics & Gynecology	Associate Professor	Professor	July 1, 2008
Singh, Dharendra P., Ph.D.	Ophthalmology & Visual Sciences	Associate Professor	Professor	July 1, 2008
Singh, Rakesh K., Ph.D.	Pathology & Microbiology	Associate Professor	Professor	July 1, 2008
Smith, John L., M.D.	Family Medicine	Assistant Professor	Associate Professor	July 1, 2008
Sorgen, Paul L., Ph.D.	Biochemistry & Molecular Biology	Assistant Professor	Associate Professor	July 1, 2008
Sullivan, James N., M.D.	Anesthesiology	Instructor	Assistant Professor	July 1, 2008
Vandenberg, Edward V., M.D.	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2008
Ward (Grant), Wendy J., M.D.	Surgery	Assistant Professor	Associate Professor	July 1, 2008
Zhen, Weining (Ken), M.D.	Radiation Oncology	Associate Professor	Professor	July 1, 2008
Zheng, Jialin, M.D.	Pharmacology & Experimental Neuroscience	Associate Professor	Professor	July 1, 2008
<i>College of Nursing</i>				
Cuddigan, Janet, Ph.D.	Omaha Division	Assistant Professor	Associate Professor	July 1, 2008
Laframboise, Louise M., Ph.D.	Omaha Division	Assistant Professor	Associate Professor	July 1, 2008

2008 Promotions

University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Pharmacy</i>				
Vinogradov, Serguei, V., Ph.D.	Pharmaceutical Sciences	Research Associate Professor	Research Professor	July 1, 2008
Wang, Dong, Ph.D.	Pharmaceutical Sciences	Assistant Professor	Associate Professor	July 1, 2008
<i>College of Public Health</i>				
Siahpush, Mohammad, Ph.D.	Health Promotion, Social & Behavioral Health	Associate Professor	Professor	July 1, 2008
<i>Eppley Institute</i>				
Bessho, Tadayoshi, Ph.D.	Eppley Research Institute	Assistant Professor	Associate Professor	July 1, 2008
Borgstahl-Kramer, Gloria E., Ph.D.	Eppley Research Institute	Associate Professor	Professor	July 1, 2008
<i>Munroe Meyer Institute</i>				
Valleley, Rachel, Ph.D.	Munroe Meyer Institute	Assistant Professor	Associate Professor	July 1, 2008
<i>School of Allied Health Professions</i>				
Norman, Joseph F., Ph.D.	Physical Therapy Education	Associate Professor	Professor	July 1, 2008

2008 Promotions

University of Nebraska at Omaha

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Arts and Sciences</i>				
Cortese, Michael J.	Assistant Professor	Associate Professor	Psychology	August 18, 2008
Desmarais, Michele M.	Assistant Professor	Associate Professor	Philosophy/Religion	August 18, 2008
Elder, G. Griffith	Associate Professor	Professor	Mathematics	August 18, 2008
Falconer Al-Hindi, Karen	Associate Professor	Professor	Geography/Geology	August 18, 2008
Gershovich, Moshe	Associate Professor	Professor	History	August 18, 2008
Holloway, Carson L.	Assistant Professor	Associate Professor	Political Science	August 18, 2008
Matache, Valentin	Associate Professor	Professor	Mathematics	August 18, 2008
Roslanowski, Andrzej	Associate Professor	Professor	Mathematics	August 18, 2008
Rowen, Donald	Assistant Professor	Associate Professor	Biology	August 18, 2008
Schoenbeck, Mark A.	Assistant Professor	Associate Professor	Biology	August 18, 2008
Snyder, Scott D.	Associate Professor	Professor	Biology	August 18, 2008
Strasser, Rosemary	Assistant Professor	Associate Professor	Psychology	August 18, 2008
<i>College of Business Administration</i>				
Adidam, Phani Tej	Associate Professor	Professor	Marketing/Management	August 18, 2008
Eldridge, Susan W.	Assistant Professor	Associate Professor	Accounting	August 18, 2008
<i>College of Education</i>				
Blanke, Daniel	Associate Professor	Professor	Health, Physical Education and Recreation	August 18, 2008
Seaberry, Jeannette S.	Associate Professor	Professor	Counseling	August 18, 2008

CHANCELLOR'S PERSONNEL REPORT

07/01/2007-06/30/2008

UNIVERSITY OF NEBRASKA-KEARNEY

EMERITUS STATUS

Name	Department	Title	Effective Date
Camp, Margaret	Accounting/Finance	Associate Professor	May 16, 2008
Emal, Kent	Communication Disorders	Associate Professor	May 16, 2008
Gronewold, Kim	Biology	Lecturer	May 16, 2008
Kaufman, Don	Chemistry	Professor	May 16, 2008
Peek, Charles	English	Professor	May 16, 2008
Roark, James	Chemistry	Professor	May 16, 2008
Rowling, James	Calvin T. Ryan Library	Associate Professor	May 27, 2008
Rundstrom, James	Alumni Association	Instructor	June 30, 2008
Sluti, Donald	Management	Associate Professor	May 16, 2008

CHANCELLOR'S PERSONNEL REPORT

07/01/2007-06/30/2008

UNIVERSITY OF NEBRASKA-LINCOLN

EMERITUS APPOINTMENT

Name	Department	Title	Effective Date
Aden, Nancy	Extended Education and Outreach	Director	January 3, 2008
Andrews, Larry K.	Teaching, Learning and Teacher Education	Professor	March 19, 2008
Augustyn, James	Extended Education	Academic Advisor	July 21, 2007
Avery, William P.	Political Science	Professor	February 1, 2008
Blaha, Franz G.	English	Professor	May 17, 2008
Callahan, Jan	Nutrition and Health Sciences	Assistant Professor	August 14, 2008
Carr, James	Chemistry	Professor	September 1, 2007
Cramer, Sheran	Child, Youth and Family Studies	Associate Professor	September 1, 2007

CHANCELLOR'S PERSONNEL REPORT

07/01/2007-06/30/2008

UNIVERSITY OF NEBRASKA-LINCOLN

EMERITUS APPOINTMENT

Name	Department	Title	Effective Date
Ford, James E.	English	Professor	May 17, 2008
Haller, Robert	English	Professor	July 26, 2007
Howe, Herbert	Psychology	Professor	August 1, 2007
Impara, James	Buros Institute	Professor	October 3, 2007
Jones, C. Edward	Physics and Astronomy	Professor	August 6, 2007
Lauderback, Lee L.	Chemical Engineering	Associate Professor	May 17, 2008
Rosowski, James	School of Biological Sciences	Professor	September 24, 2007
Simon, Norman	Physics and Astronomy	Professor	September 20, 2007
Vasa, Stanley F.	Special Education and Communication Disorders	Professor	May 17, 2008
Voorhies, Michael	Geosciences	Professor	August 30, 2007

CHANCELLOR'S PERSONNEL REPORT

07/01/2007 - 6/30/2008

UNIVERSITY OF NEBRASKA-LINCOLN IANR

EMERITUS

Name	Department	Title	Effective Date
Ayers, Jerry	School Natural Resources - Survey	Assoc Professor	October 2, 2007
Blezek, Allen	Ag Leadership Educ & Comm	Professor	September 1, 2007
Campbell, John	Entomology	Professor	July 1, 2007
Chollet, Raymond	Biochemistry	Professor	September 22, 2007
Emal, James	Cooperative Exten Division	Professor	August 18, 2007
Fitzgerald, Jay	Agronomy & Horticulture	Professor	November 1, 2007
Hay, DeLynn	Biological Systems Engr	Assoc Professor	January 1, 2008
Johnson, Ron	School Natural Resources	Professor	August 1, 2007
Larson, Larry	Animal Science	Assoc Professor	July 1, 2007
Peterson, James	Cooperative Exten Division	Exten Educator	January 2, 2008
Reece, Patrick	Agronomy & Horticulture	Professor	October 1, 2007
Schulze, Larry	School Natural Resources	Professor	December 1, 2007
Stockall, Sandra	Cooperative Exten Division	Professor	May 1, 2008
Van Vleck, L Dale	Animal Science	Professor	September 1, 2007

CHANCELLOR'S PERSONNEL REPORT

07/01/2007 - 06/30/2008

UNIVERSITY OF NEBRASKA MEDICAL CENTER

EMERITUS STATUS

Name	Department	Title	Effective Date
<i>College of Medicine</i>			
Hexum, Terry D., Ph.D.	Pharmacology & Experimental Neuroscience	Professor	June 3, 2008
<i>College of Nursing</i>			
Jensen, Linda, Ph.D.	Kearney Division	Assistant Professor	August 2, 2007
Walker, Susan Noble, Ed.D.	Omaha Division	Professor	November 17, 2007

CHANCELLOR'S PERSONNEL REPORT
07/01/2007 Thru 06/30/2008
UNIVERSITY OF NEBRASKA AT OMAHA

EMERITUS STATUS

Name	Department	Title	Effective Date
Harrington, Jeanne M.	Teacher Education	Associate Professor	June 29, 2008
Johnson, James B.	Political Science	Professor	May 16, 2008
Maloney, John P.	Mathematics	Professor	January 3, 2008
Thurber, Frances	Art and Art History	Professor	August 20, 2007
Wanzenried, John	Communication	Assistant Dean and Professor	September 1, 2007
Wood, James K.	Chemistry	Professor	May 16, 2008

**Listing of Assistant Professors and Above
July 1, 2008**

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University of Nebraska Medical Center	Page 47
University of Nebraska at Omaha	Page 74
University of Nebraska at Kearney	Page 89
University of Nebraska Central Administration	Page 97
University of Nebraska – NCTA	Page 98

University of Nebraska - UNL
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Abbott, Douglas A	Child, Youth & Family Studies	Professor	0.75	\$2,050	\$75,387	FY
* See also: IANR						
Abel, Marco	English	Asst Professor	1.00	\$3,064	\$66,354	AY
Adams, Kate E	University Libraries	Professor	1.00	\$2,376	\$76,600	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$2,376	\$77,800	
Adams, Stephanie G	College of Engineering	Associate Dean	0.50	\$0	\$62,846	AY
	Industrial & Mgmt Syst Engineering	Assoc Professor	0.50	\$0	\$51,346	AY
			1.00	\$0	\$114,192	
Adenwalla, Shireen	Physics & Astronomy	Assoc Professor	1.00	\$2,275	\$77,095	AY
Adkin, Neil	Classics & Religious Studies	Assoc Professor	1.00	\$2,191	\$59,845	AY
Admiraal, David M	Civil Engineering-Lincoln	Assoc Professor	1.00	\$3,812	\$82,115	AY
Agee, Jonis	English	Professor	1.00	\$3,091	\$109,160	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,091	\$119,160	
Akers, Donna L	History	Assoc Professor	0.60	\$1,105	\$40,465	AY
	Ethnic Studies	Assoc Professor	0.40	\$737	\$26,977	AY
			1.00	\$1,842	\$67,442	
Alahmad, Mahmoud	Architectural Engineering	Asst Professor	1.00	\$3,353	\$89,673	AY
Albers, Lonnie S	Athletics	Director	1.00	\$5,163	\$152,668	FY
Alexander, Dennis R	Electrical Engineering	Professor	1.00	\$7,568	\$164,926	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,568	\$174,926	
Aliano, Nicholas P	Technology Development	Coordinator	1.00	\$1,680	\$71,680	FY
Allen, Arthur C	School of Accountancy	Assoc Professor	1.00	\$4,400	\$127,744	AY
Allen, David H	College of Engineering	Dean	1.00	\$10,826	\$250,733	FY
Allen, Francis	Athletics	Director	1.00	\$3,507	\$103,700	FY
Allgood, Sam Anthony	Economics	Assoc Professor	1.00	\$3,449	\$92,494	AY
Allisma, Toomas E	Interior Design	Asst Professor	1.00	\$1,547	\$50,987	AY
Allison, Deeann K	University Libraries	Professor	1.00	\$3,498	\$92,380	FY
	University Libraries	Director	0.00	\$0	\$1,200	FY
			1.00	\$3,498	\$93,580	
Alloway, Richard K	Broadcasting	Asst Professor	1.00	\$2,419	\$75,735	FY
Alvarez, Timothy A	Student Affairs	Asst Vice Chancellor	1.00	\$4,444	\$105,444	FY
Amano, Ikuho	Modern Language & Literature	Asst Professor	1.00	\$1,800	\$48,800	AY
Ambrosius, Lloyd	History	Professor	1.00	\$2,896	\$99,420	AY
	History	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$2,896	\$106,920	
Amedeo, Douglas M	Anthropology and Geography	Professor	1.00	\$2,276	\$75,682	AY
Anaya, Toni	University Libraries	Asst Professor	1.00	\$3,000	\$50,000	FY
Anderson, Christine F	Athletics	Associate Director	1.00	\$3,861	\$114,181	FY
Anderson, John E	College of Business Administration	Associate Dean	1.00	\$10,400	\$189,182	FY
	Economics	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$10,400	\$199,182	
Anderson, Mark Robert	Geosciences	Assoc Professor	1.00	\$2,205	\$83,469	AY
Anderson, Michael	Athletics	Head Coach	1.00	\$5,732	\$222,780	FY
Anderson, Scott L	School of Music	Assoc Professor	1.00	\$5,128	\$72,691	AY
Anderson, Timothy G	News - Editorial	Assoc Professor	1.00	\$3,098	\$75,374	AY
Angeletti, Anisa Kaenjak	School of Biological Sciences	Research Assistant Professor	1.00	\$1,371	\$47,064	FY
Angeletti, Peter C	School of Biological Sciences	Asst Professor	1.00	\$4,434	\$61,720	AY

University of Nebraska - UNL
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Ankerson, Katherine S	Interior Design	Professor	1.00	\$7,390	\$83,738	AY
Ansorge, Charles J	Educational Psychology	Professor	1.00	\$3,076	\$99,575	AY
Archer, John Clark	Anthropology and Geography	Professor	1.00	\$2,302	\$76,543	AY
Ari, Waskar T	History	Asst Professor	0.60	\$928	\$33,928	AY
	Ethnic Studies	Asst Professor	0.40	\$619	\$22,619	AY
			1.00	\$1,547	\$56,547	
Arrieta Montiel, Maria	Center for Plant Science Innovation	Research Assistant Professor	0.50	\$1,301	\$30,872	FY
* <i>See also: IANR</i>						
Asgarpoor, Sohrab	Electrical Engineering	Assoc Professor	1.00	\$4,244	\$92,530	AY
Athanassopoulos, Effie F	Anthropology and Geography	Assoc Professor	0.80	\$1,336	\$43,629	AY
	Classics & Religious Studies	Assoc Professor	0.20	\$334	\$10,907	AY
			1.00	\$1,670	\$54,536	
Atkin, Audrey L	School of Biological Sciences	Assoc Professor	1.00	\$1,957	\$68,291	AY
Avalos, George	Mathematics	Professor	1.00	\$6,200	\$90,226	AY
Avolio, Bruce J	Management	Professor	1.00	\$8,100	\$169,664	AY
	Management	College Professor	0.00	\$0	\$40,650	AY
			1.00	\$8,100	\$210,314	
Avramov, Luchezar L	Mathematics	Professor	1.00	\$3,500	\$161,336	AY
	Mathematics	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,500	\$176,336	
Avramova, Zoya V	School of Biological Sciences	Assoc Professor	1.00	\$3,597	\$75,521	AY
Awakuni-Swetland, Mark J	Anthropology and Geography	Asst Professor	0.60	\$1,770	\$33,419	AY
	Ethnic Studies	Asst Professor	0.40	\$1,180	\$22,279	AY
			1.00	\$2,950	\$55,698	
Aziznamini, Atorod	Civil Engineering-Lincoln	Professor	1.00	\$6,706	\$128,617	AY
	Civil Engineering-Lincoln	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,706	\$138,617	
Baack, Kristie L	Student Involvement	Assistant Director	1.00	\$2,640	\$62,635	FY
Bachman, Gwendolyn C	School of Biological Sciences	Assoc Professor	1.00	\$1,837	\$63,072	AY
Baesu, Eveline	Engineering Mechanics	Assoc Professor	1.00	\$0	\$76,024	AY
Bahar, Ezekiel	Electrical Engineering	Professor	1.00	\$0	\$160,787	AY
Bahe, Lindsey A E	Interior Design	Asst Professor	1.00	\$1,493	\$49,203	AY
Bailey, John Robert	School of Music	Professor	1.00	\$4,427	\$88,628	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$4,427	\$93,628	
Balasubramanian, Radha	Modern Language & Literature	Assoc Professor	1.00	\$3,061	\$63,460	AY
	Modern Language & Literature	Vice Chairperson	0.00	\$0	\$900	AY
			1.00	\$3,061	\$64,360	
Baldwin, Virginia A	University Libraries	Professor	1.00	\$2,488	\$69,100	FY
Balkir, Sina	Electrical Engineering	Professor	1.00	\$13,564	\$108,668	AY
Ball, Allen Dwayne	Marketing	Assoc Professor	1.00	\$4,000	\$93,433	AY
Ballard, John L	Industrial & Mgmt Syst Engineering	Professor	1.00	\$4,272	\$152,891	AY
Barber, Carolyn A	School of Music	Assoc Professor	1.00	\$1,826	\$73,436	AY
Barber, Marie A	EE&O Instructional Design & Dev	Director	1.00	\$4,395	\$75,975	FY
Barger, Diane C	School of Music	Professor	1.00	\$3,244	\$75,249	AY
Barnes, Joan M	University Libraries	Assistant Professor of Practice	1.00	\$2,010	\$51,010	FY
Barnes, Paul E	School of Music	Professor	1.00	\$8,299	\$79,838	AY
Barney, Brett	University Libraries	Research Assistant Professor	1.00	\$1,837	\$46,297	FY

University of Nebraska - UNL
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Barrett, Leverne A	Ag Leadership Educ & Comm	Professor	0.00	\$0	\$2,500	FY
* See also: IANR						
Bartels, Ronald H	Art & Art History	Professor	1.00	\$2,175	\$74,679	AY
Barton, John Paul	Mechanical Engineering	Professor	1.00	\$4,871	\$106,552	AY
Basolo, Alexandra L	School of Biological Sciences	Professor	1.00	\$4,046	\$84,972	AY
Batelaan, Herman	Physics & Astronomy	Assoc Professor	1.00	\$3,250	\$83,987	AY
Bateman, Arnold J	Extended Education & Outreach	Assoc Vice Chancellor	0.50	\$2,915	\$72,320	FY
* See also: IANR						
Bates, Rodney L	University Television	Director	1.00	\$7,751	\$172,552	FY
Bauer, Lois Grace	English	Professor	1.00	\$9,149	\$75,103	AY
Bazan, Dale E	School of Music	Assistant Professor of Practice	1.00	\$1,200	\$42,200	AY
Becker, Edward F	Philosophy	Assoc Professor	1.00	\$1,051	\$46,043	AY
Becker, Karen A	School of Music	Assoc Professor	1.00	\$1,209	\$56,145	AY
Beermann, Donald H	Research Resp-Inst Animal Care Pro	Director	0.75	\$4,557	\$118,481	FY
* See also: IANR						
Behrendt, Stephen C	English	Professor	1.00	\$2,879	\$94,084	AY
	English	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,879	\$109,084	
Belasco, Susan M	English	Professor	1.00	\$4,094	\$99,043	AY
Belashchenko, Kirill D	Physics & Astronomy	Asst Professor	1.00	\$2,384	\$69,694	AY
Belli, Robert F	Psychology	Professor	1.00	\$2,951	\$90,799	AY
Bellows, Laurie H	Graduate Studies	Assistant Dean	1.00	\$5,000	\$90,818	FY
Benak, Joseph V	Civil Engineering-Omaha	Professor	1.00	\$0	\$97,676	AY
Bender, John	News - Editorial	Assoc Professor	1.00	\$3,129	\$76,281	AY
Berens, Charlyne R	News - Editorial	Professor	1.00	\$3,443	\$84,828	AY
Berger, Eric	College of Law	Asst Professor	1.00	\$3,825	\$93,825	AY
Berger, Patrice M	University Honors Program UNL	Director/Chair	1.00	\$4,927	\$122,286	FY
	History	Professor	0.00	\$0	\$2,500	FY
			1.00	\$4,927	\$124,786	
Berkowitz, David B	Chemistry	Professor	1.00	\$6,114	\$105,022	AY
Bernholz, Charles D	University Libraries	Assoc Professor	1.00	\$2,311	\$55,105	FY
Bernstein, Stuart P	Construction Systems	Assoc Professor	1.00	\$7,080	\$78,094	AY
Bernthal, John E	Special Ed & Communic Disorders	Director/Chair	0.60	\$3,594	\$92,538	FY
	Special Ed & Communic Disorders	Professor	0.40	\$2,308	\$59,441	FY
			1.00	\$5,902	\$151,979	
Bernthal, Rebecca A	University Libraries	Assoc Professor	1.00	\$2,289	\$66,923	FY
Berryman, Charles W	Construction Management	Assoc Professor	1.00	\$4,203	\$83,781	AY
Bettis, Clifford L	Physics & Astronomy	Research Associate Professor	1.00	\$1,751	\$57,885	AY
Beukelman, David R	Special Ed & Communic Disorders	University Professor	1.00	\$5,940	\$154,435	FY
Bevins, Rick A	Psychology	Professor	1.00	\$5,201	\$104,079	AY
Bicknell-Holmes, Tracy	University Libraries	Chairperson	0.60	\$2,871	\$51,480	FY
	University Libraries	Professor	0.40	\$56	\$33,520	FY
			1.00	\$2,927	\$85,000	
Bien, Mary U	Management	Professor	1.00	\$8,100	\$136,561	AY
	Management	College Professor	0.00	\$0	\$40,984	AY
			1.00	\$8,100	\$177,545	
Bilder, Christopher R	Statistics	Assoc Professor	0.55	\$2,179	\$44,075	AY
* See also: IANR						
Binek, Christian	Physics & Astronomy	Asst Professor	1.00	\$3,490	\$73,155	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Birnstihl, Elizabeth A	Cooperative Ext Division	Associate Dean	0.05	\$313	\$7,743	FY
* See also: IANR						
Bischoff, Richard J	Child, Youth & Family Studies	Assoc Professor	0.75	\$1,826	\$64,892	FY
* See also: IANR						
Bishu, Ramaratnam Ram	Industrial & Mgmt Syst Engineering	Professor	1.00	\$3,364	\$105,190	AY
Blaha, Franz G	English	Assoc Professor	1.00	\$2,003	\$54,713	AY
Bleed, Peter A	Anthropology and Geography	Professor	1.00	\$2,727	\$90,706	AY
Bloom, Kenneth A	Physics & Astronomy	Asst Professor	1.00	\$2,285	\$71,533	AY
Blum, Paul H	School of Biological Sciences	Professor	1.00	\$3,556	\$87,232	AY
Bobaru, Florin	Engineering Mechanics	Assoc Professor	1.00	\$2,727	\$82,072	AY
Boden, Dana W	University Libraries	Assoc Professor	1.00	\$1,738	\$57,671	FY
Boehm, Marcus L	Athletics	Associate Director	1.00	\$6,153	\$181,962	FY
Bogardi, Istvan	Civil Engineering-Lincoln	Professor	1.00	\$0	\$109,514	AY
Bolin, Mary K	University Libraries	Chairperson	0.60	\$2,323	\$53,881	FY
	University Libraries	Professor	0.40	\$615	\$31,187	FY
			1.00	\$2,938	\$85,068	
Bolin, Robert L	University Libraries	Assoc Professor	1.00	\$1,233	\$50,574	FY
Bolland, Andrea Lee	Art & Art History	Assoc Professor	1.00	\$1,761	\$60,453	AY
Boney, Stephen J	Special Ed & Communic Disorders	Assistant Professor of Practice	1.00	\$5,059	\$89,375	FY
Bonnstetter, Ronald J	Teaching, Learning & Teacher Ed	Professor	1.00	\$3,516	\$83,897	AY
Borner, William L	Architecture	Professor	1.00	\$3,215	\$94,007	AY
Bornstein, Brian H	Psychology	Professor	1.00	\$2,312	\$87,954	AY
Borstelmann, Thomas	History	Professor	1.00	\$3,824	\$131,306	AY
	History	Distinguished Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,824	\$141,306	
Boudreau, Signe O	University Libraries	Assoc Professor	1.00	\$2,077	\$55,489	FY
Bourlier, Lisa M	EE&O Independent Study HS	Coordinator	1.00	\$1,989	\$61,718	FY
Bovaird, James A	Educational Psychology	Asst Professor	1.00	\$2,967	\$61,043	AY
Boye, A John	Electrical Engineering	Professor	1.00	\$6,322	\$117,572	AY
Bradford, Charles Steven	College of Law	Professor	1.00	\$6,373	\$133,825	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,373	\$148,825	
Braithwaite, Charles A	Center of Great Plains Studies	Research Assistant Professor	0.50	\$1,044	\$28,527	FY
	International Studies	Research Assistant Professor	0.30	\$626	\$17,117	FY
			0.80	\$1,670	\$45,644	
Braithwaite, Dawn O	Communication Studies	Professor	1.00	\$6,250	\$103,007	AY
	Communication Studies	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$6,250	\$105,507	
Brand, Jennifer I	Engineering Research Center	Professor	1.00	\$4,515	\$111,615	AY
Brantner, Christina Elisabeth	Modern Language & Literature	Assoc Professor	1.00	\$1,100	\$53,348	AY
Brasch, John J	Technology Development	Assoc Vice Chancellor	0.75	\$0	\$99,225	FY
Brassil, Chad E	School of Biological Sciences	Asst Professor	1.00	\$3,564	\$61,989	AY
Breckbill, Anita S	University Libraries	Professor	1.00	\$2,370	\$69,723	FY
Brittenham, Mark W	Mathematics	Assoc Professor	1.00	\$2,000	\$75,810	AY
Brooke, Robert E	English	Professor	1.00	\$2,190	\$81,541	AY
Brooks, David W	Teaching, Learning & Teacher Ed	Professor	1.00	\$2,930	\$113,142	AY
Brown Jr, James F	School of Accountancy	Professor	1.00	\$3,900	\$122,415	AY
Brown, Stan A	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$1,700	\$63,025	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Bruning, Roger H	Educational Psychology	Professor	1.00	\$3,406	\$113,948	AY
	College of Education & Human Sci	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,406	\$123,948	
Bryant, Miles Taft	Educational Administration	Professor	1.00	\$5,456	\$92,125	AY
Buhler, Stephen Michael	English	Professor	1.00	\$2,099	\$77,850	AY
Buhs, Eric S	Educational Psychology	Assoc Professor	1.00	\$7,740	\$68,637	AY
Burge, David A	Admissions	Associate Dean	1.00	\$4,570	\$77,737	FY
Burnett, Amy Nelson	History	Professor	1.00	\$3,748	\$81,237	AY
Burnett, Stephen G	Classics & Religious Studies	Assoc Professor	0.60	\$1,135	\$37,074	AY
	History	Assoc Professor	0.40	\$757	\$24,715	AY
			1.00	\$1,892	\$61,789	
Burton, Robert A	Athletics	Associate Director	1.00	\$5,240	\$154,967	FY
Busch, Nancy J	University Libraries	Associate Dean	1.00	\$5,570	\$108,500	FY
Bushard, Anthony J	School of Music	Asst Professor	1.00	\$1,143	\$49,762	AY
Buss, Paulette D'Vee	College of Business Administration	Assistant Dean	1.00	\$3,720	\$80,430	FY
Butler, Kathleen S	School of Music	Asst Professor	1.00	\$1,294	\$53,050	AY
Butters, Roger B	Economic Education	Asst Professor	0.60	\$1,434	\$47,805	AY
	Economic Education	Director	0.40	\$955	\$41,866	AY
			1.00	\$2,389	\$89,671	
Bybee, Ariel	School of Music	Assoc Professor	1.00	\$0	\$88,010	AY
Cahan, David L	History	Professor	1.00	\$2,666	\$85,968	AY
	History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,666	\$88,468	
Cahan, Jean Axelrad	Philosophy	Sr. Lecturer	1.00	\$2,019	\$50,131	AY
	Judaic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$2,019	\$52,531	
Cal, Santiago J	Art & Art History	Assoc Professor	1.00	\$1,444	\$55,418	AY
Campbell, Stan R	Campus Recreation	Director	1.00	\$5,211	\$118,485	FY
	Student Affairs	Assoc Vice Chancellor	0.00	\$460	\$10,460	FY
			1.00	\$5,671	\$128,945	
Cantarero, Rodrigo	Community & Regional Planning	Assoc Professor	1.00	\$2,247	\$65,721	AY
Carlo, Gustavo	Psychology	Professor	1.00	\$7,735	\$100,000	AY
Carr Jr, Thomas M	Modern Language & Literature	Professor	1.00	\$3,800	\$86,851	AY
Carr, Timothy P	Nutrition & Health Sciences	Professor	0.50	\$2,140	\$48,859	FY
* <i>See also: IANR</i>						
Carranza, Miguel A	Sociology	Professor	0.60	\$2,386	\$60,426	AY
	Ethnic Studies	Professor	0.40	\$1,590	\$40,283	AY
			1.00	\$3,976	\$100,709	
Carrell, Thomas D	Special Ed & Communic Disorders	Assoc Professor	1.00	\$3,367	\$70,418	AY
Case, Frank D	Interior Design	Assoc Professor	0.50	\$449	\$30,389	AY
Cassner, Mary E	University Libraries	Assoc Professor	1.00	\$1,855	\$54,274	FY
Castro, Joy E	English	Assoc Professor	0.60	\$1,209	\$46,209	AY
	Ethnic Studies	Assoc Professor	0.40	\$806	\$30,806	AY
			1.00	\$2,015	\$77,015	
Casullo, Albert	Philosophy	Professor	1.00	\$5,517	\$104,047	AY
Ceballos, Miguel	Sociology	Asst Professor	0.60	\$748	\$34,555	AY
	Ethnic Studies	Asst Professor	0.40	\$498	\$23,036	AY
			1.00	\$1,246	\$57,591	
Cejda, Brent D	Educational Administration	Assoc Professor	1.00	\$4,300	\$83,800	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Cerny, Ronald	Chemistry	Research Associate Professor	1.00	\$3,405	\$88,797	AY
Cerutti, Heriberto D	NRI Center of Biotechnology	Assoc Professor	0.54	\$1,602	\$53,783	AY
	School of Biological Sciences	Assoc Professor	0.46	\$1,386	\$46,503	AY
			1.00	\$2,988	\$100,286	
Cerveney, Alan L	Admissions	Dean	1.00	\$6,336	\$148,780	FY
Chan, Elaine	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$4,140	\$65,415	AY
Chandra, Namas	College of Engineering	Associate Dean	0.60	\$5,026	\$92,477	AY
	Engineering Mechanics	Professor	0.40	\$3,351	\$61,651	AY
	Engineering Mechanics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$8,377	\$164,128	
Chauche, Marc L	Financial Services	Asst Vice Chancellor	1.00	\$6,000	\$141,000	FY
Cheadle, Jacob E	Sociology	Asst Professor	1.00	\$2,498	\$57,498	AY
Chen, Bing	Computer & Electronics Engineering	Professor	0.60	\$4,368	\$80,352	AY
	Computer & Electronics Engineering	Chairperson	0.40	\$2,911	\$55,962	AY
			1.00	\$7,279	\$136,314	
Chen, Kung H	School of Accountancy	Professor	1.00	\$3,860	\$132,528	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,860	\$142,528	
Cheney, Veva L	Students w/ Disabilities Services	Director	1.00	\$2,900	\$70,315	FY
Cheung, Chin Li	Chemistry	Asst Professor	1.00	\$2,185	\$67,201	AY
Chia, Catherine P	School of Biological Sciences	Assoc Professor	1.00	\$902	\$61,012	AY
Childers, Scott M	University Libraries	Assoc Professor	1.00	\$2,004	\$55,145	FY
Cho, Yong Kwon	Construction Systems	Asst Professor	1.00	\$2,771	\$75,070	AY
Choe, Wonyoung	Chemistry	Asst Professor	1.00	\$1,360	\$66,386	AY
Chooibneh, F Fred	Industrial & Mgmt Syst Engineering	Professor	0.40	\$2,121	\$75,921	FY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$10,000	FY
* <i>See also: UNCA</i>			0.40	\$2,121	\$85,921	
Choueiry, Berthe Y	Computer Science & Engineering	Assoc Professor	1.00	\$2,650	\$94,963	AY
Chouinard, Leo G	Mathematics	Assoc Professor	1.00	\$2,600	\$57,550	AY
Christensen, Alan Carl	School of Biological Sciences	Assoc Professor	1.00	\$2,687	\$65,913	AY
Christensen, Kathryn A	Broadcasting	Professor of Practice	1.00	\$2,876	\$80,629	AY
Churchill, Susan Lynn	Child, Youth & Family Studies	Assoc Professor	0.76	\$1,355	\$45,092	AY
* <i>See also: IANR</i>						
Ci, Song	Computer & Electronics Engineering	Asst Professor	1.00	\$3,274	\$89,179	AY
Claes, Daniel R	Physics & Astronomy	Chairperson	0.60	\$6,558	\$61,240	AY
	Physics & Astronomy	Professor	0.40	\$4,372	\$37,494	AY
			1.00	\$10,930	\$98,734	
Clemente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.49	\$2,178	\$56,630	FY
* <i>See also: IANR</i>						
Clinton, Mark K	School of Music	Assoc Professor	1.00	\$3,168	\$69,871	AY
Coble, Parks M	History	Professor	1.00	\$2,718	\$87,646	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,718	\$97,646	
Cochran, David J	Industrial & Mgmt Syst Engineering	Professor	1.00	\$3,240	\$101,309	AY
Cohen, Myra B	Computer Science & Engineering	Asst Professor	1.00	\$4,900	\$93,580	AY
Cohn, Steven David	Mathematics	Assoc Professor	1.00	\$1,200	\$63,114	AY
Cole, Kevin David	Mechanical Engineering	Assoc Professor	1.00	\$2,898	\$89,337	AY
Combs, Gwendolyn M	Management	Assoc Professor	1.00	\$3,300	\$95,551	AY
Combs, Michael Warren	Political Science	Professor	1.00	\$1,336	\$71,134	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Comer, John C	Political Science	Chairperson	0.60	\$1,491	\$47,591	AY
	Political Science	Professor	0.40	\$994	\$29,393	AY
			1.00	\$2,485	\$76,984	
Condon, Frances V	English	Assoc Professor	1.00	\$3,520	\$65,520	AY
Conrad, David W	Technology Development	Director	1.00	\$11,233	\$113,447	FY
Cook, John G	Athletics	Head Coach	1.00	\$17,860	\$207,860	FY
Coope, Jessica Ann	College of Arts & Sciences	Associate Dean	0.75	\$2,967	\$55,917	AY
	History	Assoc Professor	0.25	\$989	\$17,472	AY
			1.00	\$3,956	\$73,389	
Couture, Barbara A	Academic Affairs	Sr Vice Chancellor	1.00	\$12,350	\$254,582	FY
Crabtree, Aaron D	School of Accountancy	Asst Professor	1.00	\$7,720	\$138,143	AY
Crawford, Sidnie White	Classics & Religious Studies	Chairperson	0.60	\$2,515	\$62,539	AY
	Classics & Religious Studies	Professor	0.40	\$1,676	\$39,356	AY
			1.00	\$4,191	\$101,895	
Cress Nipper, Cynthia J	Special Ed & Communic Disorders	Assoc Professor	1.00	\$3,436	\$65,391	AY
Creswell, John W	Educational Psychology	Professor	1.00	\$2,969	\$96,283	AY
Crews, Patricia C	Intl Quilt Study Center & Museum	Director	0.50	\$5,395	\$79,505	FY
	Textiles Clothing & Design	Professor	0.25	\$2,707	\$39,871	FY
	Textiles Clothing & Design	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
			0.75	\$8,102	\$121,876	
* <i>See also: IANR</i>						
Crockett, Elizabeth J	Psychology	Professor	1.00	\$4,019	\$106,770	AY
Crump, Arthel Eugene	Business and Finance	Assoc Gen Counsel	0.50	\$2,110	\$50,062	FY
* <i>See also: UNCA</i>						
Crump, Linda	Equity, Access & Diversity Programs	Asst To Chancellor	1.00	\$6,050	\$126,380	FY
Currin, Bruce Alan	Human Resources	Asst Vice Chancellor	1.00	\$5,500	\$136,358	FY
Curry, Dawne Y	History	Asst Professor	0.60	\$943	\$32,405	AY
	Ethnic Studies	Asst Professor	0.40	\$630	\$21,604	AY
			1.00	\$1,573	\$54,009	
Cushing, Matthew J	Economics	Professor	1.00	\$2,900	\$98,239	AY
Dahab, Mohamed F	Civil Engineering-Lincoln	Professor	0.50	\$2,718	\$65,765	AY
	Civil Engineering-Lincoln	Chairperson	0.50	\$2,718	\$70,765	AY
			1.00	\$5,436	\$136,530	
Dalla, Rochelle L	Child, Youth & Family Studies	Assoc Professor	0.62	\$3,890	\$57,595	FY
* <i>See also: IANR</i>						
Daly III, Edward J	Educational Psychology	Professor	1.00	\$2,980	\$96,650	AY
Damuth, Laura	Ofc of Dean - Undergraduate Studies	Director	1.00	\$2,487	\$54,740	FY
Dance, Lory J	Sociology	Assoc Professor	0.60	\$1,120	\$49,120	AY
	Ethnic Studies	Assoc Professor	0.40	\$746	\$32,746	AY
			1.00	\$1,866	\$81,866	
Davidson, Mary Meghan	Educational Psychology	Asst Professor	1.00	\$3,271	\$59,854	AY
Day, Jeffrey L	Architecture	Assoc Professor	1.00	\$3,228	\$77,602	AY
De Ayala, Rafael J	Educational Psychology	Chairperson	0.60	\$3,211	\$81,517	FY
	Educational Psychology	Professor	0.40	\$2,064	\$52,414	FY
			1.00	\$5,275	\$133,931	
Decker, T Newell	Special Ed & Communic Disorders	Professor	1.00	\$4,752	\$92,502	AY
Deegan, Mary Jo	Sociology	Professor	1.00	\$1,289	\$64,992	AY
DeFusco, Richard A	Finance	Assoc Professor	1.00	\$4,000	\$105,000	AY
Demers, Paul A	Anthropology and Geography	Asst Professor	1.00	\$3,569	\$51,112	AY
Deng, Bo	Mathematics	Professor	1.00	\$6,000	\$78,954	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Denicola, Robert C	College of Law	Professor	1.00	\$9,276	\$194,800	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$9,276	\$209,800	
Deogun, Jitender S	Computer Science & Engineering	Professor	1.00	\$3,946	\$125,746	AY
Despang, Martin	Architecture	Assoc Professor	1.00	\$7,378	\$67,116	AY
Dewey, Kenneth F	School of Natural Resources	Professor	0.60	\$1,977	\$50,419	AY
	Geosciences	Professor	0.15	\$494	\$12,604	AY
* <i>See also: IANR</i>			0.75	\$2,471	\$63,023	
Diamond, Judy	University Museum	Professor	1.00	\$4,780	\$113,413	FY
DiBernard, Barbara J	English	Professor	1.00	\$2,098	\$79,793	AY
Digman, Lester A	Management	Professor	1.00	\$4,300	\$126,825	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,300	\$136,825	
Dilillo, David K	Psychology	Assoc Professor	1.00	\$3,518	\$75,318	AY
DiMagno, Stephen	Chemistry	Professor	1.00	\$10,368	\$88,328	AY
Ding, Meixia	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$3,630	\$61,630	AY
Dipietro, Robin B	Nutrition & Health Sciences	Asst Professor	0.50	\$1,775	\$40,775	FY
* <i>See also: IANR</i>						
Dixon, Wheeler W	English	Professor	1.00	\$2,768	\$95,637	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,768	\$105,637	
Dlugosh, Larry L	Educational Administration	Chairperson	0.60	\$3,313	\$84,139	FY
	Educational Administration	Professor	0.40	\$2,133	\$54,167	FY
			1.00	\$5,446	\$138,306	
Dodd, Michael D	Psychology	Asst Professor	1.00	\$1,539	\$58,539	AY
Doll, Elizabeth J	Educational Psychology	Professor	1.00	\$4,237	\$112,454	AY
Dominguez, David A M	Physics & Astronomy	Asst Professor	1.00	\$2,449	\$72,044	AY
Dominguez, Eddie R	Art & Art History	Assoc Professor	0.65	\$1,200	\$46,076	AY
Donsig, Allan P	Mathematics	Assoc Professor	1.00	\$1,900	\$72,000	AY
Dowben, Peter	Physics & Astronomy	Professor	1.00	\$3,961	\$118,080	AY
	Physics & Astronomy	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,961	\$120,580	
Dowell, Janice L	Philosophy	Assoc Professor	1.00	\$6,556	\$60,556	AY
Draper, Patricia C	Anthropology and Geography	Professor	1.00	\$3,380	\$112,424	AY
Dreher, Kwakiutl L	English	Assoc Professor	0.60	\$4,195	\$37,242	AY
	Ethnic Studies	Assoc Professor	0.40	\$2,797	\$24,829	AY
			1.00	\$6,992	\$62,071	
Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$1,170	\$48,334	AY
* <i>See also: IANR</i>						
Drueke, Mary Jeanetta	University Libraries	Professor	1.00	\$3,755	\$74,500	FY
Drummond, R Wayne	College of Architecture	Dean	1.00	\$8,094	\$200,816	FY
Du, Liangcheng	Chemistry	Assoc Professor	1.00	\$3,147	\$70,301	AY
Ducey, Mary Ellen	University Libraries	Assoc Professor	1.00	\$2,524	\$56,884	FY
Ducharme, Stephen	Physics & Astronomy	Professor	1.00	\$2,927	\$95,641	AY
Dudney, Donna Marie	Available Positions	Asst Professor	1.00	\$5,794	\$103,646	AY
	College of Business Administration	Assistant Dean	0.00	\$0	\$3,000	AY
			1.00	\$5,794	\$106,646	
Dumais, Joseph James	Chemistry	Research Associate Professor	1.00	\$2,605	\$81,150	FY
Dunbar, Steven R	Mathematics	Professor	1.00	\$2,000	\$92,397	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Duncan, Anne E	Classics & Religious Studies	Asst Professor	1.00	\$1,690	\$55,690	AY
Duncan, Richard F	College of Law	Professor	1.00	\$7,451	\$156,473	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$7,451	\$171,473	
Duncan, Robert I	Architecture	Professor	0.80	\$2,068	\$71,321	AY
	Architecture	Director	0.20	\$518	\$19,457	AY
			1.00	\$2,586	\$90,778	
Dussault, Patrick H	Chemistry	Professor	1.00	\$3,266	\$119,505	AY
Dvorak, Bruce I	Civil Engineering-Lincoln	Assoc Professor	1.00	\$3,506	\$95,002	AY
	Civil Engineering-Lincoln	Associate Chairman	0.00	\$390	\$10,555	AY
			1.00	\$3,896	\$105,557	
Dwyer, Matthew B	Computer Science & Engineering	Professor	1.00	\$7,300	\$154,572	AY
	Computer Science & Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,300	\$164,572	
Dzenis, Yuris	Engineering Mechanics	Professor	1.00	\$8,182	\$139,280	AY
	Engineering Mechanics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$8,182	\$149,280	
Eccarius, Malinda A	Special Ed & Communic Disorders	Assistant Professor of Practice	1.00	\$2,738	\$57,505	AY
Eckhardt, Craig J	Chemistry	Professor	1.00	\$3,119	\$122,032	AY
Edwards, Carolyn Pope	Psychology	Professor	0.75	\$4,554	\$105,557	FY
	Psychology	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>			0.75	\$4,554	\$108,057	
Edwards, Richard C	Economics	Professor	0.50	\$2,558	\$86,494	AY
Eklund, Peter A	School of Music	Assoc Professor	1.00	\$1,721	\$69,208	AY
Elbaum, Sebastian G	Computer Science & Engineering	Assoc Professor	1.00	\$6,610	\$112,504	AY
Ells, Mark L	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$3,772	\$90,000	FY
Elthon, Thomas E	Agronomy & Horticulture	Assoc Professor	0.92	\$2,255	\$66,696	AY
* <i>See also: IANR</i>						
Endacott, Richard D	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$1,685	\$58,895	AY
Enders, Axel	Physics & Astronomy	Asst Professor	1.00	\$1,934	\$69,934	AY
Engen-Wedin, Nancy G	Lied Center for Performing Arts	Education & Outreach Specialist	0.50	\$1,853	\$31,908	FY
	Teaching, Learning & Teacher Ed	Lecturer	0.35	\$698	\$23,968	FY
	Teaching, Learning & Teacher Ed	Coordinator	0.15	\$178	\$6,105	FY
			1.00	\$2,729	\$61,981	
Epstein, Michael H	Special Ed & Communic Disorders	Professor	1.00	\$4,069	\$134,055	AY
Erbe, Lynn H	Mathematics	Professor	1.00	\$2,100	\$95,899	AY
Erdogmus, Ece	Architectural Engineering	Asst Professor	1.00	\$3,832	\$84,475	AY
Erickson, Joan L	Special Ed & Communic Disorders	Assoc Professor	1.00	\$0	\$67,326	AY
Ernst, Tim L	EE&O Business Operations	Director	1.00	\$1,900	\$70,992	FY
Ertl, Ted A	Architecture	Assoc Professor	1.00	\$1,971	\$66,715	AY
Espy, Kimberly A	Research	Assoc Vice Chancellor	1.00	\$15,215	\$175,486	FY
Evans, Sharon A	Educational Psychology	Assoc Professor	1.00	\$0	\$62,377	AY
Everman, Tasha A	College of Law	Assistant Dean	1.00	\$2,453	\$67,000	FY
Fabrikant, Ilya I	Physics & Astronomy	Professor	1.00	\$2,968	\$100,453	AY
Falci, Christina D	Sociology	Asst Professor	1.00	\$2,764	\$57,864	AY
Faller, Ronald Keith	Midwest Roadside Safety Facility	Research Assistant Professor	1.00	\$4,800	\$89,889	FY
Fang, Hua	Research	Director	1.00	\$1,286	\$65,554	FY
Farrell, Kathleen Anne	Finance	Assoc Professor	1.00	\$8,800	\$154,895	AY
Farritor, Shane M	Mechanical Engineering	Assoc Professor	1.00	\$7,624	\$100,764	AY
Feng, Ruqiang	Engineering Mechanics	Assoc Professor	1.00	\$3,096	\$95,460	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Fielding, Christopher R	Geosciences	Professor	1.00	\$4,872	\$105,328	AY
	Geosciences	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,872	\$115,328	
Fischer, Bruce A	Construction Management	Assoc Professor	1.00	\$4,076	\$81,239	AY
Fischer, Tammie J	Economic Education	Director	1.00	\$1,790	\$47,935	AY
Fleming, Donna C	University Libraries	Assoc Professor	1.00	\$2,085	\$56,585	FY
Flowers, John H	Psychology	Professor	1.00	\$2,085	\$82,267	AY
Foley, Brett P	Buros Center for Testing	Coordinator	1.00	\$2,750	\$57,750	FY
Foley, Gretchen C	School of Music	Assoc Professor	1.00	\$4,796	\$60,910	AY
Ford, Christopher T	Architecture	Asst Professor	1.00	\$2,752	\$60,087	AY
Ford, James E	English	Assoc Professor	1.00	\$1,439	\$57,348	AY
Forde, Edward C	Art & Art History	Professor	0.90	\$4,253	\$122,700	FY
	Art & Art History	Chairperson	0.10	\$1,500	\$13,300	FY
			1.00	\$5,753	\$136,000	
Forsythe, David P	Political Science	Professor	1.00	\$2,900	\$112,680	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,900	\$127,680	
Foss, Mikil D	Mathematics	Asst Professor	1.00	\$4,100	\$70,410	AY
Foster, Edward Terence	Construction Systems	Professor	1.00	\$1,952	\$93,777	AY
Foster, Gwendolyn Audrey	English	Professor	1.00	\$3,319	\$74,560	AY
Fought, Robert A	Hixson-Lied Fine & Performing Arts	Associate Dean	1.00	\$6,653	\$129,000	AY
Fowler, David	Teaching, Learning & Teacher Ed	Professor	1.00	\$2,493	\$74,807	AY
Francis, Charles W	Nebraska Union	Director	1.00	\$5,165	\$111,192	FY
Franck, Susan D	College of Law	Asst Professor	1.00	\$0	\$97,289	AY
Franco, Juan N	Student Affairs	Vice Chancellor	1.00	\$11,000	\$216,000	FY
Frank, Alan H	College of Law	Professor	1.00	\$3,908	\$115,536	AY
Frank, Tracy D	Geosciences	Assoc Professor	1.00	\$3,267	\$74,166	AY
Friesen, Geoffrey C	Finance	Asst Professor	1.00	\$8,500	\$146,493	AY
Fritz, Dana B	Art & Art History	Assoc Professor	1.00	\$5,043	\$59,794	AY
Fritz, Sherilyn Claire	Geosciences	Professor	0.85	\$4,587	\$102,092	AY
	School of Biological Sciences	Professor	0.15	\$809	\$18,015	AY
	Geosciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$5,396	\$122,607	
Fromm, Michael E	Agronomy & Horticulture	Professor	0.38	\$2,308	\$79,259	AY
* <i>See also: IANR</i>						
Fuelberth, Rhonda J	School of Music	Assoc Professor	1.00	\$1,432	\$56,499	AY
Fuess, Scott Macneill	Economics	Chairperson	0.60	\$2,700	\$72,851	AY
	Economics	Professor	0.40	\$1,800	\$43,901	AY
			1.00	\$4,500	\$116,752	
Fuller, Shelley T	Art & Art History	Assoc Professor	1.00	\$1,293	\$53,021	AY
Gabb, Betsy Shofstall	Interior Design	Professor	0.90	\$3,847	\$82,167	AY
	Interior Design	Director	0.10	\$928	\$11,908	AY
			1.00	\$4,775	\$94,075	
Gallagher, Chris W	English	Professor	1.00	\$10,269	\$84,259	AY
Ganim, Russell Joseph	Modern Language & Literature	Chairperson	0.60	\$2,136	\$57,986	AY
	Modern Language & Literature	Professor	0.40	\$1,424	\$35,324	AY
			1.00	\$3,560	\$93,310	
Gannon, Thomas C	English	Asst Professor	0.60	\$2,583	\$35,330	AY
	Ethnic Studies	Asst Professor	0.40	\$1,722	\$23,553	AY
			1.00	\$4,305	\$58,883	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Gao, Lei	School of Accountancy	Asst Professor	1.00	\$2,000	\$118,689	AY
Gao, Xia	Textiles Clothing & Design	Asst Professor	1.00	\$1,800	\$57,800	AY
Garbin, Calvin Peter	Psychology	Professor	1.00	\$2,013	\$81,800	AY
Garcia, Ricardo L	Teaching, Learning & Teacher Ed	Professor	0.75	\$1,400	\$79,514	FY
* <i>See also: IANR</i>						
Gardner, Martin R	College of Law	Professor	1.00	\$8,653	\$181,718	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$8,653	\$196,718	
Gardner, Scott L	School of Biological Sciences	Professor	1.00	\$2,480	\$86,549	AY
Gardner, Sue Ann	University Libraries	Assoc Professor	0.50	\$1,148	\$28,460	FY
Garza, James A	History	Assoc Professor	0.60	\$2,469	\$38,865	AY
	Ethnic Studies	Assoc Professor	0.40	\$1,644	\$25,908	AY
	Latin American & Latino Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$4,113	\$67,173	
Gay, Timothy	Physics & Astronomy	Professor	1.00	\$3,912	\$119,753	AY
Geisinger, Kurt F	Educational Psychology	Professor	0.50	\$1,683	\$55,449	AY
	Buros Center for Testing	Director	0.50	\$1,683	\$55,449	AY
	Educational Psychology	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,366	\$125,898	
Gentry, James William	Marketing	Professor	1.00	\$6,933	\$135,609	AY
	College of Business Administration	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,933	\$145,609	
George, Thomas A	Chemistry	Professor	1.00	\$5,807	\$112,912	AY
Geppert, John M	Finance	Assoc Professor	1.00	\$6,000	\$113,084	AY
Gibbons, John S	Philosophy	Assoc Professor	1.00	\$6,388	\$70,267	AY
Gibson, Robert M	School of Biological Sciences	Professor	1.00	\$2,282	\$79,653	AY
Giesecke, Joan Ruth	University Libraries	Dean	1.00	\$7,955	\$171,713	FY
Gladyshev, Vadim N	Biochemistry	Distinguished Professor	0.00	\$0	\$15,000	FY
* <i>See also: IANR</i>						
Gloden, Sarah A	College of Law	Assistant Dean	1.00	\$2,292	\$62,612	FY
Glover, Todd A	NE Ctr Rsrch on Youth,Fam & School	Research Assistant Professor	1.00	\$2,042	\$67,266	FY
Goble, Ronald J	Geosciences	Professor	1.00	\$4,675	\$78,322	AY
Goddard, Stephen M	Computer Science & Engineering	Professor	1.00	\$18,309	\$131,356	AY
Goebes, Carole A	University Libraries	Assoc Professor	1.00	\$1,095	\$41,212	AY
Goedert, James D	Construction Systems	Chairperson	0.60	\$2,923	\$66,362	AY
	Construction Systems	Assoc Professor	0.40	\$1,950	\$42,642	AY
			1.00	\$4,873	\$109,004	
Gogos, George	Mechanical Engineering	Professor	1.00	\$4,673	\$126,618	AY
Gonzalez, Jose E	Modern Language & Literature	Assoc Professor	0.60	\$1,169	\$37,159	AY
	Ethnic Studies	Assoc Professor	0.40	\$780	\$24,775	AY
			1.00	\$1,949	\$61,934	
Gonzalez-Allende, Iker	Modern Language & Literature	Asst Professor	1.00	\$1,800	\$48,800	AY
Goodburn, Amy M	College of Arts & Sciences	Associate Dean	0.75	\$3,500	\$65,354	AY
	English	Professor	0.25	\$1,167	\$23,118	AY
			1.00	\$4,667	\$88,472	
Goosby, Bridget J	Sociology	Asst Professor	0.60	\$1,624	\$34,624	AY
	Ethnic Studies	Asst Professor	0.40	\$1,083	\$23,083	AY
			1.00	\$2,707	\$57,707	
Gorman, Robert Joseph	Classics & Religious Studies	Asst Professor	1.00	\$1,623	\$51,623	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Gorman, Vanessa B	History	Assoc Professor	1.00	\$1,946	\$66,820	AY
Gradwohl, John M	College of Law	Professor	0.67	\$4,816	\$118,137	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			0.67	\$4,816	\$133,137	
Grady, Marilyn L	Educational Administration	Professor	1.00	\$5,565	\$105,965	AY
Graef, Michelle I	Ctr Children Family & the Law	Research Associate Professor	1.00	\$3,412	\$82,500	FY
Graham, Richard L	University Libraries	Asst Professor	1.00	\$2,050	\$51,000	FY
Grange, William M	Johnny Carson School-Theatre & Film	Professor	1.00	\$4,532	\$74,139	AY
Graybill, Andrew R	History	Assoc Professor	1.00	\$11,831	\$65,000	AY
Green, Jordan R	Special Ed & Communic Disorders	College Associate Professor	1.00	\$3,819	\$88,694	AY
Gregory, Donald L	Division of General Studies	Director	1.00	\$4,031	\$100,633	FY
	Housing Residence Life	Coordinator	0.00	\$351	\$8,745	FY
			1.00	\$4,382	\$109,378	
Grew, Priscilla C	University Museum	Director	1.00	\$5,769	\$153,774	FY
Griep, Mark A	Chemistry	Assoc Professor	1.00	\$1,632	\$63,858	AY
Griesen, James V	Educational Administration	Professor	1.00	\$3,500	\$127,054	AY
Grossbart, Sanford L	Marketing	Professor	1.00	\$3,055	\$135,959	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,055	\$145,959	
Grouverman, Alexei	Physics & Astronomy	Assoc Professor	1.00	\$2,186	\$82,186	AY
Gruhl, John R	Political Science	Professor	1.00	\$2,466	\$79,055	AY
Guerra, Romeo J	Academic Conferences	Director	1.00	\$2,822	\$83,452	FY
Guest, James R	University Health Center	Director	1.00	\$7,503	\$170,942	FY
Guevara, Jose' R	Modern Language & Literature	Assoc Professor	1.00	\$5,700	\$55,730	AY
Gunderson, Greg R	Academic Affairs	Asst Vice Chancellor	1.00	\$4,424	\$102,131	FY
Guo, Junke	Civil Engineering-Omaha	Asst Professor	1.00	\$3,550	\$77,377	AY
Gursoy, Mustafa C	Electrical Engineering	Asst Professor	1.00	\$3,851	\$84,710	AY
Ha, Young	Textiles Clothing & Design	Asst Professor	1.00	\$1,600	\$58,853	AY
Haar, Ora P	School of Music	Asst Professor	1.00	\$2,831	\$57,504	AY
Hachtmann, Frauke	Advertising	Assoc Professor	1.00	\$6,539	\$62,839	AY
Hage, David S	Chemistry	Professor	1.00	\$8,448	\$117,043	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$8,448	\$119,543	
Hagewen, Kellie J	Sociology	Asst Professor	0.60	\$1,676	\$33,745	AY
	Ethnic Studies	Asst Professor	0.40	\$1,118	\$22,497	AY
			1.00	\$2,794	\$56,242	
Haggin, Ronald K	Construction Systems	Assoc Professor	1.00	\$2,874	\$94,083	AY
Hallbeck, M Susan	Industrial & Mgmt Syst Engineering	Professor	1.00	\$3,690	\$100,856	AY
Hamann, Edmund T	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$4,015	\$69,683	AY
Hames, Raymond	Anthropology and Geography	Professor	1.00	\$2,723	\$90,559	AY
Hamouz, Fayrene L	Nutrition & Health Sciences	Assoc Professor	0.75	\$1,825	\$74,954	FY
* See also: IANR						
Hampton, Ronald D	Marketing	Chairperson	0.60	\$2,700	\$76,205	AY
	Marketing	Assoc Professor	0.40	\$1,800	\$44,137	AY
			1.00	\$4,500	\$120,342	
Handa, Rumiko	Architecture	Assoc Professor	1.00	\$2,590	\$79,918	AY
Hanrahan, Kevin	School of Music	Asst Professor	1.00	\$1,110	\$49,382	AY
Hansen, David J	Psychology	Chairperson	0.60	\$5,185	\$102,621	FY
	Psychology	Professor	0.40	\$3,458	\$65,083	FY
			1.00	\$8,643	\$167,704	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hanson, Ronald J	Agricultural Economics	Professor	0.00	\$0	\$2,500	FY
* See also: IANR						
Harbison, Gerard	Chemistry	Professor	1.00	\$2,761	\$115,187	AY
Harbourne, Brian Lee	Mathematics	Professor	1.00	\$6,250	\$94,111	AY
Harkness, Janet A	Survey Research & Methodology/Gallu	Director	1.00	\$4,980	\$133,546	AY
	Survey Research & Methodology/Gallu	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,980	\$143,546	
Harler, Donna D	School of Music	Professor	1.00	\$1,642	\$70,065	AY
Harmon, Paul E	Construction Management	Assoc Professor	1.00	\$5,428	\$113,499	AY
Harner, Michelle M	College of Law	Asst Professor	1.00	\$3,978	\$97,578	AY
Harnisch, Delwyn L	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,648	\$99,578	AY
Harpending, Michael A	English	Coordinator	1.00	\$1,500	\$61,956	FY
Harshman, Lawrence G	School of Biological Sciences	Professor	1.00	\$11,796	\$94,284	AY
Hartke, Stephen G	Mathematics	Asst Professor	1.00	\$3,800	\$69,800	AY
Harwood, David	Geosciences	Professor	1.00	\$3,769	\$90,864	AY
	Geosciences	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$3,769	\$98,364	
Hauptman, Kelli M	Ctr Children Family & the Law	Coordinator	1.00	\$2,200	\$52,200	FY
Hawkey, Earl W	Registration & Records	Director	1.00	\$5,053	\$118,604	FY
Hayaki, Reina	Philosophy	Asst Professor	1.00	\$1,548	\$54,261	AY
Hayden, F Gregory	Economics	Professor	1.00	\$3,399	\$115,367	AY
Hayden-Roy, Priscilla A	Modern Language & Literature	Assoc Professor	1.00	\$3,200	\$65,814	AY
Healey, E Charles	Special Ed & Communic Disorders	Professor	1.00	\$4,966	\$90,851	AY
Heaton, Ruth M	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$3,915	\$89,023	AY
Hebets, Eileen A	School of Biological Sciences	Asst Professor	1.00	\$6,318	\$68,542	AY
Hecker, Matthew J	Office of the Dean of Students	Dean	1.00	\$3,562	\$86,386	FY
Hemsath, Timothy L	Architecture	Asst Professor	1.00	\$1,950	\$51,950	AY
Henderson, David K	Philosophy	Professor	1.00	\$4,214	\$89,214	AY
	Philosophy	Distinguished Professor	0.00	\$0	\$6,000	AY
			1.00	\$4,214	\$95,214	
Hendrix, James L	Chemical & Biomolecular Engineering	Professor	1.00	\$5,495	\$150,405	AY
Henninger, Scott R	Computer Science & Engineering	Assoc Professor	1.00	\$2,012	\$90,226	AY
Henze, Gregor P	Architectural Engineering	Assoc Professor	1.00	\$0	\$97,335	AY
Hermiller, Susan M	Mathematics	Professor	1.00	\$2,000	\$85,614	AY
Hibbard, Therees T	School of Music	Asst Professor	1.00	\$4,097	\$53,048	AY
Hibbing, John R	Political Science	Professor	1.00	\$4,590	\$139,593	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,590	\$154,593	
Hicks, Morgan C	Athletics	Head Coach	1.00	\$1,575	\$46,575	FY
Hinchman, Mark A	Interior Design	Assoc Professor	1.00	\$9,847	\$75,000	AY
Hind, Peter David	Architecture	Asst Professor	1.00	\$1,750	\$51,750	AY
Hines, Gwendolen	Mathematics	Assoc Professor	1.00	\$1,200	\$68,780	AY
Hochstein, Lorin M	Computer Science & Engineering	Asst Professor	1.00	\$800	\$83,170	AY
Hoff, Michael C	Art & Art History	Professor	1.00	\$2,896	\$69,444	AY
Hoffman, Lesa R	Psychology	Asst Professor	1.00	\$2,761	\$60,273	AY
Hoffman, Michael W	Electrical Engineering	Professor	1.00	\$12,104	\$110,087	AY
Hoffman, Richard O	Industrial & Mgmt Syst Engineering	Professor	1.00	\$767	\$80,822	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hoistad, Mark A	Architecture	Director	0.50	\$5,000	\$74,909	FY
	Landscape Architecture Program	Director	0.20	\$2,000	\$26,703	FY
	Architecture	Professor	0.20	\$2,000	\$26,703	FY
	College of Architecture	Associate Dean	0.10	\$1,000	\$13,352	FY
			1.00	\$10,000	\$141,667	
Hollist, Cody S	Child, Youth & Family Studies	Asst Professor	0.75	\$1,290	\$44,275	AY
* See also: IANR						
Holmes, Mary Anne	Geosciences	Associate Professor of Practice	1.00	\$5,885	\$71,717	AY
Holmes, William W	Construction Systems	Assoc Professor	1.00	\$2,850	\$98,817	AY
Holz, Aaron J	Art & Art History	Asst Professor	1.00	\$5,274	\$58,616	AY
Homestead, Melissa J	English	Assoc Professor	1.00	\$2,244	\$71,157	AY
Honey, Maureen E	English	Professor	1.00	\$2,744	\$98,990	AY
Hope, Debra Anne	Psychology	Professor	1.00	\$3,976	\$106,208	AY
Horn, Christy A	Center for Instructional Innovation	Director	0.40	\$1,537	\$39,959	FY
* See also: UNCA						
Hostetler, Karl David	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,889	\$80,777	AY
Housh, Terry J	Nutrition & Health Sciences	Professor	1.00	\$5,894	\$100,356	AY
Houston, Adam L	Geosciences	Asst Professor	1.00	\$1,734	\$61,455	AY
Hoyt, Danny R	Sociology	Chairperson	0.60	\$2,995	\$70,221	AY
	Sociology	Professor	0.40	\$1,997	\$44,482	AY
			1.00	\$4,992	\$114,703	
Hu, Qi S	Geosciences	Assoc Professor	0.30	\$1,114	\$26,543	FY
* See also: IANR						
Huddleston-Casas, Catherine A	Child, Youth & Family Studies	Asst Professor	0.75	\$1,175	\$40,285	AY
* See also: IANR						
Hudgins, Jerry L	Electrical Engineering	Professor	0.65	\$4,448	\$97,300	AY
	Electrical Engineering	Chairperson	0.35	\$2,395	\$52,392	AY
			1.00	\$6,843	\$149,692	
Hull, Ronald E	University Television	Associate Director	0.50	\$480	\$14,189	FY
Hunt Jr, Robert M	Geosciences	Professor	0.50	\$942	\$43,454	AY
Hux, Karen A	Special Ed & Communic Disorders	Assoc Professor	1.00	\$3,171	\$76,378	AY
Ianno, Natale Joseph	Electrical Engineering	Professor	1.00	\$6,131	\$125,854	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,131	\$135,854	
Ide, Harry Albert	Philosophy	Assoc Professor	1.00	\$2,603	\$60,611	AY
Ingraham, Elizabeth	Art & Art History	Assoc Professor	1.00	\$3,487	\$58,870	AY
Iordanskiy, Sergey N	School of Biological Sciences	Research Assistant Professor	1.00	\$1,680	\$49,680	FY
Irmak, Ayse	School of Natural Resources	Asst Professor	0.40	\$872	\$31,272	FY
* See also: IANR						
Isernhagen, Jody C	Educational Administration	Assoc Professor	1.00	\$2,850	\$97,014	AY
Istanbulluoglu, Erkan	Geosciences	Asst Professor	0.70	\$1,444	\$47,593	AY
* See also: IANR						
Iyengar, Srikanth B	Mathematics	Professor	1.00	\$6,300	\$98,175	AY
Jackson, Christine A	Business and Finance	Vice Chancellor	1.00	\$11,250	\$223,234	FY
Jacobs, Margaret D	History	Assoc Professor	1.00	\$3,119	\$69,481	AY
	Women's & Gender Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$3,119	\$71,881	
Jacobshagen II, N Keith	Art & Art History	Professor	1.00	\$0	\$78,626	AY
Jacobson, Evelyn M	Academic Affairs	Assoc Vice Chancellor	1.00	\$6,336	\$147,489	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Jacobson, Manfred R	Modern Language & Literature	Professor	1.00	\$2,991	\$67,371	AY
Jacobson, Scott D	Athletics	Head Coach	1.00	\$1,975	\$58,407	FY
James, Michael F	Textiles Clothing & Design	Chairperson	0.40	\$3,247	\$57,406	FY
	Textiles Clothing & Design	Professor	0.40	\$2,777	\$49,108	FY
	Textiles Clothing & Design	College Professor	0.00	\$0	\$10,000	FY
* <i>See also: IANR</i>			0.80	\$6,024	\$116,514	
Jang, Won Mee	Computer & Electronics Engineering	Assoc Professor	1.00	\$3,951	\$91,309	AY
Janovy, John	School of Biological Sciences	Professor	1.00	\$3,066	\$114,551	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,066	\$129,551	
Japp, Phyllis	Communication Studies	Assoc Professor	0.50	\$313	\$31,660	AY
Jaques, Marvin B	Technology Development	Coordinator	1.00	\$5,541	\$80,421	FY
Jensen, Wayne G	Construction Management	Assoc Professor	1.00	\$3,824	\$83,298	AY
Jewell, Andrew W	University Libraries	Asst Professor	1.00	\$2,734	\$50,200	FY
Jiang, Hong	Computer Science & Engineering	Professor	1.00	\$3,624	\$109,650	AY
Joeckel, Robert M	Geosciences	Assoc Professor	0.30	\$1,361	\$25,970	FY
* <i>See also: IANR</i>						
Johnson, Jay T	Anthropology and Geography	Asst Professor	1.00	\$2,035	\$55,588	AY
Johnson, Judy L	University Libraries	Professor	1.00	\$2,255	\$85,200	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$2,255	\$86,400	
Johnson, Julie M	Child, Youth & Family Studies	Professor	0.40	\$1,928	\$48,972	FY
	Child, Youth & Family Studies	Chairperson	0.37	\$2,060	\$52,321	FY
* <i>See also: IANR</i>			0.77	\$3,988	\$101,293	
Johnson, Kathleen A	University Libraries	Professor	1.00	\$3,664	\$85,271	FY
Jones, Clinton J	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
* <i>See also: IANR</i>						
Jones, Elizabeth G	Civil Engineering-Omaha	Assoc Professor	1.00	\$4,215	\$84,895	AY
Jones, Erick C	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$4,452	\$88,861	AY
Jones, Georgia	Nutrition & Health Sciences	Assoc Professor	0.50	\$2,000	\$38,834	FY
* <i>See also: IANR</i>						
Jones, Jeannette E	History	Asst Professor	0.60	\$986	\$33,835	AY
	Ethnic Studies	Asst Professor	0.40	\$656	\$22,555	AY
			1.00	\$1,642	\$56,390	
Jones, M Colleen	Office of the Chancellor	Asst To Chancellor	0.50	\$1,500	\$51,227	AY
	Management	Clinical Asst Prof	0.50	\$1,350	\$46,216	AY
			1.00	\$2,850	\$97,443	
Jones, Patrick D	History	Asst Professor	0.60	\$1,008	\$34,581	AY
	Ethnic Studies	Asst Professor	0.40	\$672	\$23,055	AY
			1.00	\$1,680	\$57,636	
Jonson, Jessica L	Ofc of Dean - Undergraduate Studies	Director	0.75	\$2,611	\$49,747	FY
Jung, Hyun Tae	Architecture	Asst Professor	1.00	\$6,952	\$61,621	AY
Kalisa, Marie-Chantal	Modern Language & Literature	Assoc Professor	1.00	\$17,144	\$69,000	AY
Kamil, Alan C	School of Biological Sciences	Director/Chair	0.60	\$2,361	\$93,205	AY
	School of Biological Sciences	Professor	0.20	\$787	\$29,402	AY
	Psychology	Professor	0.20	\$787	\$29,399	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,935	\$167,006	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Karels, Gordon V	Finance	Chairperson	0.60	\$5,040	\$118,992	AY
	Finance	Professor	0.40	\$3,360	\$74,661	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$8,400	\$203,653	
Karmazin, Steven T	Technology Development	Coordinator	1.00	\$2,720	\$82,720	FY
Katz, Wendy J	Art & Art History	Assoc Professor	1.00	\$2,775	\$57,805	AY
Kautz, Jason A	Chemistry	Associate Professor of Practice	1.00	\$3,260	\$64,026	AY
Kaye, Frances W	English	Professor	1.00	\$2,173	\$80,381	AY
Kean, Rita C	Ofc of Dean - Undergraduate Studies	Dean	1.00	\$7,450	\$171,090	FY
Keck, David W	J S Raikes School of Comp Sci & Mgm	Director	1.00	\$8,878	\$220,259	FY
Kellas, Jody L	Communication Studies	Asst Professor	1.00	\$3,224	\$64,223	AY
Kelley, Christine A	Mathematics	Asst Professor	1.00	\$1,500	\$63,500	AY
Kendall, Gail Marie	Art & Art History	Professor	1.00	\$2,071	\$73,671	AY
	Art & Art History	College Professor	0.00	\$0	\$3,000	AY
			1.00	\$2,071	\$76,671	
Kendig, Daniel J	Athletics	Head Coach	1.00	\$2,925	\$86,488	FY
Kennedy, Patricia	Marketing	Assoc Professor	1.00	\$3,076	\$101,358	AY
Kenny, Nancy E	Athletics	Associate Director	1.00	\$4,178	\$123,554	FY
Kettler, Richard Mark	Geosciences	Assoc Professor	1.00	\$1,379	\$66,575	AY
Khattak, Aemal J	Civil Engineering-Lincoln	Assoc Professor	1.00	\$2,587	\$80,045	AY
Kiewra, Kenneth Anthony	Educational Psychology	Professor	1.00	\$2,860	\$85,263	AY
Kim, Benjamin J	Economics	Assoc Professor	1.00	\$874	\$70,773	AY
Kim, Yong Rak	Civil Engineering-Lincoln	Asst Professor	1.00	\$4,748	\$82,542	AY
Kimbrough, Alecia J	College of Arts & Sciences	Assistant Dean	1.00	\$722	\$105,000	FY
Kirby, Roger D	Physics & Astronomy	Professor	1.00	\$4,054	\$126,174	AY
Kirst, Roger W	College of Law	Professor	1.00	\$7,649	\$160,625	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$7,649	\$175,625	
Kleimola, Ann M	History	Professor	1.00	\$1,926	\$70,078	AY
Kleppinger, Stanley V	School of Music	Asst Professor	1.00	\$1,175	\$51,175	AY
Knoche, Lisa L	NE Ctr Rsrch on Youth,Fam & School	Research Assistant Professor	1.00	\$3,512	\$60,162	FY
Knops, Johannes M	School of Biological Sciences	Assoc Professor	0.80	\$3,321	\$64,249	AY
	School of Natural Resources	Assoc Professor	0.20	\$830	\$16,060	AY
			1.00	\$4,151	\$80,309	
Ko, Jeonghan	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$2,300	\$77,300	AY
Kohen, Ariel	Political Science	Asst Professor	1.00	\$4,224	\$59,224	AY
	Political Science	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$4,224	\$66,724	
Konecky, Joan Latta	University Libraries	Assoc Professor	1.00	\$2,063	\$59,173	FY
Kooser, Ted	English	Professor	0.50	\$1,413	\$48,958	AY
	English	University Professor	0.00	\$0	\$10,000	AY
			0.50	\$1,413	\$58,958	
Kort-Butler, Lisa A	Sociology	Asst Professor	1.00	\$2,123	\$55,123	AY
Kostelnik, Marjorie J	College of Education & Human Sci	Dean	0.75	\$7,358	\$153,866	FY
* <i>See also: IANR</i>						
Koszewski, Wanda M	Nutrition & Health Sciences	Ext Assoc Professor	0.25	\$1,134	\$22,320	AY
* <i>See also: IANR</i>						
Krahmer, Debralee A	University Libraries	Asst Professor	1.00	\$1,009	\$47,300	FY
Krapfl, Robin	Athletics	Head Coach	1.00	\$1,925	\$56,925	FY
Krause, Gary L	Civil Engineering-Omaha	Assoc Professor	1.00	\$1,150	\$69,979	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Krone, Kathleen	Communication Studies	Professor	1.00	\$2,532	\$86,372	AY
Krug, Nathan S	Architecture	Assoc Professor	1.00	\$2,021	\$68,151	AY
Kunc, Karen S	Art & Art History	Professor	0.70	\$2,140	\$73,470	AY
	Art & Art History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			0.70	\$2,140	\$75,970	
Kunz, Gina M	NE Ctr Rsrch on Youth,Fam & School	Research Assistant Professor	1.00	\$2,042	\$67,267	FY
Kuska, Sharon Suzanne	Architecture	Professor	1.00	\$2,871	\$84,652	AY
Kuzelka, Robert D	Environmental Studies	Director/Chair	0.00	\$0	\$2,400	FY
Kuzma, Gregory S	English	Professor	1.00	\$1,836	\$70,912	AY
Lacost, Barbara A	Educational Administration	Assoc Professor	1.00	\$1,370	\$69,900	AY
Ladunga, Istvan	Statistics	Professor	0.69	\$3,055	\$120,887	FY
Laging, Thomas S	Architecture	Professor	1.00	\$2,971	\$93,809	AY
Lahey, Stephen E	Classics & Religious Studies	Asst Professor	1.00	\$2,964	\$47,964	AY
Lai, Rebecca Y	Chemistry	Asst Professor	1.00	\$1,816	\$65,816	AY
Langell, Marjorie A	Chemistry	Professor	1.00	\$2,640	\$103,643	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,640	\$106,143	
Larkins, Brian A	Research	Assoc Vice Chancellor	1.00	\$0	\$194,480	FY
Larsen, Gustavo	Chemical & Biomolecular Engineering	Professor	0.50	\$1,732	\$59,502	AY
Latta, Gail Frances	University Libraries	Professor	1.00	\$1,808	\$77,232	FY
Latta, Margaret A	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$4,369	\$78,562	AY
	Teaching, Learning & Teacher Ed	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,369	\$88,562	
Lauderback, Lee L	Chemical & Biomolecular Engineering	Assoc Professor	0.55	\$766	\$40,024	AY
Lauerman, Margaret A	Office of University Communications	Director	1.00	\$7,650	\$140,650	FY
Lavin, Stephen J	Anthropology and Geography	Professor	1.00	\$2,403	\$79,920	AY
Lawrence, Janice E	School of Accountancy	Assoc Professor	1.00	\$3,650	\$123,722	AY
Lawrence, Susan C	History	Assoc Professor	1.00	\$2,192	\$70,697	AY
Lawson, Craig M	College of Law	Professor	1.00	\$3,877	\$114,641	AY
	College of Law	Fellow	0.00	\$0	\$10,000	AY
			1.00	\$3,877	\$124,641	
Lawson, Merlin P	Geosciences	Professor	1.00	\$4,508	\$136,790	AY
Leblanc, Dennis	Athletics	Associate Director	1.00	\$4,900	\$144,900	FY
Ledder, Glenn W	Mathematics	Assoc Professor	1.00	\$5,200	\$71,754	AY
Lee, Ji-Young	Nutrition & Health Sciences	Asst Professor	0.25	\$437	\$15,025	AY
* <i>See also: IANR</i>						
Lee, Kevin M	Physics & Astronomy	Research Associate Professor	0.55	\$1,621	\$34,047	AY
	Ctr for Science Math & Computer Ed	Research Associate Professor	0.45	\$1,327	\$27,859	AY
			1.00	\$2,948	\$61,906	
Lee, Laurie Thomas	Broadcasting	Professor	1.00	\$3,336	\$81,417	AY
Lee, Ronald	Communication Studies	Professor	1.00	\$2,443	\$87,515	AY
Lee, Sang M	Management	Chairperson	0.60	\$6,120	\$139,925	AY
	Management	Professor	0.40	\$4,080	\$91,417	AY
	Management	Distinguished Professor	0.00	\$0	\$5,000	AY
	Management	University Professor	0.00	\$0	\$25,000	AY
			1.00	\$10,200	\$261,342	
Lefferts, Peter Martin	School of Music	Professor	1.00	\$4,980	\$74,458	AY
Leger, Daniel W	Psychology	Professor	1.00	\$2,343	\$89,101	AY
Leiter, Richard A	College of Law	Professor	1.00	\$5,831	\$143,023	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Lenich, John P	College of Law	Professor	1.00	\$6,268	\$120,239	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,268	\$135,239	
Lenters, John D	Geosciences	Assoc Professor	0.30	\$682	\$24,359	FY
* <i>See also: IANR</i>						
Lepard, Brian David	College of Law	Professor	1.00	\$5,635	\$124,255	AY
Lesueur, James D	History	Assoc Professor	1.00	\$1,988	\$68,246	AY
Leung, Kam-Ching	Physics & Astronomy	Professor	1.00	\$1,380	\$75,797	AY
Levin, Carole	History	Professor	1.00	\$3,088	\$99,577	AY
	History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,088	\$102,077	
Levine, Susan	School of Music	Asst Professor	1.00	\$4,474	\$53,591	AY
Levitov, Peter S	International Affairs	Associate Dean	0.91	\$3,746	\$94,464	FY
* <i>See also: UNCA</i>						
Levy, Richard H	Geosciences	Research Assistant Professor	1.00	\$4,042	\$54,561	AY
Lewis, Nancy M	Nutrition & Health Sciences	Professor	0.56	\$2,143	\$50,308	FY
* <i>See also: IANR</i>						
Lewis, William J	Mathematics	Professor	0.67	\$3,084	\$96,031	AY
	Ctr for Science Math & Computer Ed	Director	0.33	\$1,541	\$46,733	AY
			1.00	\$4,625	\$142,764	
Li, Haorong	Architectural Engineering	Asst Professor	1.00	\$4,502	\$82,156	AY
Li, Hui	Chemistry	Asst Professor	1.00	\$1,695	\$66,062	AY
Li, Ming	Psychology	Asst Professor	1.00	\$2,640	\$56,653	AY
Lin, Yijia	Finance	Asst Professor	1.00	\$6,450	\$126,450	AY
Lindsley-Griffin, Nancy	Geosciences	Professor	1.00	\$1,423	\$72,383	AY
Liou, Sy-Hwang	Physics & Astronomy	Professor	1.00	\$2,282	\$92,082	AY
Liu, Mingsheng	Architectural Engineering	Professor	1.00	\$5,583	\$124,010	AY
Logan, John David	Mathematics	Professor	1.00	\$2,700	\$115,100	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,700	\$117,600	
Logan-Peters, Kay	University Libraries	Chairperson	0.60	\$3,160	\$51,821	FY
	University Libraries	Professor	0.40	\$403	\$33,214	FY
			1.00	\$3,563	\$85,035	
Logsdon, Pat A	Athletics	Associate Director	1.00	\$3,500	\$103,500	FY
Loladze, Irakli	Mathematics	Asst Professor	1.00	\$1,250	\$62,175	AY
Loope, David B	Geosciences	Professor	1.00	\$3,385	\$100,773	AY
	Geosciences	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$3,385	\$105,773	
Lopez, William E	Teaching, Learning & Teacher Ed	Assistant Professor of Practice	1.00	\$2,185	\$64,170	AY
Lou, David Y	Mechanical Engineering	Professor	1.00	\$4,209	\$143,588	AY
	Mechanical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,209	\$153,588	
Lou, Marjorie F	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Louda, Svata M	School of Biological Sciences	Professor	1.00	\$3,277	\$122,445	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,277	\$137,445	
Lu, Suping	University Libraries	Professor	1.00	\$3,101	\$65,040	FY
Lu, Ying	Computer Science & Engineering	Asst Professor	1.00	\$3,550	\$87,262	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Lu, Yongfeng	Electrical Engineering	Professor	1.00	\$10,921	\$134,681	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$10,921	\$144,681	
Lucas, Kristen L	Communication Studies	Asst Professor	1.00	\$1,800	\$59,350	AY
Luckner, Warren R	Finance	Director	1.00	\$5,109	\$73,416	AY
	Finance	College Professor	0.00	\$11,945	\$47,945	AY
			1.00	\$17,054	\$121,361	
Luthans, Fred	Management	Professor	1.00	\$11,000	\$221,585	AY
	Management	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$11,000	\$236,585	
Lutz, Mary C	University Health Center	Physician	0.73	\$4,250	\$100,151	AY
Lynch, Thomas P	English	Assoc Professor	1.00	\$5,801	\$62,808	AY
Lyons, Karen V	University Honors Program UNL	Associate Director	1.00	\$2,381	\$58,767	FY
Lyons, William H	College of Law	Professor	1.00	\$6,852	\$143,901	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,852	\$158,901	
Maag, John W	Special Ed & Communic Disorders	Professor	1.00	\$4,763	\$89,895	AY
Mackenzie, Sally	School of Biological Sciences	Professor	0.40	\$2,956	\$50,636	AY
* <i>See also: IANR</i>						
MacPhee, Craig	Economics	Professor	1.00	\$2,865	\$98,847	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,865	\$108,847	
Maddox, Laura L	Special Ed & Communic Disorders	Coordinator	0.50	\$623	\$31,795	FY
Mahoney, Timothy Raymond	History	Professor	1.00	\$2,260	\$82,383	AY
	Plains Humanities Alliance	Director/Chair	0.00	\$0	\$8,000	AY
			1.00	\$2,260	\$90,383	
Malina, Eric G	Chemistry	Assistant Professor of Practice	1.00	\$2,512	\$55,512	AY
Mamiya, Christin Joy	Art & Art History	Professor	1.00	\$3,559	\$84,183	AY
	Art & Art History	College Professor	0.00	\$0	\$3,000	AY
			1.00	\$3,559	\$87,183	
Manderscheid, David C	College of Arts & Sciences	Dean	1.00	\$10,180	\$230,180	FY
Manning, Mark M	Athletics	Head Coach	1.00	\$3,419	\$101,090	FY
Marks, Christopher S	School of Music	Asst Professor	1.00	\$2,646	\$53,443	AY
Markwell, John P	Biochemistry	Professor	0.50	\$2,565	\$59,615	FY
* <i>See also: IANR</i>						
Marley, Thomas John	Mathematics	Professor	1.00	\$5,800	\$80,500	AY
Martin, Charity K	University Libraries	Assoc Professor	1.00	\$1,847	\$54,269	FY
Martin, Eugene L	School of Biological Sciences	Assoc Professor	1.00	\$576	\$58,166	AY
Marvin, Christine Ann	Special Ed & Communic Disorders	Assoc Professor	1.00	\$3,381	\$80,376	AY
Mashayekhi, Mostafa	Finance	Assoc Professor	1.00	\$1,500	\$73,758	AY
Maslowski, Linda A	NE Ctr Rsrch on Youth,Fam & School	Coordinator	0.25	\$0	\$13,959	FY
Maslowski, Peter	History	Professor	1.00	\$2,613	\$89,723	AY
Mattingly, Alan F	School of Music	Asst Professor	1.00	\$4,512	\$55,763	AY
Maxey-Harris, Charlene	University Libraries	Asst Professor	1.00	\$2,915	\$52,915	FY
May, Ann Mari	Economics	Assoc Professor	1.00	\$2,953	\$90,161	AY
McBride, Patrick J	Admissions	Associate Dean	1.00	\$3,905	\$92,645	FY
McChargue, Dennis E	Psychology	Asst Professor	1.00	\$4,783	\$64,566	AY
McClurg, Lori G	J S Raikes School of Comp Sci & Mgm	Director	1.00	\$3,858	\$100,561	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
McCullough, Martha L	Anthropology and Geography	Assoc Professor	0.60	\$796	\$32,098	AY
	Ethnic Studies	Assoc Professor	0.40	\$530	\$21,397	AY
	Native American Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$1,326	\$55,895	
McCoy, Bernard R	Broadcasting	Assoc Professor	1.00	\$2,832	\$59,425	AY
McCray, Jeffrey P	School of Music	Asst Professor	1.00	\$1,274	\$50,274	AY
McCurdy, Merilee	Educational Psychology	Assoc Professor	1.00	\$7,814	\$70,963	AY
McCutcheon, Allan L	Survey Research & Methodology/Gallu	Scientist	0.75	\$2,115	\$75,234	AY
	Statistics	Professor	0.25	\$705	\$25,079	AY
	Sociology	College Professor	0.00	\$0	\$25,000	AY
			1.00	\$2,820	\$125,313	
McDermott, Kerry F	Athletics	Head Coach	1.00	\$1,707	\$50,487	FY
McGarvey, Mary G	Economics	Assoc Professor	1.00	\$2,448	\$82,714	AY
McGowan, Thomas M	Teaching, Learning & Teacher Ed	Chairperson	0.60	\$3,198	\$81,184	FY
	Teaching, Learning & Teacher Ed	Professor	0.40	\$2,055	\$52,194	FY
			1.00	\$5,253	\$133,378	
McKitrick, Jennifer L	Philosophy	Assoc Professor	1.00	\$2,056	\$65,049	AY
McLeod, Harriet J	Textiles Clothing & Design	Asst Professor	1.00	\$550	\$55,499	AY
McMahon, Patrice C	Political Science	Assoc Professor	1.00	\$2,100	\$66,157	AY
McMullen, William Wallace	School of Music	Professor	1.00	\$2,878	\$66,205	AY
McQuillan, Julia	Sociology	Assoc Professor	1.00	\$6,000	\$78,528	AY
Meagher, Michael M	Chemical & Biomolecular Engineering	Professor	1.00	\$10,432	\$166,626	AY
	Chemical & Biomolecular Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$10,432	\$176,626	
Meakin, John C	Mathematics	Chairperson	0.60	\$3,573	\$88,859	AY
	Mathematics	Professor	0.40	\$2,382	\$55,905	AY
	Mathematics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,955	\$154,764	
Medill, Colleen E	College of Law	Professor	1.00	\$5,174	\$126,924	AY
Meers, Gary D	Special Ed & Communic Disorders	Professor	1.00	\$2,539	\$100,127	FY
Mejias-Vicandi, Errapel	Modern Language & Literature	Assoc Professor	1.00	\$2,900	\$63,477	AY
Mendola, Joseph Robert	Philosophy	Chairperson	0.60	\$2,507	\$59,348	AY
	Philosophy	Professor	0.40	\$1,671	\$37,234	AY
			1.00	\$4,178	\$96,582	
Mering, Margaret V	University Libraries	Professor	1.00	\$2,971	\$69,770	FY
Meyers, Paul	Athletics	Associate Director	1.00	\$3,654	\$108,054	FY
Michaels, Sarah	Political Science	Professor	1.00	\$3,814	\$79,814	AY
Miller, Nancy J	Textiles Clothing & Design	Professor	0.50	\$1,708	\$41,969	AY
	College of Education & Human Sci	Coordinator	0.50	\$1,879	\$46,165	AY
			1.00	\$3,587	\$88,134	
Miller, Ross A	Political Science	Assoc Professor	1.00	\$1,755	\$67,755	AY
Miller, Tice L	Johnny Carson School-Theatre & Film	Professor	1.00	\$0	\$81,320	AY
Milligan, Cynthia Hardin	College of Business Administration	Dean	1.00	\$11,466	\$248,743	FY
Minter, Deborah W	English	Assoc Professor	1.00	\$4,350	\$70,346	AY
Mitchell, Marie S	Management	Asst Professor	1.00	\$4,200	\$108,400	AY
Mitchell, Nancy D	Advertising	Professor	1.00	\$3,664	\$92,107	AY
Moberly, Richard E	College of Law	Asst Professor	1.00	\$4,266	\$104,642	AY
Moeller, Aleidine	Teaching, Learning & Teacher Ed	Professor	1.00	\$4,140	\$97,608	AY
	Teaching, Learning & Teacher Ed	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,140	\$107,608	

