

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Varner Hall, 3835 Holdrege Street
Lincoln, NE 68583-0745
Friday, October 8, 2021
9:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON AUGUST 13, 2021
- IV. PRESENTATIONS
Cathy Pettid, Assistant Vice Chancellor and Dean of Students, University of Nebraska at Omaha on State of Student Mental Health in 2021
- V. KUDOS
Kyle Means, University of Nebraska at Kearney
Erin Murray, University of Nebraska-Lincoln
Marlene Novotny, University of Nebraska Medical Center
Sammi Kaiser, University of Nebraska at Omaha
- VI. RESOLUTIONS
Resolution regarding American Rescue Plan Act of 2021 Proposals, Addendum VI-1
- VII. HEARINGS
- VIII. PRESIDENT'S REMARKS
- IX. PUBLIC COMMENT

The Standing Rules of the Board provide that any person who gives 24 hours' notice to the Corporation Secretary of the Board may speak to any item that is not on the agenda. In addition, any person may appear and address the Board of Regents on any item on the agenda for this meeting. Each person will be given up to five minutes to make his or her remarks. Public comment will be limited to a period of 30 minutes.

- X. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
University of Nebraska
 - 1. President's Personnel Recommendations, Addendum X-A-1
 - 2. Approval to Award Degrees and Certificates for the 2021-22 academic year and 2022 summer sessions at the University of Nebraska at Kearney, Addendum X-A-2.
 - 3. Approval to Award Degrees and Certificates for the 2021-22 academic year and 2022 summer sessions at the University of Nebraska-Lincoln, Addendum X-A-3.

4. Approval to Award Degrees and Certificates for the 2021-22 academic year and 2022 summer sessions at the University of Nebraska Medical Center, Addendum X-A-4.
5. Approval to Award Degrees and Certificates for the 2021-22 academic year and 2022 summer sessions at the University of Nebraska at Omaha, Addendum X-A-5.

B. BUSINESS AND FINANCE

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska

1. Approval to create Undergraduate Transfer Student Graduation Guarantee and Undergraduate Returning Student Degree Completion Guarantee, Addendum XI-A-1

University of Nebraska at Kearney

2. Approval to create Undergraduate Certificate in Spanish for the Helping Professions in the Department of Modern Languages in the College of Arts and Sciences at the University of Nebraska at Kearney, Addendum XI-A-2

University of Nebraska Medical Center

3. Approval to create Undergraduate Certificate in Perioperative Nursing in the College of Nursing at the University of Nebraska Medical Center, Addendum XI-A-3
4. Approval to create Master of Science (MS) in Medical Physiology to be administered by the Office of Graduate Studies and the Department of Cellular and Integrative Physiology in the College of Medicine at the University of Nebraska Medical Center, Addendum XI-A-4

B. BUSINESS AND FINANCE

University of Nebraska at Kearney

1. Approval of funding and Program Statement for Calvin T. Ryan Library Renovation at UNK, Addendum XI-B-1
2. Approval to acquire improvements at 2900 West 24th Street, Kearney, Nebraska for the University of Nebraska at Kearney, Addendum XI-B-2

University of Nebraska Medical Center

3. Approval of funding to complete the Medical Sciences Building Air Handler Replacement Project at UNMC, Addendum XI-B-3
4. Approval of funding to complete Campus Heating Hot Water Expansion Project at UNMC, Addendum XI-B-4
5. Approval to acquire properties located at 201 South 46th Street and 4601 Douglas Street, and dispose of property at 4501 Dodge Street, Omaha, Nebraska for UNMC in a property exchange with the Child Saving Institute Foundation, Addendum XI-B-5
6. Approval of revenue contract for the UNMC Munroe-Meyer Institute to provide occupational and physical therapy services to Douglas County School District, Addendum XI-B-6

University of Nebraska at Omaha

7. Approval of funding and Revised Program Statement for Durham Science Center Renovation at UNO, Addendum XI-B-7
8. Approval of Interlocal Agreement between the City of Omaha and UNO granting UNO Public Safety sworn law enforcement officers the right and ability to enforce the laws of the City of Omaha through citation or arrest based on violations of the Omaha Municipal Code, Addendum XI-B-8
9. Approval of the First Amendment to the Amended and Restated University Rights Agreement between the University of Nebraska at Omaha and Learfield, Addendum XI-B-9

C. FOR INFORMATION ONLY

1. The proposed revisions to the *Bylaws of the University of Nebraska-Lincoln* are presented at this meeting for informational purposes only as required by the *Bylaws of the University of Nebraska-Lincoln*. These proposed revisions will be placed on the agenda of the Board of Regents meeting scheduled for December 3, 2021, for public hearing and consideration by the Regents, Addendum XI-C-1

D. REPORTS

1. Report on Periodic Review of Multi-Departmental Academic Centers for Research, Teaching, and/or Service, Addendum XI-D-1
2. Report on Renewal of Property Insurance Policies, Addendum XI-D-2
3. Report on Naming of the O’Gorman Playground within the Munroe-Meyer Institute at UNMC, Addendum XI-D-3
4. Report on Naming of the Dr. Gail Walling Yanney and Michael B. Yanney Conference Room within the Monroe-Meyer Institute at UNMC, Addendum XI-D-4
5. Quarterly Report of Gifts, Grants, Contracts, and Bequests, Addendum XI-D-5
6. Quarterly Status of Capital Construction Projects, Addendum XI-D-6
7. Report on Bids and Contracts, Addendum XI-D-7
8. Quarterly Report on Fund N, Addendum XI-D-8
9. UNK New Fraternity and Sorority Life Housing Intermediate Design Review Report, Addendum XI-D-9
10. Quarterly Personnel Report – Second Quarter 2021, Addendum XI-D-10
11. Faculty Leave of Absence Report, Addendum XI-D-11
12. Report on UNMC and UNO Student Government Document Revisions, Addendum XI-D-12
13. Fall 2021 Enrollment Report, Addendum XI-D-13

XII. ADDITIONAL BUSINESS

University of Nebraska Board of Regents

WHEREAS, the University of Nebraska was invited to testify before the Appropriations Committee regarding LR178, an interim study to solicit input from Nebraskans regarding how funds from the federal American Rescue Plan Act of 2021, would be utilized; and

WHEREAS, Nebraska will receive significant funding from the federal government to help Nebraska recover from the impact of COVID-19 on the economy, public health, education, state and local governments, individuals, and business; and

WHEREAS, the ARP funds provide a unique opportunity for Nebraska to invest in initiatives that will grow the state's workforce, economic competitiveness and quality of life; and

WHEREAS, President Carter and the Chancellors have developed a set of proposals for ARP funding consideration, aligned with the Five-Year Strategy, emphasizing four areas critical to Nebraska's long-term vitality: (1) fulfilling critical rural healthcare workforce needs, (2) protecting the health and wellbeing of Nebraskans, (3) bolstering innovation and research in Nebraska's core industries, and (4) enhancing talent retention.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents commends President Carter and the Chancellors for thinking boldly about how the University of Nebraska can contribute to the State's recovery and future growth, and urges them to continue developing the ideas presented to the Appropriations Committee and pursue every funding opportunity available to advance the recommendations.

BE IT FURTHER RESOLVED, that the Board of Regents extends its thanks to the Appropriations Committee for accepting input regarding the utilization of the federal American Rescue Plan Act of 2021 funds and encourages their favorable consideration of the ideas presented by the University of Nebraska.

Presented by Regents Rob Schafer and Tim Clare

The President's Personnel Recommendations

Addendum X-A-1

Meeting Date: October 8, 2021

Adjustment

University of Nebraska-Lincoln

Trev Alberts, Vice Chancellor (Special) and Director of Intercollegiate Athletics (Special); effective 07/19/2021, \$800,000, FY, 1.00 FTE. Add title Vice Chancellor. No change in salary.

Christopher Marks, Interim Dean (Special) Hixson-Lied College of Fine and Performing Arts, Professor (Continuous) Glenn Korff School of Music; effective 01/04/2022, \$200,000, FY, 1.00 FTE. Add title of Interim Dean of the Hixson-Lied College of Fine and Performing Arts effective 01/04/2022. Remove title of Associate Dean.

TO:	The Board of Regents	Addendum X-A-2
	Academic Affairs	
MEETING DATE:	October 8, 2021	
SUBJECT:	Approval to Award Degrees and Certificates for the 2021-2022 academic year and 2022 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 17, 2021, May 13, 2022 and August 5, 2022, subject to the satisfactory completion of all requirements.	
PREVIOUS ACTION:	October 8, 2020 – The Board granted approval for the 2020-2021 academic year award dates.	
EXPLANATION:	This action authorizes granting degrees and certificates for the 2021-2022 academic year and 2022 summer sessions to those students who have completed the necessary requirements.	
SPONSOR:	Charles J. Bicak Senior Vice Chancellor for Academic and Student Affairs	
RECOMMENDED:	Douglas A. Kristensen, Chancellor University of Nebraska at Kearney	
DATE:	July 30, 2021	

TO: The Board of Regents Addendum X-A-3

Academic Affairs

MEETING DATE: October 8, 2021

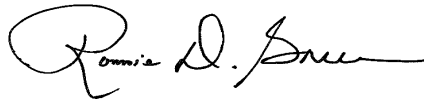
SUBJECT: Approval to Award Degrees and Certificates for the 2021-2022 academic year and 2022 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students at the University of Nebraska-Lincoln, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 18, 2021, May 14, 2022, and August 13, 2022. Doctoral and master's degrees will be awarded at commencement ceremonies to be held on December 17, 2021, May 13, 2022, and August 13, 2022.

PREVIOUS ACTION: October 2020 - The Board granted approval for the 2020-2021 academic year and summer session award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2021-2022 academic year and 2022 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Elizabeth Spiller
Executive Vice Chancellor

A handwritten signature in black ink, appearing to read "Ronnie D. Green". The signature is fluid and cursive, with the first name "Ronnie" being more prominent.

APPROVAL: _____
Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: September 17, 2021

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

MEETING DATE: October 8, 2021

SUBJECT: Approval to Award Degrees and Certificates for the 2021-2022 academic year and 2022 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 17, 2021 Omaha

UNMC Spring Commencement

May 5, 2022 Kearney, Norfolk, Lincoln

May 7, 2022 Omaha, Scottsbluff
(separate ceremonies)

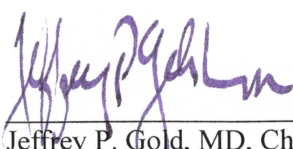
UNMC Summer Commencement

June 10, 2022 No Ceremonies

PREVIOUS ACTION: The Board granted approval for the 2020-2021 academic year award dates on October 8, 2020.

EXPLANATION: The University of Nebraska 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 degree in separate ceremonies in Kearney, Norfolk, Lincoln, and Scottsbluff.

SPONSOR: H. Dele Davies, MD, MHCM
Senior Vice Chancellor for Academic Affairs
and Dean of Graduate Studies

RECOMMENDED: 

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

DATE: September 10, 2021

TO: University of Nebraska Board of Regents
Academic Affairs

MEETING DATE: October 8, 2021

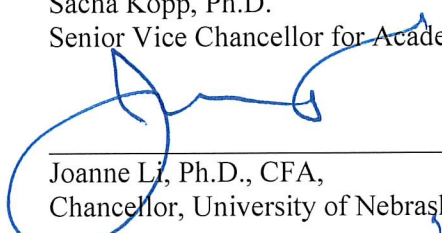
SUBJECT: Approval to Award Degrees and Certificates for the
2021-2022 academic year and 2021 summer sessions.

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 17,
2021; May 14, 2022 and conferral of degrees on August
13, 2022.

PREVIOUS ACTION: October 8, 2020 - The Board granted approval for the
2020-2021 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates
for the 2021-2022 academic year and 2022 summer
sessions to those students who have completed the
necessary requirements.

SPONSOR: Sacha Kopp, Ph.D.
Senior Vice Chancellor for Academic Affairs

RECOMMENDED: 

Joanne Li, Ph.D., CFA,
Chancellor, University of Nebraska at Omaha

DATE: September 17, 2021

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

MEETING DATE: October 8, 2021

SUBJECT: Establishment of the University of Nebraska Undergraduate Transfer Student Graduation Guarantee and the University of Nebraska Undergraduate Returning Student Degree Completion Guarantee

RECOMMENDED ACTION: Approval to establish the University of Nebraska Undergraduate Transfer Student Graduation Guarantee and the University of Nebraska Undergraduate Returning Student Degree Completion Guarantee

PREVIOUS ACTION: June 25, 2021 – The Board approved amendments to the University of Nebraska Four-Year Graduation Guarantee.

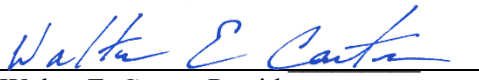
June 1, 2002 – The Board adopted by acclamation a Resolution recognizing the importance for University of Nebraska undergraduate students to be able to earn their bachelor's or first-professional degrees in a timely fashion.

EXPLANATION: The proposed undergraduate graduation guarantees outline student and campus obligations designed to ensure students can graduate in a timely fashion. The university guarantees that undergraduate students will be able to enroll in courses that permit graduation consistent with an agreed upon academic plan of study and timetable developed with their academic advisor. If specific coursework enrollments are not available, NU will work with the student to offer approved alternatives or substitutions that will fit into the agreed upon timetable for graduation. If a student fulfills all the requirements outlined in the applicable guarantee and is not able to graduate according to the agreed upon program of study time frame, the applicable University of Nebraska campus will cover 100% of tuition for any additional course(s) needed to graduate. The guarantees will be applicable to students that first matriculate (or are formally readmitted) for the Fall 2022 semester.

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

COST: None

SPONSOR: Jeffrey P. Gold, M.D.
Executive Vice President and Provost

RECOMMENDED: 
Walter E. Carter, President
University of Nebraska

DATE: September 10, 2021



Undergraduate Transfer Student Graduation Guarantee

The Undergraduate Transfer Student Graduation Guarantee is the University of Nebraska's promise to do our part to support the academic journey of transfer students and facilitate completion of their degrees in a timely fashion. This program is designed for those who want to complete their degree program as quickly as possible and are committed to successfully completing their approved course of study as initially developed with their University of Nebraska (NU) academic advisor.

The length of time enrolled at NU will vary depending on the number of credits transferred, the number of degree requirements fulfilled through transfer credits, and a student's semester course-load. Every transfer student's path is different. Of course, students may ultimately need or just choose a different pace to take a wider range of courses that are not directly related to their field of study, engage in experiential or service-learning opportunities, represent their school on a collegiate team, or attend school part-time. Additionally, those seeking dual degrees, multiple majors, or certain academic concentrations may need more time to complete their work.

For students looking to complete a degree in as little time as possible, it is critical to have appropriate high school preparation, pursue a course of study that is intended for four-year completion, and follow these prudent practices:

- Students should select a major early in college and stay with that major. Courses taken as part of Associate of Arts and Associate of Science degrees generally transfer better than courses taken as part of Associate of Applied Science degrees.
- Students should contact an academic advisor or admissions representative well before enrollment on one of the University of Nebraska campuses so that they can learn more about coursework requirements and review a plan of study for their anticipated major. Resources such as Transfer.Nebraska.edu and Transferology.com should be used to obtain information about the transfer of credits from previous institution(s), and the applicability of those credits to an intended NU major.

The University of Nebraska's goal is that transfer students who follow prudent practices will be able to graduate in four years of post-secondary work, but not longer than the timeline agreed upon with their academic advisor during the first semester of enrollment at the University of Nebraska.

The University of Nebraska guarantees that transfer students will be able to enroll in courses that permit graduation consistent with the agreed upon academic plan of study. If that is not possible, NU will work with the student to offer approved alternatives or substitutions that will fit into the agreed upon course of study time frame.

To be eligible for the guarantee, transfer students shall:

- Schedule a meeting and meet with their academic advisor, no later than during their second month at NU, to develop and finalize a specific plan of study to complete degree requirements for their declared major. Ideally, transfer students will take 15 credit hours or more each semester with acceptable grades after transferring to the University of Nebraska.
- Sign up for classes during each semester's priority registration period.
- Pass all courses listed on their program of study on the first attempt (no deficient grades as defined by the college and major).
- Meet with their advisor every semester and respond promptly to all communications from academic advisors, faculty advisors, the registrar, and Advising and Career Services staff.
- Notify their academic advisor and their college Dean's Office, during the applicable semester's priority registration period, when program-of-study planned coursework is not available for enrollment.
- Not be subject to any disciplinary action per the Student Code of Conduct that restricts academic progress.
- Apply for University of Nebraska graduation by the campus specific deadline.

If a student fulfills the requirements detailed above and is not able to graduate according to the agreed upon program of study time frame, the University of Nebraska will cover 100% of tuition for any additional course(s) needed to graduate.



Undergraduate Returning Student Degree Completion Guarantee

The Undergraduate Returning/Re-admitted Student Degree Completion Guarantee is the University of Nebraska's promise to do our part to support the academic journey of undergraduate students who have paused their attendance from a University of Nebraska campus and to facilitate completion of their degree. This program is designed for those who want to complete their degree program as quickly as possible and are committed to successfully completing an approved course of study developed with their University of Nebraska (NU) academic advisor.

Students who have paused their attendance from colleges and universities other than the University of Nebraska and wish to complete their degree at the University of Nebraska should refer to our Undergraduate Transfer Student Degree Completion Guarantee policy. Likewise, students who started at one NU campus but wish to complete their degree at another NU campus also should refer to the Transfer Student policy.

The length of time required to earn a NU degree will vary depending on the number of credits successfully completed, the number of degree requirements fulfilled, and a student's semester course-load. Every student's path is different. Of course, students may ultimately need or just choose a different pace to take a wider range of courses that are not directly related to their field of study, engage in experiential or service-learning opportunities, represent their school on a collegiate team, or attend school part-time. Additionally, those seeking dual degrees, multiple majors, or certain academic concentrations may need more time to complete their work.

For students looking to complete a degree in as little time as possible, it is important to pursue a course of study that leverages previously completed coursework that meets degree requirements, and to follow these prudent practices:

- Students should contact an academic advisor or admissions representative well before re-enrollment so that they can learn more about coursework requirements and review a plan of study for their anticipated major. Resources such as [Transfer.Nebraska.edu](https://transfer.nebraska.edu) and [Transferology.com](https://transferology.com) should be used to obtain information about the transfer of credits from any other institution(s), and the applicability of those credits to an intended NU major.
- Prior to re-applying, students should select or reconfirm their major and stay with that major through graduation.

The University of Nebraska's goal is that students returning to higher education who follow prudent practices will be able to graduate in a total of four years of post-secondary work, but not longer than the timeline agreed upon with their academic advisor during the first semester of re-enrollment at the University of Nebraska.

The University of Nebraska guarantees that re-admitted students will be able to enroll in courses that permit graduation consistent with a newly agreed upon academic plan of study. If that is not possible, NU will work with the student to offer approved alternatives or substitutions that will fit into the agreed upon course of study time frame.

To be eligible for the guarantee, re-admitted students shall:

- Schedule a meeting and meet with their academic advisor, no later than during their second month at NU, to develop and finalize a specific plan of study (including an agreed upon timeframe) to complete degree requirements for their declared major.
- Sign up for classes during each semester's priority registration period.
- Pass all courses listed on their program of study on the first attempt (no deficient grades as defined by the college and major).
- Meet with their advisor every semester and respond promptly to all communications from academic advisors, faculty advisors, the registrar, and Advising and Career Services staff.
- Notify their academic advisor and their college Dean's Office, during the applicable semester's priority registration period, when program-of-study planned coursework is not available for enrollment.
- Not be subject to any disciplinary action per the Student Code of Conduct that restricts academic progress.
- Apply for University of Nebraska graduation by the campus specific deadline.

If a student fulfills the requirements detailed above and is not able to graduate according to the agreed upon program of study time frame, the University of Nebraska will cover 100% of tuition for any additional course(s) needed to graduate.

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

MEETING DATE: October 8, 2021

SUBJECT: Creation of a Spanish for the Helping Professions Undergraduate Certificate in the Department of Modern Languages in the College of Arts and Sciences at the University of Nebraska at Kearney

RECOMMENDED ACTION: Approval to create a Spanish for the Helping Professions Undergraduate Certificate in the Department of Modern Languages in the College of Arts and Sciences at the University of Nebraska at Kearney (UNK)

PREVIOUS ACTIONS: January 30, 2015 – The Board approved the merging and renaming of the Bachelor of Arts degrees in French, German, and Spanish to a Bachelor of Arts in Modern Languages at UNK.

January 30, 2015 – The Board approved the renaming of the Bachelor of Arts degree in Spanish Translation and Interpretation to a comprehensive Bachelor of Science degree in Spanish Translation and Interpretation at UNK.

December 10, 1994 – The Board approved the renaming of the Department of Foreign Languages to the Department of Modern Languages at UNK.

The Bachelor of Science (comprehensive) in Social Work was established prior to modern records of Board approvals.

EXPLANATION: The proposed UNK Spanish for the Helping Professions Undergraduate Certificate is an 18-credit hour in-person program. Students completing the required coursework will gain Spanish language competency designed to help meet a critical need for social workers in Nebraska with special training in working with Spanish-speaking populations. The credential can be used independently or in addition to a degree in Social Work. The certificate will be attractive to Social Work, Spanish, Family Studies, and Psychology majors and minors – all of whom find jobs related to community health and social work. In addition, those already employed in social work positions may wish to complete the certificate program in order to serve Spanish-speaking clientele more effectively.

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

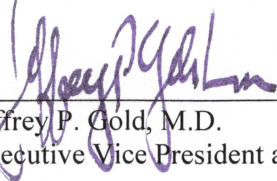
PROGRAM COST: \$0 (No new faculty or resources are needed to operate this certificate.)

SOURCE OF FUNDS: N/A

SPONSORS: Charles J. Bicak
Senior Vice Chancellor for Academic and Student Affairs

Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

RECOMMENDED:



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

DATE:

September 10, 2021

UNK
OFFICE OF THE CHANCELLOR

November 12, 2020

Ted Carter, President
University of Nebraska
3835 Holdrege Street – Varner Hall
Lincoln, NE 68583

Dear President Carter:

I am writing this letter in support of a request for a new undergraduate certificate program, “Spanish for the Helping Professions.” This proposed program is the result of collaboration between UNK’s Modern Languages and Social Work departments and has the support of Dean of the College of Arts & Sciences and Senior Vice Chancellor Charles Bicak.

This program responds to a shortage of bilingual front-line workers in social welfare positions across Nebraska. These are the professionals who provide direct, individualized support to people who need resources to improve their well-being. This program will enroll degree seeking students as well as current social workers.

The interdisciplinary partnership between the departments of Modern Languages and Social Work will employ existing curriculum and rely on existing resources with no additional funding required.

I concur with the recommendations of the Senior Vice Chancellor for Academic and Student Affairs, the Dean of Arts & Sciences, and the respective Department Chairs. I respectfully request your approval.

Thank you for your consideration.

Sincerely,



Douglas A. Kristensen, J.D.
Chancellor

University of Nebraska at Kearney

New Undergraduate Certificate

I. Description

Name of Institution Proposing New Undergraduate Certificate
University of Nebraska at Kearney
Name of Proposed Undergraduate Certificate
Spanish for the Helping Professions
Other Programs Offered in this Field by this Institution
B.S. (comprehensive) in Social Work Minor in Social Work B.S. (comprehensive) in Spanish Translation and Interpretation B.A. in Modern Languages (Spanish emphasis; Spanish Translation and Interpretation emphasis) Minor in Spanish
Primary Administrative Unit for the Proposed Undergraduate Certificate
Department of Modern Languages
All Units Participating in the Undergraduate Certificate
Department of Modern Languages Department of Social Work
Proposed Delivery Site
University of Nebraska at Kearney (Kearney campus)
Undergraduate Certificate will be offered
On Campus
Undergraduate Certificate will be Offered to
UNK degree-seeking and non-degree seeking students
Date Approved by the Governing Board
Pending
Proposed Date the New Undergraduate Certificate will be Initiated
Upon approval by the Coordinating Commission

II. Details

A. Overview and Purpose

This certificate is a joint proposal from the University of Nebraska at Kearney (UNK) Department of Modern Languages and the Department of Social Work. It is intended to provide current and prospective social workers with training in the Spanish language and in working with Spanish-speaking populations. The certificate is intended to be a credential that can be used independently or in addition to a degree in Social Work to show prospective employers that the holder is competent in the Spanish language and has had special training in working with Spanish-speaking populations. The certificate is also intended to address a gap in access to social workers and social work resources among Spanish speakers in rural areas of Nebraska and surrounding states.

B. Program Structure

Students will complete the 18 credits as outlined below.

Social Work (9 hours)

SOWK 420: Diversity and Social Justice (3 hours)

SOWK 467: Social Work with Latino Populations (3 hours)

SOWK 480: Field Placement (in bilingual setting) or SOWK 499: Volunteer Experience in a bilingual setting (3 hours)

Spanish Proficiency and Cultural Competency (9 hours)

Can include:

SPAN 205: Culture, Conversation and Composition (3 hours)

SPAN 309: Foundations of Literacy (3 hours)

SPAN 310 or 311: Cultural History of Spain and Latin America (3 hours)

SPAN 300-499 (as appropriate)

We anticipate the following sequence of Spanish courses, which can vary according to a student's initial placement level:

SPAN 205, SPAN 309, SPAN 310 or 311. While SPAN 205 has a prerequisite, we do not anticipate that students enrolled in this certificate program will need to take the prerequisite. An intermediate-mid level of Spanish will be required for program admission, and Modern Languages' placement procedures will provide exemptions for the prerequisite. Students whose initial placement is higher than SPAN 205 may take other courses from SPAN 300-499 with department approval.

C. Admission

For admission to the certificate program, students must have completed an associate degree (or equivalent) at an accredited institution OR twelve (12) hours of coursework at UNK while maintaining a 3.0 GPA. Additionally, students must demonstrate the ability to place into SPAN 205, as determined by the Department of Modern Languages.

D. Student Interest

We anticipate that this certificate will be attractive to Social Work and Spanish majors and minors. For instance, a student completing a minor in Spanish will be able to earn the certificate by adding just 9 hours of Social Work coursework. A student who has a minor in Social Work can pair it with the proposed certificate and complete 25% (6 hours) of the minor with the certificate coursework. A student completing a major in Social Work, if he or she chooses SOWK 467 as an elective, will only need the designated 9 hours in Spanish to earn the certificate.

Beyond the host departments, we anticipate interest from Family Studies and Psychology students who plan to find jobs related to community health and social work. Additionally, persons already employed in social work positions may wish to complete the certificate program in order to serve a Spanish-speaking clientele more effectively.

III. Review Criteria

A. Centrality to UNK Role and Mission

The UNK Mission and Vision statements emphasize community engagement and public service. Likewise, the University of Nebraska system's Vision statement says that the university will be the "premier partner in our communities" in improving quality of life. By providing current and prospective social workers and related professionals with the intercultural skills and communicative tools required to address the needs of a growing segment of our community, this proposed certificate will contribute to that mission.

B. Relationship of the proposal to the NU Five-Year Strategy

The proposed certificate supports the NU Five-Year Strategy's workforce development pillar. The certificate will help meet workforce demand for trained, bilingual social work professionals. Additionally, the Five-Year Strategy references "pathways to college, to relevant internships and academic experiences, and finally, to great jobs here in Nebraska." This certificate provides a pathway to bilingual Social Work skills that is accessible to current and returning students alike. The proposed certificate includes a practical fieldwork component that can be fulfilled with internships that often lead directly to job placement.

C. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

The proposed certificate is consistent with the Comprehensive Statewide Plan for Postsecondary Education, particularly in its attention to meeting the needs of the State of Nebraska. As outlined below, the certificate addresses a workforce need for trained, bilingual professionals, especially in rural areas of the state. It also contributes to the health and prosperity of Nebraska's people by training social work professionals to work to improve the wellbeing of communities that are currently disadvantaged by a lack of social work and health care services provided in Spanish.

D. Evidence of Need and Demand

The U.S. Bureau of Labor Statistics estimates a 13% increase in employment of social workers between 2019–2029. Likewise, it is estimated that Nebraska's Hispanic population could reach nearly 25% of the state's total population by 2050, representing nearly triple the current Hispanic population. A researcher at the University of Nebraska at Omaha (UNO) characterized this trend as "the main engine of population growth not only in the country but in the state" (Tobias). From 2010-2019, the Hispanic population of the Midwest increased by 18% (Krogstad), contributing to a faster-than-predicted diversification of the nation's population and accounting for population growth in rural areas that would have otherwise experienced decline (Frey). Together, these trends show a likely long-term increase in the demand for Spanish-speaking social workers in our state.

In addition to these general trends, our Social Work alumni and community social work professionals have alerted us to an urgent lack of qualified Spanish speakers in social work occupations. We have included letters from five community partners in human services profession including education, healthcare, child welfare, and general welfare outlining the demand for individuals with the skills associate with this certificate. Each of these letters highlights areas of demand for hiring agencies and organizations. One letter, from an administrator at Nebraska's Department of Health and Human Services, points out that Nebraska is "in dire need of bilingual professionals in the field of Social Work." In a recent meeting with state employees who oversee the Title 1C education program for Migratory Children, they expressed excitement about this proposed certificate and about the possibility of hiring future employees with the certificate or training current employees via the certificate program. The letters convey this same sentiment indicating that there are likely hundreds of positions for future hires with the certificate in addition to hundreds of current employees who could potentially benefit from the certificate.

According to the Nebraska Statewide Hiring and Training Needs Report, there is a greater-than-average difficulty in finding workers in Health Care and Social Assistance. This difficulty is more acute in the rural areas of the state. "Lack of occupation-specific skills" and "lack of work experience" were among the most common reasons that employers in these fields cited as causing hiring difficulties. Our certificate helps to address these deficiencies by providing students with occupationally specific and population-specific training, as well as practical experience (field work).

E. Avoidance of Unnecessary Duplication

If approved, this certificate will likely be the first of its kind in the entire Midwest. To our knowledge, neither Nebraska nor any neighboring state has a program designed to provide Social Work students with significant training in Spanish and Intercultural Communication. The nine hours of linguistically and culturally tailored Social Work coursework (SOWK 420, SOWK 467, SOWK 480) are unique. At first glance, it appears that Missouri State University has a program similar to our proposed certificate. However, the MSU "Spanish for the Health and Human Services" certificate includes only six hours of Spanish and only three hours of Social Work coursework that addresses minority and/or Latino communities. Moreover, the MSU certificate lacks an applied or practical component like the SOWK 480 in our proposal.

Another existing regional program that overlaps partially with our proposed certificate is the University of Iowa's "Certificate in Critical Cultural Competence." This program is intended to develop students' appreciation of cultural difference and improve their ability to interact with people of diverse backgrounds; however, there is no linguistic component, and the program does not appear to address a particular demographic the way our proposal attempts to address the rural Spanish-speaking population of Nebraska and the surrounding region. Likewise, the University of Denver has a "Certificate in Latinx Social Work," but it is restricted to graduate students. We hope that our certificate will provide a route to language and cultural competency for early-career social workers, not just returning or graduate

students, in order to address rural Spanish speakers' lack of access to social workers and social work resources in their language. Aside from these partial exceptions, which demonstrate the growing need for such programs in our region, one must go farther afield (the Southwest, Florida, East and West coasts) to find programs that integrate Spanish and Social Work in a systematic way. The University of Nebraska at Omaha has a Spanish certificate proposal that is undergoing revision. The UNO proposal is a graduate certificate for medical professionals, and it doesn't overlap significantly with our proposal. Rather, its existence demonstrates the continuity of workforce demand for Spanish-speaking professionals in a variety of fields.

The interdisciplinary nature of the certificate (Spanish and Social Work) will prepare students to combine knowledge from both disciplines. The requirement of service/volunteer coursework in an actual agency using Spanish also provides students with community-connected, hands-on learning. The certificate option is also unique in that it can serve a broad population. It could serve current UNK students in addition to those who already hold bachelor's as well as advanced degree holders.

As a university that offers full four-year undergraduate programs, UNK is the most appropriate institution to host this certificate program, which requires intermediate-mid to advanced level study of Spanish. Community colleges do not offer courses at this level of proficiency.

Statistical References

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Krogstad, Jens Manuel. "Hispanics Have Accounted for More Than Half of Total U.S. Population Growth Since 2010." Pew Research Center. 10 Jul 2020.
<<https://www.pewresearch.org/fact-tank/2020/07/10/hispanics-have-accounted-for-more-than-half-of-total-u-s-population-growth-since-2010/>>

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NEBRASKA

DEPARTMENT OF EDUCATION

September 5, 2019

To Whom It May Concern:

I am writing to express my support for the University of Kearney's proposed Spanish for the Helping Professions Certificate. This innovative program epitomizes the direction of our state's World Language Standards by combining high-level language learning and intercultural understanding with the professions. I believe it is the first to combine Spanish with a focus on Social Work and one of only a few dual language certificate programs in higher education in Nebraska.

Career or technical dual-language instruction in higher education offers college or university students a unique opportunity to apply language skills to a specific content area. The goal of this instruction is to provide students with an advanced level of proficiency that cannot be attained in a traditional second-language classroom. Mastering technical or career-based language enables future professionals to provide better service to a wider clientele, to avoid misunderstandings, and to acquire client trust. By creating the Spanish for the Helping Professions Certificate, UNK is posed to produce students that meet an ever-increasing need to provide appropriate, individualized care that helps those marginalized by insufficient language proficiency to access resources, improve their well-being, and strengthen their social conditions.

I strongly applaud the work of the Department of Modern Languages and the Department of Social Work at the University of Nebraska Kearney for their foresight and ability to plan for the needs of future students.

Sincerely,

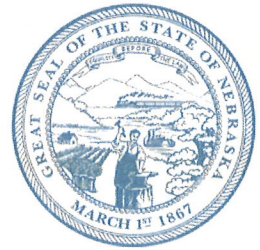
A handwritten signature in blue ink that reads "S. Call".

Stephanie Call
Education Specialist, World Language
Nebraska Department of Education

NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES



Pete Ricketts, Governor

December 15, 2020

To Whom it My Concern:

I am writing this letter to express my support for the University of Nebraska at Kearney's proposed Spanish for the Helping Professions Certificate. This program is the exact direction that we need to be moving within the state of Nebraska. I believe this will be an added benefit for the Social Work program. We need this program as we are in dire need of bilingual professionals in the field of Social Work, more specifically, within the Nebraska Department of Health and Human Services (NDHHS). It is imperative within the social work field to be trauma-informed and culturally humble when building professional relationships with clients. Having a vast pool of social work professionals that are able to interact with clients in their native language is a crucial component in providing quality social work.

The Social Work program at UNK is an active partner with NDHHS and this certificate program will help to continue to expand the existing partnership.

NDHHS would benefit from this certification being offered at UNK in many ways. NDHHS struggles to recruit and hire bilingual Social Workers to provide Child Welfare services, specifically in Central Nebraska. At this time, NDHHS staff rely on the language line, which is an amazing resource, however, does not compare to the impact of being able to have one on one communication between the social worker and the client.

Sincerely,

Casey Smith, BSW
Children and Family Service Administrator
Department of Health and Human Services



Community Action Partnership of Mid-Nebraska

16 W. 11th Street – P.O. Box 2288 – Kearney, NE 68848-2288

Administrative Office

PHONE: 308.865.5675
Toll Free: 1.877.335.6422
FAX: 308.865.5681

Website: www.communityactionmidne.com

December 17, 2020

To Whom It May Concern:

Community Action Partnership of Mid-Nebraska expresses our support for the University of Kearney's (UNK) proposed Spanish for the Helping Professions Certificate. Our private, non-profit agency serves 27 counties in south central Nebraska and two counties in Kansas. Many of the counties we serve have large Spanish speaking populations. In order to best serve our communities, we employ bi-lingual staff when possible and also utilize the Language Line to help our clients. The Spanish for the Helping Professions Certificate would greatly enhance the skills of UNK students as they work in social services professions across Nebraska.

Through creating the Spanish for the Helping Professions Certificate, UNK is posed to produce students that meet an ever-increasing need to provide appropriate, individualized care that helps those marginalized by insufficient language proficiency to access resources, improve their well-being, and strengthen their social conditions.

We strongly applaud the work of the Department of Modern Languages and the Department of Social Work at the University of Nebraska Kearney for their foresight and ability to plan for the needs of future students.

Sincerely,

Meredith Collins, CCAP
Chief Executive Officer



Care Management
Good Samaritan
10 East 31st Street
PO Box 1990
Kearney, NE 68848

P 308.865.7408
F 308.865.2930
CHIhealth.com

December 24, 2020

To Whom It May Concern:

I am writing to express my support for the University of NE-Kearney's proposed Spanish for the Helping Professions Certificate. This program supports the core values of social work practice---cultural competence, integrity and respect, and providing valuable service while recognizing the dignity and worth of a person. Every day in the helping professions we discover barriers that diverse populations of people experience which limits their ability to thrive in a healthy manner. This program is a great start to breaking down those barriers for our community members as well as our helping professions.

I currently serve as the Director of Social Work/Case Management in an acute care hospital setting, settled in the middle of rural NE. Our hospital currently has one interpreter to serve our growing, diverse population of people. What we have observed is that technological support for interpretation and translation needs does not adequately support our efforts to provide patient-centered, quality care. To adequately support our patients, we have a duty to provide top-notch, competent professionals with a diversity of skills who will establish a trusting relationship. This program strives to do just this--- provide a valuable opportunity to enhance the solid educational foundation of the helping profession by collaborating with the Modern Languages Department. This creative venture is likely one of a kind and rare.

I highly encourage full-on support for this proposed program between the Department of Modern Language and Department of Social Work. Both these programs have a tremendous reputation for producing top quality students; I do not anticipate anything less than that with this venture.

Sincerely,

Abby Olson, MSW

Director, Care Management

CHI Health Good Samaritan Hospital

Cell: 308-293-1051

Email: abbyolson@catholichealth.net

December 30, 2020

To Whom It May Concern:

I am writing to express my support for the University of Kearney proposed Spanish for the Helping Professions Certificate. Social work is all about helping individuals in any way or form. By allowing such certificate to exist will help helping professions do just that with the Latino population.

I currently work in an agency where I am in constant contact with the Latino population. I have noticed that when there is not a Spanish speaking individual working, our agency does not help as many Latino individuals. My coworkers have mentioned to me that many Latino individuals leave and say they will be back another time when there is a Spanish-speaking worker available. Personally, I believe this is unfair and it upsets me that they feel they must leave and come back until there is someone who may understand them a little more. The look a relief a Spanish-speaking individual gets when they realize I speak Spanish is saddening and heartwarming at the same time. Their level of comfort seems to go up and they no longer walk around looking as if they are too scared to ask their questions. As helping professions, we all know that some individuals do not like asking for help. Unfortunately, we are one of those agencies where some individuals feel ashamed to set foot in. So now imagine walking in feeling ashamed and feeling scared due to a language barrier. I am sure the language barrier prevents many individuals from coming in and asking for the help they need and that is not right. By creating a new course entitled Social Work with Latino populations to exist, you will also be creating a new door for many Latinos to feel comfortable to seek the help they may need. Even just a few words in Spanish could honestly make such a difference in a Latino's life. Not only this but a course in Spanish language proficiency and cultural competence will help social workers grow and allow helping professions help more of the world's population.

I really admire the effort the language department and the social work department are putting forth to make such certificate exist. As a person who grew up seeing her parents struggle with the language barrier, I thank you for considering such course and for thinking about the Latino population.

Sincerely,

Jacqueline Segura

Certified Social Worker

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
UNK Spanish for the Helping Professions Undergraduate Certificate

	(FY2022) Year 1		(FY2023) Year 2		(FY2024) Year 3		(FY2025) Year 4		(FY2026) Year 5		Total
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
Faculty											
Professional											
Graduate Assistants											
Support Staff											
Benefits											
Subtotal											\$0
Operating											
Operating and Supplies											
Equipment											
Library/Information Resources											
Subtotal											\$0
Total Expenses		\$0		\$0		\$0		\$0		\$0	\$0

NOTE: This certificate is built on curriculum that already exists and will require no additional program costs.

TABLE 2: PROJECTED REVENUES - NEW INSTRUCTIONAL PROGRAM
UNK Spanish for the Helping Professions Undergraduate Certificate

	(FY2022) Year 1	(FY2023) Year 2	(FY2024) Year 3	(FY2025) Year 4	(FY2026) Year 5	Total
Reallocation of Existing Funds						
Required New Public Funds						
1. State Funds						
2. Local Tax Funds (community colleges)						
Tuition and Fees ¹	\$39,276	\$39,276	\$40,454	\$41,668	\$42,918	\$203,592
Other Funding						
Total Revenue	\$39,276	\$39,276	\$40,454	\$41,668	\$42,918	\$203,592

¹ Tuition/fee calculations for FY22 are based upon 8 students completing 18 student credit hours per year at \$209 per credit hour of undergraduate tuition plus \$63.75 per credit hour for fees (\$272.75 per credit hour total). The budget presumes that 8 students will be enrolled yearly. For the purposes of estimates after FY2022, tuition amounts were increased by 3% from the previous fiscal year and rounded to the nearest integer; the fees were not incremented.