University of Nebraska - UNL
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Montes, Amelia M	English	Assoc Professor	0.60	\$2,220	\$47,066	AY
	Ethnic Studies	Assoc Professor	0.40	\$1,480	\$31,380	AY
	Ethnic Studies	Director/Chair	0.00	\$0	\$3,500	AY
			1.00	\$3,700	\$81,946	
Moody, Linda D	Student Involvement	Assistant Director	0.70	\$1,663	\$39,470	FY
Moore, Brian Robert	School of Music	Assoc Professor	1.00	\$1,509	\$60,673	AY
Moore, Helen A	Sociology	Professor	1.00	\$3,945	\$110,295	AY
Moore, Raymond	Eng Dean's Office-Omaha	Associate Dean	1.00	\$9,675	\$181,560	FY
Morales, Pedro P	Athletics	Head Coach	1.00	\$2,089	\$61,778	FY
Morcous, George	Construction Systems	Asst Professor	1.00	\$3,257	\$78,368	AY
Morgado, Patricia E	Architecture	Asst Professor	1.00	\$0	\$57,333	AY
Moriyama, Etsuko	School of Biological Sciences	Assoc Professor	0.60	\$1,604	\$54,681	AY
	NRI Center of Biotechnology	Assoc Professor	0.40	\$1,069	\$36,454	AY
			1.00	\$2,673	\$91,135	
Morris, Thomas Jack	School of Biological Sciences	Professor	1.00	\$4,159	\$158,201	AY
Moshman, David	Educational Psychology	Professor	1.00	\$2,797	\$91,035	AY
Moussavi, Massoum	Civil Engineering-Omaha	Assoc Professor	1.00	\$1,504	\$79,431	AY
Mullen, Debra L	College of Education & Human Sci	Associate Dean	1.00	\$3,454	\$80,555	FY
Munier, Craig D	Scholarship & Financial Aid	Director	1.00	\$4,637	\$117,748	FY
Mutunayagam, N Brito	Community & Regional Planning	Professor	0.75	\$2,545	\$103,052	FY
* <i>See also: IANR</i>						
Nadkarni, Sucheta S	Management	Assoc Professor	1.00	\$6,350	\$111,712	AY
Nah, Fui Hoon	Management	Assoc Professor	1.00	\$5,200	\$128,448	AY
Nam, Yunwoo	Community & Regional Planning	Asst Professor	1.00	\$2,083	\$57,750	AY
Narumalani, Sunil G	School of Natural Resources	Professor	0.60	\$2,423	\$57,742	AY
* <i>See also: IANR</i>						
Neal, P Maureen	Art & Art History	Assoc Professor	1.00	\$1,273	\$57,209	AY
Neely, David	School of Music	Assoc Professor	1.00	\$1,151	\$58,685	AY
Negahban, Mehrdad	Engineering Mechanics	Assoc Professor	1.00	\$3,806	\$92,129	AY
Nelson, Carl A	Mechanical Engineering	Asst Professor	1.00	\$3,896	\$78,040	AY
Nelson, James R	Special Ed & Communic Disorders	Professor	1.00	\$8,957	\$83,382	AY
Newman, Ian M	Educational Psychology	Professor	1.00	\$5,186	\$139,058	FY
Nguyen, Lim	Computer & Electronics Engineering	Assoc Professor	1.00	\$3,993	\$92,616	AY
Nickel, Catherine A	Modern Language & Literature	Assoc Professor	1.00	\$1,500	\$60,208	AY
Nickerson, Kenneth	School of Biological Sciences	Professor	1.00	\$2,406	\$89,892	AY
Nierman, Glenn E	School of Music	Professor	1.00	\$4,425	\$95,109	AY
	School of Music	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,425	\$105,109	
Nisse, Ruth S	English	Assoc Professor	1.00	\$3,081	\$67,129	AY
Nitz, Randy G	Technology Development	Coordinator	0.90	\$3,805	\$90,293	FY
Norby, Monica M	Research	Asst Vice Chancellor	1.00	\$6,360	\$133,551	FY
Norton Jr, H Wilbert	College of Journalism & Mass Comm	Dean	1.00	\$8,553	\$212,196	FY
Norton, Terri R	Construction Systems	Asst Professor	1.00	\$4,330	\$74,330	AY
Noureddini, Hossein	Chemical & Biomolecular Engineering	Assoc Professor	1.00	\$4,478	\$105,879	AY
Novak, Matthew S	College of Law	Asst Professor	1.00	\$1,750	\$47,800	FY
Nowak, Andrzej S	Civil Engineering-Lincoln	Professor	1.00	\$5,940	\$159,690	AY
	Civil Engineering-Lincoln	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,940	\$174,690	
Nowick, Elaine A	University Libraries	Professor	1.00	\$2,758	\$51,216	AY
Nugent, Gwen C	NE Ctr Rsrch on Youth,Fam & School	Research Associate Professor	1.00	\$2,112	\$69,585	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Nunez, William J	Institutional Research & Planning	Director	1.00	\$7,000	\$127,471	FY
Oakley, Seanna S	English	Asst Professor	1.00	\$3,243	\$56,747	AY
O'Connor, Thomas Joseph	College of Business Administration	Coordinator	1.00	\$1,600	\$54,478	AY
Odabasi, Turan Paul	Business and Finance	Special Associate General Counsel	0.48	\$2,072	\$49,159	FY
* See also: UNCA	See also: UNMC					
Oglesby, Robert J	Geosciences	Professor	0.70	\$2,905	\$76,085	AY
	School of Natural Resources	Professor	0.03	\$121	\$3,179	AY
* See also: IANR			0.73	\$3,026	\$79,264	
O'Hanlon, James P	College of Education & Human Sci	Professor	1.00	\$6,074	\$154,232	FY
Olds, Marshall Curtis	Modern Language & Literature	Professor	1.00	\$4,300	\$105,624	AY
Oliva, Giacomo M	Hixson-Lied Fine & Performing Arts	Dean	1.00	\$8,164	\$188,021	FY
	Hixson-Lied Fine & Performing Arts	College Professor	0.00	\$0	\$20,000	FY
			1.00	\$8,164	\$208,021	
Olson, David L	Management	Professor	1.00	\$7,900	\$141,289	AY
	Management	College Professor	0.00	\$0	\$38,000	AY
			1.00	\$7,900	\$179,289	
Olson, Kathryn A	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$4,248	\$99,400	FY
Olson, Kristen M	Sociology	Asst Professor	0.50	\$946	\$28,446	AY
	Survey Research & Methodology/Gallu	Asst Professor	0.50	\$946	\$28,446	AY
			1.00	\$1,892	\$56,892	
Orey, Byron D	Political Science	Assoc Professor	1.00	\$3,883	\$69,517	AY
Orr, John	Mathematics	Professor	1.00	\$1,850	\$83,200	AY
Orti, Guillermo	School of Biological Sciences	Assoc Professor	1.00	\$4,252	\$80,864	AY
Osborne, Daniel L	Anthropology and Geography	Asst Professor	1.00	\$1,615	\$51,615	AY
Osborne, Thomas William	Athletics	Director	1.00	\$11,000	\$261,000	FY
Osterman, John	School of Biological Sciences	Assoc Professor	1.00	\$1,951	\$68,090	AY
Panigabutra-Roberts, Anchalee	University Libraries	Asst Professor	1.00	\$3,000	\$50,000	FY
Pardy, Rosevelt L	School of Biological Sciences	Professor	1.00	\$2,269	\$92,020	AY
Parker, Scott C	Johnny Carson School-Theatre & Film	Asst Professor	1.00	\$1,323	\$52,323	AY
Parkhurst, Lawrence J	Chemistry	Professor	1.00	\$2,621	\$114,868	AY
	Chemistry	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,621	\$129,868	
Pasten, Jose Agustin	Modern Language & Literature	Assoc Professor	1.00	\$2,098	\$57,297	AY
Paul, Megan E	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$2,275	\$54,800	FY
Paul, Prem S	Research	Vice Chancellor	1.00	\$12,650	\$241,545	FY
Pearlman, Stefanie S	College of Law	Asst Professor	1.00	\$1,856	\$50,712	FY
Pearson, Debra Jean	University Libraries	Assoc Professor	1.00	\$2,960	\$69,800	FY
Pedersen, Keith E	Construction Systems	Asst Professor	1.00	\$0	\$64,817	AY
Pederson, Darryll T	Geosciences	Professor	1.00	\$1,483	\$82,380	AY
Pelini, Mark A	Athletics	Head Coach	1.00	\$38,500	\$1,138,500	FY
Peng, Dongming	Computer & Electronics Engineering	Assoc Professor	1.00	\$7,570	\$82,621	AY
Pepin, Gary D	Athletics	Head Coach	1.00	\$4,541	\$134,273	FY
Pereira, Oscar	Modern Language & Literature	Assoc Professor	1.00	\$3,000	\$58,302	AY
Perez, Lance C	College of Engineering	Associate Dean	0.50	\$3,430	\$74,888	AY
	Electrical Engineering	Assoc Professor	0.50	\$2,876	\$62,834	AY
			1.00	\$6,306	\$137,722	
Perry, Christina M	Nutrition & Health Sciences	Assistant Professor of Practice	1.00	\$1,575	\$54,240	AY
Peterson, Allan C	Mathematics	Professor	1.00	\$2,800	\$113,235	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,800	\$115,735	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Peterson, Manferd O	Finance	Professor	1.00	\$3,850	\$139,950	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,850	\$149,950	
Peterson, Reece L	Special Ed & Communic Disorders	Professor	1.00	\$4,263	\$91,724	AY
Phelps, Kim A	University Services	Assoc Vice Chancellor	1.00	\$6,600	\$151,500	FY
Phillips, Kathryn B	Teaching, Learning & Teacher Ed	Assistant Professor of Practice	1.00	\$2,185	\$59,209	AY
Pierce, Glenda Jean	College of Law	Associate Dean	1.00	\$3,652	\$99,753	FY
Pilson, Diana J	School of Biological Sciences	Assoc Professor	1.00	\$1,915	\$66,832	AY
Pinnell, Peter J	Art & Art History	Professor	1.00	\$4,195	\$71,224	AY
Pitts, David R	Mathematics	Professor	1.00	\$6,150	\$85,964	AY
Placzek, Sandra B	College of Law	Professor	1.00	\$2,849	\$77,826	FY
Poser, Susan	Office of the Chancellor	Assoc To The Chancellor	1.00	\$17,240	\$171,879	FY
Potter, Clark E	School of Music	Assoc Professor	1.00	\$1,416	\$56,943	AY
Potter, James J	Architecture	Professor	1.00	\$2,986	\$88,946	AY
Potter, Nelson Thomas	Philosophy	Professor	1.00	\$1,349	\$68,321	AY
Potuto, Josephine R	College of Law	Professor	1.00	\$6,556	\$160,777	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,556	\$175,777	
Powers, Robert	Chemistry	Asst Professor	1.00	\$1,705	\$69,831	AY
Price, Kenneth M	English	Professor	1.00	\$25,808	\$145,000	AY
	English	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$25,808	\$160,000	
Prochaska-Cue, M Kathleen	Child, Youth & Family Studies	Assoc Professor	0.13	\$334	\$12,525	FY
* <i>See also: IANR</i>						
Pytlík Zillig, Brian L	University Libraries	Assoc Professor	1.00	\$2,528	\$55,742	FY
Quinlan, Mary Kay	News - Editorial	Assoc Professor	1.00	\$2,750	\$57,193	AY
Quiring, Roger S	University Health Center	Physician	1.00	\$4,650	\$131,330	FY
Rack, Frank R	Antarctic Drilling Program	Executive Director	1.00	\$5,679	\$140,879	FY
Radcliffe, Andrew John	Mathematics	Assoc Professor	1.00	\$2,000	\$71,584	AY
Rader, Benjamin G	History	Professor	0.50	\$1,450	\$52,787	AY
Radu, Petronela	Mathematics	Asst Professor	1.00	\$1,500	\$61,200	AY
Raible, John W	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$3,615	\$64,790	AY
Raikes, Helen	Child, Youth & Family Studies	Professor	0.80	\$5,552	\$82,041	AY
* <i>See also: IANR</i>						
Rajca, Andrzej	Chemistry	Professor	1.00	\$6,459	\$111,807	AY
Rajurkar, Kamalakar P	Industrial & Mgmt Syst Engineering	Professor	1.00	\$5,914	\$160,250	AY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,914	\$175,250	
Ramamurthy, Byravamurthy	Computer Science & Engineering	Assoc Professor	1.00	\$4,100	\$106,410	AY
Rammaha, Mohammad A	Mathematics	Professor	1.00	\$6,160	\$81,714	AY
Ramsay, Colin Mark	Finance	Professor	1.00	\$4,450	\$110,950	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,450	\$120,950	
Ramsay, Stephen J	English	Asst Professor	1.00	\$1,873	\$66,763	AY
Ran, Amalia	Modern Language & Literature	Asst Professor	1.00	\$1,800	\$49,550	AY
Randolph, Ladette	University Press	Associate Director	1.00	\$4,360	\$91,559	FY
Rapkin, David P	Political Science	Assoc Professor	1.00	\$1,845	\$67,845	AY
Raz, Hilda	English	Professor	1.00	\$2,998	\$101,539	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,998	\$111,539	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Rebarber, Richard L	Mathematics	Professor	1.00	\$6,150	\$94,783	AY
Redepenning, Jody	Chemistry	Assoc Professor	1.00	\$4,538	\$70,697	AY
Reeves, Jenelle R	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$3,065	\$64,613	AY
Reichenbach, Stephen E	Computer Science & Engineering	Professor	1.00	\$3,708	\$116,649	AY
Reid, John D	Mechanical Engineering	Professor	1.00	\$5,902	\$117,917	AY
Reid, Robert C	Special Ed & Communic Disorders	Professor	1.00	\$3,764	\$89,447	AY
Reinhard, Karl J	School of Natural Resources	Professor	1.00	\$4,326	\$70,828	AY
Reisbig, Allison Mj	Child, Youth & Family Studies	Asst Professor	1.00	\$1,620	\$57,620	AY
Renaud, Jerry	Broadcasting	Professor	1.00	\$0	\$82,688	AY
Revelle, Rhonda	Athletics	Head Coach	1.00	\$2,430	\$128,990	FY
Revesz, Peter Z	Computer Science & Engineering	Professor	1.00	\$2,203	\$99,663	AY
Reynolds, Guy J	English	Professor	1.00	\$4,201	\$96,264	AY
Rice, Camilla S	Landscape Architecture Program	Asst Professor	1.00	\$1,500	\$57,892	AY
Richmond, John W	School of Music	Director/Chair	1.00	\$10,500	\$151,000	FY
Rilett, Laurence R	Civil Engineering-Lincoln	Professor	1.00	\$9,867	\$147,085	AY
	Civil Engineering-Lincoln	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$9,867	\$162,085	
Riley, Michael W	Industrial & Mgmt Syst Engineering	Professor	1.00	\$5,597	\$135,427	AY
Rinkevich, Thomas E	Classics & Religious Studies	Assoc Professor	1.00	\$1,551	\$54,352	AY
Ritchie, Joy S	English	Chairperson	0.60	\$2,332	\$56,949	AY
	English	Professor	0.40	\$1,554	\$37,132	AY
			1.00	\$3,886	\$94,081	
Robertson, Brian W	Mechanical Engineering	Professor	1.00	\$4,230	\$103,926	AY
Roeber, Ronald L	Academic Affairs	Assoc Vice Chancellor	0.50	\$2,263	\$54,134	FY
* <i>See also: IANR</i>						
Rohde, John R	Civil Engineering-Lincoln	Assoc Professor	1.00	\$3,353	\$101,983	AY
Rohde, Suzanne Louise	Mechanical Engineering	Professor	0.51	\$565	\$59,592	FY
Rometo, Albert A	School of Music	Professor	1.00	\$0	\$66,356	AY
Ronning, Kari Ann	English	Research Associate Professor	0.70	\$1,900	\$28,538	FY
Rosenbaum, David I	Economics	Professor	1.00	\$5,403	\$114,341	AY
Roth, Leeann C	Educational Psychology	Director	0.80	\$0	\$47,372	FY
Rothermel, Gregg E	Computer Science & Engineering	Professor	1.00	\$7,000	\$154,702	AY
	Computer Science & Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,000	\$164,702	
Routh, Larry R	Career Services	Director	1.00	\$5,199	\$123,346	FY
Rowe, Clinton M	Geosciences	Assoc Professor	1.00	\$3,664	\$65,211	AY
Roy, Ananya	Statistics	Asst Professor	1.00	\$2,276	\$67,276	AY
Royster, Paul B	University Libraries	Coordinator	1.00	\$5,135	\$85,000	FY
Ruchala, Linda V	School of Accountancy	Assoc Professor	1.00	\$3,700	\$127,140	AY
Rudy, Jeffrey P	Nutrition & Health Sciences	Assistant Professor of Practice	1.00	\$2,000	\$66,825	AY
Rupiper, Michelle	Child, Youth & Family Studies	Assistant Professor of Practice	1.00	\$1,772	\$47,936	AY
Ruser, Kevin L	College of Law	Clinical Professor	1.00	\$4,626	\$113,465	FY
	College of Law	Director/Chair	0.00	\$463	\$11,346	FY
			1.00	\$5,089	\$124,811	
Russo, Sabrina E	School of Biological Sciences	Asst Professor	1.00	\$3,068	\$62,068	AY
Rutledge, Gregory E	English	Asst Professor	0.60	\$2,341	\$36,978	AY
	Ethnic Studies	Asst Professor	0.40	\$1,561	\$24,652	AY
			1.00	\$3,902	\$61,630	
Sadler, Kenneth L	Athletics	Head Coach	1.00	\$14,875	\$439,875	FY
Saini, Amit	Marketing	Asst Professor	1.00	\$3,677	\$121,164	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Samal, Ashok Kumar	Computer Science & Engineering	Assoc Professor	1.00	\$4,450	\$95,325	AY
Sanchez, Carleen D	Anthropology and Geography	Asst Professor	0.60	\$863	\$31,696	AY
	Ethnic Studies	Asst Professor	0.40	\$575	\$21,132	AY
			1.00	\$1,438	\$52,828	
Sanger, Dixie D	Special Ed & Communic Disorders	Professor	1.00	\$6,253	\$91,930	AY
Santos, Alicia E	College of Engineering	Business Manager	1.00	\$3,832	\$103,832	FY
Saraf, Ravi F	Chemical & Biomolecular Engineering	Professor	1.00	\$8,128	\$151,394	AY
	Chemical & Biomolecular Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$8,128	\$161,394	
Sarroub, Loukia K	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$3,915	\$77,432	AY
Sash, Roger D	Computer & Electronics Engineering	Assoc Professor	1.00	\$6,056	\$94,123	AY
Saskova-Pierce, Miluse	Modern Language & Literature	Assoc Professor	1.00	\$3,060	\$60,558	AY
Savory, Paul A	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$3,252	\$87,048	AY
Sayood, Khalid	Electrical Engineering	Professor	1.00	\$7,329	\$141,848	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,329	\$151,848	
Sayward Jr, Charles W	Philosophy	Professor	1.00	\$1,758	\$89,603	AY
Scalora, Mario Joseph	Psychology	Assoc Professor	1.00	\$3,204	\$67,271	AY
Schade, George R	Mechanical Engineering	Assoc Professor	1.00	\$1,930	\$69,150	AY
Schaefer, Jessica T	College of Law	Executive Director	0.50	\$950	\$25,950	FY
Schaefer, Matthew Paul	College of Law	Professor	1.00	\$5,063	\$124,210	AY
	College of Law	Director/Chair	0.00	\$850	\$20,850	AY
			1.00	\$5,913	\$145,060	
Schartz, Michalla R	Special Ed & Communic Disorders	Coordinator	0.50	\$842	\$28,921	FY
Scheel, Michael J	Educational Psychology	Assoc Professor	1.00	\$2,498	\$81,728	AY
Scheer, John K	Nutrition & Health Sciences	Assoc Professor	1.00	\$2,250	\$77,068	AY
Scheffler, Marilyn Olds	Special Ed & Communic Disorders	Coordinator	0.85	\$3,434	\$65,872	FY
	Special Ed & Communic Disorders	Research Assistant Professor	0.15	\$606	\$11,623	FY
			1.00	\$4,040	\$77,495	
Schleck, Julia E	English	Asst Professor	1.00	\$4,206	\$56,621	AY
Schmidt, Edward G	College of Arts & Sciences	Associate Dean	0.67	\$6,110	\$107,943	FY
	Physics & Astronomy	Professor	0.33	\$3,009	\$53,162	FY
			1.00	\$9,119	\$161,105	
Schmidt, James R	Economics	Professor	1.00	\$3,185	\$108,026	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,185	\$118,026	
Schmidt, Richard J	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,905	\$72,943	AY
Schmidt, Steven J	College of Law	Clinical Asst Prof	1.00	\$3,825	\$93,825	FY
Schnepf, Marilynn	Nutrition & Health Sciences	Chairperson	0.35	\$1,882	\$47,768	FY
	Nutrition & Health Sciences	Professor	0.15	\$694	\$17,622	FY
* <i>See also: IANR</i>			0.50	\$2,576	\$65,390	
Schniederjans, Marc J	Management	Professor	1.00	\$4,400	\$141,283	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,400	\$151,283	
Scholz, Gordon P	Community & Regional Planning	Professor	0.60	\$1,286	\$53,264	AY
	Community & Regional Planning	Director	0.40	\$857	\$43,347	AY
			1.00	\$2,143	\$96,611	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Schopp, Robert F	College of Law	Professor	1.00	\$6,178	\$129,739	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,178	\$144,739	
Schrafstetter, Susanna B	History	Assoc Professor	1.00	\$4,472	\$64,105	AY
Schubert, Eva B	Electrical Engineering	Asst Professor	1.00	\$3,736	\$81,736	AY
Schubert, Mathias	Electrical Engineering	Assoc Professor	1.00	\$3,780	\$91,863	AY
Schutte, Anne R	Psychology	Asst Professor	1.00	\$2,675	\$53,000	AY
Schutz, Anthony B	College of Law	Asst Professor	1.00	\$3,978	\$97,579	AY
Schwadel, Philip M	Sociology	Asst Professor	1.00	\$3,136	\$59,325	AY
Schwartzkopf, Linda	Greek Affairs	Director	1.00	\$3,113	\$76,365	FY
Schwer, Avery Don	Construction Systems	Assoc Professor	1.00	\$5,748	\$87,719	AY
Scott, Durelle T	Geosciences	Asst Professor	1.00	\$2,346	\$64,079	AY
Scott, Stephen D	Computer Science & Engineering	Assoc Professor	1.00	\$3,365	\$103,374	AY
	Computer Science & Engineering	Vice Chairperson	0.00	\$0	\$2,400	AY
			1.00	\$3,365	\$105,774	
Sebora, Terrence C	Ctr for Entrepreneurship	Assoc Professor	1.00	\$3,300	\$105,346	AY
	Ctr for Entrepreneurship	Coordinator	0.00	\$0	\$5,500	AY
			1.00	\$3,300	\$110,846	
Seefeldt, William D	History	Asst Professor	1.00	\$1,551	\$56,460	AY
Seiler, William J	Communication Studies	Chairperson	0.60	\$2,734	\$74,584	AY
	Communication Studies	Professor	0.40	\$1,822	\$47,390	AY
			1.00	\$4,556	\$121,974	
Sellmyer, David J	Physics & Astronomy	Professor	1.00	\$6,290	\$179,630	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
	Nebr Ctr for Materials & Nanoscienc	Director	0.00	\$0	\$1,800	AY
			1.00	\$6,290	\$196,430	
Seth, Sharad C	Computer Science & Engineering	Professor	1.00	\$3,760	\$135,806	AY
Shadwick, Bradley A	Physics & Astronomy	Asst Professor	1.00	\$1,874	\$71,874	AY
Shank, Nancy C	Public Policy Center	Associate Director	1.00	\$3,823	\$104,427	FY
Shapiro, Gerald David	English	Professor	1.00	\$3,810	\$81,140	AY
	English	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,810	\$83,640	
Sharif-Kashani, Hamid Reza	Computer & Electronics Engineering	Professor	1.00	\$5,244	\$127,774	AY
	Computer & Electronics Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,244	\$137,774	
Shavers, Anna Williams	College of Law	Professor	1.00	\$4,973	\$121,975	AY
Shen, Zhigang	Construction Management	Asst Professor	1.00	\$3,578	\$78,078	AY
Sheridan, Susan M	Educational Psychology	Professor	1.00	\$5,903	\$127,124	AY
	Educational Psychology	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$5,903	\$129,624	
Shield, Jeffrey E	Mechanical Engineering	Professor	1.00	\$5,520	\$110,220	AY
Shipley, Linda J	College of Journalism & Mass Comm	Associate Dean	0.60	\$2,679	\$82,398	FY
	Advertising	Professor	0.40	\$1,724	\$51,505	FY
	Advertising	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,403	\$143,903	
Shirer, Robert Kent	Modern Language & Literature	Assoc Professor	1.00	\$1,200	\$54,949	AY
Shoemaker, Paul A	School of Accountancy	Director	0.60	\$3,000	\$82,231	AY
	School of Accountancy	Assoc Professor	0.40	\$2,000	\$50,153	AY
	School of Accountancy	College Professor	0.00	\$0	\$4,000	AY
			1.00	\$5,000	\$136,384	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Shomos, William	School of Music	Professor	1.00	\$10,125	\$83,414	AY
Shores, Thomas S	Mathematics	Professor	1.00	\$1,400	\$85,200	AY
Siau, Keng Leng	Management	Professor	1.00	\$7,700	\$145,287	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,700	\$155,287	
Sicking, Dean L	Civil Engineering-Lincoln	Professor	1.00	\$7,281	\$133,027	AY
	Civil Engineering-Lincoln	College Professor	0.00	\$0	\$10,000	AY
	Midwest Roadside Safety Facility	Director	0.00	\$0	\$1,800	AY
			1.00	\$7,281	\$144,827	
Siegel, Ellin B	Special Ed & Communic Disorders	Assoc Professor	1.00	\$4,513	\$72,094	AY
Siegfried, Blair D	Entomology	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Sincovec, Richard F	Computer Science & Engineering	Chairperson	0.60	\$4,860	\$124,085	FY
	Computer Science & Engineering	Professor	0.40	\$3,241	\$80,394	FY
	Computer Science & Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,101	\$214,479	
Sires, Thomas H	Construction Systems	Professor	1.00	\$2,754	\$95,498	AY
Skoug, David L	Mathematics	Professor	1.00	\$2,000	\$105,850	AY
Slater, Judith Carol	English	Professor	1.00	\$3,521	\$80,941	AY
Smith, David B	School of Accountancy	Professor	1.00	\$7,970	\$175,588	AY
	School of Accountancy	College Professor	0.00	\$0	\$20,000	AY
			1.00	\$7,970	\$195,588	
Smith, Harris D	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$1,863	\$68,248	AY
Smith, Kevin Brian	Political Science	Professor	1.00	\$4,201	\$85,078	AY
Smith, Nicole	Modern Language & Literature	Professor	1.00	\$1,800	\$64,631	AY
Smith, Norman D	Geosciences	Professor	0.50	\$971	\$65,678	AY
Smith, Victoria A O	History	Assoc Professor	0.60	\$4,780	\$39,444	AY
	Ethnic Studies	Assoc Professor	0.40	\$3,187	\$26,298	AY
			1.00	\$7,967	\$65,742	
Smith, Virginia L	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$4,096	\$68,811	AY
Smyth, Jolene D	Survey Research & Methodology/Gallu	Asst Professor	0.50	\$761	\$28,261	AY
	Sociology	Asst Professor	0.50	\$761	\$28,261	AY
			1.00	\$1,522	\$56,522	
Snow, Daniel Davidson	Water Center	Research Associate Professor	0.90	\$3,488	\$72,700	FY
* <i>See also: IANR</i>						
Snow, Gregory R	Physics & Astronomy	Professor	1.00	\$12,784	\$112,161	AY
Snyder, Paul G	Electrical Engineering	Assoc Professor	1.00	\$2,299	\$83,388	AY
Snyder, Randall L	School of Music	Professor	1.00	\$0	\$61,766	AY
Sobel, David	Philosophy	Professor	1.00	\$3,750	\$83,750	AY
	Philosophy	Distinguished Professor	0.00	\$0	\$6,000	AY
			1.00	\$3,750	\$89,750	
Soh, Leen-Kiat	Computer Science & Engineering	Asst Professor	1.00	\$4,200	\$97,991	AY
Sohi, Ravipreet S	Marketing	Professor	1.00	\$3,918	\$129,118	AY
Soliz, Jordan E	Communication Studies	Asst Professor	1.00	\$3,189	\$58,877	AY
Soukup, Rodney J	Electrical Engineering	Professor	1.00	\$5,940	\$145,375	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,940	\$155,375	
Soulakova, Julia N	Statistics	Asst Professor	1.00	\$2,281	\$67,451	AY
Souto, Francisco E	Art & Art History	Assoc Professor	1.00	\$8,760	\$63,181	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Spangler, William	Athletics	Head Coach	1.00	\$1,750	\$51,750	FY
Spaulding, William D	Psychology	Professor	1.00	\$2,103	\$84,572	AY
Specht, James E	Agronomy & Horticulture	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Spencer, Nicholas P	English	Assoc Professor	1.00	\$4,152	\$70,266	AY
Spiegel, Amy N	University Museum	Research Assistant Professor	0.20	\$597	\$14,169	FY
Spies, Robert A	Buros Center for Testing	Associate Director	1.00	\$3,575	\$75,065	FY
Spreitzer, Robert J	Biochemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Springer, Paul R	Child, Youth & Family Studies	Asst Professor	1.00	\$1,585	\$57,585	AY
Srisa-An, Witawas	Computer Science & Engineering	Assoc Professor	1.00	\$11,049	\$104,613	AY
Stanek Krogstrand, Kaye L	Nutrition & Health Sciences	Assoc Professor	0.75	\$1,700	\$63,621	FY
* <i>See also: IANR</i>						
Stansbury, John S	Civil Engineering-Omaha	Assoc Professor	1.00	\$3,679	\$87,809	AY
	Civil Engineering-Omaha	Associate Chairman	0.00	\$409	\$9,757	AY
			1.00	\$4,088	\$97,566	
Starace, Anthony F	Physics & Astronomy	Professor	1.00	\$6,969	\$159,328	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,969	\$174,328	
Starita, Joseph M	News - Editorial	Professor	1.00	\$10,513	\$86,663	FY
	News - Editorial	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$10,513	\$96,663	
Starr, Pamela F	School of Music	Professor	1.00	\$1,478	\$71,852	AY
Stauffer, Edward J	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$3,607	\$65,118	AY
Stauffer, Janice E	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$4,987	\$69,642	AY
Steckelberg, Allen L	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$2,990	\$73,162	AY
Steger, Paul A	Johnny Carson School-Theatre & Film	Director	0.60	\$2,847	\$79,650	FY
	Johnny Carson School-Theatre & Film	Professor	0.40	\$4,153	\$46,433	FY
			1.00	\$7,000	\$126,083	
Steinweis, Alan E	History	Professor	1.00	\$2,401	\$77,416	AY
	History	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,401	\$82,416	
Stenberg, Sharisse J	English	Assoc Professor	1.00	\$3,045	\$66,045	AY
Stentz, Terry L	Construction Management	Assoc Professor	1.00	\$6,808	\$90,802	AY
Stewart, Alison G	Art & Art History	Professor	1.00	\$1,686	\$64,705	AY
Stick, Sheldon L	Educational Administration	Professor	1.00	\$2,850	\$103,448	FY
Stock, Robert D	English	Professor	1.00	\$2,101	\$85,495	AY
Storz, Jay F	School of Biological Sciences	Asst Professor	1.00	\$6,264	\$67,588	AY
Straub, William P.v.	Athletics	Head Coach	1.00	\$2,089	\$61,778	FY
Striman, Brian D	College of Law	Professor	1.00	\$2,713	\$74,120	FY
Struthers, Amy J	Advertising	Asst Professor	1.00	\$2,694	\$63,430	AY
Stubbendieck, James L	Center of Great Plains Studies	Director/Chair	0.50	\$2,861	\$73,391	FY
* <i>See also: IANR</i>						
Stump, Jordan Matthew	Modern Language & Literature	Professor	1.00	\$4,000	\$86,500	AY
Subramanian, Anuradha	Chemical & Biomolecular Engineering	Assoc Professor	1.00	\$4,520	\$110,535	AY
Suing, Jeremy R	J S Raikes School of Comp Sci & Mgm	Coordinator	0.85	\$3,593	\$90,166	FY
	Computer Science & Engineering	Lecturer	0.15	\$624	\$15,664	FY
			1.00	\$4,217	\$105,830	
Surkan, Alvin J	Computer Science & Engineering	Professor	0.50	\$1,409	\$38,498	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Swanson, David Robert	Computer Science & Engineering	Director	1.00	\$6,900	\$113,179	FY
Swearer Napolitano, Susan M	Educational Psychology	Assoc Professor	1.00	\$3,308	\$80,239	AY
Swenseth, Scott Richard	Management	Assoc Professor	1.00	\$1,900	\$82,469	AY
Swidler, Stephen A	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$2,355	\$61,105	AY
Swinehart, James B	Geosciences	Professor	0.15	\$549	\$14,701	FY
* <i>See also: IANR</i>						
Szydowski, Wieslaw M	Mechanical Engineering	Assoc Professor	1.00	\$2,953	\$88,626	AY
Tadros, Maher K	Civil Engineering-Omaha	Professor	1.00	\$6,514	\$154,410	AY
	Civil Engineering-Omaha	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,514	\$164,410	
Takacs, James M	Chemistry	Chairperson	0.60	\$3,936	\$81,716	AY
	Chemistry	Professor	0.40	\$2,625	\$51,145	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$6,561	\$135,361	
Tan, Li	Engineering Mechanics	Asst Professor	1.00	\$4,709	\$75,556	AY
Tenhumberg, Brigitte	School of Biological Sciences	Asst Professor	0.85	\$3,351	\$53,525	AY
	Mathematics	Asst Professor	0.15	\$591	\$9,445	AY
			1.00	\$3,942	\$62,970	
Teo, Sharon M	Johnny Carson School-Theatre & Film	Assoc Professor	1.00	\$3,919	\$62,247	AY
Theiss-Morse, Elizabeth A	Political Science	Professor	1.00	\$2,026	\$90,448	AY
Thomas, William G	History	Professor	1.00	\$3,386	\$109,205	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,386	\$119,205	
Thompson, Eric C	Bureau Business Research	Assoc Professor	1.00	\$5,032	\$87,831	AY
	Bureau Business Research	Director/Chair	0.00	\$0	\$10,000	AY
			1.00	\$5,032	\$97,831	
Thornton-Jaringe, Judith E	University Libraries	Asst Professor	1.00	\$1,723	\$57,122	FY
Thorson, Bruce H	News - Editorial	Assoc Professor	1.00	\$2,811	\$66,879	AY
	News - Editorial	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,811	\$71,879	
Thorson, James A	Educational Administration	Professor	0.10	\$377	\$12,468	FY
* <i>See also: UNO</i>						
Tiller, Dale K	Architectural Engineering	Assoc Professor	1.00	\$2,682	\$92,845	AY
Tillman, Erik R	Political Science	Asst Professor	1.00	\$4,637	\$60,527	AY
Timm, Delmar C	Chemical & Biomolecular Engineering	Professor	1.00	\$2,395	\$124,673	AY
To, Cho Wing	Mechanical Engineering	Professor	1.00	\$1,673	\$88,960	AY
Tomkins, Alan Jeffrey	Public Policy Center	Director	1.00	\$5,545	\$137,580	FY
Torquati, Julia	Child, Youth & Family Studies	Assoc Professor	1.00	\$1,873	\$66,508	AY
Torraco, Richard	Educational Administration	Assoc Professor	1.00	\$4,370	\$79,135	AY
Trainin, Guy	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$8,658	\$74,626	AY
Trimi, Silvana	Management	Assoc Professor	1.00	\$5,300	\$116,600	AY
Trout, Barbara L	Textiles Clothing & Design	Professor	1.00	\$1,900	\$73,075	AY
Tsymbal, Evgeny Y	Physics & Astronomy	Professor	1.00	\$5,318	\$94,034	AY
Tuan, Christopher Y	Civil Engineering-Omaha	Professor	1.00	\$11,395	\$100,752	AY
Turner, Harriet S	International Affairs	Director	0.75	\$5,941	\$107,005	AY
	Modern Language & Literature	Professor	0.25	\$1,450	\$31,838	AY
	Modern Language & Literature	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,391	\$148,843	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Turner, John D	Classics & Religious Studies	Professor	1.00	\$5,094	\$104,253	AY
	Classics & Religious Studies	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,094	\$119,253	
Turner, Joseph A	Engineering Mechanics	Professor	0.60	\$1,589	\$70,502	AY
	Engineering Mechanics	Chairperson	0.40	\$5,299	\$49,402	AY
			1.00	\$6,888	\$119,904	
Tyler, David C	University Libraries	Assoc Professor	1.00	\$2,013	\$54,979	FY
Tyler, Kimberly A	Sociology	Assoc Professor	1.00	\$6,000	\$79,588	AY
Uerling, Donald F	Educational Administration	Assoc Professor	1.00	\$3,625	\$87,528	AY
Uiterwaal, Cornelis J	Physics & Astronomy	Asst Professor	1.00	\$4,610	\$69,490	AY
Umstadter, Donald P	Physics & Astronomy	Professor	1.00	\$4,479	\$151,214	AY
	Physics & Astronomy	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,479	\$166,214	
Unlu, Emre	Finance	Asst Professor	1.00	\$7,100	\$137,100	AY
Vakilzadian, Hamid	Electrical Engineering	Assoc Professor	1.00	\$2,682	\$87,606	AY
Van Cott, Kevin	Chemical & Biomolecular Engineering	Assoc Professor	1.00	\$5,553	\$110,810	AY
Van Den Berg, Hendrik F	Economics	Professor	1.00	\$9,449	\$86,840	AY
van Roojen, Mark S	Philosophy	Professor	1.00	\$2,406	\$75,858	AY
Variyam, Vinodchandran N	Computer Science & Engineering	Assoc Professor	1.00	\$4,491	\$100,477	AY
Varner, Jerald L	Electrical Engineering	Assoc Professor	1.00	\$3,826	\$92,073	AY
Vasa, Stanley F	Special Ed & Communic Disorders	Professor	0.50	\$0	\$46,280	AY
Vasgird, Daniel R	Research Resp-Human Res Prot Prog	Director	1.00	\$2,916	\$148,714	FY
Velander, William H	Chemical & Biomolecular Engineering	Professor	0.65	\$5,164	\$118,612	AY
	Chemical & Biomolecular Engineering	Chairperson	0.35	\$2,780	\$65,665	AY
	Chemical & Biomolecular Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$7,944	\$199,277	
Velipasalar, Senem	Electrical Engineering	Asst Professor	1.00	\$3,353	\$79,056	AY
Veomett, George E	School of Biological Sciences	Assoc Professor	0.50	\$520	\$35,193	AY
Verma, Shashi B	School of Natural Resources	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Vespa, John J	English	Assistant Professor of Practice	1.00	\$1,118	\$39,619	AY
Viljoen, Hendrik J	Chemical & Biomolecular Engineering	Professor	1.00	\$4,602	\$125,913	AY
	Chemical & Biomolecular Engineering	Distinguished Professor	0.00	\$0	\$10,000	AY
	Chemical & Biomolecular Engineering	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$4,602	\$138,413	
Voeltz, Richard E	University Libraries	Assoc Professor	1.00	\$1,605	\$68,135	FY
Von Der Dunk, Frans G	College of Law	Professor	0.50	\$3,188	\$78,188	AY
Vuran, Mehmet Can	Computer Science & Engineering	Asst Professor	1.00	\$3,550	\$87,050	AY
Wacker, Kelly L	Special Ed & Communic Disorders	Assistant Professor of Practice	1.00	\$1,983	\$58,633	FY
Wagner, Michael W	Political Science	Asst Professor	1.00	\$1,899	\$61,899	AY
Wagner, William E	School of Biological Sciences	Assoc Professor	1.00	\$3,212	\$66,623	AY
Waite, Michelle R	Office of the Chancellor	Asst To Chn Com Relations	1.00	\$5,250	\$102,573	FY
Walker, John V	Athletics	Head Coach	1.00	\$4,064	\$120,184	FY
Walker, Judy L	Mathematics	Professor	1.00	\$5,500	\$94,530	AY
Walker, Mark E	Mathematics	Professor	1.00	\$5,500	\$94,243	AY
Walklin, Larry J	Broadcasting	Professor	1.00	\$3,010	\$100,838	AY
	Broadcasting	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,010	\$110,838	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Walstad, William B	Economics	Professor	1.00	\$7,998	\$172,366	AY
	Economic Education	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,998	\$182,366	
Walter, Katherine L	University Libraries	Chairperson	0.60	\$3,661	\$54,480	FY
	University Libraries	Professor	0.40	\$940	\$35,520	FY
			1.00	\$4,601	\$90,000	
Walter, Larry J	College of Education & Human Sci	Associate Dean	1.00	\$5,425	\$137,725	FY
Walters, Janet L	Ctr Children Family & the Law	Coordinator	1.00	\$2,275	\$53,346	FY
Wandsnider, LuAnn	Anthropology and Geography	Assoc Professor	1.00	\$4,120	\$65,164	AY
Wandzilak, Thomas	College of Education & Human Sci	Director	1.00	\$4,492	\$122,707	FY
Wang, Dechun	School of Accountancy	Asst Professor	1.00	\$5,095	\$139,198	AY
Wang, Jun	Geosciences	Asst Professor	1.00	\$1,554	\$58,054	AY
Wang, Lily M	Architectural Engineering	Assoc Professor	1.00	\$6,706	\$105,687	AY
Waters, Clarence E	Architectural Engineering	Director	0.50	\$2,116	\$59,735	AY
	Architectural Engineering	Assoc Professor	0.50	\$2,115	\$57,335	AY
			1.00	\$4,231	\$117,070	
Watkins, David K	Geosciences	Chairperson	0.60	\$2,717	\$70,928	FY
	Geosciences	Professor	0.40	\$1,812	\$44,949	FY
			1.00	\$4,529	\$115,877	
Watts, William H	College of Arts & Sciences	Assistant Dean	1.00	\$2,400	\$62,400	FY
Wedeman, Andrew H	Political Science	Assoc Professor	1.00	\$1,642	\$70,696	AY
	A&S General	Director/Chair	0.00	\$0	\$1,200	AY
			1.00	\$1,642	\$71,896	
Weidner, Theodore J	FM&P Administration	Asst Vice Chancellor	1.00	\$6,375	\$148,600	FY
Weiss, Wendy Ruth	Textiles Clothing & Design	Professor	1.00	\$1,900	\$74,745	AY
Weissinger, Ellen Marie	Graduate Studies	Dean	1.00	\$7,920	\$183,920	FY
Weisz, Victoria P	Ctr Children Family & the Law	Research Professor	1.00	\$3,867	\$91,762	FY
Wentz, Timothy G	Construction Management	Assoc Professor	1.00	\$4,506	\$86,973	AY
West, Bradley J	Management	Asst Professor	1.00	\$1,674	\$105,374	AY
Whitbeck, Leslie B	Sociology	Professor	1.00	\$5,000	\$140,000	AY
	Sociology	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,000	\$150,000	
White, Darryl A	School of Music	Assoc Professor	1.00	\$1,432	\$62,382	AY
White, Laura M	English	Assoc Professor	1.00	\$3,789	\$68,069	AY
White, Marcia A	Ofc of Dean - Undergraduate Studies	Adv/Career/Std Svcs Associate	0.50	\$819	\$18,796	FY
	Political Science	Coordinator	0.50	\$935	\$17,935	FY
			1.00	\$1,754	\$36,731	
White, Russell C	School of Music	Assoc Professor	1.00	\$1,686	\$67,809	AY
White, Tyler G	School of Music	Assoc Professor	1.00	\$2,695	\$65,555	AY
Whitt, Hugh P	Sociology	Professor	1.00	\$3,189	\$66,966	AY
Wiebe, Sandra A	Research	Director	1.00	\$2,085	\$71,546	FY
Wiegand, Roger	Mathematics	Professor	1.00	\$2,800	\$130,739	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,800	\$133,239	
Wiegand, Sylvia	Mathematics	Professor	1.00	\$2,000	\$99,221	AY
Wiener, Richard L	Psychology	Professor	1.00	\$5,389	\$137,800	AY
	Psychology	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$5,389	\$140,300	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Wilcox, Brian L	Psychology	Professor	1.00	\$6,116	\$151,725	FY
	Ctr Children Family & the Law	Director	0.00	\$0	\$2,400	FY
			1.00	\$6,116	\$154,125	
Wilhelmsen, Elizabeth C	Modern Language & Literature	Assoc Professor	1.00	\$1,400	\$56,304	AY
Wilkins, Gerald William	University Health Center	Physician	1.00	\$5,815	\$138,575	FY
Willborn, Steven L	College of Law	Dean	1.00	\$11,786	\$245,559	FY
	College of Law	College Professor	0.00	\$0	\$15,000	FY
			1.00	\$11,786	\$260,559	
Williams Jr, James A	Sociology	Professor	1.00	\$2,119	\$86,011	AY
Williams, Robert E	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$3,669	\$89,401	AY
Williams, Sandra M	Art & Art History	Assoc Professor	1.00	\$1,589	\$55,465	AY
Willis, Mary S	Anthropology and Geography	Assoc Professor	1.00	\$3,261	\$65,387	AY
Willis-Esqueda, Cynthia	Psychology	Assoc Professor	0.60	\$2,915	\$39,352	AY
	Ethnic Studies	Assoc Professor	0.40	\$1,943	\$26,231	AY
			1.00	\$4,858	\$65,583	
Wilson, Catherine Lee	College of Law	Assoc Professor	1.00	\$3,466	\$102,481	AY
Wilson, David E	Academic Affairs	Assoc Vice Chancellor	1.00	\$5,025	\$116,383	FY
Wilson, Kathleen M	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$7,936	\$77,878	AY
Winkle Wagner, Rachelle L	Educational Administration	Asst Professor	1.00	\$3,884	\$62,884	AY
Winkle, Kenneth John	History	Chairperson	0.60	\$7,913	\$63,500	AY
	History	Professor	0.40	\$5,276	\$40,000	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$13,189	\$113,500	
Winter, Christopher S	Available Positions	Asst Professor	1.00	\$3,615	\$50,569	AY
Winter, Thomas N	Classics & Religious Studies	Assoc Professor	1.00	\$1,508	\$52,805	AY
Wishart, David J	Anthropology and Geography	Chairperson	0.60	\$1,746	\$55,121	AY
	Anthropology and Geography	Professor	0.40	\$1,164	\$34,416	AY
			1.00	\$2,910	\$89,537	
Woldt, Wayne	Biological Systems Engineering	Assoc Professor	0.25	\$324	\$22,836	FY
* <i>See also: IANR</i>						
Wolfe, Judith A	University Libraries	Asst Professor	1.00	\$2,401	\$50,095	FY
Wood, Charles	School of Biological Sciences	Professor	0.75	\$3,570	\$117,659	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			0.75	\$3,570	\$132,659	
* <i>See also: IANR</i>						
Wood, Simon A	Classics & Religious Studies	Asst Professor	1.00	\$1,735	\$57,165	AY
Woodman, David Allan	School of Biological Sciences	Professor of Practice	1.00	\$9,486	\$77,236	AY
Woodward, Gordon S	Mathematics	Professor	1.00	\$2,000	\$80,738	AY
Woody, Robert H	School of Music	Assoc Professor	1.00	\$1,261	\$62,796	AY
Woollam, John A	Electrical Engineering	Professor	0.25	\$1,280	\$45,808	AY
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	AY
			0.25	\$1,280	\$60,808	
Works, Robert G	College of Law	Professor	1.00	\$5,178	\$153,121	AY
	College of Law	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$5,178	\$168,121	
Wortmann, Susan Linn	Sociology	Assistant Professor of Practice	1.00	\$2,200	\$43,800	AY
Wright, Gregg F	Ctr Children Family & the Law	Research Associate Professor	1.00	\$4,012	\$125,596	FY
Wristen, Brenda G	School of Music	Assoc Professor	1.00	\$2,368	\$57,076	AY
Wu, Lin	Mechanical Engineering	Asst Professor	1.00	\$1,423	\$75,675	AY
Wunder, John R	History	Professor	1.00	\$3,921	\$126,445	AY
Wunder, Susan K	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$3,541	\$71,450	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Wysocki, Tadeusz A	Computer & Electronics Engineering	Professor	1.00	\$4,967	\$112,967	AY
Xia, Yan	Child, Youth & Family Studies	Assoc Professor	0.89	\$3,927	\$55,248	AY
* <i>See also: IANR</i>						
Xu, Lisong	Computer Science & Engineering	Asst Professor	1.00	\$5,135	\$89,043	AY
Yakushko, Oksana F	Educational Psychology	Asst Professor	1.00	\$2,090	\$61,732	AY
Yamamoto, Catherine A	TRIO Programs	Director	1.00	\$3,104	\$73,646	FY
Yang, Jiashi	Engineering Mechanics	Assoc Professor	1.00	\$1,361	\$72,778	AY
Yang, Yaoqing	Computer & Electronics Engineering	Asst Professor	1.00	\$2,316	\$73,731	AY
Yang, Yiqi	Textiles Clothing & Design	Professor	0.50	\$3,685	\$53,551	AY
	Textiles Clothing & Design	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
* <i>See also: IANR</i>			0.50	\$3,685	\$56,051	
Yardley, Owen K	University Police	Chief Police Srvc	1.00	\$4,310	\$109,460	FY
Yori, Connie S	Athletics	Head Coach	1.00	\$5,005	\$230,005	FY
York, Randall D	Athletics	Associate Director	1.00	\$5,250	\$155,250	FY
Young, Linda O	Nutrition & Health Sciences	Assistant Professor of Practice	1.00	\$3,714	\$57,828	FY
Yuill, Grenville K	School of Architecture & Constructi	Director	1.00	\$8,238	\$223,238	FY
Zatechka, Douglas S	Housing Administration	Director	1.00	\$5,990	\$136,209	FY
Zeece, Pauline D	Child, Youth & Family Studies	Professor	1.00	\$3,325	\$86,922	AY
Zeleny, Michael J	Research	Asst Vice Chancellor	1.00	\$6,360	\$133,551	FY
Zellmer, Sandra B	College of Law	Professor	1.00	\$5,089	\$124,827	AY
Zempleni, Janos	Nutrition & Health Sciences	Assoc Professor	0.50	\$3,511	\$45,824	AY
* <i>See also: IANR</i>						
Zeng, Xiao Cheng	Chemistry	Professor	1.00	\$7,705	\$119,859	AY
	Chemistry	University Professor	0.00	\$5,000	\$15,000	AY
			1.00	\$12,705	\$134,859	
Zera, Anthony James	School of Biological Sciences	Professor	1.00	\$7,705	\$98,360	AY
	School of Biological Sciences	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,705	\$108,360	
Zhang, Hong	School of Biological Sciences	Research Assistant Professor	1.00	\$1,420	\$41,980	FY
Zhang, Luwen	School of Biological Sciences	Assoc Professor	1.00	\$4,042	\$66,231	AY
Zhang, Shunpu	Statistics	Assoc Professor	1.00	\$3,169	\$82,390	AY
Zhang, Tian C	Civil Engineering-Omaha	Professor	1.00	\$3,066	\$96,431	AY
Zhang, Zhaoyan	Mechanical Engineering	Assoc Professor	1.00	\$7,927	\$80,265	AY
Zimmer, Keith A	Athletics	Associate Director	1.00	\$3,325	\$98,325	FY
Zlotnik, Vitaly A	Geosciences	Professor	1.00	\$3,302	\$92,250	AY
Zorn, Thomas S	Finance	Professor	1.00	\$5,000	\$155,800	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,000	\$165,800	