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

MEETING DATE: October 8, 2021

SUBJECT: Creation of a Perioperative Nursing Undergraduate Certificate in the College of Nursing at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approval to create a Perioperative Nursing Undergraduate Certificate in the College of Nursing at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTIONS: April 10, 2015 – The Board approved the creation of an Internationally Educated Nurses Undergraduate Certificate in the College of Nursing at UNMC.

The Bachelor of Science in Nursing at UNMC was established prior to modern records of Board approvals.

EXPLANATION: The proposed 14-credit hour UNMC Perioperative Nursing Undergraduate Certificate is designed to prepare registered nurses to function at a staff nurse level in perioperative nursing. Perioperative nursing is the term used to include patient pre-operative care, the actual time in the operating room, and the time patients spend in post-anesthesia recovery. Most nursing pre-licensure programs offer very limited, if any, exposure to highly specialized perioperative nursing within their curricula. This program will help address shortages of nurses in this sub-field. Classroom instruction will be delivered in a hybrid modality (online, distance, synchronous, asynchronous), with intermittent intensive face-to-face sessions for simulation and clinical exams. Students also will engage in supervised clinical practice in hospitals in their geographic area.

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

PROGRAM COST: \$105,840 for Year 1; \$546,840 over five years

SOURCE OF FUNDS: Tuition and fees

SPONSORS: H. Dele Davies
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED: 
Jeffrey P. Gold, M.D.
Executive Vice President and Provost

DATE: September 10, 2021



August 4, 2021

Jeffrey Gold
Chancellor, University of Nebraska Medical Center
Executive Vice President and Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583

Dear Provost Gold:

I am forwarding you the materials relating to the creation of a Perioperative Nursing Certificate, administered by the College of Nursing. This 14-credit certificate program is designed to prepare registered nurses to function at a staff nurse level in perioperative nursing. Perioperative nursing is the term given to care delivered during the perioperative continuum, which includes pre-operative care, the actual time in the operating room, and time patients spend in post-anesthesia (recovery room). This certificate will encompass all three areas of care delivery but will focus primarily on care delivered in the operating room. Over the last several years, multiple authors, and our clinical partners, have documented a looming shortage of qualified perioperative nurses. This one-semester program aims to alleviate this shortage in our state and region.

This proposal has been reviewed by us, and it has our approval. We are requesting your review and approval, that of the Chief Academic Officers, and that it be reported to the Board of Regents at an upcoming meeting.

Sincerely,

H. Dele Davies, MD, MS, MHCM
Senior Vice Chancellor
University of Nebraska Medical Center

Proposal to Create an Undergraduate Certificate in Perioperative Nursing

University of Nebraska Medical Center

College of Nursing

I. Descriptive Information

Name of the institution proposing the program: The University of Nebraska Medical Center (UNMC)

Name of the program being proposed: Perioperative Nursing Certificate (PNC) Program

CIP code: 51.3812

Degree/credential to be awarded graduates of the program: Undergraduate Perioperative Nursing Certificate (PNC)

Other approved programs offered in this field by the institution: Other currently approved UNMC nursing programs include BSN, MSN, PhD, DNP, and Post (Master's) Graduate Certificates.

Administrative unit for the program: College of Nursing (CON)

Proposed delivery site(s) and type(s) of delivery, if applicable: The didactic (classroom) curriculum for this program will be delivered in a hybrid modality (online, distance, synchronous, asynchronous), with intermittent intensive face-to-face sessions for simulation and Objective Structured Clinical Exams (OSCEs). Students will also engage in supervised clinical practice in hospitals in their geographic area. Currently, operating room (OR) simulation rooms exist in Omaha and Lincoln. Other sites may be added at a later date.

Date approved by governing board: Pending

Proposed date (term/year) the program will be initiated: Upon Approval. Clinical partners are advocating for first offering in January 2022, with transition to summers only in subsequent years.

Description, including credit hours and other requirements (program of study), and purpose of the proposed program:

This 14 credit certificate program is designed to prepare registered nurses (RN) to function at a staff nurse level in perioperative nursing. Perioperative nursing is the term given to care delivered during the perioperative continuum, which includes pre-operative care, the actual time in the operating room, and time patients spend in post-anesthesia (recovery room). This certificate will encompass all three areas of care delivery, but will focus primarily on care delivered in the operating room. Over the last several years, multiple authors have documented a looming shortage of qualified perioperative nurses (AORN, 2015; Beitz, 2019; Gallegos, 2018; Sadler, 2017). While the general nursing shortage and retirement of nurses with multiple years of experience is a large part of this shortage, it is exacerbated by the fact that most pre-licensure programs of nursing offer very limited, if any, exposure to highly specialized perioperative nursing within their curricula. It is further complicated by the fact that orientation for perioperative positions takes a minimum of six months, and often more, in most acute care hospitals. Thus, new nursing graduates are often not aware of perioperative opportunities, and once there, may decide that this clinical area is not for them, resulting in a workforce loss for the institution. This program is designed to give the student didactic knowledge, as well as simulation and supervised clinical

experiences such that graduates feel they have been prepared for this clinical area. They will come to the employer with knowledge and skills that will shorten the time required to be oriented to a specific organization, and able to function more independently in significantly less time.

The program includes 14 credits which will be completed in a 15 week semester and includes 225 hours (5 credits) of lab, simulation and supervised clinical experience. Laboratory and simulation experiences will take place virtually or in OR simulation rooms within institutions available to UNMC CON.

Perioperative care requires teamwork with other health professionals; this program is focused on preparing RNs for the perioperative roles and competencies within the operating room team setting. This curriculum was approved by the Undergraduate Curriculum Committee of the CON on October 4, 2020, and by the full faculty through the General Faculty Organization on November 16, 2020. In response to requests from clinical partners, ideally this program would be offered in January 2022 and transition to summer session only thereafter.

The program description is: "The PNC program provides an interprofessional patient-centered approach to the principles and practice of perioperative care. Using the perioperative continuum as the basis for learning, students explore the essentials of communication (TeamSTEPPS™), and principles of interprofessional practice in perioperative areas (preoperative, intraoperative and postoperative areas) and support of the patient and family as they move through the continuum. Case studies, simulations in an OR lab and clinical experience with preceptors in selected clinical sites will assist in applying theory to practice. At the end of the semester, the student will be able to identify the principles of interprofessional perioperative care, the perioperative environment, safety in the perioperative area, aseptic technique, equipment and instrumentation, roles of the perioperative team, including circulating and scrubbing, and the collaborative team approach to care. At the successful completion of the didactic and clinical components of the program, the student will be able to function at a baseline perioperative nurse level within the perioperative environment and will receive a PNC."

Competencies of the Program include:

1. Utilize the concepts of safety, asepsis, advocacy, teamwork, communication and patient centered care to improve outcomes in the perioperative setting.
2. Correlate critical thinking and systematic inquiry with patient care practices throughout the perioperative continuum.
3. Demonstrate the clinical competency criteria in the key roles of the perioperative nurse: scrub, circulator and manager of care.
4. Manage patient care activity throughout the perioperative continuum that is based on respect for the patient's preference, values and needs.
5. Collaborate with the interprofessional team to inform decision-making regarding the care of patients, families and groups.
6. Integrate leadership in the provision, coordination and evaluation of safe, quality care in a variety of settings.
7. Analyze the impact of information technology when planning and caring for patients and families.

A student in the program must already be a nurse, but there is no restriction of which type of pre-licensure program completed by the applicants. Students may be admitted as new graduates, or RNs with an unencumbered license in Nebraska, and a minimum graduation GPA of 2.0 from their pre-licensure program. Those who enter as new graduates must have completed their pre-licensure program before the program begins. In order to be licensed as an RN in Nebraska, the graduate must successfully pass the National Council Licensing Examination (NCLEX). The new graduate may complete the program, but transcripts and certificates of completion will not be released until NCLEX certification is complete and the individual is licensed as an RN.

A program of study, and course descriptions can be found in Appendix A.

II. Review Criteria

Relationship of the proposal to NU Five-Year Strategy

This proposed program meets several of the Five-Year Strategy Priorities as explained below.

Accessible, Affordable and Attainable Education: Currently there are two paths to RN licensure – the Associate Degree in Nursing (ADN) graduate and the Baccalaureate of Science in Nursing (BSN) graduate. Both may function as perioperative nurses; thus, the admission criteria for this new certificate program do not specify which of the two pre-licensure educational programs applicants must have completed. We are using a hybrid model and virtual resources to make the didactic portion available wherever students live, while ensuring competence through immersive in-person simulation and labs. Precepted clinical experiences can also be fulfilled where students live.

Fulfilling Nebraska's Workforce Needs: While this program does not increase the total number of nurses in the state, it does provide Nebraska hospitals with individuals who have completed learning for a specialized role in nursing. As noted, this nursing specialty is rarely included in pre-licensure nursing education, but is a specialty required in almost every hospital. Chief nursing officers at a number of Nebraska's hospitals have told us they would benefit from students learning this material in an organized program (for example, see the two letters of support that are attached).

Fostering an Inclusive Culture and Environment: All RNs are eligible to register in this program. Successful completion of this program may encourage participants to consider additional education and skills in nursing at a later date.

Amplifying our Impact Through Partnerships: We have heard in the College of Nursing Community Advisory Meetings on each of our five campuses of the shortage of nurses competent in this specialty. We are responding and partnering with clinical agencies across the state to provide nurses with the preparation necessary to meet the need.

Maximizing Efficiency and Effectiveness: The people of Nebraska have demonstrated trust by helping to fund the simulation and laboratory resources on our campuses. We are aiming to maximize use of these resources for another type of health student – nurses. Graduates of this program will need less orientation time in their employment setting, thus assisting clinical agencies to also be more efficient and effective.

A. Centrality to Role and Mission:

The mission of UMNC is to “lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.” Within the UNMC strategic plan, attention to innovative educational opportunities is noted. This program meets two of the strategies outlined in the mission – it is a premier and innovative educational program, and contributes to extraordinary patient care. As delineated under the need and demand section of this proposal, our clinical partners view this program as assisting them to meet the needs of their patients. In addition, the interprofessional focus of the program assists in moving OR nursing to a more holistic vision.

In the Comprehensive Statewide Plan for Postsecondary Education, UNMC is noted as “the primary unit of the University of Nebraska for programs in health –related disciplines.” It further goes on to state “UNMC’s areas of specialization serve as an excellent model to other institutions.” Thus, it is fitting that UNMC should lead the state in creating this innovative certificate and internship.

B. Evidence of Need and Demand:

The literature cited earlier in this document outlines a national need for this program. Our Nebraska assessment of need is based on requests from our clinical partners. As part of the CON relationship with our partners across the state, the CON holds annual Advisory Committee meetings in each of our five campuses (Kearney, Lincoln, Norfolk, Omaha, Scottsbluff). Advisory Committee members in each city come from local and surrounding institutions. In meetings on each campus over the last few years, conversations have been held about nursing shortages in general, and specifically for perioperative nurses. Retirements of nurses with significant experience have been noted. Difficulty in recruiting replacement nurses have been cited – including the need to pay premium salaries due to on call requirements. The lengthy time required to orient a nurse new to the perioperative setting has been identified as a problem. As we talked about this proposal, there was strong interest noted; in fact, two of the most common questions were “when will it start?” and “how many seats will you have?” Several institutions have indicated that they would be willing to assist students with costs, as they envision this program helping them to orient new staff at a much quicker pace. Several clinical partners have also contributed significantly to the curriculum plan. Two letters of support from chief nursing officers in large Nebraska hospitals are included in the supporting documentation file.

There are nurse credentials for perioperative nurses to apply for certification by the Competency and Credentialing Institute (CCI). The eligibility criteria focus on possession of a Registered Nurse license and two years (2,400 hours) of documented clinical experience in a perioperative setting (<https://www.cc-institute.org/cnor/learn/#eligible>). Completing eligibility requirements allows the candidate to receive study materials in preparation for sitting the perioperative credentialing examination. Once certified, the certification must be renewed every five years. Nurses who achieve certification receive the credential Certified Perioperative Nurse (CNOR). There are additional levels of certification, generally at the management/ leadership levels. While this program will not shorten the time to credential eligibility, it is believed that this program will better prepare the nurse to enter the perioperative field, and will shorten the preparation time required once eligibility criteria have been met.

C. Adequacy of Resources

1. Faculty and Staff Resources

Faculty resources for this program include resources for teaching and clinical supervision. Ms. Jane Miller and Ms. Sarah Dillon are already on faculty, and there are additional potential faculty who have contributed to this proposal, and who are willing to teach. As noted in the budget, we anticipate requiring 1.5 FTE at the instructor level and .5 FTE at the assistant professor level for 20 enrolled students. We plan to schedule it for summers only, so faculty needs can be filled through summer contracts, or extending current academic year faculty into a summer contract. The CON is currently working with our clinical partners to ensure quality precepted clinical experiences, as well as contributions to the curriculum. Our clinical partners have indicated support in providing preceptors and quality clinical experiences. As we continue to add programs to the College of Nursing, additional support and admissions staff are added as required. The budget outlines that we anticipate a small increase in student services and simulation staff. For the short term, these assignments can be handled as part of the current complement. However, as we implement additional academic programs, these small amounts of staff time will add up to an advertised part-time or full-staff member. This would also occur if the CON experiences a large increase in student enrollment.

2. Physical Facilities

The CON currently offers nursing programs in five locations in Nebraska – Kearney, Lincoln, Omaha, Norfolk and Scottsbluff. In addition, students access programs using distance technology such as Zoom or IP Video. It is planned that this program will be delivered as a hybrid, utilizing synchronous and asynchronous distance delivery, as well as in-person labs and simulations, and finally, supervised clinical practice. The in-person sessions will be planned within each course, and communicated to the students well ahead of time. The in-person sessions may take place in Omaha, or Lincoln, as each have OR simulation rooms. Should demand increase, the CON is planning to invest in further OR simulation sites, beginning with Kearney. The clinical hours will be precepted in hospitals within the students' geographic locale, with faculty visits in person or by Zoom with the student and the preceptors.

3. Instructional Equipment and Informational Resources

As noted, two of the divisions currently have OR simulation equipment, and all campuses have Zoom connectivity, as courses are often shared amongst the divisions. Thus, at least initially, there would be no need for additional equipment. Two of the other divisions outside of Omaha and Lincoln have expressed interest in creating simulation space for this program, so there is the potential to expand using simulation resources on those campuses.

4. Budget Projections

Please see Tables 1 and 2, with accompanying explanation.

D. *Avoidance of Unnecessary Duplication*

The Association of periOperative Registered Nurses (AORN) currently offers an OR101 course that can be accessed by hospitals. Multiple internet searches resulted in only one university-based hospital system (Mayo Clinic) that offered the course. There was one site that listed the “top 10” schools for perioperative nursing; however, extensive review of several of the school websites showed that the schools listed offered an anesthesia advanced practice RN program (CRNA), rather than a perioperative program for RNs. A call to AORN elicited the information that they do NOT keep a list of schools and/or hospitals that use the curriculum, and they declined to share any aspects of the curriculum or where one might go to take the course. We were unable to find a university-based academic program such as this perioperative certificate we are proposing and there is definitely not a program available at any schools of nursing in Nebraska.

As noted previously, eligibility for initial certification as a CNOR is the completion of a pre-licensure RN degree, RN licensure, and documented hours of perioperative experience. A phone call to the accreditor (Competency and Credentialing Institute) elicited the information that no additional education was required.

E. *Consistency with the Comprehensive Statewide Plan for Postsecondary Education*

The program that is proposed herein meets all of the major statewide goals. It meets **the needs of students** by enabling them to be more successful in achieving fewer barriers in successful practice as a perioperative nurse. It meets **the needs of the state** in that it provides nurses who know they will find satisfaction in the perioperative environment and are more than ready for orientation to that nursing workforce in Nebraska. It **builds exemplary institutions** through the preparation of nurses who elect to enter this field of nursing, working in interprofessional teams, and demonstrating exemplary care of patients and families. While this program is aimed at Nebraska nursing needs, out-of-state students may be part of the program. Finally, UNMC and the CON have been consistent in **facilities planning to meet educational needs**. The ability of the CON to use simulation facilities to support the Perioperative Nursing Certificate makes it possible to meet this unique and important educational need.

References

AORN Transition to Practice Ad Hoc Committee (2015). Perioperative nursing succession planning: Theoretical learning, clinical opportunities and residencies. White Paper. https://www.aorn.org/-/media/aorn/education/facility-solutions/p101-redesign-082017/pdfs_and_content/perioperative-nursing-succession-planning-white-paper_nov15.pdf?la=en&hash=EA4DE7167CBD914B7918AC1BC2F50E7F

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Gallegos, L. (2018). Growing perioperative nurse shortage puts medical facilities at risk. <https://www.bsmconsulting.com/blog/or-nurse-shortage>

Sadler, D. (2017). Shift change: OR staffing shortage. *OR Today Magazine*. <https://ortoday.com/shift-change-or-staffing-shortage/>

Perioperative Nursing Certificate (PNC)

Course Descriptions

*(Please note, the courses will be taught in blocks, students must be successful in an earlier course to progress to the later courses. This progression is noted through use of prerequisites. All courses can be completed within a single semester using the system of scheduling blocks.)

NRSG 460 Principles of Perioperative Patient Centered Care

Course Description

This course is designed to provide an overview of the interprofessional role of the Registered Nurse in the perioperative environment, including the preoperative, intraoperative and post anesthesia recovery phases of perioperative care. Concepts of critical thinking, systematic inquiry, ethical decision-making, communication, patient centered care, leadership, and professionalism will be presented. The student will explore the essentials of communication and principles of interprofessional practice in the areas of perioperative team roles, standards of perioperative nursing practice, patient safety, advocacy, team care planning, risk management and patient teaching as the patient and family moves through the perioperative continuum. Online learning modules, case studies and laboratory simulations encourage engagement in application of theory to practice.

Credit allocation 3 credits

Objectives:

At the end of this course, the student will be able to:

1. Examine the phases of care and essential activities of the perioperative nurse within the preoperative, intraoperative and post anesthesia recovery phases of the surgical process.
2. Utilize the perioperative nursing process, evidence-based standards, and critical thinking to develop patient-focused interventions and outcomes.
3. Analyze the perioperative nurse role as an interprofessional team member in delivery of care to the perioperative patient and family in each phase of the perioperative process.
4. Apply the principles of patient-centered care and standards of perioperative nursing practice to include advocacy, risk management, ethical decision making and team care planning.
5. Utilize TeamSTEPPS® and other teamwork concepts to improve and optimize communication, teamwork, and safety among health care professionals.

NRSG 461 Concept: Infection Control and Asepsis

Course Description

This course will focus on the basic principles of infection control and asepsis in the intraoperative environment. The principles of surgical asepsis, perioperative attire, creating and maintaining a sterile field, environmental cleaning, skin preparation and wound management, and sterilization and disinfection of instruments and equipment will be discussed. The student will implement the principles of evidence-based practice in the intraoperative environment. The on-site utilization of simulation and in-class activities are key components of this course. Students will complete clinical hours within the perioperative setting.

Credit allocation 2 credits (1-didactic; 1-clinical) **Prerequisite** – NRSG460

Objectives:

At the end of this course, the student will be able to:

1. Summarize the role of the nurse within the intraoperative team in relation to the management and control of the aseptic and sterile environment.
2. Implement a “surgical conscience” in all care activities to ensure the highest level of care for all patients within the perioperative continuum.
3. Demonstrate perioperative infection control processes to include surgical attire, surgical hand antisepsis, surgical gowning and gloving, surgical site preparation, wound management, and maintaining a sterile field.
4. Apply the principles of infection control in the decontamination and sterilization of environmental surfaces, instruments, and equipment.
5. Utilize evidence-based standards to improve infection control and aseptic practices in the intraoperative setting.
6. Develop a quality improvement mindset that values innovation and the use of evidence-based standards as the foundation for improved outcomes throughout the perioperative continuum.

NRSG 462 –Concept: Safety and Risk Management

Course Description

This course will focus creating a culture of safety, open communication, teamwork, and recognition of system issues and human error to promote quality patient outcomes. The student will evaluate methods to reduce hazards and promote safety for the patient and the intraoperative team. The learners will identify roadblocks to optimize patient safety and discuss mechanisms by which a culture of safety can be fostered. Finally, the students will learn how to manage situations in which adverse events occur. The on-site utilization of simulation and in-class activities are key components of this course. Students will complete clinical hours within the perioperative setting.

Credit allocation 2 credits (1-didactic; 1-clinical) **Prerequisite** NRSG 460

Objectives:

At the end of this course, the student will be able to:

1. Demonstrate safe care in the intraoperative environment, including patient positioning for a variety of surgical procedures, fire prevention, radiation protection, prevention of retained foreign objects and use of electrosurgical cautery.
2. Utilize the concepts of safety, advocacy, and teamwork to identify quality improvement initiatives that reduce risk in the perioperative environment.
3. Analyze system issues and human error that contribute to patient harm.
4. Summarize authority gradients and their influence on teamwork and patient safety.
5. Demonstrate skill in using patient care technologies, information systems and communication devices that support safe care practices.
6. Advocate for patients to ensure a perioperative environment that is focused on the patient's preferences, values and needs.

NRSG 463 –The Scrub Role of the Perioperative Nurse**Course Description:**

This course provides an overview of how the perioperative nurse functions in the scrub role. Students will build on nursing knowledge of anatomy, physiology, and disease processes to deepen their understanding of surgical procedures. The core concepts of infection control, asepsis, maintenance of a safe and supportive intraoperative environment for patients and team members will be applied. The student will develop skills to operate surgical instrumentation, equipment and supplies for surgical procedures. The on-site utilization of simulation and in-class activities are key components of this course. Students will complete clinical hours within the perioperative setting.

Credit allocation 4 credits (2-didactic; 2-clinical) **Prerequisites:** NRSG 460, 461, 462

Objectives:

At the end of this course, the student will be able to:

1. Demonstrate the scrub nurse's role in setting up, maintaining, and appropriately tearing down a sterile field.
2. Utilize instrument, supplies, and equipment according to recommended practices for a variety of surgical procedures.
3. Manage the sterile environment to ensure safe, quality care in all surgical procedures.
4. Build working relationships that support open communication, advocacy, and teamwork within the intraoperative environment.
5. Analyze conflict that may exist between patient rights, organizational responsibility, and team function as it relates to professional, ethical care.
6. Use current and emerging technologies to optimize safety, cost effectiveness, and health outcomes.

NRSG 464 –The Circulating Role of the Perioperative Nurse

Course Description

This course builds on the perioperative patient care concepts presented in prerequisite courses. The student will learn the interprofessional perioperative role of the circulating nurse using the concepts of infection control, safety, interprofessional teamwork, communication, and patient focused care. Competencies of the circulating perioperative nurse will include patient assessment, monitoring, and risk management strategies. The student will also participate in the planning and preparation of the perioperative environment. The role of the circulating nurse in patient and family support, education and advocacy will also be presented. Critical clinical decision-making frameworks that guide practice will be reviewed and applied to the circulating role. The student will be able to use mock procedures and simulations to prepare for the role of the circulating nurse and will participate in all aspects of the perioperative process. Students will complete clinical hours within the perioperative setting.

Credit allocation 2 credits (1-didactic; 1-clinical) **Prerequisites:** NRSG 460, 461, 462 & 463

Objectives:

At the end of this course the student will be able to:

1. Evaluate the circulating nurse's responsibility regarding aseptic practice, infection control, and safety.
2. Demonstrate the circulating nurse's role in coordination and monitoring of activities throughout the perioperative continuum.
3. Integrate appropriate nursing diagnoses and interventions into care to assist surgical patients in attaining, maintaining, and regaining optimum wellness.
4. Utilize evidence-based standards to improve patient outcomes within the perioperative setting.
5. Examine the concepts of dignity, worth and uniqueness when caring and advocating for individuals, families, and groups.
6. Employ best practice when documenting in and using the electronic health record.

NRSG 465 – The Management Role of the Perioperative Nurse

Course Description

This course incorporates the perioperative patient care concepts presented in all prerequisite courses. The student will synthesize previous knowledge, clinical experiences, and best practice in the management of patient care. The student will explore ethical dilemmas, informatics, quality improvement, team building, organizational conflicts, and patient and family support. The principles of evidence-based practice will be applied to the role of the perioperative nurse when working as the manager of care.

Credit allocation 1 credit (didactic only) **Prerequisites** NRSG 460, 461, 462 & 463

Objectives:

At the end of this course the student will be able to:

1. Evaluate personal and professional perspectives of self and others in relationship to ethical decision-making.
2. Compare and contrast ethical frameworks and leadership theories that influence decision-making when acting as a manager of care.
3. Correlate current literature with the development of research questions aimed at improving nursing education, practice, leadership, and health outcomes.
4. Utilize evidence-based standards in the development of policy and strategic planning aimed at improving outcomes within the health care system.
5. Adapt communication practices to meet the unique and individualized needs of patients, families, and team members.



July 21, 2021

Dr. Lynnette Leeseberg-Stamler
Professor and Associate Dean for Academic Programs
UNMC College of Nursing

Dear Dr. Leeseberg-Stamler,

This letter is being sent to support the undergraduate certificate in Perioperative Nursing program at UNMC. As we have previously discussed, there is a need for perioperative nurses not only at Nebraska Medicine but across the state. This certificate program will certainly assist us in filling that need!

If this can all come together by January 2022, that would be ideal, but understand that the program might not be ready to start until summer 2022.

Thank you for collaborating with us!

Sincerely,

A handwritten signature in blue ink that reads 'Suzanne L. Nuss'.

Suzanne L. Nuss, MBA, PhD, RN, CENP
Chief Nursing Officer, Nebraska Medicine
Associate Dean for Nebraska Medicine Nursing, UNMC

SERIOUS MEDICINE. EXTRAORDINARY CARE.®



July 28, 2021

Lynette Leeseberg Stamler, PhD
Professor and Associate Dean for Academic Programs
College of Nursing
University of Nebraska Medical Center
985330 Nebraska Medical Center
Omaha, NE

Dear Dr. Leeseberg Stamler,

Please accept this as a letter of support for the initiation of an undergraduate certificate in Perioperative Nursing. This area of specialty nursing practice has a critical need for additional numbers of the nursing workforce, and it has a very long on-boarding requirement due to the complexities and variations in the practice setting. This program could make a significant impact in increasing the level of interest in this area of nursing practice as well as assist employers to get new employees to a point of clinical competence much sooner.

Bryan would be very happy to hire graduates who have completed such a course.

Respectfully,

A handwritten signature in black ink that reads "Lisa Vail". The signature is fluid and cursive, with the first name "Lisa" and the last name "Vail" clearly distinguishable.

Lisa Vail, RN, DNP, NEA-BC
Vice President Patient Care Services/ CNO
Bryan Medical Center

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
UNMC Perioperative Nursing Undergraduate Certificate

	(FY2022) Year 1		(FY2023) Year 2		(FY2024) Year 3		(FY2025) Year 4		(FY2026) Year 5		Total
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
Faculty ¹	2.1	\$69,912	2.1	\$72,010	2.1	\$74,171	2.1	\$76,396	2.1	\$78,688	\$371,177
Professional											
Graduate Assistants											
Support Staff ²	0.4	\$18,824	0.4	\$19,373	0.4	\$19,921	0.4	\$20,469	0.4	\$21,018	\$99,605
Subtotal	2.5	\$88,736	2.5	\$91,383	2.5	\$94,092	2.5	\$96,865	2.5	\$99,706	\$470,782
Operating											
General Operating ³		\$4,104		\$3,957		\$4,798		\$5,355		\$5,594	\$23,808
Equipment ⁴		\$7,000		\$7,500		\$8,750		\$9,500		\$9,500	\$42,250
New or renovated space											
Library/Information Resources											
Other ⁵		\$6,000		\$3,000		\$1,000					\$10,000
Subtotal		\$17,104		\$14,457		\$14,548		\$14,855		\$15,094	\$76,058
Total Expenses		\$105,840		\$105,840		\$108,640		\$111,720		\$114,800	\$546,840

¹ Undergraduate faculty FTE supports teaching and clinical supervision for one semester. 1.5 FTE additional instructors and 0.5 FTE additional assistant professor are requested to support the program. Salary is increased by 3% annually and benefits are calculated at 26.1%.

² 0.15 FTE student services advisor will provide program information and student recruitment. 0.25 FTE learning resource center tech will provide support for the simulation lab. Salary is increased by 3% annually and benefits are calculated at 30.3%.

³ General operating expenses include simulation lab supplies; communications distance education delivery; and equipment depreciation, repair, and maintenance.

⁴ Simulation lab equipment.

⁵ Other expenses include faculty recruitment costs and new program marketing and student recruitment expenses.

TABLE 2: PROJECTED REVENUES - NEW INSTRUCTIONAL PROGRAM
UNMC Perioperative Nursing Undergraduate Certificate

	(FY2022) Year 1	(FY2023) Year 2	(FY2024) Year 3	(FY2025) Year 4	(FY2026) Year 5	Total
Reallocation of Existing Funds						
Required New Public Funds						
1. State Funds						
2. Local Tax Funds (community colleges)						
Tuition and Fees ¹	\$105,840	\$105,840	\$108,640	\$111,720	\$114,800	\$546,840
Other Funding						
Total Revenue	\$105,840	\$105,840	\$108,640	\$111,720	\$114,800	\$546,840

¹ Tuition revenue is based on 14 total credit hours for the program; no student fees will be assessed. Assume all students are resident students. FY 2021-22 undergraduate tuition is: \$378 per credit hour for residents. No tuition increase in Years 1 and 2; 2.75% tuition increase annually beginning in Year 3.

Year 1 & Year 2 Tuition Revenue: 20 students X 14 credit hours X \$378 per credit hour = \$105,840; Year 3 Tuition Revenue: 20 students X 14 credit hours X \$388 per credit hour = \$108,640; Year 4 Tuition Revenue: 20 students X 14 credit hours X \$399 per credit hour = \$111,720; Year 5 Tuition Revenue: 20 students X 14 credit hours X \$410 per credit hour = \$114,800.

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

MEETING DATE: October 8, 2021

SUBJECT: Creation of the Master of Science in Medical Physiology to be administered by the Office of Graduate Studies and the Department of Cellular and Integrative Physiology in the College of Medicine at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approval to create the Master of Science (MS) in Medical Physiology to be administered by the Office of Graduate Studies and the Department of Cellular and Integrative Physiology in the College of Medicine at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTIONS: October 9, 2015 – The Board approved the integration of six UNMC PhD-granting programs in the College of Medicine into one PhD training program creating the Interdisciplinary Graduate Program in Biomedical Sciences with six subprograms: 1) Integrative Physiology and Molecular Medicine; 2) Immunology, Pathology and Infectious Disease; 3) Biochemistry and Molecular Biology; 4) Molecular Genetics and Cell Biology; 5) Cancer Research; and 6) Neuroscience.

August 7, 2004 – The name changes of the MS and PhD degrees in Physiology to the MS and PhD degrees in Cellular and Integrative Physiology at UNMC were approved by President Smith and reported to the Board.

June 5, 2004 – The Board approved the renaming of the Department of Physiology and Biophysics to the Department of Cellular and Integrative Physiology in the College of Medicine at UNMC.

EXPLANATION: The UNMC College of Medicine proposes to establish an online 30-credit hour non-thesis MS degree in Medical Physiology. The proposed degree is designed to meet the needs of several student populations. These include students seeking adjunct teaching positions in physiology or those seeking improved employment and earning opportunities in basic science and/or clinical research laboratories. In addition, the program is designed for students wishing to improve their competitiveness for admission into a physiology PhD program or health professions school. The proposed curriculum includes coursework focused on medical physiology, cell physiology, cardiovascular pathophysiology, advanced topics in physiology, and pharmacology for the physiologists. The curriculum is enhanced by coursework in scientific writing, biostatistics, and two courses focused on the foundation and instructional design of health professions education.

This proposal has been approved by the Executive Graduate Council. It also has been reviewed by the Council of Academic Officers and the Academic Affairs Committee.

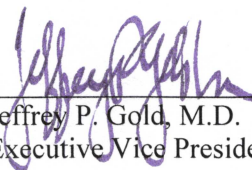
PROGRAM COST: \$217,400 for Year 1; \$1,270,130 over five years

SOURCE OF FUNDS: Tuition and fees, and College of Medicine funds

SPONSORS: H. Dele Davies
Senior Vice Chancellor for Academic Affairs

Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center

RECOMMENDED:



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

DATE: September 10, 2021



April 1, 2021

Susan Fritz, Executive Vice President and Provost
University of Nebraska
3835 Holdrege Street
Lincoln, NE 68583

Dear Provost Fritz:

We are forwarding you the materials relating to the creation of a Master of Science in Medical Physiology at UNMC, administered by Graduate Studies and the Department of Cellular and Integrative Physiology. This new online, distance-only program will focus on educating students in all aspects of physiology, with a particular focus on medical physiology. This degree is designed to meet the needs of several prospective student populations, including: students seeking undergraduate college or junior college teaching positions; students seeking to enhance their knowledge in physiology to improve their rank and earning potential in physiology-based, basic-science and/or clinical research laboratories; and students seeking to broaden and deepen their physiology knowledge base in their pursuit of medical, dental, physician assistant, pharmacy or graduate (PhD) school admission. The online option will expand our reach to train individuals outside of Nebraska in an important subject matter.

This proposal has been reviewed by us, and it has our approval. We are requesting your review and approval, that of the Chief Academic Officers, and that it be reported to the Board of Regents at an upcoming meeting.

Sincerely,

A handwritten signature in black ink, appearing to read 'H. Dele Davies'.

H. Dele Davies, MD, MS, MHCM
Senior Vice Chancellor

A handwritten signature in black ink, appearing to read 'Jeffrey P. Gold'.

Jeffrey P. Gold, M.D.
Chancellor

Enc: Proposal MS Medical Physiology

University of Nebraska Medical Center

New Graduate Major or Degree

I. Descriptive Information

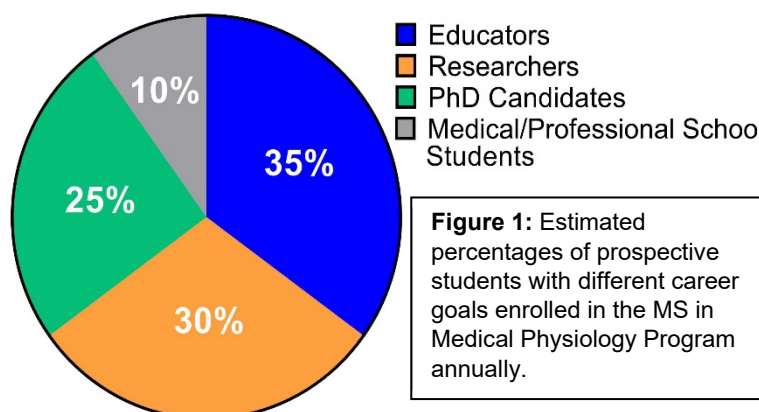
Name of Institution Proposing New Major or Degree
University of Nebraska Medical Center
Name of Proposed Major or Degree
Medical Physiology
Degree to be Awarded to Graduates of the Major
MS
Other Majors or Degrees Offered in this Field by Institution
PhD in Integrative Physiology and Molecular Medicine
CIP Code <i>[browse here: http://nces.ed.gov/ipeds/cipcode/Default.aspx?y=55]</i>
26.0901
Subject Code
Administrative Units for the Major or Degree
Graduate College College of Medicine, Department of Cellular and Integrative Physiology
Proposed Delivery Site
University of Nebraska Medical Center (UNMC)
Program will be Offered <i>[full program, not individual courses]</i>
☐ On-campus only ☒ Distance only ☐ Both (on-campus and distance)
Date Approved by the Governing Board
Pending
Proposed Date the New Major or Degree will be Initiated
Once approved by the Coordinating Commission.

II. Details

A. Purpose of the Proposed Major or Degree:

The Department of Cellular and Integrative Physiology at the University of Nebraska Medical Center (UNMC) proposes to establish a Master of Science (MS) degree in Medical Physiology (MEP). This new online, distance learning-only program will focus on educating students in all aspects of physiology, with a particular focus on medical physiology. The MEP MS degree is designed to meet the needs of several prospective student populations (Figure 1), including: 1) students seeking undergraduate college and university adjunct teaching positions, as well as junior/community college teaching positions in physiology; 2) students seeking to improve their competitiveness for admission into a physiology (or physiology-related) PhD program; 3) students seeking

to enhance their knowledge in physiology to improve their rank and earning potential in physiology-based, basic science and/or clinical research laboratories; and, 4) students seeking to broaden and deepen their physiology knowledge base in their pursuit of medical school or health professional school admission. The program curriculum includes coursework focused on medical physiology, cell physiology, cardiovascular pathophysiology, advanced topics in physiology, and pharmacology for the physiologists. The curriculum is enhanced by coursework in scientific writing, biostatistics, and two courses focused on the foundation and instructional design of health professions education. The goal of this program is to provide this unique curriculum in an online, distance learning-only format to the student populations described above and all other individuals who wish to enrich and extend their understanding of physiology, and apply their new knowledge to their chosen career path.



B. Description of the Proposed Major or Degree:

Structure, objectives and plans to regularly review/revise the program:

The new MEP Master of Science degree will be a 30-credit hour, non-thesis, distance learning-only program that is designed to be completed in two academic semesters (i.e. approximately nine months). The online, distance learning-only program will include courses taught both synchronously and asynchronously. Students will enroll in four courses worth 16 credits in the fall semester and five courses worth 14 credits in the spring semester. Students will be required to pass a Comprehensive Exam near the end of the second semester (see Comprehensive Exam details below).

Leadership of the MEP MS program will include a program director and committee. Dr. Matthew Zimmerman, associate professor in UNMC's Department of Cellular and Integrative Physiology, will be the program's inaugural director. The MEP Program Committee, which will also serve as the program's curriculum committee, will consist of Dr. Zimmerman (chair) and four additional graduate faculty in the Department of Cellular and Integrative Physiology. Members of the first MEP Program Committee include, Drs. Erika Boesen (associate professor), Paras Mishra (associate professor), Harold Schultz (professor), and Irving Zucker (professor). The Program Committee will be responsible for the program's overall strategy, developing policies, and formulating general requirements for the program. As chair of the MEP MS Program Committee, Dr. Zimmerman will report the progress, successes, and challenges of the MEP MS program to Dr. Merry Lindsey, Chair of the Department of Cellular and Integrative Physiology. The program will receive administrative support from a full-time administrative assistant in the Department of Cellular and Integrative Physiology.

The overall objective of the MEP program is to provide students from Nebraska and elsewhere an opportunity to broaden and deepen their knowledge in medical physiology to advance their individual career goals. As discussed above (Figure 1), the individual goals of students enrolled in the MEP MS program may include being an educator at an undergraduate college/university or junior/community college, or earning admission into a physiology (or physiology-related) PhD program, or working in a basic- or clinical-science research laboratory focused on physiology, health, and/or human disease, or improving ones preparedness for enrolling in medical or health professional school.

During the first five years, the program will be reviewed annually and revised, as needed, by the MEP Program Committee. This annual review is necessary to ensure the program is meeting the needs of enrolled and prospective students, and to reflect new developments in the discipline. The following categories will be reviewed: curriculum, faculty, leadership, and infrastructure required to maintain and enhance the online, distance learning-only learning experience for students. Of note, potential future online electives that already exist at UNMC and other University of Nebraska campuses may be added to the curriculum to meet the needs of

students. In addition to the annual review during the first five years, the MEP Program Committee will continue to periodically review and revise the program thereafter. Further, the program will be reviewed and revised, as needed, every five to seven years by UNMC's Graduate Council. The Graduate Council review will include the categories listed above, and will also include review of the following: students (prospective, enrolled, and graduated); program reputation; and sustainability of the program.

The MEP Program Committee will receive guidance from an External Advisory Board (EAB). Members of the EAB will include directors of similar master's programs at peer institutions and potential employers of graduates from the program. These potential employers likely will include CEOs/presidents of biotech companies, deans and department chairs of undergraduate universities and community colleges, and members of medical and/or professional school admission committees. The EAB will meet with the MEP Program Committee annually to discuss successes and challenges to ensure the program continues to serve students' career goals.

Primary student learning outcomes (SLOs) of the proposed major or degree:

1. **Knowledge of the Discipline:** Graduates demonstrate broad knowledge and deep knowledge of physiology.
2. **Critical Thinking:** Graduates are able to critically analyze and synthesize new and complex information from diverse sources.
3. **Professional Behavior:** Graduates are committed to integrity within all aspects of their chosen profession and abide by existing professional standards. They are able to work in teams and assume responsibility for their actions and their career aspirations.
4. **Communication Skills:** Graduates demonstrate effective oral, written, and visual communication skills.

Admission criteria and selection procedures for students seeking admission to the major or degree:

Students applying to the MEP MS program will be required to follow the formal procedures established for admission to graduate programs at UNMC. Admitted students will matriculate only in the fall semester.

Admission to the MEP MS Program requires a bachelor's degree, preferably in a science-related field, from an accredited undergraduate institution with a recommended minimum GPA of 3.0 on a 4.0 grading scale. Official transcripts from all colleges/universities attended and three (3) letters of recommendation are also required. It is recommended that students should have completed the following undergraduate courses (or their equivalents): biochemistry; calculus; physics; two semesters of Biology. A one-page personal statement describing the applicant's career goals and interests in the field of physiology is required. Admissions requirements may need to be adjusted for students depending on career goals; this will be assessed as part of the Program's annual review.

For applicants whose native language is not English and whose undergraduate degree is not from a college or university where courses are predominantly taught in English, a minimum Test of English as a Foreign Language (TOEFL) score of 95, or an International English Language Testing System (IELTS) minimum overall score of 6.5, is recommended. International students must also have their transcripts evaluated by a credential evaluation service, such as World Education Services (WES), for translation. The transcript evaluation must be course-by-course and identify and describe each diploma or certificate.

Identify new courses that will be needed to implement the program:

All of the online, distance learning-only courses needed to implement the program (see table below) have been approved by UNMC's Graduate Council and the Executive Associate Dean of UNMC's Graduate Studies.

Identify collaborative agreements with other postsecondary institutions to expand the curriculum, if applicable:

Although no collaborative agreements with other postsecondary institutions to expand the curriculum are currently in place, it should be noted that students in the MEP MS program will be required to enroll in one course offered by the College of Public Health at UNMC, and two courses offered by the College of Allied Health Professions at UNMC. Additionally, the recently approved online Master of Science Degree in Health Sciences at the University of Nebraska at Kearney (UNK) opens the door for future potential collaborations to expand the curriculum. For example, students enrolled in UNK's program may be interested in taking a course offered by the MS in Medical Physiology Program, and vice-versa. Please see letter of support (Appendix C) from Dr. Janet Steele, Director of UNK's MS in Health Sciences Program).

Credit hour and course requirements, program of study, and other academic requirements:

The Program of Study for students enrolled in the MEP MS program consists of 30 credit hours of coursework designed to be completed in two consecutive semesters (i.e. approximately 9 months) by full-time students. Part-time students will be allowed to complete the MS in Medical Physiology degree over a maximum of five consecutive years, which is the maximum time frame to complete a master's degree, as established by UNMC's Graduate Studies. Students will be required to pass Comprehensive Exam (see below for details) near the end of the second semester. To receive the MS degree, students are required to pass the Comprehensive Exam and maintain a minimum 3.0 GPA on the required curriculum. The proposed program consists of the following existing courses:

<i>Required courses for the Medical Physiology Master of Science Degree</i>	
Course Number*	# Credit Hours
MEP 803: Cell Physiology & Signaling ¹	3 credit hours
MEP 806: Medical Physiology ¹	7 credit hours
MEP 810: Basic Concepts in Scientific Writing ¹	3 credit hours
HPME 801: Foundations in Health Professions Education ¹	3 credit hours
BIOS 806: Biostatistics ²	3 credit hours
MEP 807: Medical Pharmacology for the Physiologist ²	3 credit hours
MEP 901: Advanced Topics in Physiology ²	2 credit hours
MEP 916: Molecular Mechanisms of Cardiovascular Pathophysiology ²	3 credit hours
HPME 802: Instructional Design for Health Professions Education ²	3 credit hours
Total	30 credit hours
* All required courses are offered online. ¹ Required courses in the 1 st semester (fall); ² Required courses in the 2 nd semester (spring)	

It should be noted that these required courses would be applicable and transferable to a physiology PhD program, particularly the Integrative Physiology and Molecular Medicine (IPMM) Doctoral Program hosted by the Department of Cellular and Integrative Physiology at UNMC.

Further, as mentioned above, the MEP Program Committee may decide to add electives to the curriculum in future years to meet the needs and demands of students. It is likely that these electives would be selected from current online courses offered by the UNMC or other University of Nebraska campus, including UNK.

Comprehensive Exam:

Students are required to pass a Comprehensive Exam covering topics from all coursework within the MEP MS curriculum. The Comprehensive Exam must be completed six to seven weeks prior to commencement/graduation. This deadline is within that set by UNMC's Graduate Studies for non-thesis master's students. The student's Advisory Committee serves as the Comprehensive Exam Committee.

The Comprehensive Exam will be a two-part exam with students having two options for the second part. All students will complete the same Part 1 of the Comprehensive Exam. For Part 1, students will be given two consecutive hours to complete an exam consisting of multiple choice and short answer questions designed to evaluate the student's knowledge of all of the course objectives of the Program's required courses. Part 1 of the exam will be a closed book/closed note/closed resource exam and will be proctored virtually. For the second part of the Comprehensive Exam, students will select either Part 2A or Part 2B based on their career goals. The student's Advisory Committee will provide input as to which Part 2 of the exam a student should complete. Students with a career goal of becoming an educator at a community college or undergraduate institution will complete Part 2A of the exam. For Part 2A, students will give a 45-50 minute lecture on a physiology-related topic selected by the Comprehensive Exam Committee. Students with a goal of entering a PhD program, being a researcher, or enrolling in medical or health professional school will complete Part 2B of the exam. For Part 2B, students will be given two consecutive hours to complete an exam consisting of all essay questions designed to evaluate the student's in-depth knowledge of physiology and ability to integrate physiology and pathophysiology concepts. Part 2B of the exam will be an open book/open note/open resources exam with a two-hour time limit. Notably, as described above, the MEP MS program will be reviewed annually and revised, as needed, by the MEP Program Committee. This review will include evaluation of the Comprehensive Exam format to ensure the exam is a proper assessment tool for all students. If needed, revisions to Part 2 of the exam will be made to meet the specific needs of students with different career goals.

To pass the comprehensive exam, students must earn a score of 70% or higher on both Part 1 and Part 2. If a student fails to earn a 70% or higher on either Part 1 or Part 2 on his/her first attempt, the student is allowed a second attempt on the Part(s) he/she failed the first time. Students must wait at least one month before retaking a failed comprehensive exam. The second attempt must be completed at least two weeks prior to commencement/graduation per the UNMC Graduate Studies' policy. Failure to earn a score of at least 70% on both Part 1 and Part 2 on the second attempt will result in the student being dismissed from the program.

How and when advisors are assigned for students in the major or degree:

In the first two years of the program, when the number of enrolled students is expected to be less than 10 per year, the MEP MS Program Director will serve as each student's faculty advisor (i.e. mentor). After the second year, or when the number of incoming students is greater than ten, whichever comes first, each student will be appointed a faculty advisor, who is a member of UNMC's graduate faculty and holds a primary faculty appointment in the Department of Cellular and Integrative Physiology. The faculty advisor and student will meet at least monthly to discuss the student's progress toward earning the MS degree.

In addition to the faculty advisor, students in the MEP MS program will be mentored by an Advisory Committee. The Advisory Committee for every student will be the MEP MS Program Committee (see above for description of MEP MS Program Committee). The Advisory Committee along with the faculty advisor will meet with the student twice per semester (approximately every two months); once at mid-term and once at the end of the semester. The Advisory Committee will administer the Comprehensive Exam. The Advisory Committee will also advise part-time students on the order of courses that each part-time student should follow based on the student's planned length of time to complete the degree.

All students will be required to complete an Individual Development Plan (IDP) by their first advisory committee meeting (i.e. midterm of first semester). It is recommended that students use [myIDP](#). Based on the student's IDP, the Advisory Committee will invite an expert in the student's planned career path to be an ad hoc member

of the advisory committee. This ad hoc member will not be a voting member of the committee, but would provide advice and networking opportunities to the student. At the end of each fall semester, ad hoc members of the students' advisory committees will be invited to participate on an expert panel at a synchronous "career fair," in which all students will be able to gain insight from experts in multiple career paths.

Impact on Course Subject Codes; will any subject codes need to be created, modified, or deleted:

In June 2020, UNMC's Registrar's office created the "MEP" course subject code. At this time, no additional subject codes need to be created, modified or deleted for the MEP MS program.

III. Review Criteria

A. Centrality to UNMC Role and Mission:

UNMC's mission is "to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care." The proposed MEP MS program directly addresses this important mission by providing a new, unique and premier educational program to students in Nebraska and elsewhere who seek to broaden and deepen their knowledge in medical physiology. By achieving the program's objective, students who complete and graduate from the MEP MS will undoubtedly be able to, in their own chosen career path, contribute to "premier educational programs, innovative research, and extraordinary patient care." As such, the proposed MEP MS program creates this perpetual feed-forward cycle in which the program itself directly aligns with and supports UNMC's mission, followed by graduates of the program who subsequently contribute to the "healthy future for all individuals and communities" by participating in health (i.e. physiology) education, research, and/or patient care.

B. Relationship of the proposal to the NU Strategic Framework

In August 2020, the University of Nebraska published a new five-year strategy for growth and success across the University of Nebraska system, including UNMC (<https://nebraska.edu/-/media/unca/docs/offices-and-policies/documents/strategic-plans/university-of-nebraska-five-year-strategy.pdf?la=en>). The proposed MEP MS program will directly contribute to the strategic theme to ensure that higher education is accessible, affordable, and attainable to Nebraskans. In particular, our deliberate and intentional plan to develop a completely online, distance learning-only MS degree program with a focus on medical physiology will provide an opportunity for Nebraskans living in rural communities to obtain the same robust education as those Nebraskans living within miles of UNMC. Further, the MEP MS degree program includes a unique curriculum with achievable student learning outcomes that will prepare students for success in their chosen career path.

The MEP MS program also directly addresses the workforce development theme described in the University of Nebraska's five-year strategy. As briefly discussed previously in this document, the MEP MS program is designed to meet the needs of several populations of prospective students, who upon completion of the MEP MS degree will certainly contribute to Nebraska's workforce in multiple industries. First, the MEP MS program will be of great interest to prospective students who are seeking a career in science/healthcare education. In particular, Nebraskans interested in adjunct faculty positions teaching physiology and physiology-related topics in undergraduate colleges and universities, as well as teaching positions at junior/community colleges will have great interest in the MEP MS program. Second, Nebraskans wanting to earn their PhD in physiology, or a physiology-related field will improve their competitiveness for admission into such a program by obtaining a MS degree in MEP. As indicated above, it is worth noting that the required courses for the MS in MEP Program will be applicable and transferable to a physiology PhD program, particularly the Integrative Physiology and Molecular Medicine (IPMM) Doctoral Program hosted by the Department of Cellular and Integrative Physiology at UNMC. Third, Nebraskans wanting to work as researchers in basic science and/or clinical research laboratories focused on physiology and human disease in either in academia or industry will be able to enhance their earning potential by obtaining a MS degree in MEP. Lastly, Nebraskans with a desire to pursue further

education in medical school or health professional schools will benefit tremendously by completing the MEP MS degree.

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

The proposed MEP MS program is consistent with the Comprehensive Statewide Plan for Post-Secondary Education (<https://ccpe.nebraska.gov/sites/ccpe.nebraska.gov/files/CompPlan.pdf>). The MEP MS directly aligns with the vision statement for Nebraska Postsecondary Education as it will provide “accessible and high-quality postsecondary education” to Nebraskans. In addition, and as described elsewhere in this document, the MEP MS program is an educational opportunity for Nebraskans with diverse needs and career goals.

Meeting the Needs of Students: The MEP MS program will meet the needs of students by providing broad and in-depth knowledge of all aspects of physiology, particularly medical physiology. In addition, the inclusion of coursework focused on the foundation and instructional design for health professions education provides a diverse educational opportunity for students who wish to pursue a career in health/physiology education.

Importantly, the online, distance learning-only feature of the MEP MS program directly addresses one of the sub-themes under the “Meeting the Needs of Students” umbrella, that is, Use of Instructional Technology to Broaden Access. There are no geographical barriers with an online program and students can access the courses from nearly anywhere. As such, this new online program will ensure that all Nebraskans, particularly those living in rural communities, are able to access this post-secondary educational program. The MEP MS Director and Program Committee will work with Dr. Shirley Delair, UNMC’s College of Medicine’s Associate Dean of Diversity, Equity, and Inclusion to develop strategies to recruit all Nebraskans interested in expanding their knowledge in physiology regardless of age, culture, disabilities, religion, race, ethnicity, gender, sexual orientation, gender identity, nationality, socioeconomic status, or geographic location.

Meeting the Needs of the State: The MEP MS program will contribute to the State’s Workforce Development by producing knowledgeable, trained, and skilled graduates who will contribute to the State’s workforce in multiple industries, particularly education, biomedical research, and patient care. As discussed previously in this document, the MEP MS program will be reviewed annually by the MEP Program Committee to ensure the program continues to meet the evolving needs and priorities of prospective students. The MEP Program Committee will receive guidance from an External Advisory Board (EAB). Members of the EAB will include directors of similar master’s programs at peer institutions and potential employers of graduates from the program. These potential employers likely will include CEOs/presidents of biotech companies, deans and department chairs of undergraduate universities and community colleges, and members of medical and/or professional school admission committees. The EAB will meet with the MEP Program Committee annually to discuss successes and challenges to ensure the program continues to serve students’ career goals. The MEP MS Program Committee has the ability to adopt new strategies and utilize new technologies to address the changing needs of the students. See Section D: Evidence of Need and Demand below for details on how the MEP MS Program will meet the needs and demands of education and health service positions in Nebraska.

Meeting Needs by Building Exemplary Institutions: The MEP MS program will be efficient in its expenditure of the State’s resources by leveraging existing resources in UNMC’s Department of Cellular and Integrative Physiology to minimize program expenses. Funding required to sustain the program’s long-term success will come directly from tuition dollars collected by the program.

Statewide Facilities Plan: The MEP MS program is offered entirely online, and thus will not require the use of additional statewide facilities.

D. Evidence of Need and Demand

The MEP MS program will meet the increasing need for: 1) physiology educators at the undergraduate/junior college level; 2) students seeking to improve their competitiveness for admission into a physiology (or

physiology-related) PhD program; 3) research technologists and/or coordinators with expertise in medical physiology; and 4) students preparing for admission into medical or health professional school.

According to the U.S. Bureau of Labor Statistics (<https://www.bls.gov/oes/current/oes251042.htm>), in January 2021, there were 155,300 education and health service jobs in Nebraska. Although this was a slight decrease from January 2020, likely due to COVID-19, the preliminary data for March 2021 shows that the upward trend is continuing with a total of 157,500 jobs. Additionally, in regards to the highest concentration of jobs and location quotient in “Biological Science Teachers, Postsecondary”, Nebraska is ranked 4th highest in the country. Of note, the annual mean wage of “Biological Science Teachers, Postsecondary” in Nebraska is \$81,760-\$87,910. See Appendix D for more information on education and health service positions, and teaching opportunities in the biological sciences in Nebraska.

In addition to information provided by the U.S. Bureau of Labor Statistics, evidence of need and demand for an online, distance learning MEP MS program is provided in a market assessment performed by the University of Nebraska Online (NU Online). Notably, NU Online commented that the proposed MEP MS program is “unique to the NU Online portfolio” (please see Appendix D). Further, the NU Online market assessment revealed that “few schools appear to be offering equivalent online programs and completions overall appear to be trending positively. UNMC has opportunity to market the Medical Physiology, MS program nationally.” The University of Florida, College of Medicine offers an online MS degree in Medical Physiology and Pharmacology. This program markets itself as “for individuals who want to enhance their medical school application”, and students enrolled in this program take 15 credits of courses focused on physiology and 15 credits focused on pharmacology. The Medical College of Wisconsin (MCW) also offers a one-year Master’s in Medical Physiology. But, similar to Florida’s program, the MCW program is “designed for a college graduate looking to strengthen their academic credentials in preparation for applying to U.S. medical schools.” Case Western Reserve University also offers an online master’s degree in physiology; however, tuition is more than three times the tuition of the MEP MS program. Importantly, the occupational outlook for numerous education and health service positions in Nebraska, including Medical Scientists, Exercise Physiologists, and Health Educators are projected to increase 7.5-9.98% from 2018-2028 (see Appendix D: NU Online Market Assessment for details).

Clearly, the quantitative analyses provided by the U.S. Bureau of Labor Statistics and NU Online demonstrate the need and demand for an online MEP MS program. There is also qualitative information that provides strong evidence of need and demand for this program. For example, numerous community colleges and undergraduate institutions in Nebraska frequently reach out to faculty in UNMC’s Department of Cellular and Integrative Physiology to gauge their interest in accepting an adjunct position at their institution to teach physiology to their undergraduate students. However, UNMC faculty are often too busy with their own teaching, research, and/or administrative responsibilities to accept the adjunct position. When alternative options are presented to the undergraduate colleges/universities, such as having a senior graduate student in the Integrative Physiology and Molecular Medicine (IPMM) Doctoral Program serve as an adjunct instructor, the undergraduate institutions decline because they require the adjunct instructor/professor to have at least a master’s degree. Most of the PhD students enrolled in the IPMM Doctoral Program enter the program directly from their undergraduate training, and without a master’s degree. As such, the undergraduate colleges/universities are unable to fill their open positions. The MEP MS program is designed to directly meet the need for physiology educators at the undergraduate level. See letters of support (Appendix C) from Wayne State College (Wayne, Nebraska) and Metropolitan Community College (Omaha, NE).

As mentioned throughout this proposal, the Department of Cellular and Integrative Physiology at UNMC will be the “home” department for this new MEP MS program. This department is also “home” to the Integrative Physiology and Molecular Medicine (IPMM) Doctoral Program. Dr. Matt Zimmerman, the inaugural director of the proposed MEP MS program, is currently the director of the IPMM doctoral program and chair of its admissions committee. As such, he is familiar with the qualifications of applicants to the doctoral program that get accepted, and those that do not. Each year, the IPMM doctoral program denies admission to multiple applicants because there is some concern regarding the student’s previous academic performance. For example, perhaps the student struggled for one to two semesters as an undergraduate student resulting in their

GPA being at, or slightly below, the recommended minimum of 3.0. These students, who have or are about to complete their undergraduate degree, often ask Dr. Zimmerman and the IPMM admissions committee what they can do to demonstrate their academic ability. Ideally, these students would complete an MS degree in physiology to demonstrate their ability to successfully complete graduate-level coursework. Until now, the IPMM program admissions committee could only recommend students enroll in an MS in physiology program outside of Nebraska. It is expected that the proposed online MEP MS program will be of great interest to those students who are on the border of admission to a PhD program. By successfully completing the MEP MS program, these students will clearly demonstrate their academic aptitude, which will undoubtedly improve the likelihood of their admission to the IPMM doctoral program (or other physiology PhD programs).

Many biomedical research laboratories in industry and academia focused on pathophysiology and human disease seek research technologists and/or research coordinators with a strong educational background in physiology. Research laboratories in UNMC's Department of Cellular and Integrative Physiology as well as those in the recently established Center for Heart and Vascular Research, among many other labs in Nebraska and across the country, often examine physiological and pathophysiological responses in animal models and human patients to better understand the pathogenesis of human disease. Individuals interested in working as research technologists and/or coordinators in such labs can improve their competitiveness for these positions, and their earning potential, by completing the MEP MS degree. See letters of support (Appendix C) from two current research technologists who have expressed interest in the MEP MS program.

The fourth group of individuals that the MEP MS program fulfills a need for are students seeking enrollment in medical school or health professional school. Many students across Nebraska and the country apply to medical school or health professions programs each year, but are denied admission for a variety of reasons. One common reason is that the student's undergraduate academic record does not meet the minimum requirement of the desired program. To enhance their competitiveness for admission into their desired program and to demonstrate their academic ability, these students seek additional short-term academic opportunities such as post-baccalaureate or certificate programs. We believe the MEP MS program will be a desirable educational opportunity for these students as it is designed to be short-term (i.e. completed in two consecutive academic semesters), and its educational focus is physiology, "a branch of biology that deals with the functions and activities of life" (as defined by Merriam-Webster). Undoubtedly students seeking enrollment in medical and health professional schools will benefit from the broad and in-depth knowledge of physiology they will gain by completing the MEP MS program. See letters of support (Appendix C) from two students who believe that, if already available, the MEP MS program would have helped them gain admission to medical school more quickly and would have prepared them well for medical school courses.

Based on the needs described above, job opportunities and NU Online market assessment (Appendix D), and letters of support (Appendix C), we predict the following number of students to enroll in the MEP MS program in each of the first five years:

- Year 1: 5 students
- Year 2: 10 students
- Year 3: 15 students
- Year 4: 25 students
- Year 5: 40 students

These estimates are also supported by conversations with directors of other MS programs at UNMC. For example, the one-year, in-person MS in Medical Anatomy (Dr. Karen Gould, director; see letter of support) program receives 60-80 applications per year. However, this program can only admit 16-18 students per year, and thus, denies admission to many strong applicants each year. Further, these estimates are supported by the fact that each year the IPMM doctoral program denies admission to 5-10 applicants due to mediocre academic performance as an undergraduate student. It is anticipated that some, perhaps many, of these students will enroll in and complete the MEP MS program to improve their chances of being accepted into IPMM (or another physiology PhD program). It should be noted that the relatively small number of students in Year 1 will likely be due to the limited amount of time between approval of the MEP MS program and the start of the 2022

academic year. By Year 3, we expect to enroll at least 15 students, which is approximately the minimum number of students required to make the program viable and sustainable.

During the first five years, there will be an enrollment cap of 40 students to ensure program quality and to protect faculty workload. If, after the fifth year, it is apparent that the program has the resources to enroll more than 40 students, the cap may be lifted. The decision to remove the cap will be made collectively by the MEP Program Committee, Chair of the Department of Cellular and Integrative Physiology, and MEP course directors.

E. Avoidance of Unnecessary Duplication

Currently, there is no MS in Medical Physiology degree offered in the State of Nebraska. As home to the University of Nebraska's College of Medicine and the State's only PhD program focused on human physiology (Integrative Physiology and Molecular Medicine), the UNMC campus is the ideal location for the MEP MS program.

There are other MS programs in health and natural sciences in Nebraska. In fact, UNMC offers a one-year Master in Medical Anatomy that is frequently used by students to improve their competitiveness for acceptance into medical or professional school. However, this program, as its name suggests, is focused on anatomy. Due to the hands-on nature of many of the courses in this program, this program is an on-campus only program. Additionally, enrollment in this program is capped at 16-18 students per year. Creighton University also offers one-year master's programs in health and natural sciences. Although these programs may include one physiology-related course, none of these programs have an intentional and deliberate focus on medical physiology. Additionally, and of particular importance, none of these other programs are online, distance learning-only programs. As such, the unique structure and curriculum of the MEP MS program ensures avoidance of unnecessary duplication.

The University of Nebraska at Kearney (UNK) recently received approval for a new one-year, online MS degree in Health Sciences. This UNK program is specifically designed to serve students preparing for a professional program in health sciences. The educational content between the UNK program and the MEP MS program is distinct. For example, the UNK program will require students to take only one course (three credits) in human physiology. Although the MEP MS program as described herein will also be able to serve pre-professional health science students, it is anticipated that these students will make up only 10% of the accepted students per year (Figure 1). It should be noted that there is potential future collaboration between UNK's MS in Health Sciences Program and the proposed MEP MS Program. As described in a letter of support (Appendix C) from Dr. Janet Steele's, director of UNK's MS in Health Sciences Program, students enrolled in UNK's program may be interested in taking a course offered by the MES MP Program, and vice-versa.

UNK also offers an online Master of Science Degree in Biology. As indicated on their website, the Master in Biology program is "is designed for high school and middle school teachers to expand their breadth of biology knowledge for the classroom, scientists and researchers pursuing advanced expertise, or individuals who are preparing for professional schools or doctoral studies in biology fields." Students usually complete this program in two and one-half to three years, which is unlike the proposed MEP MS program that can be complete in two consecutive semesters (i.e. approximately nine months). Students in the Master in Biology program complete 12 credit hours of required coursework and 24 credit hours of electives. Of the required courses, only one is similar to the required courses for the MEP MS program, that is, biostatistics. Of the 79 elective courses (some of which have undergraduate counterparts) students in the Master in Biology program can take, only one appears to be focused on general human physiology, that is BIOL 839 – Human Physiological Systems (three credits). Although there are few other physiology-related courses, such as Reproductive Physiology (BIOL 830P; three credits) and Plant Physiology (BIOL 803P; three credits), it is clear that the Master in Biology Program at UNK is designed to serve students with broad interests in science and biology. In contrast, the proposed MEP MS Program is designed to provide students with focused and in-depth knowledge of human physiology as it relates to health and disease.

F. Adequacy of Resources:

The MEP MS program will be administered and operated by the Department of Cellular and Integrative Physiology in the College of Medicine at UNMC. Adequate resources to develop, implement, review/revise the program are available:

1. *Faculty/Staff:*

The Department of Cellular and Integrative Physiology has 12 full-time graduate faculty, three instructors, 12 courtesy-appointed graduate faculty, three full-time administrative staff members, and one part-time administrative assistant. The department is the “host” department of the Interdisciplinary Graduate Program in Biomedical Sciences (IGPBS) – Integrative Physiology and Molecular Medicine (IPMM) Doctoral (PhD) Program. The proposed MEP MS curriculum was largely developed based on the successful courses of the IPMM doctoral program, with a major difference being all of the MS courses will be online. Within the first year of the MEP MS program, it is expected that a new assistant professor dedicated to the implementation and maintenance of this program will be hired by the Department of Cellular and Integrative Physiology. As detailed in the budget projections below, the College of Medicine’s Dean’s office has committed support for the new assistant professor’s salary for the first two years. No additional faculty resources are needed to implement and administer the MEP MS program.

2. *Library/Information Resources:*

In fall 2020, an extraordinary renovation of the Leon S. McGoogan Health Science Library on the UNMC campus was completed. The newly renovated space includes individual study rooms, small conference rooms, as well as a writing and e-learning center. The Leon S. McGoogan Health Science Library provides access to over 27,000 journals, including 6,100 health care and research-related e-journals, more than 40 databases, and 100,000 books and e-books. Services provided by the library to all UNMC students include how to search online for published literature and how to appropriately cite references and avoid plagiarism. Considering the MEP MS program will be an online, distance learning-only program, it is particularly important that the electronic services offered by the library can be assessed remotely. Remote students are able to access full-text biomedical research publications, databases, and tutorials via the library’s website and their secured login credentials. Also of note, support from UNMC’s Chancellor’s Office ensures that each academic year all UNMC students are able to receive up to 50 free digitally delivered or interlibrary loaned books and/or journal articles.

To deliver the online, distance only learning material/content, the MEP MS program will utilize the Canvas Learning Management System, which is widely used on the UNMC campus and by the MEP MS program graduate faculty. Access to all Canvas course pages require secure logins, and are only accessible to students (and faculty/staff) enrolled in the courses.

3. *Physical Facilities and Equipment:*

The Department of Cellular and Integrative Physiology is housed in the Durham Research Center (DRC) building located on the UNMC campus. The DRC is a state of the art 10-story, 285,000 square feet building, and the Department of Cellular and Integrative Physiology occupies 27,000 square feet of space on the fifth and sixth floors of the building. Graduate faculty in the Department of Cellular and Integrative Physiology have individual office space. The Department of Cellular and Integrative Physiology administrative offices, located on the fifth floor of DRC, houses program support functions (mail, copying, printing, etc.). Just outside of the administrative offices on the fifth floor of DRC are two small conference rooms that were recently (fall 2020) equipped with state-of-the-art audio/visual technology. If needed, faculty in the MEP MS program can utilize these conference room to teach their online synchronous classes.

4. *Instructional Equipment and Informational Resources:*

The MEP MS program is a completely online, distance learning program. Graduate faculty who teach in the MEP MS program will use their office computers and/or laptops and/or tablets equipped with two-way video conferencing and streaming internet video to deliver their lecture content. If needed, the MEP MS program will provide faculty with web cameras to interact online with students and to create their audio/video lecture recordings. As noted above, small conference rooms on the 5th floor of DRC are equipped with state-of-the-art audio/visual technology. Graduate faculty participating in the coursework may choose to use these conference rooms, instead of their individual offices, to deliver their lecture content if a larger space is needed; for example, for a demonstration.

5. *Budget Projections see Table 1 and Table 2].*

IV. Appendices

APPENDIX A: Additional Details for Distance Programs Only

About the Program

1. **Program Description**

The Department of Cellular and Integrative Physiology at the University of Nebraska Medical Center (UNMC) proposes to establish a Master of Science (MS) degree in Medical Physiology (MEP). This new online, distance learning-only program will focus on educating students in all aspects of physiology, with a particular focus on medical physiology. The new MEP Master of Science degree will be a 30-credit hour, non-thesis, distance learning-only program that is designed to be completed in two academic semesters (i.e. approximately 9 months). The online, distance learning-only program will include courses taught both synchronously and asynchronously. Students will enroll in four courses totaling 16 credits in the fall semester and five courses totaling 14 credits in the spring semester. Students will be required to pass a Comprehensive Exam near the end of the second semester.

2. **Licensure and Accreditation**

The program is a MS degree program that will not lead to licensure. The program will not be accredited by a specialized accrediting agency.

3. **Marketability and Duplication**

Currently, there is no online MS in Medical Physiology degree offered in the State of Nebraska. As home to the University of Nebraska's College of Medicine and the State's only PhD program focused on human physiology (Integrative Physiology and Molecular Medicine), the UNMC campus is the ideal location for the MEP MS program.

The University of Nebraska at Kearney (UNK) recently received approval for a new one-year, online MS degree in Health Sciences. This UNK program is specifically designed to serve students preparing for a professional program in health sciences. The educational content between the UNK program and the MEP MS program is distinct. For example, the UNK program will require students to take only one course (three credits) in human physiology. Although the MEP MS program as described herein will also be able to serve pre-professional health science students, it is anticipated that these students will make up only 10% of the accepted students per year (Figure 1). It should be noted that there is potential future collaboration between UNK's MS in Health Sciences Program and the proposed MEP MS Program. As described in a letter of support (Appendix C) from Dr. Janet Steele's, director of UNK's MS in Health Sciences Program, students enrolled in UNK's program may be interested in taking a course offered by the MES MP Program, and vice-versa.

UNK also offers an online Master of Science Degree in Biology. As indicated on their website, the Master's in Biology program is "is designed for high school and middle school teachers to expand their

breadth of biology knowledge for the classroom, scientists and researchers pursuing advanced expertise, or individuals who are preparing for professional schools or doctoral studies in biology fields.” Students usually complete this program in two and one-half to three years, which is unlike the proposed MEP MS program that can be complete in two consecutive semesters (i.e. approximately 9 months). Students in the Master in Biology program complete 12 credit hours of required coursework and 24 credit hours of electives. Of the required courses, only one is similar to the required courses for the MEP MS program, that is, biostatistics. Of the 79 elective courses (some of which have undergraduate counterparts) students in the Master in Biology program can take, only one appears to be focused on general human physiology, that is BIOL 839 – Human Physiological Systems (three credits). Although there are few other physiology-related courses, such as Reproductive Physiology (BIOL 830P; three credits) and Plant Physiology (BIOL 803P; three credits), it is clear that the Master in Biology Program at UNK is designed to serve students with broad interests in science and biology. In contrast, the proposed MEP MS Program is designed to provide students with focused and in-depth knowledge of human physiology as it relates to human health and disease.

Curriculum:

1. Faculty and Instruction

The proposed MEP MS program consists of the following existing courses which will be delivered in the traditional semester format:

Course Title & Number	Faculty member developing	Required/Elective	Has been developed in online format (yes/no)	Has been offered in online format (Semester/Year)	Semester/Year course to be developed in online format (if applicable)	Semester/Year course is to be first taught online
MEP 803: Cell Physiology & Signaling ¹	Dr. Matthew Zimmerman	Required	Yes	No		Fall 2021
MEP 806: Medical Physiology ¹	Dr. Erika Boesen	Required	Yes	No		Fall 2021
MEP 810: Basic Concepts in Scientific Writing ¹	Dr. Harold Schultz	Required	Yes	No		Fall 2021
HPME 801: Foundations in Health Professions Education ¹	Dr. Tanya Custer	Required	Yes	Fall 2019		
BIOS 806: Biostatistics ²	Dr. Megan Tesar	Required	Yes	Spring 2020		
MEP 807: Medical Pharmacology for the Physiologist ²	Dr. Merry Lindsey	Required	Yes	No		Spring 2022
MEP 901: Advanced Topics in Physiology ²	Dr. Irving Zucker	Required	Yes	No		Spring 2022
MEP 916: Molecular Mechanisms of Cardiovascular Pathophysiology ²	Dr. Paras Mishra	Required	Yes	No		Spring 2022
HPME 802: Instructional Design for Health Professions Education ²	Dr. Tanya Custer	Required	Yes	Spring 2019		
¹ Required courses in the 1 st semester (fall); ² Required courses in the 2 nd semester (spring)						

In the first one to two years of the program, we plan to enroll 5-10 students. In years 3-4, we expect to enroll 15-25 students. In year 5, we expect to enroll up to 40 students. During the first five years, there will be an enrollment cap of 40 students to ensure program quality and to protect faculty workload. If, after the fifth year, it is apparent that the program has the resources to enroll more than 40 students, the cap may be lifted. The decision to remove the cap will be made collectively by the MEP Program Committee, Chair of the Department of Cellular and Integrative Physiology, and MEP course directors. If we matriculate more than 40 students after the fifth year, we will create additional course sections.

Senior graduate students (i.e. PhD candidates) in the Integrative Physiology and Molecular Medicine (IPMM) Doctoral Program at UNMC may serve as teaching assistants.

BIOS 806 will be offered by the Department of Biostatistics in the College of Public Health at UNMC. HPME 801/802 will be offered by the College of Allied Health Professions at UNMC. These are required courses for students enrolled in the MEP MS program and will be offered either every fall semester (HPME 801) or spring semester (BIOS 806, HPME 802). Dr. Merry Lindsey, Chair of the Department of Cellular and Integrative Physiology at UNMC will establish agreements for tuition sharing with the Dean of the College of Public Health and the Dean of the College of Allied Health Professions.

2. Program Requirements

To receive the MEP MS degree, students are required to pass the Comprehensive Exam and maintain a minimum 3.0 GPA on the required curriculum.

3. Completion Plan

The MEP MS degree will be a 30-credit hour, non-thesis, distance learning-only program that is designed to be completed in two consecutive semesters (i.e. approximately nine months) by full-time students. Part-time students will be allowed to complete the MS in Medical Physiology degree over a maximum of five consecutive years, which is the maximum time frame to complete a master's degree, as established by UNMC's Graduate Studies. The online, distance learning-only program will include courses taught both synchronously and asynchronously. Students will enroll in four courses worth 16 credits in the fall semester and five courses worth 14 credits in the spring semester. See table above for which courses are taught the fall versus spring semester. Students will also be required to pass Comprehensive Exam near the end of the second semester.

4. Accessibility

Due to the synchronous learning activities in some of the required courses, the MEP MS program may not be suitable for all distance learners. The synchronous learning activities will take place during 9am-5pm central standard time Monday - Friday. As such, distance learners in time zones outside of the United States may find it difficult to attend the synchronous learning activities and thus may not be able to enroll in the program. It should be noted that the MEP MS program initial goal is to provide an educational opportunity for Nebraskans, including those in rural communities, who are interested in expanding their physiology knowledge base for the advancement of their chosen career. If, after a few years, the program gains significant interest from prospective students outside of the United States, the required courses can be revised to be completely asynchronous.

All courses will follow campus policies and will be ADA (Americans with Disabilities Act) compliant. Students with disabilities who are in need of accommodations will contact the Student Disability Services office at UNMC. In order to be eligible for accommodations, the student is responsible for registering with this office and providing documentation of disability. The student must register and provide documentation well in advance of the semester for which the accommodation is needed (six weeks is suggested). Once the request has been approved, an individualized accommodation plan will be formulated, and an official "Letter of Disability Accommodation" will be issued to the student. The student must deliver the letter to the instructor before accommodations can be made.

Recruitment and Admissions

Students applying to the MEP MS program will be required to follow the formal procedures established for admission to graduate programs at UNMC. Admitted students will matriculate only in the fall semester.

Admission to the MEP MS program requires a bachelor's degree, preferably in a science-related field, from an accredited undergraduate institution with a recommended minimum GPA of 3.0 on a 4.0 grading scale. Official transcripts from all colleges/universities attended and three (3) letters of recommendation are also

required. It is recommended that students should have completed the following undergraduate courses (or their equivalents): biochemistry; calculus; physics; two semesters of biology. A one-page personal statement describing the applicant's career goals and interests in the field of physiology is required. Admissions requirements may need to be adjusted for students depending on career goals; this will be assessed as part of the Program's annual review. The MEP MS program will follow the credit transfer policy as set-forth by UNMC's Graduate Studies.

We predict the following number of full-time students to enroll in the MEP MS program in each of the first five years:

- Year 1: 5 students
- Year 2: 10 students
- Year 3: 15 students
- Year 4: 25 students
- Year 5: 40 students

It should be noted that the relatively small number of students in Year 1 will likely be due to the limited amount of time between approval of the MEP MS program and the start of the 2021 academic year. By Year 3, we expect to enroll at least 15 students, which is approximately the minimum number of students required to make the program viable and sustainable. During the first five years, there will be an enrollment cap of 40 students to ensure program quality and to protect faculty workload. If, after the fifth year, it is apparent that the program has the resources to enroll more than 40 students, the cap may be lifted. The decision to remove the cap will be made collectively by the MEP Program Committee, Chair of the Department of Cellular and Integrative Physiology, and MEP course directors. Within the first year of the MEP MS program, it is expected that a new assistant professor dedicated to the implementation and maintenance of this program will be hired by the Department of Cellular and Integrative Physiology. In addition, a full-time administrative assistant fully dedicated to the MEP MS program will help manage the growth of the program. The current 12 graduate faculty members in the Department of Cellular and Integrative Physiology will serve as course directors and members of the MEP MS Program Committee. The Department of Cellular and Integrative Physiology Recruitment Committee will recruit additional graduate faculty to help accommodate and manage the program's growth.

Student Support Services

1. Learner Orientation

All incoming MEP MS students will participate in a three-day online orientation during the first week in August. All faculty who are involved in the MEP MS program will participate in the new student orientation. In addition, Dr. Analisa McMillan, Director of Distance Learning at UNMC, and administrators involved in NU Online will be invited to participate in orientation to provide their insight and guidance to all incoming MEP MS students. Further, the professional staff from UNMC's Academic Success Program will be invited to participate in orientation to ensure students are fully aware of the services they provide.

2. Advising

In the first two years of the program, when the number of enrolled students is expected to be less than 10 per year, the MEP MS Program Director will serve as each student's faculty advisor. After the second year, or when the number of incoming students is greater than ten, whichever comes first, each student will be appointed a faculty advisor, who is a member of UNMC's graduate faculty and holds a primary faculty appointment in the Department of Cellular and Integrative Physiology. The faculty advisor and student will meet virtually at least monthly to discuss the student's career goals and his/her progress toward earning the MS degree.

In addition to the faculty advisor, students in the MEP MS program will be mentored by an Advisory Committee. The Advisory Committee for every student will be the MEP MS Program Committee. The

Advisory Committee along with the faculty advisor will meet with the student twice per semester (approximately every two months), once at mid-term and once at the end of the semester, to provide career guidance and support towards completing the MEP MS degree. The Advisory Committee will also administer the Comprehensive Exam. Further, the Advisory Committee will advise part-time students on the order of courses that each part-time student should follow based on the student's planned length of time to complete the degree. Graduation outcomes will be tracked by the full-time administrative assistant in the Department of Cellular and Integrative Physiology who is fully dedicated to the coordination and management of the program.

All students will be required to complete an Individual Development Plan (IDP) by their first advisory committee meeting (i.e. midterm of first semester). It is recommended that students use [myIDP](#). Based on the student's IDP, the Advisory Committee will invite an expert in the student's planned career path to be an ad hoc member of the advisory committee. This ad hoc member will not be a voting member of the committee, but would provide advice and networking opportunities to the student. At the end of each fall semester, ad hoc members of the students' advisory committees will be invited to participate on an expert panel at a synchronous "career fair", in which all students will be able to gain insight from experts in multiple career paths.

3. Program Coordination

The program coordinator will be the administrative assistant in the Department of Cellular and Integrative Physiology who is fully dedicated to the coordination and management of the program. The role of the program coordinator will include: 1) initial communication contact for prospective and enrolled students; 2) recruitment and attendance at career fairs, etc.; 3) assist faculty, as needed, with the Canvas Learning Management System and Exemplify/Examsoft testing software; and 4) report final semester grades to UNMC Graduate Studies.