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Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Abbott, Douglas A	Child, Youth & Family Studies	Professor	0.25	\$685	\$25,137	FY
* <i>See also: UNL</i>						
Adamchuk, Viacheslav I	Biological Systems Engineering	Assoc Professor	1.00	\$2,250	\$79,748	FY
Adams, Dennis M	Nebraska Forest Service	Forester	1.00	\$2,627	\$84,963	FY
Adams, Don C	West Central Rsch & Ext Center	Director	0.75	\$6,644	\$116,894	FY
* <i>See also: NCTA</i>						
Agarkova, Irina V	Plant Pathology	Research Assistant Professor	1.00	\$925	\$37,773	FY
Aiken, J David	Agricultural Economics	Professor	1.00	\$2,827	\$105,695	FY
Albrecht, Julie A	Nutrition & Health Sciences	Professor	1.00	\$10,534	\$95,574	FY
Alfano, James R	Plant Pathology	Professor	1.00	\$7,652	\$126,928	FY
Allison, Rachel F	Nebraska Forest Service	Assistant Forester	1.00	\$1,614	\$52,196	FY
Anderson, Bruce E	Agronomy & Horticulture	Professor	1.00	\$5,147	\$105,680	FY
Anderson, Douglas L	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,154	\$53,591	FY
Anderson, Kathleen P	Animal Science	Assoc Professor	1.00	\$2,972	\$87,946	FY
Anderson, Verne A	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,406	\$57,643	FY
Arkebauer, Timothy J	Agronomy & Horticulture	Professor	1.00	\$4,591	\$90,680	FY
Armstrong, Jane L	Northeast Rsch & Ext Center	Asst Exten Educator	0.80	\$1,940	\$45,933	FY
Arrieta Montiel, Maria	Center for Plant Science Innovation	Research Assistant Professor	0.50	\$926	\$30,497	FY
* <i>See also: UNL</i>						
Aufdenkamp, Brenda K	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,169	\$49,093	FY
Awada, Tala N	School of Natural Resources	Assoc Professor	1.00	\$4,872	\$68,830	AY
Azzam, Azzeddine M	Agricultural Economics	Professor	1.00	\$6,766	\$151,868	FY
Baenziger, Peter Stephen	Agronomy & Horticulture	Professor	1.00	\$7,158	\$159,286	FY
	Agronomy & Horticulture	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$7,158	\$174,286	
Bailey, Cheryl P	Biochemistry	Asst Professor	1.00	\$3,071	\$75,521	FY
Baquet, Alan E	Agricultural Economics	Department Head	0.70	\$3,540	\$121,457	FY
	Center for Applied Rural Innovation	Director	0.30	\$1,514	\$52,052	FY
			1.00	\$5,054	\$173,509	
Barbuto Jr, John E	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$2,402	\$98,516	FY
Barker, Bradley Scott	4-H Youth Development	Asst Professor	1.00	\$3,099	\$71,299	FY
Barletta, Raul G	Vet & Biomedical Sciences	Professor	1.00	\$3,806	\$104,091	FY
Barrett, Leverne A	Ag Leadership Educ & Comm	Professor	1.00	\$2,633	\$107,913	FY
* <i>See also: UNL</i>						
Barrow, Tadd M	School of Natural Resources	Asst Exten Educator	1.00	\$1,456	\$51,836	FY
Bartos, Lorene	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,235	\$51,635	FY
Barycki, Joseph J	Biochemistry	Assoc Professor	1.00	\$7,183	\$81,179	FY
Bashford, Gregory R	Biological Systems Engineering	Asst Professor	1.00	\$2,770	\$98,442	AY
Basset, Gilles Jc	Agronomy & Horticulture	Asst Professor	1.00	\$2,257	\$74,357	FY
Bateman, Arnold J	Office of Vice Pres/Vice Chancellor	Director	0.50	\$2,573	\$63,846	FY
* <i>See also: UNL</i>						
Bauer, Dennis E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$7,253	\$110,865	FY
Baxendale, Frederick P	Entomology	Professor	1.00	\$6,605	\$121,736	FY
Bearnes, Kim J	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$5,511	\$50,708	FY
Becker, Donald F	Biochemistry	Assoc Professor	1.00	\$11,514	\$101,000	FY
Beermann, Donald H	Research Resp-Inst Animal Care Pro	Director	0.25	\$1,520	\$39,494	FY
* <i>See also: UNL</i>						
Behnken, Tracy J	Southeast Rsch & Ext Center	Assoc Exten Educator	0.50	\$806	\$26,469	FY
Behrends, Donnia E	Nutrition & Health Sciences	Asst Exten Educator	1.00	\$1,110	\$38,134	FY
Bell, Lloyd C	Ag Leadership Educ & Comm	Professor	1.00	\$3,414	\$100,607	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Benson, Andrew K	Food Science & Technology	Professor	1.00	\$6,898	\$111,987	AY
Berg, Eric J	Nebraska Forest Service	Assistant Forester	1.00	\$2,759	\$65,462	FY
Berger, Aaron L	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,696	\$44,128	FY
Bergman, Gary C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,537	\$83,326	FY
Bernards, Mark L	Agronomy & Horticulture	Asst Professor	1.00	\$2,067	\$70,725	FY
Bilder, Christopher R	Statistics	Assoc Professor	0.45	\$1,792	\$36,237	AY
* <i>See also: UNL</i>						
Billesbach, David	Biological Systems Engineering	Research Assistant Professor	1.00	\$1,550	\$61,165	FY
Birnstihl, Elizabeth A	Cooperative Ext Division	Associate Dean	0.95	\$9,137	\$151,912	FY
* <i>See also: UNL</i>						
Bischoff, Richard J	Child, Youth & Family Studies	Assoc Professor	0.25	\$609	\$21,581	FY
* <i>See also: UNL</i>						
Blankenship, Erin E	Statistics	Assoc Professor	1.00	\$4,445	\$88,849	FY
Boeckner, Linda S	Panhandle Rsch & Ext Center	Professor	1.00	\$7,439	\$131,414	FY
Booker, William L	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,428	\$50,285	FY
Bosshamer, Brian K	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,529	\$57,143	FY
Brady, Scott E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,195	\$77,872	FY
Brand, Gail L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$8,944	\$70,329	FY
Brandle, James R	School of Natural Resources	Professor	1.00	\$4,969	\$115,651	FY
Brewer, Gary J	Entomology	Department Head	0.60	\$3,009	\$103,330	FY
	Entomology	Professor	0.40	\$1,692	\$58,122	FY
			1.00	\$4,701	\$161,452	
Brink, Dennis R	Animal Science	Professor	1.00	\$5,895	\$132,666	FY
Brisson, Cindy M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,538	\$50,688	FY
Brown, Susan E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,912	\$100,383	FY
Browning, Sarah J	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,658	\$47,451	FY
Bullerman, Lloyd B	Food Science & Technology	Professor	1.00	\$4,260	\$133,352	FY
Burbach, Mark E	Survey Division - School of Nat Res	Assoc Geoscientist	1.00	\$7,021	\$65,418	FY
Burkey, Thomas E	ISU/UNL Coop Vet Med Education Prog	Asst Professor	1.00	\$3,045	\$73,032	FY
Burkhart-Kriesel, Cheryl A	Panhandle Rsch & Ext Center	Ext Assoc Professor	1.00	\$3,131	\$83,939	FY
Burr, Charles A	West Central Rsch & Ext Center	Extension Educator	1.00	\$4,293	\$85,201	FY
Burson, Dennis E	Animal Science	Professor	1.00	\$4,757	\$107,063	FY
Burson, Maureen H	Southeast Rsch & Ext Center	Extension Educator	0.80	\$1,920	\$62,905	FY
Calkins, Chris R	Animal Science	Professor	1.00	\$7,360	\$111,598	AY
	Animal Science	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$7,360	\$121,598	
Carlson, Marvin P	Survey Division - School of Nat Res	Professor	1.00	\$3,220	\$114,623	FY
Carr, Timothy P	Nutrition & Health Sciences	Professor	0.50	\$2,140	\$49,035	FY
* <i>See also: UNL</i>						
Carter, David O	Entomology	Asst Professor	1.00	\$2,804	\$70,804	FY
Cassman, Kenneth G	Agronomy & Horticulture	Professor	0.50	\$2,230	\$76,586	FY
	Center for Energy Sciences Research	Director	0.50	\$2,229	\$76,584	FY
	Center for Energy Sciences Research	College Professor	0.00	\$0	\$15,000	FY
			1.00	\$4,459	\$168,170	
Chen, Xun-Hong	School of Natural Resources	Professor	1.00	\$4,530	\$105,416	FY
Churchill, Susan Lynn	Child, Youth & Family Studies	Assoc Professor	0.24	\$428	\$14,239	AY
* <i>See also: UNL</i>						
Clemente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.51	\$3,320	\$61,199	FY
* <i>See also: UNL</i>						
Comfort, Steven	School of Natural Resources	Professor	1.00	\$4,712	\$109,639	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Conley, Dennis M	Agricultural Economics	Professor	1.00	\$2,981	\$108,570	FY
	Agricultural Economics	Distinguished Professor	0.00	\$0	\$12,500	FY
			1.00	\$2,981	\$121,070	
Cook, Kimberly K	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$2,332	\$43,412	FY
Corr, Alan J	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,104	\$78,626	FY
Cotton, Dan C	e-Extension	Director	1.00	\$7,564	\$158,848	FY
Cotton, Scott E	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,700	\$59,882	FY
Crandall, Leslie	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,273	\$83,969	FY
Crews, Patricia C	Textiles Clothing & Design	Professor	0.25	\$2,690	\$39,636	FY
* <i>See also: UNL</i>						
Cunningham, Gary L	Agricultural Rsch Division	Dean	1.00	\$9,454	\$224,331	FY
Cupp, Andrea S	Animal Science	Assoc Professor	1.00	\$3,090	\$91,298	FY
Cuppett, Susan L	Food Science & Technology	Professor	1.00	\$2,797	\$110,995	FY
Dalla, Rochelle L	Child, Youth & Family Studies	Assoc Professor	0.38	\$2,423	\$35,842	FY
* <i>See also: UNL</i>						
Dam, Karna J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,091	\$46,147	FY
Danielson, Stephen D	Entomology	Assoc Professor	1.00	\$2,345	\$78,349	FY
De Guzman, Maria R	Child, Youth & Family Studies	Asst Professor	1.00	\$2,851	\$73,074	FY
DeBoer, Karen L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$2,561	\$77,138	FY
DeFrain, John D	Child, Youth & Family Studies	Professor	1.00	\$3,986	\$108,816	FY
Delhon, Gustavo A	Vet & Biomedical Sciences	Director	0.30	\$854	\$23,354	FY
DeWald, Scott J	Nebraska Forest Service	Associate Forester	1.00	\$1,768	\$60,715	FY
Dewey, Kenneth F	School of Natural Resources	Professor	0.25	\$825	\$21,009	AY
* <i>See also: UNL</i>						
Dickey, Elbert C	Cooperative Ext Division	Dean	1.00	\$8,755	\$203,305	FY
Dipietro, Robin B	Nutrition & Health Sciences	Asst Professor	0.50	\$1,775	\$40,775	FY
* <i>See also: UNL</i>						
Dorn, Thomas W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,234	\$85,336	FY
Doster, Alan R	Vet & Biomedical Sciences	Professor	1.00	\$7,207	\$148,252	FY
Drijber, Rhae A	Agronomy & Horticulture	Professor	1.00	\$10,982	\$98,950	FY
Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$1,170	\$48,213	AY
* <i>See also: UNL</i>						
Drudik, Thomas J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,421	\$79,774	FY
Dubois, Myrna M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,949	\$69,148	FY
Duncan, Daniel J	Agricultural Rsch Division	Assistant Dean	1.00	\$5,888	\$124,838	FY
Dunigan, David D	Plant Pathology	Research Associate Professor	1.00	\$6,969	\$63,384	FY
Dutcher, Allen L	Survey Division - School of Nat Res	Assoc Geoscientist	1.00	\$1,627	\$57,927	FY
Dweikat, Ismail M	Agronomy & Horticulture	Assoc Professor	1.00	\$4,689	\$84,007	FY
Edwards, Carolyn Pope	Psychology	Professor	0.25	\$1,540	\$35,687	FY
* <i>See also: UNL</i>						
Eirich, Robert L	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,429	\$43,054	FY
Eisenhauer, Dean E	Biological Systems Engineering	Professor	1.00	\$3,570	\$126,685	FY
Ellicott, Matthew J	Animal Science	Asst Exten Educator	1.00	\$1,750	\$51,750	FY
Ellis, Jason D	Ag Leadership Educ & Comm	Asst Professor	1.00	\$4,227	\$75,527	FY
Ellis, Marion D	Entomology	Professor	1.00	\$3,944	\$99,595	FY
Elthon, Thomas E	Agronomy & Horticulture	Assoc Professor	0.08	\$195	\$5,753	AY
* <i>See also: UNL</i>						
Erickson, Galen E	Animal Science	Assoc Professor	1.00	\$3,870	\$87,103	FY
Eskridge, Kent M	Statistics	Professor	1.00	\$5,130	\$110,110	FY
Etling, Arlen W	College of Ag Sci & Nat Res	Professor	1.00	\$4,192	\$113,267	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Fairchild, Patricia J	4-H Youth Development	Professor	1.00	\$11,064	\$103,270	FY
Fech, John C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,325	\$77,162	FY
Feehan, Kelly A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,256	\$65,229	FY
Feng, Song	School of Natural Resources	Research Assistant Professor	1.00	\$1,300	\$46,300	AY
Fenton, Ann M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,537	\$63,600	FY
Ferguson, Richard B	Agronomy & Horticulture	Professor	1.00	\$2,371	\$97,079	FY
Ferraro, Dennis M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,976	\$64,916	FY
Flores, Rolando A	Food Science & Technology	Department Head	0.43	\$4,312	\$77,031	FY
	Food Science & Technology	Professor	0.40	\$3,385	\$60,465	FY
	Food Processing Center	Director	0.17	\$1,705	\$30,456	FY
			1.00	\$9,402	\$167,952	
Fomenko, Dmitri	Biochemistry	Research Assistant Professor	1.00	\$0	\$44,366	FY
Foster, John E	Entomology	Professor	1.00	\$7,416	\$141,634	FY
Fox, Marilyn S	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,766	\$101,858	FY
Francis, Charles A	Agronomy & Horticulture	Professor	1.00	\$3,937	\$129,713	FY
Francis, Connie M	West Central Rsch & Ext Center	Extension Educator	0.60	\$2,368	\$54,609	FY
Franti, Thomas G	Biological Systems Engineering	Assoc Professor	1.00	\$2,250	\$88,823	FY
Frecks, Nancy G	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,749	\$49,919	FY
Freeman, Patricia W	Survey Division - School of Nat Res	Professor	1.00	\$4,721	\$98,903	FY
Friesen, Jeanette L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,404	\$79,202	FY
Fritz, Susan M	Office of Vice Pres/Vice Chancellor	Assoc Vice Chancellor	1.00	\$10,240	\$170,240	FY
Fromm, Michael E	Agronomy & Horticulture	Professor	0.62	\$3,864	\$132,666	AY
* See also: UNL						
Fulginiti, Lilyan E	Agricultural Economics	Professor	1.00	\$4,306	\$113,862	AY
Funston, Richard N	West Central Rsch & Ext Center	Assoc Professor	1.00	\$3,967	\$92,352	FY
Garcia, Ricardo L	Cooperative Ext Division	Professor	0.25	\$453	\$25,710	FY
* See also: UNL						
Gaussoin, Roch E	Agronomy & Horticulture	Professor	1.00	\$5,843	\$119,194	FY
Giannakas, Konstantinos	Agricultural Economics	Professor	1.00	\$5,823	\$107,470	AY
Giesler, Loren J	Plant Pathology	Assoc Professor	1.00	\$3,406	\$85,395	FY
Gitelson, Anatoly A	School of Natural Resources	Professor	1.00	\$4,419	\$122,564	FY
Gladyshev, Vadim N	Biochemistry	Professor	1.00	\$8,508	\$175,988	FY
* See also: UNL						
Glewen, Keith L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,803	\$103,982	FY
Goeke, James W	Survey Division - School of Nat Res	Professor	1.00	\$3,031	\$107,903	FY
Goertz, Jessye A	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,655	\$68,079	FY
Goffena, Jamie M	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,021	\$52,575	FY
Gompert, Terry L	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,984	\$108,521	FY
Goodman, Richard E	Food Science & Technology	Research Professor	1.00	\$2,525	\$107,734	FY
Gosselin, David C	School of Natural Resources	Professor	1.00	\$5,990	\$112,330	FY
Graef, George L	Agronomy & Horticulture	Professor	1.00	\$3,228	\$106,346	FY
Greve, Vickie L	Northeast Rsch & Ext Center	Ext Professor	1.00	\$2,150	\$85,629	FY
Griffin, Dicky Dee	Vet & Biomedical Sciences	Professor	1.00	\$6,271	\$128,998	FY
Guo, Ming	Plant Pathology	Research Assistant Professor	1.00	\$1,044	\$37,044	FY
Gustafson, Mark R	Nebraska Rural Initiative	Coordinator	1.00	\$3,083	\$101,583	FY
Gustafson, William A	Agronomy & Horticulture	Professor	0.50	\$1,386	\$47,435	AY
Guzman, Jacqueline M	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,972	\$77,340	FY
Hall, Anita M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,690	\$66,682	FY
Hamouz, Fayrene L	Nutrition & Health Sciences	Assoc Professor	0.25	\$605	\$24,803	FY
* See also: UNL						
Hancock, Connie K	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$4,198	\$86,501	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hanna, Janet S	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,633	\$75,806	FY
Hanna, Milford A	Biological Systems Engineering	Professor	0.75	\$6,618	\$120,191	FY
	Industrial Ag Products Center	Director/Chair	0.25	\$2,449	\$44,446	FY
	Biological Systems Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$9,067	\$174,637	
Hansen, Susan A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,556	\$55,180	FY
Hanson, Paul	Survey Division - School of Nat Res	Asst Professor	1.00	\$2,063	\$73,436	FY
Hanson, Ronald J	Agricultural Economics	Professor	1.00	\$5,133	\$131,944	FY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	FY
* <i>See also: UNL</i>			1.00	\$5,133	\$141,944	
Hardin, David K	Vet & Biomedical Sciences	Department Head	0.60	\$5,337	\$113,151	FY
	College of Ag Sci & Nat Res	Associate Dean	0.40	\$3,558	\$75,434	FY
			1.00	\$8,895	\$188,585	
Harrell, Mark O	Nebraska Forest Service	Forester	1.00	\$3,291	\$97,337	FY
Harris, Steven D	Plant Pathology	Assoc Professor	1.00	\$3,045	\$100,854	FY
Hart, Jeffrey G	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,149	\$58,077	FY
Hartung, Stephen L	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$0	\$54,010	FY
Harveson, Robert M	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$3,128	\$83,833	FY
Harvey, F Edwin	School of Natural Resources	Associate Director	0.50	\$6,537	\$58,152	FY
	School of Natural Resources	Professor	0.50	\$6,328	\$53,230	FY
			1.00	\$12,865	\$111,382	
Hay, Francis J	Biological Systems Engineering	Asst Exten Educator	1.00	\$1,566	\$41,053	FY
Hay, Paul C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,454	\$99,154	FY
Hayes, Michael J	School of Natural Resources	Professor	0.70	\$6,775	\$64,490	FY
	School of Natural Resources	Director	0.30	\$3,203	\$30,488	FY
			1.00	\$9,978	\$94,978	
Heidzig-Kraeger, Sarah L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,166	\$39,395	FY
Hein, Gary L	Panhandle Rsch & Ext Center	Professor	1.00	\$5,628	\$108,060	FY
Hejny, Terence A	Nebraska Lead Program	Director	1.00	\$4,180	\$99,180	FY
Heng-Moss, Tiffany M	Entomology	Assoc Professor	1.00	\$5,166	\$94,414	FY
Henneman, Alice C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,387	\$91,070	FY
Hergert, Gary W	Panhandle Rsch & Ext Center	Professor	1.00	\$4,748	\$126,064	FY
Higley, Leon G	Entomology	Professor	1.00	\$5,038	\$127,290	FY
Hinrichs, Kayla M	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$5,403	\$46,889	FY
Hoagland, Kyle D	Water Center	Director/Chair	0.50	\$2,259	\$77,540	FY
	School of Natural Resources	Professor	0.50	\$1,884	\$64,699	FY
			1.00	\$4,143	\$142,239	
Hodges, Laurie	Agronomy & Horticulture	Assoc Professor	1.00	\$2,010	\$82,457	FY
Holland, Mary Ann	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,415	\$46,469	FY
Hollist, Cody S	Child, Youth & Family Studies	Asst Professor	0.25	\$430	\$14,758	AY
* <i>See also: UNL</i>						
Holman, Thomas L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,523	\$91,676	FY
Holz, Aris A	School of Natural Resources	Research Assistant Professor	1.00	\$1,780	\$63,280	FY
Holz, John C	School of Natural Resources	Research Assistant Professor	1.00	\$2,624	\$72,775	FY
Horst, Gerald L	Agronomy & Horticulture	Professor	1.00	\$1,726	\$116,858	FY
Howard, Larry F	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,123	\$84,997	FY
Hoy, Roger M	Biological Systems Engineering	Professor	1.00	\$5,404	\$110,904	FY
Hruskoci, James D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,709	\$73,055	FY
Hu, Qi S	School of Natural Resources	Assoc Professor	0.70	\$2,604	\$61,939	FY
* <i>See also: UNL</i>						

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hubbard, Kenneth G	School of Natural Resources	Professor	1.00	\$5,276	\$122,772	FY
Huddleston-Casas, Catherine A	Child, Youth & Family Studies	Asst Professor	0.25	\$391	\$13,428	AY
* <i>See also: UNL</i>						
Hunt, Thomas E	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$3,876	\$81,940	FY
Husmann, Dann E	Ag Leadership Educ & Comm	Professor	0.50	\$1,533	\$50,502	FY
	College of Ag Sci & Nat Res	Associate Dean	0.50	\$1,686	\$55,547	FY
			1.00	\$3,219	\$106,049	
Hutkins, Robert W	Food Science & Technology	Professor	1.00	\$4,621	\$114,347	FY
	Food Science & Technology	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,621	\$124,347	
Hygnstrom, Scott E	School of Natural Resources	Professor	1.00	\$4,736	\$110,224	FY
Irmak, Ayse	School of Natural Resources	Asst Professor	0.60	\$1,317	\$46,917	FY
* <i>See also: UNL</i>						
Irmak, Suat	Biological Systems Engineering	Assoc Professor	1.00	\$10,424	\$96,094	FY
Istanbulluoglu, Erkan	Biological Systems Engineering	Asst Professor	0.30	\$618	\$20,394	AY
* <i>See also: UNL</i>						
Jackson, David S	Food Science & Technology	Professor	1.00	\$6,180	\$113,348	FY
Jackson, Tamra A	Plant Pathology	Asst Professor	1.00	\$4,096	\$76,387	FY
James, Michael F	Textiles Clothing & Design	Chairperson	0.20	\$1,612	\$28,529	FY
* <i>See also: UNL</i>						
Janssen, Donald E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,311	\$76,140	FY
Jenkins, Jay D	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,212	\$66,634	FY
Jeong, Byeong-Ryool	Plant Pathology	Research Assistant Professor	1.00	\$1,066	\$37,837	FY
Joeckel, Robert M	Survey Division - School of Nat Res	Assoc Professor	0.70	\$3,178	\$60,598	FY
* <i>See also: UNL</i>						
Johnson, Bruce B	Agricultural Economics	Professor	1.00	\$4,074	\$106,394	FY
Johnson, Julie M	Child, Youth & Family Studies	Chairperson	0.23	\$1,274	\$32,362	FY
* <i>See also: UNL</i>						
Johnson, Rodger K	Animal Science	Professor	1.00	\$4,813	\$152,948	FY
Johnston, Bethany M	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$2,665	\$40,760	FY
Johnston, Catherine E	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,877	\$81,798	FY
Jones, Clinton J	Vet & Biomedical Sciences	Professor	1.00	\$6,965	\$143,265	AY
* <i>See also: UNL</i>						
Jones, David D	Biological Systems Engineering	Professor	1.00	\$4,461	\$114,189	FY
Jones, Georgia	Nutrition & Health Sciences	Assoc Professor	0.50	\$2,000	\$38,744	FY
* <i>See also: UNL</i>						
Jones, Jessica G	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,848	\$38,504	FY
Jones, Steven J	Animal Science	Professor	1.00	\$2,801	\$104,732	FY
Jose, H Douglas	Agricultural Economics	Professor	1.00	\$5,512	\$101,567	FY
Josiah, Scott J	Nebraska Forest Service	Director	1.00	\$7,394	\$122,927	FY
Kachman, Stephen D	Statistics	Professor	1.00	\$5,078	\$101,838	FY
Kahl, Dennis L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,400	\$98,945	FY
Kamble, Shripat T	Entomology	Ext Professor	1.00	\$3,286	\$85,191	AY
Kammermann, John R	ISU/UNL Coop Vet Med Education Prog	Asst Professor	1.00	\$3,046	\$93,046	FY
Kang, Ming	Plant Pathology	Research Assistant Professor	1.00	\$2,901	\$37,037	FY
Karloff, Steve L	Nebraska Forest Service	Associate Forester	1.00	\$1,465	\$50,289	FY
Kaslon, Lisa C	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$7,094	\$55,612	FY
Keen, James E	Vet & Biomedical Sciences	Assoc Professor	1.00	\$3,685	\$113,685	FY
Kelling, Clayton L	Vet & Biomedical Sciences	Professor	1.00	\$4,572	\$124,998	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Keown, Jeffrey F	Animal Science	Professor	1.00	\$4,800	\$120,506	FY
Kettler, Timothy A	Agronomy & Horticulture	Assistant Professor of Practice	1.00	\$1,230	\$40,534	AY
King, James W	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$1,770	\$72,584	FY
Klein, Robert N	West Central Rsch & Ext Center	Ext Professor	1.00	\$5,004	\$119,280	FY
Klopfenstein, Terry J	Animal Science	Professor	0.70	\$7,323	\$126,910	FY
Knezevic, Stevan	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$3,138	\$76,618	FY
Knutson, Cody L	School of Natural Resources	Research Assistant Professor	1.00	\$3,834	\$65,334	FY
Kocher, Michael F	Biological Systems Engineering	Assoc Professor	1.00	\$2,495	\$88,524	FY
Koelsch, Richard K	Cooperative Ext Division	Assistant Dean	1.00	\$0	\$140,000	FY
Kononoff, Paul J	Animal Science	Asst Professor	1.00	\$3,440	\$77,410	FY
Kostelnik, Marjorie J	College of Education & Human Sci	Dean	0.13	\$1,213	\$25,373	FY
	Agricultural Rsch Division	Associate Director	0.12	\$1,120	\$23,425	FY
* <i>See also: UNL</i>			0.25	\$2,333	\$48,798	
Koszewski, Wanda M	Nutrition & Health Sciences	Ext Assoc Professor	0.59	\$2,813	\$55,470	AY
* <i>See also: UNL</i>						
Kranz, William L	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$3,357	\$71,944	FY
Krumbach, Eileen M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,108	\$70,017	FY
Kuening, Deborah L	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$2,362	\$44,437	FY
Kulm, Ralph D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$79,768	FY
Kuzila, Mark S	School of Natural Resources	Professor	1.00	\$3,584	\$127,584	FY
Lackey, Susan O	Survey Division - School of Nat Res	Geoscientist	1.00	\$3,101	\$72,181	FY
Lagrimini, Mark	Agronomy & Horticulture	Department Head	0.60	\$5,073	\$107,561	FY
	Agronomy & Horticulture	Professor	0.40	\$2,854	\$60,505	FY
			1.00	\$7,927	\$168,066	
Lambe, David P	Agronomy & Horticulture	Assistant Professor of Practice	1.00	\$2,940	\$45,416	AY
Larvick, Carol J	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,424	\$62,954	FY
Lee, Donald J	Agronomy & Horticulture	Professor	1.00	\$5,572	\$110,901	FY
Lee, Jaekwon	Biochemistry	Asst Professor	1.00	\$5,375	\$77,277	FY
Lee, Ji-Young	Nutrition & Health Sciences	Asst Professor	0.75	\$1,315	\$45,077	AY
* <i>See also: UNL</i>						
Lenters, John D	School of Natural Resources	Assoc Professor	0.70	\$1,597	\$56,845	FY
* <i>See also: UNL</i>						
Lesoing, Gary W	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,083	\$52,491	FY
Levis, Donald G	Northeast Rsch & Ext Center	Professor	1.00	\$4,023	\$124,774	FY
Lewis, Nancy M	Nutrition & Health Sciences	Professor	0.44	\$1,680	\$39,429	FY
* <i>See also: UNL</i>						
Lienemann, Duane A	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,265	\$75,179	FY
Lin, Xiaomao	School of Natural Resources	Research Assistant Professor	1.00	\$2,510	\$69,636	FY
Lindgren, Dale T	West Central Rsch & Ext Center	Professor	1.00	\$4,530	\$105,375	FY
Lindquist, John L	Agronomy & Horticulture	Assoc Professor	1.00	\$4,696	\$84,222	FY
Locklear, James H	Nebraska Statewide Arboretum	Director	1.00	\$1,368	\$92,605	FY
Lodes, Richard J	Nebraska Forest Service	Forester	1.00	\$2,006	\$64,882	FY
Lodl, Kathleen A	Cooperative Ext Division	Assistant Dean	1.00	\$0	\$140,000	FY
Lou, Marjorie F	Vet & Biomedical Sciences	Professor	1.00	\$7,910	\$162,725	FY
* <i>See also: UNL</i>						
Lovett, William R	Nebraska Forest Service	Forester	1.00	\$1,966	\$69,748	FY
Lubben, Bradley D	Agricultural Economics	Asst Professor	1.00	\$2,412	\$87,647	FY
Lynne, Gary D	Agricultural Economics	Professor	1.00	\$4,922	\$138,961	FY
Lyon, Drew J	Panhandle Rsch & Ext Center	Professor	1.00	\$5,446	\$104,542	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Mackenzie, Sally	Center for Plant Science Innovation	Professor	0.60	\$4,436	\$75,990	AY
	Agronomy & Horticulture	Distinguished Professor	0.00	\$0	\$10,000	AY
* <i>See also: UNL</i>			0.60	\$4,436	\$85,990	
Mader, Terry L	Northeast Rsch & Ext Center	Professor	1.00	\$4,930	\$117,556	FY
Mahar, Carla J	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,681	\$72,500	FY
Mamo, Martha	Agronomy & Horticulture	Assoc Professor	1.00	\$4,808	\$87,626	FY
Mandigo, Roger W	Animal Science	Professor	1.00	\$4,172	\$155,949	FY
Manning, Leanne M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,834	\$60,253	FY
Mark, Darrell R	Agricultural Economics	Assoc Professor	1.00	\$11,163	\$103,196	FY
Markwell, John P	College of Ag Sci & Nat Res	Associate Dean	0.50	\$2,824	\$65,579	FY
* <i>See also: UNL</i>						
Martin, Derrel L	Biological Systems Engineering	Professor	1.00	\$6,827	\$136,528	FY
Marx, David B	Statistics	Professor	1.00	\$4,140	\$140,770	FY
Mason, Stephen C	Agronomy & Horticulture	Professor	1.00	\$5,450	\$120,179	FY
Massengale, Martin A	Agronomy & Horticulture	Professor	0.50	\$4,036	\$88,164	FY
	Grassland Studies Center	Director	0.50	\$4,039	\$88,168	FY
	Agronomy & Horticulture	Un Foundation Professor	0.00	\$0	\$10,000	FY
			1.00	\$8,075	\$186,332	
Matkin, Gina Sue	Ag Leadership Educ & Comm	Asst Professor	1.00	\$5,351	\$74,839	FY
Mayo, Z B	Agricultural Rsch Division	Associate Dean	1.00	\$7,347	\$174,328	FY
McCallister, Dennis L	Agronomy & Horticulture	Professor	1.00	\$2,380	\$97,592	FY
McNulty, Carol J	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,532	\$50,333	FY
McVey, David S	ISU/UNL Coop Vet Med Education Prog	Professor	1.00	\$5,326	\$116,346	FY
Meduna, Robert J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,839	\$77,100	FY
Meinke, Lance J	Entomology	Professor	1.00	\$4,192	\$105,861	FY
Melvin, Steven R	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,660	\$64,775	FY
Merchant, James W	Survey Division - School of Nat Res	Professor	1.00	\$5,409	\$124,096	FY
Meyer, George E	Biological Systems Engineering	Professor	1.00	\$5,141	\$115,464	FY
Miller, Phillip S	Animal Science	Professor	1.00	\$3,454	\$96,892	FY
Miner, Jess L	Animal Science	Assoc Professor	1.00	\$2,224	\$83,120	FY
Mitra, Amitava	Plant Pathology	Assoc Professor	1.00	\$1,581	\$73,440	AY
Moeller, Alan R	IANR Finance & Personnel Office	Asst Vice Chancellor	1.00	\$9,979	\$165,906	FY
Moxley, Rodney A	Vet & Biomedical Sciences	Professor	1.00	\$7,078	\$145,569	FY
Mues, Noel L	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,889	\$70,579	FY
Murray, Jeanne C	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,854	\$48,247	FY
Mutunayagam, N Brito	Cooperative Ext Division	Professor	0.25	\$810	\$33,180	FY
* <i>See also: UNL</i>						
Namuth Covert, Deana M	Agronomy & Horticulture	Ext Assoc Professor	1.00	\$2,329	\$76,752	FY
Narumalani, Sunil G	School of Natural Resources	Professor	0.40	\$1,617	\$38,496	AY
* <i>See also: UNL</i>						
Nelson, Mary E	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,343	\$57,318	FY
Ness, Richard L	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$291	\$48,808	FY
Nickerson, H Doak	Nebraska Forest Service	Forester	1.00	\$2,481	\$73,378	FY
Nielsen, Merlyn K	Animal Science	Professor	1.00	\$3,271	\$122,301	FY
	Animal Science	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,271	\$132,301	
Nielsen, Sharon R	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,775	\$76,992	FY
Niemann, Keith F	Cooperative Ext Division	Director	1.00	\$5,678	\$110,801	FY
Niemeyer, Shirley M	Textile Clothing & Design	Professor	1.00	\$1,923	\$93,634	FY
Niemeyer, Steven W	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,012	\$50,417	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Nisley, Andrea S	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,015	\$84,738	FY
Nixon, Jennifer S	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,537	\$54,133	FY
Nygren, Aaron J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$960	\$37,875	FY
Ogg, Barbara P	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,998	\$64,495	FY
Ogg, Clyde L	Agronomy & Horticulture	Assoc Exten Educator	1.00	\$5,952	\$57,647	FY
Oglesby, Robert J	School of Natural Resources	Professor	0.27	\$1,127	\$29,432	AY
* <i>See also: UNL</i>						
Osorio, Fernando A	Vet & Biomedical Sciences	Professor	1.00	\$4,936	\$135,007	FY
Owens, John C	Office of Vice Pres/Vice Chancellor	Vice Chancellor	1.00	\$7,499	\$242,980	FY
	Office of Vice Pres/Vice Chancellor	Distinguished Professor	0.00	\$0	\$15,000	FY
			1.00	\$7,499	\$257,980	
Pannier, Angela K	Biological Systems Engineering	Asst Professor	1.00	\$2,400	\$79,900	FY
Paparozi, Ellen T	Agronomy & Horticulture	Professor	1.00	\$3,096	\$105,956	FY
Parkhurst, Anne M	Statistics	Professor	1.00	\$2,946	\$104,418	FY
Partridge, James E	Plant Pathology	Professor	1.00	\$5,025	\$108,232	FY
Pattnaik, Asit K	Vet & Biomedical Sciences	Professor	1.00	\$3,928	\$107,428	AY
Pavlista, Alexander D	Panhandle Rsch & Ext Center	Professor	1.00	\$2,904	\$87,270	FY
Pegg, Mark A	School of Natural Resources	Assoc Professor	1.00	\$8,761	\$83,001	FY
Pennisi, Lisa A	Ag Leadership Educ & Comm	Asst Professor	1.00	\$4,195	\$74,195	FY
Perk, Richard L	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$2,480	\$57,700	FY
Perrin, Richard K	Agricultural Economics	Professor	1.00	\$3,554	\$129,600	AY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,554	\$139,600	
Peterson, Amy L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,492	\$65,938	FY
Peterson, Deanna L	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,594	\$57,716	FY
Peterson, E Wesley	Agricultural Economics	Professor	1.00	\$6,912	\$103,069	FY
Pickard, Gary E	ISU/UNL Coop Vet Med Education Prog	Professor	1.00	\$4,680	\$134,680	AY
Plugge, Brent L	West Central Rsch & Ext Center	Extension Educator	1.00	\$4,293	\$78,371	FY
Poley, Janet K	ADEC	President/Ceo Ag*sat Corp	1.00	\$6,679	\$173,647	FY
Powell, Larkin A	School of Natural Resources	Assoc Professor	1.00	\$4,725	\$87,679	FY
Powers, Thomas O	Plant Pathology	Professor	1.00	\$2,648	\$102,963	FY
Pracheil, Tracy L	4-H Youth Development	Asst Exten Educator	1.00	\$1,256	\$42,867	FY
Preston, Sandra D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,513	\$82,034	FY
Pritchard, Steven M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$5,293	\$82,620	FY
Prochaska-Cue, M Kathleen	Child, Youth & Family Studies	Assoc Professor	0.87	\$2,152	\$80,738	FY
* <i>See also: UNL</i>						
Pryor, Randy W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,095	\$76,028	FY
Purcell, Sarah E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,339	\$76,841	FY
Raikes, Helen	Child, Youth & Family Studies	Professor	0.20	\$1,390	\$20,514	AY
* <i>See also: UNL</i>						
Randle, Richard F	Vet & Biomedical Sciences	Assoc Professor	1.00	\$3,960	\$113,960	FY
Rasby, Richard J	Animal Science	Professor	1.00	\$4,793	\$107,933	FY
Rasmussen, Steven D	Nebraska Forest Service	Forester	1.00	\$2,596	\$76,757	FY
Ratcliffe, Brett C	Entomology	Professor	1.00	\$4,703	\$118,753	FY
Read, Paul E	Agronomy & Horticulture	Professor	1.00	\$4,452	\$152,368	FY
Reddy, N R Jayagopala	ISU/UNL Coop Vet Med Education Prog	Assoc Professor	1.00	\$3,226	\$88,226	FY
Rees, Jennifer M	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,993	\$44,043	FY
Reese, Duane E	Animal Science	Assoc Professor	1.00	\$2,413	\$90,245	FY
Reiling, Bryan A	Animal Science	Assoc Professor	1.00	\$3,315	\$98,133	FY
Reimers-Hild, Connie I	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,054	\$68,274	FY
Rethwisch, Michael D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,322	\$80,122	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Riordan, Terrance P	Agronomy & Horticulture	Professor	0.50	\$3,372	\$71,507	FY
	Grassland Studies Center	Director	0.50	\$3,633	\$77,018	FY
	Agronomy & Horticulture	University Professor	0.00	\$0	\$2,500	FY
			1.00	\$7,005	\$151,025	
Rodie, Steven N	Agronomy & Horticulture	Assoc Professor	1.00	\$2,616	\$86,211	FY
Roeber, Ronald L	Cooperative Ext Division	Professor	0.50	\$2,176	\$50,313	FY
* <i>See also: UNL</i>						
Rogers, Douglas G	Vet & Biomedical Sciences	Professor	1.00	\$4,395	\$120,192	FY
Royer, Jeffrey S	Agricultural Economics	Professor	1.00	\$4,891	\$132,750	FY
Rundquist, Donald C	School of Natural Resources	Professor	1.00	\$4,590	\$127,304	FY
Rupnow, John H	Food Science & Technology	Professor	1.00	\$4,749	\$109,288	AY
Rupp, Gary P	Vet & Biomedical Sciences	Director	0.60	\$3,116	\$83,254	FY
	Vet & Biomedical Sciences	Professor	0.40	\$1,996	\$53,302	FY
			1.00	\$5,112	\$136,556	
Rush, Ivan G	Panhandle Rsch & Ext Center	Professor	1.00	\$3,925	\$104,594	FY
Sandell, Lowell D	Agronomy & Horticulture	Asst Exten Educator	1.00	\$1,856	\$63,506	FY
Sarno, Elizabeth A	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$224	\$37,568	FY
Schacht, Walter H	Agronomy & Horticulture	Professor	1.00	\$5,617	\$112,304	FY
Scharf, Barbara J	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,974	\$93,185	FY
Scheideler, Sheila E	Animal Science	Professor	1.00	\$7,548	\$115,375	FY
Schild, James A	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$3,143	\$81,796	FY
Schinstock, Jack L	Biological Systems Engineering	Professor	0.90	\$1,587	\$107,332	FY
	College of Ag Sci & Nat Res	Associate Dean	0.10	\$194	\$13,118	FY
			1.00	\$1,781	\$120,450	
Schlegel, Vicki L	Food Science & Technology	Assoc Professor	1.00	\$6,043	\$94,345	FY
Schmidt, Barbara L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,515	\$63,334	FY
Schneider, James W	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,408	\$57,728	FY
Schneider-Miller, Carrie L	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,914	\$46,972	FY
Schnepf, Marilynn	Nutrition & Health Sciences	Chairperson	0.25	\$1,342	\$34,077	FY
	Nutrition & Health Sciences	Professor	0.25	\$1,148	\$29,157	FY
			0.50	\$2,490	\$63,234	
* <i>See also: UNL</i>						
Schoengold, Karina	School of Natural Resources	Asst Professor	0.70	\$1,593	\$56,697	FY
	Agricultural Economics	Asst Professor	0.30	\$683	\$24,299	FY
			1.00	\$2,276	\$80,996	
Schoenholz, Phyllis I	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,695	\$76,602	FY
Scholtz, D'Ette S	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,125	\$53,726	FY
Schroeder, Debra E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$5,203	\$94,036	FY
Schulte, Dennis D	Biological Systems Engineering	Professor	1.00	\$9,324	\$167,537	FY
Schwarz, Carol J	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,004	\$75,540	FY
Scofield, Sandra K	Nebraska Rural Initiative	Director	1.00	\$4,984	\$118,249	FY
Seymour, Ronald C	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,408	\$63,181	FY
Shapiro, Charles A	Northeast Rsch & Ext Center	Professor	1.00	\$4,784	\$101,564	FY
Shea, Patrick J	School of Natural Resources	Professor	1.00	\$6,963	\$126,773	FY
Shearman, Robert C	Agronomy & Horticulture	Professor	1.00	\$9,395	\$143,959	FY
	Agronomy & Horticulture	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$9,395	\$153,959	
Shelton, David P	Northeast Rsch & Ext Center	Professor	1.00	\$4,372	\$112,606	FY
Sherry, Hallie P	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,982	\$60,280	FY
Sibray, Steven S	Survey Division - School of Nat Res	Geoscientist	1.00	\$2,349	\$83,653	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Siegfried, Blair D	Entomology	Professor	1.00	\$0	\$140,000	FY
* <i>See also: UNL</i>						
Siekman, Darrel D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,216	\$90,867	FY
Simmons, Mark E	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$2,776	\$56,116	FY
Simpson, Melanie A	Biochemistry	Assoc Professor	1.00	\$7,776	\$84,757	FY
Skipton, Sharon O	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,502	\$91,643	FY
Skopp, Joseph M	School of Natural Resources	Assoc Professor	1.00	\$0	\$70,490	FY
Sleight, Weldon S	West Central Rsch & Ext Center	Associate Director	0.25	\$2,344	\$38,988	FY
* <i>See also: NCTA</i>						
Smith, David R	Vet & Biomedical Sciences	Professor	1.00	\$6,533	\$134,382	FY
Smith, Durward A	Food Science & Technology	Assoc Professor	1.00	\$2,087	\$89,027	FY
Smith, John A	Panhandle Rsch & Ext Center	Professor	1.00	\$4,482	\$119,102	FY
Snow, Daniel Davidson	Water Center	Research Associate Professor	0.10	\$387	\$8,072	FY
* <i>See also: UNL</i>						
Somerville, Greg A	Vet & Biomedical Sciences	Asst Professor	1.00	\$2,481	\$85,180	FY
Soundararajan, Madhavan	Biochemistry	Professor of Practice	1.00	\$10,018	\$90,744	FY
Spalding, Mary E	Survey Division - School of Nat Res	Professor	1.00	\$2,412	\$85,877	FY
Spalding, Roy F	Agronomy & Horticulture	Professor	1.00	\$3,917	\$129,062	FY
Spangler, Matthew L	Animal Science	Asst Professor	1.00	\$2,203	\$75,703	FY
Specht, James E	Agronomy & Horticulture	Professor	1.00	\$6,229	\$131,078	FY
* <i>See also: UNL</i>						
Spreitzer, Robert J	Biochemistry	Professor	1.00	\$6,534	\$138,534	FY
* <i>See also: UNL</i>						
Stalker, Leslie A	West Central Rsch & Ext Center	Asst Professor	1.00	\$2,373	\$80,374	FY
Stanek Krogstrand, Kaye L	Nutrition & Health Sciences	Assoc Professor	0.25	\$564	\$21,066	FY
* <i>See also: UNL</i>						
Staswick, Paul E	Agronomy & Horticulture	Professor	1.00	\$5,600	\$111,803	FY
Stauffer, Gary D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$8,172	\$60,287	FY
Stauffer, Monte A	Southeast Rsch & Ext Center	Extension Educator	1.00	\$8,010	\$59,463	FY
Steadman, James R	Plant Pathology	Department Head	0.60	\$3,987	\$103,642	FY
	Plant Pathology	Professor	0.40	\$2,278	\$59,223	FY
			1.00	\$6,265	\$162,865	
Steffen, David J	Vet & Biomedical Sciences	Professor	1.00	\$4,364	\$119,363	FY
Stenberg, David E	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,398	\$97,070	FY
Stockton, Matthew C	West Central Rsch & Ext Center	Asst Professor	1.00	\$3,678	\$82,064	FY
Stone, Gary L	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,189	\$39,189	FY
Stone, Julie M	Biochemistry	Assoc Professor	1.00	\$9,764	\$86,544	FY
Stowell, Richard R	Biological Systems Engineering	Assoc Professor	1.00	\$2,188	\$86,355	FY
Strasheim, Cynthia R	Southeast Rsch & Ext Center	Extension Educator	0.60	\$1,382	\$45,543	FY
Streich, Anne M	Agronomy & Horticulture	Assoc Exten Educator	1.00	\$1,738	\$53,005	FY
Stroup, Walter W	Statistics	Professor	0.50	\$2,630	\$62,394	FY
	Statistics	Department Head	0.50	\$3,152	\$74,803	FY
			1.00	\$5,782	\$137,197	
Stubbendieck, James L	Agronomy & Horticulture	Professor	0.50	\$2,855	\$71,111	FY
* <i>See also: UNL</i>						
Subbiah, Jeyamkondan	Biological Systems Engineering	Asst Professor	1.00	\$4,395	\$80,414	FY
Supalla, Raymond J	Agricultural Economics	Professor	1.00	\$4,340	\$114,976	FY
Sutton, Richard K	Agronomy & Horticulture	Professor	1.00	\$9,253	\$85,533	AY
Suyker, Andrew E	School of Natural Resources	Research Assistant Professor	1.00	\$2,429	\$67,377	FY
Svoboda, Mark D	School of Natural Resources	Assoc Geoscientist	1.00	\$3,940	\$68,738	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Swanson, Dianne M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,203	\$79,484	FY
Swanson, Douglas A	4-H Youth Development	Extension Educator	1.00	\$1,875	\$60,533	FY
Swinehart, James B	Survey Division - School of Nat Res	Professor	0.85	\$3,119	\$83,323	FY
* <i>See also: UNL</i>						
Szilagyi, Jozsef	Survey Division - School of Nat Res	Assoc Professor	0.33	\$928	\$25,744	FY
Tadesse, Tsegaye	Survey Division - School of Nat Res	Asst Geoscientist	1.00	\$1,577	\$56,156	FY
Taylor, Stephen L	Food Science & Technology	Professor	1.00	\$5,759	\$180,254	FY
Teel, Dewey W	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,151	\$95,842	FY
Terry, Roger	Comm Information Technology	Director	1.00	\$5,720	\$135,720	FY
Thippareddi, Harshavardhan	Food Science & Technology	Assoc Professor	1.00	\$4,986	\$92,415	FY
Thomas, Steven A	School of Natural Resources	Asst Professor	1.00	\$2,063	\$73,436	FY
Tickner, Cheryl A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,018	\$71,606	FY
Todd, Kim A	Agronomy & Horticulture	Assoc Professor	1.00	\$12,478	\$89,479	FY
Tonn, Steven R	Southeast Rsch & Ext Center	Extension Educator	1.00	\$8,441	\$73,441	FY
Topp, Amy J	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,106	\$53,293	FY
Treffer, Bruce A	West Central Rsch & Ext Center	Extension Educator	1.00	\$3,684	\$83,238	FY
Tusler, Cynthia A	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$1,236	\$43,536	FY
Tyre, Richard Aj	School of Natural Resources	Asst Professor	1.00	\$2,825	\$78,337	FY
Urrea Florez, Carlos A	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$2,690	\$81,355	FY
Van Donk, Simon J	West Central Rsch & Ext Center	Asst Professor	1.00	\$2,409	\$81,914	FY
Van Etten, James L	Plant Pathology	Professor	1.00	\$9,289	\$190,521	FY
	Plant Pathology	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$9,289	\$205,521	
Vandewalle, Brandy S	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$2,596	\$40,665	FY
Varner, David L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,469	\$93,614	FY
Verma, Shashi B	School of Natural Resources	Professor	1.00	\$6,373	\$148,313	FY
* <i>See also: UNL</i>						
Versch, Rebecca L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,509	\$66,497	FY
Vidaver, Anne M	Plant Pathology	Professor	1.00	\$4,393	\$170,796	FY
Vigna, Diane C	Textile Clothing & Design	Assoc Professor	1.00	\$2,844	\$73,073	FY
Volesky, Jerry D	West Central Rsch & Ext Center	Professor	1.00	\$12,058	\$99,443	FY
Vonderohe, Ruth E	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$5,500	\$50,347	FY
Vyhnalek, Allan R	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,085	\$73,977	FY
Walachoski, Jill S	4-H Youth Development	Asst Exten Educator	1.00	\$1,795	\$44,765	FY
Waldren, Vernon L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,682	\$90,237	FY
Waller, Steven S	College of Ag Sci & Nat Res	Dean	1.00	\$13,008	\$203,193	FY
Walter, Jens	Food Science & Technology	Asst Professor	1.00	\$3,396	\$78,950	FY
Walters, Daniel T	Agronomy & Horticulture	Professor	1.00	\$8,181	\$112,434	FY
Walter-Shea, Elizabeth A	School of Natural Resources	Professor	1.00	\$2,880	\$102,543	FY
Walz, Troy M	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,651	\$59,393	FY
Wang, Dong	Statistics	Asst Professor	1.00	\$2,535	\$74,985	FY
Wardlow, Brian D	School of Natural Resources	Research Assistant Professor	1.00	\$2,672	\$65,648	FY
Warner, Mary K	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,650	\$80,983	FY
Wedin, David A	School of Natural Resources	Professor	1.00	\$12,133	\$102,073	FY
Weeks, Donald P	Biochemistry	Professor	1.00	\$5,039	\$167,597	FY
Wegulo, Stephen N	Plant Pathology	Asst Professor	1.00	\$4,145	\$78,116	FY
Wehling, Randy L	Food Science & Technology	Professor	1.00	\$2,454	\$104,738	FY
Weiss, Albert	School of Natural Resources	Professor	1.00	\$2,687	\$95,670	FY
Weissling, Thomas J	Entomology	Associate Professor of Practice	1.00	\$7,046	\$62,612	FY
Weitzenkamp, Deborah J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,928	\$41,115	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Weller, Curtis L	Biological Systems Engineering	Professor	0.75	\$5,805	\$87,540	FY
	Biological Systems Engineering	Coordinator	0.25	\$2,177	\$33,187	FY
			1.00	\$7,982	\$120,727	
Wells, Cami	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$3,590	\$51,354	FY
Welte, Carroll S	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,970	\$65,959	FY
Werth, Ladonna A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,693	\$60,083	FY
Westover, Donald E	Nebraska Forest Service	Forester	1.00	\$2,829	\$83,658	FY
White, Brett R	Animal Science	Assoc Professor	1.00	\$2,820	\$83,478	FY
Wilhite, Donald A	School of Natural Resources	Director	1.00	\$8,663	\$183,663	FY
Williams, Susan N	Southeast Rsch & Ext Center	Director/Chair	0.64	\$4,568	\$96,844	FY
	Southeast Rsch & Ext Center	Ext Professor	0.36	\$2,190	\$46,414	FY
			1.00	\$6,758	\$143,258	
Wilson Jr, Robert G	Panhandle Rsch & Ext Center	Professor	1.00	\$5,808	\$153,164	FY
Wilson, John A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$4,511	\$84,240	FY
Wilson, Mark A	Biochemistry	Asst Professor	1.00	\$2,430	\$77,198	FY
Wobig, Karen B	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,548	\$51,012	FY
Woldt, Wayne	Biological Systems Engineering	Assoc Professor	0.75	\$1,748	\$68,994	FY
* <i>See also: UNL</i>						
Wood, Charles	Biochemistry	Professor	0.25	\$1,180	\$38,845	AY
* <i>See also: UNL</i>						
Wood, Jennifer R	ISU/UNL Coop Vet Med Education Prog	Asst Professor	1.00	\$2,848	\$84,218	FY
Woollen, Richard L	Nebraska Forest Service	Assistant Forester	1.00	\$1,898	\$56,125	FY
Wortmann, Charles S	Agronomy & Horticulture	Assoc Professor	1.00	\$7,586	\$97,024	FY
Wright, Robert J	Entomology	Professor	1.00	\$4,248	\$107,327	FY
Xia, Yan	Child, Youth & Family Studies	Assoc Professor	0.11	\$478	\$6,732	AY
* <i>See also: UNL</i>						
Yang, Haishun	Agronomy & Horticulture	Research Assistant Professor	1.00	\$3,160	\$66,875	FY
Yang, Yiqi	Textiles Clothing & Design	Professor	0.50	\$3,708	\$53,894	AY
* <i>See also: UNL</i>						
Yiannaka, Amalia	Agricultural Economics	Assoc Professor	1.00	\$9,432	\$85,448	AY
Yoder, Ronald E	Biological Systems Engineering	Department Head	0.75	\$7,059	\$149,625	FY
	Biological Systems Engineering	Associate Director	0.25	\$2,050	\$43,440	FY
			1.00	\$9,109	\$193,065	
Yohe, John M	INTSORMIL - Sorghum/Millet CRSP	Director	1.00	\$7,664	\$162,502	FY
Yonts, C Dean	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$3,335	\$79,009	FY
You, Jinsheng	School of Natural Resources	Research Assistant Professor	1.00	\$2,051	\$56,897	FY
Yuen, Gary Y	Plant Pathology	Professor	1.00	\$4,571	\$100,133	FY
Zeece, Michael G	Food Science & Technology	Professor	1.00	\$2,419	\$103,199	FY
Zempleni, Janos	Nutrition & Health Sciences	Assoc Professor	0.50	\$3,511	\$45,824	AY
* <i>See also: UNL</i>						
Zhou, Xinhua	School of Natural Resources	Research Assistant Professor	1.00	\$1,875	\$66,714	FY
Ziems, Amy D	Plant Pathology	Asst Exten Educator	1.00	\$940	\$38,440	FY
Zimmers, Stephen G	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,123	\$47,923	FY
Zoubek, Gary L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$4,923	\$107,706	FY

University of Nebraska - UNMC
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Abdelmegid, Faika Y	COD-Oral Biology	Assoc Professor	0.20	\$0	\$12,000	FY
Abdouch, Ivan G	Family Medicine	Assoc Professor	1.00	\$5,872	\$139,332	FY
	Family Medicine	Residency Program Director	0.00	\$0	\$2,750	FY
			1.00	\$5,872	\$142,082	
Abromowitch, Minnie	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$5,312	\$126,033	FY
Achutan, Chandran	COPH Environ, Agri & Occ Health Sci	Asst Professor	1.00	\$0	\$93,000	FY
Adams, John C	Budget Analysis & Financial Cmpl	Asst Vice Chancellor/Budget & Planning	1.00	\$8,406	\$148,507	FY
Adelson, Anthony B	Radiology	Assoc Professor	1.00	\$0	\$134,097	FY
Adhikari, Srikar R	Emergency Medicine	Asst Professor	1.00	\$3,675	\$87,195	FY
Agarwala, Neena	Obstetrics/Gynecology	Asst Professor	1.00	\$4,630	\$109,866	FY
Agrawal, Sandeep Kumar	Surgery-Neurosurgery	Asst Professor	1.00	\$2,714	\$64,385	FY
Ahmad, Iqbal	Ophthalmology	Professor	1.00	\$5,230	\$124,098	FY
	Graduate Studies	Assoc Dean Postdoctoral Affairs	0.00	\$0	\$5,000	FY
			1.00	\$5,230	\$129,098	
Aita, Virginia	COPH Hlth Prm, Soc, & Behv Hlth Sci	Assoc Professor	1.00	\$3,226	\$76,541	FY
Aizenberg Ansari, Michele R	Surgery-Neurosurgery	Asst Professor	1.00	\$3,079	\$73,080	FY
Allen, Keith D	Munroe-Meyer Institute	Professor	1.00	\$5,138	\$107,901	FY
Allen-Gipson, Diane S	Int Med Pulmonary	Asst Professor	1.00	\$750	\$75,750	FY
Alnouti, Yazen	COP Pharmaceutical Science	Asst Professor/Hlth Prof	1.00	\$0	\$90,000	FY
Alter, Roxanne	Clinical Laboratory Science	Asst Professor	1.00	\$2,330	\$67,057	FY
Ameku, Yoshiharu	COD-Adult Restorative	Clinical Asst Professor	0.60	\$2,992	\$53,000	FY
Amoura, Nahia Jean	Obstetrics/Gynecology	Asst Professor	1.00	\$4,219	\$100,109	FY
Anderson Berry, Ann L	Pediatrics Newborn Medicine	Asst Professor	1.00	\$4,219	\$100,108	FY
Anderson, Daniel R	Int Med Cardiology	Asst Professor	1.00	\$3,675	\$87,195	FY
Anderson, James R	COPH Biostatistics	Professor	1.00	\$7,455	\$176,879	FY
	COPH Epidemiology	Chairperson	0.00	\$0	\$5,000	FY
			1.00	\$7,455	\$181,879	
Anderson, Joseph C	Radiology	Professor	1.00	\$5,349	\$158,335	FY
Anderson, Rebecca	COPH Hlth Prm, Soc, & Behv Hlth Sci	Assoc Professor	0.65	\$2,114	\$50,163	FY
	MMI Genetic Medicine	Certified Genetic Counselor	0.04	\$126	\$2,998	FY
			0.69	\$2,240	\$53,161	
Antonson, Dean L	Pediatrics Gastroenterology	Assoc Professor	1.00	\$4,948	\$117,408	FY
Aoun, Patricia	Pathology/Microbiology	Assoc Professor	1.00	\$5,001	\$88,497	FY
Apker, Kimberly A	Radiology	Assoc Professor	1.00	\$0	\$110,000	FY
Are, Chandrakanth	Surgical Oncology	Asst Professor	1.00	\$3,080	\$73,080	FY
Are, Madhuri	Surgical Oncology	Asst Professor	1.00	\$3,080	\$73,080	FY
Armitage, James O	Int Med Oncology/Hematology	Professor	1.00	\$13,759	\$326,467	FY
Arnold, Lora L	Clinical Laboratory Science	Asst Professor	1.00	\$3,304	\$78,403	FY
Asojo, Oluwatoyin	Pathology/Microbiology	Asst Professor	1.00	\$3,247	\$77,043	FY
Attanasio, Ronald	COD-Adult Restorative	Professor/Cont	1.00	\$5,071	\$131,844	FY
Attard, Thomas M	Pediatrics Gastroenterology	Assoc Professor	1.00	\$3,623	\$85,954	FY
Augustine, Samuel C	Pathology/Microbiology	Assoc Professor	0.02	\$0	\$1,200	FY
Babbe, Gregory J	Family Medicine	Asst Professor	1.00	\$4,580	\$108,663	FY
Backer, Elisabeth L	Family Medicine	Clinical Assoc Professor	1.00	\$6,017	\$142,768	FY
Baker, John J	Pathology/Microbiology	Assoc Professor	1.00	\$5,003	\$101,028	FY
Baldwin, Jeffrey N	COP Pharmacy Practice	Assoc Professor	1.00	\$5,531	\$104,516	FY
Ball, Laura J	Munroe-Meyer Institute	Assoc Professor	1.00	\$3,392	\$80,510	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Band, Hamid	Eppley Inst Faculty	Professor/Cont	1.00	\$11,000	\$201,000	FY
	Eppley Inst Faculty	Assoc Dir of Educ & Training Cancer Ctr	0.00	\$0	\$30,000	FY
	Eppley Inst Faculty	Director of Ctr for Breast Cancer Rsch	0.00	\$0	\$30,000	FY
			1.00	\$11,000	\$261,000	
Band, Vimla	Genetics Cell Biology & Anatomy	Professor	1.00	\$8,097	\$192,097	FY
	Genetics Cell Biology & Anatomy	Vice Chairperson for Research	0.00	\$843	\$20,000	FY
	Genetics Cell Biology & Anatomy	Assoc Director Breast Cancer Center	0.00	\$843	\$20,000	FY
			1.00	\$9,783	\$232,097	
Bandla, Hari	Pediatrics Pulmonology	Assoc Professor	1.00	\$4,594	\$108,994	FY
Baranowska-Kortylewicz, Janina	Radiation Oncology	Professor	1.00	\$1,046	\$93,125	FY
Barkoukis, Teri J	Int Med Pulmonary	Assoc Professor	1.00	\$4,768	\$113,133	FY
Barnason, Susan A	CON-Lincoln	Assoc Professor	1.00	\$4,689	\$98,467	FY
Barnes, Caren M	COD-Dental Administration	Professor	1.00	\$2,075	\$105,837	FY
Barnes-Josiah, Debora	COPH Epidemiology	Asst Professor	0.85	\$2,796	\$66,341	FY
Barry, Teresa L	CON-Families & Health Systems	Asst Professor/Hlth Prof	1.00	\$4,193	\$74,193	FY
Bartee, Robert D	Vice Chancellor External Affairs	Vice Chancellor for External Affairs	1.00	\$10,365	\$183,120	FY
Bartenhagen, Lisa Ann	Radiation Science Technology Div	Program Director/RTT	0.51	\$1,627	\$40,104	FY
	Radiation Science Technology Div	Asst Professor	0.49	\$1,398	\$33,168	FY
			1.00	\$3,025	\$73,272	
Barthold, Claudia L	Emergency Medicine	Asst Professor	1.00	\$3,675	\$87,195	FY
Bataillon, Pamela D	CON-Omaha	Assoc Professor	1.00	\$6,187	\$109,298	FY
	CON-Omaha	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$6,187	\$114,298	
Batra, Surinder Kumar	Biochem and Molecular Biology	Professor	1.00	\$36,557	\$191,300	FY
Batrakova, Elena V	COP Pharmaceutical Science	Research Asst Professor	1.00	\$5,297	\$64,144	FY
Batterman, Terri R	Int Med General Medicine	Asst Professor	1.00	\$4,021	\$95,398	FY
Bavitz, J Bruce	COD-Surgical Specialties	Chairperson	0.60	\$3,280	\$88,577	FY
	COD-Surgical Specialties	Professor/Cont	0.40	\$2,187	\$56,851	FY
	COD-Surgical Specialties	MC Pedersen COD Professorship	0.00	\$0	\$10,000	FY
			1.00	\$5,467	\$155,428	
Baxter, Bernard Timothy	Surgery-General Surgery	Professor	0.33	\$19,155	\$64,311	FY
Bayles, Kenneth W	Pathology/Microbiology	Professor	1.00	\$11,142	\$137,753	FY
Beachy, Micah W	Int Med General Medicine	Asst Professor	1.00	\$0	\$80,000	FY
Beatty, Mark W	COD-Adult Restorative	Professor	0.75	\$2,867	\$74,547	FY
Bedows, Elliott	Physician Assistant	Assoc Professor	1.00	\$3,403	\$80,727	FY
Beidler, Susan M	CON-Community-Based Health	Assoc Professor/Hlth Prof	1.00	\$3,696	\$87,696	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$3,696	\$90,696	
Bennett, Gregory D	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$4,407	\$104,562	FY
Bennett, Robert G	Int Med DEM	Assoc Professor	0.50	\$2,128	\$37,009	FY
Benson Jr, John A	Int Med GI	Professor	1.00	\$6,031	\$143,097	FY
Berg, Teresa Grace	Obstetrics/Gynecology	Assoc Professor	1.00	\$5,023	\$119,176	FY
Berger, Ann Malone	CON-Adult Health & Illness Dpt	Professor	0.96	\$5,270	\$110,669	FY
	CON-Omaha	Dorothy Hodges Olson Chair In Nursing	0.04	\$250	\$5,250	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$5,520	\$118,919	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Beseler, Cheryl	COPH Epidemiology	Asst Professor/Hlth Prof	0.60	\$2,112	\$50,112	FY
	COPH Environ, Agri & Occ Health Sci	Asst Professor/Hlth Prof	0.40	\$1,408	\$33,408	FY
			1.00	\$3,520	\$83,520	
Bessho, Tadayoshi	Eppley Inst Faculty	Assoc Professor/Hlth Prof	1.00	\$6,422	\$98,154	FY
Bessmer, Joel	Int Med General Medicine	Assoc Professor	1.00	\$3,982	\$124,492	FY
	Int Med Education	Assoc Director	0.00	\$0	\$24,000	FY
			1.00	\$3,982	\$148,492	
Bevil, Catherine A	CON-Omaha	Professor	1.00	\$5,160	\$114,951	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$5,160	\$117,951	
Bhattacharya, Sumitra	Ophthalmology	Asst Professor	1.00	\$1,576	\$46,576	FY
Bidasee, Keshore R	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$8,192	\$101,287	FY
Bierman, Philip J	Int Med Oncology/Hematology	Professor	1.00	\$8,484	\$130,761	FY
Bilek, Laura D	Physical Therapy Education	Asst Professor	0.80	\$3,551	\$63,732	FY
Binhammer, Robert T	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,235	\$114,292	FY
Birch, Kristina S	Anesthesiology	Asst Professor	1.00	\$3,677	\$87,241	FY
Bista, Sabin R	Int Med Pulmonary	Asst Professor	1.00	\$3,520	\$83,520	FY
Black, Joyce M	CON-Adult Health & Illness Dpt	Assoc Professor/Hlth Prof	1.00	\$2,732	\$64,830	AY
Bociek, Robert G	Int Med Oncology/Hematology	Assoc Professor	1.00	\$4,774	\$113,239	FY
Boedeker, Ben H	Anesthesiology	Professor	0.50	\$2,528	\$59,985	FY
Bolam, David L	Pediatrics Newborn Medicine	Assoc Professor	1.00	\$5,054	\$119,907	FY
Booth, S James	Pathology/Microbiology	Assoc Professor	1.00	\$1,094	\$110,489	FY
Borgstahl-Kramer, Gloria E	Eppley Inst Faculty	Professor/Cont	1.00	\$7,236	\$110,616	FY
Boska, Michael D	Radiology	Professor	1.00	\$6,076	\$137,231	FY
Botha, Jean Frederick	Surgery-Transplant	Assoc Professor	1.00	\$5,932	\$73,343	FY
Bott, Kristine L	Emergency Medicine	Asst Professor	1.00	\$4,021	\$95,398	FY
Bottjen, Peggy L	Allied Health-Hlth Serv Admin Div	Clinical Education Coordinator	0.50	\$1,470	\$34,871	FY
	Clinical Laboratory Science	Asst Professor	0.50	\$1,470	\$34,870	FY
			1.00	\$2,940	\$69,741	
Boust, Susan J	Psychiatry	Assoc Professor	1.00	\$5,181	\$122,927	FY
Bowdino, Bradley S	Surgery-Neurosurgery	Asst Professor	0.05	\$46	\$4,622	FY
Bradley, Richard E	COD-Surgical Specialties	Clinical Professor	0.50	\$850	\$11,000	AY
Braga, Larissa	Radiology	Asst Professor	1.00	\$0	\$80,000	FY
Brakke, Tara R	Anesthesiology	Asst Professor	1.00	\$3,864	\$91,686	FY
Brand, John W	COD-Oral Biology	Assoc Professor/Hlth Prof	1.00	\$0	\$94,290	FY
Brattain, Michael G	Eppley Inst Faculty	Professor/Cont	1.00	\$11,040	\$201,040	FY
	Eppley Inst Faculty	Assoc Director for Basic Research	0.00	\$0	\$50,000	FY
			1.00	\$11,040	\$251,040	
Bridge, Julia Ann	Pathology/Microbiology	Professor	0.90	\$4,505	\$96,632	FY
	Pediatrics Administration	Professor	0.10	\$501	\$10,738	FY
			1.00	\$5,006	\$107,370	
Bronich, Tatiana K	COP Pharmaceutical Science	Assoc Professor/Hlth Prof	1.00	\$26,690	\$102,699	FY
	COP Pharmaceutical Science	Assoc Director	0.00	\$0	\$1,500	FY
			1.00	\$26,690	\$104,199	
Brown, Darwin	Physician Assistant	Asst Professor	1.00	\$4,558	\$108,147	FY
Brown, David G	COD-Dental Administration	Executive Assoc Dean	0.90	\$5,646	\$154,302	FY
	COD-Oral Biology	Professor	0.10	\$628	\$16,312	FY
			1.00	\$6,274	\$170,614	
Brown, Heather L	Library of Medicine	Asst Professor	1.00	\$1,995	\$51,877	FY
Buchanan, Lynne M	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$3,466	\$82,249	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Buehler, Bruce A	MMI Genetic Medicine	Physician	0.59	\$3,056	\$72,509	FY
	MMI Genetic Medicine	Hattie B Munroe Endowed Professorship	0.41	\$2,165	\$51,362	FY
			1.00	\$5,221	\$123,871	
Burke, William J	Psychiatry	Professor	1.00	\$7,788	\$184,762	FY
Byarlay, Matthew R	COD-Surgical Specialties	Asst Professor	1.00	\$7,000	\$92,000	FY
	COD-Surgical Specialties	Doyle Endowed Faculty Fellowship	0.00	\$0	\$5,000	FY
			1.00	\$7,000	\$97,000	
Bylund, David B	Pharmacology/Exp Neuroscience	Professor	1.00	\$3,715	\$189,448	FY
Byrne, Gerard	COD-Adult Restorative	Assoc Professor/Hlth Prof	1.00	\$3,444	\$85,444	FY
Campbell, James R	Int Med General Medicine	Professor	1.00	\$5,319	\$126,195	FY
Campbell, William H	COD-Surgical Specialties	Clinical Asst Professor	0.20	\$0	\$4,680	FY
Campbell-Grossman, Christie K	CON-Lincoln	Asst Professor	1.00	\$3,387	\$80,353	FY
Camras, Carl B	Ophthalmology	Chairperson	0.60	\$4,905	\$126,378	FY
	Ophthalmology	Professor	0.40	\$3,429	\$81,388	FY
			1.00	\$8,334	\$207,766	
Canaris, Gay J	Int Med General Medicine	Asst Professor	1.00	\$3,599	\$85,381	FY
Cannella, Amy C	Int Med Rheumatology	Asst Professor	0.53	\$2,024	\$48,038	FY
Caplan, Steven H	Biochem and Molecular Biology	Assoc Professor	1.00	\$7,594	\$83,533	FY
Carlson, Mark A	Surgery-General Surgery	Assoc Professor	0.75	\$2,701	\$64,092	FY
Carmines, Pamela K	Cellular/Integrative Physiology	Professor	1.00	\$5,505	\$130,640	FY
	Cellular/Integrative Physiology	Graduate Director	0.00	\$0	\$2,000	FY
			1.00	\$5,505	\$132,640	
Carson, Steven D	Pathology/Microbiology	Professor	1.00	\$3,846	\$132,048	FY
Carstens, Kaye B	Family Medicine	Clinical Assoc Professor	1.00	\$4,267	\$101,243	FY
Casale, George P	Surgery	Assoc Professor	1.00	\$3,098	\$80,548	FY
Casey, Carol A	Int Med GI	Professor	0.45	\$2,205	\$52,311	FY
Casey, John H	COD-Oral Biology	Professor	0.07	\$250	\$7,250	FY
Cavalieri, Ercole	Eppley Inst Faculty	Professor	0.90	\$3,593	\$137,203	FY
	COPH Environ, Agri & Occ Health Sci	Professor	0.10	\$407	\$15,527	FY
			1.00	\$4,000	\$152,730	
Chakravarti, Dhrubajyoti	Eppley Inst Faculty	Research Asst Professor	1.00	\$0	\$62,638	FY
Chambers, Ward A	Int Med Cardiology	Assoc Professor	1.00	\$7,579	\$179,834	FY
Chan, Wing C	Pathology/Microbiology	Professor	0.93	\$4,650	\$106,418	FY
	Pathology/Microbiology	A&A Vickery Jr MD Professorship	0.07	\$350	\$8,000	FY
			1.00	\$5,000	\$114,418	
Chaney, William G	Biochem and Molecular Biology	Professor	1.00	\$8,520	\$93,710	FY
Chaperon, Claudia M	CON-Community-Based Health	Asst Professor/Hlth Prof	1.00	\$716	\$72,333	FY
Chapin, James W	Anesthesiology	Professor	1.00	\$1,772	\$128,653	FY
Chapman, Nora M	Pathology/Microbiology	Assoc Professor	1.00	\$4,140	\$98,220	FY
Charlton, Mary E	COPH Health Services Res & Admin	Asst Professor	1.00	\$0	\$83,500	FY
Chen, Li-Wu	COPH Health Services Res & Admin	Assoc Professor	1.00	\$5,243	\$92,618	FY
Cheng, Pi-Wan	Biochem and Molecular Biology	Professor	1.00	\$5,604	\$139,034	FY
Chesen, Chelsea L	Psychiatry	Asst Professor	0.12	\$279	\$6,615	FY
Christiansen, Mark Philip	Physician Assistant	Asst Professor	1.00	\$4,631	\$109,871	FY
	Physician Assistant	Assoc Program Director	0.00	\$0	\$2,000	FY
			1.00	\$4,631	\$111,871	
Christiansen-Ford, Carey L	Family Medicine	Asst Professor	0.60	\$3,124	\$74,116	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Christman, Judith K	Biochem and Molecular Biology	Chairperson	0.60	\$5,338	\$131,664	FY
	Biochem and Molecular Biology	Professor	0.36	\$2,889	\$68,542	FY
	Biochem and Molecular Biology	Stokes-Shackelford Prof/Biochem & Molec	0.04	\$1,733	\$41,174	FY
			1.00	\$9,960	\$241,380	
Ciborowski, Pawel S	Pharmacology/Exp Neuroscience	Asst Professor	1.00	\$3,679	\$77,244	FY
Circo, Deborah K	Munroe-Meyer Institute	Asst Professor	1.00	\$3,305	\$78,423	FY
Clemens, Dahn L	Int Med GI	Assoc Professor	0.30	\$1,199	\$28,445	FY
Coccia, Peter F	Pediatrics Hematology/Oncology	Professor	1.00	\$6,206	\$147,252	FY
Cochran, Gary L	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$10,936	\$91,772	FY
Cohen, Samuel M	Pathology/Microbiology	Professor	0.90	\$1,830	\$183,064	FY
	Pathology/Microbiology	Havlik/Wall Prof/Oncology	0.10	\$187	\$18,688	FY
			1.00	\$2,017	\$201,752	
Collier, Dean S	COP Pharmacy Practice	Asst Professor	1.00	\$6,150	\$92,197	FY
Colombo, John L	Pediatrics Pulmonology	Professor	1.00	\$5,557	\$131,811	FY
Comstock, Tammy N	Family Medicine	Asst Professor	1.00	\$3,675	\$87,195	FY
Conell, Gary L	Family Medicine	Asst Professor	0.50	\$3,052	\$72,407	FY
Cook, Kristen M	COP Pharmacy Practice	Asst Professor	1.00	\$7,409	\$88,409	FY
Cook, Norman B	COD-Adult Restorative	Asst Professor	1.00	\$4,466	\$90,000	FY
Corley, Kevin P	Pediatrics Endocrine	Asst Professor	1.00	\$5,036	\$119,482	FY
Cornish, Kurtis G	Cellular/Integrative Physiology	Professor	1.00	\$4,405	\$106,457	FY
Cornwall, Suzanne J	Family Medicine	Clinical Asst Professor	0.90	\$5,047	\$119,739	FY
Coulter, Donald W	Pediatrics Hematology/Oncology	Asst Professor	1.00	\$0	\$90,000	FY
Covey, David A	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$2,789	\$95,759	FY
Cowan, Kenneth H	Eppley Inst Faculty	Director	1.00	\$14,047	\$274,170	FY
Cox, G Stanley	Biochem and Molecular Biology	Assoc Professor	1.00	\$1,693	\$86,339	FY
Cox, Roxanne R	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,650	\$68,891	FY
Cramer, Mary E	CON-Community-Based Health	Assoc Professor	1.00	\$4,481	\$94,095	FY
	CON-Community-Based Health	Chairperson	0.00	\$0	\$5,000	FY
			1.00	\$4,481	\$99,095	
Crawford, Michael E	Munroe-Meyer Institute	Assoc Professor	1.00	\$3,649	\$86,595	FY
Criscuolo, Christopher M	Anesthesiology	Assoc Professor	1.00	\$4,379	\$103,898	FY
Crossman, Joy A	Anesthesiology	Asst Professor	1.00	\$4,518	\$107,201	FY
Crouch, Larry D	COD-Oral Biology	Assoc Professor/Cont	1.00	\$3,461	\$83,035	FY
Crouse, Brent A	Int Med General Medicine	Asst Professor	1.00	\$3,908	\$92,731	FY
Crouse, David A	Academic Affairs	Assoc Vice Chancellor	0.61	\$4,563	\$113,203	FY
	Graduate Studies	Executive Assoc Dean	0.30	\$1,729	\$42,909	FY
	Genetics Cell Biology & Anatomy	Professor	0.09	\$646	\$16,021	FY
			1.00	\$6,938	\$172,133	
Cuddigan, Janet	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$7,354	\$80,846	FY
	CON-Adult Health & Illness Dpt	Chairperson	0.00	\$0	\$5,000	FY
			1.00	\$7,354	\$85,846	
Curran-Galejs, Diana	Obstetrics/Gynecology	Assoc Professor	1.00	\$7,916	\$97,872	FY
Daccarett, Miguel S	Orthopaedic Surgery	Asst Professor	1.00	\$5,512	\$68,152	FY
Dahl, Elizabeth R	Psychiatry	Asst Professor	0.60	\$2,815	\$66,804	FY
Danford, David A	Pediatrics Cardiology	Professor	1.00	\$5,122	\$121,532	FY
Daniels, Katherine J	Int Med General Medicine	Asst Professor	1.00	\$2,640	\$62,640	FY
Darrington, Deborah L	Int Med Oncology/Hematology	Asst Professor	1.00	\$3,675	\$87,195	FY
Dave, Bhavana J	MMI Cytogenetics	Assoc Director	0.91	\$2,797	\$66,364	FY
	Pathology/Microbiology	Assoc Professor	0.09	\$1,074	\$25,481	FY
			1.00	\$3,871	\$91,845	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Davis, Grace Brodie	Int Med General Medicine	Asst Professor	0.60	\$2,292	\$54,384	FY
Davis, John S	Obstetrics/Gynecology	Professor	0.60	\$3,960	\$93,956	FY
Davis, Leon F	Surgery-Oral & Maxillofacial	Professor	1.00	\$6,844	\$162,397	FY
Dayton, Stuart K	Library of Medicine	Asst Professor	1.00	\$2,179	\$56,644	FY
Delaney, Jeffrey W	Pediatrics Cardiology	Asst Professor	1.00	\$0	\$80,000	FY
Desa, Valmont P	Surgery-Oral & Maxillofacial	Asst Professor	0.25	\$880	\$20,880	FY
Desouza, Cyrus V	Int Med DEM	Assoc Professor	0.18	\$1,652	\$20,428	FY
Devetten, Marcel P	Int Med Oncology/Hematology	Assoc Professor	1.00	\$4,102	\$97,350	FY
Dewan, Vijay K	Psychiatry	Asst Professor	0.10	\$150	\$3,550	FY
Dietrich, Mark E	Orthopaedic Surgery	Asst Professor	1.00	\$3,300	\$78,300	FY
Dimaio, Dominick J	Pathology/Microbiology	Asst Professor	1.00	\$5,000	\$77,147	FY
Ding, Shi-Jian	Pathology/Microbiology	Asst Professor	1.00	\$3,300	\$78,300	FY
Dixon, Michael J	UNeMED Corporation	Director, Unemed Corp	1.00	\$9,904	\$119,944	FY
Dixon, Robert S	Comparative Medicine	Director	1.00	\$6,776	\$160,770	FY
Dobesh, Paul P	COP Pharmacy Practice	Assoc Professor/Hlth Prof	1.00	\$9,011	\$102,691	FY
Dong, Yuxiang	COP Pharmaceutical Science	Research Asst Professor	1.00	\$3,151	\$66,185	FY
Donnelly, Amber D	Cytotechnology	Asst Professor	0.74	\$2,367	\$56,170	FY
	Cytotechnology	Program Director	0.26	\$832	\$19,736	FY
			1.00	\$3,199	\$75,906	
Donohue, Terrence	Int Med GI	Professor	0.01	\$47	\$1,116	FY
Doran, Stephen E	Surgery-Neurosurgery	Clinical Asst Professor	0.05	\$46	\$4,622	FY
Dorheim, Tracy A	Surgery-Cardiovascular&Thoracic Sur	Assoc Professor	1.00	\$4,840	\$114,840	FY
Dou, Huanyu	Pharmacology/Exp Neuroscience	Asst Professor	1.00	\$4,028	\$49,808	FY
Drake, Mary K	Radiology	Asst Professor	1.00	\$10,752	\$119,354	FY
Duan, Fenghai	COPH Biostatistics	Asst Professor	1.00	\$3,581	\$84,974	FY
Duan, Lei	Eppley Inst Faculty	Research Asst Professor	1.00	\$1,500	\$61,500	FY
Duhachek-Stapelman, Amy L	Anesthesiology	Asst Professor	1.00	\$3,767	\$89,375	FY
Dumitru, Ioana	Int Med Cardiology	Asst Professor	0.63	\$2,533	\$60,100	FY
Duncan, Kathleen A	CON-Lincoln	Assoc Professor/Cont	1.00	\$4,112	\$91,598	FY
	CON-Lincoln	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,112	\$96,598	
Duncan, Kim F	Surgery-Cardiovascular&Thoracic Sur	Professor	1.00	\$5,212	\$123,662	FY
Dunman, Paul M	Pathology/Microbiology	Asst Professor	1.00	\$3,821	\$90,642	FY
Dunning, David G	COD-Oral Biology	Professor/Cont	1.00	\$3,845	\$95,402	FY
Durham, Timothy M	COD-Hospital Dentistry	Chairperson	0.60	\$2,875	\$78,039	FY
	COD-Hospital Dentistry	Professor	0.40	\$1,959	\$50,910	FY
			1.00	\$4,834	\$128,949	
Easley Jr, Arthur R	Int Med Cardiology	Assoc Professor	1.00	\$4,298	\$101,969	FY
Eberle, Catherine	Int Med Geriatrics	Assoc Professor	0.60	\$2,753	\$65,315	FY
Ebke, Darrell J	COD-Surgical Specialties	Asst Professor	1.00	\$1,707	\$87,060	FY
Edney, James A	Surgical Oncology	Professor	1.00	\$5,337	\$126,634	FY
Edwards, Jesse C	Physician Assistant	Assoc Professor	0.50	\$3,585	\$85,081	FY
Egbert, Matthew	Psychiatry	Asst Professor	1.00	\$4,627	\$109,783	FY
Elkahwaji, Johnny	Int Med Oncology/Hematology	Asst Professor	1.00	\$3,300	\$78,300	FY
Ellis, Cynthia R	MMI Developmental Medicine	Discipline Director	1.00	\$7,565	\$145,133	FY
Ellis, Sheila J	Anesthesiology	Assoc Professor	1.00	\$4,024	\$95,476	FY
Enke, Charles A	Radiation Oncology	Chairperson	0.60	\$5,066	\$130,199	FY
	Radiation Oncology	Professor	0.40	\$3,979	\$94,419	FY
			1.00	\$9,045	\$224,618	
Erb, Robert B	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$4,257	\$47,257	FY
Erickson, Alan R	Int Med Rheumatology	Asst Professor	1.00	\$3,675	\$87,195	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Erickson, Christopher C	Pediatrics Cardiology	Assoc Professor	1.00	\$4,739	\$112,464	FY
Esposito, Paul W	Orthopaedic Surgery	Professor	1.00	\$4,829	\$114,590	FY
Etherton, Gale M	Int Med General Medicine	Asst Professor	0.24	\$1,021	\$24,225	FY
Eudy, James D	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,507	\$83,190	FY
Evans, Joseph H	Munroe-Meyer Institute	Professor	1.00	\$8,586	\$165,160	FY
	MMI Psychology	Discipline Director	0.00	\$0	\$7,000	FY
			1.00	\$8,586	\$172,160	
Farho, Linda M	COP Pharmacy Practice	Asst Professor	1.00	\$7,482	\$90,017	FY
Farris, Nancy A	CON-Community-Based Health	Asst Professor	1.00	\$2,312	\$54,864	AY
Faust, David K	Anesthesiology	Assoc Professor	1.00	\$4,578	\$108,627	FY
Fayad, Pierre B	Neurological Sciences	Chairperson	0.60	\$5,080	\$130,544	FY
	Neurological Sciences	Professor	0.40	\$3,408	\$80,846	FY
			1.00	\$8,488	\$211,390	
Fedderson, Julie L	Int Med General Medicine	Asst Professor	1.00	\$4,021	\$95,398	FY
Fee, Michael P	Anesthesiology	Assoc Professor	1.00	\$4,161	\$98,732	FY
Feely, Dennis E	COD-Oral Biology	Assoc Professor	1.00	\$2,687	\$82,191	FY
Fehringer, Edward V	Orthopaedic Surgery	Assoc Professor	1.00	\$3,928	\$93,205	FY
Fell, Linda L	Clinical Laboratory Science	Program Director/MT	0.60	\$2,817	\$69,847	FY
	Clinical Laboratory Science	Assoc Professor	0.40	\$1,241	\$29,457	FY
			1.00	\$4,058	\$99,304	
Feloney, Michael P	Surgery-Urologic Surgery	Asst Professor	1.00	\$3,904	\$92,644	FY
Feresu, Shingairai A	COPH Epidemiology	Asst Professor	1.00	\$3,520	\$83,540	FY
Fernandes Filho, Jose Americo	Neurological Sciences	Asst Professor	0.25	\$1,051	\$24,931	FY
Fey, Paul D	Pathology/Microbiology	Assoc Professor	1.00	\$3,844	\$97,754	FY
	Pathology/Microbiology	Assoc Director	0.00	\$275	\$7,000	FY
			1.00	\$4,119	\$104,754	
Filipi, Mary L	CON-Adult Health & Illness Dpt	Asst Professor	0.80	\$2,587	\$66,387	FY
Finken, David A	Pediatrics General	Clinical Asst Professor	1.00	\$4,266	\$101,217	FY
Finley, Brian J	Family Medicine	Asst Professor	1.00	\$5,088	\$120,737	FY
Finney, Katherine C	Obstetrics/Gynecology	Asst Professor	1.00	\$3,905	\$92,645	FY
Fisher, Wayne W	Munroe-Meyer Institute	Professor	0.74	\$8,897	\$170,640	FY
	MMI Ctr for Autism Spec Disord	Hattie B Munroe Endowed Professorship	0.26	\$3,126	\$59,955	FY
			1.00	\$12,023	\$230,595	
Fleck, Margaret Ofc	CON-Lincoln	Asst Professor	1.00	\$2,271	\$53,893	AY
Flegle, Janice K	Munroe-Meyer Institute	Asst Professor	1.00	\$3,255	\$84,640	FY
Fleisher, Mark H	Psychiatry	Assoc Professor	1.00	\$4,532	\$107,522	FY
Fletcher, Courtney V	COP Dean's Office	Dean	1.00	\$11,250	\$236,250	FY
Fletcher, Garth E	Pediatrics Newborn Medicine	Asst Professor	1.00	\$4,790	\$113,662	FY
Flores, Tina M	Family Medicine	Asst Professor	1.00	\$3,971	\$94,219	FY
Florescu, Diana F	Int Med Infectious Diseases	Asst Professor	1.00	\$3,675	\$87,195	FY
Florescu, Marius C	Int Med Nephrology	Asst Professor	1.00	\$3,675	\$87,195	FY
Follett, Kenneth A	Surgery-Neurosurgery	Professor	1.00	\$5,460	\$129,551	FY
Ford, Joseph P	Anesthesiology	Asst Professor	1.00	\$4,349	\$103,193	FY
Foster, Kirk W	Pathology/Microbiology	Asst Professor	1.00	\$1,950	\$76,950	FY
Foster, Nancy L	Munroe-Meyer Institute	Asst Professor	1.00	\$3,697	\$61,000	FY
Foster, Ryan	Radiation Oncology	Asst Professor	1.00	\$10,120	\$125,120	FY
Freifeld, Alison G	Int Med Infectious Diseases	Professor	1.00	\$4,002	\$94,975	FY
Fries, Patti L	Ophthalmology	Asst Professor	0.60	\$755	\$17,907	FY
Froeschle, Mary Lynn	COD-Adult Restorative	Assoc Professor	1.00	\$3,722	\$96,760	FY
Fruehling, Richard M	Family Medicine	Asst Professor	0.50	\$3,057	\$72,532	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Fu, Kai	Pathology/Microbiology	Asst Professor	1.00	\$5,002	\$95,524	FY
Fuchs, Robert H	Physical Therapy Education	Assoc Professor	1.00	\$3,553	\$84,302	FY
Fung, Eric Y	COD-Oral Biology	Professor	1.00	\$3,909	\$115,586	FY
Furukawa, Manabu	Eppley Inst Faculty	Asst Professor/Hlth Prof	1.00	\$3,581	\$84,975	FY
Ganfield, Roger A	Anesthesiology	Asst Professor	0.50	\$2,329	\$55,270	FY
Ganti, Apar Kishor P	Int Med Oncology/Hematology	Asst Professor	0.38	\$1,452	\$34,443	FY
Gao, Lie	Cellular/Integrative Physiology	Asst Professor	1.00	\$5,060	\$55,660	FY
Garvin, Kevin L	Orthopaedic Surgery	Chairperson	0.60	\$10,924	\$130,173	FY
	Orthopaedic Surgery	Professor	0.35	\$6,027	\$66,313	FY
	Orthopaedic Surgery	L Thomas Hood Professor-Ortho Surgery	0.05	\$727	\$8,000	FY
			1.00	\$17,678	\$204,486	
Gebhart, Catherine L	Pathology/Microbiology	Asst Professor	1.00	\$8,081	\$88,892	FY
Gelineau-Van Waes, Janec	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,855	\$91,476	FY
Gendelman, Howard E	Internal Medicine	Professor	0.51	\$7,300	\$173,161	FY
	Pharmacology/Exp Neuroscience	Chairperson	0.49	\$2,421	\$67,434	FY
			1.00	\$9,721	\$240,595	
Gensichen, Thomas F	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,741	\$71,271	FY
Geske, Jenenne A	Family Medicine	Asst Professor	1.00	\$2,794	\$66,302	FY
Ghorpade, Anuja	Pharmacology/Exp Neuroscience	Assoc Professor	0.04	\$0	\$6,280	FY
Giannini, Peter J	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$4,848	\$83,757	FY
	COD-Oral Biology	Interim Director	0.00	\$0	\$1,000	FY
			1.00	\$4,848	\$84,757	
Gigantelli, James W	Ophthalmology	Professor	1.00	\$3,785	\$89,785	FY
	Dean College of Medicine	Asst Dean	0.00	\$0	\$4,000	FY
			1.00	\$3,785	\$93,785	
Gilbert, Mark A	COPH Hlth Prm, Soc, & Behv Hlth Sci	Visiting Asst Professor	1.00	\$0	\$45,000	FY
Ginsburg, Glen Michael	Orthopaedic Surgery	Assoc Professor	1.00	\$4,077	\$96,726	FY
Glenn, Robert W	COD-Growth and Development	Clinical Asst Professor	0.10	\$0	\$2,925	FY
Godfrey, Maurice	MMI HBM Molecular Genetics	Assoc Professor	1.00	\$3,724	\$88,353	FY
Goeschel, Dennis P	Family Medicine	Assoc Professor	1.00	\$6,420	\$155,750	FY
	Family Medicine	Vice Chairperson	0.00	\$144	\$3,500	FY
			1.00	\$6,564	\$159,250	
Goldner, Whitney S	Int Med DEM	Asst Professor	0.90	\$3,619	\$85,859	FY
Gollan, John L	Dean College of Medicine	Dean	1.00	\$13,344	\$291,346	FY
Gonzalez, Shawneen M	COD-Oral Biology	Asst Professor	1.00	\$0	\$80,000	FY
Gorantla, Santhi	Pharmacology/Exp Neuroscience	Asst Professor	1.00	\$3,962	\$48,988	FY
Gordon, Bruce G	Pediatrics Hematology/Oncology	Professor	1.00	\$4,843	\$129,931	FY
Gould, Karen A	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,674	\$74,321	FY
Gound, Tom G	COD-Surgical Specialties	Assoc Professor	0.60	\$1,691	\$58,070	FY
Graf, Frank E	Ophthalmology	Asst Professor	1.00	\$883	\$89,136	FY
Grandison, David	COPH Health Services Res & Admin	Assoc Professor/Hlth Prof	1.00	\$5,559	\$174,391	FY
Grant, Kathleen M	Int Med Pulmonary	Asst Professor	0.01	\$9	\$878	FY
Greiner, Carl B	Psychiatry	Professor	1.00	\$7,315	\$173,554	FY
Greiner, Timothy C	Pathology/Microbiology	Professor	1.00	\$5,001	\$87,274	FY
Grem, Jean L	Int Med Oncology/Hematology	Professor	1.00	\$5,025	\$119,245	FY
Grier, Candace G	Radiology	Asst Professor	0.50	\$2,920	\$75,920	FY
Grigsby, Karen A	CON-Families & Health Systems	Assoc Professor	1.00	\$4,572	\$101,848	FY
	CON-Families & Health Systems	Chairperson	0.00	\$0	\$5,000	FY
			1.00	\$4,572	\$106,848	
Groggel, Gerald C	Int Med Nephrology	Professor	1.00	\$4,506	\$106,913	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Gross, Gloria Jean	CON-Families & Health Systems	Assoc Professor	1.00	\$4,455	\$105,704	FY
Grothe, Thomas J	Physician Assistant	Asst Professor	1.00	\$4,351	\$103,240	FY
Grovas, Alfred C	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$4,854	\$115,178	FY
Gumbiner, Carl H	Pediatrics Cardiology	Professor	1.00	\$4,799	\$113,872	FY
Gunselman, Sandra J	Clinical Perfusion Education	Research Asst Professor	1.00	\$1,523	\$52,289	FY
Gurney, Jud W	Radiology	Professor	0.87	\$4,641	\$137,352	FY
	Radiology	C A Dobry Professor of Radiology	0.13	\$699	\$20,700	FY
			1.00	\$5,340	\$158,052	
Gust, William F	Int Med General Medicine	Asst Professor	0.14	\$842	\$19,984	FY
Haas, John T	Int Med Cardiology	Asst Professor	1.00	\$3,939	\$93,471	FY
Hageman, Patricia A	Physical Therapy Education	Director	0.60	\$2,771	\$70,742	FY
	Physical Therapy Education	Professor	0.40	\$1,845	\$43,804	FY
			1.00	\$4,616	\$114,546	
Hahn, Francis J	Radiology	Professor	0.75	\$4,208	\$112,458	FY
Haider, Hani	Orthopaedic Surgery	Professor	1.00	\$9,739	\$120,417	FY
Haider, Neena Ba	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,186	\$79,053	FY
Haire, William D	Int Med Oncology/Hematology	Professor	1.00	\$5,110	\$121,248	FY
Haisch, Larry D	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$4,409	\$100,000	FY
Halgren, John T	Ophthalmology	Assoc Professor	1.00	\$6,042	\$74,694	FY
Halm, Daniel E	Family Medicine	Asst Professor	1.00	\$6,745	\$160,041	FY
Hamel, Frederick G	Int Med DEM	Professor	0.26	\$525	\$26,784	FY
Hamilton, Scott A	COD-Growth and Development	Asst Professor	0.60	\$2,549	\$66,279	FY
Hammel, James M	Surgery-Cardiovascular&Thoracic Sur	Asst Professor	1.00	\$3,343	\$79,310	FY
Hammer, Sharon J	Psychiatry	Asst Professor	0.60	\$2,297	\$54,497	FY
Hanigan, Mary Jo	Psychiatry	Asst Professor	0.45	\$1,237	\$29,345	FY
Hankins, Jordan H	Radiology	Professor	1.00	\$0	\$134,749	FY
Hansen, Kenneth L	FMP-Administration	Asst Vice Chancellor Facilities Mgmt	1.00	\$6,224	\$147,679	FY
Hansen, Paul A	COD-Adult Restorative	Asst Professor	1.00	\$4,490	\$98,000	FY
Haorah, James	Pharmacology/Exp Neuroscience	Asst Professor	1.00	\$23,000	\$88,000	FY
Harbourne, Regina	Munroe-Meyer Institute	Asst Professor	1.00	\$3,672	\$87,132	FY
Harn, Jennifer Anne	COD-Surgical Specialties	Asst Professor	0.87	\$1,380	\$47,375	FY
Harn, Stanton D	COD-Oral Biology	Professor/Cont	1.00	\$4,525	\$113,830	FY
Harnisch Sr, David R	Family Medicine	Asst Professor	1.00	\$4,021	\$95,400	FY
Harper, James L	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$4,749	\$112,681	FY
Harrison, Jeffrey Dale	Family Medicine	Assoc Professor	1.00	\$6,631	\$160,043	FY
	Family Medicine	Director	0.00	\$114	\$2,750	FY
			1.00	\$6,745	\$162,793	
Harrison, William L	Radiology	Assoc Professor	1.00	\$0	\$135,000	FY
Harrison-Findik, Duygu Dee	Int Med GI	Asst Professor	1.00	\$2,826	\$67,046	FY
Hartman, Teresa	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,351	\$61,123	FY
Hasley, Brian P	Orthopaedic Surgery	Asst Professor	1.00	\$3,342	\$79,310	FY
Hauke, Ralph J	Int Med Oncology/Hematology	Assoc Professor	0.10	\$423	\$10,045	FY
Hay, William H	Family Medicine	Clinical Assoc Professor	0.90	\$4,318	\$102,449	FY
Hayes, Kristie D	Int Med Dermatology	Assoc Professor	0.50	\$1,856	\$44,052	FY
	Int Med Dermatology	William W Bruce Chair Dermatology	0.26	\$843	\$20,000	FY
	Pediatrics Administration	Assoc Professor	0.24	\$836	\$19,841	FY
	Dean College of Medicine	Asst Dean-Student & Multicultural Affrs	0.00	\$0	\$5,000	FY
			1.00	\$3,535	\$88,893	
Haynatzki, Gleb	COPH Biostatistics	Assoc Professor	1.00	\$0	\$98,000	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Haynes-Henson, Kimberley Kay	Anesthesiology	Asst Professor	1.00	\$3,772	\$89,506	FY
Head, Barbara J	CON-Community-Based Health	Asst Professor/Hlth Prof	1.00	\$795	\$80,258	FY
Hejkal, Thomas W	Ophthalmology	Professor	1.00	\$8,301	\$98,812	FY
Hellbusch, Leslie C	Surgery-Neurosurgery	Clinical Professor	0.05	\$46	\$4,622	FY
Helms, Mary E	Library of Medicine	Assoc Director	0.60	\$2,264	\$62,859	FY
	Library of Medicine	Assoc Professor	0.40	\$1,509	\$35,239	FY
			1.00	\$3,773	\$98,098	
Helvey, Jason T	Radiology	Asst Professor	0.90	\$5,400	\$95,400	FY
Hemstreet III, George P	Surgery-Urologic Surgery	Professor	0.63	\$3,302	\$78,353	FY
	Surgery	Malashock Chair/Urologic Surgery	0.00	\$337	\$8,000	FY
			0.63	\$3,639	\$86,353	
Hertzog, Melody A	CON-Niedfelt Nursing Research Cente	Asst Professor/Hlth Prof	1.00	\$4,031	\$84,636	FY
Heuke, Thomas E	COD-Adult Restorative	Clinical Asst Professor	0.90	\$2,953	\$76,771	FY
	COD-Lincoln Clinic Administration	Dentist	0.10	\$361	\$8,563	FY
			1.00	\$3,314	\$85,334	
Heywood, Barbara M	Otol-Head and Neck Surgery	Assoc Professor	1.00	\$4,085	\$96,917	FY
	Otol-Head and Neck Surgery	Director	0.00	\$0	\$5,000	FY
			1.00	\$4,085	\$101,917	
Hill, Jeffrey W	Family Medicine	Assoc Professor	1.00	\$6,952	\$164,959	FY
	Dean College of Medicine	Assoc Dean	0.00	\$0	\$10,000	FY
			1.00	\$6,952	\$174,959	
Hinrichs, Steven H	Pathology/Microbiology	Professor	0.93	\$4,526	\$107,358	FY
	Pathology/Microbiology	Stokes-Shackleford Prof/Path & Microbiol	0.07	\$337	\$8,000	FY
	Dean College of Medicine	Senior Assoc Dean for Research	0.00	\$0	\$7,500	FY
			1.00	\$4,863	\$122,858	
Hlava, Gwen L	COD-Dental Hygiene	Chairperson	0.60	\$2,432	\$66,544	FY
	COD-Dental Hygiene	Professor/Cont	0.40	\$1,369	\$35,590	FY
			1.00	\$3,801	\$102,134	
Hoffman, Lance H	Emergency Medicine	Asst Professor	1.00	\$4,152	\$98,521	FY
Hofmann, Scott Charles	Anesthesiology	Assoc Professor	1.00	\$4,038	\$95,802	FY
Holcomb, Richard J	Anesthesiology	Asst Professor	1.00	\$4,488	\$106,473	FY
Holdeman, Karen P	Radiology	Asst Professor	0.60	\$2,484	\$58,938	FY
Holland Sr, Kenneth E	COD-Growth and Development	Assoc Professor	0.10	\$0	\$2,080	AY
Hollingsworth, Michael A	Eppley Inst Faculty	Professor/Cont	1.00	\$15,627	\$172,063	FY
	Eppley Inst Faculty	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$15,627	\$175,063	
Hollins, Ronald R	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$3,695	\$87,680	FY
Hollins, Susan	Pediatrics General	Clinical Asst Professor	0.50	\$3,606	\$85,551	FY
Holly, Yvette A	Information Technology Services	Asst Vice Chancellor for ITS	1.00	\$6,959	\$165,138	FY
Holm, Lloyd D	Obstetrics/Gynecology	Assoc Professor	1.00	\$4,325	\$102,627	FY
Holyoke, Sharon B	CON-Community-Based Health	Asst Professor	1.00	\$2,398	\$56,900	AY
Honeycutt, Karen J	Clinical Laboratory Science	Asst Professor	1.00	\$4,360	\$77,633	FY
	Clinical Laboratory Science	Asst Program Director	0.00	\$0	\$2,000	FY
			1.00	\$4,360	\$79,633	
Houfek, Julia Fisco	CON-Community-Based Health	Assoc Professor/Cont	1.00	\$955	\$96,460	FY
Housh, Dona J	COD-Oral Biology	Professor/Cont	1.00	\$2,773	\$85,044	AY
Howell, Gillian M	Eppley Inst Faculty	Research Asst Professor	1.00	\$995	\$59,495	FY
Hubbard, Anne M	Radiology	Professor	0.50	\$14,313	\$72,309	FY
Hudson, Diane Brage	CON-Lincoln	Assoc Professor	1.00	\$4,442	\$93,289	FY

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Hulme, Polly A	CON-Community-Based Health	Assoc Professor/Hlth Prof	1.00	\$845	\$85,317	FY
Hurlbert, Barbara J	Anesthesiology	Professor	1.00	\$5,589	\$132,623	FY
Huscher, John C	Family Medicine	Asst Professor	0.10	\$603	\$14,309	FY
Hussain, Shahid	Radiology	Professor	0.78	\$2,392	\$82,132	FY
	Radiology	Dr Saicheck Prof of Radiology	0.22	\$2,400	\$82,400	FY
			1.00	\$4,792	\$164,532	
Hutchins, Grant F	Int Med GI	Asst Professor	1.00	\$3,520	\$83,520	FY
Ikezu, Tsuneya	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$4,767	\$100,090	FY
Ingram, William A	Otol-Head and Neck Surgery	Asst Professor	1.00	\$4,234	\$100,453	FY
	Otol-Head and Neck Surgery	Director	0.00	\$0	\$10,000	FY
			1.00	\$4,234	\$110,453	
Islam, Km M	COPH Epidemiology	Asst Professor/Hlth Prof	1.00	\$4,092	\$97,092	FY
Iwen, Peter C	Pathology/Microbiology	Assoc Professor	0.90	\$5,416	\$98,173	FY
	COPH Epidemiology	Assoc Professor	0.10	\$602	\$10,630	FY
			1.00	\$6,018	\$108,803	
Jackson Jr, John D	Pathology/Microbiology	Assoc Professor	1.00	\$943	\$95,239	FY
Jackson, Barbara J	Munroe-Meyer Institute	Assoc Professor	0.99	\$5,458	\$102,670	FY
	MMI Education and Child Development	Coordinator	0.00	\$0	\$2,000	FY
			0.99	\$5,458	\$104,670	
Jackson, Darin E	Emergency Medicine	Asst Professor	1.00	\$3,820	\$90,639	FY
Jain, Maneesh	Biochem and Molecular Biology	Asst Professor	1.00	\$4,174	\$45,904	FY
Jalali, Ziba	Int Med Infectious Diseases	Asst Professor	0.50	\$1,910	\$45,320	FY
Jameton, Andrew	COPH Hlth Prm, Soc, & Behv Hlth Sci	Professor	1.00	\$4,235	\$100,496	FY
Jansen, Mary Gallagher	Int Med General Medicine	Asst Professor	1.00	\$3,820	\$90,639	FY
Jarzynka, Kimberly J	Family Medicine	Asst Professor	1.00	\$3,475	\$82,443	FY
Jawa, Randeep S	Surgery-General Surgery	Asst Professor	1.00	\$2,860	\$67,860	FY
Jenkins, James F	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$3,577	\$88,736	FY
Jerrells, Thomas R	Pathology/Microbiology	Professor	1.00	\$5,306	\$125,922	FY
Johanning, Jason M	Surgery-General Surgery	Assoc Professor	1.00	\$3,309	\$78,515	FY
Johansson, Sonny Lennart	Pathology/Microbiology	Professor	0.85	\$4,300	\$121,775	FY
	Pathology/Microbiology	A&A Vickery Jr MD Chair In Pathology	0.15	\$706	\$20,000	FY
			1.00	\$5,006	\$141,775	
Johnson, Donald R	Pathology/Microbiology	Assoc Professor	1.00	\$991	\$100,057	FY
Johnson, Grace C	Physical Therapy Education	Asst Professor	1.00	\$3,250	\$77,121	FY
Johnson, Keith R	COD-Oral Biology	Professor/Cont	1.00	\$5,513	\$143,355	FY
Johnson, Milton R	Family Medicine	Asst Professor	0.50	\$3,052	\$72,407	FY
Johnson, Perry J	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$3,628	\$86,082	FY
Johnson, William W	COD-Adult Restorative	Assoc Professor	1.00	\$3,680	\$95,680	FY
Jones, Katherine J	Physical Therapy Education	Asst Professor	1.00	\$3,100	\$73,565	FY
Jones, Pamela R	CON-Community-Based Health	Asst Professor	0.90	\$2,930	\$69,530	FY
	COPH Hlth Prm, Soc, & Behv Hlth Sci	Asst Professor	0.10	\$326	\$7,726	FY
			1.00	\$3,256	\$77,256	
Jones, Tammy L	Radiation Science Technology Div	Asst Professor	1.00	\$2,777	\$59,454	FY
Jones-Hazledine, Catherine H	Munroe-Meyer Institute	Asst Professor	1.00	\$2,598	\$61,636	FY
Joshi, Shantaram S	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,588	\$127,071	FY
Junge, Todd N	COD-Dental Hygiene	Asst Professor	1.00	\$2,231	\$58,015	FY
Kabanov, Alexander V	COP Pharmaceutical Science	Parke-Davis Chair In Pharmaceuticals	0.60	\$3,744	\$71,816	FY
	COP Pharmaceutical Science	Professor/Cont	0.40	\$4,070	\$78,050	FY
			1.00	\$7,814	\$149,866	

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July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Kador, Peter F	COP Pharmaceutical Science	Professor/Cont	1.00	\$11,534	\$134,381	FY
Kaiser, Katherine	CON-Community-Based Health	Assoc Professor/Cont	1.00	\$3,931	\$93,262	FY
Kaiser, Margaret M	CON-Community-Based Health	Asst Professor/Hlth Prof	1.00	\$3,315	\$78,657	FY
Kalamaja, Joseph M	Anesthesiology	Asst Professor	1.00	\$3,905	\$92,645	FY
Kaldahl, Wayne B	COD-Surgical Specialties	Professor	1.00	\$3,796	\$130,319	FY
Kalil, Andre C	Int Med Infectious Diseases	Assoc Professor	1.00	\$4,071	\$96,590	FY
Kang, Lydia Y	Int Med General Medicine	Asst Professor	0.50	\$1,838	\$43,598	FY
Kanmogne, Georgette D	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$19,924	\$88,000	FY
Karst, Gregory M	Physical Therapy Education	Professor	1.00	\$3,884	\$92,148	FY
	Allied Health-Hlth Serv Admin Div	Asst Dean for Academic Affairs	0.00	\$0	\$3,500	FY
			1.00	\$3,884	\$95,648	
Kaste, Ann M	Library of Medicine	Asst Professor	0.50	\$2,245	\$24,921	FY
Kauzlarich, Sidney A	Psychiatry	Asst Professor	0.02	\$66	\$1,576	FY
Kazmi, Syed Aj	Pathology/Microbiology	Asst Professor	1.00	\$7,000	\$77,000	FY
Keating-Leffler, Rebecca L	CON-Families & Health Systems	Asst Professor	1.00	\$3,137	\$81,558	FY
Keller, Brenda K	Int Med Geriatrics	Asst Professor	1.00	\$3,219	\$76,360	FY
Kelly, David Lee	Eppley Inst Faculty	Research Asst Professor	1.00	\$3,545	\$62,628	FY
Kent, Dennis K	COD-Surgical Specialties	Clinical Assoc Professor	1.00	\$4,920	\$127,920	FY
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,920	\$132,920	
Kessinger, Margaret A	Int Med Oncology/Hematology	Professor	0.95	\$5,534	\$131,305	FY
	Eppley Inst Faculty	Assoc Director	0.05	\$423	\$10,028	FY
			1.00	\$5,957	\$141,333	
Kharbanda, Kusum	Int Med GI	Asst Professor	0.10	\$354	\$8,398	FY
Khoynezhad, Ali	Surgery-Cardiovascular&Thoracic Sur	Asst Professor	1.00	\$3,343	\$79,311	FY
Kielian, Tammy L	Pathology/Microbiology	Assoc Professor	1.00	\$0	\$120,000	FY
Kim, Eunghwan	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$3,448	\$85,534	FY
Kinarsky, Leo	Eppley Inst Faculty	Research Asst Professor	1.00	\$2,651	\$62,912	FY
King, Jeremy C	Family Medicine	Asst Professor	1.00	\$0	\$100,000	FY
Kinney, Sonja R	Obstetrics/Gynecology	Asst Professor	0.80	\$2,661	\$63,155	FY
Klassen, Lynell W	Internal Medicine	Chairperson	0.60	\$6,340	\$160,415	FY
	Int Med Rheumatology	Professor	0.40	\$4,478	\$106,257	FY
			1.00	\$10,818	\$266,672	
Klepser, Donald G	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$8,333	\$89,957	FY
Klinkebiel, David L	Biochem and Molecular Biology	Asst Professor	1.00	\$2,291	\$54,366	FY
Kodak, Tiffany M	Munroe-Meyer Institute	Asst Professor	1.00	\$2,640	\$62,640	FY
Kratochvil, Christopher J	Psychiatry	Professor	1.00	\$7,369	\$91,116	FY
Kreman, Rebecca M	CON-West Nebraska Division	Asst Professor	1.00	\$2,308	\$54,754	AY
Krobot, Charles H	COP Dean's Office	Assoc Dean	1.00	\$7,959	\$117,805	FY
Kugler, John D	Pediatrics Cardiology	Professor	1.00	\$5,667	\$134,446	FY
	Pediatrics Cardiology	Varner Professorship Pediatric Cardio	0.00	\$421	\$10,000	FY
			1.00	\$6,088	\$144,446	
Kuhn, Brett R	Munroe-Meyer Institute	Assoc Professor	1.00	\$3,435	\$85,230	FY
Kunnath, Sharad D	Pediatrics Gastroenterology	Asst Professor	1.00	\$4,401	\$104,401	FY
Kunnathil, Sushama P	Radiology	Asst Professor	0.60	\$5,997	\$66,029	FY
Kuster, Curtis G	COD-Growth and Development	Professor	1.00	\$5,331	\$138,615	FY
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$5,331	\$143,615	
Kuszynski, Charles A	Pathology/Microbiology	Assoc Professor	1.00	\$3,733	\$88,554	FY
Kutty, Shelby	Pediatrics Cardiology	Asst Professor	1.00	\$0	\$80,000	FY

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Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Lackner, Rudy P	Surgery-Cardiovascular&Thoracic Sur	Assoc Professor	0.80	\$3,405	\$80,792	FY
Lacroix, Amy E	Pediatrics General	Asst Professor	1.00	\$4,348	\$103,160	FY
Lacroix, Carol A	Family Medicine	Clinical Assoc Professor	1.00	\$6,872	\$163,047	FY
Lacy, Naomi L	Family Medicine	Asst Professor	1.00	\$2,906	\$68,955	FY
Laframboise, Louise M	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$6,655	\$89,759	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$6,655	\$92,759	
Lagrange, Chad A	Surgery-Urologic Surgery	Asst Professor	1.00	\$0	\$85,000	FY
Lamberty, Larry R	Emergency Medicine	Asst Professor	1.00	\$4,534	\$107,579	FY
Lancaster, Blake M	Munroe-Meyer Institute	Asst Professor	1.00	\$0	\$58,000	FY
Lander, Lina	COPH Epidemiology	Asst Professor	1.00	\$2,720	\$82,720	FY
Landmark, James D	Pathology/Microbiology	Assoc Professor	0.50	\$2,502	\$48,502	FY
Lane, James T	Int Med DEM	Assoc Professor	1.00	\$3,685	\$87,429	FY
Lane, Pascale H	Pediatrics Nephrology	Professor	0.71	\$4,721	\$112,037	FY
	Pediatrics	Helen Freytag Distinguished Professor	0.29	\$1,910	\$45,320	FY
			1.00	\$6,631	\$157,357	
Lange, Brian M	COD-Oral Biology	Professor	1.00	\$3,634	\$111,486	FY
Langnas, Alan N	Surgery-Transplant	Professor	1.00	\$4,100	\$97,289	FY
Larsen, Jennifer L	Int Med DEM	Professor	0.89	\$4,427	\$105,058	FY
	Int Med DEM	Degan Professorship (Louise & Morton)	0.11	\$459	\$10,894	FY
	Dean College of Medicine	Assoc Dean for Clinical Research	0.00	\$0	\$7,500	FY
			1.00	\$4,886	\$123,452	
Larsen, Paul D	Pediatrics Neurology	Professor	1.00	\$5,809	\$137,839	FY
Larsen, Timothy J	Emergency Medicine	Asst Professor	1.00	\$4,534	\$107,579	FY
Larson, Carol A	Clinical Laboratory Science	Assoc Professor	1.00	\$2,396	\$66,470	FY
Larson, Marilynn A	Pathology/Microbiology	Asst Professor	1.00	\$5,690	\$62,596	FY
Latshaw, Sandra J	Clinical Laboratory Science	Asst Professor	1.00	\$2,038	\$64,938	FY
Lauder, Anthony J	Surgery-Plastic&Reconstructive	Asst Professor	0.50	\$1,723	\$40,873	FY
	Orthopaedic Surgery	Asst Professor	0.50	\$1,723	\$40,873	FY
			1.00	\$3,446	\$81,746	
Lawson, Terence A	Eppley Inst Faculty	Professor	1.00	\$2,738	\$94,020	FY
Lazenby, Audrey J	Pathology/Microbiology	Professor	1.00	\$5,053	\$119,893	FY
	Pathology/Microbiology	Chairperson	0.00	\$0	\$12,000	FY
			1.00	\$5,053	\$131,893	
Lee, Delmer D	Dean College of Medicine	Executive Asst to the Dean	0.55	\$4,798	\$113,837	FY
	Finance and Business Services	Director	0.10	\$774	\$18,365	FY
			0.65	\$5,572	\$132,202	
Leibowitz, J Michael	Munroe-Meyer Institute	Deputy Director	1.00	\$8,714	\$201,764	FY
	MMI Administration	Director	0.00	\$0	\$5,000	FY
			1.00	\$8,714	\$206,764	
Lele, Subodh M	Pathology/Microbiology	Assoc Professor	1.00	\$5,003	\$96,641	FY
Lennarson, Peter J	Surgery-Neurosurgery	Asst Professor	1.00	\$3,342	\$79,309	FY
Lenza, Marcos A	COD-Growth and Development	Assoc Professor/Hlth Prof	1.00	\$5,208	\$135,408	FY
Leopold, Donald A	Otol-Head and Neck Surgery	Chairperson	0.60	\$4,968	\$127,869	FY
	Otol-Head and Neck Surgery	Professor	0.40	\$3,312	\$78,580	FY
			1.00	\$8,280	\$206,449	
Leuenberger, Donald S	Business and Finance	Vice Chancellor for Business & Finance	1.00	\$10,036	\$210,778	FY