Evaluation/Assessment

During the first five years, the program will be reviewed annually and revised, as needed, by the MEP MS Program Committee. The MEP Program Committee, which will also serve as the program's curriculum committee, will consist of the MEP MS Program Director (Dr. Matthew Zimmerman) and four additional graduate faculty in the Department of Cellular and Integrative Physiology. Members of the first MEP Program Committee include, Drs. Erika Boesen (associate professor), Paras Mishra (associate professor), Harold Schultz (professor), and Irving Zucker (professor). The annual review is necessary to ensure the program is meeting the needs of enrolled and prospective students, and to reflect new developments in the discipline. The following categories will be reviewed: curriculum, faculty, leadership, and infrastructure required to maintain and enhance the online, distance learning-only learning experience for students. Of note, potential future online electives that already exist at UNMC and other University of Nebraska campuses may be added to the curriculum to meet the needs of students. In addition to the annual review during the first five years, the MEP Program Committee will continue to periodically review and revise the program thereafter. Further, the program will be reviewed and revised, as needed, every five to seven years by UNMC's Graduate Council. The Graduate Council review will include the categories listed above, and will also include review of the following: students (prospective, enrolled, and graduated); program reputation; and sustainability of the program.

The MEP Program Committee will receive guidance from an External Advisory Board (EAB). Members of the EAB will include directors of similar master's programs at peer institutions and potential employers of graduates from the program. These potential employers likely will include CEOs/presidents of biotech companies, deans and department chairs of undergraduate universities and community colleges, and members of medical and/or professional school admission committees. The EAB will meet with the MEP Program Committee annually to discuss successes and challenges to ensure the program continues to serve students' career goals.

Resources

To get this new program online, the program director and committee will need help from NU Online and from the Director of Distance Learning at UNMC. We anticipate NU Online and the Director of Distance Learning at UNMC can provide insight on marketing and student recruitment strategies. In addition, some of the course directors may need help to improve the online instructional design of their course. All of the required courses for the MEP MS program have been reviewed and approved by UNMC's Graduate Council and the Executive Associate Dean of UNMC's Graduate Studies. However, as indicated in the table above, some of the courses will be taught for the first time online when the program goes live for the first time in fall 2022.

APPENDIX B: Abstract of Proposal (1-2 page summary of the proposed degree program):

The Department of Cellular and Integrative Physiology at the University of Nebraska Medical Center (UNMC) proposes to establish a Master of Science (MS) degree in Medical Physiology (MEP). This new online, distance learning-only program will focus on educating students in all aspects of physiology, with a particular focus on medical physiology. The MEP MS degree is designed to meet the needs of several prospective student populations, including: 1) students seeking undergraduate college and university adjunct teaching positions, as well as junior/community college teaching positions in physiology; 2) students seeking to improve their competitiveness for admission into a physiology (or physiology-related) PhD program; 3) students seeking to enhance their knowledge in physiology to improve their rank and earning potential in physiology-based, basic-science and/or clinical research laboratories; and, 4) students seeking to broaden and deepen their physiology knowledge base in their pursuit of medical school or health professional school admission. The program curriculum includes coursework focused on medical physiology, cell physiology, cardiovascular pathophysiology, advanced topics in physiology, and pharmacology for the physiologists. The curriculum is enhanced by coursework in scientific writing, biostatistics, and two courses focused on the foundation and instructional design of health professions education. The goal of this program is to provide this unique curriculum in an online, distance learning-only format to the student populations described above and all other individuals who wish to enrich and extend their understanding of physiology, and apply their new knowledge to their chosen career path.

The new MEP Master of Science degree will be a 30-credit hour, non-thesis, distance learning-only program that is designed to be completed in two academic semesters (i.e. approximately nine months). The online, distance learning-only program will include courses taught both synchronously and asynchronously. Students will enroll in four courses worth 16 credits in the fall semester and five courses worth 14 credits in the spring semester (see table below). Students will also be required to pass a Comprehensive Exam near the end of the second semester.

<i>Required courses for the MEP MS degree</i>	
Course Number*	# Credit Hours
MEP 803: Cell Physiology & Signaling ¹	3 credit hours
MEP 806: Medical Physiology ¹	7 credit hours
MEP 810: Basic Concepts in Scientific Writing ¹	3 credit hours
HPME 801: Foundations in Health Professions Education ¹	3 credit hours
BIOS 806: Biostatistics ²	3 credit hours
MEP 807: Medical Pharmacology for the Physiologist ²	3 credit hours
MEP 901: Advanced Topics in Physiology ²	2 credit hours
MEP 916: Molecular Mechanisms of Cardiovascular Pathophysiology ²	3 credit hours
HPME 802: Instructional Design for Health Professions Education ²	3 credit hours
Total	30 credit hours
* All required courses are offered online. ¹ Required courses in the 1 st semester (fall); ² Required courses in the 2 nd semester (spring)	

Graduates of the MEP MS program will achieve the following student learning outcomes:

1. **Knowledge of the Discipline:** Graduates demonstrate broad knowledge and deep knowledge of physiology.
2. **Critical Thinking:** Graduates are able to critically analyze and synthesize new and complex information from diverse sources.
3. **Professional Behavior:** Graduates are committed to integrity within all aspects of their chosen profession and abide by existing professional standards. They are able to work in teams and assume responsibility for their actions and their career aspirations.
4. **Communication Skills:** Graduates demonstrate effective oral, written, and visual communication skills.

Leadership of the MEP MS program will include a program director and committee. Dr. Matthew Zimmerman, associate professor in UNMC's Department of Cellular and Integrative Physiology, will be the program's inaugural director. The MEP Program Committee, which will also serve as the program's curriculum committee, will consist of Dr. Zimmerman (chair) and four additional graduate faculty in the Department of Cellular and Integrative Physiology. Members of the first MEP Program Committee include, Drs. Erika Boesen (associate professor), Paras Mishra (associate professor), Harold Schultz (professor), and Irving Zucker (professor). The Program Committee will be responsible for the program's overall strategy, developing policies, and formulating general requirements for the program. As chair of the MEP MS Program Committee, Dr. Zimmerman will report the progress, successes, and challenges of the MEP MS program to Dr. Merry Lindsey, Chair of the Department of Cellular and Integrative Physiology. The program will receive administrative support from a full-time administrative assistant in the Department of Cellular and Integrative Physiology.

APPENDIX C: Letters of Support

Please see the attached letters of support.

APPENDIX D: Job Opportunities and Market Assessment

Please see the attached data on job opportunities (provided by the US Bureau of Labor Statistics), and market assessment (provided by NU Online).

APPENDIX C: Letters of Support for the Master of Science degree in Medical Physiology

May 11, 2021

Matthew C Zimmerman, Ph.D.
Associate Professor
Director, Integrative Physiology & Molecular Medicine Doctoral Program
Department of Cellular & Integrative Physiology
University of Nebraska Medical Center
Omaha, NE 68198

RE: New online MS in Medical Physiology at UNMC

Dear Dr. Zimmerman,

Thank you for reaching out to me and sharing the curriculum for the new online M.S. Degree in Medical Physiology being proposed by your department of Cellular and Integrative Physiology at the University of Nebraska Medical Center. As you know, the University of Nebraska at Kearney's (UNK) Biology Department, in collaboration with the Office of Health Sciences, recently received approval for an online M.S. Degree in Health Sciences. I am the director of this new online program. The M.S. in Health Sciences at UNK is specifically designed to serve pre-professional health science students preparing for a professional program in health sciences. After learning more about your proposed program in medical physiology, it is clear to me that your program will mostly serve different groups of students. Although your program may attract some pre-professional students, your program's specific concentration on physiology is much different than our program in health sciences at UNK. In addition, I noticed your program requires two courses in health education, which is certainly unique and different than our program. Due to these differences, taken together with our program's maximum enrollment of 24 students per year, I highly doubt our programs will compete for the same prospective students. In the future, I think our programs can work together to offer electives that students in the other program may be interested in taking. For example, I noticed you have a course on cell physiology and signaling, which might be of interest to students in our program. Additionally, we have an essential human anatomy course that may complement your students' coursework in physiology. These possibilities are a "win-win" for students enrolled in each of our programs. I look forward to discussing these and other collaborations with you after your program gets approved and you start recruiting your first class of students.

Sincerely,



Dr. Janet E. Steele, Professor
Director, Master of Science in Health Sciences
Director, Master of Science in STEM Education
Acting Co-chair, Department of English

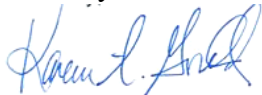
May 11, 2021

Matt Zimmerman, PhD
Associate Professor
Department of Cellular & Integrative Physiology
University of Nebraska Medical Center
Omaha, NE 68130

Dear Matt,

It is my pleasure to write this letter of support for your proposed online Masters of Science Degree Program in Medical Physiology at UNMC. Having experience as the current director of the M.S. in Medical Anatomy Program at UNMC, I am confident you and your colleagues will be able to develop and maintain a successful and well-respected program that will be sought after by many students. From our numerous conversations, you are well-aware that the M.S. in Medical Anatomy Program at UNMC receives 60-80 applications each year. We currently cap our enrollment at 16-18 student per year; thus, leaving many strong applicants looking for other options. I fully anticipate that some of these strong applicants will be quite interested in your new medical physiology program. That being said, considering that your program is 100% online, is focused on physiology, and requires courses in education, I suspect your program will also appeal to additional prospective students that may not be interested in or able to participate in our medical anatomy program. Because your program is fully online, I believe that, by and large, our two programs will not be competing for the same applicants. In fact, I anticipate collaboration between our two programs that will help to strengthen each of them. If I can be of any help as your new program proposal moves through the approval process, or once you are ready to recruit students, please do not hesitate to ask. I am happy to help.

Sincerely,



Karen Gould, Ph.D.
Professor and Vice-Chair for Graduate Education
Co-Director, Interdisciplinary Graduate Program in Biomedical Sciences
Director, MS Medical Anatomy Program
Department of Genetics, Cell Biology and Anatomy
University of Nebraska Medical Center
Durham Research Center I
985805 Nebraska Medical Center
Omaha, NE 68198-5805
Tel: 402-559-2456

February 1, 2021

Matthew C. Zimmerman, Ph.D.
Associate Professor
Director, Integrative Physiology & Molecular Medicine Doctoral Program
Director, Masters of Science in Medical Physiology Program
Department of Cellular & Integrative Physiology
University of Nebraska Medical Center
985850 Nebraska Medical Center
Omaha, NE 68198-5850

Dear Matt,

It is my pleasure to write this letter of support for the Masters of Science in Medical Physiology Program that you are developing at the University of Nebraska Medical Center (UNMC). For decades the physiology faculty here at Wayne State College have collaborated with many of the faculty in your department at the UNMC, particularly through the Nebraska Physiological Society (now known as the Midlands Society of Physiological Sciences). Additionally, Wayne State and UNMC work closely together for the Rural Health Opportunities Program, a cooperative program between our two institutions that recruits and educates students from rural Nebraska to become health care providers and return to a rural community.

After reviewing the Program of Study for your proposed Medical Physiology Master's Program, I believe this will be another opportunity for collaboration. As you know, here at Wayne State we offer bachelor degrees (B.A. or B.S) in Applied Human and Sport Physiology, Exercise Science, and Life Sciences. I anticipate graduates from your Medical Physiology Master's Program will likely be strong candidates for adjunct faculty positions at Wayne State to teach physiology and/or a related field in these degree programs. I applaud and support your efforts in developing a new, completely online Medical Physiology Master's Program, and I look forward to yet another opportunity for collaboration between the UNMC and Wayne State College.

Sincerely,



Ron Loggins, Ph.D.
Dean, School of Science, Health, and Criminal Justice
Wayne State College
402.375.7030



January 25, 2021

Matthew C. Zimmerman, Ph.D.
Associate Professor
Director, Integrative Physiology & Molecular Medicine Doctoral Program
Director, Masters of Science in Medical Physiology Program
Department of Cellular & Integrative Physiology
University of Nebraska Medical Center
985850 Nebraska Medical Center
Omaha, NE 68198-5850

RE: Masters of Science Degree in Medical Physiology at UNMC

Dear Matt,

I am excited to learn about the new online Masters of Science Degree in Medical Physiology that you and your colleagues in the Department of Cellular and Integrative Physiology at UNMC are developing. I am delighted to write this letter expressing my full support for this new program. Here at the Metropolitan Community College (MCC), we hire individuals with Master's degrees to educate our students. As you and I have discussed, our largest area of need is often in biology, anatomy & physiology, and microbiology. As such, I believe students who graduate from your Medical Physiology Program with a M.S. degree have the potential to be great candidates for teaching positions at MCC.

Thank you for making me aware of your plans to develop this new, and much needed, online degree program in physiology. I hope graduates from your program will consider applying for open positions at MCC as they become available in the future.

Best regards,

Michael A. Flesch

Michael A. Flesch
Dean of Math and Natural Sciences
Metropolitan Community College
P.O. Box 3777
Omaha NE 68103
Phone: 531-622-1307 Cell: 402-214-5776 Email: mflesch@mccneb.edu

January 13, 2021

Matt Zimmerman, Ph.D.
Associate Professor
Cellular & Integrative Physiology
University of Nebraska Medical Center
Omaha, NE 68198

RE: New online Master's degree in Medical Physiology at UNMC

Dear Dr. Zimmerman,

I am thrilled to write this letter in support of the new, online Master's in Medical Physiology Program you are creating at the University of Nebraska Medical Center. As you know, I graduated in the Class of 2018 from Rockhurst University in Kansas City. My career goal at that time was to enroll in medical school. Unfortunately, I was not immediately accepted after my undergraduate career and decided to look for opportunities to improve my medical school application. I spent time volunteering in the emergency department and in a research laboratory at UNMC. Then, I was hired as a research technologist in a lab. I looked into post-baccalaureate and master's programs; however, I could not find one that could be completed in a timely manner and allowed me to continue my volunteer work. When you told me about your planned online Master's in Medical Physiology Program, I immediately thought to myself, "where was this two years ago?". The flexibility of your new program would have allowed me to earn a Master's degree in Medical Physiology in 1-2 years while continuing to volunteer and improve my medical school application in other areas.

I was accepted into the College of Medicine Class of 2024 at Kansas City University. I am having a great time and enjoying this learning process. I have no doubt that the required courses in your program would have prepared me to be more comfortable with and have better success in my current medical school courses.

I hope you are able to get your new program approved soon, and I expect you will have great interest from prospective students.

Sincerely,

Jake

Jacob Walker
Kansas City University | College of Medicine
D.O. Candidate | Class of 2024
Jacob.Walker@kansascity.edu
(402)312-7782

February 22, 2021

Dear Dr. Zimmerman,

I am more than happy to write this letter of support for the Master's in medical Physiology Program at UNMC that you are developing. I currently work in a biomedical research laboratory at UNMC, but my immediate career goal is to be accepted into medical school at UNMC. I graduated with B.S. degree in Biological Sciences from the University of Missouri - Columbia in December of 2019. To improve my medical school application, I decided to get some biomedical research experience and strongly considered joining a Master's program. I decided against joining a Master's program due to the length of time these programs take. I started working at UNMC in September and I will be applying to medical school beginning in May. Since I was only planning on working in biomedical research for only a little over one year, I did not believe that I could finish a Master's program before my plans to apply and hopefully begin medical school. However, if the Master's program you are creating would have already been offered, I would have been very much interested in enrolling as this would have fit my career schedule much better. I think that this is a phenomenal idea and the courses you have included in the curriculum would have prepared me for the courses I will take in my first 1-2 years of medical school, significantly increasing my chance of acceptance and success in the beginning of medical school. The online aspect of your program would have also been great for me, as I could have enrolled in the program while still spending some time in a research laboratory.

I wish you all the best in finalizing the details of your new program. I anticipate future students who ultimately want to attend medical school, like me, or other health-related professional schools will be very interested in completing your program.

Sincerely,

Chase Castro

Research Technician

University of Nebraska Medical Center

9867605 Nebraska Medical Center

Omaha, NE 68198-7605

402.836.9798

January 27, 2021

Matthew C. Zimmerman, PhD
Associate Professor
Cellular and Integrative Physiology
University of Nebraska Medical Center
Omaha, NE 68198

Dear Dr. Zimmerman,

I am extremely excited to hear about the Master's in Medical Physiology Program. From the sounds of it, this program would be an ideal fit for me. As you know, I graduated from the University of Nebraska – Lincoln (UNL) in 2018 with a B.S. in Biological Sciences. After graduating, I worked for about one year as a research technician in a biomedical research lab at UNL. Currently, I am a Research Technologist I in the Department of Cellular and Integrative Physiology at UNMC. I really enjoy doing physiology- and pathophysiology-related research. However, I am still a bit undecided what I want to do for my long-term career path. I am very interested in the potential of enrolling in your Master's in Medical Physiology Program for numerous reasons. First, if I decide to continue as a research technologist, having a stronger background in physiology would help me have a greater impact in the lab. Second, with a Master's degree, I would have a higher earning potential. I know that at UNMC, if I had my Master's, I could apply for Research Coordinator or Research Manager position, both of which have a much higher salary than my current research technologist position. Third, I have thought about applying to doctoral programs and earning my PhD. Certainly, having a Master's in Medical Physiology would make me a more competitive applicant. Plus, I predict some of my Master's courses could be transferred to my PhD program of study. Lastly, I am very interested in the online aspect of your program. I like the idea of being able to work while enrolled in the program. I understand that with a full-time job it may take me 2 or more years to complete the program, but I am okay with that, as I would need the flexibility to continue to work. Please keep me updated on your plans for this new program. I am excited about the possibility of enrolling.

Sincerely,



Taylor Bruett
Research Technologist I
Cellular and Integrative Physiology
University of Nebraska Medical Center
985850 Nebraska Medical Center
Omaha, NE 68198-5850
402-559-7843
tbruett@unmc.edu



January 25, 2021

Matthew C. Zimmerman, Ph.D.

Associate Professor

Chair, Integrative Physiology & Molecular Medicine Doctoral Program

Director, Free Radicals in Medicine Program

Department of Cellular and Integrative Physiology

University of Nebraska Medical Center

985850 Nebraska Medical Center

Omaha, NE 68198-5850

Re: Online Masters Program in Medical Physiology

Dear Dr. Zimmerman:

I am sending you this letter as a follow up to our discussion about the online masters program in medical physiology being developed by you and the Department of Cellular and Integrative Physiology here at UNMC. I graduated with a bachelor's degree in Biochemistry in May 2018 from Simpson College and have been working as a research technologist in the physiology department since February of 2019. I would potentially be interested in enrolling in this program to earn a masters, which would enhance my physiology knowledge and increase my earning potential as a research technician. Please let me know when the program starts.

Sincerely,

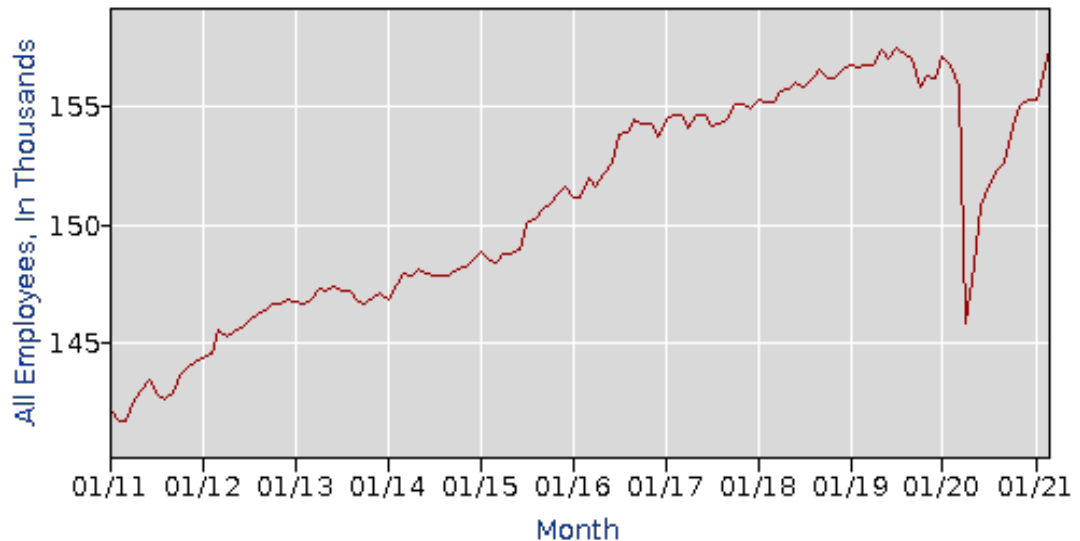
A handwritten signature in black ink, appearing to read 'Shelby Konfrst'.

Shelby Konfrst, B.A.

Research Technologist II

Department of Cellular and Integrative Physiology

Education & Health Services Positions in Nebraska



Data Series	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
Education & Health Services	151.2	154.4	155.3	156.7	157.1	155.3
# jobs in thousands						

- In January 2021, there were 155,300 education and health service jobs in Nebraska. The preliminary data for March 2021 shows that the upward trend is continuing with a total of 157,500 jobs.
- The Omaha-Council Bluffs metropolitan area had an average (mean) hourly wage for these positions of \$26.59 in May 2019.
- The Lincoln metropolitan area has the highest concentration of Biological Science teacher jobs in Nebraska with an annual mean wage of \$90,130.

Source: US Bureau of Labor Statistics

[Midwest Information Office-Nebraska](#)

[Occupational Employment and Wage Statistics, May 2020](#) – Postsecondary

[Occupational Employment and Wage in Omaha-Council Bluffs, May 2019](#)

Biological Science Teachers, Postsecondary (Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research)

- ## Secondary School Teachers

- Annual mean wage of biological science teachers, postsecondary, by state, May 2020



The **Master of Science in Medical Physiology** program will focus on educating students in all aspects of physiology with a particular focus on medical physiology. This program is designed for those seeking teaching positions in physiology, those looking to broaden their knowledge of physiology and those in pursuit of a doctorate degree.

Market Assessment Key Insights:

- ▶ Demand for **medical professionals** in relevant areas is projected to grow both in Nebraska and nationally.
- ▶ **Employment** in medical professions in Nebraska is **about equal** to the national average.
- ▶ Few schools appear to be offering equivalent online programs and completions overall appear to be **treating positively**. UNMC has opportunity to market the Medical Physiology, MS program **nationally**.

Program Contributions to NU Online Portfolio

The **Medical Physiology, MS** program is **unique to the NU Online portfolio** offering working professionals the opportunity to advance their degree in areas related to physiology.

Nebraska Projections

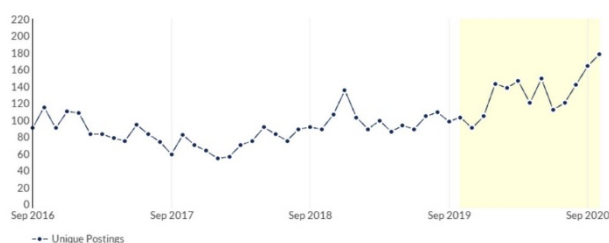
Source [NDOL](#), % Change **2018-2028**

(in descending order)

Physician Assistants **+29.57%**
 Nurse Practitioners **+19.56%**
 Dental Hygienists **+11.51%**
 Registered Nurses **+11.12%**
 Family & General Practitioners **+10.64%**
 Health Educators **+9.98%**
 Orthodontists **+9.80%**
 Exercise Physiologists **+8.33%**
 Dentists, General **+8.23%**
 Medical Scientists, Except Epidemiologists **+7.50%**
 Pharmacy Technicians **+6.62%**
 Pharmacists **+1.93%**

Nebraska Unique Job Posting Trends. Source: Emsi

Filtered by job postings with the skill 'physiology' listed.



National Projections

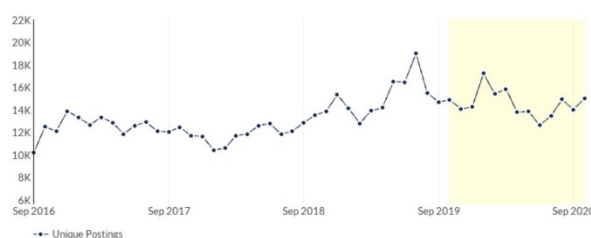
Source [US BLS](#), % Change **2019-2029**

(in descending order)

Nurse Practitioners **+52.4%**
 Physician Assistants **+31.3%**
 Health Education Specialists **+11.4%**
 Exercise Physiologists **+11.3%**
 Registered Nurses **+7.2%**
 Family Medicine Physicians **+6.1%**
 Medical Scientists, Except Epidemiologists **+6.1%**
 Dental Hygienists **+5.9%**
 Pharmacy Technicians **+3.6%**
 Dentists, General **+2.8%**
 Orthodontists **+2.4%**
 Pharmacists **-3.3%**

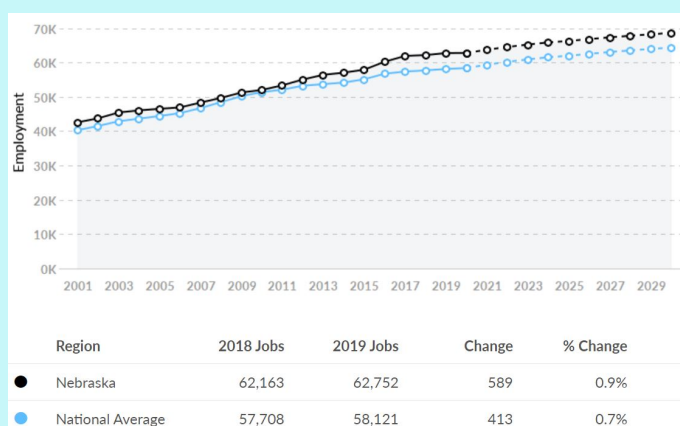
USA Unique Job Posting Trends. Source: Emsi

Filtered by job postings with the skill 'physiology' listed.



Nebraska Workforce Demand

Filtered by Healthcare Practitioners & Technical Operations Occupations. Source: Emsi.



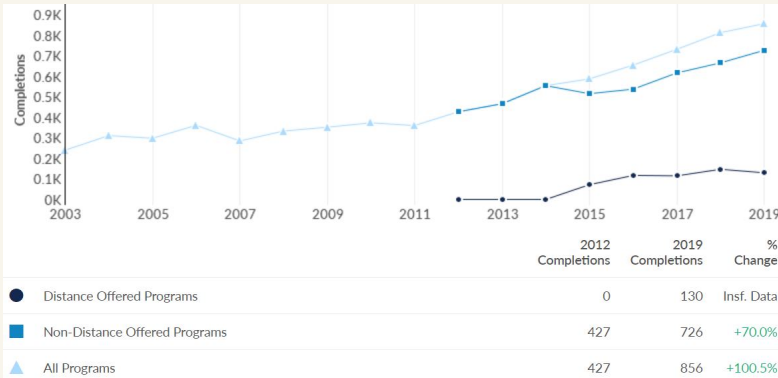
- Employment in medical fields in Nebraska is **about equal** to the national average.
- Top 5 in-demand skills in Nebraska job postings are **Nursing, Basic Life Support, Advanced Cardiovascular Life Support (ACLS), Intensive Care Unit and Pediatrics**.
- The median advertised salary for medical professions in Nebraska is **\$62,302**

Degree Completion Trends

► Based off CIP Code 26.0901 Physiology, General

National Completion Trends

Filtered by master's online completions. Source: Emsi



2019 Online Completions

Data: Emsi, IPEDS. 2019 completions compared to 2018.

Case Western Reserve University: **130** **-11.6%**

Tuition Scan

Online master's degrees in physiology

University	Degree / Certificate	Degree	Credit Hours	Resident Tuition Per Credit Hour 2020-2021	Non-Resident Tuition Per Credit Hour 2020-2021	Distance/ Online/ Digital Fee*	Tech Fee*	Library Fee*	Other Fees*	Resident Tuition & Fee Totals 2020-2021	Non-Resident Tuition & Fee Totals 2020-2021	Website
University of Florida	Medical Physiology & Pharmacology	MS	30	\$550.00	\$550.00					\$550.00	\$550.00	UFL Tuition
University of Nebraska Medical Center	Medical Physiology	MS	30	\$597.00	\$597.00	\$35.00		\$6.25		\$638.25	\$638.25	UNMC Tuition
Case Western Reserve University	Medical Physiology	MS	32	\$1,997.00	\$1,997.00					\$1,997.00	\$1,997.00	CWRU Tuition

Specialized Accreditation

According to the submitted proposal, all courses already exist within the College of Medicine, Department of Cellular and Integrative Physiology and are currently part of existing degree programs. There is no indication that specialized accreditation is required for this proposed Master of Science degree.

State Authorization

Since the proposed program relies upon existing courses within the College of Medicine, Department of Cellular and Integrative Physiology, the program should be authorized in the same states as other programs within the College of Medicine.

Per the proposal, there is no indication that the proposed program includes any experiential learning placements. However, should the program determine that the proposed Medical Physiology, Master of Science degree does include experiential learning placements, the program must comply with NC-SARA reporting requirements per the NC-SARA Manual and the NC-SARA Data Reporting Handbook.

Licensure/Certification

As the proposal is written, there is no indication that the proposed program leads to a professional license or certification. However, should the program determine that the proposed Medical Physiology, Master of Science degree does lead to a professional license or certification, the program must comply with Federal and NC-SARA public and direct notification regulations.

Information on the Federal regulations and NC-SARA policies is available upon request.

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
UNMC MS in Medical Physiology

	(FY2021) Year 1		(FY2022) Year 2		(FY2023) Year 3		(FY2024) Year 4		(FY2025) Year 5		Total
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	Cost
Faculty ¹	1.0	\$128,800	1.0	\$130,560	1.00	\$133,171	1.00	\$135,835	1.00	\$138,551	\$666,917
Professional											
Graduate Assistants											
Support Staff ²	1.00	\$57,600	1.00	\$58,752	1.00	\$59,927	1.00	\$61,126	1.00	\$62,348	\$299,753
Subtotal	2.0	\$186,400	2.0	\$189,312	2.00	\$193,098	2.00	\$196,961	2.00	\$200,899	\$966,670
Operating											
General Operating ³		\$5,000		\$5,000		\$5,000		\$5,000		\$5,000	\$25,000
Equipment ⁴		\$3,000		\$0		\$0		\$3,000		\$0	\$6,000
Software/Access to online modules ⁵		\$20,000		\$20,000		\$30,000		\$40,000		\$40,000	\$150,000
Library/Information Resources ⁶		\$3,000		\$3,000		\$3,000		\$3,000		\$3,000	\$15,000
Other ⁷				\$17,910		\$17,910		\$35,820		\$35,820	\$107,460
Subtotal		\$31,000		\$45,910		\$55,910		\$86,820		\$83,820	\$303,460
Total Expenses		\$217,400		\$235,222		\$249,008		\$283,781		\$284,719	\$1,270,130

¹ One new Assistant Professor dedicated to the program is needed to implement and maintain the program. Fringe benefits included as is a 2% salary increase/year.

² One dedicated support staff is needed to implement and maintain the program. Fringe benefits included as is a 2% salary increase/year.

³ Includes allowances for faculty development, memberships, communications, data processing, etc.

⁴ Laptops, web cameras, etc for Assistant Professor, other faculty and support staff.

⁵ Software and access to online modules for all students, faculty and support staff. Expenses wil increase as the number of enrolled students increases.

⁶ Online learning management system expenses

⁷ One student scholarship in Year 2 and Year 3; two student scholarships in Year 4 and Year 5.

TABLE 2: PROJECTED REVENUES - NEW INSTRUCTIONAL PROGRAM
UNMC MS in Medical Physiology

	(FY2021) Year 1	(FY2022) Year 2	(FY2023) Year 3	(FY2024) Year 4	(FY2025) Year 5	Total
Reallocation of Existing Funds						
Required New Public Funds						
1. State Funds						
2. Local Tax Funds (community colleges)						
Tuition and Fees ¹	\$89,550	\$179,100	\$268,650	\$447,750	\$716,400	\$1,701,450
Other Funding ²	\$186,400	\$189,312	\$0	\$0	\$0	\$375,712
Total Revenue³	\$275,950	\$368,412	\$268,650	\$447,750	\$716,400	\$2,077,162

¹ See table below for calculation of tuition revenue.

² College of Medicine Dean's Office will support faculty and staff salaries for two years. Thereafter, tuition revenue generated by the program will be used to support faculty and staff salaries.

³ Revenues are not expected to match expenses.

Year	Number of Students	Number of Credits/Student	Tuition Rate Per Credit Hour	Total Revenue Per Year
Year 1 Tuition and Fees	5	30	\$597.00	\$89,550
Year 2 Tuition and Fees	10	30	\$597.00	\$179,100
Year 3 Tuition and Fees	15	30	\$597.00	\$268,650
Year 4 Tuition and Fees	25	30	\$597.00	\$447,750
Year 5 Tuition and Fees	40	30	\$597.00	\$716,400
				\$1,701,450

TO: The Board of Regents Addendum XI-B-1
Business and Finance

MEETING DATE: October 8, 2021

SUBJECT: Program Statement for Calvin T. Ryan Library LB384 Renovation at the University of Nebraska at Kearney (UNK)

RECOMMENDED ACTION: Approval of LB384 funding and Program Statement for Calvin T. Ryan Library Renovation at UNK

PREVIOUS ACTION: None

EXPLANATION: First built in 1963, Calvin T. Ryan Library is home to the library, learning commons, and Mitchell Center. It has remained largely unchanged for the past 30 plus years. The project will replace aging systems and restore the almost 60-year-old facility. The renovation will update the lighting, flooring, ceilings, paint, furniture, restrooms, IT infrastructure and HVAC systems, extending the building's useful life and increasing energy efficiency. During design, the collections and best storage options will be carefully considered. Spaces will also be renovated for Academic Success and Academic Advising to relocate from MSAB.

The purpose of the project is to renovate and renew the facility, resulting in a library facility that is engaging, inspiring, and draws people into its spaces.

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

Proposed start of construction	June 2022
Proposed completion of construction	July 2024

PROJECT COST: Project Budget \$25,000,000

ON-GOING FISCAL IMPACT: 2% of project costs as annual contribution to deferred maintenance fund

SOURCE OF FUNDS: LB384 Funds

SPONSOR: Jon C. Watts
Vice Chancellor for Business and Finance
University of Nebraska at Kearney

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

DATE: September 7, 2021

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

MEETING DATE: October 8, 2021

SUBJECT: Acquisition of improvements at 2900 West 24th Street, Kearney, Nebraska

RECOMMENDED ACTION: Approval to acquire of improvements at 2900 West 24th Street, Kearney, Nebraska for the University of Nebraska at Kearney

PREVIOUS ACTION: None

EXPLANATION: The subject property is a large commercial structure that has formerly been used as an office/warehouse building. The building is located adjacent to West 24th Street or US Highway 30 approximately one mile west of the primary campus. This area is largely commercial in character.

UNK will utilize the structure to consolidate facilities operations into a single unified location. The effort will save operational expenses and provide a safer site for trucks making deliveries, and for the storage and maintenance of equipment. The improvements are located on a ground lease that will be assigned to the University.

The proposed use is compatible with the neighborhood.

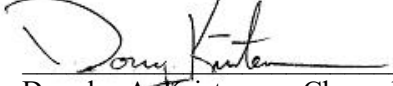
This item has been reviewed by the Business and Finance Committee.

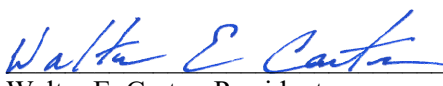
PROJECT COST: \$950,000

SOURCE OF FUNDS: Facilities Reserve Funds

ON-GOING FISCAL IMPACT: \$121,000, but will be partially offset by the demolition of existing space on campus

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

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

APPROVED/REPORTED: 
Walter E. Carter, President
University of Nebraska

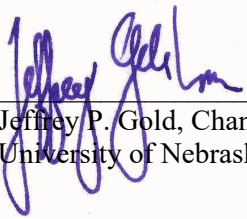
DATE: September 7, 2021

TO:	The Board of Regents	Addendum XI-B-3														
	Business and Finance Committee															
MEETING DATE:	October 8, 2021															
SUBJECT:	Utilization of LB384 funding to complete the Medical Sciences Building (MSB) Air Handler Replacement Project.															
RECOMMENDED ACTION:	Approval of LB384 funding to complete the MSB Air Handler Replacement Project at the University of Nebraska Medical Center (UNMC).															
PREVIOUS ACTION:	None															
EXPLANATION:	The MSB was built in 1975 and the air handlers are original to that construction. The units are in poor condition and do not have the preheat, humidification and filtration capabilities to meet current industry standards or UNMC Campus Standards. In conjunction with these replacements, modern digital controls will be added in lieu of the existing pneumatic controls. The combination of modern air handling equipment and controls systems will vastly improve the energy efficiency of the building. As it is constructed immediately adjacent to the Fred & Pamela Buffett Cancer Center, it is critical to maintain this asset for many years to come. Upon receipt of funding through LB384, the project would immediately select a design firm from the University's 4-Year List and look to purchase construction services utilizing a Construction Manager at Risk (CMAR) process. This will be necessary to maintain schedule, utilize early equipment procurement and operate in a land-locked portion of campus surrounded by hospital activities. <table border="0" style="margin-left: 40px;"> <tr> <td colspan="2">Proposed timeline:</td> </tr> <tr> <td>LB384 Funding in Place</td> <td>January 2022</td> </tr> <tr> <td>Consultant Selection</td> <td>January 2022</td> </tr> <tr> <td>Contractor Selection</td> <td>February 2022</td> </tr> <tr> <td>Documents Complete</td> <td>May 2022</td> </tr> <tr> <td>Commence Construction</td> <td>July 2022</td> </tr> <tr> <td>Complete Construction</td> <td>December 2023</td> </tr> </table> Project timeline and budget will be finalized as design/construction vendors are selected and material lead times are fully understood. This item has been reviewed by the Business and Finance Committee.		Proposed timeline:		LB384 Funding in Place	January 2022	Consultant Selection	January 2022	Contractor Selection	February 2022	Documents Complete	May 2022	Commence Construction	July 2022	Complete Construction	December 2023
Proposed timeline:																
LB384 Funding in Place	January 2022															
Consultant Selection	January 2022															
Contractor Selection	February 2022															
Documents Complete	May 2022															
Commence Construction	July 2022															
Complete Construction	December 2023															
PROJECT COST:	\$9,000,000 - \$10,500,000															
ON-GOING FISCAL IMPACT:	2% of project costs as annual contribution to deferred maintenance fund															
SOURCE OF FUNDS:	LB384 Funds															

SPONSOR:

Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska

DATE:

September 7, 2021

TO: The Board of Regents Addendum XI-B-4
Business & Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Utilization of LB384 funding to complete the Campus Heating Hot Water Expansion Project.

RECOMMENDED ACTION: Approval of LB384 funding to complete the Campus Heating Hot Water Expansion Project at the University of Nebraska Medical Center (UNMC)

PREVIOUS ACTION: None

EXPLANATION: UNMC and Nebraska Medicine utilize both High Pressure Steam and Heating Hot Water to meet heating needs throughout the campus. The vast majority of campus is served by a steam boiler system installed in the 1970s. Many of the critical components of this system, namely the boilers themselves, are operating in excess of their useful life. Campus demand for steam has grown to the point where removing a boiler for replacement is not feasible.

Over the past few years, the campus has started to convert buildings from the boiler system ("high pressure steam") to heating hot water. The heating hot water system reduces the load on the steam boilers and results in a significant reduction in energy usage.

Upon receipt of funding through LB384, the project would immediately select a design firm from the University's 4-Year List and look to purchase construction services utilizing a Construction Manager at Risk (CMAR) process. This will be necessary to maintain schedule, utilize early equipment procurement and perform both demolition and installation activities within the Central Utility Plant while maintaining current operations.

Proposed timeline:	
LB384 Funding in Place	January 2022
Consultant Selection	January 2022
Contractor Selection	February 2022
Documents Complete	May 2022
Commence Construction	July 2022
Complete Construction	December 2024

Project timeline and budget will be finalized as design/construction vendors are selected and material lead times are fully understood.

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

PROJECT COST: \$14,000,000 - \$16,000,000

ON-GOING FISCAL
IMPACT:

2% of project costs as annual contribution to deferred maintenance fund

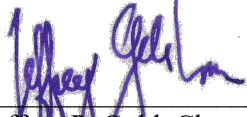
SOURCE OF FUNDS:

LB384 Funds

SPONSOR:

Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska

DATE:

September 7, 2021

TO: The Board of Regents Addendum XI-B-5

Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Acquisition of properties located at 201 South 46th Street and 4601 Douglas Street, and disposal of property at 4501 Dodge Street, Omaha, Nebraska.

RECOMMENDED ACTION: Approval of to acquire property located at 201 South 46th Street and 4601 Douglas Street, and dispose of property at 4501 Dodge Street, Omaha, Nebraska for the University of Nebraska Medical Center (UNMC) in a property exchange with the Child Saving Institute Foundation.