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Leuschen, M Patricia	Genetics Cell Biology & Anatomy	Assoc Professor	0.20	\$790	\$18,735	FY
	Allied Health-Hlth Serv Admin Div	Asst Dean for Research Development	0.20	\$790	\$18,735	FY
	Graduate Studies	Coordinator	0.10	\$395	\$9,368	FY
			0.50	\$1,975	\$46,838	
Levan, Tricia D	Int Med Pulmonary	Asst Professor	0.80	\$3,124	\$74,116	FY
	COPH Epidemiology	Asst Professor	0.20	\$780	\$18,528	FY
			1.00	\$3,904	\$92,644	
Lewis, Robert E	Eppley Inst Faculty	Professor/Cont	1.00	\$9,287	\$133,113	FY
	Eppley Inst Faculty	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$9,287	\$136,113	
Li, David W	Biochem and Molecular Biology	Assoc Professor	1.00	\$3,544	\$82,295	FY
Li, Sicong	Radiation Oncology	Asst Professor	1.00	\$5,280	\$125,280	FY
Li, Yulong	Emergency Medicine	Asst Professor	1.00	\$2,904	\$68,904	FY
Lin, Chi	Radiation Oncology	Asst Professor	1.00	\$2,740	\$65,022	FY
Lin, Ge	COPH Health Services Res & Admin	Assoc Professor	1.00	\$0	\$98,500	FY
Lin, Ming-Fong	Biochem and Molecular Biology	Professor	1.00	\$5,744	\$120,606	FY
Lindeman, Marlene G	CON-Community-Based Health	Asst Professor	1.00	\$2,758	\$57,920	AY
Linder, James	Vice Chancellor for Research	Assoc Vice Chancellor	0.85	\$7,734	\$183,429	FY
	Pathology/Microbiology	Professor	0.05	\$300	\$7,187	FY
			0.90	\$8,034	\$190,616	
Liu, Xiang-De	Int Med Pulmonary	Asst Professor	1.00	\$3,277	\$77,757	FY
Liu, Yutong	Radiology	Asst Professor	1.00	\$3,215	\$76,295	FY
Loberiza Jr, Fausto R	Int Med Oncology/Hematology	Assoc Professor	1.00	\$5,730	\$135,962	FY
Lockridge, Oksana	Eppley Inst Faculty	Professor/Cont	1.00	\$5,010	\$116,370	FY
	Office of Regulatory Affairs	Administrator	0.00	\$0	\$5,000	FY
			1.00	\$5,010	\$121,370	
Lodhia, Keith R	Surgery-Neurosurgery	Asst Professor	0.05	\$46	\$4,622	FY
Lomneth, Carol Skowron	Genetics Cell Biology & Anatomy	Asst Professor	0.92	\$4,107	\$83,094	FY
Long, Douglas J	Surgery-Neurosurgery	Clinical Asst Professor	0.05	\$46	\$4,622	FY
Longo, G Matthew	Surgery-General Surgery	Asst Professor	1.00	\$2,865	\$67,979	FY
Lovell, Helen B	Pediatrics Nephrology	Assoc Professor	1.00	\$5,881	\$139,539	FY
Lu, Runqing	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$4,103	\$83,006	FY
Luo, Xu	Eppley Inst Faculty	Asst Professor/Hlth Prof	1.00	\$4,485	\$83,723	FY
Lutz, Richard E	MMI Genetic Medicine	Physician	1.00	\$4,937	\$117,137	FY
Ly, Quan P	Surgical Oncology	Asst Professor	1.00	\$3,216	\$76,295	FY
Lydiatt, Daniel	Otol-Head and Neck Surgery	Professor	0.50	\$3,132	\$65,772	FY
Lydiatt, William M	Otol-Head and Neck Surgery	Professor	1.00	\$6,528	\$137,088	FY
Lynch, James C	COPH Biostatistics	Assoc Professor	1.00	\$1,986	\$101,164	FY
Lynch, Shannon C	Ophthalmology	Asst Professor	0.30	\$732	\$17,382	FY
Lynch, Thomas G	Surgery-General Surgery	Professor	0.53	\$2,798	\$81,411	FY
Lyons, William L	Int Med Geriatrics	Asst Professor	0.30	\$1,198	\$28,420	FY
Lyubchenko, Yuri L	COP Pharmaceutical Science	Professor/Cont	1.00	\$6,453	\$130,545	FY
MacDonald, Richard G	Biochem and Molecular Biology	Professor	1.00	\$4,665	\$114,320	FY
Mack-Shipman, Lynn	Int Med DEM	Assoc Professor	1.00	\$3,274	\$77,692	FY
Maclin, Victoria M	Obstetrics/Gynecology	Assoc Professor	0.50	\$2,544	\$60,369	FY
Macquiddy, Susan L	Emergency Medicine	Asst Professor	1.00	\$5,154	\$142,282	FY
Madariaga, Miguel G	Int Med Infectious Diseases	Asst Professor	1.00	\$3,906	\$92,690	FY
Madhavan, Deepak	Neurological Sciences	Asst Professor	1.00	\$2,640	\$62,640	FY
Magee, Martha L	Library of Medicine	Asst Professor	1.00	\$2,136	\$55,535	FY
Magnuson, Thomas	Psychiatry	Asst Professor	1.00	\$3,242	\$76,939	FY

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Mailliard, Mark E	Int Med GI	Assoc Professor	1.00	\$4,560	\$108,199	FY
Makkawy, Hany M	COD-Surgical Specialties	Asst Professor	1.00	\$1,854	\$94,571	FY
Malloy, Timothy	Family Medicine	Assoc Professor	1.00	\$5,329	\$126,441	FY
Maness-Harris, Lori J	Int Med Oncology/Hematology	Asst Professor	1.00	\$4,021	\$95,398	FY
Margalit, Eyal	Ophthalmology	Assoc Professor	1.00	\$3,051	\$72,406	FY
Margalit, Ruth N	COPH Hlth Prm, Soc, & Behv Hlth Sci	Asst Professor	0.50	\$1,571	\$37,265	FY
Markin, Rodney S	Dean College of Medicine	Senior Assoc Dean for Clinical Affairs	0.91	\$7,317	\$178,629	FY
	Pathology/Microbiology	David Purtilo Distinguished Chair-Path	0.05	\$337	\$8,000	FY
	Pathology/Microbiology	Professor	0.04	\$333	\$7,914	FY
			1.00	\$7,987	\$194,543	
Markt, Jeffery C	Otol-Head and Neck Surgery	Assoc Professor	1.00	\$4,400	\$104,400	FY
Marky, Luis A	COP Pharmaceutical Science	Professor	1.00	\$13,737	\$134,350	FY
Marshall, Julie A	COD-Adult Restorative	Assoc Professor	0.60	\$2,826	\$73,478	FY
Marti, David D	Anesthesiology	Asst Professor	1.00	\$3,740	\$88,740	FY
Mathers Jr, Daniel H	Int Med Cardiology	Asst Professor	1.00	\$4,071	\$96,590	FY
Mathews, Judith R	Munroe-Meyer Institute	Assoc Professor	1.00	\$3,575	\$92,940	FY
Mathews, Monty S	Family Medicine	Asst Professor	1.00	\$5,626	\$133,493	FY
Matoole, John J	Int Med General Medicine	Professor	0.09	\$611	\$14,489	FY
Mayhan, William G	Cellular/Integrative Physiology	Professor	1.00	\$5,969	\$141,620	FY
	Cellular/Integrative Physiology	Vice Chairperson	0.00	\$0	\$1,999	FY
			1.00	\$5,969	\$143,619	
Mc Guire, Timothy R	COP Pharmacy Practice	Assoc Professor	1.00	\$13,441	\$103,818	FY
McAlevy, Merle T	Int Med General Medicine	Asst Professor	0.03	\$232	\$5,505	FY
McAllister, Janice L	Pediatrics Neurology	Asst Professor	1.00	\$4,418	\$104,824	FY
McBride, Corrigan L	Surgery-General Surgery	Assoc Professor	1.00	\$6,484	\$80,161	FY
McCashland, Timothy M	Int Med GI	Assoc Professor	1.00	\$3,366	\$79,865	FY
	Int Med GI	Director	0.00	\$0	\$10,000	FY
			1.00	\$3,366	\$89,865	
McClain, John W	Munroe-Meyer Institute	Assoc Professor	0.50	\$3,292	\$78,120	FY
McClay, James C	Emergency Medicine	Asst Professor	1.00	\$3,279	\$77,783	FY
McComb, Rodney D	Pathology/Microbiology	Professor	1.00	\$5,003	\$118,188	FY
McDonald, Thomas L	Pathology/Microbiology	Professor	1.00	\$1,269	\$128,152	FY
McFarland, Kimberly K	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$6,000	\$90,000	FY
McGarry, Sean V	Orthopaedic Surgery	Asst Professor	1.00	\$3,445	\$81,745	FY
McGlade, Michael R	Dean College of Medicine	Senior Assoc Dean for Administration	1.00	\$8,039	\$200,739	FY
McIlvain, Helen E	Family Medicine	Professor	0.80	\$3,473	\$84,975	FY
	Family Medicine	Director of Research	0.00	\$108	\$2,640	FY
			0.80	\$3,581	\$87,615	
McKeithan, Timothy W	Int Med Oncology/Hematology	Assoc Professor	1.00	\$3,904	\$92,625	FY
McMillan, David C	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$4,256	\$100,980	FY
McNamee, Mary J	Office for Std Equity & Multi-Cultr	Asst Vice Chancellor/Academic Affairs-OSEMA	1.00	\$4,425	\$104,992	FY
McNeilly, Dennis P	Psychiatry	Assoc Professor	1.00	\$3,141	\$74,509	FY
McVea, Kristine	Family Medicine	Assoc Professor	1.00	\$1,658	\$153,245	FY
McVicker, Benita L	Int Med GI	Asst Professor	1.00	\$8,187	\$65,036	FY
Meadows, Tawnya J	Munroe-Meyer Institute	Asst Professor	1.00	\$2,860	\$60,053	FY
Medder, Jim D	Family Medicine	Assoc Professor	1.00	\$6,284	\$149,113	FY
Medin, Paul M	Radiation Oncology	Assoc Professor	1.00	\$8,140	\$193,140	FY
Megel, Mary A	CON-Families & Health Systems	Assoc Professor	1.00	\$4,136	\$98,144	FY
Mehta, Parmender P	Biochem and Molecular Biology	Assoc Professor	1.00	\$4,179	\$94,997	FY

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Menolascino, Scott	Int Med General Medicine	Asst Professor	0.06	\$492	\$7,000	FY
Mercer, David F	Surgery-Transplant	Asst Professor	1.00	\$2,719	\$64,519	FY
Mertz, Mary Ann	CON-Kearney	Asst Professor/Hlth Prof	1.00	\$4,193	\$74,193	FY
Messbarger, Robert C	Family Medicine	Asst Professor	0.50	\$3,057	\$72,532	FY
Meyer, Kyle P	Allied Health-Hlth Serv Admin Div	Assoc Dean	0.80	\$4,805	\$124,005	FY
	Physical Therapy Education	Assoc Professor	0.20	\$1,201	\$28,501	FY
			1.00	\$6,006	\$152,506	
Meza, Jane L	COPH Biostatistics	Assoc Professor	1.00	\$9,184	\$104,653	FY
	COPH Research Design and Analysis	Dir of Ctr for Coll On Rsch Design & An	0.00	\$0	\$3,000	FY
			1.00	\$9,184	\$107,653	
Michael, Kimberly K	Radiation Science Technology Div	Asst Professor	0.50	\$1,689	\$40,085	FY
	Diagnostic Medical Sonography	Program Director/DMS	0.50	\$1,532	\$36,360	FY
			1.00	\$3,221	\$76,445	
Michaud, Kaleb D	Int Med Rheumatology	Asst Professor	1.00	\$4,540	\$89,000	FY
Mikuls, Ted R	Int Med Rheumatology	Assoc Professor	1.00	\$6,371	\$98,890	FY
Miles, Clifford D	Int Med Nephrology	Asst Professor	1.00	\$3,520	\$83,520	FY
Militsakh, Oleg N	Otol-Head and Neck Surgery	Asst Professor	0.50	\$2,500	\$52,500	FY
Miller, Connie L	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$4,608	\$74,563	FY
Miller, Jason J	Surgery-Plastic&Reconstructive	Asst Professor	1.00	\$3,080	\$73,080	FY
Miller, Joella A	CON-Kearney	Asst Professor	1.00	\$3,134	\$51,644	AY
Miller, John D	Surgery-Transplant	Research Asst Professor	1.00	\$3,971	\$94,220	FY
Millward, Lee D	Emergency Medicine	Asst Professor	1.00	\$4,381	\$103,941	FY
Mirvish, Sidney S	Eppley Inst Faculty	Professor	0.50	\$1,163	\$59,288	FY
Mitchell, Connie Lynn	Radiation Science Technology Div	Asst Professor	0.74	\$2,531	\$60,044	FY
	Radiation Science Technology Div	Program Director/RSTE	0.26	\$892	\$21,170	FY
			1.00	\$3,423	\$81,214	
Molvar, Michael P	COD-Adult Restorative	Assoc Professor	1.00	\$5,400	\$140,407	FY
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$5,400	\$145,407	
Monaghan, Daniel T	Pharmacology/Exp Neuroscience	Professor	1.00	\$6,954	\$136,024	FY
	Pharmacology/Exp Neuroscience	Director	0.00	\$0	\$10,000	FY
			1.00	\$6,954	\$146,024	
Montzingo, Candice R	Anesthesiology	Asst Professor	1.00	\$3,767	\$89,375	FY
Moore, Gary F	Otol-Head and Neck Surgery	Professor	0.50	\$3,127	\$74,206	FY
Moore, Gerald F	Int Med Rheumatology	Professor	0.79	\$6,529	\$154,920	FY
	Dean College of Medicine	Senior Assoc Dean for Academic Affairs	0.21	\$1,693	\$44,176	FY
	Physician Assistant	Medical Director	0.00	\$0	\$1,000	FY
			1.00	\$8,222	\$200,096	
Moore, Timothy E	Radiology	Professor	0.95	\$5,345	\$142,333	FY
Morien, Marsha E	Computer Assisted Surgery	Chief Administrative Officer	0.75	\$2,050	\$104,532	FY
	COPH Health Services Res & Admin	Instructor	0.25	\$736	\$37,533	FY
			1.00	\$2,786	\$142,065	
Mormino, Matthew A	Orthopaedic Surgery	Assoc Professor	0.90	\$3,651	\$86,642	FY
	Orthopaedic Surgery	Herman Frank Johnson Professor-Ortho Sur	0.10	\$352	\$8,352	FY
	Orthopaedic Surgery	Residency Program Director	0.00	\$421	\$10,000	FY
	Orthopaedic Surgery	Clinic Medical Director	0.00	\$421	\$10,000	FY
			1.00	\$4,845	\$114,994	
Morris, Charles H	Radiology	Professor	1.00	\$10,587	\$130,890	FY

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Morris, Kathy J	CON-Community-Based Health	Asst Professor/Hlth Prof	1.00	\$4,193	\$74,193	FY
Morris, Michael C	Surgery-Transplant	Assoc Professor	1.00	\$0	\$70,000	FY
Mosley, R Lee	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$6,004	\$74,242	FY
Mostek, Debra E	Int Med Geriatrics	Asst Professor	0.50	\$2,117	\$50,228	FY
Muelleman, Robert L	Emergency Medicine	Chairperson	0.60	\$4,134	\$108,094	FY
	Emergency Medicine	Professor	0.40	\$2,756	\$65,396	FY
			1.00	\$6,890	\$173,490	
Mueller, Keith J	COPH Health Services Res & Admin	Professor	0.74	\$5,021	\$105,454	FY
	COPH Office of the Dean	Assoc Dean for Academic Affairs	0.26	\$1,765	\$40,052	FY
	COPH Health Services Res & Admin	Chairperson	0.00	\$0	\$2,089	FY
			1.00	\$6,786	\$147,595	
Mukherjee, Sandeep	Int Med GI	Assoc Professor	1.00	\$4,656	\$110,448	FY
Munn, Dawneane	CON-Lincoln	Asst Professor	1.00	\$2,494	\$59,187	AY
Murman, Daniel L	Neurological Sciences	Assoc Professor	0.87	\$3,330	\$79,008	FY
Murphy, Peter J	Int Med Pulmonary	Assoc Professor	1.00	\$9,124	\$114,966	FY
Murrin, Leonard Charles	Pharmacology/Exp Neuroscience	Professor	1.00	\$3,917	\$119,098	FY
Namavar, Fereydoon	Orthopaedic Surgery	Professor	1.00	\$5,598	\$132,814	FY
Naramura, Mayumi	Eppley Inst Faculty	Asst Professor	1.00	\$3,520	\$83,520	FY
Narayana, Nagamani	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$3,801	\$86,334	FY
Nasir, Laeth S	Family Medicine	Professor	1.00	\$5,366	\$127,336	FY
Nawshad, Ali	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$3,888	\$82,478	FY
Nayar, Preethy	COPH Health Services Res & Admin	Asst Professor/Hlth Prof	1.00	\$3,696	\$87,696	FY
Needelman, Howard W	MMI Developmental Medicine	Physician	0.80	\$5,930	\$140,719	FY
Nelson, Audrey E	CON-Families & Health Systems	Assoc Professor	1.00	\$839	\$84,735	FY
Neumeister, Amy S	Int Med DEM	Asst Professor	0.60	\$2,292	\$54,384	FY
Neumeister, J Scott	Int Med General Medicine	Assoc Professor	1.00	\$3,230	\$76,618	FY
Newland, Myrna C	Office of the Chancellor	Director	0.70	\$4,444	\$105,442	FY
	Anesthesiology	Professor	0.30	\$1,907	\$45,242	FY
			1.00	\$6,351	\$150,684	
Nickel, Kathryn	CON-Kearney	Asst Professor	1.00	\$2,584	\$61,309	AY
Nickol, Devin R	Int Med General Medicine	Asst Professor	1.00	\$3,265	\$77,468	FY
Niebauer, Mark J	Int Med Cardiology	Assoc Professor	1.00	\$4,579	\$108,662	FY
Nieveen, Janet L	CON-Lincoln	Asst Professor/Hlth Prof	1.00	\$3,362	\$79,767	FY
Noren, Jay	COPH Office of the Dean	Dean	1.00	\$0	\$204,750	FY
Norgren, Robert B	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,568	\$121,582	FY
Norman, Joseph F	Physical Therapy Education	Professor	1.00	\$7,040	\$87,045	FY
	Physical Therapy Education	Assoc Director	0.00	\$0	\$1,800	FY
			1.00	\$7,040	\$88,845	
Novotny, Jessica E	Int Med General Medicine	Asst Professor	1.00	\$3,520	\$83,520	FY
Nsiah-Kumi, Phyllis A	Int Med General Medicine	Asst Professor	1.00	\$3,520	\$83,520	FY
Nystrom, Ake	Surgery-Plastic&Reconstructive	Assoc Professor	0.50	\$1,772	\$42,051	FY
	Orthopaedic Surgery	Assoc Professor	0.50	\$1,772	\$42,051	FY
			1.00	\$3,544	\$84,102	
Nystuen, Arne M	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,329	\$78,977	FY
Oakes, Jennifer	Emergency Medicine	Asst Professor	1.00	\$3,820	\$90,639	FY
Oakley, Gregory G	COD-Oral Biology	Research Asst Professor	1.00	\$2,369	\$75,270	FY
Odabasi, Turan Paul	VP and General Counsel	Assoc General Counsel	0.17	\$740	\$17,554	FY
* See also: UNCA	See also: UNL					
O'Dell, David V	Int Med General Medicine	Professor	1.00	\$7,257	\$108,873	FY
O'Dell, James R	Int Med Rheumatology	Professor	0.55	\$3,063	\$72,662	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Ohnoutka, John R	Anesthesiology	Asst Professor	1.00	\$3,677	\$87,241	FY
O'Kane, Barbara J	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$3,287	\$76,287	FY
O'Leary, Edward L	Int Med Cardiology	Assoc Professor	1.00	\$4,189	\$99,375	FY
Olesh, Robert C	Obstetrics/Gynecology	Assoc Professor	1.00	\$4,834	\$114,700	FY
Oleynikov, Dmitry	Surgery-General Surgery	Assoc Professor	1.00	\$3,175	\$75,342	FY
	College of Medicine	Joseph&Richard Still Fac Fellow In Med	0.00	\$0	\$10,000	FY
			1.00	\$3,175	\$85,342	
Oliveto, Jennifer M	Radiology	Asst Professor	1.00	\$4,200	\$144,200	FY
Olney, Ann Haskins	MMI Genetic Medicine	Physician	1.00	\$5,503	\$130,577	FY
Olney, Richard F	Pediatrics Newborn Medicine	Asst Professor	0.70	\$2,519	\$59,780	FY
Olsen, Keith M	COP Pharmacy Practice	Chairperson	0.60	\$7,767	\$98,550	FY
	COP Pharmacy Practice	Professor/Cont	0.40	\$3,035	\$50,223	FY
			1.00	\$10,802	\$148,773	
Olson, Michael M	Family Medicine	Asst Professor	1.00	\$3,212	\$76,212	FY
Omojola, Matthew F	Radiology	Professor	1.00	\$4,753	\$112,753	FY
Orton, Donald	Radiology	Assoc Professor	0.18	\$1,156	\$27,423	FY
Osmera, Euemduan C	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$1,900	\$49,400	FY
Osna, Natalia A	Int Med GI	Asst Professor	1.00	\$2,282	\$54,151	FY
Ott, Carol	CON-Kearney	Assoc Professor/Cont	1.00	\$3,872	\$91,880	FY
Ouellette, Michel M	Eppley Inst Faculty	Asst Professor	1.00	\$2,880	\$87,581	FY
Padala, Kalpana P	Family Medicine	Asst Professor	1.00	\$0	\$130,000	FY
Padala, Prasad	Psychiatry	Asst Professor	0.06	\$199	\$4,711	FY
Padanilam, Babu J	Cellular/Integrative Physiology	Assoc Professor	1.00	\$4,044	\$95,958	FY
Pamies, Rubens J	Academic Affairs	Vice Chancellor for Academic Affairs	0.67	\$8,750	\$173,957	FY
	Graduate Studies	Dean	0.33	\$4,065	\$76,172	FY
			1.00	\$12,815	\$250,129	
Pang, Huiling	Anesthesiology	Asst Professor	1.00	\$3,520	\$83,529	FY
Parker, Jennifer R	Int Med General Medicine	Asst Professor	1.00	\$3,865	\$91,698	FY
	Int Med Education	Assoc Director	0.00	\$0	\$10,000	FY
			1.00	\$3,865	\$101,698	
Patel, Kaushik P	Cellular/Integrative Physiology	Professor	1.00	\$6,322	\$150,011	FY
Patil, Arun-Angelo	Surgery-Neurosurgery	Professor	1.00	\$5,164	\$122,517	FY
Paulman, Audrey	Family Medicine	Clinical Assoc Professor	0.60	\$3,804	\$90,252	FY
Paulman, Paul M	Family Medicine	Professor	0.74	\$5,553	\$131,752	FY
	Dean College of Medicine	Asst Dean for Clin Skills & Quality	0.26	\$1,698	\$45,296	FY
			1.00	\$7,251	\$177,048	
Pavlinkova, Gabriela	Pediatrics Human Molecular Genetics	Asst Professor	1.00	\$2,620	\$62,175	FY
Pavlov, Youri I	Eppley Inst Faculty	Assoc Professor/Hlth Prof	1.00	\$3,922	\$93,057	FY
Payne, Jeffrey B	COD-Dental Administration	Assoc Dean	1.00	\$5,219	\$143,184	FY
	COD-Surgical Specialties	F Gene & Rosemary Dixon Chair/Dentistry	0.00	\$0	\$25,000	FY
			1.00	\$5,219	\$168,184	
Peck, Magda G	Pediatrics Child Health	Professor	1.00	\$5,676	\$134,667	FY
Pelish, Peggy L	CON-Families & Health Systems	Assoc Professor	1.00	\$3,082	\$73,125	AY
Peters, K Reed	Anesthesiology	Professor	1.00	\$5,688	\$134,956	FY
Peterson, Marcie A	Radiology	Asst Professor	0.80	\$3,669	\$95,390	FY
Petro, Thomas M	COD-Oral Biology	Professor/Cont	1.00	\$4,434	\$108,264	FY
Pettee, Kelley K	COPH Hlth Prm, Soc, & Behv Hlth Sci	Asst Professor	1.00	\$0	\$80,000	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Phan-Rinne, Myhanh Thi	COD-Adult Restorative	Clinical Asst Professor	0.90	\$2,918	\$75,856	FY
	COD-Lincoln Clinic Administration	Dentist	0.10	\$357	\$8,461	FY
			1.00	\$3,275	\$84,317	
Piazza, Cathleen C	Munroe-Meyer Institute	Professor	1.00	\$9,333	\$179,000	FY
Pillai, Sushakumari	Radiation Oncology	Asst Professor	1.00	\$5,940	\$140,940	FY
Pipinos, Iraklis I	Surgery-General Surgery	Assoc Professor	0.75	\$2,661	\$63,127	FY
Piquette, Craig A	Int Med Pulmonary	Assoc Professor	0.38	\$1,545	\$36,671	FY
Pirruccello, Samuel J	Pathology/Microbiology	Professor	1.00	\$5,007	\$111,996	FY
Pisarev, Vladimir M	Surgery-Urologic Surgery	Research Asst Professor	1.00	\$0	\$78,125	FY
Pitkin, Steven R	CON-Kearney	Asst Professor	1.00	\$3,407	\$80,845	FY
	CON-Kearney	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$3,407	\$85,845	
Pitner, Sheryl L	Pediatrics General	Asst Professor	1.00	\$3,768	\$89,401	FY
Plumb, Troy J	Int Med Nephrology	Asst Professor	1.00	\$3,971	\$94,219	FY
Poage, David P	Radiology	Asst Professor	1.00	\$5,123	\$121,554	FY
Poluektova, Larisa Y	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$6,319	\$69,503	FY
Poole, Jill A	Int Med Pulmonary	Asst Professor	1.00	\$4,009	\$95,115	FY
Porter, Thomas R	Int Med Cardiology	Professor	0.89	\$3,264	\$77,453	FY
	Int Med Cardiology	Hubbard Chair of Cardiology	0.11	\$337	\$8,000	FY
			1.00	\$3,601	\$85,453	
Potter, Jane F	Int Med Geriatrics	Professor	0.96	\$6,877	\$168,946	FY
	Int Med Geriatrics	Neumann & Mildred Harris Geriatrics Prof	0.04	\$244	\$6,000	FY
			1.00	\$7,121	\$174,946	
Pour, Parviz M	Eppley Inst Faculty	Professor	1.00	\$1,346	\$135,899	FY
Pozehl, Bunny	CON-Lincoln	Assoc Professor/Cont	1.00	\$4,192	\$99,481	FY
Preheim, Laurel C	Int Med Infectious Diseases	Professor	0.01	\$68	\$1,609	FY
Premaraj, Sundaralingam	COD-Growth and Development	Asst Professor	1.00	\$5,950	\$100,000	FY
Prentice, Ernest D	Academic Affairs	Assoc Vice Chancellor	0.85	\$6,680	\$158,508	FY
	Genetics Cell Biology & Anatomy	Professor	0.15	\$1,202	\$28,510	FY
			1.00	\$7,882	\$187,018	
Prest, Layne A	Family Medicine	Assoc Professor	1.00	\$4,043	\$95,920	FY
Puccioni, Mark J	Surgery-Neurosurgery	Asst Professor	0.05	\$46	\$4,622	FY
Pudwill, Myron L	COD-Adult Restorative	Assoc Professor	0.50	\$2,000	\$71,000	FY
Pullen, Carol H	CON-Community-Based Health	Professor/Cont	1.00	\$4,670	\$110,795	FY
Quader, Mohammed A	Surgery-Cardiovascular&Thoracic Sur	Asst Professor	0.30	\$1,148	\$27,248	FY
Radio, Stanley J	Pathology/Microbiology	Professor	1.00	\$5,007	\$106,563	FY
Rai, Sushma	Ophthalmology	Asst Professor	1.00	\$2,420	\$57,420	FY
Raichlin, Eugenia	Int Med Cardiology	Asst Professor	1.00	\$0	\$80,000	FY
Raja, Srikumar M	Eppley Inst Faculty	Research Asst Professor	1.00	\$3,100	\$65,100	FY
Rajan, Sandeep K	Int Med Oncology/Hematology	Asst Professor	1.00	\$3,675	\$87,195	FY
Rakes, Angie L	Anesthesiology	Asst Professor	1.00	\$4,787	\$113,586	FY
Ramaley, Robert F	Biochem and Molecular Biology	Professor	0.50	\$1,692	\$40,146	FY
Ramey, Jacques W	Obstetrics/Gynecology	Asst Professor	0.75	\$2,544	\$60,369	FY
Rao, Vinaya	Int Med Nephrology	Asst Professor	1.00	\$3,971	\$94,220	FY
Rasmussen, Natalie A	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$3,103	\$73,617	FY
Reed, Elizabeth C	Int Med Oncology/Hematology	Assoc Professor	1.00	\$5,295	\$125,640	FY
Reed, Lori K	Orthopaedic Surgery	Asst Professor	1.00	\$3,581	\$84,975	FY
Reidelbach, Marie A	Library of Medicine	Assoc Director	0.60	\$2,165	\$60,294	FY
	Library of Medicine	Assoc Professor/Hlth Prof	0.40	\$1,443	\$33,529	FY
			1.00	\$3,608	\$93,823	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Reilly Jr, James A	Surgery-General Surgery	Clinical Assoc Professor	0.33	\$1,095	\$25,987	FY
Reilly, Debra A	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$4,071	\$96,590	FY
Reinhardt, John W	COD-Dental Administration	Dean	1.00	\$9,765	\$231,688	FY
Reinhardt, Richard A	COD-Surgical Specialties	Professor	1.00	\$6,658	\$139,823	FY
	COD-Surgical Specialties	Dr Bernard J & Ann Moran for Excellence	0.00	\$0	\$10,000	FY
			1.00	\$6,658	\$149,823	
Remmenga, Steven W	Obstetrics/Gynecology	Professor	0.91	\$8,999	\$111,259	FY
	Obstetrics/Gynecology	McClure L Smith Prof/Gynecological Onc	0.09	\$647	\$8,000	FY
	Obstetrics/Gynecology	Director	0.00	\$809	\$10,000	FY
			1.00	\$10,455	\$129,259	
Renard, Stephen I	Int Med Pulmonary	Professor	0.89	\$7,374	\$174,975	FY
	Int Med Pulmonary	Larson Prof/Rsch In Respiratory Disease	0.11	\$352	\$8,352	FY
			1.00	\$7,726	\$183,327	
Richards, Alan T	Otol-Head and Neck Surgery	Assoc Professor	0.50	\$3,132	\$65,772	FY
Rizzino, A Angie	Eppley Inst Faculty	Professor	1.00	\$6,292	\$149,310	FY
	Eppley Inst Faculty	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$6,292	\$152,310	
Rizzo, William B	Pediatrics Metabolism	Professor	1.00	\$7,124	\$169,030	FY
Roane, Henry S	Munroe-Meyer Institute	Assoc Professor	1.00	\$5,053	\$119,893	FY
Robbins, Brian L	COP Pharmacy Practice	Research Assoc Professor	1.00	\$0	\$128,000	FY
Roberts, Ellen K	Anesthesiology	Asst Professor	1.00	\$3,267	\$77,511	FY
Roberts, Holly Jean	Munroe-Meyer Institute	Asst Professor	1.00	\$2,631	\$61,095	FY
Robinson, Dennis H	COP Pharmaceutical Science	Chairperson	0.60	\$3,770	\$92,996	FY
	COP Pharmaceutical Science	Assoc Professor	0.40	\$2,523	\$41,565	FY
			1.00	\$6,293	\$134,561	
Robinson, W David	Family Medicine	Assoc Professor	1.00	\$3,426	\$81,289	FY
Roccaforte, William H	Psychiatry	Assoc Professor	1.00	\$5,464	\$129,653	FY
Roche, Edward B	COP Pharmaceutical Science	Assoc Professor	1.00	\$13,214	\$103,792	FY
Rochling, Fedja A	Int Med GI	Asst Professor	1.00	\$4,234	\$100,454	FY
Rodehorst, Teresa Kim	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$4,341	\$91,155	FY
Rodriguez-Sierra, Jorge F	Genetics Cell Biology & Anatomy	Professor	1.00	\$0	\$80,737	FY
Roehrs, Tammy G	Physical Therapy Education	Asst Professor	1.00	\$3,293	\$78,128	FY
Rogan, Eleanor G	Eppley Inst Faculty	Professor	0.75	\$3,259	\$96,349	FY
	COPH Environ, Agri & Occ Health Sci	Professor	0.25	\$1,107	\$32,739	FY
			1.00	\$4,366	\$129,088	
Rogic, Nancy Ann	Anesthesiology	Asst Professor	0.50	\$1,930	\$45,773	FY
Romberger, Debra	Int Med Pulmonary	Professor	0.30	\$1,445	\$34,290	FY
Rosenquist, Thomas H	Vice Chancellor for Research	Vice Chancellor for Research	0.75	\$8,731	\$185,230	FY
	Genetics Cell Biology & Anatomy	Professor	0.25	\$3,036	\$61,870	FY
			1.00	\$11,767	\$247,100	
Roy, Shyamal K	Obstetrics/Gynecology	Professor	1.00	\$5,342	\$126,714	FY
Rozanski, George J	Cellular/Integrative Physiology	Professor	1.00	\$5,200	\$123,387	FY
Rubingh, Carla R	COP Pharmacy Practice	Asst Professor	1.00	\$7,111	\$90,026	FY
Rupp, Mark E	Int Med Infectious Diseases	Professor	1.00	\$3,889	\$92,259	FY
Russell, John P	Human Resources	Asst Vice Chancellor for Human Resource	1.00	\$6,804	\$161,439	FY
Ryan, Sheila A	CON-Families & Health Systems	Professor	1.00	\$5,984	\$141,994	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$5,984	\$144,994	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Sajja, Balasrinivasa R	Radiology	Asst Professor	1.00	\$3,300	\$78,300	FY
Salama, Fouad S	COD-Hospital Dentistry	Professor/Cont	1.00	\$8,602	\$123,602	FY
Salhany, James M	Int Med Administration	Professor	1.00	\$1,097	\$110,703	FY
Sambol, Anthony R	Pathology/Microbiology	Asst Professor	1.00	\$3,320	\$78,799	FY
Sammut, Paul H	Pediatrics Pulmonology	Assoc Professor	1.00	\$4,469	\$106,044	FY
Sand, Barbara J	CON-Lincoln	Asst Professor	1.00	\$2,356	\$55,909	AY
Sanderson, Sam	Clinical Perfusion Education	Assoc Professor	1.00	\$3,537	\$83,914	FY
Sanger, Warren G	MMI Cytogenetics	Discipline Director	1.00	\$6,032	\$120,695	FY
Sankaranarayanan, Jayashri	COP Pharmacy Practice	Asst Professor	1.00	\$8,671	\$89,911	FY
Sansom, Steven Claude	Cellular/Integrative Physiology	Professor	1.00	\$5,514	\$130,831	FY
Sasson, Aaron R	Surgical Oncology	Assoc Professor	1.00	\$3,296	\$78,203	FY
Sather, Linda S	CON-Community-Based Health	Asst Professor	1.00	\$4,120	\$86,522	FY
Schaefer, G Bradley	MMI Genetic Medicine	Discipline Director	0.95	\$0	\$186,717	FY
	Pediatrics Administration	Omaha Scottish-Rite Masonic Prfrshp	0.05	\$0	\$9,827	FY
	Pediatrics Genetics	Assoc Chair	0.00	\$0	\$10,000	FY
			1.00	\$0	\$206,544	
Schafer, Daniel F	Int Med GI	Professor	1.00	\$4,670	\$110,819	FY
Scherl, Susan A	Orthopaedic Surgery	Assoc Professor	1.00	\$3,698	\$87,729	FY
Schleicher, John S	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$1,939	\$50,403	FY
Schmid, Kendra K	COPH Biostatistics	Asst Professor/Hlth Prof	1.00	\$3,520	\$83,520	FY
Schmidt, Cynthia M	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$2,228	\$57,928	FY
Schmitz, Rita Kay	CON-Lincoln	Asst Professor	1.00	\$2,275	\$53,977	AY
Schonfeld, Toby L	COPH Hlth Prm, Soc, & Behv Hlth Sci	Assoc Professor	1.00	\$6,606	\$75,272	FY
Schopfer, Lawrence M	Eppley Inst Faculty	Research Asst Professor	1.00	\$2,521	\$65,551	FY
Schultz, Harold D	Cellular/Integrative Physiology	Professor	1.00	\$5,430	\$128,832	FY
Schulz, Paula S	CON-Lincoln	Asst Professor/Hlth Prof	1.00	\$2,992	\$70,992	FY
Schumacher, Karen L	CON-Community-Based Health	Assoc Professor/Hlth Prof	1.00	\$9,066	\$100,183	FY
	CON-Community-Based Health	Researcher	0.00	\$0	\$2,260	FY
	CON-Omaha	Director of Post Doc Rsch Training Prog	0.00	\$0	\$3,000	FY
			1.00	\$9,066	\$105,443	
Schwab, Robert	Int Med General Medicine	Asst Professor	0.20	\$782	\$18,547	FY
Schwerdtfeger, Susan R	Int Med General Medicine	Asst Professor	1.00	\$3,908	\$92,731	FY
Scott-Mordhorst, Tina R	Pediatrics General	Clinical Assoc Professor	1.00	\$4,514	\$107,107	FY
Sears, Thomas D	Int Med Cardiology	Assoc Professor	1.00	\$4,831	\$114,619	FY
Seidl, Lucinda J	CON-Lincoln	Asst Professor	1.00	\$2,469	\$58,592	AY
Seivert, Patricia A	Pediatrics General	Clinical Asst Professor	0.55	\$2,243	\$53,226	FY
Seo, Yaewon	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$2,818	\$66,868	FY
Shambaugh-Miller, Michael D	COPH Health Services Res & Admin	Asst Professor	1.00	\$2,987	\$70,898	FY
Sharma, Ashish	Psychiatry	Asst Professor	1.00	\$2,259	\$53,605	FY
Sharp, John G	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,976	\$155,369	FY
Shaw Jr, Byers W	Surgery	Chairperson	0.60	\$5,380	\$137,655	FY
	Surgery	Professor	0.22	\$2,140	\$50,782	FY
	Surgery	Merle M Musselman Centennial Prof	0.18	\$1,314	\$31,177	FY
			1.00	\$8,834	\$219,614	
Shaw, Cory D	Dean College of Medicine	Asst Dean for Operations	1.00	\$6,717	\$159,373	FY
Shaw, David H	COD-Oral Biology	Chairperson	0.60	\$3,136	\$84,828	FY
	COD-Oral Biology	Professor	0.40	\$2,132	\$55,435	FY
			1.00	\$5,268	\$140,263	
Shcherbakova, Polina V	Eppley Inst Faculty	Asst Professor/Hlth Prof	1.00	\$3,381	\$80,230	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Shearer, Bonnie	Pediatrics General	Asst Professor	1.00	\$3,930	\$93,237	FY
Sheikh, Khurram S	COD-Hospital Dentistry	Asst Professor/Hlth Prof	1.00	\$0	\$78,000	FY
Shepherd, John D	Ophthalmology	Asst Professor	1.00	\$1,650	\$111,650	FY
Sherman, Simon	Eppley Inst Faculty	Professor/Cont	1.00	\$5,295	\$125,636	FY
	Eppley Inst Faculty	Director Bioformatics	0.00	\$0	\$3,000	FY
			1.00	\$5,295	\$128,636	
Shiffermiller, Jason F	Int Med General Medicine	Asst Professor	1.00	\$3,820	\$90,639	FY
Shinohara, Toshimichi	Ophthalmology	Professor	1.00	\$5,716	\$135,637	FY
Shivaswamy, Vijay	Int Med DEM	Asst Professor	1.00	\$3,520	\$83,520	FY
Shriver, Mark D	Munroe-Meyer Institute	Assoc Professor	1.00	\$4,146	\$87,053	FY
Shull, James D	Genetics Cell Biology & Anatomy	Chairperson	0.60	\$6,586	\$168,243	FY
	Genetics Cell Biology & Anatomy	Professor	0.35	\$3,477	\$82,502	FY
	Genetics Cell Biology & Anatomy	Ardith & Anna Von Housen Chair	0.05	\$506	\$12,000	FY
			1.00	\$10,569	\$262,745	
Shurmur, Scott W	Int Med Cardiology	Assoc Professor	1.00	\$3,502	\$83,094	FY
Siahpush, Mohammad	COPH Hlth Prm, Soc, & Behv Hlth Sci	Professor/Hlth Prof	1.00	\$10,582	\$120,582	FY
Sigler, Ernest W	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$5,188	\$87,500	FY
Simmons, James W	Family Medicine	Asst Professor	1.00	\$13,706	\$78,821	FY
Simonsen, Kari A	Pediatrics Infectious Disease	Asst Professor	1.00	\$3,960	\$93,960	FY
Simonson, Jean A	Anesthesiology	Asst Professor	1.00	\$3,589	\$85,158	FY
Singh, Ajay P	Biochem and Molecular Biology	Asst Professor	1.00	\$4,262	\$46,892	FY
Singh, Dharendra P	Ophthalmology	Professor	1.00	\$8,864	\$97,494	FY
Singh, Rakesh K	Pathology/Microbiology	Professor	1.00	\$9,697	\$106,660	FY
Singh, Sanjay P	Neurological Sciences	Assoc Professor	1.00	\$4,837	\$114,762	FY
Siref, Larry E	Surgery-Urologic Surgery	Asst Professor	0.10	\$573	\$13,596	FY
Sisson, Joseph H	Int Med Pulmonary	Professor	0.90	\$4,742	\$112,507	FY
	Int Med Pulmonary	Larson Prof/Internal Medicine	0.10	\$352	\$8,352	FY
			1.00	\$5,094	\$120,859	
Sitorius, Michael A	Family Medicine	Chairperson	0.60	\$6,251	\$153,317	FY
	Family Medicine	Professor	0.23	\$2,224	\$52,769	FY
	Family Medicine	Milton G Waldbaum, MD Prof/Family Pract	0.17	\$1,104	\$26,193	FY
			1.00	\$9,579	\$232,279	
Sittner, Barbara J	CON-Lincoln	Asst Professor/Hlth Prof	1.00	\$3,413	\$80,977	FY
Sivers, Joan E	COD-Adult Restorative	Assoc Professor	1.00	\$4,875	\$126,743	FY
	COD-Adult Restorative	Norman C Carlson Professorship	0.00	\$0	\$10,000	FY
	COD-Dental Administration	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,875	\$141,743	
Slater, Dick D	Radiology	Asst Professor	1.00	\$10,286	\$113,253	FY
Smith, Carl Vernon	Obstetrics/Gynecology	Chairperson	0.60	\$5,371	\$137,435	FY
	Obstetrics/Gynecology	Professor	0.36	\$3,122	\$74,074	FY
	Obstetrics/Gynecology	Chris&Marie Olson Chair/Ob-Gyn	0.04	\$337	\$8,000	FY
			1.00	\$8,830	\$219,509	
Smith, John L	Family Medicine	Assoc Professor	1.00	\$8,261	\$102,148	FY
Smith, Monique G	Int Med Cardiology	Asst Professor	1.00	\$3,905	\$92,645	FY
Smith, Philip W	Int Med Infectious Diseases	Professor	0.75	\$3,792	\$89,987	FY
	COPH Epidemiology	Professor	0.25	\$2,480	\$52,070	FY
			1.00	\$6,272	\$142,057	
Smith, Russell B	Otol-Head and Neck Surgery	Assoc Professor	1.00	\$6,528	\$137,088	FY