PREVIOUS ACTION: None

EXPLANATION: In support of the campus master plan, Facilities Management & Planning continues to work with nearby property owners in acquiring parcels critical to UNMC expansion.

Legal Descriptions of Properties:

4501 Dodge St.(selling): BRIGGS PLACE LOT 28 BLOCK 6 IRREG
100 FT STRIP RR Rwy ADJ ON W & VAC ALLEY ADJ & SWSTLY
PT LTS 14- 15-16 & ALL LTS 23-24-25 & SWSTLY PT LTS 26-27-28
IRREG

201 S 46th St.(buying): BRIGGS PLACE REP 3* LOT 1 BLOCK 0
IRREG 13482 SQ FT

4601 Douglas St.(buying): BRIGGS PLACE LOT 1 BLOCK 8 N 1/2
ALLEY & & LTS 2 & 3

UNMC proposes to enter into an agreement with the Child Saving Institute (CSI) Foundation to acquire the referenced properties and to dispose of 4501 Dodge Street through a property exchange.

A third-party appraisal was completed on all three properties and valuations were determined to be as follows.

Seller	Address	Sale Price
UNMC	4501 Dodge St.	\$2,000,000
CSI Foundation	201 S 46 th St.	\$1,100,000
CSI Foundation	4601 Douglas St.	\$1,335,570
Total UNMC Cash Expense		\$435,570

UNMC is requesting approval for the exchange of the aforementioned parcels in support of continued campus growth.

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

PROJECT COST: \$435,570

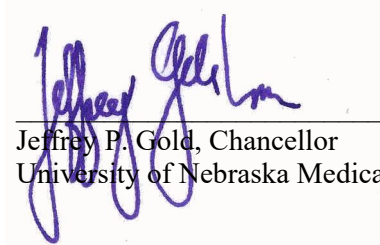
ON-GOING FISCAL

IMPACT: None. Property will be unimproved when acquired by UNMC.

SOURCE OF FUNDS: Campus Reserves

SPONSOR: Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska

DATE: September 7, 2021

TO: The Board of Regents
Business Affairs

MEETING DATE: October 8, 2021

SUBJECT: Approval of a revenue contract to provide occupational and physical therapy services to Douglas County School District 0001 commencing August 1st, 2021, with annual District options through the 2024-2025 school year.

RECOMMENDED ACTION: Approval of revenue contract – OPS UNMC MMI OT / PT Agreement 2021-2025.

PREVIOUS ACTION: None.

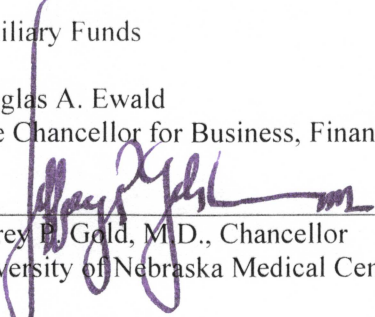
EXPLANATION: On September 20, 2021 the Omaha Public Schools Board of Education approved agenda item I.17. "Approval of Contracts with Various Agencies for Special Education Services for the 2021-2022 School Year".

RP 6.3.1(2)(e) requires Board of Regents approval for contracts that exceed \$5,000,000 in the aggregate. This one-year contract to provide services to the Omaha Public Schools has three optional annual renewal periods. Therefore, per RP 6.3.3(f), the term of this contract is deemed to be four years. Per the published agenda of the Omaha Public Schools Board meeting, the estimated yearly total of the agreement is \$2,499,389 and over the deemed contract term the total is \$9,997,556.

ESTIMATED CONTRACT VALUE: Revenue of \$9,997,556

TYPE OF REVENUE: Auxiliary Funds

SPONSOR: Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

APPROVAL: 

Jeffrey B. Gold, M.D., Chancellor
University of Nebraska Medical Center

DATE: September 23, 2021

AGREEMENT

Occupational and Physical Therapy Services – Early Development Network

THIS AGREEMENT is made and entered into as of the ____ day of September 2021, by and between Douglas County School District 0001, a Nebraska political subdivision ("District"), and the Board of Regents of the University of Nebraska, a public body corporate for and on behalf of the University of Nebraska Medical Center, and its Munroe-Meyer Institute, Omaha, Nebraska ("Contractor").

WITNESSETH:

WHEREAS, Contractor is a Nebraska Department of Education ("NDE") approved provider of educational services in the areas of occupational therapy and physical therapy; and

WHEREAS, District wishes to contract with Contractor to provide occupational and physical therapy services, including supervision of such services, for District's eligible Early Development Network students and School Age students during District's 2021-2022 School Year, with, at the District's discretion, the option to extend the terms of this Agreement for three additional terms of one year each (the 2022-2023 School Year, the 2023-2024 School Year, and the 2024-2025 School Year).

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Contractor Requirements. During the term of this Agreement, Contractor agrees to:
 - a. Maintain at all times approval from NDE as a "servicing agency" to provide occupational and physical therapy services, together with an approved hourly service rate for such services.
 - b. Maintain a local office in the Omaha, Nebraska metropolitan area capable of providing occupational and physical therapy supervisory services.
 - c. Designate an individual in the Omaha, Nebraska metropolitan area as authorized to receive legal process and notices concerning this Agreement.
 - d. Maintain a trained staff properly licensed (or certified, as applicable) in the State of Nebraska (including authorization to supervise any Certified Occupational Therapist Assistant or Physical Therapist Assistant utilized) with adequate capacity to provide services to District and its students as required by this Agreement. No subcontractors may be used to provide services to District.

- e. Conduct and document a background check for each individual therapist serving District and provide District with a copy of such documentation in advance of utilizing such individual therapist under this Agreement, if none has been provided previously to District for such individual. At minimum, such background check shall include:
 - (1) A criminal history report for each location in which the therapist has lived or worked for the past seven years; and
 - (2) A search of the Child Abuse/Neglect Central Registry for each state in which the therapist has lived or worked for the past seven years to confirm no substantiated referrals of child maltreatment.
- f. Register with and utilize an electronic verification system or program, whether the work authorization program of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, now known as the "E-Verify Program", or an equivalent federal program designated by the Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee pursuant to the Immigration Reform and Control Act of 1986. Any person whom the electronic verification system determines is ineligible or not authorized to work in the United States shall not be permitted by Contractor to perform services under this Agreement. Contractor shall provide such reasonable documentation as District may request from time to time during the performance of this Agreement and for five years thereafter, documenting compliance with the provisions of this subsection. Failure to comply with the provisions of this subsection shall constitute a default under this Agreement.
- g. Promptly notify District of any significant change in personnel or staffing of services.

2. Required Services. Contractor will provide all occupational and physical therapy services, including supervision of such services, for District's eligible School Age students for District's 2021-2022 School Year, including District's Extended School Year/Summer School Session and "Continuous Services" segment (cumulatively, the "Required Services"). The Required Services shall be provided in conformity with District's official calendar as adopted or to be adopted setting forth the calendar days comprising District's School Year and Summer School Session. Required Services shall include, but not be limited to, the following:

- a. Supervisory services of contracted FTE including, but not limited to, clinical supervision which provides District with evaluative

judgments as to the quality and appropriateness of the individual therapy and evaluation services delivered by the individual therapists as well as immediate professional supervision of the individual therapists. Immediate professional supervision shall include responsibility for assuring that all assigned caseload work, including but not limited to direct therapy services and required reports, has been timely performed by the individual therapists in accordance with each student's Individual Family Service Plan ("IFSP / IEP").

- b. Educational and diagnostic evaluative services for students as requested by District and at the locations selected by District, including written reports and attendance at Multidisciplinary Team and Student Assistance Team (respectively, "MDT" and "SAT") meetings. Such educational and diagnostic evaluative services shall be provided by Contractor's Occupational Therapists, Certified Occupational Therapist Assistants and Physical Therapists who are currently licensed to practice in the State of Nebraska, and in accordance with all applicable laws, regulations and procedures, including but not limited to the requirements of NDE Rule 51 and Rule 52, Regulations and Standards for Special Education Programs ("Rule 51" and "Rule 52"), as the same may be revised or amended from time to time, and District's Special Education Procedures.
- c. Direct occupational and physical therapy services for District's eligible students as set forth in each student's IFSP / IEP document at the location selected by District, including attendance at IFSP / IEP meetings as requested, preparation and submission of IFSP / IEP data, preparation and submission of quarterly IFSP / IEP goal and objective reports, participation in parent/teacher conferences as requested by District, training parents and others regarding the provision of services and consultation with parents and teachers as requested by District. Such direct occupational and physical therapy services shall be provided by Contractor's Occupational Therapists, Certified Occupational Therapist Assistants and Physical Therapists currently licensed to practice in the State of Nebraska, and by Contractor's Physical Therapist Assistants currently certified and approved to practice in the State of Nebraska, all in accordance with all applicable laws, regulations and procedures, including but not limited to the requirements of NDE's Rule 51 and Rule 52, as the same may be revised or amended from time to time, and District's Special Education Procedures. Direct occupational and physical therapy services may range from observation and reporting on a once per semester or

once per quarter basis to individual therapy sessions ranging in frequency from one hour per month to one hour per week.

- d. Participation by Contractor's Occupational and/or Physical Therapists in SAT meetings as requested by District.
- e. Attendance by all of Contractor's individual therapists providing services under this Agreement at District's Program Meetings with staff. As many as five Program Meetings and one Curriculum Day may be scheduled by District during the School Year for up to two hours per meeting.
- f. Attendance by all of Contractor's individual therapists providing services to District's Early Childhood Special Education students at Early Development Network Team Meetings which may be scheduled by District either weekly or biweekly at 8 a.m. on Tuesday, Wednesday, or Thursday for up to one hour per meeting.
- G. Preparation of weekly schedules for each of Contractor's individual therapists serving District under this Agreement, in a format to be determined in conjunction with District, collectively submitted to District via e-mail at least three days in advance. Each schedule shall reflect the nature of each appointment, including but not limited to: (i) direct therapy services; (ii) educational diagnostic and evaluative services; (iii) attendance at MDT meetings; (iv) attendance at IFSP and IEP meetings; (v) attendance at SAT meetings; (vi) parent consultation and training; (vii) staff consultation; (viii) report preparation; and (ix) Program Meeting attendance.
- h. Provision of such additional reports as may be reasonably requested by District.
- i. Preparation for and provision of testimony by individual therapists on behalf of District, by deposition, at hearing or trial or otherwise, in any administrative or judicial proceeding in which District is a party regarding the provision of special education related services or educational evaluation or diagnostic services to any student of District or consultation or training services to any parent or guardian of a District student.
- j. Provision of individual therapists to educate District employees about occupational and physical therapy issues at meetings and in-service training as requested by District and without additional charge.

- k. Attendance at and the successful completion of one-half Continuing Education Unit ("CEU") credit (five classroom hours) by each individual therapist serving District under this Agreement during the School Year. Contractor shall offer or otherwise provide two one-half day in-service programs for individual therapists to earn CEU credit during the term of this Agreement at no charge. No travel reimbursement is available from District for any CEU program attendance by individual therapists.
- l. Provision of copies of any records maintained by Contractor or individual therapists with respect to the services provided under this Agreement upon request by District and without charge to District.
- m. Provision of all of the physical and occupational therapy services for District's students as required by NDE Rule 51 and Rule 52.
- n. For the Early Developmental Network, completion of Routines Based Interview training (which may include DHHS/NDE RBI Bootcamp), passing RBI fidelity measures within the required DHHS/NDE timeframe, participation in RBIs for families they will be PSP (Primary Service Provider), writing quality IFSP outcomes that meet the requirements of the NDE Quality IFSP Outcome Checklist, and completion of DHHS/NDE home visitor training.
- o. For the Early Developmental Network, Occupational Therapists and Physical Therapists will follow the Omaha Public Schools "Stretch Calendar" for the Early Developmental Network which all EDN teachers and therapists follow.

3. Staffing. In order to provide the Required Services for students during District's School Year, Contractor shall provide District with the full-time equivalency ("FTE") of 15.5 Occupational Therapists (including no more than two (2) Occupational Therapist Assistants) and 11 Physical Therapists (including no more than two (2) Physical Therapist Assistants); provided, however, that District shall have the option at any time to: (i) reduce the Required Services by up to 1.0 FTE Occupational Therapist upon 90 days' written notice to Contractor; (ii) reduce the Required Services by up to 1.0 FTE Physical Therapist upon 90 days' notice to Contractor; (iii) increase the Required Services by up to 4 additional FTE Occupational Therapists upon 45 days' written notice to Contractor; and/or (iv) increase the Required Services by up to 1.0 additional FTE Physical Therapists upon 45 days' written notice to Contractor. Such reduction(s) and/or increase(s) shall be reflected by a pro-rata adjustment to the FTE fees based on the remaining District School Year calendar service days; (iv) In addition, if District exercises its option to extend this Agreement, District may adjust or alter the number of FTE Occupational Therapists, FTE Occupational Therapist Assistants, FTE

Physical Therapists and/or FTE Physical Therapist Assistants for such option year(s). Any such adjustment shall be included as part of District's written notice to Contractor regarding exercise of District's option. For purposes of this Agreement:

- a. FTE Occupational Therapist, FTE Occupational Therapist Assistant, FTE Physical Therapist, and FTE Physical Therapist Assistant mean the full-time services of a therapist during each day of District's School Year that District's students are in attendance and all "parent/teacher conference days." At minimum, Contractor shall provide the full-time services of 15.5 individual Occupational Therapists to comprise 15.5 FTE Occupational Therapists and the full-time services of 11 individual Physical Therapists to comprise 11 FTE Physical Therapists under this Agreement. Contractor may utilize the services of one or more individual therapists on a part-time basis to fulfill the balance of the requirements of this Agreement. District retains the right to make revisions to its calendar, but the total therapist duty days during District's 2021-2022 School Year (and during each of 2022-2023 and 2023-2024 School Years, respectively, if the term of this Agreement is extended by District) shall not exceed 186 days.
- b. District will assign caseloads (schools, students, and programs) to Contractor on the basis of one caseload per FTE Occupational Therapist or FTE Occupational Therapist Assistant and one caseload per FTE Physical Therapist. No separate caseload will be assigned to any Physical Therapist Assistant. No individual therapist (except a Physical Therapist Assistant) may serve all or any portion of a second FTE caseload without District's consent.
- c. District will notify Contractor of its requirements for Extended School Year/Summer School and Summer Continuous Services FTE Occupational Therapists and FTE Physical Therapists annually on or before April 15th.
- d. Each FTE Occupational Therapist, FTE Occupational Therapist Assistant and FTE Physical Therapist shall be responsible for providing up to 27.5 hours of direct therapy services (excluding reports and meetings) to students per five student attendance days, plus all other Required Services for the schools, students and programs included in the Therapist's caseload.
- e. District reserves the right to reject any of Contractor's Occupational Therapist, Occupational Therapist Assistant, Physical Therapist or Physical Therapist Assistant personnel for reasons including, but not limited to, inappropriate behavior, unprofessional dress, not

following District procedures and policies and breach or violation of any non-compete, non-recruitment or non-solicitation agreement entered into by or with respect to such personnel. District agrees to provide Contractor with prior notice regarding any such personnel issue before rejection of a Contractor employee unless, in the sole discretion of District, the personnel issue is of such a nature as to require an immediate response. District will provide Contractor with the reason(s) for any rejection and any evidence or information supporting such rejection to the extent provision of such information or evidence is permitted by law. District agrees to participate in Contractor's due process employment review of any rejected Contractor employee if requested by Contractor. District's Director of Special Education shall be Contractor's contact for purposes of discussion of any District concerns regarding Contractor employee performance issues.

4. Term of Agreement. This Agreement shall be effective for a one (1) year, commencing on August 1, 2021, and ending on July 31, 2022. At the District's option, and based on written notice to Contractor delivered on or before March 15, 2022, the terms of the Agreement may be extended for an additional term of one year, to and including July 31, 2023. If the District exercises the option to extend this Agreement on or before March 15, 2022, the terms of the Agreement may, at the District's option, be again extended for an additional term of one year, to and including July 31, 2024, based on written notice delivered to the Contractor on or before March 15, 2023. If the District exercises the option to extend this Agreement on or before March 15, 2023, the terms of the Agreement may, at the District's option, be again extended for an additional term of one year, to and including July 31, 2025, based on written notice delivered to the Contractor on or before March 15, 2024.

5. Fees for Services. Unless otherwise agreed by the parties, Contractor's fees to provide the Required Services to District are as follows:

FTE Occupational Therapist Services		
Total Annual Amount (per" FTE")	2021-2022 School Year	\$93,586
	2022-2023 School Year	\$96,394
	2023-2024 School Year	\$99,286
	2024-2025 School Year	\$102,264
FTE Occupational Therapist Assistant Services		
Total Annual Amount (per" FTE")	2021-2022 School Year	\$59,431
	2022-2023 School Year	\$61,213
	2023-2024 School Year	\$63,050
	2024-2025 School Year	\$64,941
FTE Physical Therapist Services		
Total Annual Amount (per" FTE")	2021-2022 School Year	\$98,451
	2022-2023 School Year	\$101,405
	2023-2024 School Year	\$104,447
	2024-2025 School Year	\$107,580

6. Billing and Payment of Fees. The amount of fees for School Year services shall be determined by multiplying the annual per FTE fee for each type of service (Occupational Therapy or Physical Therapy) times the number of FTEs determined as set forth herein. The annual FTE fee for the School Year shall be divided into twelve equal installments, to be billed to District monthly beginning August 31st. Fee billings received by District prior to the 1st of the month shall be paid no later than the 25th of that month. Fee billings received after the 1st of the month are not required to be paid until the following month.

7. Mileage Reimbursement. Contractor may bill District monthly at the rate allowed by Neb. Rev. Stat. 81-1176 for mileage reimbursement based on the necessary miles traveled by Contractor's individual therapists within District to provide the Required Services. Contractor's employees shall complete logs of each such trip on forms provided by District. Mileage billings received by District prior to the 1st of the month shall be paid no later than the 25th of that month. Mileage billings received by District after the 1st of the month are not required to be paid until the following month. Contractor shall reimburse Contractor's individual therapists the amount paid by District for each individual therapist's mileage claims. District shall notify Contractor of any mileage claims denied.

8. Performance of Services. Contractor shall perform all its duties hereunder promptly and in a professional manner. All services to be provided by Contractor shall be performed by Contractor's own employees and shall not be subcontracted without District's prior written consent.

9. Nondiscrimination. The parties agree not to discriminate in their employment practices, and will perform under this Agreement without regard to race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status. Any act of discrimination committed by the other party shall be grounds for termination of this Agreement.

10. Compliance with Laws. All services furnished by Contractor hereunder must comply with all applicable federal, state and local laws, ordinances, codes and regulations including, but not limited to, NDE Rule 51. Contractor shall at all times obtain and maintain, at Contractor's cost, all governmental licenses, permits and certifications required by law to perform its services under this Agreement, including but not limited to approved status as a "servicing agency" by the NDE.

11. Insurance. At all times while this Agreement is in effect, but only to the extent Contractor is authorized by state law, Contractor will maintain the following insurance coverages:

a. Statutory worker's compensation insurance

b. Employer's Liability

\$500,000 per accident

\$500,000 disease, policy limit

\$500,000 disease, each employee

c. Commercial General Liability

Bodily injury and property damage liability:

\$1,000,000 combined single limit

Coverage shall include completion operations, broad form property damage, and personal injury and advertising liability coverage.

d. Automobile Liability Insurance

Bodily injury and property damage liability

\$1,000,000 combined single limit

e. Excess Liability

\$2,000,000 limit of liability

f. Professional Liability Insurance

\$1,000,000 per occurrence and \$3,000,000 in the annual aggregate

- g. Insurance trusts as authorized by Neb. Rev. Stat. § 85-1126 may be used to meet the foregoing Commercial General Liability and Professional Liability Insurance requirements of this Section. All insurance policies maintained to meet the other requirements of this Section shall be maintained with insurance companies licensed to do business in the State of Nebraska and which are rated at least A by A.M. Best Insurance Rating. Liability coverages must be on an occurrence basis. The policies shall be endorsed to provide that the District shall receive at least 30 days prior notice of any non-renewal, cancellation, material modification, or any reduction in coverages or coverage amounts. The contractor will provide evidence of such insurance or self-insurance to the District evidencing such coverages upon request. The provision of such insurance will not relieve contractor of any liability under the Agreement.
- h. Fidelity/Crime Insurance – Contractor will maintain fidelity/crime insurance covering loss as the result of any fraudulent or dishonest acts committed by the Contractor's employees, agents, acting alone or in collusion with others, with limits of not less than \$10,000,000 per occurrence and in the aggregate. Such insurance must provide coverage for third party property in the care, custody, or control of Contractor.

12. Indemnity. To the extent permitted by law, both Contractor and District agree to indemnify and hold each other harmless from and against any and all costs, expenses, claims, demands, causes of action, liabilities and responsibilities arising out of or in any way connected with any act or omission of the parties and their respective employees, directors, board members, faculty, house officers, contractors, students and/or agents which arise out of the performance of this Agreement.

13. Default.

- a. If Contractor should be adjudged bankrupt, make a general assignment for the benefit of creditors, or if a receiver should be appointed to take over Contractor's affairs or if Contractor should fail to perform one or more of the provisions of this Agreement to be performed by Contractor, District may serve written notice on Contractor stating its intention to exercise the remedies hereinafter set forth and the grounds upon which District bases its right to exercise such remedy.

- b. Upon giving such notice, District may terminate Contractor's right to perform this Agreement, which termination shall take effect on the date specified in such notice. Upon such termination, District may itself take over the performance of this Agreement and prosecute this Agreement to completion by such means as it shall deem best, including use of a substitute contractor. In the event of such termination, Contractor shall not be entitled to any further payment under this Agreement.
- c. If at any time during the term of this Agreement, Contractor is not providing Required Services as requested, District may, regardless of whether or not this Agreement has been terminated, obtain such services from another contractor and deduct the cost of such services from any amount due Contractor hereunder.
- d. Upon the termination or expiration of this Agreement for any reason, Contractor shall immediately deliver to District all records in its possession regarding any therapy services.

14. Independent Contractor. Contractor is an independent contractor engaged in the furnishing of occupational and physical therapy services, and neither Contractor nor any employee or other person or entity under contract to Contractor shall, by virtue of this Agreement, be deemed an employee, agent or joint venturer of District, nor shall anything in this Agreement be deemed to grant Contractor the right to act on behalf of District.

15. Notice. Any notice required to be given by this Agreement shall be sufficient if communicated in writing and sent by hand delivery; certified United States mail, postage prepaid; or by overnight courier. Notice shall be given as follows:

If to District: Kara Saldierna
Director of Special Education
Omaha Public Schools
3215 Cuming Street
Omaha, Nebraska 68131

If to Contractor: Jeffrey Miller
Assistant Vice Chancellor for Business and Finance
University of Nebraska Medical Center
985070 NE Medical Center
Omaha, NE 68198-5070
Phone: (402) 559-2704
E-mail: jeffrey.miller@unmc.edu

16. Student Data. The parties expressly acknowledge that all student information not designated by OPS as “directory information” is considered private and subject to protection by the Family Educational Rights and Privacy Act (FERPA). The parties further acknowledge that District has implemented policies and guidelines which describe when and how protected student information may be obtained, shared or otherwise disseminated and that Contractor and its agents are subject to such policies and guidelines and will comply with same. Any student information that Contractor or its agents receives is confidential and may only be used for providing services under this Agreement. Contractor and District each agree to maintain the confidentiality of information that it may have access to under this Agreement and further agrees not to disclose any such information gained during the course of providing services under this Agreement to any person or entity other than the student, parent, guardian, District, IT service provider or vendor, or Contractor, as applicable, without the express agreement of District or Contractor, as applicable. Contractor will require any IT service provider or vendor that will store or access student data to agree to abide by FERPA via contractual agreement. To monitor and evaluate student progress, District may provide to Contractor employees providing services hereunder, limited FERPA protected personally identifiable information from students’ education records. Individuals providing services to District students pursuant to this Agreement shall be expected to maintain this information in confidence, shall sign a confidentiality statement and, if appropriate a data user agreement.

17. Data Security Measures. Throughout the term of this Agreement, Contractor shall implement and maintain reasonable and appropriate security procedures and practices to protect Personal Information disclosed to Contractor by District from any unauthorized access, acquisition, destruction, use, modification, or disclosure. Personal Information shall have the same meaning as used in Neb. Rev. Stat §87-802(5). Contractor has an established information security program containing appropriate administrative, technical and physical measures to protect District data (including any information relating to an identified or identifiable natural person) against accidental or unlawful destruction, alteration, unauthorized disclosure or access consistent with applicable laws and data processing industry standards. An identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to such person's physical, physiological, mental, economic, financial cultural or social identity, (collectively “Personal Information”). If Contractor becomes aware of a security breach (as defined in any applicable law) or any other event that compromises the security, confidentiality or integrity of District's Personal Information (an "Incident"), Contractor will take appropriate actions to notify District within three (3) business days and contain, investigate and mitigate the Incident. In the event that applicable law requires notification to individuals and others of such an Incident, Contractor will take additional mitigation steps including providing assistance with the drafting and mailing of such notifications. Contractor and District shall mutually agree on the content and timing of any such notifications, in good faith and as needed to meet applicable legal requirements.

18. Additional Documents. District and Contractor have entered into this agreement for the purposes of fulfilling RFP No 033-21. The following documents are incorporated herein by reference and are included as part of the entire agreement between District and Contractor:

- a. RFP No. 033-21; and
- b. Contractor's response to RFP No 033-21, dated July 7, 2021.

This document and the above cited exhibits constitute the full and complete agreement, and all terms and conditions, upon which District may purchase OT/PT services from Contractor. In the event of a conflict in language among any of the documents, the terms and conditions set forth or referenced in this agreement and any later executed documents shall prevail over conflicting terms and conditions contained in earlier documents, in their original form.

19. Miscellaneous.

- a. Severability. In the event one or more of the provisions contained in this Agreement are declared invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions shall not in any way be impaired thereby unless the effect of such invalidity is to substantially impair or undermine either party's rights and benefits hereunder.
- b. Assignment. This Agreement is personal to Contractor and may not be assigned or transferred, nor may any of the duties and responsibilities of Contractor be assigned or transferred.
- c. Waiver. The failure of either party to insist in any one or more instances upon performance of any terms or conditions of this Agreement shall not be construed as a waiver of future performance of any such term, covenant or condition, but the obligations of such party with respect thereto shall continue in full force and effect.
- d. Recitals. The recitals are intended to describe the intent of the parties and the circumstances under which this Agreement is executed and shall be considered in the interpretation of this Agreement.
- e. Amendment. This Agreement may be amended only by written agreement signed by authorized representatives of District and Contractor.

- f. Applicable Law. This Agreement shall be interpreted according to the laws of the state of Nebraska without regard to its conflict of law provisions.
- g. Entire Agreement. This Agreement constitutes the entire agreement between the parties relating to the subject matter hereof and subsumes and incorporates all prior written and oral statements and understandings.
- h. Counterparts. This Agreement may be executed and delivered (including as an email attachment) in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement in duplicate on the dates set opposite their respective names.

Douglas County School District 0001

Date: _____

By: _____
President, Board of Education

ATTEST:

Date: _____

By: _____
Secretary, Board of Education

Board of Regents of the University of Nebraska, a public body corporate for and on behalf of the University of Nebraska Medical Center, on behalf of the Munroe-Meyer Institute for Genetics and Rehabilitation

Date: _____

By: _____
Its _____

Omaha Public Schools Board of Education and Educational Service Unit 19 Board Meeting
Teacher Administrative Center
3215 Cuming Street
Omaha, NE 68131-2000
Monday, September 20, 2021 6:30 PM

The Vision: Every Student. Every Day. Prepared for Success.

The Mission: To prepare all students for success in college, career, and life.

A. OPS Board Of Education Information

B. Call to Order

C. Pledge of Allegiance

D. OPS Vision and Mission Statement

E. Roll Call

E.1. Excused/Unexcused Absence

F. School Spotlight

G. Board and Superintendent Communications

G.1. Superintendent

G.2. Board Members

H. Public Comment and Recognition

I. Consent Agenda

I.1. Reading of Minutes

I.1.a. Wednesday, September 8, 2021 - Budget Hearing

I.1.b. Thursday, September 9, 2021 - Regular Meeting

I.2. Approval to Award Bid No. 21-041 to Medical Enterprises, Inc. for Employee Drug/Alcohol Testing and Employee Physical Examinations for the 2021-2022 School Year

I.3. Approval to Award Bid No. 21-073 to All Makes Office Equipment Company, Krueger International Inc., Mid States School Equipment, and Sheppard's Business Interiors for Chairs, Tables, and Markerboards at Forest Station Elementary School, Pine Elementary School, Bluestem Middle School, Buena Vista High School, Westview High School, Morton Middle School, and Lewis and Clark Middle School - 2018 Bond Project (\$1,767,621.51)

I.4. Approval of Change Order No. 001 for Pine Elementary School Project – 2018 Bond Program - (Add \$291,549.95) Revised Total: \$15,544,210.45

I.5. Approval of Change Order No. 003 – Bid No. P051-20 to Omaha Electric Service Inc. for District Camera Upgrades at Benson High School, Bryan High School, Burke High School, Central High School, North High School, Northwest High School, South High School, Blackburn Alternative, Norris Middle School -(ADD \$130,853.57) Revised Total \$1,073,055.45

I.6. Approval of Change Order No. 004 – Bid No. P051-20 – to Kidwell for District Camera Upgrades at Davis Middle School, Kellom Educare, Kennedy Elementary, Pinewood Elementary, Kennedy Early Learning Center, Parrish Alternative, King Elementary, Pawnee Elementary, Oak Valley Elementary, Mount View Elementary, Central High School, Blackburn Alternative, Saddlebrook Elementary, Teacher Admin Center (ADD \$68,083.00) Revised Total \$1,580,733.00

I.7. Approval of Claims Report A - District Expenditure

I.8. Approval of Claims Report B - Expenditures from Various Student Activity Funds for which the Board serves as Custodian.

I.9. Approval of Claims Report C - Expenditures on behalf of Board Members or their Related Organizations.

I.10. Approval of Claims Report D - Payroll Expenditures

I.11. Approval of Educational Service Unit No. 19 Claims - Expenditures to be paid from Education Service Unit's Funds

I.12. Approval of Omaha School Employees Retirement System Claims - Expenditures to be paid from the OSERS's Funds.

I.13. Committee on Claims Audit Approval 9/20/2021

I.14. Approval of the Consulting Services Agreement with Nanette Beller for the 2021-2022 School Year

I.15. Approval of Contract with Engineered Controls Inc. in response to RFQ Q009-21 Niagara N4 Supervisor Integration, Summer of 2021 through Summer of 2022 (\$670,950.00)

I.16. Approval of a Contract with Qualtrics for the 2021-2022 School Year (\$93,699.39)

I.17. Approval of Contracts with Various Agencies for Special Education Services for the 2021-2022 School Year

I.18. Approval of a Memorandum of Understanding with the Transportation Division for the 2021-2022 School Year

I.19. Approval of the Proposed Negotiated Agreement with the Nutrition Services Division for the 2021-2022 and 2022-2023 School Years

I.20. Approval of the Proposed Negotiated Agreement with the Transportation Division for the 2021-2022 and 2022-2023 School Years

I.21. Approval of Proposed Staffing Adjustments

I.22. Approval to Purchase VEX Robotics Kits, Materials, and Supplies for Buena Vista and Westview High Schools for the 2022-2023 School Year (\$125,600.00)

I.23. Approval of the Title I Comprehensive Support and Improvement (CSI) Grant Allocation from July 1, 2021 to September 30, 2022 (\$1,836,313)

I.24. Approval of the Title I Every Student Succeeds Act (ESSA) Part A Grant for the 2021 - 2022 School Year (\$24,587,014)

J. Discussion and/or Action Items

J.1. Action Item(s)

J.2. Information Item(s)

J.2.a. Implementation Update of Blackboard Mass Notifications, Website and Family Mobile App

J.2.b. Citizen Bond Oversight Committee (CBOC) Update

K. Receipt of Reports

L. Request for Closed Session

M. Adjournment

TO: The Board of Regents
Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Revised Program Statement for the Durham Science Center Renovation (DSC) at the University of Nebraska at Omaha (UNO).

RECOMMENDED ACTION: Board of Regents approval of the Revised Program Statement for DSC Renovation at UNO.

PREVIOUS ACTION: December 4, 2018 – The Board of Regents approved an agenda item for Deferred Maintenance work at the Durham Science Center at UNO.
October 25, 2019 – The Board of Regents approved the Program Statement for the Durham Science Center Renovation at UNO.

EXPLANATION: The renovation of the DSC on the Dodge Campus is a top facility development priority of UNO. The approximately 166,000 gross sq. ft. renovation will include:

- Improved space for classrooms, faculty offices, teaching laboratories, research laboratories, student individual and group study, and activities.
- Building envelope, interior finishes, and code updates.
- Mechanical, electrical, plumbing, and technology system updates.

This project was identified as an immediate priority in the first round of state capital renewal funding. The affected items related to funding source have been revised. The schedule and budget have been updated to reflect project progress. The revised materials have been reviewed and recommended for approval by the Business and Finance Committee.

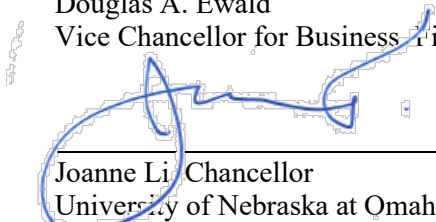
Proposed Start of Construction	March 2022
Proposed Completion of Construction	April 2024

PROJECT COST: \$35,000,000

ON-GOING FISCAL IMPACT: \$700,000 (2% of Project Cost)

SOURCE OF FUNDS: Private Funds (\$20 million) and LB384 (\$15 million)

SPONSOR: Douglas A. Ewald
Vice Chancellor for Business Finance and Business Development

RECOMMENDED: 

Joanne Li, Chancellor
University of Nebraska at Omaha

DATE: September 10, 2021

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

MEETING DATE: October 8, 2021

SUBJECT: Interlocal Agreement between the City of Omaha, Nebraska and the University of Nebraska at Omaha (UNO)

RECOMMENDED ACTION: Approval of interlocal agreement between the City of Omaha and UNO granting University of Nebraska at Omaha Department of Public Safety (UNODPS) sworn law enforcement officers the right and ability to enforce the laws of the City of Omaha through citation or arrest based on violations of the Omaha Municipal Code

PREVIOUS ACTION: None

EXPLANATION: The sworn law enforcement officers employed by UNO have been deputized by the Governor of Nebraska, as "Special Deputy State Sheriffs," which grants them the authority to "enforce the laws of the State on all properties under the jurisdiction, supervision, or control of the Board of Regents of the University of Nebraska wherever such properties may be and any city and county where such properties are located; and within the State of Nebraska for offenses originating on said property." UNODPS and the Omaha Police Department agree that it is in the best interest of the City, UNO, the student body and all the citizens of Omaha, to allow the UNODPS sworn law enforcement officers to also enforce the laws of the City of Omaha through issuance of citations or arrests based on violations of the Omaha Municipal Code as well on all properties as designated within the City of Omaha, Nebraska. This interlocal cooperation agreement creates a mutually beneficial relationship between the UNODPS and OPD.

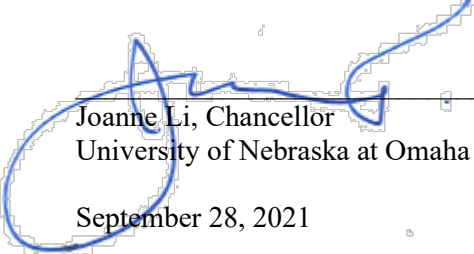
This Agreement will be duly authorized and executed on behalf of the respective Parties to continue for a term of five (5) years or until terminated by either Party. UNO or City of Omaha may terminate this Agreement at any time to be effective ninety (90) days after written notice is sent to the other Party

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

PROJECT COST: None

SOURCE OF FUNDS: N/A

SPONSOR: Douglas A. Ewald
Vice Chancellor, Business, Finance, and Business Development

RECOMMENDED: 
Joanne Li, Chancellor
University of Nebraska at Omaha

DATE: September 28, 2021

TO: The Board of Regents Addendum XI-B-9
Business Affairs

MEETING DATE: October 8, 2021

SUBJECT: Amend the Amended and Restated University Rights Agreement between the University of Nebraska at Omaha and Omaha Sports Properties, LLC (“Learfield”)

RECOMMENDED ACTION: Approve the First Amendment to the Amended and Restated University Rights Agreement between the University of Nebraska at Omaha and Learfield.

PREVIOUS ACTION: March 18, 2016 – The Board of Regents approved the amended and restated University Rights Agreement between the University of Nebraska at Omaha and Learfield through fiscal year 2026.

April 10, 2015 – The Board of Regents approved a five-year grant of additional rights to Learfield in securing a campus wide official bank partner program sponsorship.

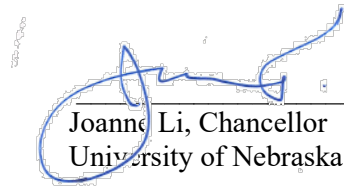
April 13, 2012 – The Board of Regents approved a five-year agreement between the University of Nebraska at Omaha and NSM.

EXPLANATION: The Coronavirus Disease 2019 (COVID-19) global pandemic and the resulting restrictions on large gatherings, including sporting events, had a tremendous impact on intercollegiate athletics. The restrictions in place affected the game inventory and merchandising elements that the UNO Athletics Department was able to provide. These reductions, as well as the general economic environment during the pandemic, had a negative impact on the revenue associated with media rights, sponsorships, and merchandising.

In recognition of these impacts, UNO Athletics and Learfield are proposing an amendment to the Amended and Restated University Rights Agreement to reduce the Guaranteed Rights Fee from \$1,500,000 to \$1,050,000 for Contract Year 2020-2021. In addition, in the event COVID-19 continues to negatively impact inventory and the resulting revenues in Contract Year 2021-2022, the parties propose a reduction in the Guaranteed Rights Fee equal to 50% of the amount by which the Adjusted Gross Revenue (AGR) in Contract Year 2019-2020 exceeded the AGR in Contract Year 2021-2022; provided, however, if the shortfall is greater than \$300,000, the parties will negotiate a mutually agreeable reduction.

SPONSOR: Doug Ewald
Vice Chancellor for Business and Finance

RECOMMENDED:



Joanne Li, Chancellor
University of Nebraska at Omaha

DATE:

September 15, 2021

FIRST AMENDMENT TO UNIVERSITY RIGHTS AGREEMENT

THIS FIRST AMENDMENT TO UNIVERSITY RIGHTS AGREEMENT (this “First Amendment”) is entered into this ____ day of _____, 2021 (the “Effective Date”) by and between the BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA, on behalf of the University of Nebraska at Omaha (“University”) and OMAHA SPORTS PROPERTIES, LLC, a Missouri limited liability company (“Learfield”). University and Learfield may be referred to herein each individually as a “Party” or collectively as the “Parties.”

WHEREAS, University and Learfield are parties to that certain Amended and Restated University Rights Agreement with an effective date of July 1, 2016 (the “Agreement”), under which the University granted to Learfield certain sponsorship, broadcast and publication rights, and the right to use and license the use of University Marks relating to the Athletics Department of the University of Nebraska at Omaha, all as set forth in the Agreement; and

WHEREAS, University and Learfield desire to amend the terms of the Agreement to reflect changes to the amount of the Guaranteed Rights Fee thereunder due to the impacts of the Coronavirus Disease 2019 (COVID-19) global pandemic, the resulting restrictions on inventory and large gatherings, including sporting events, and the related economic impacts.

NOW THEREFORE, for and in consideration of the promises and the mutual covenants hereinafter contained, the Parties hereto covenant and agree as follows:

1. **Defined Terms.** In addition to the terms defined in this First Amendment and except as modified by this First Amendment, all capitalized terms used herein shall have the respective meanings set forth in the Agreement.
2. **Contract Year 2020-21 Guaranteed Rights Fee.** Section VII.C. of the Agreement is hereby amended to provide that instead of the Guaranteed Rights Fee of \$1,500,000 for the Contract Year 2020-21, Learfield will pay the University a total adjusted Guaranteed Rights Fee of \$1,050,000 in full satisfaction of amounts due and owing by Learfield to the University for Contract Year 2020-21. In addition, the University shall be deemed to have satisfied its requirements to provide inventory and merchandising elements for Contract Year 2020-21.
3. **Contract Year 2021-22 Guaranteed Rights Fee.** The Parties acknowledge that the impact of COVID-19 may continue into Contract Year 2021-22. Therefore, to the extent Learfield’s AGR for Contract Year 2021-22 is less than Learfield’s AGR for Contract Year 2019-20, then Section VII.C. of the Agreement will be amended to provide that the Guaranteed Rights Fee for Contract Year 2021-22 will be reduced by an amount equal to fifty percent (50%) of the amount by which the AGR in Contract Year 2019-20 exceeded the AGR in Contract Year 2021-22 (the “Contract Year 22 Shortfall”). Notwithstanding the foregoing, if the Contract Year 22 Shortfall is greater than Three Hundred Thousand and No/100 Dollars (\$300,000.00), the Parties will negotiate in good faith to mutually agree upon an appropriate reduction to the Guaranteed Rights Fee for Contract Year 2021-22.
4. **Contract Year 2021-22 Inventory.** To the extent (i) inventory and/or merchandising elements are impacted by COVID-19 during Contract Year 2021-22 and (ii) the Contract Year 22 Shortfall is less than Three Hundred Thousand and No/100 Dollars (\$300,000.00), Learfield waives all right to assert any claim or action against the University under the Agreement for failure to provide the same. In the event the Contract Year 22 Shortfall is greater than Three Hundred Thousand and No/100 Dollars (\$300,000.00), then any mutual agreement on an appropriate reduction to or elimination of the Guaranteed Rights Fee for Contract Year 2021-22 will include

the waiver by Learfield any claim or action against the University under the Agreement for failure to provide such inventory and/or merchandising elements.