University of Nebraska - UNMC
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Smith, Shelley D	MMI HBM Molecular Genetics	Scientist	1.00	\$7,032	\$156,858	FY
	MMI HBM Molecular Genetics	Discipline Director	0.00	\$0	\$10,000	FY
			1.00	\$7,032	\$166,858	
Smith, Sonya G	Academic Affairs	Assoc Vice Chancellor	0.75	\$3,850	\$91,350	FY
	COPH Health Services Res & Admin	Assoc Professor	0.25	\$1,210	\$28,710	FY
			1.00	\$5,060	\$120,060	
Smith, Stephen B	Dean College of Medicine	Assoc Dean/Hospital Services	0.15	\$1,377	\$32,683	FY
Snyder, Sheilah J	Pediatrics General	Clinical Asst Professor	1.00	\$3,820	\$90,640	FY
Soares, Tyrus	Anesthesiology	Asst Professor	1.00	\$3,767	\$89,375	FY
Solheim, Joyce C	Eppley Inst Faculty	Assoc Professor	1.00	\$4,228	\$100,330	FY
	Eppley Inst Faculty	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$4,228	\$103,330	
Somers, James E	Physician Assistant	Program Director/PA	0.60	\$3,491	\$86,813	FY
	Physician Assistant	Assoc Professor	0.40	\$2,701	\$64,098	FY
			1.00	\$6,192	\$150,911	
Sorgen, Paul L	Biochem and Molecular Biology	Assoc Professor	1.00	\$7,417	\$81,575	FY
Sorrell, James H	Psychiatry	Assoc Professor	1.00	\$3,631	\$86,148	FY
Sorrell, Michael F	Int Med GI	Professor	1.00	\$8,411	\$199,563	FY
	Int Med GI	Robert L Grissom, MD Prof/Surgery	0.00	\$0	\$17,000	FY
			1.00	\$8,411	\$216,563	
Spalding, Peter M	COD-Growth and Development	Assoc Professor	1.00	\$5,730	\$148,987	FY
Spangler, Wendy J	Surgery-Neurosurgery	Clinical Asst Professor	0.05	\$46	\$4,622	FY
Sparks, John W	Pediatrics Administration	Chairperson	0.60	\$5,016	\$129,016	FY
	Pediatrics Administration	Professor	0.40	\$3,344	\$79,344	FY
			1.00	\$8,360	\$208,360	
St Clair, Lisa A	Munroe-Meyer Institute	Asst Professor	1.00	\$2,552	\$60,552	FY
St Germain Jr, Henry A	COD-Adult Restorative	Chairperson	0.60	\$3,033	\$82,159	FY
	COD-Adult Restorative	Assoc Professor	0.40	\$1,980	\$51,490	FY
			1.00	\$5,013	\$133,649	
Stafford, Kimberley A	COD-Growth and Development	Clinical Asst Professor	0.10	\$0	\$2,925	FY
Stageman, James H	Dean College of Medicine	Asst Dean	0.40	\$2,793	\$66,238	FY
	Family Medicine	Assoc Professor	0.10	\$698	\$16,559	FY
			0.50	\$3,491	\$82,797	
Stancil, Marvin L	Obstetrics/Gynecology	Assoc Professor	1.00	\$4,264	\$101,164	FY
Stanley, Mary Jane	CON-Lincoln	Asst Professor	1.00	\$2,336	\$55,431	AY
Starlin, Richard C	Int Med Infectious Diseases	Clinical Asst Professor	0.15	\$506	\$12,006	FY
Steinke, Laurey A	Biochem and Molecular Biology	Asst Professor	1.00	\$3,102	\$73,642	FY
Stevens, R Brian	Surgery-Transplant	Assoc Professor	1.00	\$3,018	\$71,606	FY
Stickle, Douglas F	Pathology/Microbiology	Assoc Professor	1.00	\$4,596	\$109,037	FY
Stinson, Warren W	Genetics Cell Biology & Anatomy	Assoc Professor	0.14	\$0	\$10,500	FY
Stoddard, Hugh A	Dean College of Medicine	Director	1.00	\$5,072	\$76,012	FY
Stoolman, Sharon R	Pediatrics General	Asst Professor	1.00	\$3,939	\$93,471	FY
Stothert Jr, Joseph C	Surgery-General Surgery	Professor	1.00	\$5,717	\$135,647	FY
Stuberg, Wayne A	Munroe-Meyer Institute	Professor	0.97	\$7,193	\$129,312	FY
	MMI Physical Therapy	Coordinator	0.03	\$222	\$10,999	FY
			1.00	\$7,415	\$140,311	
Stull, Todd W	Psychiatry	Asst Professor	1.00	\$4,326	\$102,626	FY
Sudan, Debra Lynn	Surgery-Transplant	Professor	1.00	\$3,651	\$86,635	FY
Sullivan, James N	Anesthesiology	Asst Professor	1.00	\$3,767	\$89,375	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Summers, Michael O	Int Med Pulmonary	Asst Professor	1.00	\$3,520	\$83,520	FY
Sun, Hong	Cellular/Integrative Physiology	Asst Professor	1.00	\$2,866	\$68,012	FY
Sun, Junfeng	COPH Biostatistics	Asst Professor	1.00	\$3,581	\$84,974	FY
Surdell, Daniel L	Surgery-Neurosurgery	Asst Professor	1.00	\$0	\$70,000	FY
Swanson, Donald A	Psychiatry	Assoc Professor	1.00	\$6,674	\$158,353	FY
Swindells, Susan	Int Med Infectious Diseases	Professor	1.00	\$3,895	\$92,420	FY
	Int Med Infectious Diseases	Terry K Watanabe Chair/HIV-AIDS Rsch&Ca	0.00	\$0	\$12,000	FY
			1.00	\$3,895	\$104,420	
Tachenko Achord, Shirley A	CON-Lincoln	Asst Professor	1.00	\$2,339	\$55,493	AY
Taghavi, S Vahid	Neurological Sciences	Asst Professor	0.64	\$1,980	\$46,980	FY
	Neurological Sciences	Helen Freytag Asst Prof for Als Researc	0.36	\$1,100	\$26,100	FY
			1.00	\$3,080	\$73,080	
Tahirov, Tahir H	Eppley Inst Faculty	Professor/Hlth Prof	1.00	\$5,014	\$118,964	FY
Talmadge, James E	Pathology/Microbiology	Professor	1.00	\$2,923	\$149,093	FY
Tape, Thomas G	Int Med General Medicine	Professor	1.00	\$5,251	\$124,603	FY
Taylor, Gregory S	Biochem and Molecular Biology	Asst Professor	1.00	\$3,076	\$72,966	FY
Taylor, Regan M	Int Med General Medicine	Asst Professor	1.00	\$0	\$80,000	FY
Temme, James B	Radiation Science Technology Div	Assoc Director	0.60	\$2,440	\$60,905	FY
	Radiation Science Technology Div	Assoc Professor	0.40	\$1,266	\$30,039	FY
			1.00	\$3,706	\$90,944	
Thaisetthawatkul, Pariwat	Neurological Sciences	Asst Professor	1.00	\$4,058	\$96,293	FY
Thiele, Geoffrey M	Int Med Rheumatology	Professor	0.75	\$3,258	\$68,406	FY
Thierfelder, Jean L	Int Med General Medicine	Assoc Professor	0.70	\$2,931	\$69,550	FY
Thomas, Deborah L	Finance and Business Services	Asst Vice Chancellor Business & Finance	1.00	\$6,468	\$153,468	FY
Thomas, Heather M	Pediatrics Pulmonology	Asst Professor	1.00	\$4,775	\$113,299	FY
Thompson, Amy J	COP Pharmacy Practice	Asst Professor	1.00	\$3,516	\$84,870	FY
Thompson, Austin B	Int Med Pulmonary	Assoc Professor	1.00	\$5,103	\$121,071	FY
Thompson, Cheryl	CON-Families & Health Systems	Assoc Professor/Hlth Prof	1.00	\$4,371	\$103,726	FY
	CON-Omaha	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,371	\$108,726	
Thompson, Elizabeth I	Pediatrics Hematology/Oncology	Professor	1.00	\$6,083	\$144,333	FY
Thompson, Jon S	Surgery-General Surgery	Professor	0.92	\$5,881	\$139,546	FY
	Surgery	Shackleford-Marischal Professorship	0.08	\$421	\$9,999	FY
			1.00	\$6,302	\$149,545	
Thompson, Robert B	Radiation Oncology	Assoc Professor	1.00	\$4,464	\$105,925	FY
Thompson, Sarah A	CON-Community-Based Health	Professor/Cont	1.00	\$7,122	\$125,822	FY
	CON-Omaha	Assoc Dean	0.00	\$0	\$5,000	FY
			1.00	\$7,122	\$130,822	
Thorell, William E	Surgery-Neurosurgery	Asst Professor	1.00	\$3,227	\$76,554	FY
Thoreson, Wallace B	Ophthalmology	Professor	1.00	\$6,297	\$132,225	FY
	Ophthalmology	Director of Research	0.00	\$0	\$3,000	FY
			1.00	\$6,297	\$135,225	
Tibbels, Loretta Kaus	Family Medicine	Clinical Asst Professor	0.70	\$3,471	\$82,354	FY
Tibbels, Stephen R	Family Medicine	Clinical Asst Professor	1.00	\$5,511	\$130,770	FY
Tilden, Virginia P	CON-Omaha	Dean	1.00	\$10,666	\$223,987	FY
Tinker, John H	Anesthesiology	Chairperson	0.60	\$3,569	\$94,692	FY
	Anesthesiology	Professor	0.40	\$2,380	\$56,464	FY
			1.00	\$5,949	\$151,156	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Tobin, Richard B	Int Med DEM	Professor	0.13	\$681	\$17,694	FY
Todd, Gordon L	Genetics Cell Biology & Anatomy	Professor	1.00	\$4,334	\$94,625	FY
Toews, Myron Lee	Pharmacology/Exp Neuroscience	Professor	1.00	\$6,917	\$122,192	FY
Tomich, Paul G	Obstetrics/Gynecology	Professor	1.00	\$6,615	\$156,957	FY
Tompkins, Janice	Allied Health-Hlth Serv Admin Div	Director of Distance Education	0.70	\$2,067	\$51,031	FY
	Clinical Laboratory Science	Asst Professor	0.30	\$818	\$19,391	FY
			1.00	\$2,885	\$70,422	
Toothaker, Randall W	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$2,245	\$114,505	FY
Toris, Carol B	Ophthalmology	Professor	1.00	\$4,150	\$98,467	FY
Toth, Bela	Eppley Inst Faculty	Professor	1.00	\$940	\$94,952	FY
Tracy, Steven M	Pathology/Microbiology	Professor	1.00	\$5,033	\$119,428	FY
Tran, T Paul	Emergency Medicine	Assoc Professor	1.00	\$5,385	\$127,769	FY
Treves, John Samuel	Surgery-Neurosurgery	Asst Professor	0.05	\$46	\$4,622	FY
Tsai, Ming-Ying	Eppley Inst Faculty	Asst Professor	1.00	\$3,675	\$87,195	FY
Tu, Harold K	Surgery-Oral & Maxillofacial	Assoc Professor	0.25	\$990	\$23,490	FY
Tuma, Dean J	Int Med GI	Professor	0.45	\$2,473	\$58,680	FY
Turpen, James B	Genetics Cell Biology & Anatomy	Professor	1.00	\$5,184	\$123,000	FY
	Genetics Cell Biology & Anatomy	Vice Chairperson	0.00	\$0	\$7,000	FY
	IACUC	Executive Chair of IACUC	0.00	\$0	\$15,000	FY
			1.00	\$5,184	\$145,000	
Turpen, Paula B	Vice Chancellor for Research	Director Research Resources	1.00	\$3,730	\$88,493	FY
Tussing, Gerald J	COD-Surgical Specialties	Professor	0.70	\$2,282	\$116,363	FY
Twiss, Janice J	CON-Families & Health Systems	Assoc Professor	1.00	\$4,528	\$95,092	FY
Ueda, Clarence T	COP Pharmaceutical Science	Professor/Cont	1.00	\$3,374	\$172,075	FY
Valleley, Rachel	Munroe-Meyer Institute	Assoc Professor	1.00	\$6,927	\$76,184	FY
Vandenberg, Edward V	Int Med Geriatrics	Assoc Professor	0.87	\$4,608	\$83,217	FY
Vandermeulen, Stephane P	Physician Assistant	Asst Professor	0.80	\$3,145	\$74,619	FY
Vasquez, Eduardo J	Int Med Pulmonary	Asst Professor	0.01	\$165	\$3,923	FY
Venema, Dawn	Physical Therapy Education	Asst Professor	0.80	\$665	\$57,003	FY
Vennerstrom, Jonathan L	COP Pharmaceutical Science	Professor	1.00	\$31,212	\$126,834	FY
Vetro, Joseph A	COP Pharmaceutical Science	Asst Professor/Hlth Prof	1.00	\$3,740	\$88,740	FY
Vinogradov, Serguei V	COP Pharmaceutical Science	Research Professor	1.00	\$4,059	\$96,306	FY
Visovsky, Constance G	CON-Adult Health & Illness Dpt	Assoc Professor/Hlth Prof	1.00	\$8,996	\$98,954	FY
	CON-Adult Health & Illness Dpt	Researcher	0.00	\$0	\$5,053	FY
	CON-Omaha	Director	0.00	\$0	\$3,000	FY
			1.00	\$8,996	\$107,007	
Vogt, Merlyn W	COD-Surgical Specialties	Asst Professor/Hlth Prof	1.00	\$7,000	\$77,003	FY
Vokoun, Chad W	Int Med General Medicine	Asst Professor	1.00	\$3,971	\$94,220	FY
Volkman, Kathleen Gerri	Physical Therapy Education	Asst Professor	1.00	\$3,813	\$69,813	FY
Von Essen, Susanna G	Int Med Pulmonary	Professor	0.90	\$3,979	\$94,413	FY
	COPH Environ, Agri & Occ Health Sci	Professor	0.10	\$745	\$17,676	FY
			1.00	\$4,724	\$112,089	
Vose, Julie M	Int Med Oncology/Hematology	Professor	0.86	\$3,331	\$84,760	FY
	Int Med Oncology/Hematology	N/M Harris Oncology Professorship	0.14	\$377	\$10,000	FY
			1.00	\$3,708	\$94,760	
Wadman, Michael C	Emergency Medicine	Assoc Professor	1.00	\$5,385	\$137,769	FY
Wagner, Kay-Uwe	Eppley Inst Faculty	Assoc Professor	1.00	\$4,701	\$111,531	FY
Wahl, James K	COD-Oral Biology	Assoc Professor/Cont	1.00	\$7,006	\$80,436	FY
Walburn, John N	Pediatrics General	Professor	1.00	\$5,701	\$166,775	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Walker, Craig W	Radiology	Dr Howard B Hunt Prof/Radiology	0.46	\$4,215	\$100,000	FY
	Radiology	Chairperson	0.39	\$3,290	\$88,059	FY
	Radiology	Professor	0.15	\$1,579	\$37,455	FY
			1.00	\$9,084	\$225,514	
Walker, Richard	Emergency Medicine	Assoc Professor	1.00	\$6,518	\$154,657	FY
Walker, Susan Noble	CON-Community-Based Health	Professor	0.05	\$54	\$6,500	FY
Waltman, Nancy L	CON-Lincoln	Assoc Professor	1.00	\$4,145	\$98,353	FY
Wampler, Mary A	Int Med General Medicine	Asst Professor	0.06	\$239	\$5,682	FY
Wang, Dong	COP Pharmaceutical Science	Assoc Professor/Cont	1.00	\$15,169	\$95,327	FY
Wang, Guangshun	Eppley Inst Faculty	Asst Professor/Hlth Prof	1.00	\$1,522	\$77,609	FY
Wang, Hongmei	COPH Health Services Res & Admin	Asst Professor	1.00	\$4,237	\$74,857	FY
Wang, Jing	Eppley Inst Faculty	Asst Professor/Hlth Prof	1.00	\$3,300	\$78,300	FY
Wang, Jue	Int Med Oncology/Hematology	Asst Professor	1.00	\$3,520	\$83,520	FY
Wang, Wei	Cellular/Integrative Physiology	Assoc Professor	1.00	\$3,922	\$91,080	FY
Ward, Wendy J	Surgery-Transplant	Assoc Professor	1.00	\$5,917	\$73,151	FY
Warkentin, Phyllis I	Pathology/Microbiology	Professor	0.54	\$2,692	\$66,941	FY
	Pediatrics Hematology/Oncology	Professor	0.46	\$2,313	\$57,525	FY
			1.00	\$5,005	\$124,466	
Warzak, William J	Munroe-Meyer Institute	Professor	1.00	\$4,306	\$106,823	FY
Watanabe, Hidehiko	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$3,150	\$78,150	FY
Watanabe-Galloway, Shinobu	COPH Epidemiology	Asst Professor	1.00	\$5,460	\$90,778	FY
Wee, Alvin G	Otol-Head and Neck Surgery	Assoc Professor	1.00	\$4,180	\$99,180	FY
Weeks, Keith R	Int Med Cardiology	Asst Professor	1.00	\$3,971	\$94,220	FY
Weisenburger, Dennis D	Pathology/Microbiology	Professor	1.00	\$3,266	\$130,334	FY
Wengel, Steven P	Psychiatry	Chairperson	0.60	\$7,099	\$180,424	FY
	Psychiatry	Professor	0.40	\$1,903	\$45,158	FY
			1.00	\$9,002	\$225,582	
West, Madeline J	Psychiatry	Asst Professor	1.00	\$5,132	\$133,784	FY
West, William W	Pathology/Microbiology	Assoc Professor	1.00	\$2,581	\$122,636	FY
Wester, Rebecca M	Family Medicine	Asst Professor	1.00	\$4,401	\$104,401	FY
Wetzel, Martin W	Psychiatry	Asst Professor	1.00	\$2,389	\$56,677	FY
Wheatley, Douglas H	Family Medicine	Assoc Professor	1.00	\$7,161	\$169,915	FY
Wheelock, Margaret J	COD-Oral Biology	Professor/Cont	1.00	\$5,514	\$143,355	FY
White, Matthew L	Radiology	Assoc Professor	0.83	\$2,762	\$94,835	FY
Wielgus, Kimberly K	CON-Families & Health Systems	Asst Professor	0.40	\$426	\$10,101	FY
Wiggins, Shirley	CON-Lincoln	Asst Professor	1.00	\$3,736	\$88,656	FY
Wigton, Robert S	Dean College of Medicine	Assoc Dean	0.60	\$5,066	\$125,207	FY
	Int Med General Medicine	Professor	0.40	\$3,368	\$79,917	FY
			1.00	\$8,434	\$205,124	
Wilhelm, Susan L	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$4,390	\$78,945	FY
	CON-West Nebraska Division	Asst Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,390	\$83,945	
Willett, Gilbert M	Physical Therapy Education	Assoc Professor	1.00	\$3,543	\$84,059	FY
	Physical Therapy Education	Assoc Director	0.00	\$0	\$1,800	FY
			1.00	\$3,543	\$85,859	
Willett, Jeffrey	COPH Hlth Pmn, Soc, & Behv Hlth Sci	Asst Professor	1.00	\$0	\$77,000	FY
Willett, Sandra	Munroe-Meyer Institute	Asst Professor	0.50	\$1,652	\$39,208	FY
Williams, Cheryl A	Radiology	Assoc Professor	0.50	\$3,064	\$64,348	FY
Williams, Sheryl L	Library of Medicine	Asst Professor	1.00	\$4,840	\$53,700	FY
Wilson, Margaret E	CON-Families & Health Systems	Assoc Professor	1.00	\$4,752	\$112,752	FY
Wilwerding, Laura F	Pediatrics General	Clinical Assoc Professor	1.00	\$4,514	\$107,107	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Windle, John R	Int Med Cardiology	Professor	1.00	\$6,984	\$165,730	FY
Wisecarver, James Lowell	Pathology/Microbiology	Professor	1.00	\$3,318	\$118,146	FY
Woehrer, Renee M	Int Med General Medicine	Asst Professor	0.13	\$400	\$9,488	FY
Woelfl, Nancy N	Library of Medicine	Director	1.00	\$6,774	\$142,256	FY
Woodbridge, Peter A	COPH Health Services Res & Admin	Asst Professor	0.25	\$2,420	\$57,420	FY
Woodman, Stephan K	Radiology	Asst Professor	0.50	\$2,288	\$54,288	FY
Woscyna, Glenda R	Medical Nutrition Education Div	Program Director/MN	0.60	\$2,263	\$53,690	FY
	Medical Nutrition Education Div	Asst Professor	0.40	\$1,508	\$35,792	FY
			1.00	\$3,771	\$89,482	
Wrenshall, Lucile E	Surgery-Transplant	Assoc Professor	1.00	\$3,453	\$81,936	FY
Wyatt, Todd A	COPH Environ, Agri & Occ Health Sci	Assoc Professor	0.28	\$2,783	\$31,703	FY
	Int Med Pulmonary	Assoc Professor	0.27	\$2,674	\$30,460	FY
			0.55	\$5,457	\$62,163	
Wynoske, Rebecca	Psychiatry	Asst Professor	1.00	\$3,675	\$87,195	FY
Xie, Feng	Int Med Cardiology	Research Asst Professor	1.00	\$6,003	\$69,186	FY
Xiong, Huangui	Pharmacology/Exp Neuroscience	Assoc Professor	1.00	\$6,481	\$99,067	FY
Xiong, Wanfen	Surgery-General Surgery	Asst Professor	1.00	\$2,293	\$54,409	FY
Yan, Ying	Eppley Inst Faculty	Research Asst Professor	1.00	\$2,095	\$54,459	FY
Yates, Bernice Christophe	CON-Niedfelt Nursing Research Cente	Assoc Professor	1.00	\$4,335	\$102,868	FY
	CON-Omaha	Assoc Dean	0.00	\$0	\$5,000	FY
			1.00	\$4,335	\$107,868	
Yee, Gary C	COP Pharmacy Practice	Professor	1.00	\$4,894	\$134,932	FY
Yonkers, Anthony J	Otol-Head and Neck Surgery	Professor	1.00	\$6,918	\$164,147	FY
Young, David H	Surgery-General Surgery	Assoc Professor	0.50	\$1,837	\$43,597	FY
Young, Renee L	Int Med GI	Assoc Professor	1.00	\$4,762	\$112,986	FY
Yu, Fang	COPH Biostatistics	Asst Professor/Hlth Prof	1.00	\$3,520	\$83,520	FY
Zeger, Wesley G	Emergency Medicine	Asst Professor	1.00	\$3,971	\$94,220	FY
Zhan, Guilin	Ophthalmology	Asst Professor	1.00	\$2,793	\$66,266	FY
Zhao, Xiangshan	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$2,288	\$54,288	FY
Zhen, Weining	Radiation Oncology	Professor	1.00	\$8,826	\$109,122	FY
Zheng, Hong	Cellular/Integrative Physiology	Asst Professor	1.00	\$2,218	\$52,618	FY
Zheng, Jialin C	Pharmacology/Exp Neuroscience	Professor	1.00	\$9,459	\$121,775	FY
	Graduate Studies	Assoc Dean International Affairs	0.00	\$0	\$5,000	FY
			1.00	\$9,459	\$126,775	
Zimmerman, Lani M	CON-Lincoln	Professor/Cont	1.00	\$1,140	\$115,163	FY
Zimmerman, Matthew C	Cellular/Integrative Physiology	Asst Professor	1.00	\$3,300	\$78,300	FY
Zucker, Irving H	Cellular/Integrative Physiology	Chairperson	0.55	\$5,189	\$128,144	FY
	Cellular/Integrative Physiology	Professor	0.40	\$3,642	\$86,414	FY
	Cellular/Integrative Physiology	Theodore F Hubbard MD Chair/Cardiovascu	0.05	\$337	\$8,000	FY
			1.00	\$9,168	\$222,558	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Adcock, Phyllis K	Teacher Education	Assoc Professor	1.00	\$2,392	\$62,927	AY
Adidam, Phani T	Marketing and Management	Chairperson	0.60	\$5,127	\$66,118	AY
	Marketing and Management	Professor	0.40	\$3,417	\$41,678	AY
	Marketing and Management	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$8,544	\$112,796	
Adkins, Randall E	Political Science	Assoc Professor	1.00	\$2,270	\$56,048	AY
Akers, James C	Special Education Comm Disorders	Assoc Professor	0.50	\$1,506	\$38,753	AY
Akintunde, Omowale	Black Studies	Chairperson	0.60	\$0	\$48,600	AY
	Black Studies	Assoc Professor	0.40	\$0	\$30,000	AY
			1.00	\$0	\$78,600	
Al-Barari, Hassan	Political Science	Asst Professor	1.00	\$0	\$57,000	AY
Ali, Hesham H	College of Info Science and Tech	Dean	1.00	\$6,844	\$212,400	FY
Allen, Chris W	Communication	Assoc Professor	1.00	\$2,365	\$61,558	AY
Ambrose, David M	Marketing and Management	Professor	1.00	\$4,052	\$118,028	AY
Amend, John R	Facilities Management and Planning	Director of Fmp	1.00	\$6,500	\$128,500	FY
Ammons, Samantha	Sociology	Asst Professor	1.00	\$0	\$48,500	AY
Anderson, Amy L	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,320	\$55,326	AY
Anderson, Jessiline	Psychology	Assoc Professor	1.00	\$2,183	\$57,297	AY
Anstey, John R	Marketing and Management	Assoc Professor	1.00	\$3,158	\$78,855	AY
Antlfinger, Ann	Biology	Professor	1.00	\$2,769	\$74,076	AY
Arav, Rami	Philosophy & Religion	Asst Professor	1.00	\$2,166	\$54,330	AY
Arbelaez, Maria	History	Assoc Professor	1.00	\$2,418	\$60,635	AY
Armitage, Jack L	Department of Accounting	Chairperson	0.60	\$2,812	\$76,874	AY
	Department of Accounting	Professor	0.40	\$1,875	\$48,849	AY
	Department of Accounting	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,687	\$135,723	
Audi, Paul Robert	Philosophy & Religion	Asst Professor	1.00	\$2,066	\$50,566	AY
Austin, William P	Teacher Education	Assoc Professor	1.00	\$2,004	\$63,437	AY
Azadmanesh, M H	Computer Science	Professor	1.00	\$3,824	\$107,187	AY
Baccouch, Mahboub	Mathematics	Asst Professor	1.00	\$0	\$53,000	AY
Bacon, Nora Anne	English	Assoc Professor	1.00	\$2,367	\$59,620	AY
Bacon, W Meredith	Political Science	Professor	1.00	\$2,870	\$77,483	AY
Baguyos, Jeremy C	Music	Asst Professor	1.00	\$2,030	\$45,030	AY
Bales, W Kenton	Music	Professor	1.00	\$3,003	\$74,813	AY
	Music	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,003	\$84,813	
Barnes, Paul E	Counseling	Chairperson	0.60	\$1,965	\$48,608	FY
	Counseling	Assoc Professor	0.40	\$1,310	\$30,606	FY
			1.00	\$3,275	\$79,214	
Barone, Timi Lynne	Sociology	Assoc Professor	1.00	\$2,444	\$60,912	AY
Barron-McKeagney, Theresa	Social Work	Director, School	0.60	\$5,057	\$70,707	FY
	Social Work	Professor	0.40	\$3,371	\$41,512	FY
			1.00	\$8,428	\$112,219	
Bartle, John R	Public Administration	Director, School	0.60	\$2,893	\$75,053	FY
	Public Administration	Professor	0.40	\$1,930	\$45,236	FY
	Public Administration	Coordinator	0.00	\$0	\$4,800	FY
	Public Administration	Named Chair	0.00	\$0	\$3,000	FY
			1.00	\$4,823	\$128,089	
Bastola, Dhundy Raj	Computer Science	Asst Professor	1.00	\$2,994	\$82,994	AY
Batton, Candice Leigh	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$3,771	\$66,950	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Baum, Donald N	Economics	Chairperson	0.60	\$2,230	\$59,427	AY
	Economics	Assoc Professor	0.40	\$1,486	\$37,218	AY
			1.00	\$3,716	\$96,645	
Beard, Christine E	Music	Assoc Professor	1.00	\$5,210	\$53,188	AY
Behrns, Patrick C	Football	Head Coach - Football	0.60	\$2,786	\$55,800	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$1,856	\$37,200	FY
			1.00	\$4,642	\$93,000	
Beldin, Kerry L	Social Work	Asst Professor	1.00	\$0	\$51,000	AY
Bell, Joan L	College of Arts and Sciences	Assistant Dean	1.00	\$2,860	\$67,860	FY
Benjamin-Alvarado, Jonathan C	Political Science	Assoc Professor	1.00	\$2,256	\$55,592	AY
Berg, Kris E	Health Physical Educ & Recreation	Professor	1.00	\$3,855	\$104,350	AY
Berke Adrian, Melissa K	Music	Chairperson	0.60	\$1,653	\$36,857	AY
	Music	Assoc Professor	0.40	\$1,101	\$22,171	AY
			1.00	\$2,754	\$59,028	
Bernier, Robert E	Nebraska Business Development Cente	Assistant Dean	1.00	\$5,967	\$141,565	FY
Bertinetti, Joseph F	Counseling	Assoc Professor	1.00	\$2,582	\$69,510	AY
Betanabhatla, Jayaram	Physics	Assoc Professor	1.00	\$2,443	\$63,362	AY
Bingham, Shereen G	Communication	Professor	1.00	\$2,906	\$75,452	AY
Bishop, Michael Peter	Geography/Geology	Professor	1.00	\$3,628	\$92,805	FY
	Geography/Geology	Director	0.00	\$0	\$10,000	FY
			1.00	\$3,628	\$102,805	
Blair, Robert F	Public Administration	Assoc Professor	1.00	\$2,994	\$74,955	AY
Blanke, Daniel	Health Physical Educ & Recreation	Director, School	0.48	\$4,100	\$54,370	FY
	Health Physical Educ & Recreation	Professor	0.32	\$2,734	\$34,647	FY
	Campus Recreation	Director	0.20	\$1,708	\$24,054	FY
			1.00	\$8,542	\$113,071	
Blaskovich, Jennifer Lynn	Department of Accounting	Asst Professor	1.00	\$4,373	\$109,373	AY
Blizek, William L	Philosophy & Religion	Chairperson	0.60	\$1,895	\$53,839	AY
	Philosophy & Religion	Professor	0.40	\$1,264	\$34,693	AY
			1.00	\$3,159	\$88,532	
Blomfield, Bridget	Philosophy & Religion	Asst Professor	1.00	\$2,036	\$50,036	AY
Bloom, Melanie Louise	Foreign Languages	Asst Professor	1.00	\$2,215	\$52,213	AY
Boocker, Joseph D	College of Arts and Sciences	Dean	1.00	\$0	\$140,000	FY
Boss, Judith	English	Professor	1.00	\$2,129	\$70,451	AY
Boucher, Lisa Diane	Biology	Assoc Professor	1.00	\$2,481	\$61,281	AY
Bowen, Brent	Aviation Institute	Professor	1.00	\$4,820	\$112,591	AY
	Aviation Institute	Professorship	0.00	\$0	\$22,000	AY
			1.00	\$4,820	\$134,591	
Box, Richard C	Public Administration	Professor	1.00	\$3,652	\$93,932	AY
	Public Administration	Regents/Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,652	\$98,932	
Boyer, Janice Sue	Criss Library	Professor	1.00	\$3,375	\$111,652	FY
Bradshaw, Laurence	Art and Art History	Professor	1.00	\$2,780	\$78,672	AY
Bragg, Thomas B	Biology	Professor	1.00	\$3,257	\$86,955	AY
Bramlett, Franklin E	English	Assoc Professor	1.00	\$2,283	\$56,836	AY
Brasile, Frank M	Health Physical Educ & Recreation	Professor	1.00	\$2,725	\$74,703	AY
Brennan, Pauline Katherine	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,529	\$61,852	AY
Bridgford, Tracy B	English	Assoc Professor	1.00	\$2,278	\$56,651	AY
Brignoni, Evangelina	Teacher Education	Asst Professor	1.00	\$2,254	\$50,184	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Brown, Joseph S	Psychology	Professor	1.00	\$2,640	\$72,439	AY
	Psychology	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,640	\$82,439	
Buchelt, Lisabeth Claire	English	Asst Professor	1.00	\$2,175	\$53,264	AY
Bullock, Steve	Political Science	Asst Professor	1.00	\$3,960	\$59,158	FY
Bykerk, Loree	Political Science	Chairperson	0.60	\$1,718	\$46,831	AY
	Political Science	Professor	0.40	\$1,145	\$28,821	AY
			1.00	\$2,863	\$75,652	
Cammack, Rex George	Geography/Geology	Asst Professor	1.00	\$2,455	\$60,816	AY
Carballal, Ana I	Foreign Languages	Asst Professor	1.00	\$2,157	\$50,305	AY
Carlson, Robert E	Communication	Professor	1.00	\$3,155	\$72,296	AY
Carroll, James Allen	Chemistry	Chairperson	0.60	\$1,616	\$43,688	AY
	Chemistry	Assoc Professor	0.40	\$1,077	\$26,725	AY
			1.00	\$2,693	\$70,413	
Carroll, Michael	Goodrich	Assoc Professor	1.00	\$2,510	\$63,853	AY
Carter, David J	Counseling	Assoc Professor	1.00	\$2,326	\$61,045	AY
Casas, Juan F	Psychology	Assoc Professor	1.00	\$2,182	\$57,263	AY
Cast-Brede, Melissa A	Criss Library	Asst Professor	1.00	\$2,563	\$62,390	FY
Cederblom, Jerry B	Goodrich	Chairperson	0.60	\$2,227	\$57,345	AY
	Goodrich	Professor	0.40	\$1,484	\$36,430	AY
			1.00	\$3,711	\$93,775	
Chase, Bruce A	Biology	Professor	1.00	\$2,765	\$70,672	AY
Chen, Shing-Jye	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,955	\$47,872	AY
Chen, Zhengxin	Computer Science	Professor	1.00	\$3,807	\$96,975	AY
Christie, Richard H	Educational Admin/Supervision	Asst Professor	0.60	\$1,342	\$34,342	AY
	College of Education	Executive Director	0.40	\$894	\$26,494	AY
			1.00	\$2,236	\$60,836	
Chundi, Parvathi	Computer Science	Asst Professor	1.00	\$3,813	\$100,373	AY
Chung, Joong-Gun	Political Science	Professor	0.50	\$1,758	\$40,715	AY
Claussen, Constance J	Intercollegiate Athletics	Assistant Director	0.25	\$219	\$6,483	FY
Clinkinbeard, Samantha Ann	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,353	\$56,353	AY
Clute, William	Sociology	Professor	0.50	\$1,748	\$42,418	AY
Co, Catherine Y	Economics	Professor	1.00	\$3,664	\$94,052	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,664	\$99,052	
Conley, William Edward	Business and Finance	Vice Chancellor	1.00	\$7,920	\$187,920	FY
Conway, David F	College of Education	Associate Dean	1.00	\$4,447	\$105,517	FY
Cople III, Sumner Edward	Department of Accounting	Assoc Professor	1.00	\$4,342	\$108,369	AY
Corbin, David	Health Physical Educ & Recreation	Professor	1.00	\$2,964	\$77,381	AY
Corcoran, William J	Economics	Assoc Professor	1.00	\$3,686	\$83,668	AY
Cortese, Michael John	Psychology	Assoc Professor	1.00	\$5,445	\$57,475	AY
Coyne, Ann	Social Work	Professor	1.00	\$3,093	\$83,716	AY
Crank, John Paul	School of Criminology & Criminal Justice	Professor	1.00	\$3,770	\$100,732	AY
Cruz, Ana M	Communication	Asst Professor	1.00	\$2,174	\$53,647	AY
Czarnecki, James	Art and Art History	Professor	1.00	\$2,430	\$69,152	AY
Dahl, Elizabeth Susan	Political Science	Asst Professor	1.00	\$2,055	\$50,530	AY
Dando, Christina E	Geography/Geology	Asst Professor	1.00	\$2,226	\$52,489	AY
Danielson, Kathleen E	Teacher Education	Professor	1.00	\$3,050	\$76,532	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Danielson, Lana M	Teacher Education	Chairperson	0.60	\$2,433	\$59,509	FY
	Teacher Education	Professor	0.40	\$1,622	\$36,473	FY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$4,055	\$105,982	
Darcy, Robert Farquhar	English	Asst Professor	1.00	\$2,130	\$51,751	AY
Dasgupta, Prithviraj	Computer Science	Assoc Professor	1.00	\$3,845	\$98,236	AY
Davis, Sidney A	ISQA	Assoc Professor	1.00	\$2,945	\$85,929	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$2,945	\$107,929	
Day, Gary	Art and Art History	Professor	1.00	\$2,972	\$75,864	AY
	Art and Art History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,972	\$78,864	
De Vreede, Gerardus J	ISQA	Professor	1.00	\$5,500	\$147,334	AY
	ISQA	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$5,500	\$152,334	
Decker, Christopher S	Economics	Assoc Professor	1.00	\$4,235	\$92,180	AY
Deffenbacher, Kenneth A	Psychology	Chairperson	0.60	\$2,323	\$66,292	AY
	Psychology	Professor	0.40	\$1,548	\$41,794	AY
			1.00	\$3,871	\$108,086	
Defrank, Audrey	Criss Library	Assoc Professor	1.00	\$3,034	\$70,450	FY
	Criss Library	Director, Public Services	0.00	\$0	\$7,500	FY
			1.00	\$3,034	\$77,950	
deGraw, William A	Biology	Professor	1.00	\$3,310	\$91,944	AY
Deichert, Jerome A	Center for Public Affairs Research	Director/Chair	0.60	\$2,144	\$56,269	FY
	Center for Public Affairs Research	Senior Research Associate	0.40	\$1,429	\$35,112	FY
			1.00	\$3,573	\$91,381	
DeLone, Gregory J	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,365	\$56,719	AY
DeLone, Miriam A	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$2,448	\$65,364	AY
Denker Jr, Clement L	Alumni Association	Director	1.00	\$0	\$103,147	FY
Denney, Micheal	Wrestling	Head Coach - Wrestling	0.60	\$1,510	\$44,662	AY
	Health Physical Educ & Recreation	Instructor	0.40	\$1,007	\$29,774	AY
			1.00	\$2,517	\$74,436	
Desmarais, Michele M	Philosophy & Religion	Assoc Professor	1.00	\$5,244	\$56,496	AY
Diamond, Arthur M	Economics	Professor	1.00	\$3,792	\$99,890	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,792	\$104,890	
Dick, James	Teacher Education	Professor	1.00	\$2,941	\$81,101	AY
Dickson, Laura K	Criss Library	Assoc Professor	1.00	\$1,904	\$62,984	FY
Dody, Teresa Dawn	Music	Asst Professor	1.00	\$1,742	\$46,390	AY
D'Souza, Henry J	Social Work	Professor	1.00	\$2,876	\$76,478	AY
Dufner, Donna L	ISQA	Assoc Professor	1.00	\$3,839	\$92,397	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$3,839	\$114,397	
Duggin, Richard C	Writer's Workshop	Professor	0.50	\$1,367	\$45,215	AY
Dwyer, Karen Kangas	Communication	Professor	1.00	\$2,736	\$69,011	AY
	Communication	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,736	\$79,011	
Edick, Nancy A	Teacher Education	Assoc Professor	1.00	\$2,505	\$58,489	AY
Edwards, Sarah K	Teacher Education	Assoc Professor	1.00	\$2,528	\$59,263	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Eesley, Dale	Marketing and Management	Asst Professor	1.00	\$0	\$105,000	AY
Egan, Robert	Biology	Professor	1.00	\$3,308	\$88,655	AY
Eikenberry, Angela Marie	Public Administration	Asst Professor	1.00	\$2,637	\$64,637	AY
Elder, Gove Griffith	Mathematics	Professor	1.00	\$6,848	\$71,560	AY
	Mathematics	Named Chair	0.00	\$0	\$12,000	AY
			1.00	\$6,848	\$83,560	
Eldridge, Susan W	Department of Accounting	Assoc Professor	1.00	\$7,638	\$111,526	AY
Engelmann, George	Geography/Geology	Professor	1.00	\$2,629	\$70,465	AY
Erb, Rachel A	Criss Library	Asst Professor	1.00	\$3,433	\$57,433	FY
Erickson Jr, John E	Marketing and Management	Asst Professor	1.00	\$5,031	\$115,121	AY
Eskridge, Chris	School of Criminology & Criminal Justice	Professor	1.00	\$3,037	\$77,746	AY
Ewing, Wanda D	Art and Art History	Asst Professor	1.00	\$1,928	\$49,509	AY
Falconer Al-Hindi, Karen	Geography/Geology	Professor	1.00	\$7,089	\$67,893	AY
	College of Arts and Sciences	Women's Studies Director	0.00	\$0	\$8,000	AY
			1.00	\$7,089	\$75,893	
Farhat, Hassan A	Computer Science	Professor	1.00	\$3,550	\$98,128	AY
Fawcett, James D	Biology	Assoc Professor	1.00	\$2,821	\$75,772	AY
Fiene, John L	Academic Affairs - Technology	Assoc Vice Chancellor	1.00	\$6,135	\$145,556	FY
File, Richard Garrison	Department of Accounting	Professor	1.00	\$4,523	\$123,962	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,500	AY
			1.00	\$4,523	\$129,462	
Fluckiger, Jarene	Teacher Education	Professor	1.00	\$2,491	\$66,206	AY
Foltz, Roger	Music	Professor	1.00	\$3,255	\$85,231	AY
Franklin, Robert Allen	Media	Director	0.75	\$0	\$60,000	FY
	Communication	Asst Professor	0.25	\$0	\$20,000	FY
			1.00	\$0	\$80,000	
Freeman, James W	Multicultural Affairs	Director Multicultural Affairs	1.00	\$3,475	\$82,442	FY
French, Jeffrey A	Psychology	Professor	1.00	\$3,244	\$82,529	AY
	Psychology	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,244	\$92,529	
Friehe, Mary J	Special Education Comm Disorders	Chairperson	0.60	\$2,251	\$56,738	FY
	Special Education Comm Disorders	Professor	0.40	\$1,500	\$35,425	FY
			1.00	\$3,751	\$92,163	
From, Steven G	Mathematics	Professor	1.00	\$3,060	\$79,046	AY
	Mathematics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,060	\$84,046	
Fruhling, Ann L	ISQA	Assoc Professor	1.00	\$7,155	\$105,851	AY
Gandhi, Robin	Computer Science	Asst Professor	1.00	\$0	\$90,000	AY
Garcia, Claudia S	Foreign Languages	Asst Professor	1.00	\$2,021	\$49,021	AY
Garver, Bruce	History	Professor	1.00	\$3,155	\$84,608	AY
Gascoigne, Carolyn E	Foreign Languages	Chairperson	0.60	\$1,635	\$42,901	AY
	Foreign Languages	Professor	0.40	\$1,090	\$26,201	AY
	Foreign Languages	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,725	\$74,102	
Geluso, Kenneth	Biology	Professor	0.50	\$1,696	\$38,552	AY
Gershovich, Moshe	History	Professor	1.00	\$6,491	\$62,174	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$6,491	\$65,174	
Gesick, Lorraine M	History	Assoc Professor	1.00	\$2,403	\$63,313	AY
Gift, Alan	Chemistry	Asst Professor	1.00	\$0	\$51,000	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Gildersleeve, Charles R	Geography/Geology	Professor	1.00	\$3,399	\$90,847	AY
Girten, Kristin Marie	English	Asst Professor	1.00	\$2,159	\$52,732	AY
Glasser, D Scott	Theatre	Chairperson	0.60	\$2,999	\$41,240	AY
	Theatre	Assoc Professor	0.40	\$2,000	\$25,094	AY
			1.00	\$4,999	\$66,334	
Gouttierre, Thomas	International Studies and Programs	Dean	1.00	\$5,453	\$129,375	FY
Gouveia, Lourdes	Sociology	Professor	1.00	\$2,880	\$73,321	AY
Graham, Robert M	Physics	Chairperson	0.60	\$1,843	\$53,602	AY
	Physics	Professor	0.40	\$1,229	\$33,335	AY
			1.00	\$3,072	\$86,937	
Grams, Laura W	Philosophy & Religion	Asst Professor	1.00	\$2,197	\$54,908	AY
Grandgenett, Nealy Frank	Teacher Education	Professor	1.00	\$3,023	\$75,629	AY
	Teacher Education	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,023	\$80,629	
Greer, Donald L	Health Physical Educ & Recreation	Assoc Professor	1.00	\$2,051	\$60,890	AY
Greiner, Martina	ISQA	Asst Professor	1.00	\$0	\$100,000	AY
Grigg, John Allen	History	Asst Professor	1.00	\$2,196	\$50,133	AY
Guerra, Ramon	English	Asst Professor	1.00	\$0	\$52,000	AY
Guo, Haifeng	Computer Science	Assoc Professor	1.00	\$6,650	\$97,992	AY
Guo, Weiyu	Finance, Banking and Law	Assoc Professor	1.00	\$4,103	\$108,180	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,103	\$118,180	
Hafer, John C	Marketing and Management	Assoc Professor	1.00	\$4,742	\$131,237	AY
Hagen, James	Chemistry	Professor	1.00	\$2,946	\$74,558	AY
Hansen, Derrin L	Men's Basketball	Head Coach - Basketball	0.60	\$1,858	\$48,312	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$1,239	\$32,208	FY
			1.00	\$3,097	\$80,520	
Harden, Matthew Chovine	Music	Assoc Professor	1.00	\$5,301	\$57,618	AY
Harder, Jeanette A	Social Work	Asst Professor	1.00	\$2,368	\$59,732	AY
Harland, Lynn K	College of Business Administration	Associate Dean	1.00	\$6,429	\$152,538	FY
Harrington, Judith	Goodrich	Professor	1.00	\$2,871	\$75,792	AY
Harrington, Scott A	Counseling	Assoc Professor	1.00	\$3,223	\$82,757	AY
Harrison, Wayne	Psychology	Professor	1.00	\$2,672	\$73,486	AY
Hawkins, Daniel Nathan	Sociology	Asst Professor	1.00	\$2,165	\$51,679	AY
Haworth, Dwight Allen	ISQA	Assoc Professor	1.00	\$3,304	\$97,789	AY
Hayes, Karen L	Educational Admin/Supervision	Assoc Professor	1.00	\$2,764	\$73,229	AY
Heidel, Jack	Mathematics	Chairperson	0.60	\$2,069	\$56,695	AY
	Mathematics	Professor	0.40	\$1,380	\$35,397	AY
			1.00	\$3,449	\$92,092	
Hein, Karen K	Criss Library	Asst Professor	1.00	\$2,098	\$61,911	FY
	Criss Library	Director, Library Operations	0.00	\$0	\$7,500	FY
			1.00	\$2,098	\$69,411	
Helm, David	Art and Art History	Professor	1.00	\$3,096	\$66,748	AY
Henebry, Kathleen	Finance, Banking and Law	Assoc Professor	1.00	\$4,024	\$98,453	AY
Henry, Rita M	Student Services	Asst Vice Chancellor	1.00	\$3,623	\$89,880	FY
Herold, Robert R	Baseball	Head Coach - Baseball	0.60	\$1,365	\$35,491	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$910	\$23,661	FY
			1.00	\$2,275	\$59,152	
Hewins-Maroney, Barbara	Goodrich	Asst Professor	1.00	\$2,735	\$68,082	AY
Hickman, Betty L	Mathematics	Assoc Professor	1.00	\$3,558	\$85,448	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hill, John W	Educational Admin/Supervision	Chairperson	0.60	\$2,681	\$75,226	FY
	Educational Admin/Supervision	Professor	0.40	\$1,788	\$47,751	FY
			1.00	\$4,469	\$122,977	
Hillyer, Nora Ann	Criss Library	Asst Professor	1.00	\$2,282	\$53,102	FY
Hilt, Michael L	College of Comm, Fine Arts & Media	Assistant Dean	1.00	\$0	\$97,000	FY
Hoburg, Roger	Chemistry	Professor	1.00	\$3,386	\$90,096	AY
Hoffman, Dennis	School of Criminology & Criminal Justice	Professor	1.00	\$2,983	\$76,085	AY
Holland, Jonna L	Marketing and Management	Assoc Professor	1.00	\$4,348	\$102,814	AY
Holley, Lyn M	Gerontology	Asst Professor	1.00	\$2,901	\$70,367	AY
Holloway, Aleksey	Physics	Assoc Professor	1.00	\$2,588	\$67,001	AY
Holloway, Carson L	Political Science	Assoc Professor	1.00	\$5,089	\$54,653	AY
Homer, Arthur T	Writer's Workshop	Professor	1.00	\$2,840	\$71,515	AY
Huberty, Jennifer Lynne	Health Physical Educ & Recreation	Asst Professor	1.00	\$2,184	\$49,832	AY
	Health Physical Educ & Recreation	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,184	\$59,832	
Huebner, Joseph L	Finance	Dir of Finance/Controller	1.00	\$6,425	\$128,500	FY
Hughes, Lorine Akemi	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,319	\$55,288	AY
Huq, Ziaul	Marketing and Management	Professor	1.00	\$4,888	\$110,395	AY
Hynes, Terry	Academic and Student Affairs	Sr Vice Chancellor	1.00	\$10,000	\$210,000	FY
Irvin, Deborah Mary	Special Education Comm Disorders	Assoc Professor	0.50	\$1,437	\$34,372	AY
Jacobs, Susan	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$3,237	\$84,018	AY
Johanningsmeier, Charles Alan	English	Professor	1.00	\$2,503	\$64,120	AY
Johansen, Bruce E	Communication	Professor	1.00	\$2,971	\$78,895	AY
	Communication	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,971	\$83,895	
Johnson, James D	Music	Professor	1.00	\$2,746	\$74,487	AY
Jones, James R	Marketing and Management	Assoc Professor	1.00	\$3,391	\$99,368	AY
Jones, Margaret A	Black Studies	Asst Professor	1.00	\$2,206	\$52,223	AY
Jones, Robbie D	Theatre	Asst Professor	1.00	\$1,862	\$48,772	AY
Jung, Anthony	Foreign Languages	Professor	1.00	\$3,311	\$91,692	AY
Kadleck, Colleen	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$2,645	\$60,757	AY
	School of Criminology & Criminal Justice	Coordinator of Lincoln Programs	0.00	\$0	\$5,000	AY
			1.00	\$2,645	\$65,757	
Kaldahl, Timothy P	University Relations	Director,University Relations	1.00	\$3,500	\$78,500	FY
Kealey, Burch T	Department of Accounting	Assoc Professor	1.00	\$4,732	\$113,548	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$4,732	\$118,548	
Keiser, Kay Anne	Educational Admin/Supervision	Asst Professor	1.00	\$2,231	\$53,559	AY
Kelley Gillespie, Nancy Jo	Social Work	Asst Professor	1.00	\$2,322	\$57,525	AY
Kelly, Christopher M	Gerontology	Asst Professor	1.00	\$2,568	\$58,050	AY
Kelly-Vance, Lisa	Psychology	Professor	1.00	\$3,970	\$76,070	AY
Kemp, Michael O	Hockey	Head Coach - Hockey	1.00	\$6,523	\$154,771	FY
Kercher, Kyle C	Gerontology	Professor	1.00	\$3,256	\$85,312	AY
	Gerontology	Named Chair	0.00	\$0	\$25,200	AY
			1.00	\$3,256	\$110,512	
Khazanchi, Deepak	College of Info Science and Tech	Assoc Dean for Academic Affairs	1.00	\$6,822	\$161,857	FY
Kim, Halla	Philosophy & Religion	Assoc Professor	1.00	\$2,307	\$58,542	AY
King, Charles W	History	Assoc Professor	1.00	\$2,167	\$55,479	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Klosterman, Donald W	Women's Soccer	Head Coach - Soccer	0.60	\$1,123	\$33,212	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$748	\$22,141	FY
			1.00	\$1,871	\$55,353	
Knopp, Lisa J	English	Assoc Professor	1.00	\$2,266	\$56,277	AY
	English	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,266	\$59,277	
Kolok, Alan S	Biology	Professor	1.00	\$2,829	\$66,696	AY
Konvalina, John	Mathematics	Professor	1.00	\$3,540	\$95,318	AY
Kosloski, Karl D	Gerontology	Chairperson	0.60	\$2,271	\$59,483	AY
	Gerontology	Professor	0.40	\$1,515	\$36,456	AY
	Gerontology	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,786	\$100,939	
Krane, Dale Anthony	Public Administration	Professor	1.00	\$3,682	\$94,795	AY
	Public Administration	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,682	\$99,795	
Kreiling, Jodi Lynn	Chemistry	Asst Professor	1.00	\$2,151	\$51,936	AY
Kriz, Kenneth A	Public Administration	Assoc Professor	1.00	\$3,217	\$81,380	AY
Kuhlman, Wilma	Teacher Education	Professor	1.00	\$2,835	\$69,404	AY
Kwak, Wikil	Department of Accounting	Professor	1.00	\$4,941	\$121,773	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$4,941	\$126,773	
Lamsam, Teresa A	Communication	Assoc Professor	1.00	\$2,421	\$61,487	AY
Landis, Melodee	Teacher Education	Assoc Professor	1.00	\$2,255	\$58,400	AY
Laquer, Frederic C	Chemistry	Assoc Professor	1.00	\$2,634	\$65,668	AY
Latchaw, Joan	English	Assoc Professor	1.00	\$2,349	\$58,997	AY
Leader Janssen, Elizabeth Marie	Special Education Comm Disorders	Asst Professor	1.00	\$1,770	\$44,770	AY
Lee, Claudette	Social Work	Asst Professor	1.00	\$2,678	\$69,320	FY
Leonard, Lynnette Grace	Communication	Asst Professor	1.00	\$2,112	\$51,601	AY
Lewis, Darryll M	Finance, Banking and Law	Assoc Professor	1.00	\$3,142	\$76,389	AY
Lin, Shuanglin	Economics	Professor	1.00	\$4,253	\$92,763	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,253	\$102,763	
Lipschultz, Jeremy Harris	Communication	Director, School	0.60	\$2,611	\$69,054	FY
	Communication	Professor	0.40	\$1,741	\$42,836	FY
			1.00	\$4,352	\$111,890	
Littrell, Boyd	Sociology	Professor	0.50	\$1,823	\$44,914	AY
Lomneth, Richard B	Chemistry	Assoc Professor	1.00	\$2,767	\$63,341	AY
Lorsbach, Thomas	Special Education Comm Disorders	Professor	1.00	\$2,783	\$75,691	AY
	Special Education Comm Disorders	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,783	\$78,691	
Low, David	Music	Professor	1.00	\$3,476	\$98,155	AY
Lu, Guoqing	Biology	Asst Professor	1.00	\$3,164	\$83,872	AY
Luther, Ann E	Counseling	Asst Professor	1.00	\$0	\$45,000	AY
Madsen, Peter C	Music	Assoc Professor	1.00	\$2,400	\$53,896	AY
Maher, Harmon Droge	Geography/Geology	Professor	1.00	\$3,860	\$76,580	AY
Maher, Susan Naramore	English	Chairperson	0.60	\$1,657	\$45,446	AY
	English	Professor	0.40	\$1,105	\$27,897	AY
	English	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,762	\$78,343	
Mahoney, William	Computer Science	Assistant Professor	1.00	\$0	\$105,000	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Maisondieu Laforge, Olivier J	Finance, Banking and Law	Asst Professor	1.00	\$4,277	\$112,690	AY
Manley, Eric	College of Arts and Sciences	Associate Dean	1.00	\$3,893	\$92,373	FY
Mannering, Linda W	Institutional Research	Director	1.00	\$4,773	\$113,255	FY
Maring, Marvel A	Criss Library	Asst Professor	1.00	\$3,418	\$56,927	FY
Marshall, Christopher Eric	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$2,479	\$66,328	AY
Marshall, Gary S	Public Administration	Professor	1.00	\$7,313	\$81,201	AY
Martin, Thomas	Marketing and Management	Professor	1.00	\$4,608	\$116,551	AY
Masters, Julie L	Gerontology	Assoc Professor	1.00	\$3,020	\$70,897	AY
	Gerontology	Coordinator	0.00	\$0	\$1,500	AY
			1.00	\$3,020	\$72,397	
Matache, Mihaela T	Mathematics	Assoc Professor	1.00	\$2,548	\$60,558	AY
Matache, Valentin	Mathematics	Professor	1.00	\$6,740	\$64,895	AY
Matthews, Michael Edward	Mathematics	Asst Professor	1.00	\$2,356	\$56,625	AY
McAllister, Cher Love	Black Studies	Asst Professor	1.00	\$2,031	\$50,031	AY
McCarty, Gail Baker	College of Comm, Fine Arts & Media	Dean	1.00	\$6,730	\$159,685	FY
McCarty, John P	Biology	Professor	1.00	\$2,971	\$69,411	AY
	Biology	Environmental Studies Director	0.00	\$0	\$2,000	AY
			1.00	\$2,971	\$71,411	
McGlamery, Sheryl Lynne	Teacher Education	Professor	1.00	\$2,504	\$66,637	AY
McKenna, John J	English	Professor	1.00	\$3,006	\$80,749	AY
McKevitt, Brian Conner	Psychology	Asst Professor	1.00	\$2,263	\$58,418	AY
McWilliams, M Susan	Teacher Education	Asst Professor	1.00	\$2,222	\$49,120	AY
Means, Harrison J	Teacher Education	Assoc Professor	1.00	\$2,917	\$80,311	AY
Mecham, June L	History	Asst Professor	1.00	\$2,207	\$50,482	AY
Meendering, Jessica Rae	Health Physical Educ & Recreation	Asst Professor	1.00	\$2,129	\$48,973	AY
Meglich-Sespico, Patricia Ann	Marketing and Management	Asst Professor	1.00	\$3,765	\$93,765	AY
Mei, Wai-Ning	Physics	Professor	1.00	\$2,844	\$74,789	AY
Meier, Robert F	School of Criminology & Criminal Justice	Professor	1.00	\$4,632	\$133,736	AY
Melanson, William Jason	Philosophy & Religion	Asst Professor	1.00	\$2,225	\$52,225	AY
Menke, Kathy L	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$3,630	\$81,195	FY
Menyweather-Woods, Larry	Black Studies	Asst Professor	1.00	\$0	\$50,000	AY
Mesa, Jose A	Foreign Languages	Asst Professor	1.00	\$1,932	\$49,284	AY
Messerole, Michael J	Health Physical Educ & Recreation	Assoc Professor	1.00	\$2,446	\$55,711	AY
	Health Physical Educ & Recreation	Assistant Director	0.00	\$0	\$4,800	AY
			1.00	\$2,446	\$60,511	
Metal-Corbin, Josephine	Health Physical Educ & Recreation	Professor	1.00	\$3,037	\$77,269	AY
Miletsky, Zebulon	Black Studies	Asst Professor	1.00	\$0	\$52,000	AY
Miller, David Spencer	Intercollegiate Athletics	Director	1.00	\$4,600	\$119,600	FY
Mitchell, Carol T	Teacher Education	Professor	1.00	\$3,179	\$80,775	AY
Mitenko, Graham Robert	Finance, Banking and Law	Assoc Professor	1.00	\$4,318	\$111,559	AY
Monardo, Anna	Writer's Workshop	Professor	1.00	\$7,040	\$60,869	AY
Mordaunt, Owen G	English	Professor	1.00	\$2,667	\$69,517	AY
Morris, Rebecca J	Marketing and Management	Professor	1.00	\$4,992	\$118,998	AY
Moshier, Suzanne	Biology	Professor	1.00	\$2,837	\$76,317	AY
Najjar, Lotfollah	ISQA	Assoc Professor	1.00	\$3,516	\$93,260	AY
Nash, Robert	Criss Library	Professor	1.00	\$2,873	\$72,641	FY
Nazem, Sufi M	Marketing and Management	Professor	0.50	\$1,640	\$54,261	AY
Neathery-Castro, Jody L	Political Science	Assoc Professor	1.00	\$2,378	\$59,607	AY
Nelson, Timothy L	Women's Golf	Head Coach - Golf	0.25	\$301	\$8,903	FY
Neujahr, Joyce Sharon	Criss Library	Asst Professor	1.00	\$2,102	\$47,102	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Newman, Andrew J	Philosophy & Religion	Chairperson	0.60	\$1,645	\$44,501	AY
	Philosophy & Religion	Professor	0.40	\$1,098	\$28,468	AY
			1.00	\$2,743	\$72,969	
Ni, Jinlan	Economics	Asst Professor	1.00	\$3,178	\$81,194	AY
Nichter, Joshua M	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,867	\$48,919	AY
Noble, John M	Health Physical Educ & Recreation	Assoc Professor	1.00	\$2,374	\$58,413	AY
Nordman, Russell L	Art and Art History	Assoc Professor	1.00	\$5,335	\$53,633	AY
Nordness, Philip D	Special Education Comm Disorders	Asst Professor	1.00	\$1,872	\$47,872	AY
Novikov, Tatyana	Foreign Languages	Professor	1.00	\$2,647	\$66,515	AY
	Foreign Languages	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,647	\$69,515	
O'Connell, Bonnie P	Art and Art History	Professor	1.00	\$6,863	\$70,326	AY
Ogden, David C	Communication	Assoc Professor	1.00	\$2,443	\$59,498	AY
Ogle, Robbin S	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$2,856	\$67,393	AY
	School of Criminology & Criminal Justice	Coordinator of Grad Programs	0.00	\$0	\$5,000	AY
			1.00	\$2,856	\$72,393	
O'Hara, Michael J	Finance, Banking and Law	Professor	1.00	\$3,064	\$77,552	AY
Okhamafe, Imafedia	Goodrich	Professor	1.00	\$2,998	\$76,785	AY
Ortman, Richard F	Department of Accounting	Professor	1.00	\$4,017	\$110,202	AY
Ostler, C	Teacher Education	Professor	1.00	\$2,762	\$66,980	AY
Ottemann, Robert L	Marketing and Management	Assoc Professor	1.00	\$0	\$98,012	AY
Oyinlade, Abidemi O	Sociology	Professor	1.00	\$2,829	\$73,650	AY
Parker, Linda L	Criss Library	Assoc Professor	1.00	\$2,048	\$67,743	FY
Parnell, Juliette	Foreign Languages	Assoc Professor	1.00	\$2,436	\$59,534	AY
Pasco, Rebecca J	Teacher Education	Assoc Professor	1.00	\$2,776	\$67,448	AY
	College of Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,776	\$70,448	
Paterson, Douglas	Theatre	Professor	1.00	\$3,012	\$77,184	AY
Pavlinek, Petr	Geography/Geology	Professor	1.00	\$2,629	\$65,528	AY
Peake, Jeffrey S	Geography/Geology	Chairperson	0.60	\$1,734	\$46,657	AY
	Geography/Geology	Assoc Professor	0.40	\$1,155	\$28,704	AY
			1.00	\$2,889	\$75,361	
Peterson, David J	English	Asst Professor	1.00	\$2,143	\$52,200	AY
Peterson, Michael P	Geography/Geology	Professor	1.00	\$2,919	\$74,524	AY
Petrow, Gregory Alan	Political Science	Asst Professor	1.00	\$2,095	\$51,866	AY
Petter, Stacie Clark	ISQA	Asst Professor	1.00	\$4,315	\$108,130	AY
Phaneuf, Cynthia Lynn	Theatre	Professor	1.00	\$3,764	\$102,086	FY
	Theatre	Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$3,764	\$107,086	
Pickering, Barbara A	Communication	Assoc Professor	1.00	\$2,325	\$59,117	AY
Pietron, Leah Rose	ISQA	Assoc Professor	1.00	\$4,065	\$99,870	AY
Podariu, Iulia A	Physics	Asst Professor	1.00	\$2,292	\$54,672	AY
Pol, Louis George	College of Business Administration	Dean	1.00	\$8,158	\$208,576	FY
Pollak, Oliver	History	Professor	1.00	\$3,153	\$84,975	AY
Powell, Mary Ann	Sociology	Chairperson	0.60	\$1,435	\$39,084	AY
	Sociology	Assoc Professor	0.40	\$956	\$23,656	AY
			1.00	\$2,391	\$62,740	
Pratt, William C	History	Professor	1.00	\$3,162	\$88,397	AY
Price, John T	English	Professor	1.00	\$2,507	\$64,253	AY
Prisbell, Marshall	Communication	Professor	1.00	\$2,721	\$74,927	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Proulx, Patrice June	Foreign Languages	Professor	1.00	\$2,659	\$66,912	AY
Qureshi, Sajda	ISQA	Assoc Professor	1.00	\$4,955	\$129,304	AY
Rajaram, Shireen	Sociology	Professor	1.00	\$2,713	\$66,206	AY
Randall, Amanda	Social Work	Assoc Professor	1.00	\$5,518	\$63,016	AY
	Social Work	Msw Coordinator	0.00	\$0	\$4,000	AY
			1.00	\$5,518	\$67,016	
Rauter, Claudia M	Biology	Asst Professor	1.00	\$2,338	\$56,553	AY
Reames, Mary Jeanne	History	Assoc Professor	1.00	\$2,163	\$55,358	AY
Rech, Janice F	Mathematics	Assoc Professor	1.00	\$2,659	\$70,811	AY
Reed, Burton J	College of Public Affrs & Comm Svcs	Dean	1.00	\$12,707	\$182,138	FY
Reed, Christine Mary	Public Administration	Professor	1.00	\$3,513	\$89,900	AY
	Public Administration	Regents/Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,513	\$94,900	
Reidelbach, John H	Criss Library	Asst Professor	1.00	\$2,094	\$69,272	FY
Reilly, Hugh J	Communication	Assoc Professor	1.00	\$2,441	\$59,275	AY
Reiter-Palmon, Roni	Psychology	Professor	1.00	\$2,996	\$71,073	AY
	Psychology	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,996	\$76,073	
Richter-Egger, Dana L	College of Arts and Sciences	Director	0.75	\$1,707	\$41,625	AY
	Chemistry	Asst Professor	0.25	\$568	\$13,875	AY
			1.00	\$2,275	\$55,500	
Ritter, Beth R	Sociology	Assoc Professor	1.00	\$2,434	\$60,555	AY
Ritzman, Mitzi J	Special Education Comm Disorders	Asst Professor	1.00	\$1,805	\$46,848	AY
Robins, Barbara K	English	Assoc Professor	1.00	\$2,270	\$56,382	AY
Robinson Moore, Cynthia Lynne	Communication	Asst Professor	1.00	\$1,943	\$52,582	AY
Robinson, Wade A	Student Affairs	Assoc Vice Chancellor	1.00	\$7,715	\$132,008	FY
Rodie, Amy Risch	Marketing and Management	Assoc Professor	1.00	\$4,846	\$112,873	AY
Rogers, Jimmy A	Mathematics	Asst Professor	1.00	\$2,287	\$56,407	AY
Roiblat, Richelle Ester	Social Work	Asst Professor	1.00	\$0	\$52,000	AY
Roland, Thomas A	Music	Assoc Professor	1.00	\$2,367	\$53,773	AY
	Music	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,367	\$63,773	
Rolf, Karen Ann	Social Work	Asst Professor	1.00	\$2,189	\$53,147	AY
Romero, Troy A	Goodrich	Asst Professor	1.00	\$2,504	\$60,470	AY
Rose, Randall Arthur	Communication	Assoc Professor	1.00	\$2,319	\$65,337	AY
Roslanowski, Andrzej	Mathematics	Professor	1.00	\$6,724	\$64,728	AY
Rousseau, Mark O	Sociology	Professor	0.50	\$1,795	\$43,976	AY
Rowe, Wei Wang	Finance, Banking and Law	Assoc Professor	1.00	\$4,161	\$106,362	AY
Rowen, Donald	Biology	Assoc Professor	1.00	\$5,367	\$60,529	AY
Rozansky, Carol Vern	Teacher Education	Professor	1.00	\$2,753	\$74,879	AY
Ryalls, Brigitte O	Psychology	Assoc Professor	1.00	\$2,342	\$62,574	AY
Ryan, Carey S	Psychology	Professor	1.00	\$2,693	\$67,511	AY
Rykov, Vyacheslav V	Mathematics	Professor	1.00	\$2,491	\$64,820	AY
Saalfeld, Anita Kay	Foreign Languages	Asst Professor	1.00	\$1,990	\$47,990	AY
Sabiryanov, Renat F	Physics	Assoc Professor	1.00	\$2,694	\$64,329	AY
Saker, James R	Music	Professor	1.00	\$3,305	\$88,819	AY
Saltzman, Rosalie C	Honors Program	Director	0.75	\$2,233	\$58,057	AY
	English	Asst Professor	0.25	\$738	\$19,196	AY
			1.00	\$2,971	\$77,253	

University of Nebraska - UNO
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Samland, Theodore D	Women's Swimming/Diving	Head Coach - Swimming	0.60	\$1,098	\$28,548	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$732	\$19,033	FY
			1.00	\$1,830	\$47,581	
Sample, Lisa L	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$2,654	\$61,046	AY
Sanchez, Thomas W	Sociology	Asst Professor	1.00	\$2,272	\$55,216	AY
Savolainen, Jukka	School of Criminology & Criminal Justice	Assoc Professor	1.00	\$0	\$70,000	AY
Scarpello, Jeanne Katherine	Softball	Head Coach - Softball	0.60	\$1,208	\$35,728	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$805	\$23,819	FY
			1.00	\$2,013	\$59,547	
Scherer, Lisa Leahy	Psychology	Assoc Professor	1.00	\$2,694	\$74,207	AY
Scherer, Mark R	History	Assoc Professor	1.00	\$2,446	\$55,216	AY
Schoenbeck, Mark A	Biology	Assoc Professor	1.00	\$5,148	\$53,289	AY
Schulte, Laura Elizabeth	Teacher Education	Professor	1.00	\$2,922	\$72,287	AY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,922	\$82,287	
Schumaker, Alice Marie	Public Administration	Assoc Professor	1.00	\$3,033	\$76,088	AY
Seaberry, Jeannette S	Counseling	Professor	1.00	\$7,236	\$75,477	AY
Serenco, Henry	Art and Art History	Assoc Professor	1.00	\$2,716	\$76,536	AY
Shaw, James T	Criss Library	Professor	1.00	\$4,003	\$73,777	FY
	Criss Library	Coordinator	0.00	\$0	\$2,500	FY
			1.00	\$4,003	\$76,277	
Shearer, Patricia Patton	Women's Basketball	Head Coach - Basketball	0.60	\$1,296	\$44,491	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$864	\$29,661	FY
			1.00	\$2,160	\$74,152	
Sherer, Michael D	Communication	Professor	1.00	\$2,554	\$73,275	AY
Shi, Yong	ISQA	Professor	1.00	\$4,024	\$110,063	AY
	Info Tech/Info Systems eng	Named Chair	0.00	\$0	\$25,000	AY
			1.00	\$4,024	\$135,063	
Shires, Rose L	Volleyball	Head Coach - Volleyball	0.60	\$1,885	\$39,580	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$1,256	\$26,385	FY
			1.00	\$3,141	\$65,965	
Shorb, Stephen Russell	Criss Library	Dean	1.00	\$6,575	\$156,017	FY
Shroder Jr, John F	Geography/Geology	Professor	1.00	\$4,119	\$117,835	FY
Shultz, Steven D	Economics	Assoc Professor	1.00	\$3,765	\$100,618	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,765	\$110,618	
Shuster, Robert D	Geography/Geology	Assoc Professor	1.00	\$2,742	\$66,470	AY
Siedell, Daniel A	Art and Art History	Asst Professor	1.00	\$2,184	\$48,684	AY
Simcoe, Barbara J	Art and Art History	Assoc Professor	1.00	\$2,176	\$54,657	AY
Simi, Peter G	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,332	\$55,673	AY
Simmons, Jerold	History	Professor	1.00	\$2,742	\$74,512	AY
Sindhav, Birud G	Marketing and Management	Assoc Professor	1.00	\$4,561	\$99,562	AY
Sindt, Roger	Economics	Professor	1.00	\$4,130	\$112,690	AY
Siy, Harvey Pe	Computer Science	Asst Professor	1.00	\$3,958	\$95,511	AY
Skau, Michael W	English	Professor	1.00	\$3,103	\$83,956	AY
Skreija, Andris	Sociology	Assoc Professor	0.50	\$1,384	\$38,066	AY
Smith, Dennis J	History	Asst Professor	1.00	\$2,086	\$49,653	AY
Smith, Kenneth E	Teacher Education	Assoc Professor	1.00	\$2,693	\$64,725	AY
Smith, Pamela J	Goodrich	Professor	1.00	\$2,980	\$79,391	AY
Smith, Peter J	Educational Admin/Supervision	Asst Professor	1.00	\$1,981	\$47,981	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Smith, Robert William	Chemistry	Professor	1.00	\$2,558	\$63,543	AY
Smith, Russell Lane	Public Administration	Assoc Professor	1.00	\$4,565	\$120,255	FY
Smith, Stephen D	Women's Cross Country/Track	Head Coach - Track	0.60	\$940	\$32,260	FY
	Health Physical Educ & Recreation	Instructor	0.40	\$626	\$21,506	FY
			1.00	\$1,566	\$53,766	
Smith-Howell, Deborah S	Graduate Studies and Research	Dean	0.50	\$2,931	\$66,045	FY
	Academic and Student Affairs	Assoc Vice Chancellor	0.50	\$2,931	\$73,046	FY
			1.00	\$5,862	\$139,091	
Snyder, Scott D	Biology	Professor	1.00	\$6,898	\$64,817	AY
Sobel, Sharon R	Theatre	Professor	1.00	\$2,491	\$64,764	AY
Sollars, Suzanne I	Psychology	Assoc Professor	1.00	\$2,551	\$69,493	AY
Sowell, Glenn Allen	Physics	Assoc Professor	1.00	\$2,540	\$65,148	AY
Sowell, JoAnne Elaine	Art and Art History	Professor	1.00	\$7,053	\$71,469	AY
Srithongrung, Arwiphawee	Public Administration	Asst Professor	1.00	\$2,470	\$59,852	AY
Stack, Douglas E	Chemistry	Assoc Professor	1.00	\$2,366	\$61,110	AY
Stacy, Richard D	Health Physical Educ & Recreation	Professor	1.00	\$2,720	\$71,615	AY
Stasiak, Richard H	Biology	Professor	1.00	\$3,053	\$83,458	AY
Stephens, Larry	Mathematics	Professor	1.00	\$3,178	\$86,589	AY
Stergiou, Nicholas	Health Physical Educ & Recreation	Professor	1.00	\$3,641	\$89,524	FY
	Health Physical Educ & Recreation	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$3,641	\$99,524	
Strasser, Rosemary	Psychology	Assoc Professor	1.00	\$5,184	\$57,183	AY
Subramaniam, Mahadevan	Computer Science	Assoc Professor	1.00	\$6,916	\$103,587	AY
Surface, Jeanne L	Educational Admin/Supervision	Asst Professor	1.00	\$0	\$49,000	AY
Swain, Kristine J	Special Education Comm Disorders	Assoc Professor	1.00	\$2,253	\$56,770	AY
Swanson, Mark J	Biology	Asst Professor	1.00	\$2,208	\$52,275	AY
Swift, Andrew William	Mathematics	Asst Professor	1.00	\$2,143	\$52,179	AY
Szto, Peter P	Social Work	Asst Professor	1.00	\$2,569	\$63,391	AY
	Social Work	Associate Director	0.00	\$0	\$3,000	AY
			1.00	\$2,569	\$66,391	
Tapprich, William E	Biology	Chairperson	0.60	\$1,779	\$46,924	AY
	Biology	Professor	0.40	\$1,187	\$28,883	AY
			1.00	\$2,966	\$75,807	
Tarry, Scott E	Aviation Institute	Director/Chair	0.60	\$3,052	\$89,808	FY
	Aviation Institute	Professor	0.40	\$2,035	\$45,472	FY
			1.00	\$5,087	\$135,280	
Tate, Michael	History	Professor	1.00	\$3,450	\$88,455	AY
Teten, Amy Fair	Special Education Comm Disorders	Asst Professor	1.00	\$0	\$44,000	AY
Thomas, James M	Psychology	Assoc Professor	1.00	\$2,811	\$78,076	AY
Thompson III, Franklin Titus	Teacher Education	Assoc Professor	1.00	\$3,027	\$75,751	AY
Thorson, James A	Gerontology	Professor	0.40	\$1,507	\$49,870	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	FY
* <i>See also: UNL</i>			0.40	\$1,507	\$51,922	
Tisko, Edmund Leo	Chemistry	Asst Professor	1.00	\$2,304	\$56,307	AY
Tixier Y Vigil, Yvonne	Teacher Education	Asst Professor	1.00	\$2,441	\$64,542	AY
Todd, Robert G	Mathematics	Asst Professor	1.00	\$2,111	\$52,111	AY
Toller, Paige Whitney	Communication	Asst Professor	1.00	\$2,186	\$51,475	AY
Topp, Neal W	Teacher Education	Professor	1.00	\$2,672	\$72,188	AY
Torres, Steven Luis	Foreign Languages	Asst Professor	1.00	\$2,211	\$52,087	AY
Totten, Julie	Finance	Assoc Vice Chancellor	1.00	\$8,955	\$158,197	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Trammell, Rebecca Woods	School of Criminology & Criminal Justice	Asst Professor	1.00	\$2,353	\$56,353	AY
Tyma, Adam W	Communication	Asst Professor	1.00	\$0	\$49,500	AY
Van Vliet, Paul J	ISQA	Assoc Professor	1.00	\$3,831	\$92,128	AY
Villamil, Maria Elvira	Foreign Languages	Assoc Professor	1.00	\$2,458	\$60,288	AY
Volkman, David August	Finance, Banking and Law	Chairperson	0.60	\$2,741	\$71,462	AY
	Finance, Banking and Law	Assoc Professor	0.40	\$1,827	\$45,241	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$4,568	\$126,703	
Waggener, Miles B	Writer's Workshop	Asst Professor	1.00	\$2,163	\$49,116	AY
Wahab, Shaista	Crisis Library	Professor	1.00	\$2,099	\$69,443	FY
Wakefield, William	School of Criminology & Criminal Justice	Professor	1.00	\$3,661	\$92,562	AY
	School of Criminology & Criminal Justice	Coordinator of Sccj Outreach	0.00	\$0	\$5,000	AY
			1.00	\$3,661	\$97,562	
Wang, Zhenyuan	Mathematics	Professor	1.00	\$2,907	\$79,269	AY
Ward, Kerry Wayne	ISQA	Asst Professor	1.00	\$3,960	\$107,935	AY
Watanabe, Judith	Department of Accounting	Assoc Professor	1.00	\$3,643	\$114,108	AY
Weber, Allen T	Biology	Professor	1.00	\$3,157	\$86,893	AY
Weber, Gwen K	Social Work	Professor	0.50	\$1,880	\$43,587	AY
Welch, James D	Milo Bail Student Center	Director	1.00	\$4,425	\$95,000	FY
West, Janet Mason	Economics	Asst Professor	1.00	\$3,113	\$82,170	AY
Wetig, Sandra L	Teacher Education	Assoc Professor	1.00	\$2,481	\$57,682	AY
	Teacher Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,481	\$60,682	
White, Jay D	Public Administration	Professor	1.00	\$3,555	\$91,135	AY
	Public Administration	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,555	\$96,135	
Wileman, Stanley	Computer Science	Professor	1.00	\$3,769	\$102,158	AY
Wilkins, Daniel	Physics	Professor	1.00	\$2,850	\$72,203	AY
	Physics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,850	\$77,203	
Williams, Ethel H	Public Administration	Assoc Professor	1.00	\$3,124	\$78,713	AY
Williams, Paul A	Philosophy & Religion	Assoc Professor	1.00	\$2,287	\$56,541	AY
Williams, Steven L	Theatre	Assoc Professor	1.00	\$2,528	\$60,066	AY
	Theatre	Vice Chairperson	0.00	\$0	\$1,100	AY
			1.00	\$2,528	\$61,166	
Wilson, James	Biology	Asst Professor	1.00	\$0	\$52,000	AY
Wilson, Sherrie Lea	Communication	Assoc Professor	1.00	\$2,482	\$61,253	AY
Winter, Victor L	Computer Science	Assoc Professor	1.00	\$4,026	\$100,985	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$15,000	AY
			1.00	\$4,026	\$115,985	
Wolcott, Peter	ISQA	Assoc Professor	1.00	\$3,983	\$97,170	AY
Wolfenbarger, Lillian Lareesa	Biology	Assoc Professor	0.50	\$1,425	\$34,571	AY
Wood, Sharon Elizabeth	History	Chairperson	0.60	\$1,497	\$39,587	AY
	History	Assoc Professor	0.40	\$997	\$23,991	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,494	\$66,578	
Woods, Sara J	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$3,742	\$83,708	FY
Woody, Phyllis Jane	Social Work	Professor	1.00	\$3,229	\$88,212	AY
Woody, Robert	Psychology	Professor	1.00	\$3,472	\$99,952	AY
Woolf, Vincent M	Physics	Asst Professor	1.00	\$2,380	\$56,660	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Youn, Jong-Hoon	Computer Science	Assoc Professor	1.00	\$6,854	\$98,303	AY
Zand, Mansour K	Computer Science	Professor	1.00	\$3,449	\$94,797	AY
Zhong, Haizhen	Chemistry	Asst Professor	1.00	\$2,104	\$50,604	AY
Zhu, Qiuming	Computer Science	Chairperson	0.60	\$3,540	\$66,701	AY
	Computer Science	Professor	0.40	\$2,361	\$42,068	AY
			1.00	\$5,901	\$108,769	
Zigurs, Ilze	ISQA	Chairperson	0.60	\$3,856	\$98,126	AY
	ISQA	Professor	0.40	\$2,571	\$63,018	AY
	ISQA	Named Chair	0.00	\$0	\$20,000	AY
			1.00	\$6,427	\$181,144	