5. **Ratification.** To the extent there is any variance or inconsistency between the terms set forth in the Agreement and the terms set forth in this First Amendment, the terms of this First Amendment shall control. Except as amended by this First Amendment, all original terms and provisions of the Agreement shall continue in full force and effect and the Agreement, as amended by this First Amendment, is hereby ratified and confirmed.
6. **Counterparts.** This First Amendment may be executed in counterparts by facsimile or electronic signature, each of which shall be deemed an original and each counterpart together shall constitute one document.
7. **Entire Agreement.** This First Amendment, along with the Agreement, constitutes the entire agreement between the Parties with respect to the subject matter hereof/thereof and supersedes all other agreements, arrangements and understandings with respect to the subject matter hereof/thereof.

IN WITNESS WHEREOF, the Parties hereto have executed this First Amendment on the date first above written.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA

OMAHA SPORTS PROPERTIES, LLC

By: _____
Walter E. Carter, President

By: _____

Name: _____

Attest: _____
Philip J. Bakken,
Corporation Secretary

Title: _____

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

MEETING DATE: October 8, 2021

SUBJECT: Revisions and updates to the UNL Bylaws and the Academic Rights and Responsibilities Committee Procedures.

RECOMMENDED ACTION: Report

PREVIOUS ACTION: March 2, 2012

EXPLANATION: The revisions to the UNL Bylaws Section 3.1.5.2 entail identifying the Academic Rights and Responsibilities as the duly elected faculty committee that will be consulted when an administrative officer is seeking to impose an administrative leave on a member of the academic staff. This change is necessary to accommodate on the UNL campus the recently approved revisions to the Board of Regents Bylaws pertaining to the new procedures for administrative leave of academic staff members as outlined in the proposed revisions to Section 4.7 of the Regents Bylaws.

The Academic Rights and Responsibilities Committee has recommended revisions and updates to the Academic Rights and Responsibilities Committee Procedures (including the Academic Freedom and Tenure-A Procedures, the Professional Conduct-A, the Grievance Procedures, and Academic Freedom and Tenure-B Procedures) with input from the Faculty Senate Executive Committee. The Faculty Senate approved the revisions and updates at their November 6, 2018, meeting, and on November 3, 2020, approved changes related to the Regents Bylaws, which were amended on April 9, 2021. The proposed revisions and updates have the full support of the UNL administration.

SPONSORS: Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: September 13, 2021

UNL Bylaw explanation and proposed changes

Summary of Changes: We propose changes to Section 3.1.5.2 of UNL Bylaws, which outline “Other Responsibilities of the ARRC.” The overall change to this section entails identifying the ARRC as the duly elected faculty committee that will be consulted when an administrative officer is seeking to impose an administrative leave on a member of the academic staff. This change is necessary to accommodate on the UNL campus the proposed revisions to BOR Bylaws pertaining to the new procedures for administrative leave of academic staff members as outlined in the proposed revisions to Section 4.7 of Regent Bylaws. The ARRC is a logical committee to serve in this capacity. First, it is an existing elected committee that is already in place to quickly decide upon whether or not formal complaints filed with the ARRC are moved forward to a Special Committee (i.e., AFT-A, Grievance or Professional Conduct). Second, administrative leave may come to the ARRC as an initial step before filing a formal complaint with the ARRC seeking termination, which is automatically transmitted to an AFT-B Special Committee.

To accomplish this we are proposing revisions to parts B and C of Section 3.1.5.2 of UNL Bylaws. We revised section B in two ways. First, what was the last sentence of this section is now the first sentence. Second, we removed the specific information about suspension in anticipation of dismissal as well as cancellation of speakers and speak only generally about policies and processes concerned with academic freedom. Then, we added a new part C to explicitly identify the ARRC as the duly elected faculty committee that will review Administrative leaves. The remaining alphabetic ordering in Section 3.1.5.2 is simply adjusted to accommodate adding a new part C.

The proposed revisions shown as tracked-changes below were approved by ASUN and Faculty Senate last year – recent revisions to this document in order to accommodate final changes to Regent Bylaws are highlighted in yellow below:

UNL BYLAWS PROPOSED REVISION June 2021

3.1.5 Academic Rights and Responsibilities Committee. The Academic Rights and Responsibilities Committee (ARRC) and its responsibilities are created by the University of Nebraska-Lincoln Faculty Senate as required by the University of Nebraska Regents Bylaws and are approved by the University of Nebraska Board of Regents. The ARRC has significant responsibility in ensuring that faculty members and administrators are appropriately apprised of rights, responsibilities, principles and procedures pertaining to matters of professional relationships.

3.1.5.1 The ARRC has primary responsibility to ensure and to arrange an appropriate investigation or hearing when concerns or problems arise between a faculty member and the university and/or when problems related to academic freedom and tenure, professional conduct, and other grievances occur in the

professional relationships among faculty members and others in the University community, as stated in the ARRC Syllabus and the Bylaws of the Board of Regents.

3.1.5.2 Other Responsibilities of the ARRC.

A. To determine whether and to what extent recommendations of Special Committees convened by the chair of ARRC to hear particular cases have been acted upon, and to report on the status of ARRC cases to the President of the Faculty Senate;

~~B. To act with respect to matters of general policies concerning academic freedom and tenure; To provide for an effective process in representing the academic rights and responsibilities of the faculty; but not limited to, those related to suspension in anticipation of dismissal and cancellation of presentations by properly invited speakers; To act with respect to matters of general policies concerning academic freedom and tenure;~~

C. To serve as the ~~informal inquiry~~ **elected faculty** committee under procedures outlined in Board of Regent Bylaws section ~~4.7813~~ **4.7813** when an administrative officer is seeking to impose an ~~immediate suspension~~ **administrative leave** of ~~an professional academic staff~~ **an** member;

D. ~~C.~~ To recommend actions to appropriate bodies in order to ensure academic rights and responsibilities of faculty members;

E. ~~D.~~ To communicate to all members of the University community appropriate channels for conveying and dealing with concerns about actual or perceived violations of faculty rights and responsibilities;

F. ~~E.~~ To propose to the Faculty Senate changes in operating procedures and guidelines for each of the Special Committees in accord with relevant provisions of the Bylaws of the Board of Regents;

G. ~~F.~~ To submit committee minutes and make an annual report to the Faculty Senate, while maintaining confidentiality concerning individual cases.

UNL BYLAWS – CLEAN VERSION
June 2021

3.1.5 Academic Rights and Responsibilities Committee. The Academic Rights and Responsibilities Committee (ARRC) and its responsibilities are created by the University of Nebraska-Lincoln Faculty Senate as required by the University of Nebraska Regents Bylaws and are approved by the University of Nebraska Board of Regents. The ARRC has significant responsibility in ensuring that faculty members and administrators are appropriately apprised of rights, responsibilities, principles and procedures pertaining to matters of professional relationships.

3.1.5.1 The ARRC has primary responsibility to ensure and to arrange an appropriate investigation or hearing when concerns or problems arise between a faculty member and the university and/or when problems related to academic freedom and tenure, professional conduct, and other grievances occur in the professional relationships among faculty members and others in the University community, as stated in the ARRC Syllabus and the Bylaws of the Board of Regents.

3.1.5.2 Other Responsibilities of the ARRC.

A. To determine whether and to what extent recommendations of Special Committees convened by the chair of ARRC to hear particular cases have been acted upon, and to report on the status of ARRC cases to the President of the Faculty Senate;

B. To act with respect to matters of general policies concerning academic freedom and tenure; To provide for an effective process in representing the academic rights and responsibilities of the faculty;

C. To serve as the elected faculty committee under procedures outlined in Board of Regent Bylaws section 4.7 when an administrative officer is seeking to impose an administrative leave of an academic staff member;

D. To recommend actions to appropriate bodies in order to ensure academic rights and responsibilities of faculty members;

E. To communicate to all members of the University community appropriate channels for conveying and dealing with concerns about actual or perceived violations of faculty rights and responsibilities;

F. To propose to the Faculty Senate changes in operating procedures and guidelines for each of the Special Committees in accord with relevant provisions of the Bylaws of the Board of Regents;

G. To submit committee minutes and make an annual report to the Faculty Senate, while maintaining confidentiality concerning individual cases.

**RESPONSIBILITIES OF THE ACADEMIC RIGHTS AND RESPONSIBILITIES COMMITTEE
AND
PROCEDURES FOR HANDLING MATTERS OF ACADEMIC FREEDOM AND TENURE,
GRIEVANCE, AND PROFESSIONAL CONDUCT
University of Nebraska-Lincoln**

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**RESPONSIBILITIES OF THE ACADEMIC RIGHTS AND RESPONSIBILITIES COMMITTEE
AND
PROCEDURES FOR HANDLING MATTERS OF ACADEMIC FREEDOM AND TENURE,
GRIEVANCE, AND PROFESSIONAL CONDUCT
University of Nebraska-Lincoln**

1. INTRODUCTION

1.1 Responsibilities of the Academic Rights and Responsibilities Committee. The Academic Rights and Responsibilities Committee (ARRC) and its responsibilities are created by the UNL Faculty Senate, are described in its Syllabus of Campus-Wide Committees, and are approved by the University of Nebraska Board of Regents. Its Foundational Instruction, set forth in Section 3.4.1.5 of the UNL Bylaws, gives the ARRC both informational and quasi-judicial responsibilities.

1.1.1 The ARRC has significant responsibility to ensure that faculty members and administrators are appropriately apprised of rights, responsibilities, principles, and procedures pertaining to matters of professional relationships.

1.1.2 The ARRC has primary responsibility to ensure and to arrange an appropriate investigation or hearing when concerns or problems arise between a faculty member and the University and/or when concerns or problems related to academic freedom and tenure, grievance, and professional conduct occur in the professional relationships between faculty members and others in the University community, as stated in the Syllabus of Campus-Wide Committees and the Bylaws of the Board of Regents (Section 2.12.1).

1.1.3 The ARRC has other responsibilities assigned from time to time by the Faculty Senate, including but not limited to those set forth in UNL Bylaw 3.4.1.2 3.1.5.2 “Other Responsibilities of the ARRC”.⁺

⁺UNL Bylaw ~~3.4.1.2 3.1.5.2~~ sets forth these additional responsibilities:

~~3.4.1.2.1 A. To determine whether and to what extent recommendations of Special Committees convened by the chair of the ARRC to hear particular cases have been acted upon, and to report on the status of ARRC cases to the President of the Faculty Senate.~~

~~3.4.1.2.2 B. To provide for an effective process in representing the academic rights and responsibilities of the faculty including, but not limited to, those related to suspension in anticipation of dismissal and cancellation of presentations by properly invited speakers.~~

~~——— C. To act with respect to matters of general policies concerning academic freedom and tenure.~~

~~3.4.1.2.3 to act with respect to matters of general policies concerning academic freedom and tenure.~~

~~3.4.1.2.4 D To recommend actions to appropriate bodies in order to ensure academic rights and responsibilities of faculty members.~~

~~3.4.1.2.5 E To communicate to all members of the University community appropriate channels for conveying and dealing with concerns about actual or perceived violations of faculty rights and responsibilities.~~

~~3.4.1.2.6 F To propose to the Faculty Senate changes in operating procedures and guidelines for each of the Special Committees in accord with relevant provisions of the Bylaws of the Board of Regents.~~

~~3.4.1.2.7 G To submit committee minutes and make an annual report to the Faculty Senate, while maintaining confidentiality concerning individual cases.~~

1.2 Relationship of ARRC and ARRC Procedures to Special Committees and Codes of Procedures for

Special Committees. Chapter 4 of the Regents' Bylaws authorizes the faculty governing agency of each major administrative unit to create a faculty Grievance Committee, a faculty Committee on Academic Freedom and Tenure, and a faculty Professional Conduct Committee. The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Committees established under the aegis of the ARRC. A description of the committees can be found in the Syllabus of Campus-Wide Committees of the Faculty Senate, available from the Faculty Senate Office and on the Faculty Senate website.

This document ("ARRC Procedures") indicates how complaints are to be received by the ARRC, assessed by it for sufficiency and jurisdiction, and transmitted to a Special Committee.

Other documents indicate how a complaint is to be handled after it has been transmitted to a Special Committee. Those documents are:

- 1.2.1 Code of Procedures for Special AFT-A Committees**, applicable to Special Academic Freedom and Tenure Committees considering complaints by a member of the professional staff alleging that action taken or threatened violates the complainant's academic freedom or academic tenure;
- 1.2.2 Code of Procedures for Special AFT-B Committees**, applicable to Special Academic Freedom and Tenure Committees considering complaints in which the President or the Board of Regents seeks to terminate a faculty member's Continuous Appointment or a faculty member's Special or Specific-Term Appointment prior to its termination date;
- 1.2.3 Code of Procedures for Special ~~PCA~~ PC Committees**, applicable to Special Professional Conduct Committees investigating complaints charging a member of the professional staff with professional misconduct other than misconduct as defined by Federal Misconduct in Science Regulations, complaints against UNL as an institution seeking institutional action as a remedy to alleged discrimination, and complaints alleging that the complaining member of the professional staff has been wrongly accused of professional misconduct;
- 1.2.4 Code of Procedures for Special Grievance Committees**, applicable to Special Grievance Committees considering complaints by a faculty member alleging a grievance not governed by any of the Codes of Procedures identified in Sections 1.2.1 to 1.2.3. ~~1.2.4.~~
- 1.2.5 Allegation of Professional Mmisconduct in Sscience** should be submitted to the Ooffice of the Vice Chancellor for Research and Economic Development. Charges of research misconduct are governed by the "University of Nebraska-Lincoln Policy on Procedures for Responding to Allegations of Research Misconduct" approved by the University of Nebraska Board of Regents, December 2, 2010.

The rules for determining applicability of these Codes of Procedures are set out in Section 5 of this document.

Any person contemplating filing a complaint with the ARRC should first consult not only this document, but also the Codes of Procedures for the various Special Committees, and, in appropriate circumstances, the relevant UNL policies pertaining to unlawful discrimination, sexual harassment, or other prohibited behavior ~~"Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment"~~ administered by the UNL Office of Institutional Equity and Compliance (IEC) or its successor if that office is renamed. ~~Aceess and Diversity Programs (EAD).~~

All of these documents in their current form are available from the Faculty Senate Office and on the Faculty Senate website. For information and advice concerning these procedures, contact the Chair of the ARRC.

1.3 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise and respect the exercise of these rights by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

- 1.4 Duty of University Officials to Investigate and Take Action on Known or Alleged Discrimination.** University officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to
- 1.4.1** supervise, hire, assign or reassign responsibilities;
 - 1.4.2** recommend or grant promotion or demotion; and/or
 - 1.4.3** recommend or take any disciplinary or corrective actions.

2. DEFINITIONS

As used in this document, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Business Days shall mean days on which University offices are open for business and are not marked as vacation or holiday days for students or faculty on UNL's academic calendar.

2.34 ~~EAD IEC~~ shall mean the UNL Office of **Institutional** Equity and Compliance. ~~Access and Diversity Programs~~

2.45 **Faculty Member** shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents' Bylaws 3.1.1.1 and 4.4).

2.56 **Federal Misconduct in Science Regulations** shall mean regulations covering misconduct in federally sponsored scientific research, particularly, but not exclusively, that funded by the Public Health Service. The Office of the Vice Chancellor for Research and Economic Development provides guidance concerning which projects may be covered by these regulations and oversees cases involving allegations of research misconduct.

2.67 **In Writing and Written**, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.78 **Parties** shall mean the complainant(s) and the respondent(s).

2.89 **President** shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.910 Professional Staff shall mean all UNL personnel defined as professional staff by Regents' Bylaw 3.1.1.

2.11 Academic Staff Member shall be any individual holding an academic appointment. These appointments include faculty members holding the academic rank of assistant instructor and above, or other formally approved ranks, as referenced in Section 3.1.1.1 of Regents' Bylaws, as well as other academic staff members with the rank of postdoctoral research associate, research associate, research assistant, graduate assistant, graduate teaching assistant, or teaching fellow as referenced in Section 3.1.1.2 of Regents' Bylaws).

2.120 Section, unless otherwise noted, refers to a section of this document, ARRC Procedures.

2.131 Vice Chancellor for Research shall mean the Vice Chancellor for Research **and Economic Development** of UNL and shall include the authorized representative of the Vice Chancellor. The Vice Chancellor shall not extend such authorization to Deans with collegiate or divisional responsibility or to a staff member of any such college or division.

3. THE ARRC AND THE ARRC-PANEL

3.1 Membership of the ARRC. The ARRC shall be composed of five tenured faculty members elected for staggered three-year terms by and from the Academic Assembly¹², and if appointed by the President of the Faculty Senate in accordance with the Syllabus of Campus-Wide Committees, a non-voting liaison member. At the time of their election, no two members of the Committee shall have a primary academic appointment in the same college or division of UNL. No member of the faculty who holds any administrative appointment (including that of department chair or head **or equivalent**) **higher than department head or chair** shall be eligible to serve as a member of the Committee during the term of such administrative appointment. Committee members may succeed themselves. The Chair and Vice-Chair of the ARRC shall be elected annually by the ARRC.

3.1.1 Voting. The ARRC may take action only on concurrence of at least three members of the ARRC. The Chair of the ARRC may vote.

3.1.2 Closed Meetings. Meetings of the ARRC are not open to the public.

3.1.3 Conflict of Interest for Members of the ARRC. Conflict of interest occurs when a member of the ARRC

3.1.3.1 is in the same department or equivalent unit as a party; or

3.1.3.2 answers directly to a party; or

3.1.3.3 has a direct voice in the salary or working conditions of a party; or

3.1.3.4 has, or reasonably appears to have, a personal interest in the case or its outcome; or

3.1.3.5 has provided counsel or assistance to a party relating to the case; or

3.1.3.6 has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or

3.1.3.7 has any other relationship with a party that might prevent impartiality.

When a member of the ARRC has a conflict of interest, the member shall voluntarily withdraw from participation in matters related to that case. When a member of the ARRC is alleged to have a conflict of interest and does not voluntarily withdraw, the other members of the ARRC shall review the allegation and, if a conflict of interest is found by a majority of the other members of the ARRC, shall bar that person from further participation in matters related to that case. If more than one member of the ARRC withdraws or is barred, the President of the Faculty Senate shall appoint experienced temporary replacements for matters related to that case.

¹²Rules governing eligibility and representation are set forth in the Syllabus of Campus-Wide Committees of the Faculty Senate.

3.2 Membership of the ARRC Panel. ~~Each year the Academic Assembly shall elect 12 faculty members to three-year terms on the ARRC Panel. Of the 36 panel members, 32 must be tenured faculty and 4 must be faculty extension educators with equivalent rank of associate or full professor. Panel members may succeed themselves.~~

Each year the Academic Assembly shall elect 12 faculty members to three-year terms on the ARR Panel. Of the 36 panel members, 28 must be tenured faculty, 4 must be faculty extension educators with equivalent rank of associate or full professor, and 4 must be non-tenure track faculty other than extension educators with equivalent rank of associate or full professor. No member of the faculty who holds any administrative appointment (including that of department chair or head or equivalent) shall be eligible to serve as a member of the ARR Panel during the term of such administrative appointment. Panel members may succeed themselves.

3.3 Membership of Special Committees. ~~and of the Special Resource Group.~~

3.3.1 The Chair of the ARRC is charged with selecting the members of any Special Committees that are convened. The members of these committees are chosen from the Academic Rights and Responsibilities (ARR) Panel. To the extent possible, assignment to Special Committees shall be based on a fair distribution of ARR Panel members by college, discipline, ethnicity, gender, and experience, taking account of recent service on past Special Committees. The Chair of the ARRC will determine which ARR Panel members are in their final year of service and communicate that information to the Faculty Senate Coordinator so that the Faculty Senate Committee on Committees can arrange an election for the succeeding year that will return an ARR Panel sufficiently diverse to ensure that Special Committees will be broadly representative of the faculty.

3.3.2 Special Committees convened as Special AFT-A or Special AFT-B Committees shall be composed only of tenured or tenure-leading faculty members.

3.3.3 If an extension educator is a party to a case being considered by a Special Grievance Committee or a Special Professional Conduct Committee, the Special Committee should include an extension educator from the ARR Panel, if possible. If one of the parties to a case before a Special Grievance Committee or a Special Professional Conduct Committee is a non-tenure-track faculty member other than an extension educator, the Special Committee should include a non-tenure-track faculty member other than an extension educator, if possible.

3.3.4 If a member of a Special Committee has to withdraw from the Committee because of illness, time-constraints, or other good cause, the Chair of the ARRC will identify an appropriate replacement among ARR Panel members who are not serving on another Special Committee at the time of the withdrawal.

~~**3.3.5** Allegations of illegal discrimination and harassment should be submitted to the office of Institutional Equity and Compliance (IEC). Charges of illegal discrimination and harassment are governed by the UNL “Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment” administered by the IEC. If a party to a case of illegal discrimination and harassment feels that the IEC has misinterpreted the relevant statutes or reached an inappropriate conclusion, that party may file a grievance with the ARRC as described in section 4 of these procedures.~~

~~Early in the fall semester of each academic year the ARRC shall designate six members of the ARRC Panel for each of four Special Committees, a reserve group to serve on special committees if needed and~~

~~for a Special Resource Group. At least one member of the Special Resource Group shall be an Extension Educator. To the extent possible, assignment to Special Committees and to the Special Resource Group shall be based on a fair distribution of ARRC Panel members by college, discipline, ethnicity, gender, and experience with cases involving academic freedom and tenure, grievance, or professional conduct. As soon as possible thereafter, the Chair of the ARRC shall determine which members of the ARRC Panel have terms that will expire at the end of the current year. The Chair of the ARRC shall then assess the distributional needs for constructing Special Committees and the Special Resource Group for the succeeding year as set forth in this Section 3.3.1, provide that information to the Chair of the Committee on Committees, and work with the Committee on Committees on behalf of the ARRC to ensure that the election for the succeeding year will return an ARRC Panel sufficiently diverse that Special Committees and the Special Resource Group will be broadly representative of the faculty.~~

~~3.3.2—Each Special Committee shall be assigned a number from 1 to 4. Cases shall be assigned to the Special Committees in numerical order. Only when the ARRC decides to convene a Special Committee as provided in Section 5 shall its membership be announced and its Chair and Vice Chair elected.~~

~~3.3.3—If a Special Committee to be convened as a Special AFT-A Committee or a Special AFT-B Committee includes an extension educator, that extension educator shall be ineligible to serve and shall be replaced on the Special Committee as provided in Section 3.3.5.~~

~~3.3.4—If a Special Committee to be convened as a Special Grievance Committee as a Special Professional Conduct-A Committee, to consider a case to which an extension educator is a party does not include an extension educator, the Chair of the ARRC shall by lot identify one member of the Special Committee to be replaced by an extension educator as provided in Section 3.3.5.~~

~~3.3.5—If any member of a Special Committee is ineligible or unable to serve, the Chair of the ARRC prior to the commencement of the Special Committee Hearing may appoint an eligible temporary substitute from the ARRC Panel. If no member of the ARRC Panel is available, the ARRC with the approval of the Executive Committee of the Faculty Senate may appoint an eligible temporary substitute from faculty members with experience as an elected member of ARRC or as a member of a Special Committee.~~

~~3.3.6—If a Special Committee to be convened as a Special PC-A Committee is to hear a discrimination complaint filed by other than a member of the Academic/Administrative or Other Academic Staff, the Special PC-A Committee shall be augmented by the addition of three members of the committee to which the complaint would have been referred had the complainant been formally charged under the UNL “Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment.” If the additional members are to be students or staff members, the Chair of the ARRC shall consult with the chair of the committee from which the augmenting members are to be drawn before making the selections. Students or staff added to a Special PC-A Committee may participate fully in the opinion of the students or staff added to the Special PC-A committee differs from that of the regular members of the Special PC-A Committee, their opinion and the rationale for that opinion shall be included in the report of the Special PC-A Committee.~~

~~3.4 Functions of the Special Resource Group. Members of the Special Resource Group may be appointed by the ARRC to perform the following functions:~~

~~3.4.1—to serve as Special Conciliators;~~

~~3.4.2—to serve as a resource when person seeking relief under these procedures need advice or help in focusing issues or drafting formal complaints;~~

~~3.4.3—to consult with the administration concerning possible summary suspensions under Section 7;~~

~~3.4.4 to serve as a temporary replacement for a member of a Special Committee as provided in Section 3.3.5.~~

3.4 Other Functions of ARR Panel Members. ARR Panel members may be appointed by the ARRC to perform the following functions:

3.4.1 to serve as Special Conciliators or ARRC observers; or

3.4.2 to serve as a resource when persons seeking relief under these procedures need advice or help in focusing issues or drafting formal complaints.;

~~3.4.3 to consult with the administration concerning possible summary suspensions under section 7.1.~~

3.5 Communications. The Chair of the ARRC receives communications for the ARRC and speaks for it. All communications with the ARRC shall be addressed or redirected to the Chair of the ARRC. Other members of the ARRC should discourage contacts outside the regular process, and should direct those who make them to the Chair of the ARRC.

3.6 Dissemination of Personnel Information. Service on the ARRC makes members privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw ~~2.9~~ 2.10 describes limitations on the collection and dissemination of personnel information. In addition, Federal Regulations Governing Misconduct in Science require great care to protect the interests of informants and the accused. Some information received by members of the ARRC may be protected by this Bylaw and these regulations. Violators of these requirements could be subject to sanctions for professional misconduct.

3.7 General Responsibilities of the Chair of the ARRC. The responsibilities of the Chair of the ARRC include:

3.7.1 convening and presiding over meetings of the ARRC;

3.7.2 serving as contact person and spokesperson for the ARRC;

3.7.3 employing informal methods of dispute resolution under Section 4.1;

3.7.4 reporting results of ARRC and Special Committee elections, and reporting ARRC and Special Committee vacancies requiring replacements under Section 3.1.3 or Section 3.3.~~5~~ 4, to the President of the Faculty Senate;

3.7.5 maintaining committee files and protecting confidential material;

3.7.6 reporting to the Committee on Committees which members of the ARRC Panel will be leaving the Panel, and working with the Committee on Committees on behalf of the ARRC to identify prospective nominees for the ARRC Panel who would satisfy the membership criteria set out in Section 3.3.1;

3.7.7 ensuring that Special Committees are properly instructed about hearing procedures at the beginning of a case;

3.7.8 appointing substitutes to serve on Special Committees when vacancies occur, as provided in Section ~~3.3.5~~ 3.3.4;

3.7.9 advising persons alleging misconduct in science to make the allegation to the Vice Chancellor for Research and Economic Development. ~~Select and appoint an ARRC Observer if a party to an inquiry into an incidence of scientific misconduct expresses a desire to have an ARRC Observer. The Chair of the ARRC also is a voting member of the Conflict of Interest in Research Committee (CIRC) in the Office of the Vice Chancellor for Research and Economic Development;-~~

3.7.10 ensuring that the ARRC conducts the follow up activities specified in Section 8;

3.7.11 ensuring that the Faculty Senate Office and Faculty Senate website have available complete and current copies of the ARRC Procedures and the Codes of Procedures for the various Special Committees; ~~and~~

3.7.12 keeping accurate records of expenditures for activities of the ARRC and arranging for reimbursements from the Chancellor's office; and-

3.7.13 insuring that the chairs or heads and deans of faculty serving on Special Committees are informed of ~~the~~ ~~their~~ faculty member's service.

3.8 Observer. The ARRC may appoint an Observer to observe the process of a Special Committee and to report concerns to the Chair of the ARRC. The Chair of the ARRC may also be asked to appoint an ARRC Observer for cases of scientific misconduct being investigated by the Office of Research and Economic Development. The role of Observer is open to anyone who:

3.8.1 is a member of the UNL Professional Staff (Regents Bylaw 3.1.1) and eligible for election to the UNL Faculty Senate (UNL Bylaw 3.1.4);

3.8.2 does not serve in the same department or equivalent unit with any party, witness, or Special Committee member;

3.8.3 has no other relationship with a member of the Special Committee that might create, or reasonably appear to create, a conflict of interest for that Special Committee member;

3.8.4 does not answer directly to a party or a witness;

3.8.5 has no direct voice in the salary or working conditions of a party or a witness;

3.8.6 does not have, and does not reasonably appear to have, a personal interest in the case or in its outcome;

3.8.7 has not provided counsel or assistance to either party relating to the complaint; and

3.8.8 has no other relationship with a party, organization, or a witness that might interfere with the investigative process or prevent the person from impartially carrying out the duties of Observer.

3.8.9 The Role of the ARRC Observer in AFT, Professional Misconduct, and Grievance Cases: The ARRC Observer is expected to attend the pre-hearing conference and the hearing conducted under the procedures described in the ARRC documents for AFT, Professional Misconduct, and Grievance cases. The ARRC Observer should introduce himself or herself at the time of the pre-hearing conference and the hearing and explain that the role of the ARRC Observer is to act as a neutral observer of the proceedings and to report any irregularities or concerns to the chair of the ARRC. The ARRC Observer is not expected to participate in the discussions at the pre-hearing conference and hearing except as they pertain to scheduling or other non-substantive issues. During the hearing, the ARRC Observer will sit in the audience behind the two parties. The Chair of the Special Committee will include the ARRC Observer in the distribution of material and communications (including email messages) relevant to the proceedings prior to the commencement of the Special Committee deliberations. The ARRC Observer will observe all confidentiality requirements as stipulated in the ARRC procedures.

3.8.10 The Role of the ARRC Observer in Inquiries Concerning Scientific Misconduct (ORED): An ARRC Observer shall be present throughout the Inquiry and/or Investigation process, unless declined in writing by the respondent. The ARRC Observer shall not have voting rights, shall keep all information from the process confidential, and shall not participate in any way in the process. As a prerequisite to serving in this role, the ARRC Observer shall sign a written confidentiality agreement to ensure non-disclosure. The Observer is responsible for reporting any concerns about the process to the Research Integrity Officer (RIO) during the Research Misconduct process. After the entire process is complete, the ARRC Observer shall report to the ARRC Chair regarding completion and general information about the process to handle the allegation.

3.9 Members of ARRC, Special Committees, ~~the Special Resource Group~~ and Other Participants Protected by Regents' Bylaw Section 6.8. Participation in the work of the ARRC, and the Special Committees shall be deemed part of the duties of faculty members and thus subject to the protections afforded by Section 6.8 of the Regents' Bylaws. ~~Special Committees, and the Special Resource Group shall~~

~~be deemed part of the duties of faculty members and thus subject to the protections afforded by Section 6.8 of the Regents Bylaws.~~

3.10 ARRC Attorney.

3.10.1 Because of potential conflicts of interest, the ARRC shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on a Report of a Special Committee.

3.10.2 The ARRC may select and hire an independent attorney, subject to the approval of the General Counsel of the University and the President of the Faculty Senate. Bills for the attorney's services shall be processed through the office of the General Counsel of the University.

4. PROCEDURES FOR INITIATING ACTIONS BY THE ARRC

Initial contacts with the Chair of the ARRC usually are informal and confidential. However, the Chair of the ARRC may be obligated to report certain information, including, but not limited to known or alleged incidents of illegal discrimination and known or alleged violations of Federal Misconduct in Science Regulations.

The ARRC shall oversee the process of and render judgment pertaining to the imposition of an ~~immediate suspension~~ administrative leave ~~of absence~~ by an administrative officer on ~~f~~ an academic ~~professional~~ staff member. In all other instances, ~~The~~ the ARRC itself shall not investigate the substance of complaints or conduct hearings. No formal action to initiate Special Committee proceedings shall be taken by the ARRC unless a Formal Written Complaint is filed by the person seeking relief and is approved by the ARRC under Section 4.6.

When initially approached by a complainant ~~person seeking relief~~ under these procedures, the Chair of the ARRC first shall determine whether the allegations potentially are governed by Federal Misconduct in Science Regulations,²³ and if so, shall refer the complainant ~~person seeking relief~~ to the Vice Chancellor for Research and Economic Development.

4.1 Informal Efforts to Resolve Disputes.

4.1.1 If the allegations are not governed by Federal Misconduct in Science Regulations, the Chair of the ARRC shall explain available options ~~for informal resolution of the problem. Because the formal dispute resolution procedures are time-consuming and burdensome, it is always better to find informal solutions rather than to follow the procedures for Formal Written Complaints. Informal efforts to resolve conflict may include, including~~ the following:

4.1.1.1 With the permission of the ~~person seeking relief~~ complainant and after notice to the person(s) with whom conciliation is sought, the Chair of the ARRC may attempt an informal conciliation;

4.1.1.2 With the permission of the ~~person seeking relief~~ complainant and after notice to the person(s) with whom conciliation is sought, the ARRC may appoint a member of the ~~Special Resource Group~~ **ARR Panel** to attempt an informal conciliation;

²³Initial allegations of misconduct potentially governed by Federal Misconduct in Science Regulations should be made to the Vice Chancellor for Research and Economic Development. If someone instead approaches the Chair of the ARRC with allegations potentially governed by Federal Misconduct in Science Regulations, the Chair of the ARRC shall consult with the Vice Chancellor for Research and Economic Development to determine whether Federal Misconduct in Science Regulations apply. If they do apply, the Chair of the ARRC shall refer the person making the allegations to the Vice Chancellor for Research and Economic Development. The Vice Chancellor for Research and Economic Development is then obligated

to conduct an inquiry in accordance with the “University of Nebraska-Lincoln Policy and Procedures for Responding to Allegations of Research Misconduct.” The university policies and procedures concerning research misconduct are available from the Office of the Vice Chancellor for Research and Economic Development and are posted on the Faculty Senate website.

4.1.1.3 With the permission of the ~~person seeking relief~~ complainant and the person against whom relief is sought, the ARRC may request that the Chancellor appoint a professional mediator (if the Chancellor approves the appointment of a paid mediator, the Chancellor shall designate funds for this service);

4.1.1.4 Where applicable, the ~~person seeking relief~~ complainant may pursue the informal and formal procedures set forth in the relevant UNL policies pertaining to unlawful discrimination, sexual harassment, or other prohibited behavior “~~UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment~~”;

4.1.1.5 Where applicable, the ~~person seeking relief~~ complainant may seek relief in another forum;

~~4.1.1.6 The person seeking relief complainant may consult a university ombudsperson if such a person is available;~~

4.1.1.7 The ~~person seeking relief~~ complainant may submit a Formal Written Complaint to the ARRC as provided in Section 4.2. When explaining this option to the ~~person seeking relief~~ complainant, the Chair of the ARRC shall direct the attention of the ~~person seeking relief~~ complainant to these ARRC Procedures and the Codes of Procedures of the various Special Committees, and shall offer to appoint ~~a member of the Special Resource Group to assist the person seeking relief in focusing the issues and in preparing the Formal Written Complaint~~ an adviser drawn from the ARR Panel to assist the ~~person seeking relief~~ complainant in focusing the issue and in preparing the Formal Written Complaint.

~~4.1.2 Any other action under these procedures shall be suspended pending the outcome of any conciliation or mediation efforts undertaken under 4.1.1.1, 4.1.1.2, or 4.1.1.3. However, the person seeking relief may pursue the informal and formal procedures set forth in “UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment” either before or concurrently with any action under these procedures.~~

4.2 Formal Written Complaints:

~~4.2.1 Mandatory Elements of Formal Written Complaints.~~ A Formal Written Complaint shall contain the following mandatory elements:

~~4.2.1.1 a clear and concise statement identifying each complainant and each complainant’s mailing address and telephone number;~~

~~4.2.1.2 a clear and concise statement identifying the person(s) against whom the complaint is made;~~

~~4.2.1.3 a clear and concise statement outlining the facts giving rise to the complaint;~~

~~4.2.1.4 a clear and concise statement identifying the relevant standards the complainant thinks should be used to evaluate the complaint;~~

~~4.2.1.5 a clear and concise statement identifying how the complainant thinks the relevant standards have been violated;~~

~~4.2.1.6 a clear and concise statement of the remedy, sanction, or other personal relief or institutional change the complainant seeks, and from whom;~~

~~4.2.1.7 a clear and concise statement of the type of Special Committee the complainant thinks to be appropriate; and~~

~~4.2.1.8 if the Formal Written Complaint is filed by the Vice Chancellor for Research and Economic Development alleging violation of Federal Misconduct in Science Regulations,~~

~~identification of the relevant Federal Regulations and the Federal procedures and deadlines the Vice Chancellor for Research and Economic Development thinks to be applicable.~~

~~**4.2.2 Jurisdiction of Special Committees to Hear Formal Written Complaints.** The ARRC Special Committees have jurisdiction to consider the following Formal Written Complaints:~~

~~**4.2.2.1** A Formal Written Complaint filed with the Chair of the ARRC by a members of the professional staff alleging that action taken, or threatened, violates the complainant's academic freedom or academic tenure (AFT-A);~~

~~**4.2.2.2** A Formal Written Complaint filed with the chair of the ARRC by the President or by the Board of Regents under Regents Bylaw 4.14.2 seeking to terminate the appointment of a faculty member (AFT-B);~~

4.1.2 Any other action under these procedures shall be suspended pending the outcome of any conciliation or mediation efforts undertaken under 4.1.1.1, 4.1.1.2, 4.1.1.3, or 4.1.1.6. However, the ~~person seeking relief~~complainant may pursue the informal and formal procedures set forth in the relevant UNL policies pertaining to unlawful discrimination, sexual harassment, or other prohibited behavior either before or concurrently with any action under these procedures.

4.2 Formal Written Complaints

4.2.1 Mandatory Elements of Formal Written Complaints. Formal Written Complaints must be written clearly and concisely. Poorly written complaints that are confusing or unclear may lead to a decision not to convene a special committee to hear the complaint. Formal Written Complaints shall contain the following Mandatory Elements:

~~**4.2.1.1** A~~ a clear and concise statement identifying each complainant and each complainant's mailing address and telephone number;

~~**4.2.1.2** A~~ a clear and concise statement identifying the person(s) against whom the complaint is made;

~~**4.2.1.3** A~~ a clear and concise statement outlining the facts giving rise to the complaint;

~~**4.2.1.4** A~~ a clear and concise statement identifying the relevant standards of the complainant thinks should be used to evaluate the complaint;

~~**4.2.1.5** A~~ a clear and concise statement identifying how the complainant thinks the relevant standards have been violated;

~~**4.2.1.6** A~~ a clear and concise statement of the remedy, sanction, or other personal relief or institutional change the complainant seeks, and from whom;

~~**4.2.1.7** A~~ a clear and concise statement of the type of Special Committee the complainant thinks to be appropriate; and

~~**4.2.1.8** If the Formal Written Complainant is filed by the Vice Chancellor for Research and Economic Development alleging violation of Federal Misconduct in Science Regulations, identification of the relevant Federal Regulations and the Federal procedures and deadlines the Vice Chancellor for Research and Economic Development thinks to be applicable.~~

4.2.2 Jurisdiction of Special Committees to Hear Formal Written Complaints. The ARRC Special Committees have jurisdiction to consider the following Formal Written Complaints:

~~**4.2.2.1** A Formal Written Complaint f~~iled with the Chair of the ARRC by a member of the professional staff under Regents' Bylaw 4.15.2(a) alleging that action taken, or threatened, violates the complainant's academic freedom or academic tenure (AFT-A);

~~**4.2.2.2** A Formal Written Complaint filed with the Chair of the ARRC by the President or by the Board of Regents under Regents' Bylaw 4.14.2 4.15.2(b) seeking to terminate the appointment of a faculty member or as authorized in Regents' Bylaws 4.13.4.2 4.7.4.1 imposing an~~

administrative leave of absence through the end of an academic specific-term or special appointment period (AFT-B);

4.2.2.3 A Formal Written Complaint filed with the Chair of the ARRC under Regents' Bylaw 4.16 charging a member of the professional staff with professional misconduct ~~or unlawful discrimination, including sexual and other prohibited harassment~~ (~~PC-A~~ PC);

4.2.2.4 A Formal Written Complaint filed with the Chair of the ARRC by a member of the professional staff charging that the complainant has been wrongly accused of professional misconduct (~~PC-A~~ PC);

4.2.2.5 Allegations of illegal discrimination and sexual misconduct should be submitted to the Office of Institutional Equity and Compliance (IEC). Charges of illegal discrimination and sexual misconduct are generally initially governed by the IEC. The IEC may forward an unlawful discrimination or sexual misconduct complaint against a professional staff member to the ARRC under Regents' Bylaws ~~s-Section~~ 4.16 (PC). If a faculty member who is party to a case of illegal discrimination and sexual misconduct feels that the IEC has misinterpreted the relevant statutes or reached an inappropriate conclusion, that faculty member may file a complaint with the ARRC under Regents' Bylaws ~~s-Section~~ 4.14 (Grievance).