University of Nebraska - UNK
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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Agard, Julia Ann	Teacher Education	Asst Professor	1.00	\$2,400	\$64,208	AY
Agrawal, Vijay K	Marketing & MIS	Assoc Professor	1.00	\$3,408	\$98,815	AY
Ailes, Mary Elizabeth	History	Professor	1.00	\$2,608	\$67,999	AY
Alavi-Behbahani, Abdoulelahe	Computer Science & Information Syst	Asst Professor	1.00	\$2,621	\$71,775	AY
Albrecht, Marc C	Biology	Assoc Professor	1.00	\$2,223	\$58,114	AY
Alden, Donna S	Art & Art History	Assoc Professor	1.00	\$5,199	\$54,526	AY
Amstutz, David L	Physics & Physical Science	Assoc Professor	0.60	\$1,639	\$45,362	AY
	Physics & Physical Science	Chairperson	0.40	\$1,268	\$34,385	AY
			1.00	\$2,907	\$79,747	
Anderson, Gregory L	Library	Reference Librarian/Assoc Prof	1.00	\$2,341	\$62,167	FY
Anderson, John L	Political Science	Professor	1.00	\$3,056	\$70,069	AY
Archwamety, Teara	Counseling & School Psychology	Professor	1.00	\$4,009	\$86,125	AY
Arellano-Unruh, Juanita C	Health, Physical Ed & Recreation	Assoc Professor	0.60	\$1,332	\$34,807	AY
	Health, Physical Ed & Recreation	Chairperson	0.40	\$1,063	\$27,347	AY
			1.00	\$2,395	\$62,154	
Asay, Sylvia	Family Studies and Interior Design	Assoc Professor	1.00	\$2,220	\$58,015	AY
Ashman, Richard Douglas	Industrial Technology	Assoc Professor	1.00	\$2,686	\$74,028	AY
Aviles, William	Political Science	Assoc Professor	1.00	\$2,208	\$57,608	AY
Ballenger, Renee C	University Relations	Director Media Relations/Internal Comm	1.00	\$2,526	\$59,946	FY
Barua, Pradeep	History	Professor	1.00	\$2,719	\$68,492	AY
Batenhorst, Elaine	Teacher Education	Assoc Professor	0.50	\$1,230	\$29,176	AY
Bauer, David A	Music & Performing Arts	Professor	1.00	\$3,712	\$79,250	AY
Bauer, John T	Sociology Geography & Earth Science	Asst Professor	1.00	\$1,840	\$44,972	AY
Bauer, Marc D	Intercollegiate Athletics	Head Coach - Wrestling	1.00	\$2,086	\$40,195	FY
Beechner, Richard A	Intercollegiate Athletics	Head Coach - Mens Golf	0.00	\$155	\$4,137	FY
Benz, Joseph J	Psychology	Professor	1.00	\$3,749	\$77,176	AY
Benzel, Kathryn N	English	Professor	1.00	\$3,806	\$79,132	AY
Bishop, Paul L	Health, Physical Ed & Recreation	Professor	1.00	\$3,991	\$85,500	AY
Blauwkamp, Joan M	Political Science	Assoc Professor	0.60	\$1,336	\$34,941	AY
	Political Science	Chairperson	0.40	\$1,065	\$27,437	AY
			1.00	\$2,401	\$62,378	
Bloomfield, Susanne Kathryn	English	Professor	1.00	\$2,778	\$77,181	AY
Boken, Vijendra	Sociology Geography & Earth Science	Asst Professor	1.00	\$2,076	\$53,076	AY
Borchard, Kurt	Sociology Geography & Earth Science	Professor	1.00	\$11,713	\$67,604	AY
Borden, Karl J	Accounting/Finance	Professor	1.00	\$4,065	\$88,017	AY
Bressington, Cheryl	EO/Affirmative Action	Director Affirm Action/Equal Opp/Ada	0.60	\$1,450	\$33,819	FY
	Human Resources	Assistant Director	0.40	\$967	\$22,546	FY
			1.00	\$2,417	\$56,365	
Bridges, Deborah E	Academic Affairs	Faculty Asst to SVCAA	0.50	\$1,378	\$36,480	AY
	Economics	Assoc Professor	0.50	\$1,217	\$32,682	AY
			1.00	\$2,595	\$69,162	
Briner, Wayne	Psychology	Professor	1.00	\$3,269	\$70,688	AY
Broekemier, Gregory M	Marketing & MIS	Professor	0.60	\$2,092	\$50,918	AY
	Marketing & MIS	Chairperson	0.40	\$1,570	\$38,088	AY
			1.00	\$3,662	\$89,006	
Brown, Gregory A	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$2,198	\$57,257	AY
Brown, Ruth E	Communication	Assoc Professor	1.00	\$2,223	\$58,114	AY
Buckner, Nathan A	Music & Performing Arts	Assoc Professor	1.00	\$2,223	\$58,114	AY
Burbul, Derrick A	Art & Art History	Asst Professor	1.00	\$1,846	\$45,184	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Burger, Paul R	Sociology Geography & Earth Science	Assoc Professor	0.60	\$1,329	\$34,708	AY
	Sociology Geography & Earth Science	Chairperson	0.40	\$1,061	\$27,281	AY
			1.00	\$2,390	\$61,989	
Burkink, Timothy J	Business & Technology	Associate Dean Bus & Tech	0.50	\$3,368	\$46,340	AY
	Marketing & MIS	Professor	0.50	\$3,193	\$42,197	AY
			1.00	\$6,561	\$88,537	
Butler, Jeanne M	Center for Teaching Excellence	Director Ctr Tchg Excel	0.42	\$1,493	\$35,423	AY
	Assessment Office	Director of Assessment	0.41	\$1,493	\$35,423	AY
			0.83	\$2,986	\$70,846	
Campbell, Julia L	Criminal Justice & Social Work	Asst Professor	1.00	\$2,072	\$52,929	AY
Cao, Haishi	Chemistry	Asst Professor	1.00	\$1,866	\$45,866	AY
Carlson Jr, Joseph R	Criminal Justice & Social Work	Professor	1.00	\$3,056	\$70,069	AY
Carlson, Curtis K	University Relations	Vice Chancellor Univ Relations	1.00	\$4,660	\$124,160	FY
Carlson, Kimberly Ann	Biology	Assoc Professor	1.00	\$2,193	\$57,090	AY
Carnes, Holly A	Intercollegiate Athletics	Head Coach - Softball	1.00	\$1,185	\$31,557	FY
Carstenson, Larry G	Accounting/Finance	Professor	1.00	\$3,247	\$83,292	AY
Cautrell, Dion C	English	Asst Professor	1.00	\$1,896	\$46,896	AY
Chen, Ting-Lan	Music & Performing Arts	Asst Professor	1.00	\$1,846	\$45,163	AY
Christensen, Jane Ellen	Honors Program	Coordinator Honors Pgm	0.50	\$834	\$19,514	AY
	English	Senior Lecturer	0.50	\$833	\$19,514	AY
			1.00	\$1,667	\$39,028	
Cisler, Valerie C	Music & Performing Arts	Professor	0.60	\$1,768	\$41,788	AY
	Music & Performing Arts	Chairperson	0.40	\$1,354	\$32,001	AY
			1.00	\$3,122	\$73,789	
Clark, Aaron S	Mathematics & Statistics	Asst Professor	1.00	\$1,866	\$45,866	AY
Colsden, Lyle	Family Studies and Interior Design	Assoc Professor	1.00	\$2,838	\$79,240	AY
Combs, Harry J	Sociology Geography & Earth Science	Asst Professor	1.00	\$2,046	\$52,046	AY
Cook, James M	Music & Performing Arts	Professor	1.00	\$3,909	\$82,685	AY
Cook-Fong, Sandra K	Criminal Justice & Social Work	Assoc Professor	1.00	\$2,247	\$58,959	AY
Craig, Herbert E	Modern Languages	Professor	1.00	\$3,056	\$70,069	AY
Crocker, Ronald J	Music & Performing Arts	Professor	0.50	\$2,016	\$43,426	AY
	Fine Arts & Humanities	Associate Dean Fine Arts/Humanities	0.50	\$2,190	\$47,568	AY
			1.00	\$4,206	\$90,994	
Crosswhite-Gamble, Jennifer M	Family Studies and Interior Design	Asst Professor	1.00	\$1,942	\$48,463	AY
Cruzeiro, Patricia A	Educational Administration	Assoc Professor	0.60	\$1,462	\$39,254	AY
	Educational Administration	Chairperson	0.40	\$1,149	\$30,312	AY
			1.00	\$2,611	\$69,566	
Damon, John	English	Assoc Professor	1.00	\$2,219	\$57,989	AY
Dart, Lucas W	Alumni Association	Director Alumni Services	1.00	\$0	\$71,000	FY
Darveau, Scott A	Chemistry	Professor	0.60	\$1,565	\$40,798	AY
	Chemistry	Interim Chairperson	0.40	\$1,218	\$31,341	AY
			1.00	\$2,783	\$72,139	
Davis, Gary L	Music & Performing Arts	Professor	0.60	\$2,090	\$44,849	AY
	Honors Program	Director Honors Program	0.40	\$1,540	\$33,353	AY
			1.00	\$3,630	\$78,202	
Davis, Roger P	History	Professor	1.00	\$3,783	\$78,342	AY
Day, Damon D	Intercollegiate Athletics	Head Coach - Baseball	0.68	\$1,594	\$25,375	FY
	Health, Physical Ed & Recreation	Lecturer	0.32	\$738	\$11,759	FY
			1.00	\$2,332	\$37,134	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
De Goede, Geertruida C	Library	Reference Librarian/Assoc Prof	1.00	\$2,453	\$66,016	FY
Dennis, Thomas L	Art & Art History	Assoc Professor	1.00	\$2,402	\$64,271	AY
Dillon, Jeremy S	Sociology Geography & Earth Science	Assoc Professor	1.00	\$2,193	\$57,106	AY
Dimock, Aaron	Communication	Asst Professor	1.00	\$1,892	\$46,754	AY
Dinsmore, Julie Ann	Counseling & School Psychology	Professor	1.00	\$3,056	\$70,069	AY
Duffin, Diane L	Political Science	Assoc Professor	1.00	\$2,226	\$58,235	AY
Elder, Bruce Robert	Accounting/Finance	Professor	1.00	\$3,928	\$83,315	AY
Ellis, Mark R	History	Assoc Professor	1.00	\$2,212	\$57,760	AY
Emrys, Barbara	English	Professor	1.00	\$8,810	\$67,693	AY
Envick, Donald D	Industrial Technology	Professor	1.00	\$4,214	\$93,141	AY
Ericson, Bradley L	Biology	Assoc Professor	1.00	\$2,592	\$70,785	AY
Erlandson, Rene J	Library	Hd Technical Services/Systems/Assoc Prof	1.00	\$2,706	\$74,706	FY
Eshleman, Thomas	Economics	Assoc Professor	1.00	\$2,386	\$63,730	AY
Exstrom, Christopher	Chemistry	Professor	1.00	\$2,720	\$68,512	AY
Fendt, Eugene J	Philosophy	Professor	1.00	\$3,777	\$78,148	AY
Foradori, Anne	Music & Performing Arts	Assoc Professor	1.00	\$2,262	\$59,477	AY
Forrest, Krista D	Psychology	Assoc Professor	1.00	\$2,223	\$58,114	AY
Forster, Bruce A	Business & Technology	Dean Business/Technology	1.00	\$4,586	\$135,608	FY
	Business & Technology	Becker Endowed Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,586	\$145,608	
Fort, Charles	English	Professor	1.00	\$3,908	\$82,649	AY
Fox, Jerald Lee	International Education	Director International Education	0.50	\$2,134	\$50,640	FY
Fredrickson, Scott	Teacher Education	Professor	1.00	\$3,484	\$74,749	AY
Freeman Gregory, Lucille M	Teacher Education	Professor	0.50	\$1,954	\$41,327	AY
Frickel, Beverly J	Accounting/Finance	Assoc Professor	1.00	\$3,241	\$93,068	AY
Fritson, Krista K	Psychology	Asst Professor	1.00	\$2,059	\$52,479	AY
Fronczak, Janice	Theatre	Assoc Professor	1.00	\$2,201	\$57,366	AY
Garrison, Jack	Theatre	Assoc Professor	1.00	\$2,621	\$71,777	AY
Geluso, Keith	Biology	Asst Professor	1.00	\$1,878	\$46,277	AY
Gilbert, James N	Criminal Justice & Social Work	Professor	1.00	\$4,150	\$90,964	AY
Glazier, Stephen D	Sociology Geography & Earth Science	Professor	1.00	\$3,907	\$82,604	AY
Goro-Rapoport, Victoria	Art & Art History	Asst Professor	1.00	\$1,895	\$46,852	AY
Granrud, Amanda L	English	Lecturer	0.50	\$753	\$16,753	AY
	Writing Center	Coordinator Writing Center	0.50	\$753	\$16,753	AY
			1.00	\$1,506	\$33,506	
Hall, Steven C	Accounting/Finance	Professor	0.60	\$2,233	\$61,761	AY
	Accounting/Finance	Chairperson	0.40	\$1,664	\$45,318	AY
			1.00	\$3,897	\$107,079	
Hamaker, Michelle L	University Public Safety	Director Univ Public Safety	1.00	\$3,029	\$55,960	FY
Hansen, Tommy L	Teacher Education	Assoc Professor	1.00	\$2,358	\$62,769	AY
Harms, Sherri K	Computer Science & Information Syst	Assoc Professor	0.60	\$1,707	\$47,695	AY
	Computer Science & Information Syst	Chairperson	0.40	\$1,313	\$35,939	AY
			1.00	\$3,020	\$83,634	
Harriott, Janette	Music & Performing Arts	Assoc Professor	1.00	\$2,191	\$57,040	AY
Harrold, Francis B	Natural & Social Sciences	Dean Natural/Social Sciences	1.00	\$6,004	\$126,078	FY
Hart, Anita	Modern Languages	Professor	1.00	\$3,646	\$76,973	AY
Hartman, Mark D	Art & Art History	Assoc Professor	0.60	\$1,334	\$34,868	AY
	Art & Art History	Chairperson	0.40	\$1,064	\$27,389	AY
			1.00	\$2,398	\$62,257	
Harvey, Jennifer S	Library	Curriculum/Reference Librarian/Asst Pro	1.00	\$0	\$51,000	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Hastings, John D	Computer Science & Information Syst	Assoc Professor	1.00	\$2,964	\$83,575	AY
Heckman, Randall	Mathematics & Statistics	Professor	0.50	\$1,955	\$46,392	AY
Hedge Coke, Allison	English	Assoc Professor	0.50	\$1,061	\$27,311	AY
	English	Research Professor	0.50	\$1,060	\$27,310	AY
	English	Special Professorship/Reynolds Chair	0.00	\$0	\$15,000	AY
			1.00	\$2,121	\$69,621	
Heelan, Catherine A	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$2,205	\$57,518	AY
Heidenreich, Sheryl	Library	Ref Lib/Interlib Loan/Doc Del/Assoc Prof	1.00	\$2,213	\$57,772	FY
Hertner, John	Biology	Professor	0.60	\$2,401	\$51,513	AY
	Biology	Chairperson	0.40	\$1,776	\$38,484	AY
			1.00	\$4,177	\$89,997	
Hilton, Laurence M	Communication Disorders	Professor	0.60	\$2,378	\$54,718	AY
	Communication Disorders	Chairperson	0.40	\$1,760	\$40,621	AY
			1.00	\$4,138	\$95,339	
Hoback, William W	Biology	Professor	1.00	\$2,607	\$67,988	AY
Hodge, Kay A	Management	Assoc Professor	1.00	\$2,513	\$68,091	AY
Hoehner, Patricia	Educational Administration	Assoc Professor	1.00	\$2,464	\$66,386	AY
Hof, David D	Counseling & School Psychology	Associate Professor	1.00	\$2,206	\$57,533	AY
Hogg, Nanette M	Communication	Assoc Professor	1.00	\$4,820	\$63,965	AY
Honeyman, Susan E	English	Assoc Professor	1.00	\$2,190	\$56,975	AY
Hossain, Syed A	Mathematics & Statistics	Assoc Professor	1.00	\$2,503	\$67,745	AY
Jacobson, Howard D	Art & Art History	Professor	1.00	\$3,646	\$76,973	AY
Jacobson, Thomas P	Educational Administration	Assoc Professor	1.00	\$2,499	\$67,601	AY
Javidi, Akbar	Communication	Assoc Professor	1.00	\$2,426	\$65,086	AY
Jenkins, L Allan	Economics	Professor	1.00	\$3,705	\$82,339	AY
Jensen, Susan M	Management	Assoc Professor	1.00	\$5,236	\$78,241	AY
Johnson, Barbara L	Business and Finance	Vice Chancellor Business/Finance	1.00	\$6,700	\$152,200	FY
Jurma, William	Fine Arts & Humanities	Dean Fine Arts/Humanities	1.00	\$4,483	\$119,435	FY
Kauders, Audrey S	Museum of Nebraska Art	Director/Curator of Mona	1.00	\$3,597	\$85,353	FY
Keith, Diana J	Library	Head Gov Documents/Assoc Professor	1.00	\$2,510	\$67,965	FY
Kelley, Daryl G	Sociology Geography & Earth Science	Professor	1.00	\$2,948	\$69,665	AY
Khan, Nyla A	English	Asst Professor	1.00	\$1,895	\$46,852	AY
Kime, Katherine A	Mathematics & Statistics	Assoc Professor	1.00	\$2,242	\$58,783	AY
Kimmons, Janice K	Family Studies and Interior Design	Asst Professor	1.00	\$1,945	\$48,569	AY
Konecny, Ron	Management	Professor	1.00	\$3,546	\$80,209	AY
Kotcherlakota, Vani V	Economics	Professor	0.50	\$1,944	\$40,971	AY
Kovacs, Frank A	Chemistry	Assoc Professor	1.00	\$8,994	\$54,408	AY
Kreminska, Liubov	Physics & Physical Science	Asst Professor	1.00	\$1,896	\$46,896	AY
Kritzer, Jeffrey B	Teacher Education	Asst Professor	1.00	\$1,986	\$49,986	AY
Kropp, Sonja Dams	Modern Languages	Assoc Professor	0.60	\$1,357	\$35,686	AY
	Modern Languages	Chairperson	0.40	\$1,080	\$27,934	AY
			1.00	\$2,437	\$63,620	
Kropp, Tom	Health, Physical Ed & Recreation	Asst Professor	0.50	\$1,139	\$29,994	AY
	Intercollegiate Athletics	Co-Head Coach Men's Basketball	0.50	\$1,971	\$52,176	AY
			1.00	\$3,110	\$82,170	
Kruse, Martha J	English	Assoc Professor	0.60	\$1,334	\$34,880	AY
	English	Chairperson	0.40	\$1,064	\$27,396	AY
			1.00	\$2,398	\$62,276	
Kuskie, Larry Dale	Industrial Technology	Professor	1.00	\$3,949	\$84,061	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Kuskie, Marlene M	Counseling & School Psychology	Professor	0.50	\$1,742	\$37,375	AY
Lakey, John L	Human Resources	Asst VCBF/Dir Human Resources	1.00	\$4,264	\$78,440	FY
Lang, Michelle A	Art & Art History	Asst Professor	1.00	\$1,879	\$46,304	AY
Larsen, Michael L	Physics & Physical Science	Asst Professor	1.00	\$1,836	\$44,836	AY
Larson, Kennard G	Industrial Technology	Professor	1.00	\$3,751	\$83,910	AY
Larson, Lillian C	Communication Disorders	Assoc Professor	1.00	\$2,316	\$61,306	AY
Lawson, George M	Communication	Assoc Professor	1.00	\$2,564	\$69,845	AY
Lebsack, Richard R	Management	Professor	1.00	\$4,159	\$91,267	AY
Lebsack, Sandra Ann	Management	Assoc Professor	0.50	\$1,632	\$38,716	AY
Leung, Chung Yee Ada	Marketing & MIS	Asst Professor	1.00	\$0	\$81,016	AY
Lewis, Joan D	Teacher Education	Professor	1.00	\$11,082	\$67,623	AY
Lillis, John G	Library	Reference Librarian/Assoc Prof	1.00	\$2,464	\$66,412	FY
Lilly, Carol S	History	Professor	0.75	\$1,926	\$52,481	AY
	Academic Affairs	Interim Director International Studies	0.25	\$642	\$17,494	AY
	Academic Affairs	Director International Studies	0.00	\$146	\$3,453	AY
			1.00	\$2,714	\$73,428	
Liu, Xuli	Computer Science & Information Syst	Asst Professor	1.00	\$2,612	\$71,494	AY
Livingston, Kathy E	Institutional Research	Director Institutional Research	0.76	\$2,759	\$65,468	FY
	Academic Affairs	Asst to Sr Vice Chan Academic Affairs	0.24	\$880	\$20,880	FY
			1.00	\$3,639	\$86,348	
Lofton, Kevin L	Intercollegiate Athletics	Co-Head Coach Men's Basketball	1.00	\$2,145	\$57,145	FY
Lomicky, Carol S	Graduate Studies & Research	Associate Dean of Grad Studies/Research	0.50	\$1,592	\$38,685	AY
	Communication	Professor	0.50	\$1,417	\$34,542	AY
			1.00	\$3,009	\$73,227	
Longo, Peter J	Political Science	Professor	1.00	\$3,806	\$79,132	AY
Lopez, Samuel T	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$2,206	\$57,537	AY
Louishomme, Claude A	Political Science	Assoc Professor	0.75	\$1,656	\$43,213	AY
	Ethnic Studies	Director, Ethnic Studies Pgm	0.25	\$698	\$17,857	AY
			1.00	\$2,354	\$61,070	
Luscher, Robert M	English	Professor	1.00	\$3,797	\$82,147	AY
Lutfiyya, Lutfi A	Mathematics & Statistics	Professor	0.60	\$2,249	\$48,298	AY
	Mathematics & Statistics	Chairperson	0.40	\$1,674	\$36,340	AY
			1.00	\$3,923	\$84,638	
Luthans, Kyle W	Management	Professor	0.60	\$1,904	\$50,470	AY
	Management	Chairperson	0.40	\$1,445	\$37,790	AY
			1.00	\$3,349	\$88,260	
Lynott III, Francis J	Health, Physical Ed & Recreation	Asst Professor	1.00	\$1,986	\$49,986	AY
Machida, Satoshi	Political Science	Asst Professor	1.00	\$1,806	\$43,806	AY
Markes, C Treacia	Physics & Physical Science	Asst Professor	1.00	\$2,346	\$62,360	AY
Markes, Mark E	Physics & Physical Science	Assoc Professor	1.00	\$2,220	\$58,015	AY
Markussen, Phyllis Ann	Family Studies and Interior Design	Professor	0.60	\$2,188	\$46,184	AY
	Family Studies and Interior Design	Chairperson	0.40	\$1,633	\$34,932	AY
			1.00	\$3,821	\$81,116	
Martin, Thomas Scott	Philosophy	Professor	1.00	\$2,777	\$77,148	AY
Marxsen, Craig S	Economics	Assoc Professor	1.00	\$2,695	\$74,326	AY
Mattson, Jean L	Budget Office	Budget Officer	1.00	\$3,502	\$62,645	FY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Maughan, Suzanne L	Sociology Geography & Earth Science	Assoc Professor	0.75	\$1,654	\$43,139	AY
	Sociology Geography & Earth Science	Director Sociology	0.25	\$667	\$17,141	AY
			1.00	\$2,321	\$60,280	
McBride, Jon L	Intercollegiate Athletics	Athletic Director	1.00	\$4,505	\$106,891	FY
McFarland, Max A	Counseling & School Psychology	Professor	0.60	\$2,249	\$46,306	AY
	Counseling & School Psychology	Chairperson	0.40	\$1,675	\$35,013	AY
			1.00	\$3,924	\$81,319	
McKelvey, Michelle L	Communication Disorders	Asst Professor	1.00	\$2,136	\$55,136	AY
McQueen, Lee V	Facilities Mgt & Planning	Director of Facilities	1.00	\$4,585	\$90,611	FY
Mena-Werth, Jose L	Physics & Physical Science	Professor	1.00	\$2,948	\$69,666	AY
Messersmith, Kenneth G	Teacher Education	Asst Professor	1.00	\$2,341	\$62,190	AY
Meyer, Andrew	Intercollegiate Athletics	Head Track Coach	1.00	\$0	\$42,658	FY
Meznarich, Richard A	Industrial Technology	Asst Professor	1.00	\$2,485	\$67,111	AY
Miller, Richard L	Psychology	Professor	0.60	\$2,441	\$52,909	AY
	Psychology	Chairperson	0.40	\$1,803	\$39,417	AY
			1.00	\$4,244	\$92,326	
Mitchell, Darleen L	Music & Performing Arts	Assoc Professor	1.00	\$2,211	\$57,713	AY
Mollenkopf, Dawn L	Teacher Education	Asst Professor	1.00	\$2,077	\$53,097	AY
Montgomery, Donna J	Teacher Education	Assoc Professor	1.00	\$2,253	\$59,155	AY
Moore, Tami J	Family Studies and Interior Design	Assoc Professor	1.00	\$2,220	\$58,006	AY
Moorman, Marta K	Health, Physical Ed & Recreation	Professor	1.00	\$11,578	\$67,608	AY
Morgan, Donald Ace	Accounting/Finance	Professor	0.50	\$2,046	\$48,545	AY
Morris, Darrell Wayne	Intercollegiate Athletics	Head Coach - Football	0.90	\$2,439	\$64,989	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$271	\$7,220	FY
			1.00	\$2,710	\$72,209	
Morrow, Sherry	Nebraska Safety Center	Asst Professor	1.00	\$2,694	\$74,301	FY
Moser, Annette C	Chemistry	Asst Professor	1.00	\$1,866	\$45,866	AY
Mosher, Michael D	Chemistry	Professor	1.00	\$2,947	\$69,646	AY
Mosig, Yozaan Dirk	Psychology	Professor	1.00	\$4,036	\$87,052	AY
Mowry, Debra A	Biology	Asst Professor	1.00	\$1,821	\$44,321	AY
Murphy, Robert K	Biology	Asst Professor	1.00	\$1,825	\$44,442	AY
Murray Jr, Finnie A	Academic Affairs	Senior VC Academic Affairs/Student Life	1.00	\$5,943	\$158,318	FY
Nabb, David B	Music & Performing Arts	Professor	1.00	\$8,810	\$67,693	AY
Nelson, Kenneth D	Educational Administration	Assoc Professor	1.00	\$2,457	\$66,142	AY
Newton, Dustin W	Admissions	Director, Admissions	1.00	\$3,273	\$77,650	FY
Niemann, Donald F	Mathematics & Statistics	Assoc Professor	1.00	\$2,772	\$76,985	AY
Nuss, Mark D	Communication	Asst Professor	1.00	\$1,825	\$44,442	AY
Obermier, Timothy	Industrial Technology	Professor	0.60	\$1,601	\$42,032	AY
	Industrial Technology	Chairperson	0.40	\$1,242	\$32,164	AY
			1.00	\$2,843	\$74,196	
Oseth, John M	Office of the Chancellor	Exec Asst to the Chancellor	1.00	\$5,000	\$114,024	FY
Osmanski, Teresa L	Intercollegiate Athletics	Head Coach - Swimming	0.50	\$806	\$21,482	AY
Palmer, David K	Management	Professor	0.50	\$1,517	\$41,321	AY
	MBA Program	Director MBA Pgm	0.50	\$1,517	\$41,320	AY
			1.00	\$3,034	\$82,641	
Payne, James F	Music & Performing Arts	Professor	1.00	\$4,002	\$85,854	AY
Peck, Elizabeth G	English	Assoc Professor	1.00	\$2,447	\$65,798	AY
Potthoff, Dennis E	Teacher Education	Professor	0.60	\$1,852	\$42,656	AY
	Teacher Education	Chairperson	0.40	\$1,409	\$32,580	AY
			1.00	\$3,261	\$75,236	

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Powell, Glen Huel	Education	Associate Dean Education	0.50	\$2,162	\$46,613	AY
	Teacher Education	Professor	0.50	\$1,988	\$42,471	AY
			1.00	\$4,150	\$89,084	
Price, Robert I	Physics & Physical Science	Assoc Professor	1.00	\$2,606	\$71,261	AY
Riessland, Larry	Finance Office	Director of Finance	1.00	\$3,890	\$69,558	FY
Rohrer, James R	History	Assoc Professor	1.00	\$2,193	\$57,107	AY
Rothenberger, Steven J	Biology	Professor	1.00	\$3,806	\$79,132	AY
Rozema, David	Philosophy	Professor	1.00	\$3,056	\$70,069	AY
Russell, Carol J	Intercollegiate Athletics	Head Coach - Womens Basketball	1.00	\$2,272	\$60,526	FY
Rycek, Robert F	Psychology	Professor	0.50	\$1,877	\$38,669	AY
	Natural & Social Sciences	Associate Dean Natural/Social Sci	0.50	\$2,052	\$42,812	AY
			1.00	\$3,929	\$81,481	
Scantling III, Edgar L	Education	Dean Education	1.00	\$6,621	\$116,974	FY
Schaaf, Gary D	Music & Performing Arts	Professor	1.00	\$3,806	\$79,132	AY
Schipporeit, Kimra F	Student Records	Director Student Records/Registration	1.00	\$4,046	\$96,002	FY
Schnoor, Neal H	Teacher Education	Assoc Professor	0.50	\$1,111	\$29,057	AY
	Music & Performing Arts	Assoc Professor	0.50	\$1,112	\$29,057	AY
			1.00	\$2,223	\$58,114	
Schroeder, Deborah K	Information Technology Services	Asst Vice Chan Info Tech	1.00	\$4,830	\$114,594	FY
Schuessler, Richard	Art & Art History	Professor	1.00	\$2,834	\$69,116	AY
Seaton, Lloyd	Accounting/Finance	Assoc Professor	1.00	\$3,411	\$98,920	AY
Seshadri, Srivatsa	Marketing & MIS	Professor	1.00	\$3,359	\$83,803	AY
Shaffer, Julie J	Biology	Assoc Professor	1.00	\$2,220	\$58,008	AY
Shava, Ronald C	Industrial Technology	Asst Professor	1.00	\$2,260	\$59,390	AY
Sheldon, Jane	Business Services	Director Business Services	1.00	\$3,132	\$56,141	FY
Sherwood, Laura F	Communication	Asst Professor	1.00	\$1,941	\$48,454	AY
Shultz, Kent E	Intercollegiate Athletics	Head Coach - Tennis	0.50	\$585	\$15,585	FY
Siedschlaw, Kurt D	Criminal Justice & Social Work	Professor	1.00	\$2,837	\$69,212	AY
Skinner, Kerri M	Teacher Education	Associate Professor	0.50	\$1,103	\$28,768	AY
	Biology	Assoc Professor	0.50	\$1,103	\$28,769	AY
			1.00	\$2,206	\$57,537	
Smith, Kathleen J	Accounting/Finance	Professor	1.00	\$3,554	\$103,823	AY
Snider, Daren P	General Studies	Director General Studies	0.50	\$1,249	\$32,210	AY
	Modern Languages	Assoc Professor	0.50	\$1,102	\$28,757	AY
			1.00	\$2,351	\$60,967	
Sobansky, Robin R	Counseling & School Psychology	Asst Professor	1.00	\$2,260	\$59,390	AY
Sommers, Mary S	Financial Aid	Director, Financial Aid	1.00	\$2,995	\$71,063	FY
Spessard-Schueth, Linda L	Biology	Professor	1.00	\$4,019	\$86,446	AY
Springer, Joseph T	Biology	Professor	1.00	\$3,961	\$84,473	AY
Squiers, Richard D	Intercollegiate Athletics	Head Coach - Volleyball	0.90	\$2,500	\$50,466	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$278	\$5,608	FY
			1.00	\$2,778	\$56,074	
Stanko, John J	Art & Art History	Asst Professor	1.00	\$1,866	\$45,866	AY
Steele, Janet E	Biology	Professor	1.00	\$2,834	\$69,116	AY
Stevens, Christopher A	Political Science	Asst Professor	1.00	\$1,806	\$43,806	AY
Stolzer, Jeanne M	Family Studies and Interior Design	Assoc Professor	1.00	\$2,192	\$57,057	AY
Strawhecker, Jane E	Teacher Education	Assoc Professor	1.00	\$2,197	\$57,241	AY
Sullivan, Krisann	Frank House	Frank House Director	0.75	\$1,056	\$25,056	FY
Summar, Clifford E	Health, Physical Ed & Recreation	Asst Professor	1.00	\$1,986	\$49,986	AY
Swinney, Laurie S	Accounting/Finance	Professor	1.00	\$3,554	\$103,823	AY

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Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Tassi, Marguerite A	English	Professor	1.00	\$2,608	\$67,998	AY
Taylor, Allen R	Marketing & MIS	Asst Professor	1.00	\$3,367	\$97,403	AY
Taylor, Kenya	Graduate Studies & Research	Dean Grad Studies/Research	1.00	\$4,193	\$111,718	FY
Tenkorang, Frank A	Economics	Asst Professor	1.00	\$2,046	\$52,046	AY
Terry, Keith E	Communication	Professor	1.00	\$3,484	\$74,749	AY
Tracy, Glenn E	Teacher Education	Assoc Professor	0.60	\$1,332	\$34,816	AY
	Teacher Education	Asst Chair Teacher Education	0.40	\$1,063	\$27,352	AY
			1.00	\$2,395	\$62,168	
Trewin, Janet	Accounting/Finance	Assoc Professor	1.00	\$3,370	\$97,499	AY
Tuttle, Ronald H	Industrial Technology	Professor	1.00	\$4,083	\$88,664	AY
Twigg, Paul	Biology	Professor	1.00	\$2,721	\$68,563	AY
Umland, Rebecca A	English	Professor	1.00	\$3,749	\$77,176	AY
Umland, Samuel J	English	Professor	1.00	\$3,779	\$78,211	AY
Unruh, Scott A	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$2,235	\$58,530	AY
Van Ingen, Linda	History	Assoc Professor	0.75	\$1,654	\$43,120	AY
	Women's Studies	Director Womens Studies	0.25	\$697	\$17,826	AY
			1.00	\$2,351	\$60,946	
Vaz, Petula C M	Communication Disorders	Asst Professor	1.00	\$2,354	\$62,609	AY
Volpe, Vernon L	History	Professor	0.60	\$2,283	\$47,479	AY
	History	Chairperson	0.40	\$1,698	\$35,796	AY
			1.00	\$3,981	\$83,275	
Von Schrader, Sarah	Assessment Office	Coordinator, Assessment	0.50	\$827	\$19,619	AY
Wadkins, Theresa A	Psychology	Assoc Professor	1.00	\$2,207	\$57,583	AY
Walker, Robert Edwin	Teacher Education	Professor	1.00	\$4,004	\$85,925	AY
Wethington, Mark E	Theatre	Asst Professor	1.00	\$1,851	\$45,351	AY
White, Andrew R	Music & Performing Arts	Asst Professor	1.00	\$1,846	\$45,184	AY
Wiersma, Beth A	Criminal Justice & Social Work	Assoc Professor	1.00	\$2,220	\$58,014	AY
Wilke, Janet Stoeger	Library	Dean of The Library	1.00	\$4,083	\$108,784	FY
Willis, Barton	Mathematics & Statistics	Professor	1.00	\$3,056	\$70,069	AY
Wirtz, Ronald L	Library	Head User Services/Instru/Assoc Prof	1.00	\$2,496	\$67,496	FY
Wozniak, William J	Psychology	Professor	1.00	\$3,957	\$84,323	AY
Wubbels, Gene G	Chemistry	Professor	1.00	\$3,340	\$96,457	AY
Wysocki, Diane Kholos	Sociology Geography & Earth Science	Professor	1.00	\$2,719	\$68,492	AY
Younes, Maha N	Criminal Justice & Social Work	Professor	0.60	\$1,700	\$41,469	AY
	Criminal Justice & Social Work	Chairperson	0.40	\$1,309	\$31,790	AY
			1.00	\$3,009	\$73,259	
Young, Robert W	Accounting/Finance	Assoc Professor	1.00	\$2,750	\$76,213	AY
Zeller, Gail	Student Life Division	Interim Dean of Student Life	1.00	\$0	\$95,826	FY
Ziebarth-Bovill, Jane	Teacher Education	Asst Professor	1.00	\$1,990	\$50,122	AY
Zuckweiler, Kathryn M	Management	Asst Professor	1.00	\$2,801	\$77,966	AY

University of Nebraska - UNCA
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Burns, Donal J	Board of Regents	Corporation Secretary	0.60	\$4,445	\$105,477	FY
Choobineh, F Fred	EPSCOR	Director	0.60	\$4,982	\$115,682	FY
* <i>See also: UNL</i>						
Crump, Arthel Eugene	VP and General Counsel	Assoc General Counsel	0.50	\$1,438	\$49,392	FY
* <i>See also: UNL</i>						
Hoffmann, Richard J	Executive VP and Provost	Associate VP Academic Affr & Research	1.00	\$0	\$180,000	FY
Horn, Christy A	VP for Business and Finance	Compliance/AA-EEO Officer/Ombudsperson	0.60	\$2,000	\$59,632	FY
* <i>See also: UNL</i>						
Justus, Michael D	VP for Business and Finance	Asst VP/Dir Internal Audit	1.00	\$5,000	\$119,822	FY
Kabourek, Christopher J	VP for Business and Finance	Asst VP/Dir Budget & Planning	1.00	\$5,666	\$100,000	FY
Koller, Rebecca H	VP for Business and Finance	Asst VP/Dir Fac Plan Mgmt	1.00	\$4,500	\$136,374	FY
Kotsiopoulos, Peter G	VP for University Affairs	VP for University Affairs	1.00	\$6,311	\$176,879	FY
Lechner, David E	VP for Business and Finance	VP for Business and Finance	1.00	\$8,940	\$207,615	FY
Levitov, Peter S	VP and General Counsel	Special Asst. General Counsel	0.09	\$335	\$7,938	FY
* <i>See also: UNL</i>						
Mahler, Marty C	Executive VP and Provost	Coordinator - P-16 Initiative	1.00	\$4,232	\$96,232	FY
Maurer, Carmen K	VP and General Counsel	Assoc Gen Counsel	1.00	\$5,164	\$122,519	FY
Odabasi, Turan Paul	VP and General Counsel	Assoc Gen Counsel	0.35	\$1,504	\$35,700	FY
* <i>See also: UNL</i>	<i>See also: UNMC</i>					
Pedersen, Joel D	VP and General Counsel	Vice Pres/General Counsel	1.00	\$6,800	\$176,800	FY
Pratt, Linda Ray	Executive VP and Provost	Executive VP and Provost	1.00	\$11,015	\$231,315	FY
Rowson, Joseph P	Executive VP and Provost	Sr Fellow NE P-16 Initiative	0.50	\$2,388	\$59,241	FY
Spellman, Richard A	VP and General Counsel	Assoc. Gen Counsel Health Sciences	0.49	\$2,497	\$59,255	FY
Stephan, Sharon R	VP for University Affairs	Asst VP for Communications & Marketing	1.00	\$4,892	\$111,239	FY
Troutman, Dara L	Office of the President	Executive Associate to the President	1.00	\$5,691	\$119,520	FY
Weir, Walter G	CIO & UN Computing Serv Network UN	Asst VP/Dir Of Info Srvc	1.00	\$7,498	\$177,918	FY
Wiltse, John C	VP and General Counsel	Sr Assoc Gen Counsel	1.00	\$5,980	\$128,031	FY
Wimes, Edward D	VP for Business and Finance	Asst VP/Dir Human Resources	0.90	\$3,922	\$118,900	FY
	Executive VP and Provost	Interim Ast VP for Diversity	0.10	\$528	\$12,528	FY
			1.00	\$4,450	\$131,428	
Withem, Ronald E	VP for University Affairs	Assoc VP Univ Affairs/Dir Govt. Relations	1.00	\$6,010	\$133,874	FY
Yates, Kristin E	Executive VP and Provost	Research Coordinator	0.86	\$3,002	\$63,035	FY
	Executive VP and Provost	Interim Asst VP/Dir Institutional Rsh	0.14	\$500	\$10,500	FY
			1.00	\$3,502	\$73,535	

University of Nebraska - NCTA
Listing of Assistant Professors and Above
July 1, 2008

Name	Organizational Unit	Title	Time Equiv	Increase	Salary	Appt
Adams, Don C	NE College of Technical Agriculture	Assoc Dean	0.25	\$2,217	\$38,967	FY
* <i>See also: IANR</i>						
Bek, Terri Jo	NE College of Technical Agriculture	Professor	1.00	\$2,287	\$54,259	AY
Berg, Barbara A	NE College of Technical Agriculture	Asst Professor	1.00	\$2,375	\$42,023	AY
Bowmaster-Cole, Judy M	NE College of Technical Agriculture	Asst Professor	1.00	\$1,612	\$37,133	AY
Friesen, Krystle A	NE College of Technical Agriculture	Asst Professor	1.00	\$2,015	\$39,015	AY
Ramsdale, Bradford K	NE College of Technical Agriculture	Asst Professor	1.00	\$2,122	\$47,122	AY
Reng, Cory S	NE College of Technical Agriculture	Assoc Professor	1.00	\$1,996	\$52,996	AY
Sievers, Jeremy R	NE College of Technical Agriculture	Asst Professor	1.00	\$1,533	\$36,533	AY
Sleight, Weldon S	NE College of Technical Agriculture	Dean	0.75	\$7,036	\$116,972	FY
* <i>See also: IANR</i>						
Smith, David P	NE College of Technical Agriculture	Assoc Professor	1.00	\$2,941	\$55,510	AY
Sundquist, Gerald M	NE College of Technical Agriculture	Professor	1.00	\$1,446	\$53,085	AY
Talkington, Dallas C	NE College of Technical Agriculture	Asst Professor	1.00	\$1,133	\$37,659	AY
Wach, Ricky Sue Barnes	NE College of Technical Agriculture	Professor	1.00	\$2,153	\$55,984	AY

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

MEETING DATE: September 5, 2008

SUBJECT: Programs with Tuition Variances

RECOMMENDED ACTION: Report

PREVIOUS ACTION: June 13, 2008–The Board approved the report on programs with differential tuition rates.

EXPLANATION: Following the approval of Regents Policy RP-5.7.4.10, Differential Tuition Rates, the President was granted authority to approve recommendations by which the campuses may vary the rate of tuition from that established by the Board. The purpose of such variable rates was to achieve University goals and objectives. Following each semester and summer session, the Board of Regents is provided a report of the variances granted on the Board-approved tuition rates and the impact of those actions, including any impact on access.

Attached are the programs approved by the President with students enrolled in the summer 2008 semester.

RECOMMENDED: Linda Ray Pratt
Executive Vice President and Provost

DATE: August 11, 2008

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska at Kearney

Program: Non-resident Tuition Reduction for students from Chung-Ang University of Seoul

Approved: March 17, 2007

Description: The University of Nebraska at Kearney is particularly interested in attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment. Chung-Ang University and UNK have developed a student exchange program that will allow Korean students to study at UNK and a small number of UNK students to study in Korea each year. Recognizing that there is a huge number of potential international students interested in study in the United States, that institutions throughout the nation as well as in most western nations are competing to attract highly qualified international students, and that for many international students, cost is a very real factor challenging their ability to study in the United States, UNK proposed to reduce tuition charged to qualified Korean students recruited to UNK by Chung-Ang University of Seoul, Korea. This differential tuition proposal to charge 150% of UNK resident tuition to these Korean students was approved by President Milliken in March 2006. A total of one Korean student from Chung-Ang University attended UNK in Summer semester, 2008.

Enrollment and Tuition:

Chung-Ang University Students at UNK Summer Semester 2008			
	STUDENTS ENROLLED	CREDIT HOURS	TUITION DOLLARS
TOTAL	2	6.00	\$1,235.28

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska at Kearney

Program: Non-resident Tuition Reduction for students Recruited by Markham International Education Center of Beijing, China.

Approved: March 17, 2006

Description: The University of Nebraska at Kearney is particularly interested in attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment. In the Fall 2005, Markham International Education Center (MIEC) of Beijing and UNK developed an agreement that would bring Chinese students to study at UNK provided UNK could offer a tuition reduction plan. Therefore, recognizing that there is a huge number of potential international students interested in study in the United States, that institutions throughout the nation as well as in most western nations are competing to attract highly qualified international students, and that for many international students, cost is a very real factor challenging their ability to study in the United States, UNK proposed to reduce tuition charged to qualified Chinese students recruited to the University of Nebraska at Kearney by MIEC. This differential tuition proposal to charge 150% of UNK resident tuition to these Chinese students was approved by President Milliken in March 2006. A total of 22 students from the MIEC program attended UNK in the Summer semester 2008.

Enrollment and Tuition:

MIEC Chinese Students at UNK Summer 2008			
	STUDENTS ENROLLED	CREDIT HOURS	TUITION DOLLARS
TOTAL	22	60.00	\$8,029.31

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska at Kearney

Program: Non-resident Tuition Reduction for students recruited by the Bahamian Alumni Association

Approved: August 22, 2006

Description: The University of Nebraska at Kearney is particularly interested in attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment. Based on former large population of Bahamian students at UNK at one time reaching 60 students, UNK developed a Bahamian Alumni Association as a means to recruit new students from the Bahamas to bring back the number of students once here from mostly Freeport, Grand Bahama. In the Fall 2006, after the formation of the Bahamian Alumni Association (BAA), the BAA and UNK developed an agreement that would bring Bahamian students to study at UNK provided UNK could offer a tuition reduction plan. Therefore, recognizing that there is a large number of potential international students interested in study in the United States, that institutions throughout the nation as well as in most western nations are competing to attract highly qualified international students, and that for many international students, cost is a very real factor challenging their ability to study in the United States, UNK proposed to reduce tuition charged to qualified Bahamian students recruited to the University of Nebraska at Kearney by the BAA. This differential tuition proposal to charge 150% of UNK resident tuition to these students was approved by President Milliken in August 2006. Because of the late date of approval only one student from the Bahamas came to UNK to study. However, this student was also admitted to the Honors program. More Bahamians will arrive in the future. In the Summer of 2008, 1 Bahamian student studied at UNK.

Enrollment and Tuition:

Bahamian Students at UNK			
Summer 2008			
	STUDENTS ENROLLED	CREDIT HOURS	TUITION DOLLARS
TOTAL	1	1.00	\$205.88

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska at Kearney

Program: Non-resident Tuition Reduction for students recruited by Shandong University at Weihai, Weihai, China

Approved: August 22, 2006

Description: The University of Nebraska at Kearney is particularly interested in attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment. UNK and Shandong University at Weihai (SDUW) both participate in the 1+2+1 program. After visiting SDUW it became apparent that UNK and SDUW had many things in common and that SDUW could become a good partner for UNK. In Fall 2006, after long discussions with the administration of SDUW, SDUW and UNK developed an agreement that would bring Chinese students to study at UNK provided UNK could offer a tuition reduction plan. Therefore, recognizing that there is a large number of potential international students interested in study in the United States, that institutions throughout the nation as well as in most western nations are competing to attract highly qualified international students, and that for many international students, cost is a very real factor challenging their ability to study in the United States, UNK proposed to reduce tuition charged to qualified Chinese students recruited to the University of Nebraska at Kearney by SDUW. This differential tuition proposal to charge 150% of UNK resident tuition to these students was approved by President Milliken in August 2006. Because of the late date of approval only one student from SDUW came to UNK to study. She studied intensive English to prepare to enter the MBA program. She was admitted to the MBA program for the Fall 2007. Three visiting scholars from SDUW participate in programs at UNK. One scholar taught Mandarin. One did research in the College of Business and Technology and attend intensive English courses. The third Visiting Scholar is working with the faculty of the Department of Computer Science. In Summer 2008 UNK has 2 students from SDUW.

Enrollment and Tuition:

Shandong University at Weihai Students at UNK			
Summer 2008			
	STUDENTS ENROLLED	CREDIT HOURS	TUITION DOLLARS
TOTAL	2	6.00	\$1,382.64

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska at Kearney

Program: Non-resident Tuition Reduction for students recruited by the National Collegiate Network, Tokyo, Japan

Approved: August 22, 2006

Description: The University of Nebraska at Kearney is particularly interested in attracting more international students and developing student and faculty exchange opportunities to increase diversity and enrollment. The National Collegiate Network and UNK signed a letter of agreement in the Spring of 2000 that brings students from Japan to UNK for their college career. This resulted in a major influx of Japanese students to UNK, and it has been of extraordinary significance to the diversity on this campus. The first 64 students arrived on the UNK campus in May 2001. Each summer since that date, a similar number arrived on campus. A total of 298 NCN students have enrolled at UNK through this year. However, only forty-two new students arrived in the summer of 2007 instead of the usual 60 students. Because of the downward trend caused by competition from other universities both in Japan and in the U.S. and because of the decrease in the number of students graduating from Japanese High Schools, UNK asked President to approve the tuition variance for students from NCN. Even though the number of students from NCN was only 42 in the Fall of 2007, UNK did receive the highest number of NCN students of all participating American universities. NCN is still facing a downward movement in applications and this program will make us competitive for not only new students but for transfer students. 26 NCN students enrolled for classes in Summer 2008.

Enrollment and Tuition:

National Collegiate Network students at UNK			
Summer 2008			
	STUDENTS ENROLLED	CREDIT HOURS	TUITION DOLLARS
TOTAL	47	139.00	\$25,872.25

**Regents Policy 5.7.4 Programs with Tuition Variances
Summer 2008**

Campus: University of Nebraska-Lincoln

Program: NU-Teach Institute for Math and Science Teachers

Approved: March 14, 2008

Variance: Resident graduate tuition rate is \$224 per student credit hour. Students in the program are charged \$179 per student credit hour (80% of \$224). The variance is \$45 per credit hour.

Description: The NU-Teach Institute offers Nebraska math and science teachers the opportunity to take math, science and education courses for graduate credit in an immersion approach where 40+ hours of instruction are compressed into a 1-week or 2-week format followed by a substantial end-of-course assignment designed to support the long-term retention of knowledge gained. A special pricing structure (80% of resident tuition) serves to attract math and science teachers. Reduced tuition is only offered for courses taught as part of the NU-Teach program. Each of these courses is at the graduate level and targets Nebraska teachers that are not currently participating in UNL's campus graduate programs. Additionally, this rate is only available to certified teachers approved by their ESU or local school district. The reduced tuition component of this program was approved by President James B. Milliken for three years: Summer 2008, Summer 2009, and Summer 2010. At the end of three years, it will be reviewed to assess its impact on recruitment and based on its success in growing student credit hours, a recommendation will be made as to whether it be continued and under what circumstances. A total of 42 teachers participated in the NU-Teach program for the 2008 summer semester.

Enrollment and Tuition:

NU-Teach Institute students at UNL Summer 2008				
Summer 2008	Number of Students	Student Credit Hours	Tuition Variance	Tuition Dollars (minus variance)
1 course	30	90	\$4,050	\$16,110
2 courses	10	60	\$2,700	\$10,740
3 courses	2	18	\$810	\$3,222
Total	42	168	\$7,560	\$30,072

TO: The Board of Regents Addendum IX-D-4

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Semi-Annual Report of Licenses

RECOMMENDED ACTION: Report

EXPLANATION: The attached report is a summary of licenses as provided by the campuses pursuant to Regents Policy RP-6.3.1.4.v (2) of the Board of Regents of the University of Nebraska for the period January 1 through June 30, 2008.

The report outlines the following: type of action; campus; description and use of the product, service, or project; term of the license; and financial terms of the license.

RECOMMENDED: David E. Lechner
Vice President for Business and Finance

DATE: August 14, 2008

**SEMI-ANNUAL REPORT OF LICENSES
1/1/2008 THROUGH 6/30/08**

<u>Type of Action</u>	<u>Campus</u>	<u>Licensee</u>	<u>Description of Product/Service</u>	<u>Term of License</u>	<u>Contractual Requirements</u>
License Agreement	UNL	Hendrick Seeds	U03-120345 soybean variety	Valid and in force until December 31, 2012; automatically renewed for an unlimited number of successive one-year periods.	Upfront fee; royalty bearing.
License Agreement	UNL	Virtual Incision Corporation	Devices for surgical applications	In effect until the last patent or patent application has expired or been abandoned.	Royalty bearing with milestone payments and 10% of sublicense income.
License Agreement	UNL	Lloyd Vogt & Son	NE3001 soybean variety	Valid and in force until December 31, 2010; automatically renewed for an unlimited number of successive one-year periods.	Royalty bearing.
License Agreement	UNL	Cambium Learning, Inc.	Online Vocabulary Progress Monitoring Assessment	Perpetual	Royalty bearing with minimums and 50% net sublicensing income.
License Agreement	UNL	Grain Place Foods, Inc.	NE3001 soybean variety	Valid and in force until December 31, 2010; automatically renewed for an unlimited number of successive one-year periods.	Royalty bearing.

**SEMI-ANNUAL REPORT OF LICENSES
1/1/2008 THROUGH 6/30/08**

Type of Action	Campus	Licensee	Description of Product/Service	Term of License	Contractual Requirements
Intellectual Property Option	UNMC	HKS	IntúaCare™ and IntúaDesign™	Six Month Option and limited license	License Fee
Intellectual Property Option	UNMC	i3Bio	Identification of microorganisms	One Year Option	License Fee
Intellectual Property Option	UNMC	Prommune	Lymphoma Vaccine	One Year Option	License Fee and Patent Cost
Intellectual Property License	UNMC	Synovex	CAD-11 cell lines	One Year with Renewal Options	License and Maintenance Fee

**SEMI-ANNUAL REPORT OF LICENSES
1/1/2008 THROUGH 6/30/08**

<u>Type of Action</u>	<u>Campus</u>	<u>Licensee</u>	<u>Description of Product/Service</u>	<u>Term of License</u>	<u>Contractual Requirements</u>
License Agreement	UNL	Hendrick Seeds	U03-120345 soybean variety	Valid and in force until December 31, 2012; automatically renewed for an unlimited number of successive one-year periods.	Upfront fee; royalty bearing.
License Agreement	UNL	Virtual Incision Corporation	Devices for surgical applications	In effect until the last patent or patent application has expired or been abandoned.	Royalty bearing with milestone payments and 10% of sublicense income.
License Agreement	UNL	Lloyd Vogt & Son	NE3001 soybean variety	Valid and in force until December 31, 2010; automatically renewed for an unlimited number of successive one-year periods.	Royalty bearing.
License Agreement	UNL	Cambium Learning, Inc.	Online Vocabulary Progress Monitoring Assessment	Perpetual	Royalty bearing with minimums and 50% net sublicensing income.
License Agreement	UNL	Grain Place Foods, Inc.	NE3001 soybean variety	Valid and in force until December 31, 2010; automatically renewed for an unlimited number of successive one-year periods.	Royalty bearing.

SEMI-ANNUAL REPORT OF LICENSES
1/1/2008 THROUGH 6/30/08

Type of Action	Campus	Licensee	Description of Product/Service	Term of License	Contractual Requirements
Intellectual Property Option	UNMC	HKS	IntúaCare™ and IntúaDesign™	Six Month Option and limited license	License Fee
Intellectual Property Option	UNMC	i3Bio	Identification of microorganisms	One Year Option	License Fee
Intellectual Property Option	UNMC	Prommune	Lymphoma Vaccine	One Year Option	License Fee and Patent Cost
Intellectual Property License	UNMC	Synovex	CAD-11 cell lines	One Year with Renewal Options	License and Maintenance Fee

TO: The Board of Regents

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: University of Nebraska at Kearney
 Report of Gifts, Grants, Contracts and Bequests
 Accepted During the Quarter April 1, 2008 through June 30, 2008

RECOMMENDED ACTION: Report

Description:	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$171,500	\$	\$	\$	\$171,500
Research		359,088		62,857	421,945
Public Service		31,216			31,216
Student Aid	18,989	47,106			66,095
Support Services					0
Administrative					0
Other		75,963			75,963
Not Designated					
Subtotal	<u>\$190,489</u>	<u>\$513,373</u>	<u>\$0</u>	<u>\$62,857</u>	<u>\$766,719</u>
Gifts & Bequests of \$1,000,000 and more previously accepted by the Regents during the reported quarter:					
Instruction					0
Research					0
Public Service					0
Student Aid					0
Supporting Services					
Administrative					0
Other					0
Not Designated					0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	<u><u>\$190,489</u></u>	<u><u>\$513,373</u></u>	<u><u>\$0</u></u>	<u><u>\$62,857</u></u>	<u><u>\$766,719</u></u>

A - Gifts \$100,000 and over are itemized on the attached page
 B - Grants \$1,000,000 and over are itemized on the attached page
 C - All bequests are itemized on the attached page

D - Contracts \$400,000 and over are itemized on the attached page

SPONSOR: Barbara L. Johnson
Vice Chancellor for Business & Finance

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

DATE: August 14, 2008

UNIVERSITY OF NEBRASKA AT KEARNEY
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER
 January 1, 2008 through March 31, 2008

GIFTS \$100,000 AND OVER

<u>DONOR</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
Various	Student Aid	\$ 159,500
SUBTOTAL		<u>159,500</u>
TOTAL AMOUNT OF GIFTS UNDER \$100,000		<u>30,989</u>
TOTAL GIFTS FOR THE QUARTER		<u>\$190,489</u>

GRANTS \$1,000,000 AND OVER

<u>GRANTOR</u>	<u>GRANTEE/DEPARTMEN</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
None	T		0
SUBTOTAL			<u>0</u>
TOTAL AMOUNT OF GRANTS UNDER \$1,000,000			<u>513,373</u>
TOTAL GRANTS FOR THE QUARTER			<u>513,373</u>

BEQUESTS

<u>DONOR</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
None		
TOTAL BEQUESTS FOR THE QUARTER		<u>0</u>

CONTRACTS \$400,000 AND OVER

<u>GRANTOR</u>	<u>GRANTEE/DEPARTMEN</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
None	T		
SUBTOTAL			<u>0</u>
TOTAL AMOUNT OF CONTRACTS UNDER \$400,000			<u>62,857</u>
TOTAL CONTRACTS FOR THE QUARTER			<u>62,857</u>

TOTAL AWARDS FOR THE QUARTER	<u><u>\$766,719</u></u>
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TO: The Board of Regents

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter April 1, 2008 through June 30, 2008

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	Totals
Instruction	\$ 0	\$4,078,871	\$ 0	\$ 96,330	\$4,175,201
Research	99,035	31,323,439	0	1,952,865	33,375,339
Public Service	0	7,081,802	0	492,586	7,574,388
Administration	0	394,263	49,358	0	443,621
Student Services	0	571,052	0	0	571,052
Stu Financial Aid	0	17,661,768	0	2,825	17,664,593
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	99,035	61,111,195	49,358	2,544,606	63,804,194

Gifts and Bequests of \$1,000,000 & more previously accepted by the Regents during the reported quarter:

Instruction	0	0	0	0	0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Administration	0	0	0	0	0
Student Services	0	0	0	0	0
Stu Financial Aid	0	0	0	0	0
Donations	0	0	0	0	0
	_____	_____	_____	_____	_____
Subtotals	0	0	0	0	0
	_____	_____	_____	_____	_____
TOTAL	<u>\$99,035</u>	<u>\$61,111,195</u>	<u>\$49,358</u>	<u>\$2,544,606</u>	<u>\$63,804,194</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

SPONSORS:

Prem S. Paul
Vice Chancellor for Research and Economic Development

Christine A. Jackson
Vice Chancellor for Business & Finance

RECOMMENDED:

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE:

August 13, 2008

**UNIVERSITY OF NEBRASKA-LINCOLN
 REPORT OF AWARDS
 WHICH REQUIRE SEPARATE ITEMIZATION
 ACCEPTED DURING THE QUARTER 4/1/08 – 6/30/08**

Gifts/Bequests

<u>Donor</u>	<u>Description</u>	<u>Amount</u>
	Total Gifts for the Quarter (all under \$100,000)	\$99,035

Grants

Grants over \$1,000,000 (attached)	\$22,750,001
Grants under \$1,000,000	<u>38,361,194</u>
Total Grants for the Quarter	<u>\$61,111,195</u>

Contracts

Total Contracts for the Quarter (all under \$400,000)	<u>\$2,544,606</u>
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**Quarterly Summary of Grants Awarded of \$1,000,000 and Over
Subtotals by College and Department
For the Quarter 4/1/08 - 6/30/08**

Dept/PI	Title	Budget Period	Funding Agency	Amount
Arts and Sciences				
Biological Sciences				
Blum Paul	Value-Added Products from Renewable Biofuels	6/30/08 6/30/10	Dept of Energy	\$ 984,000
Physics and Astronomy				
Shadwick Bradley	High-Energy Laser for Detection, Inspection, and Non-Destructive Testing: Phase II	5/15/08 5/14/10	DOD-Air Force Off of Sci Rsch	237,993
Banerjee Sudeep	High-Energy Laser for Detection, Inspection, and Non-Destructive Testing: Phase II	5/15/08 5/14/10	DOD-Air Force Off of Sci Rsch	475,986
Umstadter Donald	High-Energy Laser for Detection, Inspection, and Non-Destructive Testing: Phase II	5/15/08 5/14/10	DOD-Air Force Off of Sci Rsch	4,045,881
	Subtotal			5,743,860
Engineering				
Nebraska Transportation Center				
Rilett Laurence	Region 7 University Transportation Center - FY2009	7/1/08 9/30/11	Dept of Transportation	1,686,000
Vice Chancellor for Research				
Nebraska Center for Energy Sciences Research				
Cassman Kenneth	Value-Added Products from Renewable Biofuels	6/30/08 6/30/10	Dept of Energy	984,000
Vice Chancellor for Student Affairs				
Vice Chancellor for Student Affairs				
Munier Craig	Undergraduate Scholarships FY 07-08	1/1/08 6/30/08	NU Foundation	4,772,966
Munier Craig	Federal Financial Aid to Students-Pell Grant	7/1/07 9/30/08	Dept of Education	<u>9,563,175</u>
	Subtotal			<u>14,336,141</u>
	Grand Total			<u>\$ 22,750,001</u>

TO: The Board of Regents
Business Affairs

MEETING DATE: September 5,2008

SUBJECT: University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the
Quarter April 1, 2008 through June 30,2008

RECOMMENDED ACTION: Report

Description	A Gifts	B Grants	C Bequests	D Contracts	TOTAL
Instruction	\$524,616	\$827,860	0	\$1,310,496	\$2,662,972
Research	65,362	21,693,483	0	4,286,030	26,044,875
Public Service	107,067	186,708	0	2,246,726	2,540,501
Student Aid	8,932	0	0	0	8,932
Other	<u>11,817</u>	<u>20,000</u>	<u>0</u>	<u>0</u>	<u>31,817</u>
Subtotal	717,794	22,728,051	0	7,843,252	31,289,097

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

Instruction	0	0	0	0	0
Research	0	0	0	0	0
Public Service	0	0	0	0	0
Student Aid	0	0	0	0	0
Other	0	0	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	<u>\$717,794</u>	<u>\$22,728,051</u>	<u>\$0</u>	<u>\$7,843,252</u>	<u>\$31,289,097</u>

A - Gifts of \$100,000 or more are itemized. See attachment(s) for itemized listings.
 B - Grants of \$1,000,000 or more are itemized. See attachment(s) for itemized listings.
 C - Bequests are itemized. See attachment(s) for itemized listings.
 D - Contracts of \$400,000 or more are itemized. See attachment(s) for itemized listings.

SPONSOR: Thomas H. Rosenquist, Ph.D.

DATE: August 7, 2008

RECOMMENDED: Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

UNIVERSITY OF NEBRASKA MEDICAL CENTER
GRANTS \$1,000,000 OR MORE
April 1, 2008 - June 30, 2008

SPONSOR	GRANTEE DEPARTMENT	TITLE	AMOUNT
DHHS/NIH/NCI	Wing Chan, MD Pathology/Microbiology	Molecular Signatures to Improve Diagnosis and Outcome Prediction in NHL	\$1,674,031
DHHS/NIH/NINDS	Howard Gendelman, MD Pharmacology/Exp Neuroscience	Neural Immunity in HIV Dementia	1,176,000
DHHS/NIH/NCRR	James Turpen, PhD Genetics Cell Biology & Anatomy	Nebraska Research Network in Functional Genomics	3,168,255
DHHS/NIH/NCRR	Margaret Wheelock, PhD COD-Oral Biology	Nebraska Center for Cellular Signaling	1,964,546

TO: Board of Regents

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: University of Nebraska at Omaha
Report of Gifts, Grants, Contracts and Bequests
Accepted During the Quarter April 1, 2008
through June 30, 2008

RECOMMENDED ACTION: Report

DESCRIPTION	A Gifts	B Grants	C Bequests	D Contracts	Total
Instruction	\$ 1,382,798	\$60,200	\$	\$3,600	\$1,446,598
Research	8,015	2,935,983		130,819	3,074,817
Public Service	142,735	705,692		24,150	872,577
Student Aid	47,135	3,853,297			3,900,432
Supporting Services Administrative	61,475				61,475
Other		43,750			43,750
Not Designated					0
Subtotal	1,642,158	7,598,922	0	158,569	9,399,649

Gifts & Bequests of \$1,000,000 and more previously accepted by the Regents during the reported quarter:

Instruction	0
Research	0
Public Service	0
Student Aid	0

Supporting Services

Administrative

0

Other

0

0

0

0

0

0

0

TOTAL

\$

1,642,158

7,598,922

0

158,569

9,399,649

A - Gifts \$100,000 and over are itemized on the attached page

B - Grants \$1,000,000 and over are itemized on the attached page

C - All Bequests are itemized on the attached page

D - Contracts \$400,000 and over are itemized on the attached page

SPONSOR:

William E. Conley

Vice Chancellor for Business and Finance

RECOMMENDED:

John Christensen,

Chancellor

University of Nebraska

at Omaha

DATE:

August 14, 2008

TO: The Board of Regents Addendum IX-D-6

Business Affairs

MEETING DATE: September 5, 2008

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 August 6, 2008.

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.