~~**4.2.2.5** A Formal Written Complaint filed with the EAD IEC and forwarded by that office to the Chair of the ARRC charging a member of the professional staff with professional misconduct or unlawful discrimination, including sexual and other prohibited harassment (PC-A PC);~~

4.2.2.6 A Formal Written Complaint filed with the Chair of the ARRC against UNL as an institution seeking institutional action as a remedy to alleged discrimination (~~PC-A~~ PC);

4.2.2.7 A Formal Written Complaint against UNL as an institution which has been filed with the ~~EAC~~ IEC and forwarded by that office to the Chair of the ARRC, seeking institutional action as a remedy to alleged discrimination (~~PC-A~~ PC).

4.2.2.8 A Formal Written Complaint filed with the Chair of the ARRC under Regents' Bylaw 4.14 by a faculty member alleging any other grievance (Grievance).

4.3 Formal Written Complaints Stating a Claim or Claims within the Jurisdiction of More than One Special Committee. If the Formal Written Complaint states a claim or claims for which relief might be granted under more than one Code of Procedures, the following rules shall apply:

4.3.1 If the Formal Written Complaint was filed by the President or by the Board of Regents under Regents' Bylaw ~~4.14.2~~ 4.15.2 (b) seeking to terminate the appointment of a faculty member, the Formal Written Complaint shall be assigned to a Special AFT-B committee and the Code of Procedures for AFT-B shall be applicable;

4.3.2 If the Formal Written Complaint includes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure under Regents' Bylaw 4.15.2(a), the Formal Written Complaint shall be assigned to a Special AFT-A Committee and the Code of Procedures for AFT-A shall be applicable;

4.3.3 If the Formal Written Complaint includes a charge of professional misconduct against a member of the professional staff or a charge that a member of the professional staff has been wrongly accused of professional misconduct, but does not fall within Section 4.3.1 or ~~4.3.2, or 4.3.3~~, the Formal Written Complaint shall be assigned to a Special ~~PC-A~~ PC Committee and the Code of Procedures for Special ~~PC-A~~ PC Committees shall be applicable.

4.4 Discretion to Assign Two or More Complaints to a Single Special Committee. If two or more Formal Written Complaints before the ARRC at the same time involve common core issues that might efficiently and fairly be resolved in a single proceeding, the ARRC may, with the consent of all parties,

assign those Formal Written Complaints to a single Special Committee for resolution of the issues that are common to both and of those that are not.

4.5 Deadlines for ARRC Action on Formal Written Complaints.

4.5.1 If the Formal Written Complaint was filed by the President or by the Board of Regents under Regents Bylaw ~~4.14.2~~ 4.15.2 (b) seeking to terminate the appointment of a faculty member, the ARRC immediately shall convene a Special AFT-B Committee as provided in Section 5.

4.5.2 If the Formal Written Complaint includes allegations of unlawful or unprofessional discrimination, the ARRC immediately shall:

4.5.2.1 provide a copy of the Formal Written Complaint to the ~~EAD~~ IEC for preliminary investigation of the allegations of discrimination; and

4.5.2.2 without waiting for the results of the ~~EAD~~ IEC preliminary investigation, decide whether to convene a Special Committee as provided in Section 4.~~5.4.6~~. In deciding whether to convene a Special Committee, the ARRC shall not consider the results of any ~~EAD~~ IEC preliminary investigation; if the ARRC decides to convene a Special Committee, the results of any ~~EAD~~ IEC investigation may be considered by the Special Committee.⁴

4.5.3 Within 30 days after receipt of a Formal Written Complaint that does not fall within Sections 4.5.1 the ARRC shall either:

4.5.3.1 decide to convene a Special Committee as provided in Section 4.6 or decide not to convene a Special Committee as provided in Section 4.7, and notify each complainant in writing of its decision; or

4.5.3.2 determine that for good cause shown extenuating circumstances require a longer time for the decision requirement by Section ~~4.5.4.1~~ 4.5.3, and notify each complainant in writing of its determination, of the reasons for the delay, and of the new deadline for taking the actions required by Section ~~4.5.4.1~~ 4.5.3.

4.6 Decision to Convene a Special Committee under ARRC Bylaw Section 4.5.3. If the ARRC determines that the Formal Written Complaint that has been submitted to the ARRC for review:

4.6.1 satisfies the Mandatory Elements requirements of Section 4.2.1; and

4.6.2 states a claim within the jurisdiction of one or more Special Committees; and

4.6.3 states a claim which, if proven, could be sufficient to warrant a recommendation of relief or institutional change by an ARRC Special Committee; and

~~4.6.4~~ states a claim based in whole or in part on an alleged act or failure to act by a respondent that either

4.6.4.1 occurred within one year ~~from the event(s) forming the basis of the Formal Written Complaint or before the complainant's initial contact with the ARRC; or~~

4.6.4.2 could not with reasonable diligence have been discovered by a complainant ~~more than~~ within one ~~year from the event(s) forming the basis of the Formal Written Complaint; year before the complainant's initial contact with the ARRC;~~ the ARRC shall convene an appropriate Special Committee as provided in Section 5.

4.7 Decision Not to Convene a Special Committee under ARRC Bylaw Section 4.5.3 ~~4.~~ If the ARRC determines that the Formal Written Complaint ~~is unclear or confusing and~~

4.7.1 does not ~~satisfy~~ ~~include clear and concise statements of~~ the Mandatory Elements requirements of Section 4.2.1; or

4.7.2 does not state a claim within the jurisdiction of one or more Special Committees; or

4.7.3 does not state a claim which, if proven, could be sufficient to warrant a recommendation of relief or institutional change by an ARRC Special Committee; or

4.7.4 does not state a claim based in whole or in part on an alleged act or failure to act by a respondent that either

4.7.4.1 occurred within one year from the event(s) forming the basis of the formal written complaint, before the complainant's initial contact with the ARRC, or

4.7.4.2 could not with reasonable diligence have been discovered by a complainant more than within one year from the event(s) forming the basis of the formal written complaint: before the complainant's initial contact with the ARRC;

the ARRC shall not convene a Special Committee and shall notify each complainant in writing of its decision and of the reasons for its decision, including feedback concerning suggested changes if the complainant wishes to file an amended Formal Written Complaint.

~~4.8 Motions to Reconsider. A complainant dissatisfied with a decision of the ARRC not to convene a Special Committee may, within 5 days after receipt of the decision, in writing request the ARRC to reconsider.~~

4.8 Motions to Reconsider. A complainant dissatisfied with a decision of the ARRC not to convene a Special Committee may, within 5 days after receipt of the decision, request in writing that request the ARRC to reconsider. The request to reconsider should include justification for the request. The ARRC shall complete its reconsideration within 30 days and notify each complaint complainant in writing of its decision and the reasons for the decision.

~~4.9 Amended Formal Written Complaints. If the ARRC decides not to convene a Special Committee on the grounds that the Formal Written Complaint does not satisfy the Mandatory Elements requirements of Section 4.2.1, it may, if requested by a complainant, appoint a member of the Special Resource Group to assist the complainant in focusing the issues and in preparing an amended Formal Written Complaint.~~

4.9 Amended Formal Written Complaints. If the ARRC decides not to convene a Special Committee on the grounds that the Formal Written Complaint does not satisfy the Mandatory Elements requirements of Section 4.2.1, it may, if requested by a complainant, appoint a member of the ARR Panel to assist the complainant in focusing the issues and in preparing an amended Formal Written Complaint. Amended Formal Written Complaints must be submitted within 30 days of receipt of the notice that the original complaint does not satisfy the requirements in Section 4.2.1. They will be dealt with following the procedures set out in Section 4.5.3, 4.6, 4.7, and 4.8.

⁴~~See Section 3.3. of the UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment: Within 15 working days of the receipt of the complaint from either the complainant or the hearing committee, the EAD shall determine through a preliminary investigation whether it finds a basis for a complaint under this policy. The results of this investigation shall be presented to the complainant, the respondent, and the hearing committee. The hearing committee may consider the preliminary investigation report as evidence at the hearing.~~

4.10 Finality of ARRC Decisions nNot to Convene aA Special Committee. If no complainant files an amended Formal Written Complaint or requests reconsideration, or if the ARRC decides not to convene a Special Committee after considering an amended Formal Written Complaint or a request for reconsideration, the decision not to convene a Special Committee shall be final.

5. CONVENING SPECIAL COMMITTEES

5.1 Convening a Special Committee. When the ARRC decides to convene a Special Committee, the Chair of the ARRC shall:

5.1.1 ascertain whether the ~~predesignated~~ potential members of the Special Committee satisfy the membership requirements for a Special Committee of that type; ~~and if not, appoint substitutes as provided in Section 3.3.5;~~

5.1.2 ascertain ~~from the predesignated member of the Special Committee~~ whether ~~they~~ potential members of the Special Committee from the ARR Panel are available to serve and whether their participation would present a conflict of interest; ~~a predesignated member of the Special Committee cannot serve, appoint a substitute as provided in Section 3.3.5;~~

5.1.3 convene the Special Committee, provide the applicable Code of Procedures to the members of the Special Committee and to the ARRC Observer, if any, discuss the applicable Code of Procedures with the Special Committee, preside over the election of the Chair of the Special Committee, and, without further commentary or discussion, present the complaint to the Special Committee;

5.1.4 forward names as follows:

5.1.4.1 If the Special Committee is an AFT-B Committee, forward the name of the Chair of the AFT-B Special Committee to the President of the University of Nebraska, to the ~~C~~hancellor, and to the ~~Faculty~~ Senate President;

5.1.4.2 In all other instances, forward the names of the parties and their departments and the name of the Chair of the Special Committee to the Faculty Senate President and to the Chancellor, or if the Chancellor is a party, to the President of the University of Nebraska.

5.2 Agreement Reached Informally. If, after a matter is brought to the ARRC, it is resolved by mutual agreement among the parties, the complainant shall file a written notice that a resolution has been reached with the Chair of ARRC, and if a Special Committee has been convened, with the Chair of the Special Committee. Any party to a written agreement signed by each of the parties may file a copy of the written agreement with the Chair of the ARRC. The Chair of the ARRC shall deliver the written agreement to the Coordinator of the Faculty Senate for inclusion in the ARRC archives in the Faculty Senate Office under specified conditions of access.

5.3 Academic Advisors. Each party is entitled to, but not required to, have an ~~A~~cademic ~~A~~advisor. Each party shall submit a request for an ~~A~~cademic ~~A~~advisor, indicating who will serve in this capacity, to the Special Committee Chair. The purpose of an ~~A~~cademic ~~A~~advisor is to accompany and consult privately with the party at the Pre-Hearing Conference and the Investigative Hearing. The ~~A~~cademic ~~A~~advisor may also respond to questions from the Special Committee Chair, and may address procedural questions to the Special Committee Chair, but under ordinary circumstances may not otherwise participate in proceedings.

6. ADHERENCE TO PROCEDURES

6.1 If a party has good reason to believe that a Special Committee is out of compliance with applicable procedures, the matter should be brought to the attention of the Chair of the Special Committee. Procedural questions that the Chair of the Special Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special Committee may be referred by the Chair of the Special ~~C~~ommittee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special Committee.

The Chair of the ARRC shall inform the parties and the Special Committee of the ARRC decision and direct them to follow the decision.

- 6.2 If a party has good reason to believe that the ARRC is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the ARRC. If the Chair cannot resolve the question quickly and informally after consultation with all parties, it should be presented to the President of the Faculty Senate as the guarantor of the procedures.

7. ~~ROLE OF ARRC IN ADMINISTRATIVE LEAVES OF ABSENCE SUMMARY SUSPENSIONS IN ANTICIPATION OF DISMISSAL~~ AND SPEAKER CANCELLATIONS

- 7.1 Any suspension or administrative leave of absence of an ~~professional~~ academic staff member by an administrative officer not resulting from the outcome of a Special Committee hearing must be ~~informally~~ reviewed by the ARRC as specified under UNL Bylaws ~~section 3.15.2 (e)~~ 3.1.5.2 (c) in “Other Responsibilities of the ARRC.”. What constitutes an ~~immediate suspension~~ administrative leave and under what circumstances an ~~immediate suspension~~ administrative leave of absence may be applied are outlined in Regents’ Bylaws ~~Section 4.13.7~~ 4.7 (“Administrative Leave of Absence ~~Sanctions, Suspensions, and/or Termination of a Professional Staff Member: Definition~~”). The role of the ARRC is to oversee and assess the validity of an imposed ~~immediate suspension~~ administrative leave of absence on a ~~professional~~ academic staff member by an administrative officer. The procedures for the ARRC to follow for reviewing an ~~immediate suspension~~ administrative leave of absence are specified under Regents Bylaw ~~section 4.13.28~~ 4.7.2 (“Procedures for Imposing Leave ~~Procedures for Immediate Suspension of a Professional Staff Member~~”).

The ARRC must complete its review and make its recommendation about the leave within 10 business days after being notified of an ~~the immediate suspension~~ administrative leave of absence. ~~Following this review~~ The ARRC Chair shall inform the administrative officer and the ~~professional~~ academic staff member of the committee’s recommendations and ~~notifies~~ shall notify the ~~professional~~ academic staff member of their right to due process. – The ARRC must render a recommendation as to whether the leave is warranted given the circumstances, and whether any of the terms or conditions of the leave should be modified given the circumstances. The administrative officer shall fully inform the ARRC of everything that is known about the need for the leave. The ARRC is prohibited from disseminating this sensitive information in accordance with Section 3.6 ~~of ARRC Procedures~~ and UNL Bylaw 2.10 ~~of UNL Bylaws~~.

Any suspension or ~~suspension~~ administrative leave of absence through the end of a contract or one that is indefinite is a termination and will be treated as such by the administration filing an AFT-B complaint with the ARRC. ~~as defined in Regents Bylaws section 4.7.1 (“Suspension”)~~. Therefore, the administrative officer must inform the ARRC if the ~~professional~~ academic staff member’s contract will ~~expire prior to the 90-calendar day~~ could expire during the potential duration of the leave. Regents’ Bylaw ~~Section 4.13.4~~ 4.7.4 ~~of Regent Bylaws~~ (“Reinstatement”) allows for the initial leave to last for 90 days as well as an additional 90-day extension of the leave. A leave may not extend beyond 180 days unless the administration files an AFT-B or PC complaint against the person put on leave. If the person’s contract will end during any part of this extended timeframe, then the administration is required to file an AFT-B complaint seeking termination for cause of the person placed on leave as specified in Regents’ Bylaws ~~Section 4.13.4.2~~ 4.7.4.1 (“Expiration of Appointment While on Leave”). If the individual would like to waive their right to a termination hearing, then they may do so in writing to the Chancellor and the Chair of the ARRC. ~~immediate suspension limit or prior to the expected completion of a Special Committee hearing. In this instance, the ARRC should also rule as to whether a suspension through end of contract is appropriate or whether formal termination proceedings are warranted.~~

~~Suspension in anticipation of dismissal is appropriate only pending an AFT hearing. When a question arises concerning dismissal, faculty members shall not be suspended from duties assigned by their University appointment during the time needed to resolve the question, unless there is clear threat of physical harm or serious disruption of University programs by the person to be suspended. Before suspending the faculty member the Chancellor (or the Vice Chancellor designated by the Chancellor) shall contact the Chair of the ARRC to arrange a meeting with three members of the Special Resource Group ARR Panel selected by the Chair of the ARRC. This meeting shall occur prior to suspension, if possible, but in any case within 48 hours to the suspension. The purpose of this procedure is three fold: first, to ensure that less stringent action has been considered; second, to protect against claims of arbitrary or capricious action; and third, to ensure that the faculty member is informed of the right to due process. If possible, the Chancellor (or the designated Vice Chancellor) shall reassign the faculty member to other appropriate duties should suspension occur. Pursuant to Regents Bylaw 4.14.2(I i), the suspended faculty member's salary will continue during any period of suspension and an assignment to other duties shall not diminish the faculty member's salary.~~

7.2 Canceling the presentation of a properly invited speaker is appropriate only if there is a clear threat of physical harm or a serious disruption of University programs if the presentation goes forward. Before such a cancellation, the Chancellor (or the Vice Chancellor designated by the Chancellor) shall contact the Chair of the ARRC to arrange a meeting with the ARRC to discuss the proposed cancellation. This meeting shall occur prior to the cancellation unless rare and compelling circumstances make that impossible; in the latter case, the meeting shall be held within 48 hours of the cancellation. The purpose of this meeting is to insure that less stringent alternatives for action have been considered and that when cancellation is imperative, alternative modes of presenting the material have been explored, and to protect against claims that the action was based on considerations inimical to academic freedom.

8. FOLLOW UP BY THE ARRC

8.1 Chancellor's (or President's) Response to Special Committee Recommendations. In response to recommendations made by a Special Committee, the Chancellor (or, if the Chancellor is a party or a witness, the President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

- 8.1.1 the recommendations that have been accepted and the action taken;
- 8.1.2 the recommendations that have been rejected in part or completely; and
- 8.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

The Chancellor (or President) shall decide upon Special Committee recommendations on the basis of the evidence submitted to the Special Committee and the report of the Special Committee. Unless clearly erroneous, the findings of fact made by the Special Committee shall be accepted. The Chancellor (or President) shall give the Special Committee's findings and conclusions due consideration, and shall take into account the fact that the Special Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Special Committee.

Copies of the Chancellor's (or President's) written response shall be sent to the parties concerned, the Special Committee, and to the Faculty Senate President. If the response rejects or changes the recommendations made by the Special Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response, and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive Committee may deem appropriate. ~~Members of the Senate Executive Committee will observe the confidentiality requirements described in Section 3.6, and 3.8.9, and 3.8.10 -of the procedures.~~

8.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of all Special Committees have been implemented, and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

8.3 ARRC Meeting with the Special Committee. After the Final Report has been filed, the ARRC shall meet with the Special Committee and any others considered appropriate by the Chair of the ARRC to thank the Special Committee for its work, to collect all copies of documents, and to hear from the Special Committee any suggestions about how the work of the ARRC and its Special Committees might be improved.

**CODE OF PROCEDURES FOR
SPECIAL ACADEMIC FREEDOM & TENURE - A (AFT-A) COMMITTEES
University of Nebraska-Lincoln**

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**CODE OF PROCEDURES FOR
SPECIAL ACADEMIC FREEDOM & TENURE - A (AFT-A) COMMITTEES
University of Nebraska-Lincoln**

1 INTRODUCTION

1.1 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise these rights and respect their exercise by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination. University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

1.3 Authority and Jurisdiction of Special AFT-A Committees.

1.3.1 Regents Bylaw 4.15.2(a) ~~4.4~~ authorizes a Faculty Academic Freedom and Tenure Committee to ~~consider~~ complaints by any faculty member alleging any procedural or substantive grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure. The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special AFT-A Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Faculty Senate, available from the Faculty Senate Office and on the Faculty Senate website.

1.3.2 The Code entitled "Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct" ("ARRC Procedures") indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

1.3.3 This “Code of Procedures for Special AFT-A Committees” indicates how a complaint is to be handled after the ARRC has transmitted it to a Special AFT-A Committee.

1.3.4 The ARRC Procedures and the Code of Procedures for Special AFT-A Committees in their current form are available from the Faculty Senate Office and on the Faculty Senate website. Any faculty member contemplating filing a complaint with the ARRC should first consult both documents. For information and advice concerning these procedures, contact the Chair of the ARRC.

2 DEFINITIONS

As used in this Code of Procedures for Special AFT-A Committees, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Faculty Member shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

2.4 In Writing and Written, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.5 Parties shall mean the complainant(s) and the respondent(s).

2.6 President shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.7 Section, unless otherwise noted, refers to a section of this Code of Procedures for Special AFT-A Committees.

3 GENERAL RULES GOVERNING SPECIAL AFT-A COMMITTEES

3.1 Quorum. Each Special AFT-A Committee has six tenured members. If a member of the Special AFT-A Committee withdraws or is barred prior to commencement of the Hearing, the Chair of the Special AFT-A Committee shall notify the Chair of the ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.4 of the ARRC Procedures. In an emergency, and with the consent of the parties, a hearing may be conducted with one member absent, but a member absent from the hearing may not participate in subsequent

deliberations. In no case may the Special AFT-A Committee proceed with the Hearing with fewer than five members present.

3.2 Voting. The Special AFT-A Committee may take action only on concurrence of four members. The Chair may vote.

3.3 Expiration of Term. A member of the Special AFT-A Committee whose term on the ARR Panel expires during a case shall continue to serve until the case is concluded.

3.4 Conflict of Interest. Conflict of Interest occurs when a member of the Special AFT-A Committee

3.4.1 is in the same department or equivalent unit as a party or witness; or

3.4.2 answers directly to a party or witness; or

3.4.3 has a direct voice in the salary or working conditions of a party or witness; or

3.4.4 has, or reasonably appears to have, a personal interest in the case or its outcome; or

3.4.5 has provided counsel or assistance to a party relating to the grievance; or

3.4.6 has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or

3.4.7 has any other relationship with a party that might prevent impartiality.

When a member of the Special AFT-A Committee discovers that the member has a conflict of interest, the member shall voluntarily withdraw from participation. When a member of the Special AFT-A Committee is alleged to have a conflict of interest and the member does not voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that person from further participation.

3.5 Communications.

3.5.1 The Chair of the Special AFT-A Committee receives communications for the Committee and speaks for it. Both complainant and respondent shall address communications concerning the case only to the Chair of the Special AFT-A Committee. Special AFT-A Committee members should discourage contacts outside the regular process, and should direct those who make them to the Chair of the Special AFT-A Committee.

3.5.2 The Chair of the Special AFT-A Committee shall keep all parties informed of any substantive communications and contacts, including those that arise outside the normal process.

3.5.3 If the Chair of the Special AFT-A Committee has difficulty communicating with a party or other necessary participant, the Chair of the Special AFT-A Committee may consult with the Chair of the ARRC about ways to resolve the communication problem.

3.6 Dissemination of Personnel Information. Participation in Special AFT-A Committee proceedings makes participants privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw 2.10 describes limitations on the collection and dissemination of personnel information. Some information obtained as part of an AFT-A proceeding may be protected against broader dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3.7 Open Hearings. AFT-A Hearings, but not Pre-Hearing Conferences or other AFT-A proceedings, ordinarily are open to the public. However, the Special AFT-A Committee may order a Hearing closed if

3.7.1 prior to the Pre-Hearing Conference, a party in writing requests that the Hearing be closed;

3.7.2 all parties consent; and

3.7.3 the Special AFT-A Committee determines that there is good cause why the Hearing should be closed.

If the Hearing is closed, only those persons identified in Section 6.1 may be present.

3.8 Academic Advisors. Each party may choose an Academic Advisor who may accompany and advise the party at the Pre-Hearing Conference and the Hearing. A party's academic advisor may consult privately with that party. At the Pre-Hearing Conference and the Hearing, academic advisors may respond to questions from the Chair and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing. The role of Academic Advisor is open to any person who:

3.8.1 is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus faculty status at UNL;

3.8.2 is not in the same department or equivalent unit as a witness (other than the party being advised) before or a member of the Special AFT-A Committee;

3.8.3 has no other relationship with a member of the Special AFT-A Committee that might create, or reasonably might seem to create, a conflict of interest for that Special AFT-A Committee member;

3.8.4 has no direct voice in the salary or working conditions of a party or witness; and

3.8.5 has no other relationship with a party, an organization, or a witness that might interfere with the investigative process.

3.9 Counsel and Advice for the Special AFT-A Committee.

3.9.1 Because of potential conflicts of interest, the Special AFT-A Committee shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on the Report of the Special AFT-A Committee.

3.9.2 The Special AFT-A Committee may receive advice from the ARRC attorney selected pursuant to section 3.10.2 of the ARRC Procedures.

3.9.3 Nothing in this Section 3.9 shall prevent full participation by a member of the Special AFT-A Committee who is also an attorney.

3.10 Termination of Pending AFT-A Proceedings.

3.10.1 If at any time all complainants in writing ask the Chair of the Special AFT-A Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify the Chair of the Special AFT-A Committee that they have reached a settlement of the case, the Special AFT-A Committee shall terminate the proceedings and shall not deliver the Final Report described in Section 8. However, in such circumstances the Special AFT-A Committee may, on its own initiative, make written recommendations authorized by Sections 8.2.2 and 8.2.3

3.10.1.1 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the grievance; and

3.10.1.2 concerning ways to correct any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the grievance.

Termination of the proceedings under this section shall not preclude the Special AFT-A Committee, or members of the Special AFT-A Committee, from making the “Communications Regarding Matters Outside the Scope of the Formal Written Complaint” authorized by Section 10.

Resignation from the University by any party shall not necessarily prevent the Special AFT-A Committee from completing its deliberations and delivering the Final Report described in Section 8.

3.11 Timely Completion. Unless the ARRC, for good cause shown, authorizes a longer period of time, the Special AFT-A Committee shall complete its investigation and deliver its report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.

3.12 Adherence to Procedures.

If a party has good reason to believe that the Special AFT-A Committee is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the Special AFT-A Committee. Procedural questions that the Chair of the Special AFT-A Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special AFT-A Committee may be referred by the Chair of the Special AFT-A Committee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special AFT-A Committee. The Chair of the ARRC shall inform the parties and the Special AFT-A Committee of the ARRC decision and direct them to follow the decision.

3.12.1 If a party has good reason to believe that the ARRC is out of compliance with these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC Procedures.

4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-A COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED ACADEMIC ADVISORS

4.1 General Responsibilities of the Chair of the Special AFT-A Committee. The responsibilities of the Chair of the Special AFT-A Committee include:

4.1.1 convening and presiding over meetings of the Special AFT-A Committee;

4.1.2 receiving communications for the Special AFT-A Committee and speaking for it;

4.1.3 ensuring that all substantive communications are made available to all parties;

4.1.4 maintaining a complete case file, including a record of all substantive communications, documents, verbatim transcripts of hearings, committee actions, and committee reports;

4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the current ARRC Procedures, and the current Code of Procedures for Special AFT-A Committees to each member of the Special AFT-A Committee, and to the ARRC Observer, if any;

4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Hearing, taking into account such factors as the time needed, the space needs of the Special Committee and parties and witnesses, the need for a separate accommodation for witnesses while waiting to testify, and access to other facilities that may be needed;

4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible while respecting the rights and needs of all participants;

4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special AFT-A Committee to permit timely appointment of a substitute as provided in Section 3.3.4 of the ARRC Procedures;

4.1.9 reminding participants of limitations on the dissemination of personnel information set forth in Section 3.6;

4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes arise;

4.1.11 keeping accurate records of expenditures for activities of the Special Committee and arranging for reimbursements from the Chancellor's office; and

4.1.12 arranging for the court reporter and verbatim transcript required by Section 6.5.

4.2 Written Notice to the Parties. Within 7 days after the Special AFT-A Committee has been convened, the Chair of the Special AFT-A Committee shall send to each party

the following:

- 4.2.1** a copy of the Formal Written Complaint;
- 4.2.2** a copy of the current Procedures of the Academic Rights and Responsibilities Committee;
- 4.2.3** a copy of the current Code of Procedures for AFT-A Committees;
- 4.2.4** a list of the members of the Special AFT-A Committee;
- 4.2.5** the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice to the parties that they are entitled to request that an ARRC Observer be appointed; and
- 4.2.6** notice of the deadlines established in Section 4.3 and 4.4.

4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for Filing. Within 20 calendar days from the date of receipt of the Formal Written Complaint from the Chair of the Special AFT-A Committee, each respondent shall file a Formal Written Response with the Chair of the Special AFT-A Committee. In addition, if a Formal Written Complaint was filed by an attorney for a complainant, each respondent shall within 20 calendar days from date of receipt of the complaint mail a copy of the Formal Written Response to said attorney by regular United States mail with sufficient postage attached, properly addressed to said attorney.

4.3.1 Mandatory Elements. Each Formal Written Response shall contain a clear and concise statement indicating which, if any, of the facts alleged in the Formal Written Complaint the respondent wishes to contest and a clear and concise statement indicating any ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

4.3.2 Optional Elements. In addition, the Formal Written Response may include the following:

- 4.3.2.1** a clear and concise statement indicating which, if any, of the standards identified in the Formal Written Complaint the respondent wishes to contest;
- 4.3.2.2** a clear and concise statement of the standards, if any, the respondent believes to be appropriate for evaluating the complaint;
- 4.3.2.3** a clear and concise statement indicating which, if any, of the violations alleged in the Formal Written Complaint the respondent wishes to contest;
- 4.3.2.4** a clear and concise statement indicating which, if any, of the proposed remedies, sanctions, or other personal relief or prospective institutional change the respondent believes would be inappropriate.

The Chair of the Special AFT-A Committee may extend these deadlines for good cause shown.

4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special AFT-A Committee,

4.4.1 any party wishing to be advised by an academic advisor shall file a written request with the Chair of the Special AFT-A Committee identifying the proposed academic advisor;

4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a written request with the Chair of the Special AFT-A Committee;

4.4.3 any party wishing to allege that a member of the Special AFT-A Committee has a conflict of interest shall file a written statement with the Chair of the Special AFT-A Committee setting forth the basis for the challenge.

The Chair of the Special AFT-A Committee may extend these deadlines for good cause shown.

4.5 Procedure If No Respondent Files a Timely Formal Written Response. If no respondent files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the parties and shall schedule a meeting of the Special AFT-A Committee to prepare the Final Report required by Section 8.

4.6 Procedure If a Respondent Files a Timely Formal Written Response. If any respondent files a timely Formal Written Response, the Chair of the Special AFT-A Committee shall

4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if any party's proposed academic advisor is not eligible, invite that party to propose an eligible academic advisor;

4.6.2 forward to each complainant and to each respondent a copy of each Formal Written Response and the names of proposed academic advisors; and

4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.

4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by delivering the challenge to the Chair of the Special AFT-A Committee within 7 days after receipt of the name of the proposed academic advisor. If a challenged proposed academic advisor does not voluntarily withdraw, the Chair of the Special AFT-A Committee shall determine whether the proposed academic advisor is eligible. If the proposed academic advisor is not eligible, the party may propose another academic advisor. If the new proposed academic advisor appears to be eligible, the Chair of the Special AFT-A Committee shall notify parties of the new proposed academic advisor and afford parties an opportunity to challenge the new proposed academic advisor.

4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by delivering the challenge to the Chair of the Special AFT-A Committee within 7 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special AFT-A Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the ARRC may in writing propose another ARRC Observer to the Chair of the Special Committee. The Chair of the Special Committee shall in writing notify parties of the new proposed ARRC Observer and afford parties an opportunity to challenge the new proposed ARRC Observer.

5 PRE-HEARING CONFERENCE

5.1 Purpose. As soon as possible after giving notice of a Formal Written Response contesting any allegations of the Formal Written Complaint and resolving any issues involving conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the Special AFT-A Committee shall arrange a Pre-Hearing Conference with all parties in attendance

5.1.1 to clarify the issues involved;

5.1.2 to identify uncontroverted facts;

5.1.3 to explore the possibility of a voluntary settlement of the case;

5.1.4 to explain procedures applicable to the Hearing;

5.1.5 to explain deadlines for identifying witnesses to be called and documents to be offered in accordance with Section 5.3; and

5.1.6 to establish procedures for setting the date, time, and place of the Hearing.

After the Pre-Hearing Conference, the Chair of the Special Committee will provide in writing to all parties and members of the Special Committee a list of the uncontroverted facts established in the Pre-Hearing Conference as well as a list of issues to be resolved during the Investigative Hearing by the Special Committee.

5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:

5.2.1 the Chair of the Special AFT-A Committee;

5.2.2 the parties;

5.2.3 each party's attorney, if any;

5.2.4 each party's academic advisor, if any;

5.2.5 the ARRC attorney, if requested by the Chair of the Special AFT-A Committee; and

5.2.6 the ARRC Observer, if any.

5.3 Notice of Hearing and Deadlines for Identification of Witnesses and Documents. As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the Special AFT-A Committee shall in writing give notice of the deadlines for identification of witnesses and documents and of the

date, time, and place of the Hearing to

- 5.3.1** each party;
- 5.3.2** each member of the Special AFT-A Committee;
- 5.3.3** each party's attorney, if any;
- 5.3.4** each academic advisor, if any;
- 5.3.5** the ARRC Observer, if any;
- 5.3.6** the Chair of the ARRC.

5.4 Identification of Witnesses and Documents. At least 10 calendar days before the Hearing each complainant shall give written notice to all other parties and to the Chair of the Special AFT-A Committee of the witnesses to be called and of documents to be offered in evidence at the Hearing. At least 5 calendar days before the Hearing, each respondent shall give written notice to all other parties and to the Chair of the Special AFT-A Committee of the witnesses to be called and of documents to be offered in evidence at the Hearing. No witnesses or documents not so listed shall be heard or received at the Hearing, except in cases of surprise, or for the purpose of rebutting oral testimony, or for other justifiable cause found to exist by the Special AFT-A Committee.

6 HEARING

6.1 Persons Who May Attend a Closed Hearing. AFT-A Hearings, but not the Pre-Hearing Conference or other AFT-A proceedings, ordinarily are open to the public. However, if the Special AFT-A Committee orders a Hearing closed under Section 3.7, only the following persons may attend the Hearing:

- 6.1.1** members of the Special AFT-A Committee;
- 6.1.2** the parties;
- 6.1.3** each party's attorney, if any;
- 6.1.4** each party's academic advisor, if any;
- 6.1.5** the ARRC attorney, if requested by the Chair of the Special AFT-A Committee;
- 6.1.6** the ARRC Observer, if any; and
- 6.1.7** the court reporter; and witnesses, but no witness shall be present except when that witness is testifying and responding to questions.

6.2 Order of Hearing. The usual sequence of a Hearing is as follows:

- 6.2.1** introductions of all present (this will be repeated for each witness);
- 6.2.2** introduction of the case by the Chair of the Special AFT-A Committee;
- 6.2.3** complainant(s)' presentation of the Formal Written Complaint and evidence in support of the Formal Written Complaint, including all documentation and all witnesses;
- 6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support of the Formal Written Response, including all documentation and all witnesses;
- 6.2.5** presentation of documentation and testimony of witnesses requested by the Special AFT-A Committee;

- 6.2.6** rebuttal in support of the Formal Written Complaint;
- 6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by Respondent(s);
- 6.2.8** statement by the Chair of the Special AFT-A Committee thanking participants and explaining post-Hearing procedures.

This order may be varied if the Chair of the Special AFT-A Committee determines that a clearer way of exploring the issues can be achieved, and if the Special AFT-A Committee and the parties agree.

6.3 Evidence and Witnesses.

6.3.1 Testimony shall be taken under oath. Each party shall have the right to cross-examine witnesses who testify and shall have the right to submit rebuttal testimony. Witnesses may testify and evidence may be received not only concerning relevant facts but also concerning relevant standards.

6.3.2 Members of the UNL community shall cooperate with the Special AFT-A Committee in providing testimony or documents; however, a person shall not be required to give testimony or to produce documents in regard to any confidential communication for which the law provides a privilege. Refusal by anyone to provide documents or to testify in regard to any communication for which the law does not provide a privilege obstructs the process and shall be taken into consideration by the Special AFT-A Committee in its deliberations and in its preparation of the Final Report.

6.3.3 In the event any party to the proceedings desires the issuance of a subpoena, such subpoena shall be issued at the direction of the Corporation Secretary, and may be served in the manner provided for subpoenas in the Nebraska Court Rules of Discovery.

6.3.4 Witnesses not able to attend the hearing may present testimony taken by deposition in the manner provided for depositions in the Nebraska Courts.

~~6.3.4~~ ~~6.3.4~~ **6.3.5** The Special AFT-A Committee may admit and give probative effect to evidence which possesses probative value commonly accepted by reasonably prudent persons in the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence; provided, that any party may file with the Committee at least 3 days before the hearing a written request that the rules of evidence followed by the District Courts in the State of Nebraska shall be applicable. If such a written request is filed, the Chair of the Special AFT-A Committee shall notify the parties that the proceedings shall comply with the principles of law with respect to proceedings in the District Courts in Nebraska, and all counsel and parties shall be bound by such rules and standards of ethics and codes of trial conduct as are applied

in the District Courts.

~~6.3.5~~ ~~6.3.5~~ **6.3.6** The Chair of the Special AFT-A Committee may in appropriate circumstances temporarily adjourn the Hearing.

6.4 Format of Presentations and Questions. To preserve orderly and civil proceedings, the Hearing shall be conducted by the Chair of the Special AFT-A Committee as follows:

6.4.1 No person shall speak without prior recognition by the Chair of the Special AFT-A Committee.

6.4.2 Each party and each witness may be questioned by members of the Special AFT-A Committee after the end of the presentation of that party or witness.

6.4.3 When the Special AFT-A Committee has finished questioning a party or witness, each party may question that party or witness; alternatively, the parties may submit questions to the Chair of the Special AFT-A Committee which the Chair of the Special AFT-A Committee may ask on their behalf.

6.4.4 The Chair of the Special AFT-A Committee may bar questions under Section 6.3.5. A party adversely affected by a decision to bar a question may appeal the decision of the Chair to the full Special AFT-A Committee

6.4.5 A party's academic advisor may consult privately with that party, may respond to questions from the Chair, and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing.

6.5 Record of Hearing

The Chair of the Special AFT-A Committee shall arrange for a court reporter to be present at the Hearing to produce a verbatim record of the Hearing. Bills for the court reporter's services shall be processed through the office of the General Counsel of the University. The verbatim record shall be made available to the parties and to the Special AFT-A Committee prior to the deliberations and decision of the Special AFT-A Committee required by Section 7. The verbatim record also shall be made available for inspection by the public as set forth in Section 8.3.

7 DELIBERATIONS AND DECISION

7.1 All deliberations shall be conducted in executive session with no one present except members of the Special AFT-A Committee, and the ARRC attorney, if invited.

7.2 The complainant bears the burden of proving relevant facts by a preponderance

of the relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken into consideration by the Special AFT-A Committee in its deliberations and preparation of the Final Report.

7.4 The standards against which the charges are to be judged include applicable state and federal law; University bylaws, rules and regulations; established policies of the relevant administrative unit; appropriate professional and discipline based standards; applicable contracts; and academic principles and tradition. In the event of conflict between different University bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

8 THE FINAL REPORT

When the Special AFT-A Committee has completed its deliberations it shall prepare a Final Report setting forth the Special AFT-A Committee's disposition of each grievance alleged in the Formal Written Complaint. Communications regarding matters outside the scope of the Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final Report shall be limited to the following mandatory and optional elements.

8.1 Mandatory Elements of the Final Report. The Final Report shall contain, with respect to each grievance alleged in the Formal Written Complaint:

8.1.1 specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based;

8.1.2 identification of the standards against which the grievance is being judged; and

8.1.3 the Special AFT-A Committee's conclusions concerning whether applicable standards have been violated.

Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of the Special AFT-A Committee shall send to each party a copy of a provisional draft of the specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft to submit written comments to the Chair of the Special AFT-A Committee suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon such comments shall be made to the provisional draft without first providing other parties an opportunity to respond to the comments. If the Special AFT-A Committee decides not to make changes suggested in a written comment, that written comment and the Special AFT-A Committee's reasons for that decision shall be appended to the Final Report.

8.2 Optional Elements of the Final Report. In addition, the Final Report may contain one or more of the following:

8.2.1 Recommendations. The Final Report may include recommendations:

8.2.1.1 concerning ways to redress any complaint the Special AFT-A Committee has determined to be justified;

8.2.1.2 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the complaint;

8.2.1.3 concerning correction of any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the complaint.

8.2.2 Concurring or Dissenting Opinions. The Final Report may include concurring or dissenting opinions, or both, concerning any mandatory or optional element of the report.

8.3 Delivery and Archiving of Verbatim Record, Case File, and Final Report.

8.3.1 The Chair of the Special AFT-A Committee shall

8.3.1.1 deliver a copy of the Final Report, a copy of the verbatim record of the Hearing, and a copy of all exhibits to the Board of Regents;

8.3.1.2 deliver a copy of the Final Report to each party, to the Chancellor, to the President, to the Chair of the ARRC, and to the President of the Faculty Senate; and

8.3.1.3 deliver a copy of the Final Report and of the case file required by Section 4.1.4 to the Coordinator of the Faculty Senate.