SPONSOR: David E. Lechner
Vice President for Business and Finance

DATE: August 14, 2008

University of Nebraska
Business Affairs Report – Bids and Contracts

Period Ending: August 6, 2008
Meeting Date: September 5, 2008

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction Contract	UNL	Utility Services Roof Replacement	Revolving Funds	493,496	421,255	Weathercraft Co.	Low Bid
	UNL	Ashfall Hubbard Family Rhino Barn Construction Contract	Trust Fund	1,336,300	1,106,000	Capital General Contractors, Inc.	Low Bid
Personal Property	UNK	Residential and Greek Life Residence Hall Desk Chairs for CTE/CTW	Bond Surplus	147,821	147,821	Sauder Mfg	Sole Source, One of a kind item. Only vendor that manufactures this product.
	UNK	Residential and Greek Life Residence Hall Desks and Beds for CTE/CTW	Bond Surplus	494,069	494,069	Southwest Contract	Educational and Institutional Cooperative competitive pricing
	UNL	Athletics weight room equipment	General Funds	104,227	104,227	Power lift	Sole Source-Athletics is replacing aging weight training equipment & adding new pieces to match already existing equipment in their training facility. This equipment is proprietary to Power Lift & some are made exclusively for the University of Nebraska. Continuity of equipment & the exercise & motion it provides is critical to the training program of the student athlete.
	UNL	Biochemistry-ICP/Mass Spectrometer	General Funds Federal Funds	184,400 49,013	233,413	Agilent Technologies	Sole Source-Only vendor that has the patented technology to perform the genotyping assays.
	UNL	Vet BioMedical-LSM5 Exciter Scanning Confocal Microscope	Federal Funds General Funds	205,114 37,440	242,554	Carl Zeiss MicroImaging Co.	Sole Source-The LSM5 Exciter has several unique features not found in other systems that make this microscope.
	UNL	Engineering Mechanics-Field Emission Scanning Electron Microscope	Federal Funds	323,134	323,134	FEI Co.	Sole Source-only vendor that has the Field-Emission capability

	UNMC	Automated Fluorescent Microscopic Imaging System	Eppley Insitute for Research in Cancer	296,940	296,940	Thermo CRS Ltd.	Sole Source: Compatible with existing multi-assay robotics system
	UNMC	Carl Zeiss Confocal Microscope	College of Medicine Pathology and Microbiology	323,199	323,199	Carl Zeiss Micro Imagery, Inc.	Sole Source-compatible with existing microscopes in laboratory
	UNMC	Tunnel Washer for Cage Washing	Comparative Medicine	375,000	273,047	Gettinge, USA Inc.	Sole Source-compatible with existing equipment
Other Services Contract	UNK	Intercolliate Athletics Radio Broadcast Agreement				NRG Media LLC	Service Only
Professional Services Contract	UNK	Strategic Enrollment Consulting			288,000	Noel-Levitz, Inc.	5-year memo of agreement
Real Property Leases, University as Lessor	UNK	University Farmland			160,967	Shane Bendfeldt	High Responsive Bid 5 year contract

* N/A denotes that budget amount for construction contracts represents the entirety of the project budget, whereas the contract amount is the amount pertaining to the particular activity within the construction contract.

TO: The Board of Regents Addendum IX-D-7

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Status of Capital Projects exceeding \$5 million as of June 30, 2008

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached status report is a summary of all capital projects exceeding \$5 million in total project costs and outlines the campus and project, contract status, stage of construction, budget categories and budgets for the period January 1, 2008, through June 30, 2008

SPONSOR: Rebecca H. Koller
Assistant Vice President for Business & Finance
Director of Facilities Planning & Management

RECOMMENDED: David E. Lechner
Vice President for Business & Finance

DATE: August 14, 2008

**University of Nebraska Status Report of Projects Exceeding \$5.0 Million
for period January 1, 2008 - June 30, 2008**

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska Deferred Maintenance - LB309 / LB 1100 UBRAF	Architect: Various Contract Date: Various Method of Construction: Various General Contractor: Various Contract Date: Various	Percent of Funds Expended: NA Substantial Completion Date: NA	309 Proj (Under \$500,000) UBRAF Proj (Under \$500,000) Campus Co-Funds	\$3,533,120.00 1557490.00 1456892.00 \$6,547,502.00
University of Nebraska at Kearney Student Housing Project (New Residence Hall)	Architect: Sinclair Hille Architects Contract Date: 09/01/05 Method of Construction: Construction Manager/GMP General Contractor: Sampson Construction Contract Date: May 19, 2006	Percent of Funds Expended: 83% Substantial Completion Date: July 31, 2007 & (August 12, 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$20,015,906.00 1764094.00 \$21,780,000.00
University of Nebraska at Kearney Central Utility Plant & System	Architect: LEO A DALY Contract Date: March 9, 2007 Method of Construction: Construction Manager/GMP General Contractor: JE Dunn Contract Date: July 12, 2007	Percent of Funds Expended: 31% Substantial Completion Date: (July 26, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$16,900,000.00 1560000.00 \$18,460,000.00
University of Nebraska at Kearney Bruner Hall of Science - Phase II	Architect: The Clark Enersen Partners Contract Date: August 6, 2007 Method of Construction: Construction Manager/GMP General Contractor: Beckenhauer Construction Inc. Contract Date: August 23, 2007	Percent of Funds Expended: 15% Substantial Completion Date: (December 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$12,062,000.00 2490000.00 \$14,552,000.00
University of Nebraska-Lincoln Othmer Hall: cGMP Pilot Plant (Finishing of Basement Shell Space)	Architect: Davis Design Contract Date: January 26, 2004 Method of Construction: Construction Manager/GMP General Contractor: Hawkins Construction Contract Date: December 20, 2007	Percent of Funds Expended: 74% Substantial Completion Date: June 18, 2008	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$9,163,798.00 2447821.00 \$11,611,619.00
University of Nebraska-Lincoln Ken Morrison Life Sciences Research Center (Nebraska Center for Virology)	Architect: Lockwood Greene Contract Date: August 1, 2004 Method of Construction: Conventional Bidding General Contractor: Sampson Const. Co. Contract Date: October 27, 2006	Percent of Funds Expended: 97% Substantial Completion Date: February 29, 2008	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$18,582,080.00 2561920.00 \$21,144,000.00

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska-Lincoln Whittier Building Renovation	Architect: Sinclair Hille Architects Contract Date: June 14, 2007 Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 3% Substantial Completion Date: (July 15, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$20,316,800.00 3433200.00 \$23,750,000.00
University of Nebraska-Lincoln Physical Sciences Replacement Building	Architect: Perkins & Will Contract Date: August 23, 2006 Method of Construction: Conventional Bidding General Contractor: Sampson Construction Contract Date: March 10, 2008	Percent of Funds Expended: 12% Substantial Completion Date: (November 24, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$33,570,104.00 6969896.00 \$40,540,000.00
University of Nebraska-Lincoln Jackie Gaughan Multicultural Center	Architect: Dana Larson Roubal & Assoc Contract Date: March 9, 2007 Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 6% Substantial Completion Date: (December 1, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$6,879,900.00 1820100.00 \$8,700,000.00
University of Nebraska-Lincoln Animal Science Complex Renovation	Architect: Farris Engineering Contract Date: April 30, 2007 Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 5% Substantial Completion Date: (January 1, 2011)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$18,995,000.00 2345000.00 \$21,340,000.00
University of Nebraska-Lincoln Keim Hall Renovation	Architect: Alley Poyner Architecture Contract Date: May 20, 2007 Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 7% Substantial Completion Date: (March 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$11,120,700.00 2879300.00 \$14,000,000.00
University of Nebraska-Lincoln Abel-Sandoz Complex Renovation	Architect: Ryan Companies Contract Date: October 15, 2007 Method of Construction: Design / Build General Contractor: Ryan Companies Contract Date: September 7, 2007	Percent of Funds Expended: 29% Substantial Completion Date: (August 9, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$36,950,300.00 3785700.00 \$40,736,000.00
University of Nebraska-Lincoln NanoScience Facility	Architect: TBD Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 1% Substantial Completion Date: (October 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$11,596,200.00 1903800.00 \$13,500,000.00

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska-Lincoln College of Dentistry Renovation for University of Nebraska Medical Center	Architect: Davis Design	Percent of Funds Expended: 9% Substantial Completion Date: (August 1, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$7,595,000.00
	Contract Date: December 3, 2007			1377000.00
	Method of Construction: Confentional Bidding			\$8,972,000.00
	General Contractor: TBD			
Contract Date: TBD				
University of Nebraska-Lincoln Animal Research Facility Renovation	Architect: The Clark Enersen Partners	Percent of Funds Expended: 2% Substantial Completion Date: (August 31, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$4,411,800.00
	Contract Date: January 23, 2008			588200.00
	Method of Construction: Conventional Bidding			\$5,000,000.00
	General Contractor: TBD			
Contract Date: TBD				
University of Nebraska-Lincoln 17th & R Residence Hall	Architect: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (July 1, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$33,392,000.00
	Contract Date: TBD			7108000.00
	Method of Construction: Design / Build			\$40,500,000.00
	General Contractor: TBD			
Contract Date: TBD				
University of Nebraska-Lincoln Abel Sandoz Dining Center Renovation	Architect: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (May 8, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$11,050,000.00
	Contract Date: TBD			1850000.00
	Method of Construction: Conventional Bidding			\$12,900,000.00
	General Contractor: TBD			
Contract Date: TBD				
University of Nebraska Medical Center Michael F. Sorrell Center for Health Science Educat	Architect: HDR & RDG	Percent of Funds Expended: 80% Substantial Completion Date: (August 1, 2008)	1. Construction Budget 2. Non Construction Budget Total Phases A & B Total Project Cost	\$46,412,000.00
	Contract Date: May 23, 2005			11288000.00
	Method of Construction: Conventional Bidding			\$57,700,000.00
	General Contractor: Kiewit Building Group, Inc.			
Contract Date: June 20, 2006				
University of Nebraska Medical Center cGMP Transplant Production Facility	Architect: Sinclair Hille Architects	Percent of Funds Expended: 33% Substantial Completion Date: (December 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$12,502,000.00
	Contract Date: November 20, 2006			4000000.00
	Method of Construction: Conventional Bidding			\$16,502,000.00
	General Contractor: Graham Penn Co. Const. / Sampson Phase II			
Contract Date: August 28, 2006				
University of Nebraska Medical Center Research Center of Excellence II	Architect: HDR Architecture, Inc.	Percent of Funds Expended: 70% Substantial Completion Date: (December 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$66,304,000.00
	Contract Date: February 10, 2005			10183000.00
	Method of Construction: Conventional Bidding			\$76,487,000.00
	General Contractor: Hawkins Construction			
Contract Date: December 4, 2006				

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska Medical Center Bennett Hall Renovation	Architect: Alley Poyner Architects Contract Date: October 1, 2006 Method of Construction: Conventional Bidding General Contractor: Boyd Jones Construction Contract Date: October 2, 2007	Percent of Funds Expended: 71% Substantial Completion Date: (August 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$7,540,022.00 1392978.00 \$8,933,000.00
University of Nebraska Medical Center Poynter Hall Renovation	Architect: RDG Planning & Design Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (December 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$5,977,500.00 1263500.00 \$7,241,000.00
University of Nebraska Medical Center Home Instead Center for Successful Aging (Geriatric Center)	Architect: HDR Architecture Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 3% Substantial Completion Date: (March 1, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$8,346,000.00 1850000.00 \$10,196,000.00
University of Nebraska Medical Center College of Nursing Building	Architect: RDG Planning & Design Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (March 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$11,252,000.00 2748000.00 \$14,000,000.00
University of Nebraska Medical Center College of Public Health Building	Architect: Alley Poyner & Macchitetto Arch. Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (April 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$13,583,000.00 2917000.00 \$16,500,000.00
University of Nebraska at Omaha College of Public Affairs and Community Service (CPACS)	Architect: HDR Contract Date: January 30, 2006 Method of Construction: Construction Manager/GMP General Contractor: W. Boyd Jones Construction Company (Renovation) Contract Date: February 20, 2006	Percent of Funds Expended: 81% Substantial Completion Date: (August 15, 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$14,904,029.00 3722971.00 \$18,627,000.00
University of Nebraska at Omaha Dr. C.C. and Mabel Criss Library Phase II Renovation	Architect: HDR Contract Date: November 22, 2006 Method of Construction: Construction Manager/GMP General Contractor: Hawkins Construction Company Contract Date: November 22, 2006	Percent of Funds Expended: 64% Substantial Completion Date: (June 1, 2009)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$8,773,648.00 2651202.00 \$11,424,850.00

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska at Omaha Campus Utilities Infrastructure Renewal	Architect: Farris Engineering Contract Date: TBD Method of Construction: Conventional Bidding General Contractor: TBD Contract Date: TBD	Percent of Funds Expended: 0% Substantial Completion Date: (July 1, 2011)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$8,220,000.00 780000.00 \$9,000,000.00
University of Nebraska at Omaha Maverick Village - Student Housing	Architect: Holland Basham Contract Date: Design / Build Method of Construction: Design/Build General Contractor: Kiewit Building Group Contract Date: April 27, 2007	Percent of Funds Expended: 90% Substantial Completion Date: (August 10, 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$13,088,209.00 3387027.00 \$16,475,236.00
University of Nebraska at Omaha Dodge Street Parking Structure	Architect: Holland Basham Contract Date: Design / Build Method of Construction: Design/Build General Contractor: Kiewit Building Group Contract Date: April 27, 2007	Percent of Funds Expended: 91% Substantial Completion Date: (August 10, 2008)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$10,701,647.00 1148099.00 \$11,849,746.00
University of Nebraska at Omaha Health Physical Education and Recreation Facility Expansion (HPER)	Architect: RDG Planning & Design Contract Date: TBD Method of Construction: Construction Manager/GMP General Contractor: Hawkins Construction Company Contract Date: TBD	Percent of Funds Expended: 2% Substantial Completion Date: (July 1, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$34,850,000.00 3740000.00 \$38,590,000.00
University of Nebraska at Omaha Mammel Hall (College of Business Administration Bldg.)	Architect: Holland Basham Architects Contract Date: Pending Method of Construction: Construction Manager/GMP General Contractor: Kiewit Building Group Contract Date: TBD	Percent of Funds Expended: 1% Substantial Completion Date: (August 1, 2010)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$25,057,129.00 5942871.00 \$31,000,000.00

TO: The Board of Regents Addendum IX-D-8

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Quarterly Status Report of Six-Year Capital Plan and Capital Construction Report

RECOMMENDED ACTION: Report

EXPLANATION: An update of the Six-Year Capital Plan will be provided on a quarterly basis. Attached is an update as of June 30, 2008. In addition, a report of current capital construction projects is included for review.

SPONSOR: Rebecca H. Koller
Assistant Vice President for Business & Finance
Director of Facilities Planning & Management

RECOMMENDED: David E. Lechner
Vice President for Business and Finance

DATE: August 14, 2008

2008 Six-Year Capital Plan - Unprioritized (Alphabetized by Campus)

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
UN	Fire & Life Safety/Code Compliance	TBD (1)	TBD	\$ -	\$ -	\$ -
State Funded Projects						
UNK	Otto Olsen II	\$ 31,320,000	\$ 31,320,000	\$ -	TBD	\$ 313,200
UNL	Greater Nebraska Projects	\$ 45,000,000	\$ 45,000,000	\$ -	TBD	\$ 450,000
UNL	Manter Hall	\$ 22,320,000	\$ 22,320,000	\$ -	TBD	\$ 223,200
UNL	Undergraduate Academic Classroom Facility	\$ 40,500,000	\$ 40,500,000	\$ -	TBD	\$ 405,000
UNL	Westbrook Music Building Renovation and Expansion	\$ 25,000,000	\$ 25,000,000	\$ -	TBD	\$ 250,000
UNMC	College of Nursing - Lincoln Division	\$ 17,500,000	\$ 17,500,000	\$ -	\$ -	\$ 175,000
UNO	Strauss Performing Arts Addition/Renovation	\$ 14,600,000	\$ 14,600,000	\$ -	TBD	\$ 146,000
		\$ 196,240,000	\$ 196,240,000	\$ -	\$ -	\$ 1,962,400
Non-State Funded Projects						
UNK	Nebraska Safety Center Office and Classroom Building	\$ 1,200,000 (3)	\$ -	\$ 1,200,000	\$ 61,000	\$ 12,000
UNL	Burr Fedde Renovation or Replacement	\$ 10,000,000	\$ -	\$ 10,000,000	\$ -	\$ -
UNL	Cather & Pound Renovations	\$ 16,500,000	\$ -	\$ 16,500,000	\$ -	\$ -
UNL	Cather Pound Dining Renovations	\$ 7,000,000	\$ -	\$ 7,000,000	\$ -	\$ -
UNL	East Campus Family Housing Replacement	\$ 10,000,000	\$ -	\$ 10,000,000	\$ -	\$ -
UNL	Neihardt renovations	\$ 9,000,000	\$ -	\$ 9,000,000	\$ -	\$ -
UNL	Plant Conservatory and Plant Science Teaching Greenhouse	\$ 15,000,000	\$ -	\$ 15,000,000	TBD	\$ 150,000
UNMC	College of Dentistry Addition	\$ 13,700,000	\$ -	\$ 13,700,000	TBD	\$ 137,000
UNMC	Comprehensive Cancer Research Center & Parking Structure	\$ 135,000,000	\$ -	\$ 135,000,000	TBD	\$ 1,350,000
UNMC	West Utility Plant	\$ 16,200,000	\$ -	\$ 16,200,000	TBD	\$ 162,000
UNO	University Life Complex	\$ 35,000,000 (2)	\$ -	\$ 35,000,000	TBD	TBD
		\$ 268,600,000	\$ -	\$ 268,600,000	\$ 61,000	\$ 1,811,000
Mixed Funded Projects						
UNK	Fine Arts Renovation/Addition	\$ 17,620,500	\$ 17,237,000	\$ 383,500	TBD	\$ 176,205
UNL	Nebraska Innovative Center: Phase I	\$ 50,500,000	TBD	TBD	TBD	\$ 505,000
UNL	Systems Biology (ARS)	\$ 49,000,000	\$ -	\$ 49,000,000	TBD	\$ 490,000
UNO	PKI Expansion	\$ 19,000,000	TBD	TBD	TBD	\$ 190,000
		\$ 136,120,500	\$ 17,237,000	\$ 49,383,500	\$ -	\$ 1,361,205
Total		\$ 600,960,500	\$ 213,477,000	\$ 317,983,500	\$ 61,000	\$ 5,134,605

Notes:

- (1) Number may change dramatically to represent 40% of 309 Task Force funding over the next 6 years
- (2) Moved from On-Deck List
- (3) Program Statement approved by the BOR
- (4) New Project

2008 On-Deck Projects

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
State Funded Projects						
UNK	Calvin T. Ryan Library Renovation/Addition	\$ 14,580,000	\$ 14,580,000	\$ -	\$ 442,000	\$ 145,800
UNK	Cushing Coliseum Renovation & Additions	\$ 2,495,000	\$ 2,495,000	\$ -	\$ 25,000	\$ 24,950
UNK	Founders	\$ 1,135,000	\$ 1,135,000	\$ -	TBD	\$ 11,350
UNK	Frank House	\$ 3,405,000	\$ 3,405,000	\$ -	\$ 69,000	\$ 34,050
UNK	General Services Building Renovation (Ed Center)	\$ 6,480,000	\$ 6,480,000	\$ -	\$ 120,000	\$ 64,800
UNK	Memorial Student Affairs Building	\$ 6,265,000	\$ 6,265,000	\$ -	\$ 1,543,000	\$ 62,650
UNK	Sidewalk	\$ 1,000,000	\$ 1,000,000	\$ -	\$ -	\$ 10,000
UNK	Thomas Hall Renovation	\$ 3,402,000	\$ 3,402,000	\$ -	\$ 69,000	\$ 34,020
UNK	West Center East Wing	\$ 6,805,000	\$ 6,805,000	\$ -	\$ 100,000	\$ 68,050
UNL	Campus-wide Classroom Improvements	\$ 5,000,000	\$ 5,000,000	\$ -	TBD	TBD
UNL	McColum/Welpton	\$ 5,900,000	\$ 5,900,000	\$ -	TBD	\$ 59,000
UNL	Poultry Research and Teaching Facility	\$ 4,500,000	\$ 4,500,000	\$ -	TBD	\$ 45,000
UNL	Vet Basic Sciences Building Structural Repairs	TBD	TBD	\$ -	TBD	TBD
		\$ 60,967,000	\$ 60,967,000	\$ -	\$ 2,368,000	\$ 559,670
Non-State Funded Projects						
UNK	Men's Hall and Randall Hall Renovations	\$ 4,960,000 (4)	\$ -	\$ 4,960,000	\$ -	\$ -
UNK	Centennial Towers East and West Renovations	\$ 8,600,000 (4)	\$ -	\$ 8,600,000	\$ -	\$ -
UNL	19th & Vine Parking Garage	TBD	\$ -	TBD	TBD	TBD
UNL	Arts & Humanities Building (University Press Building)	TBD	\$ -	TBD	TBD	TBD
UNL	Athletics Hall of Fame new construction/addition	TBD	\$ -	TBD	TBD	TBD
UNL	Athletics Student Life, Hewit Academic Center renovation	TBD	\$ -	TBD	TBD	TBD
UNL	City Campus Recreation Center Expansion	TBD	\$ -	TBD	\$ -	TBD
UNL	Demolish Reunion	TBD	\$ -	TBD	\$ -	\$ -
UNL	Devaney Center Improvements	TBD	\$ -	TBD	\$ -	TBD
UNL	Durham School of Construction	TBD	\$ -	TBD	TBD	TBD
UNL	East Campus Recreation Center	TBD	\$ -	TBD	\$ -	TBD
UNL	Life Science Teaching Labs	\$ 18,500,000	\$ -	TBD	TBD	\$ 185,000
UNL	Natural Resources Hall Renovation (Nebraska Forest Service)	\$ 1,100,000	\$ -	\$ 1,100,000	TBD	\$ 11,000
UNL	Othmer Basement Classroom / Build-out	TBD	\$ -	TBD	TBD	TBD
UNL	Plant Pathology and Horticulture Greenhouses-structural repair	TBD	\$ -	TBD	TBD	TBD
UNL	Ruth Leverton Infrastructure Upgrades	\$ 4,000,000	\$ -	\$ 4,000,000	TBD	\$ 40,000
UNL	Science Research Facilities	TBD	\$ -	TBD	TBD	TBD
UNL	Skybox Interior Update	TBD	\$ -	TBD	\$ -	TBD
UNL	Student Life Complex Expansion	TBD	\$ -	TBD	TBD	TBD
UNL	Temple Building Renovation - Phase II	TBD	\$ -	TBD	TBD	TBD
UNL	Upgrade of Huskervision Control Room	TBD	\$ -	TBD	\$ -	TBD
UNMC	Biomedical Technology Center	\$ 24,840,000	\$ -	\$ 24,840,000	\$ 1,294,000	\$ 248,400
UNMC	Medical Office Building & Parking Structure	\$ 63,400,000	\$ -	\$ 63,400,000	\$ -	TBD
UNMC	Postgraduate Pediatric Dentistry Program	\$ 5,400,000	\$ -	\$ 5,400,000	TBD	\$ 54,000
UNMC	Research Center of Excellence III	\$ 119,000,000	\$ -	\$ 119,000,000	TBD	\$ 1,190,000
UNO	Allwine Prairie Environmental Education Field Station	\$ 1,500,000	\$ -	\$ 1,500,000	TBD	\$ 15,000
UNO	Campus Development at Center	TBD	\$ -	TBD	TBD	TBD
UNO	Community Outreach/Childcare Facility	TBD	\$ -	TBD	TBD	TBD
UNO	Fieldhouse Expansion/Renovation II	\$ 3,000,000	\$ -	\$ 3,000,000	TBD	\$ 30,000
UNO	Parking Structure(s) (Dodge)	TBD	\$ -	TBD	TBD	TBD
UNO	Proscenium Theater	TBD	\$ -	TBD	TBD	TBD
UNO	Student Housing (Pacific)	TBD	\$ -	TBD	TBD	TBD
		\$ 240,740,000	\$ -	\$ 222,240,000	\$ 1,294,000	\$ 1,773,400

2008 On-Deck Projects

Campus	Project Title	Estimate	State Funding	Other Funding	State O&M	1% Assessment
TBD Funded Projects						
UNL	Ashfall Pavilions and Bunkhouse	\$ 1,500,000	TBD	TBD	TBD	\$ 15,000
UN	Technology Development Center (NCITE)	\$ 17,000,000	TBD	TBD	TBD	\$ 170,000
UNMC	Cardiovascular Research Center	TBD	TBD	TBD	TBD	TBD
UNMC	College of Nursing Modernization	\$ 8,820,000	TBD	TBD	TBD	\$ 88,200
UNMC	College of Pharmacy Modernization	\$ 9,720,000	TBD	TBD	TBD	\$ 97,200
UNMC	Psychiatric Center	TBD	TBD	TBD	TBD	TBD
UNMC	Renovation and Expansion of Swanson Hall	\$ 15,120,000	TBD	TBD	TBD	\$ 151,200
UNMC	Saddle Creek Road Relocation	TBD	TBD	TBD	TBD	TBD
UNMC	Eye Institute	\$ 16,200,000	TBD	TBD	TBD	\$ 162,000
UNMC	Wittson Hall Modernization	\$ 9,470,000	TBD	TBD	TBD	\$ 94,700
UNMC	Student Life Center Addition	\$ 10,000,000 (4)	TBD	TBD	TBD	\$ 100,000
UNO	Academic Building	TBD	TBD	TBD	TBD	TBD
UNO	Durham Science Center Renovation	TBD	TBD	TBD	TBD	TBD
UNO	General Services Building	TBD	TBD	TBD	TBD	TBD
UNO	Kayser Hall Renovation	TBD	TBD	TBD	TBD	TBD
UNO	Roskens Hall Renovation	TBD	TBD	TBD	TBD	TBD
UNO	Weber Fine Arts Building Addition	TBD	TBD	TBD	TBD	TBD
		\$ 87,830,000	\$ -	\$ -	\$ -	\$ 863,300
Total On Deck Projects		\$ 389,537,000	\$ 60,967,000	\$ 222,240,000	\$ 3,662,000	\$ 3,196,370

NCTA - 2008 Six-Year Capital Plan - Unprioritized

State Funded Projects						
NCTA	Educational Center	\$ 9,762,000 (3)	\$ 9,762,000	\$ -	\$ 47,500	\$ 97,620
NCTA	Instruction Facilities Improvements	\$ 1,400,000	\$ 1,400,000	\$ -	TBD	\$ 14,000
Total NCTA		\$ 11,162,000	\$ 11,162,000	\$ -	\$ 47,500	\$ 111,620

NCTA - 2008 On Deck List

State Funded Projects						
NCTA	Master Plan - Campus Renovation	\$ 3,025,000	\$ 3,025,000	\$ -	TBD	\$ 30,250
NCTA	Student Union	\$ 8,640,000	\$ 8,640,000	\$ -	TBD	\$ 86,400
Total NCTA On-Deck Projects		\$ 11,665,000	\$ 11,665,000	\$ -	\$ -	\$ 116,650

Recap of Projects in Progress by Phase

Project	Total Project Cost	Method of Contract	Architect	Contractor	Approve Program	Approve A/E	Substantial Completion	Current Phase
State Funded Projects		\$0						
Note: State funding included in Mixed, 309 and LB 605 projects								
Non-State Funded Projects								
UNL University Housing Wireless Computer Services	\$950,000	Low Bid	TBD	TBD	Nov-07	N/A	Aug-08	Planning
UNK Mantor Renovations	\$4,000,000	Low Bid	Wilkins Hinrichs Stober	TBD	Mar-08	4year	Jul-09	Planning
UNL Abel Sandoz Dining Center Renovations	\$12,900,000	Low Bid	TBD	TBD	Jun-08	4 year	May-10	Planning
UNL NanoScience Facility	\$13,500,000	Low Bid	TBD	TBD	Sep-07	Apr-08	Oct-10	Design
UNL 17th & R Residence Hall	\$40,500,000	Design Build	TBD	TBD	Apr-08	D/B	Jul-10	Planning
UNO Health Physical Education & Recreation Facility	\$38,590,000	CM/GMP	RDG	Hawkins Construction	Jun-07	Jan-08	Jul-10	Planning
UNO College of Business Administration	\$31,000,000	CM/GMP	Holland Basham	Kiewit Building Group	Mar-08	Mar-08	Aug-10	Planning
UNL Whittier Renovation	\$23,750,000	Low Bid	Sinclair Hille Architects	TBD	Jun-07	Sep-07	Jul-09	Design
UNL Animal Research Facility Renovation	\$5,000,000	Low Bid	Clark Enersen Partners	TBD	Jan-08	4 year	Aug-09	Design
UNMC Home Instead Center for Successful Aging (Geriatric Center)	\$10,196,000	Low Bid	HDR	TBD	Nov-07	Jan-08	Mar-10	Design
UNMC College of Nursing Addition - Omaha	\$14,000,000	Low Bid	RDG	TBD	Mar-08	Mar-08	Mar-10	Design
UNMC College of Public Health	\$16,500,000	Low Bid	Alley Poyner Macchietto & BNIM	TBD	Mar-08	Mar-08	Apr-10	Design
UNMC Emer. Repl. of Fire Damaged Elec. Generator & Utility Bldg.	\$2,480,000	Design Build	Ayars & Ayars with Farris and Strategic Electric		Mar-08	NA	Jun-08	Construction
UNMC Michael F. Sorrell Center for Health Science Education	\$57,700,000	Low Bid	HDR & RDG	Kiewit Building Group	Dec-03	Jun-04	Aug-08	Construction
UNL Food Industries Rooms 138 and 139	\$1,300,469	Low-Bid	Davis Design	Rogge General Contractors	Apr-06	4 year	Jun-08	Construction
UNL Mabel Lee Recreation Fields	\$1,735,200	Low Bid	Olsson & Associates	Nemaha Nursery	Nov-07	4 year	Sep-08	Construction
UNK Student Housing Project	\$21,780,000	CM/GMP	Sinclair Hille Architects	Sampson Construction Company	Jun-05	4year	Aug-08	Construction
UNO Student Housing (Maverick Village) and Parking Structure	\$28,324,982	Design Build		Kiewit Building Group	Jan-07	NA	Aug-08	Construction
UNL College of Law Auditorium Renovation & Classroom Addition	\$3,888,000	Low Bid	Clark Enersen Partners	Kingery Construction	Apr-07	4year	Oct-08	Construction
				Graham Penn-Co (Phase 1)			Oct-08	Construction (Phase 1)
UNMC cGMP Transplant Production Facility	\$16,502,000	Low Bid	Sinclair Hille Architects	Sampson (Phase 2)	Jan-04	4 year	Dec-08	Construction (Phase 2)
UNL Barkley Memorial Center Building Addition	\$4,689,000	Low Bid	Sinclair Hille Architects	Hampton Enterprises	Sep-06	4 year	May-09	Construction
				Hampton Enterprises (Phase II)	Apr-08		May-09	Construction
UNL Hubbard Family Foundation Rhino Barn - Ashfall Fossil Beds	\$1,336,300	Design Build	Architectural Design Associates	Capital General Contractors	Nov-07	NA	Feb-09	Construction
UNL Abel Sandoz Complex Renovation	\$40,736,000	Design Build		Ryan & Associates	Jun-07	D/B	Aug-10	Construction
UNL Abel Sandoz Complex Window Replacement	\$2,241,300	Design Build		Ryan & Associates	Nov-06	D/B	Aug-10	Construction
UNL Memorial Stadium - North Stadium Improvement Project	\$51,000,000	Design Build		Sampson Construction Company	Jan-04	D/B	Nov-06	Warranty
UNL Temple Building Renovation and Addition	\$5,045,660	Low Bid	Bahr Vermeer Haecker	The Weitz Company	Jan-05	Apr-05	Jun-07	Warranty
UNL Animal Science Complex Renovation for Veterinary Medicine	\$1,078,000	Low Bid	Morrissey Engineering	Erich Broer Construction	Jun-06	NA	Jul-07	Warranty
UNO Milo Bail Student Center - Dining Rm. Renovation	\$900,000	Low Bid	FHA Architects	Paragon	Apr-06	NA	Aug-07	Warranty
UNL Nebraska Tractor Test Lab Track	\$700,000	Low Bid	HWS Consulting Group	TWC Construction	Nov-06	NA	Aug-07	Warranty
UNL International Quilt Study Center	\$10,315,050	Low Bid	Alley Poyner/Robert A. M. Stern	Hawkins Construction	Sep-04	Gift	Nov-07	Warranty
UNL ARDC Farm Maintenance Shop	\$1,199,000	Low Bid	Architectural Design Associates	Regal Construction & TCW	Apr-05	NA	Dec-07	Warranty
UNL June & Paul Schorr III Center for Computer Science and Engineer	\$3,000,000	Low Bid	Sinclair Hille Architects	JLC Incorporated	Sep-06	Gift	Dec-07	Warranty
UNL Ken Morrison Life Sciences Research Center	\$21,144,000	Low Bid	Lockwood Greene, Inc.	Sampson Construction Company	Jun-04	Nov-06	Feb-08	Warranty
UNMC East Utility Plant - Chiller Installation	\$4,000,000	Low Bid	Olsson Associates	Pitlor	Sep-06	4 year	Mar-08	Warranty
UNMC Weigel Williamson Center for Visual Rehabilitation	\$1,188,000	Low Bid	Beringer Ciaccio Dennell Mabrey	Lund-Ross Constructors	Jan-07	4 year	Mar-08	Warranty
UNL Othmer Hall: cGMP Pilot Plant	\$11,611,619	CM/GMP	Davis Design	Hawkins Construction	Dec-03	Nov-06	Jun-08	Warranty
	\$499,830,580							
Mixed Funded Projects								
UNL Entomology Hall HVAC Replacement	\$2,000,000	Low Bid	Clark Enersen Partners	TBD	Jun-08	NA	Nov-09	Design
UNL Jackie Gaughan Multicultural Center	\$8,700,000	Low Bid	Dana Larson Roubal & Assoc	TBD	Nov-06	Mar-07	Dec-09	Design
UNL East Campus Huntington-Leighton Trail Project	\$962,139	Low Bid	Clark Enersen Partners	Nemaha Nursery	Jun-05	NA	Jun-08	Construction
UNL Kisselbach Crops Research Lab	\$1,150,000	Low Bid	Farris Engineering	Dickey & Burham	Nov-07	Mar-08	Jul-08	Construction
UNO Facility for CPACS	\$18,627,000	CM/GMP	HDR	W. Boyd Jones	Apr-05	Nov-05	Aug-08	Construction
UNL CY Thompson Library Roof Replacement & Clerestory	\$540,000	Low Bid	Sinclair Hille Architects	Dickey & Burham	Apr-08	NA	Sep-08	Construction
UNL Nebraska Hall Window Replacement - Phase II	\$523,000	Low Bid	Schemmer & Associates	Hausmann Construction	Nov-07	NA	Sep-08	Construction
UNMC Research Center of Excellence II	\$76,487,000	Low Bid	HDR	Hawkins Construction	Oct-04	NA	Dec-08	Construction
	\$106,989,139							

Recap of Projects in Progress by Phase

Project	Total Project Cost	Method of Contract	Architect	Contractor	Approve Program	Approve A/E	Substantial Completion	Current Phase
LB 309 & Campus Match Projects								
UNL Forestry Hall Renovation	\$1,275,000	Low Bid	Architectural Design Associates	TBD	Jun-08	NA	Oct-09	Design
UNMC Central Utilities Plant-Electrical Upgrades (Normal Distribution)	\$2,259,000	Low Bid	Specialized Engineering Solutions	Vrana	Mar-07	4 Year	Jan-09	Construction
UNO Arts and Sciences Hall Fire Suppression System	\$1,350,000	Low Bid	Morrissey Engineering	Ahern Fire Protection	Mar-08	NA	Jan-09	Construction
UNO Arts and Sciences Hall Fire Elevator Renovation	\$425,000	Low Bid	Batheja and Associates	Prairie Construction	Apr-07	NA	Aug-08	Construction
UNMC Electric Steam Boilers in East Utility Plant	\$3,445,000	Low Bid	Farris Engineering	Grunwald Mechanical	Nov-05	4 year	Nov-06	Warranty
	<u>\$7,479,000</u>							
University Building Renewal Assessment Fund (1% Assessment)								
UNO Roof Replacement for Sapp Field House	\$586,600	Low Bid	Carlson West Provonda	A-lerl	Apr-07	NA	Jul-08	Construction
UNMC Central Utilities Plant - Chiller Installation	\$2,150,000	Low Bid	Farris	Pitlor	Sep-07	TBD	Sep-08	Construction
UNMC Wittson Hall HVAC Renovation	\$1,500,000	Low Bid	Olsson & Associates	Grunwald Mechanical	Jan-07	4 year	Mar-08	Warranty
	<u>\$4,236,600</u>							
LB 605 Projects								
UNMC Eppley Cancer Center Renovation	\$5,500,000	Low Bid	TBD	TBD	TBD	TBD	TBD	Planning
UNMC Wittson Hall Renovation	\$7,319,000	Low Bid	TBD	TBD	TBD	TBD	TBD	Planning
UNO Utility Infrastructure	\$9,000,000	Low Bid	Farris Engineering	TBD	Nov-06	4 year	Jul-11	Planning
UNL Keim Hall Renovation	\$14,000,000	TBD	Alley Poyner Architects	TBD	Apr-07	Apr-07	Mar-10	Design
UNMC Poynter Hall Renovation	\$7,241,000	Low Bid	RDG	TBD	Sep-06	Mar-07	Dec-09	Design
UNMC College of Dentistry Renovation	\$8,972,000	Low Bid	Davis Design	TBD	Jun-07	Sep-07	Aug-10	Design
UNL Animal Science Renovation	\$21,340,000	Low Bid	Farris Engineering	TBD	Apr-07	Apr-07	Jan-11	Design
UNMC Bennett Hall Renovation	\$8,933,000	Low Bid	Alley Poyner Architects	Boyd Jones	Jun-06	Sep-06	Aug-08	Construction
UNL Sheldon Memorial Gallery Exterior Rehabilitation	\$3,960,000	Low-Bid	Batheja	Mid-Continental Construction	Jun-06	4 year	Nov-08	Construction
UNO Criss Library Renovation	\$11,424,850	CM/GMP	HDR	Hawkins Construction	Apr-04	Sep-07	Jun-09	Construction
UNK Central Utilities / Plant	\$18,460,000	CM/GMP	Leo Daly	JE Dunn	Nov-06	Mar-07	Jul-09	Construction
UNL Physical Sciences Replacement Building	\$40,540,000	Low Bid	Perkins & Will / BVH	Sampson Construction	Jul-06	Sep-06	Nov-09	Construction
UNK Bruner Hall of Science Phase II	\$14,552,000	CM/GMP	The Clark Enerson Partners	Beckenhauer Const. Inc.	Jan-07	Jun-07	Dec-09	Construction
	<u>\$171,241,850</u>							
Total Capital Construction Projects		\$789,777,169						

A/E Approval Notes: NA - below BOR approval threshold D/B - Design Build process 4 year - Four Year A/E Selection Process

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

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Naming of the Library Garden at the University of Nebraska at Omaha (UNO) and the International Quilt Study Center garden at the University of Nebraska-Lincoln (UNL) the "Marion E. and Barbara B. Tritsch Gardens" in honor of Marion E. and Barbara B. Tritsch

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: Upon the death of Barbara B. Tritsch, the trust created in her name gave a substantial gift to the University of Nebraska Foundation. Foundation donor records revealed an area of interest for the Tritsch family was campus beautification. Pursuant to this interest, the Foundation identified two beautification projects for which the gift from the trust would be most beneficially used, the garden on the grounds of the International Quilt Study Center at UNL, and the garden near the Criss Library at UNO.

Naming of the gardens at the University of Nebraska at Omaha and the University of Nebraska-Lincoln the "Marion E. and Barbara B. Tritsch Garden" recognizes the bequest of Marion E. and Barbara B. Tritsch. The respective namings have been recommended by Chancellor John Christensen and Chancellor Harvey Perlman and have been approved by President Milliken.

The Board of Regents expresses, on behalf of the University of Nebraska, its deepest gratitude and appreciation to the Tritsches for their bequest to the University of Nebraska.

SPONSORS: John Christensen, Chancellor
University of Nebraska at Omaha

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

RECOMMENDED: James B. Milliken
President

DATE: August 15, 2008

TO: The Board of Regents Addendum IX-D-10

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Naming of Purchased Farm Land in Keith County the "West Central Water Resources Field Laboratory"

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Milliken and Chancellor Perlman have approved naming the purchased farm land in Keith County as the "West Central Water Resources Field Laboratory."

In January 2007 the UNL West Central Research and Extension Center of the Institute of Agriculture and Natural Resources purchased two farm parcels to be used for limited water crop research from Mr. Ron Grapes of Kearney, Nebraska. The title West Central Water Resources Field Laboratory was identified as the best generic naming option to describe the location, type of research, and facility.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: John C. Owens
Vice President for Agriculture & Natural Resources
IANR Harlan Vice Chancellor

Harvey Perlman, Chancellor
University of Nebraska-Lincoln

RECOMMENDED: James B. Milliken
President

DATE: July 14, 2008

TO:	The Board of Regents Business Affairs	Addendum IX-D-11								
MEETING DATE:	September 5, 2008									
SUBJECT:	Design Report for the Whittier Building Renovation at the University of Nebraska-Lincoln									
RECOMMENDED ACTION:	Report									
PREVIOUS ACTION:	<p>June 14, 2007 – The Board of Regents approved the Program Statement and Budget for the Whittier Building Renovation at the University of Nebraska-Lincoln (UNL).</p> <p>November 11, 2005 – The Board of Regents approved the Program Statement and Budget for the renovation of the Whittier North Annex for a University Child Care Center.</p>									
EXPLANATION:	<p>This project renovates an 84-year old landmark that is obsolete and inefficient to operate to a modern laboratory, office, and child care facility that will make the University competitive in attracting faculty, staff, students, and research funding.</p> <p>The project supports the University of Nebraska Strategic Framework goals to improve the quantity and quality of research space through public and private support; increase external support for research and scholarly activity; be cost effective and accountable to the citizens of the state; maintain competitive capital facilities; and provide competitive salaries and benefits to attract and retain excellent faculty and staff.</p> <p>Spaces will be reconfigured to better meet the present and future programmatic needs of the building’s occupants. The project will replace the building’s mechanical and electrical systems, correct fire and life safety and accessibility deficiencies, and eliminate the presence of asbestos-containing materials. The project will be completed in a single phase and the building will not be occupied during construction.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 70%;">Proposed start of construction</td> <td style="text-align: right;">September 2008</td> </tr> <tr> <td>Proposed completion of construction</td> <td></td> </tr> <tr> <td style="padding-left: 40px;">North Annex</td> <td style="text-align: right;">August 2009</td> </tr> <tr> <td style="padding-left: 40px;">Main Building</td> <td style="text-align: right;">December 2009</td> </tr> </table>		Proposed start of construction	September 2008	Proposed completion of construction		North Annex	August 2009	Main Building	December 2009
Proposed start of construction	September 2008									
Proposed completion of construction										
North Annex	August 2009									
Main Building	December 2009									
PROJECT COST:	\$23,750,000									
ON-GOING FISCAL IMPACT:	Estimated Operating and Maintenance 1% Assessment	\$1,118,745 237,500								
SOURCE OF FUNDS:	Trust Funds University of Nebraska Facilities Corporation Revenue Bonds	\$11,750,000 <u>12,000,000</u> <u>\$23,750,000</u>								

SPONSOR: Christine A. Jackson
Vice Chancellor for Business and Finance

RECOMMENDED: Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: August 13, 2008

Whittier Building Renovation

Design Report

University of Nebraska-Lincoln

Project Description

This project will renovate the building infrastructure systems (envelope, plumbing, HVAC, electrical) of the former Whittier Junior High School and fully finish approximately 50% of main building spaces to provide dry research laboratories, offices, and conference rooms for various UNL research programs on campus. Approximately 13,000 gross square feet in the Whittier North Annex will be renovated for a Child Development Center.

The purpose of the project is to:

- Renovate and upgrade the infrastructure of the Whittier Building and its North Annex.
- Provide much needed research laboratory, office and support space for use by various research programs.
- Provide affordable, high-quality child development services available to faculty, staff, and students in a convenient location.

Cost

Total Project Cost \$23,750,000

Project Schedule

Schematic Design complete:	January 16, 2008
Design Development complete:	April 16, 2008
Construction Documents complete:	August 2008
Receive Bids for Construction:	September 2008
Start Construction:	October 2008
Substantial Completion north annex:	August 2009
Substantial Completion main building:	December 2009
Open main building:	January 2010

Whittier Building Renovation

Design Report

University of Nebraska-Lincoln

architects



② NORTH ELEVATION - AREA 'A'
3/64" = 1'-0"



① SOUTH ELEVATION - AREA 'A'
3/64" = 1'-0"

TO: The Board of Regents Addendum IX-D-12

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT: Design Development Report for the renovation of the University of Nebraska Medical Center College of Dentistry building on the East Campus of the University of Nebraska–Lincoln

RECOMMENDED ACTION: Report

PREVIOUS ACTION: September 6, 2007 – The Board of Regents approved the selection of Davis Design to provide architectural design services for the renovation of the University of Nebraska Medical Center College of Dentistry building on the East Campus of the University of Nebraska–Lincoln.

June 14, 2007 – the Board of Regents approved the program statement and budget for the renovation of the University of Nebraska Medical Center (UNMC) College of Dentistry building on the East Campus of the University of Nebraska-Lincoln (UNL).

EXPLANATION: Design Development for the renovation of the UNMC College of Dentistry Building on the UNL East Campus is now complete. This project, primarily funded through the LB 605 mechanism, will replace building infrastructure, restore the building to code compliance, reorganize and renovate teaching clinics, class labs and support space, and renew patient waiting and circulation space. An Advanced Clinical Practice area will be renovated apart from LB 605 funding.

The proposed project will retrofit or replace obsolescent systems throughout the building that are functional but below performance and safety standards for a medical and research facility. The building's east entry will be enclosed to allow installation of an elevator, creating an accessible entry.

The proposed project will continue implementation of a goal of the UNMC 2006-2015 Facilities Development Plan to renew and expand education space by preparing the College of Dentistry building for continued service well into the future.

The \$8,972,000 budget displayed below is in agreement with this project's allocation of the LB 605 proceeds. The operating costs and 1% assessment will be included in the 2011-2012 budget request.

Proposed start of construction: October 2008
Proposed completion of construction: August 2010

PROJECT COST: \$8,972,000

ON-GOING FISCAL IMPACT:	Operating and Maintenance	\$ 46,200
	1% Assessment	89,720
SOURCE OF FUNDS:	State Funds	\$8,507,000
	Cash Funds	<u>465,000</u>
		<u>\$8,972,000</u>
SPONSOR:	Donald S. Leuenberger	
	Vice Chancellor for Business & Finance	
RECOMMENDED:	Harold M. Maurer, M.D., Chancellor	
	University of Nebraska Medical Center	
DATE:	August 14, 2008	

COLLEGE OF DENTISTRY BUILDING RENOVATION

University of Nebraska Medical Center
UNL East Campus, Lincoln, Nebraska

Design Development Report – July, 2008

PROJECT SCOPE

The UNMC College of Dentistry Building Renovation project will provide a major building and systems upgrade that addresses existing building deficiencies in the following areas:

- 1) Academic and patient program enhancements for clinic and student areas that have not seen major facility upgrades since original building construction.
- 2) Mechanical and electrical system upgrades to improve performance, capacity and efficiency.
- 3) Bring into current compliance numerous building, fire and life safety code deficiencies.
- 4) Provide a new entry elevator and other accommodations for handicap accessibility.

The following academic and patient program functions will be renovated:

- The Prosthodontics Clinic will be relocated and remodeled to provide updated clinic space.
- Priority Care Dentistry supports the activities of all students within their specific clinical areas. When procedures dictate, patients are brought to this clinic to finish or supplement student clinical procedures. It will be centrally located to serve all clinical areas and will provide facilities to accommodate emergency and after hours service.
- The Student Support Lab will be downsized and separated into two areas, one on each level to better facilitate student needs.
- The Dental Hygiene Clinic will be increased in clinical area to accommodate programmatic and patient privacy needs.
- The Radiology Clinic will be relocated to an area more central to all clinics and be upgraded to accommodate digital imaging technology.
- Two Pre-Clinical Laboratories used for first and second year student instruction will receive new lab bench tops.
- The Surgical Specialties Clinic consists of three specific dental curricula including Undergraduate Endodontics, Graduate Endodontics and Periodontics. Each clinical area will be remodeled to provide for contemporary instructional and patient care delivery methods.
- The existing main entrance canopy area will be enclosed to provide space for a handicap-accessible elevator. The area under the new entry lobby will be utilized to provide mechanical and electrical equipment rooms as well as space for faculty offices.
- Waiting area will be reduced in size but provide the same number of seats with a more efficient seating layout. Interior finishes will be upgraded to provide a pleasant space for the public and patients along with two ADA compliant toilets.
- Patient Information/Billing area will be provided with more efficient space to help patient movement to and from the main waiting and lobby area along with rooms for discrete consultation and confidential patient discussions.

- An existing research lab will be remodeled expanded to provide wet research space for two research teams.
- Advanced Clinical Practice functions as a freestanding dental clinic open to the public. In addition it provides real world experience for students in a professional environment. The Advanced Clinical Practice area will be relocated to an area closer to the public entry and will have interior finishes upgraded to a level appropriate for a professional clinic. It is funded separately from LB605 funds.



UNMC College of Dentistry
East Elevation (Showing the new enclosure of the entry canopy)

BUILDING SIZE AND EFFICIENCY

	Program Statement	Design Development
Gross Building Area Affected:	106,972 Square Feet	106,972 Square Feet
Net Building Area Renovated	33,587 Square Feet	33,587 Square Feet
Building Area Added with Entry Enclosure	3,600 Square Feet	2,358 Square Feet

BUDGET

The total project budget remains unchanged at \$8,972,000.

PROJECT SCHEDULE

Design Development Documents Complete	May 2008
Construction Documents Complete	July 2008
Project Bid Date	August 2008
Start of Construction	September 2008
Substantial Completion	August 2010

TO: The Board of Regents Addendum IX-D-13

Academic Affairs

MEETING DATE: September 5, 2008

SUBJECT: Schedule for periodic review of Multi-Departmental Academic Centers for Research, Teaching and/or Service

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: Section 2.11 of the *Bylaws of the Board of Regents* requires the President to conduct periodic reviews of all Multi-Departmental Academic Centers for Research, Teaching and/or Service on a timetable appropriate to the nature of the center but not less frequently than every five years, and report the results of periodic reviews to the Board of Regents.

This report lists all Multi-Departmental Academic Centers for Research, Teaching and/or Service, and the schedule for their periodic review.

SPONSOR: Linda Ray Pratt
Executive Vice President and Provost

RECOMMENDED: James B. Milliken
President

DATE: August 15, 2008

Schedule of Reviews for University of Nebraska Academic/Research Centers

Center Name	Date Established	Affiliated Unit(s)	Proposed Review Process	Next Review
UNL (including IANR)				
Agricultural Research and Development Center - Mead	1962	IANR	mgmt. review	2013
Bureau of Business Research	1922	CBA, Econ	CBA accreditation	2010
Bureau of Sociological Research	1964	A&S	Sociology APR	Feb-08
Cedar Point Biological Station	Variable	A&S, Bio Sci	Bio Sci APR	2011-12
Center for Advanced Land Management Information Technologies	1986	IANR, SNR	School of Nat Resources APR	2009
Center for Albanian Studies	1992	CBA, Management	CBA accreditation	2010
Center for Applied Rural Innovation	2000	IANR, Ag Econ	Ag Econ APR	2009
Center for At-Risk Children's Services	2002	EHS, SECD	Spec Ed & Comm Dis APR	Mar-08
Center for Biological Chemistry	Variable	IANR, Biochem	Biochem APR	2010
Center for Biotechnology	1988	VCR	NRI Review every 7 years	2010
Center for Digital Research in Humanities	2005	A&S and Libraries	POE renewal every 5 years	2009-10
Center for Drug Delivery and Nanomedicine (with UNMC)	2004	UNMC		
Center for Economic Education	1963	CBA, Econ	CBA accreditation	2010
Center for Environmental Health and Toxicology (with UNMC)	1997	UNMC		
Center for Ergonomics and Safety Research (non-NRI)	1991	CoE, IMSE	IMSE APR	2009-10
Center for Grassland Studies	1994	IANR, Ag & Hort	Ag & Hort APR	2009
Center for Great Plains Studies	1976	A&S	review by A&S dean every 5 years	2009
Center for Instructional Innovation	1992	EHS, Ed Psych	Ed Psych APR	2013-14
Center for Insurance and Risk Management	1988	CBA	CBA accreditation	2010
Center for Plains Humanities Alliance	2002	Center for Great Plains Studies	review by A&S dean every 5 years	2009
Center for Science, Mathematics, and Computing Education	1983	A&S	Math APR	2013-14
Center for the Study of Higher and Postsecondary Education	1993	EHS, EdAd	Ed Ad APR	2012-13
Center for the Teaching and Study of Applied Ethics	1985	Law	review by Law dean every 5 years	2009
Center on Children, Families, and the Law	1987	A&S, Law	Psych APR	2010-11
Engineering Research Centers (NRI)	1967	VCR	NRI Review every 7 years	2010
Center for Communication & Information Sciences (NRI)	1988	CoE	close in 2008	
Center for Electro Optics (NRI)	1987	VCR	NRI Review every 7 years	2010
Center for Infrastructure Research (NRI)	1988	VCR	NRI Review every 7 years	2010
Center for Laser-Analytical Studies of Trace Gas Dynamics (NRI)	1988	CoE	close in 2008	
Center for Microelectronic & Optical Materials Research (NRI)	1988	CoE	close in 2008	
Center for Nontraditional Manufacturing Research (NRI)	1988	VCR	NRI Review every 7 years	2010
Family Resource Center	1990	EHS, CYFS	MFT accreditation	2011-12
Food Processing Center	1983	IANR, Food Sci & Tech	Food Sci & Tech APR	2013-14
Gallup Research Center	1990	A&S	review by A&S dean every 5 years	2010
Great Plains Regional Center for Global Environmental Change (GPRC)	1994	CASNR	School of Nat Resources APR	2009
Great Plains Veterinary Educational Center	1990	IANR, VBMS	Vet & Biomedical Sci APR	2013
Harris Center for Judaic Studies	1993	A&S, Classics & Religious Studies	Classics & Religious Studies APR	2009-10
High Plains Regional Climate Center	2005	IANR, SNR	School of Nat Resources APR	2009

Schedule of Reviews for University of Nebraska Academic/Research Centers

Center Name	Date Established	Affiliated Unit(s)	Proposed Review Process	Next Review
Hitchcock Center for Graduate Study and Professional Journalism Development	1981	J&MC	J&MC accreditation	2009-10
Industrial Agricultural Products Center	1988	IANR, BSE	Bio Systems Engineering APR	2012
International Quilt Study Center	1997	EHS, TCD	Textiles, Clothing, & Design APR	2010
Lentz Center for Asian Culture	1984	Chancellor	review by Associate to the Chancellor every 5 years	2010
Lifelong Learning Center - Norfolk	Variable	IANR	issue-based review	2012
Mary Riepma Ross Media Arts Center	2002	F&PA	review by F&PA dean every 5 years	2010
Mid-America Transportation Center	1995	VCR, CoE	review by VCR & CoE every 7 years	2010
National Center for Information Technology in Education	2001	A&S	Computer Science APR	2012-13
National Center for Research in Economic Education	1984	CBA	CBA accreditation	2010
National Drought Mitigation Center	2005	IANR, SNR	School of Nat Resources APR	2009
Nebraska Center for Biosecurity (all campuses, administered by UNMC)	2002	UNMC		
Nebraska Center for Cellular Signaling (with UNMC)	2004	UNMC		
Nebraska Center for Energy Sciences Research	2006	VCR	5-year review by VCR	2012
Nebraska Center for Entrepreneurship	1986	CBA, Management	CBA accreditation	2010
Nebraska Center for Mass Spectrometry	Variable	A&S, Chem	Chemistry APR	2009-10
Nebraska Center for Materials and Nanoscience	1990	VCR	NRI Review every 7 years	2008
Nebraska Center for Plant Science Innovation	2008	VCR	5-year review by VCR	2012
Nebraska Center for Virology (with UNMC and Creighton)	2001	VCR	5-year review by VCR	2009
Nebraska Center on Research for Children, Youth, Families, and Schools	2004	EHS	review by EHS dean every 5 years	2010
Nebraska Council on Economic Education	1963	CBA, Econ	CBA accreditation	2010
Nebraska Informatics Center for the Life Sciences (with UNMC & UNO)	2001	UNMC		
Nebraska Prevention Center for Alcohol and Drug Abuse	Variable	EHS, Ed Psych	Ed Psych APR	2013-14
Nebraska Public Policy Center	1998	NU		2009
Nebraska Redox Biology Center (with UNMC)	2003	VCR, ARD, A&S	5-year review by VCR and ARD	2010
Nebraska Transportation Center	2006	VCR, CoE	review by VCR & CoE every 7 years	2010
Nebraska/Kimmel Education and Research Center	Variable	IANR	mgmt. review	2012
Peter Kiewit Institute	1996	NU		2007
Research and Extension Facilities				
Northeast Research and Extension Center - Norfolk	1956	IANR	issue-based review	2012
Panhandle Research and Extension Center - Scottsbluff	1910	IANR	issue-based review	2010
Southeast Research and Extension Center - Lincoln	1967	IANR	issue-based review	2012
West Central Research and Extension Center - North Platte	1904	IANR	issue-based review	2009
Research Computing Facility	Variable	A&S	Computer Science APR	2012-13
UNL Leadership Institute (formerly Gallup Leadership Institute)	2004	CBA, Management	CBA accreditation	2010
Veterinary Diagnostic Center	1924	IANR, VBMS	Vet & Biomedical Sci APR	2008
W.M. Keck Center for Mesospin and Quantum Information Systems	Variable	VCR	Nebraska Materials and Nanoscience Center review	2008
Water Center	1964	IANR, SNR	School of Nat Resources APR	2009

Schedule of Reviews for University of Nebraska Academic/Research Centers

Center Name	Date Established	Affiliated Unit(s)	Proposed Review Process	Next Review
UNMC (uses a 5 year review cycle for all BoR Centers)				
Center for Advanced Surgical Technology	2005	COM and VCR	Research Resources Board (RRB) Review with VCR	2010
Center for Biopreparedness Education (Clinical)	Variable	VCR	RRB Review with VCR	2010
Center for Clinical and Translational Research	2007	VCR	RRB Review with VCR	2012
Center for Collaboration on Research Design and Analysis	2008	CoPH and VCR	RRB Review with VCR	2013
Center for Drug Delivery and Nanomedicine (with UNL)	2004	COP and VCR	RRB Review with VCR	2009
Center for Environmental Health and Toxicology	1997	CoPH and VCR	RRB Review with VCR	2008
Center for Health Services Research	1991	CoPH and VCR	RRB Review with VCR	2008
Center for Molecular Genetics and Genomics	1999	COM and VCR	RRB Review with VCR	2008
Center for Neurovirology and Neurodegenerative Disorders	1997	COM and VCR	RRB Review with VCR	2008
Center for Research in Leukemia and Lymphoma	2004	COM and VCR	RRB Review with VCR	2009
Center for Rural Health Research	1990	CoPH and VCR	RRB Review with VCR	2008
Center for Transplantation	1994	VCR	RRB Review with VCR	2008
Clinical Research Center	1996	VCR	RRB Review with VCR	2008
Cruzan Center for Dental Research (Clinical Research Center)	1998	COD and VCR	RRB Review with VCR	2008
Eppley Center for Research and Cancer Care	1993	VCR	RRB Review with VCR	2008
Hattie B. Munroe Center for Human Genetics	1985	VCR	RRB Review with VCR	2008
Health Professions Tracking Center (Clinical Research Center)	Variable	VCR	RRB Review with VCR	2008
Mobile Nursing Center (Clinical Research Center)	Variable	CON and VCR	RRB Review with VCR	2008
Nebraska Center for Biosecurity (all campuses, administered by UNMC)	2002	VCR	RRB Review with VCR	2008
Nebraska Center for Cellular Signaling (with UNL)	2004	COM and VCR	RRB Review with VCR	2009
Nebraska Center for Virology (with UNL and Creighton)	2001	UNL Responsibility		UNL
Nebraska Informatics Center for the Life Sciences (with UNL & UNO)	2001	EI and VCR	RRB Review with VCR	2008
Nebraska Redox Biology Center (with UNL)	2003	UNL Responsibility		UNL
Rural Policy Research Institute Great Plains Center for Health Statistics	2002	CoPH and VCR	RRB Review with VCR	2008
UNO				
Aviation Institute	1989	Public Administration	Academic Planning Council (APC) review process	2010
Center for Afghanistan Studies	1972	International Studies & Programs	APC review process	2012
Center for Economic Education - Omaha	Variable	Economics/College of Business Administration	CBA accreditation/APC review	2009
Center for ePortfolio-Based Assessment	2005	Academic and Student Affairs	Office of Academic and Student Affairs/Sr. Vice Chancellor	2010
Center for Faculty Development	1988	Academic and Student Affairs	Office of Academic and Student Affairs/Sr. Vice Chancellor	2010
Center for Innovation in Arts Education	1998	Art and Art History	APC review process	2011
Center for Management of Information Technology	1987	Information Systems and Quantitative Analysis	APC review process	2009

Schedule of Reviews for University of Nebraska Academic/Research Centers

Center Name	Date Established	Affiliated Unit(s)	Proposed Review Process	Next Review
Center for Public Affairs Research	1963	College of Public Affairs and Community Service	APC review process	2010
Center for Research of Biomechanics	1986	College of Education	Annual review by Director of Health, Physical Education and Recreation and DEAN of COE	annually
International Business Initiative	1991	College of Business Administration	CBA accreditation/APC review	2009
Juvenile Justice Institute	2003	School of Criminology and Criminal Justice	APC review process	2009
Nebraska Book Arts Center	1989	Art and Art History	APC review process	2011
Nebraska Business Development Center - Small Business Institute	1992	College of Business Administration	CBA accreditation/APC review	2009
Nebraska Center for Biosecurity (all campuses, administered by UNMC)	2002	UNMC		UNMC
Nebraska Informatics Center for the Life Sciences (with UNL & UNMC)	2001	UNMC		UNMC
Nebraska University Consortium for Information Assurance	2002	College of Information Science and Technology	APC review process	2013
Peter Kiewit Institute	1996	NU		2007
William Brennan Institute for Labor Studies	1980	College of Public Affairs and Community Service	APC review process	2010
UNK				
Center for Economic Education	1991	CBT	5 years	2011
Nebraska Business Development Center - Kearney	1991	CBT	5 years	2011
Nebraska Center for Biosecurity (all campuses, administered by UNMC)	2002	UNMC	UNMC to determine	
Nebraska Safety Center	1978	CBT	6 years	2012
Procurement Technical Assistance Center	1991	CBT	5 years	2011

TO: The Board of Regents Addendum IX-D-14

Business Affairs

MEETING DATE: September 5, 2008

SUBJECT Report on SAP Prioritization

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The strategic framework (Item 6.a.ii) entails an annual report to the Board on deployment of SAP. SAP is the software utilized in the business enterprise on a University-wide basis. The plan for continued implementation and deployment of this asset is as follows.

One to two year plan. Detailed planning has a one to two year horizon. As such, the undertakings of that time frame are fairly concrete.

The next six to twelve months of SAP implementation will be focused on bringing the State College system onto the SAP platform. This strategic combination was undertaken by President Milliken and Chancellor Stan Carpenter of the Nebraska State College System as part of the SIS information initiative. The effort of the University's SAP personnel entails not only programming, but training of state college personnel. This process is underway and the cooperation and partnership on both sides to-date in this undertaking has been tremendous.

Concurrent with the state college migration, University personnel are bringing SAP's budget module on line. When completed, this will put budget and expenditure data on the same system versus the current system which relies on dated technology for budget that resides on a separate system.

An unknown call on resources will be the interface of the new SIS system to the necessary SAP components.

The balance of the time available to SAP resources will be utilized in day-to-day upkeep of the system, including patches and other system modifications, training, and help desk duties.

Three to five year plan. The three to five year plan has a number of potential components available, subject to the consensus among users to implement a particular component. Certainly within this time frame, another system upgrade will be undertaken.

The primary item that is gaining momentum on the edge of the planning horizon is the Governance and Compliance Module. This module is designed to ensure transparent business activity, configure controls to define rules and tolerances and customize internal processes for security, reporting and error prevention and documents internal control processes.

RECOMMENDED:

David E. Lechner
Vice President for Business and Finance

DATE:

August 26, 2008