8.3.2 The Coordinator of the Faculty Senate shall

8.3.2.1 obtain from the Corporate Secretary of the Board of Regents a copy of any committee report considered by the Board of Regents and a copy of the official record of the Board of Regents action;

8.3.2.2 deposit any committee report considered by the Board of Regents, the official record of the Board of Regents action, a second copy of the Final Report, and the case file in the Faculty Senate Office under specified conditions of access; and

8.3.2.3 deposit any committee report considered by the Board of Regents, the official record of the Board of Regents action, a second copy of the Final Report, and the case file in the University Archives under specified conditions of access.

9 FOLLOW UP TO THE REPORT

9.1 Chancellor's (or President's) Response to Recommendations. In response to recommendations made by the Special AFT-A Committee, the Chancellor (or, if the Chancellor is a party or witness, the President) shall within 30 days provide a written

response to the Chair of the ARRC indicating:

9.1.1 the recommendations that have been accepted and the action taken;

9.1.2 the recommendations that have been rejected in part or completely; and

9.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

The Chancellor (or President) shall decide upon Special AFT-A Committee recommendations on the basis of the evidence submitted to the Special AFT-A Committee and the report of the Special AFT-A Committee. Unless clearly erroneous, the findings of fact made by the Special AFT-A Committee shall be accepted. The Chancellor (or President) shall give the Special AFT-A Committee's findings and conclusions due consideration, and shall take into account the fact that the Special AFT-A Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Special AFT-A Committee. Copies of the Chancellor's (or President's) written response shall be sent to the parties, the Special Committee, to the President of the Faculty Senate, and to the Coordinator of the Faculty Senate for inclusion in the case files in the ARRC archives and in the University Archives.

If the final action taken ~~response-rejects~~ or changes the recommendations made by the Special AFT-A Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive Committee may deem appropriate.

9.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of the Special AFT-A Committee have been implemented, and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

9.3 ARRC Meeting with the Special AFT-A Committee. After the Final Report has been filed, the ARRC shall meet with the Special AFT-A Committee and any others considered appropriate by the Chair of the ARRC to thank the Special AFT-A Committee for its work, to collect all copies of documents, and to hear from the Special AFT-A Committee any suggestions about how the work of the ARRC and its special committees might be improved.

10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT

10.1 In the course of an investigation, one or more members of the Special AFT-A Committee may conclude that the Special AFT-A Committee has heard allegations or

otherwise discovered information which, though outside the scope of the Formal Written Complaint and thus not subject to full investigation and evaluation by the Special AFT-A Committee, nonetheless suggests that actions or decisions have been taken or may be taken in violation of law, University policy, or academic principle.

10.2 Such concerns shall not be addressed in the Final Report of the Special AFT-A Committee required by Section 8.0. However, the Special AFT-A Committee acting through its chair, or any member or members of the Special AFT-A Committee, may communicate those concerns in writing to the appropriate administrator for investigation and for whatever corrective action may be appropriate. In shaping the contents of and determining the recipients for such communications, those preparing the communications shall consult with the Chair of the ARRC.

10.3 A copy of any such communication to an administrator shall at the same time be sent to

10.3.1 the Chancellor; and

10.3.2 the Chair of the ARRC; and

10.3.3 any individual on whose actions, decisions, or practices the communication reflects; and

10.3.4 if the communication reflects on the actions, decisions, or practices of a committee or unit, the individual who heads that committee or unit;

10.3.5 if the communication reflects on the actions, decisions, or practices of the Chancellor, the President; and

10.3.6 if the communication includes concerns about alleged unlawful discrimination, including sexual or other prohibited harassment, the UNL Office of Institutional Equity, ~~Access and Diversity Programs and Compliance~~ or its successor if the office is renamed.

10.4 Such communications shall be deemed to be a part of the responsibility of Special AFT-A Committee members and, as such, to be subject to the same protections afforded all Special AFT-A Committee activities by Section 6.8 of the Regents Bylaws.

**CODE OF PROCEDURES FOR
SPECIAL ACADEMIC FREEDOM & TENURE - B (AFT-B) COMMITTEES
University of Nebraska-Lincoln**

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**CODE OF PROCEDURES FOR
SPECIAL ACADEMIC FREEDOM & TENURE - B (AFT-B) COMMITTEES
University of Nebraska-Lincoln**

1 INTRODUCTION

1.1 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise these rights and respect their exercise by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination. University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

1.3 Authority and Jurisdiction of Special AFT-B Committees.

1.3.1 Regents Bylaw 4.15.2(b) 4—authorizes a Faculty Academic Freedom and Tenure Committee to consider complaints filed by the President or by the Board of Regents against any member of the faculty seeking to terminate his or her Continuous Appointment, Appointment for a Specific Term prior to the termination date stated in the appointment, or Special Appointment prior to its termination date. **The imposition of an administrative leave of absence through the end of an academic specific-term or special appointment period is a termination for cause and also requires a hearing by the Faculty Academic and Freedom Tenure committee as described in Regent Bylaws Section 4.13.4.2 4.7.4.1.** The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special AFT-B Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Faculty Senate, available from the Faculty Senate Office and on the Faculty Senate website.

1.3.2 The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct”(“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

This “Code of Procedures for Special AFT-B Committees” indicates how a complaint filed by the President or by the Board of Regents against any member of the faculty seeking to terminate his or her Continuous Appointment, Appointment for a Specific Term prior to the termination date stated in the appointment, or Special Appointment prior to its termination date, is to be handled after the ARRC has transmitted it to a Special AFT-B Committee.

1.3.3 The ARRC Procedures and the Code of Procedures for Special AFT-B Committees in their current form are available from the Faculty Senate Office and on the Faculty Senate website. For information and advice concerning these procedures, contact the Chair of the ARRC.

2 DEFINITIONS

As used in this Code of Procedures for Special AFT-B Committees, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Faculty Member shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

2.4 In Writing and Written, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.5 Parties shall mean the complainant(s) and the respondent(s).

2.6 President shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.7 Section, unless otherwise noted, refers to a section of this Code of Procedures for Special AFT-B Committees.

3 GENERAL RULES GOVERNING SPECIAL AFT-B COMMITTEES

3.1—Quorum. Each Special AFT-B Committee has six tenured members. If a member of the Special AFT-B Committee withdraws or is barred prior to commencement of the Hearing, the Chair of the Special AFT-B Committee shall notify the Chair of the ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.4 of the ARRC Procedures. In an emergency, and

| with the consent of the parties, a hearing may be conducted with one member absent, but

a member absent from the hearing may not participate in subsequent deliberations. In no case may the Special AFT-B Committee proceed with the Hearing with fewer than five members present.

3.23.1 Voting. The Special AFT-B Committee may take action only on concurrence of four members. The Chair may vote.

3.33.2 Expiration of Term. A member of the Special AFT-B Committee whose term on the ARR Panel expires during a case shall continue to serve until the case is concluded.

3.43.3 Conflict of Interest. Conflict of Interest occurs when a member of the Special AFT-B Committee

~~3.4.1~~**3.3.1** is in the same department or equivalent unit as a party or witness; or

~~3.4.2~~**3.3.2** answers directly to a party or witness; or

~~3.4.3~~**3.3.3** has a direct voice in the salary or working conditions of a party or witness; or

~~3.4.4~~**3.3.4** has, or reasonably appears to have, a personal interest in the case or its outcome; or

~~3.4.5~~**3.3.5** has provided counsel or assistance to a party relating to allegations contained in the complaint; or

~~3.4.6~~**3.3.6** has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or

~~3.4.7~~**3.3.7** has any other relationship with a party that might prevent impartiality.

When a member of the Special AFT-B Committee discovers that the member has a conflict of interest, the member shall voluntarily withdraw from participation. When a member of the Special AFT-B Committee is alleged to have a conflict of interest and the member does not voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that person from further participation.

3.53.4 Communications.

~~3.5.1~~**3.4.1** The Chair of the Special AFT-B Committee receives communications for the Committee and speaks for it. Both complainant and respondent shall address communications concerning the case only to the Chair of the Special AFT-B Committee. Special AFT-B Committee members should discourage contacts outside the regular process, and should direct those who make them to the Chair of the Special AFT-B Committee.

~~3.5.2~~**3.4.2** The Chair of the Special AFT-B Committee shall keep all parties informed of any substantive communications and contacts, including those that arise outside the normal process.

~~3.5.3~~**3.4.3** If the Chair of the Special AFT-B Committee has difficulty communicating with a party or other necessary participant, the Chair of the

Special AFT-B

Committee may consult with the Chair of the ARRC about ways to resolve the communication problem.

3.63.5 Dissemination of Personnel Information. Participation in Special AFT-B Committee proceedings makes participants privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw ~~2.9~~ 2.10 describes limitations on the collection and dissemination of personnel information. Some information obtained as part of an AFT-B proceeding may be protected against broader dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3.73.6 Closed Hearings. AFT-B Hearings ordinarily are closed to the public. However, if the respondent prior to the conclusion of the Pre-Hearing Conference requests that the AFT-B Hearing be open to the public, the AFT-B Hearing shall be open to the public. If the Hearing is closed, only those persons identified in Section 6.1 may be present.

3.83.7 Academic Advisors. Each party may choose an Academic Advisor who may accompany and advise the party at the Pre-Hearing Conference and the Hearing. ~~A party's academic advisor may consult privately with that party. At the Pre-Hearing Conference and the Hearing, academic advisors may respond to questions from the Chair and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing.~~ The role of Academic Advisor is open to any person who:

~~3.8.1~~3.7.1 is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus faculty status at UNL;

~~3.8.2~~3.7.2 is not in the same department or equivalent unit as a witness (other than the party being advised) before or a member of the Special AFT-B Committee;

~~3.8.3~~3.7.3 has no other relationship with a member of the Special AFT-B Committee that might create, or reasonably might seem to create, a conflict of interest for that Special AFT-B Committee member;

~~3.8.4~~3.7.4 has no direct voice in the salary or working conditions of a party or witness; and

~~3.8.5~~3.7.5 has no other relationship with a party, an organization, or a witness that might interfere with the investigative process.

3.93.8 Counsel and Advice for the Special AFT-B Committee.

~~3.9.1~~3.8.1 Because of potential conflicts of interest, the Special AFT-B Committee shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on the Report of the Special AFT-B Committee.

~~3.9.2~~3.8.2 The Special AFT-B Committee may receive advice from the ARRC attorney selected pursuant to section 3.10.2 of the ARRC Procedures.

~~3.9.3~~**3.8.3** Nothing in this Section 3.9 shall prevent full participation by a member of the Special AFT-B Committee who is also an attorney.

~~3.9.4~~**3.8.4**

~~3.10~~**3.9** Termination of Pending AFT-B Proceedings.

~~3.10.1~~**3.9.1** If at any time all complainants in writing ask the Chair of the Special AFT-B Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify the Chair of the Special AFT-B Committee that they have reached a settlement of the case, the Special AFT-B Committee shall terminate the proceedings and shall not deliver the Final Report described in Section 8. However, in such circumstances the Special AFT-B Committee may, on its own initiative, make written recommendations authorized by Sections 8.2.2 and 8.2.3

~~3.10.1.1~~**3.9.1.1** concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the complaint; and

~~3.10.1.2~~**3.9.1.2** concerning ways to correct any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the complaint.

Termination of the proceedings under this section shall not preclude the Special AFT-B Committee, or members of the Special AFT-B Committee, from making the “Communications Regarding Matters Outside the Scope of the Formal Written Complaint” authorized by Section 10.

~~3.10.2~~**3.9.2** Resignation from the University by any party shall not necessarily prevent the Special AFT-B Committee from completing its deliberations and delivering the Final Report described in Section 8.

~~3.11~~**3.10** **Timely Completion.** Unless the ARRC, for good cause shown, authorizes a longer period of time, the Special AFT-B Committee shall complete its investigation and deliver its report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.

~~3.12~~**3.11** Adherence to Procedures.

~~3.12.1~~**3.11.1** If a party has good reason to believe that the Special AFT-B Committee is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the Special AFT-B Committee. Procedural questions that the Chair of the Special AFT-B Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special AFT-B Committee may be referred by the Chair of the Special AFT-B Committee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special AFT-B Committee.

The Chair of the ARRC shall inform the parties and the Special AFT-B Committee of the ARRC decision and direct them to follow the decision.

~~3.12.23.11.2~~ If a party has good reason to believe that the ARRC is out of compliance with these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC Procedures.

4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL AFT-B COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED ACADEMIC ADVISORS

4.1 General Responsibilities of the Chair of the Special AFT-B Committee. The responsibilities of the Chair of the Special AFT-B Committee include:

4.1.1 convening and presiding over meetings of the Special AFT-B Committee;

4.1.2 receiving communications for the Special AFT-B Committee and speaking for it;

4.1.3 ensuring that all substantive communications regarding the complaint are made available to all parties;

4.1.4 maintaining a complete case file, including a record of all substantive communications, documents, verbatim transcripts of hearings, committee actions, and committee reports related to the complaint;

4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the current ARRC Procedures, and the current Code of Procedures for Special AFT-B Committees to each member of the Special AFT-B Committee, and to the ARRC Observer, if any;

4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Hearing, taking into account such factors as the time needed, the space needs of the Special Committee and parties and witnesses, the need for a separate accommodation for witnesses while waiting to testify, and access to other facilities that may be needed;

4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible while respecting the rights and needs of all participants;

4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special AFT-B Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of the ARRC Procedures;

4.1.9 reminding participants of limitations on the dissemination of personnel information set forth in Section 3.6;

4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes arise;

4.1.11 keeping accurate records of expenditures for activities of the Special Committee and arranging for reimbursements from the Chancellor's office; and

4.1.12 arranging for the court reporter and verbatim transcript required by Section 6.5.

4.2 Written Notice to the Parties. Within 7 days after the Special AFT-B Committee has been convened, the Chair of the Special AFT-B Committee shall send to each party the following:

4.2.1 a copy of the Formal Written Complaint;

4.2.2 a copy of the current Procedures of the Academic Rights and Responsibilities Committee;

4.2.3 a copy of the current Code of Procedures for AFT-B Committees;

4.2.4 a list of the members of the Special AFT-B Committee;

4.2.5 the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice to the parties that they are entitled to request that an ARRC Observer be appointed; and

4.2.6 notice of the deadlines established in Section 4.3 and 4.4.

4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for Filing. Within 20 calendar days from the date of receipt of the Formal Written Complaint from the Chair of the Special AFT-B Committee, each respondent shall file a Formal Written Response with the Chair of the Special AFT-B Committee. In addition, if a Formal Written Complaint was filed by an attorney for a complainant, each respondent shall within 20 calendar days from date of receipt of the complaint mail a copy of the Formal Written Response to said attorney by regular United States mail with sufficient postage attached, properly addressed to said attorney.

4.3.1 Mandatory Elements. Each Formal Written Response shall contain a clear and concise statement indicating which, if any, of the facts alleged in the Formal Written Complaint the respondent wishes to contest and a clear and concise statement indicating any ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

4.3.2 Optional Elements. In addition, the Formal Written Response may include the following:

4.3.2.1 a clear and concise statement indicating which, if any, of the standards identified in the Formal Written Complaint the respondent wishes to contest;

4.3.2.2 a clear and concise statement of the standards, if any, the respondent believes to be appropriate for evaluating the complaint;

4.3.2.3 a clear and concise statement indicating which, if any, of the violations alleged in the Formal Written Complaint the respondent wishes to contest;

4.3.2.4 a clear and concise statement indicating reasons, if any, why termination would be inappropriate.

The Chair of the Special AFT-B Committee may extend these deadlines for good cause shown.

4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special AFT-B Committee,

4.4.1 any party wishing to be advised by an academic advisor shall file a written request with the Chair of the Special AFT-B Committee identifying the proposed academic advisor;

4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a written request with the Chair of the Special AFT-B Committee;

4.4.3 any party wishing to allege that a member of the Special AFT-B Committee has a conflict of interest shall file a written statement with the Chair of the Special AFT-B Committee setting forth the basis for the challenge.

The Chair of the Special AFT-B Committee may extend these deadlines for good cause shown.

4.5 Procedure If No Respondent Files a Timely Formal Written Response. If no respondent files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the parties and shall schedule a meeting of the Special AFT-B Committee to prepare the Final Report required by Section 8.

4.6 Procedure If a Respondent Files a Timely Formal Written Response. If any respondent files a timely Formal Written Response, the Chair of the Special AFT-B Committee shall

4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if any party=s proposed academic advisor is not eligible, invite that party to propose an eligible academic advisor;

4.6.2 forward to each complainant and to each respondent a copy of each Formal Written Response and the names of proposed academic advisors; and

4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.

4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by delivering the challenge to the Chair of the Special AFT-B Committee within 7 days after receipt of the name of the proposed academic advisor. If a challenged proposed academic advisor does not voluntarily withdraw, the Chair of the Special AFT-B Committee shall determine whether the proposed academic advisor is eligible. If the proposed academic advisor is not eligible, the party may

propose another academic advisor. If the new proposed academic advisor appears to be eligible, the Chair of the Special AFT-B Committee shall notify parties of the new proposed academic advisor and afford parties an opportunity to challenge the new proposed academic advisor.

4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by delivering the challenge to the Chair of the Special AFT-B Committee within 7 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special AFT-B Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the ARRC may in writing propose another ARRC Observer to the Chair of the Special Committee. The Chair of the Special Committee shall in writing notify parties of the new proposed ARRC Observer and afford parties an opportunity to challenge the new proposed ARRC Observer.

5 PRE-HEARING CONFERENCE

5.1 Purpose. As soon as possible after giving notice of a Formal Written Response contesting any allegations of the Formal Written Complaint and resolving any issues involving conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the Special AFT-B Committee shall arrange a Pre-Hearing Conference with all parties in attendance

5.1.1 to clarify the issues involved;

5.1.2 to identify uncontroverted facts;

5.1.3 to explore the possibility of a voluntary settlement of the case;

5.1.4 to explain procedures applicable to the Hearing;

5.1.5 to explain deadlines for identifying witnesses to be called and documents to be offered in accordance with Section 5.3; and

5.1.6 to establish procedures for setting the date, time, and place of the Hearing.

After the Pre-Hearing Conference, the Chair of the Special Committee will provide in writing to all parties and members of the Special Committee a list of the uncontroverted facts established in the Pre-Hearing Conference as well as a list of issues to be resolved during the Investigative Hearing by the Special Committee.

5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:

5.2.1 the Chair of the Special AFT-B Committee;

5.2.2 the parties;

5.2.3 each party's attorney, if any;

5.2.4 each party's academic advisor, if any;

5.2.5 the ARRC attorney, if requested by the Chair of the Special AFT-B Committee; and

5.2.6 the ARRC Observer, if any.

5.3 Notice of Hearing and Deadlines for Identification of Witnesses and Documents. As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the Special AFT-B Committee shall in writing give notice of the deadlines for identification of witnesses and documents and of the date, time, and place of the Hearing to

5.3.1 each party;

5.3.2 each member of the Special AFT-B Committee;

5.3.3 each party's attorney, if any;

5.3.4 each academic advisor, if any;

5.3.5 the ARRC Observer, if any;

5.3.6 the Chair of the ARRC.

5.4 Identification of Witnesses and Documents. At least 10 calendar days before the Hearing each complainant shall give written notice to all other parties and to the Chair of the Special AFT-B Committee of the witnesses to be called and of documents to be offered in evidence at the Hearing. At least 5 calendar days before the Hearing, each respondent shall give written notice to all other parties and to the Chair of the Special AFT-B Committee of the witnesses to be called and of documents to be offered in evidence at the Hearing. No witnesses or documents not so listed shall be heard or received at the Hearing, except in cases of surprise, or for the purpose of rebutting oral testimony, or for other justifiable cause found to exist by the Special AFT-B Committee.

6 HEARING

6.1 Persons Who May Attend a Closed Hearing. Only the following persons may attend a Closed Hearing:

6.1.1 members of the Special AFT-B Committee;

6.1.2 the parties;

6.1.3 each party's attorney, if any;

6.1.4 each party's academic advisor, if any;

6.1.5 the ARRC attorney, if requested by the Chair of the Special AFT-B Committee;

6.1.6 the ARRC Observer, if any; and

6.1.7 the court reporter; and

6.1.8 witnesses, but no witness shall be present except when that witness is testifying and responding to questions.

6.2 Order of Hearing. The usual sequence of a Hearing is as follows:

6.2.1 introductions of all present (this will be repeated for each witness);

6.2.2 introduction of the case by the Chair of the Special AFT-B Committee;

6.2.3 complainant(s)' presentation of the Formal Written Complaint and evidence in support of the Formal Written Complaint, including all documentation and all witnesses;

6.2.4 respondent(s)' presentation of the Formal Written Response and evidence in support of the Formal Written Response, including all documentation and all witnesses;

6.2.5 presentation of documentation and testimony of witnesses requested by the Special AFT-B Committee; rebuttal in support of the Formal Written Complaint;

6.2.6 closing statement(s) by Complainant(s), followed by closing statement(s) by Respondent(s);

6.2.7 statement by the Chair of the Special AFT-B Committee thanking participants and explaining post-Hearing procedures.

This order may be varied if the Chair of the Special AFT-B Committee determines that a clearer way of exploring the issues can be achieved, and if the Special AFT-B Committee and the parties agree.

6.3 Evidence and Witnesses.

6.3.1 Testimony shall be taken under oath. Each party shall have the right to cross-examine witnesses who testify and shall have the right to submit rebuttal testimony. Witnesses may testify and evidence may be received not only concerning relevant facts but also concerning relevant standards.

6.3.2 Members of the UNL community shall cooperate with the Special AFT-B Committee in providing testimony or documents; however, a person shall not be required to give testimony or to produce documents in regard to any confidential communication for which the law provides a privilege. Refusal by anyone to provide documents or to testify in regard to any communication for which the law does not provide a privilege obstructs the process and shall be taken into consideration by the Special AFT-B Committee in its deliberations and in its preparation of the Final Report.

6.3.3 In the event any party to the proceedings desires the issuance of a subpoena, such subpoena shall be issued at the direction of the Corporation Secretary, and may be served in the manner provided for subpoenas in the Nebraska Court Rules of Discovery.

6.3.4 Witnesses not able to attend the hearing may present testimony taken by deposition in the manner provided for depositions in the Nebraska Courts.

6.3.5 The Special AFT-B Committee may admit and give probative effect to evidence which possesses probative value commonly accepted by reasonably prudent persons in the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence; provided, that any party may file with the Committee at least 3 days before the hearing a written request that the rules of evidence followed by the District Courts in the State of Nebraska shall be applicable. If such a written request is filed, the Chair of the Special AFT-B Committee shall notify the parties that the proceedings shall comply with the principles of law with respect to proceedings in the District Courts in Nebraska, and

all counsel and parties shall be bound by such rules and standards of ethics and codes of trial conduct as are applied in the District Courts.

6.3.6 The Chair of the Special AFT-B Committee may in appropriate circumstances temporarily adjourn the Hearing.

6.3.7 In cases where the grounds for termination of an appointment are based in whole or in part on questions of professional competence, the report of the meeting of tenured faculty of the respondent's unit required by Regents Bylaw 4.14.(b)(2) shall be made a part of the record. Relevant testimony concerning professional competence from individual colleagues, students, and others also may be admitted.

6.4 Format of Presentations and Questions. To preserve orderly and civil proceedings, the Hearing shall be conducted by the Chair of the Special AFT-B Committee as follows:

6.4.1 No person shall speak without prior recognition by the Chair of the Special AFT-B Committee.

6.4.2 Each party and each witness may be questioned by members of the Special AFT-B Committee after the end of the presentation of that party or witness.

6.4.3 When the Special AFT-B Committee has finished questioning a party or witness, each party may question that party or witness; alternatively, the parties may submit questions to the Chair of the Special AFT-B Committee which the Chair of the Special AFT-B Committee may ask on their behalf.

6.4.4 The Chair of the Special AFT-B Committee may bar questions under Section 6.3.5. A party adversely affected by a decision to bar a question may appeal the decision of the Chair to the full Special AFT-B Committee

6.4.5 A party's academic advisor may consult privately with that party, may respond to questions from the Chair, and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing.

6.5 Record of Hearing

The Chair of the Special AFT-B Committee shall arrange for a court reporter to be present at the Hearing to produce a verbatim record of the Hearing. Bills for the court reporter's services shall be processed through the office of the General Counsel of the University. The verbatim record shall be made available to the parties and to the Special AFT-B Committee prior to the deliberations and decision of the Special AFT-B Committee

required by Section 7. The verbatim record also shall be made available for inspection by the public as set forth in Section 8.3.

7 DELIBERATIONS AND DECISION

7.1 All deliberations shall be conducted in executive session with no one present except members of the Special AFT-B Committee, and the ARRC attorney, if invited.

7.2 The complainant bears the burden of proving relevant facts by a preponderance of the relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken into consideration by the Special AFT-B Committee in its deliberations and preparation of the Final Report.

7.4 The standards against which the charges are to be judged include applicable state and federal law; University bylaws, rules and regulations; established policies of the relevant administrative unit; appropriate professional and discipline based standards; applicable contracts; and academic principles and tradition. In the event of conflict between different University bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

7.5 Pursuant to Regents Bylaw ~~4.15.2(j)-4(j)~~, the Special AFT-B Committee shall have the power to consider a request filed by any person, board or committee that alleges that a faculty member should be subject to sanctions less severe than appointment termination, and power to recommend in any case sanctions less severe than appointment termination where less severe sanctions seem appropriate.

8 THE FINAL REPORT

When the Special AFT-B Committee has completed its deliberations it shall prepare a Final Report setting forth the Special AFT-B Committee's disposition of each charge alleged in the Formal Written Complaint. Communications regarding matters outside the scope of the Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final Report shall be limited to the following mandatory and optional elements.

8.1 Mandatory Elements of the Final Report. The Final Report shall contain, with respect to each charge in the Formal Written Complaint:

8.1.1 specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based;

8.1.2 identification of the standards against which the charge is being judged;

8.1.3 the Special AFT-B Committee's conclusions concerning whether applicable standards have been violated; and

8.1.4 if the Special AFT-B Committee concludes that applicable standards have been violated, whether termination or some lesser sanction is warranted.

Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of the Special AFT-B Committee shall send to each party a copy of a provisional draft of the specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft to submit written comments to the Chair of the Special AFT-B Committee suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon such comments shall be made to the provisional draft without first providing other parties an opportunity to respond to the comments. If the Special AFT-B Committee decides not to make changes suggested in a written comment, that written comment and the Special AFT-B Committee's reasons for that decision shall be appended to the Final Report.

8.2 Optional Elements of the Final Report. In addition, the Final Report may contain one or more of the following:

8.2.1 Recommendations. The Final Report may include recommendations:

8.2.1.1 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the complaint;

8.2.1.2 concerning correction of any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the complaint.

8.2.2 Concurring or Dissenting Opinions. The Final Report may include concurring or dissenting opinions, or both, concerning any mandatory or optional element of the report.

8.3 Delivery and Archiving of Verbatim Record, Case File, and Final Report.

8.3.1 The Chair of the Special AFT-B Committee shall

8.3.1.1 deliver a copy of the Final Report, a copy of the verbatim record of the Hearing, and a copy of all exhibits to the Board of Regents;

8.3.1.2 deliver a copy of the Final Report to each party, to the Chancellor, to the President, to the Chair of the ARRC, and to the President of the Faculty Senate; and

8.3.1.3 deliver a copy of the Final Report and of the case file required by Section 4.1.4 to the Coordinator of the Faculty Senate.

8.3.2 The Coordinator of the Faculty Senate shall

8.3.2.1 obtain from the Corporate Secretary of the Board of Regents a copy of any committee report considered by the Board of Regents and a copy of the official record of the Board of Regents action;

8.3.2.2 deposit any committee report considered by the Board of Regents, the official record of the Board of Regents action, a second copy of the Final Report, and the case file in the Faculty Senate Office under specified conditions of access; and

8.3.2.3 deposit any committee report considered by the Board of Regents, the official record of the Board of Regents action, a second copy of the Final Report, and the case file in the University Archives under specified conditions of access.

9 FOLLOW UP TO THE REPORT

9.1 Chancellor's (or President's) Response to Recommendations. In response to recommendations made by the Special AFT-B Committee, the Chancellor (or, if the Chancellor is a party **or a witness**, the President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

9.1.1 the recommendations that have been accepted and the action taken;

9.1.2 the recommendations that have been rejected in part or completely; and

9.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

Copies shall be sent to the parties, to the President of the Faculty Senate, and to the Coordinator of the Faculty Senate for inclusion in the case files in the ARRC archives and in the University Archives. If the response rejects or changes the recommendations made by the Special AFT-B Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive Committee may deem appropriate.

9.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of the Special AFT-B Committee have been implemented, and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

9.3 ARRC Meeting with the Special AFT-B Committee. After the Final Report has been filed, the ARRC shall meet with the Special AFT-B Committee and any others considered appropriate by the Chair of the ARRC to thank the Special AFT-B Committee for its work, to collect all copies of documents, and to hear from the Special AFT-B Committee any suggestions about how the work of the ARRC and its special committees might be improved.

10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT

10.1 In the course of an investigation, one or more members of the Special AFT-B Committee may conclude that the Special AFT-B Committee has heard allegations or otherwise discovered information which, though outside the scope of the Formal Written Complaint and thus not subject to full investigation and evaluation by the Special AFT-B Committee, nonetheless suggests that actions or decisions have been taken or may be taken in violation of law, University policy, or academic principle.

10.2 Such concerns shall not be addressed in the Final Report of the Special AFT-B Committee required by Section 8.0. However, the Special AFT-B Committee acting through its chair, or any member or members of the Special AFT-B Committee, may communicate those concerns in writing to the appropriate administrator for investigation and for whatever corrective action may be appropriate. In shaping the contents of and determining the recipients for such communications, those preparing the communications shall consult with the Chair of the ARRC.

10.3 A copy of any such communication to an administrator shall at the same time be sent to

10.3.1 the Chancellor; and

10.3.2 the Chair of the ARRC; and

10.3.3 any individual on whose actions, decisions, or practices the communication reflects; and

10.3.4 if the communication reflects on the actions, decisions, or practices of a committee or unit, the individual who heads that committee or unit;

10.3.5 if the communication reflects on the actions, decisions, or practices of the Chancellor, the President; and

10.3.6 if the communication includes concerns about alleged unlawful discrimination, including sexual or other prohibited harassment, the UNL Office of Institutional Equity ~~Access and Diversity Programs and Compliance~~ or its successor if the office is renamed.

10.4 Such communications shall be deemed to be a part of the responsibility of Special AFT-B Committee members and, as such, to be subject to the same protections afforded all Special AFT-B Committee activities by Section 6.8 of the Regents Bylaws.

**CODE OF PROCEDURES FOR
SPECIAL GRIEVANCE COMMITTEES
University of Nebraska-Lincoln**

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**CODE OF PROCEDURES FOR
SPECIAL GRIEVANCE COMMITTEES
University of Nebraska-Lincoln**

1 INTRODUCTION

1.1 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise these rights and respect their exercise by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination. University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

1.3 Authority and Jurisdiction of Special Grievance Committees.

1.3.1 Regents Bylaws 4.8 and ~~4.14~~ ~~4.13~~ authorize a Faculty Grievance Committee to consider complaints by any faculty member alleging any grievance.

The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Grievance Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Faculty Senate, available from the Faculty Senate Office and on the Faculty Senate website.

1.3.2 The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct”(“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

1.3.3 This “Code of Procedures for Special Grievance Committees”indicates how a complaint is to be handled after the ARRC has transmitted it to a Special Grievance Committee.

1.3.4 The ARRC Procedures and the Code of Procedures for Special Grievance Committees in their current form are available from the Faculty Senate Office and on the Faculty Senate website. Any faculty member contemplating filing a complaint with the ARRC should first consult both documents. For information and advice concerning these procedures, contact the Chair of the ARRC.

2 DEFINITIONS

As used in this Code of Procedures for Special Grievance Committees, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Faculty Member shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

2.4 In Writing and Written, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.5 Parties shall mean the complainant(s) and the respondent(s).

2.6 President shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.7 Section, unless otherwise noted, refers to a section of this Code of Procedures for Grievances.

3 GENERAL RULES GOVERNING SPECIAL GRIEVANCE COMMITTEES

3.1 Quorum. Each Special Grievance Committee has six members. If a member of the Special Grievance Committee withdraws or is barred prior to commencement of the Investigative Hearing, the Chair of the Special Grievance Committee shall notify the Chair of the ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.4 of the ARRC Procedures. In an emergency, and with the consent of the parties, a hearing may be conducted with one member absent, but a member absent from the hearing may not participate in subsequent deliberations. In no case may the Special Grievance Committee proceed with the Investigative Hearing with fewer than five members present.

3.2 Voting. The Special Grievance Committee may take action only on concurrence of four members. The Chair may vote.

3.3 Expiration of Term. A member of the Special Grievance Committee whose term on the ARR Panel expires during a case shall continue to serve until the case is concluded.

3.4 Conflict of Interest. Conflict of Interest occurs when a member of the Special Grievance Committee

3.4.1 is in the same department or equivalent unit as a party or witness; or

3.4.2 answers directly to a party or witness; or

3.4.3 has a direct voice in the salary or working conditions of a party or witness; or

3.4.4 has, or reasonably appears to have, a personal interest in the case or its outcome; or

3.4.5 has provided counsel or assistance to a party relating to the grievance; or

3.4.6 has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or

3.4.7 has any other relationship with a party that might prevent impartiality.

When a member of the Special Grievance Committee discovers that the member has a conflict of interest, the member shall voluntarily withdraw from participation. When a member of the Special Grievance Committee is alleged to have a conflict of interest and the member does not voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that person from further participation.

3.5 Communications.

3.5.1 The Chair of the Special Grievance Committee receives communications for the Committee and speaks for it. Both complainant and respondent shall address communications concerning the case only to the Chair of the Special Grievance Committee. Special Grievance Committee members should discourage contacts outside the regular process, and should direct those who make them to the Chair of the Special Grievance Committee.

3.5.2 The Chair of the Special Grievance Committee shall keep all parties informed of any substantive communications and contacts, including those that arise outside the normal process.

3.5.3 If the Chair of the Special Grievance Committee has difficulty communicating with a party or other necessary participant, the Chair of the Special Grievance Committee may consult with the Chair of the ARRC about ways to resolve the communication problem.

3.6 Dissemination of Personnel Information. Participation in Special Grievance Committee proceedings makes participants privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw 2.10~~9~~ describes limitations on the collection and dissemination of personnel information. Some information obtained as part of a Grievance proceeding may be protected against broader dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3.7 Closed Hearings. Grievance proceedings, including the Pre-Hearing Conference and the Investigative Hearing, are considered to be investigative in nature. They are not open to the public, nor to witnesses except while they are presenting evidence and responding to questions.

3.8 Academic Advisors. Each party may choose an Academic Advisor who may accompany and advise the party at the Pre-Hearing Conference and the Investigative Hearing. ~~A party's academic advisor may consult privately with that party. At the Pre-Hearing Conference and the Hearing, academic advisors may respond to questions from the Chair and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing.~~ The role of Academic Advisor is open to any person who:

3.8.1 is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus faculty status at UNL;

3.8.2 is not in the same department or equivalent unit as a witness (other than the party being advised) before or a member of the Special Grievance Committee;

3.8.3 has no other relationship with a member of the Special Grievance Committee that might create, or reasonably might seem to create, a conflict of interest for that Special Grievance Committee member;

3.8.4 has no direct voice in the salary or working conditions of a party or witness; and

3.8.5 has no other relationship with a party, an organization, or a witness that might interfere with the investigative process.

3.9 Counsel and Advice for the Special Grievance Committee.

3.9.1 Because of potential conflicts of interest, the Special Grievance Committee shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on the Report of the Special Grievance Committee.

3.9.2 The Chair of the Special Grievance Committee may receive advice from the ARRC attorney selected pursuant to section 3.10.2 of the ARRC Procedures, but may not have an attorney present at the Investigative Hearing.

3.9.3 Nothing in this Section 3.9 shall prevent full participation by a member of the Special Grievance Committee who is also an attorney.

3.10 Termination of Pending Grievance Proceedings.

3.10.1 If at any time all complainants in writing ask the Chair of the Special Grievance Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify the Chair of the Special Grievance Committee that they have reached a settlement of the case, the Special Grievance Committee shall terminate the proceedings and shall not deliver the Final Report described in Section 8. However, in such circumstances the Special Grievance Committee may, on its own initiative, make written recommendations authorized by Sections 8.2.2 and 8.2.3

3.10.1.1 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the grievance; and

3.10.1.2 concerning ways to correct any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the grievance.

Termination of the proceedings under this section shall not preclude the Special Grievance Committee, or members of the Special Grievance Committee, from making the "Communications Regarding Matters Outside the Scope of the Formal Written Complaint" authorized by Section 10.

3.10.2 Resignation from the University by any party shall not necessarily prevent the Special Grievance Committee from completing its deliberations and delivering the Final Report described in Section 8.

3.11 Timely Completion. Unless the ARRC, for good cause shown, authorizes a longer period of time, the Special Grievance Committee shall complete its investigation and deliver its report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.

3.12 Adherence to Procedures.

3.12.1 If a party has good reason to believe that the Special Grievance Committee is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the Special Grievance Committee. Procedural questions that the Chair of the Special Grievance Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special Grievance Committee may be referred by the Chair of the Special Grievance Committee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special Grievance Committee. The Chair of the ARRC shall inform the parties and the Special Grievance Committee of the ARRC decision and direct them to follow the decision.

3.12.2 If a party has good reason to believe that the ARRC is out of compliance with these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC Procedures.

4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL GRIEVANCE COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED ACADEMIC ADVISORS

4.1 General Responsibilities of the Chair of the Special Grievance Committee.

The responsibilities of the Chair of the Special Grievance Committee include:

4.1.1 convening and presiding over meetings of the Special Grievance Committee;

4.1.2 receiving communications for the Special Grievance Committee and speaking for it;

4.1.3 ensuring that all substantive communications regarding the grievance are made available to all parties;

4.1.4 maintaining a complete case file, including a record of all substantive communications, documents, committee actions, and committee reports related to the grievance;

4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the current ARRC Procedures, and the current Code of Procedures for Special Grievance Committees to each member of the Special Grievance Committee, and to the ARRC Observer, if any;

4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Investigative Hearing, taking into account such factors as the time needed, the space needs of the Special Committee and parties and witnesses, the need for a separate accommodation for witnesses while waiting to testify, and access to other facilities that may be needed;

4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible while respecting the rights and needs of all participants;

4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special Grievance Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of the ARRC Procedures;

4.1.9 reminding participants of limitations on the dissemination of personnel information set forth in Section 3.6;

4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes arise; and

4.1.11 keeping accurate records of expenditures for activities of the Special Committee and arranging for reimbursements from the Chancellor's office.

4.2 Written Notice to the Parties. Within 7 days after the Special Grievance Committee has been convened, the Chair of the Special Grievance Committee shall send to each party the following:

4.2.1 a copy of the Formal Written Complaint;

- 4.2.2** a copy of the current Procedures of the Academic Rights and Responsibilities Committee;
- 4.2.3** a copy of the current Code of Procedures for Grievances;
- 4.2.4** a list of the members of the Special Grievance Committee;
- 4.2.5** the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice to the parties that they are entitled to request that an ARRC Observer be appointed; and
- 4.2.6** notice of the deadlines established in Section 4.3 and 4.4.

4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for Filing. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special Grievance Committee, each respondent shall file a Formal Written Response with the Chair of the Special Grievance Committee.

4.3.1 Mandatory Elements. Each Formal Written Response shall contain a clear and concise statement indicating which, if any, of the facts alleged in the Formal Written Complaint the respondent wishes to contest and a clear and concise statement indicating any ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

4.3.2 Optional Elements. In addition, the Formal Written Response may include the following:

- 4.3.2.1** a clear and concise statement indicating which, if any, of the standards identified in the Formal Written Complaint the respondent wishes to contest;
- 4.3.2.2** a clear and concise statement of the standards, if any, the respondent believes to be appropriate for evaluating the complaint;
- 4.3.2.3** a clear and concise statement indicating which, if any, of the violations alleged in the Formal Written Complaint the respondent wishes to contest;
- 4.3.2.4** a clear and concise statement indicating which, if any, of the proposed remedies, sanctions, or other personal relief or prospective institutional change the respondent believes would be inappropriate.

The Chair of the Special Grievance Committee may extend these deadlines for good cause shown.

4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special Grievance Committee,

4.4.1 any party wishing to be advised by an academic advisor shall file a written request with the Chair of the Special Grievance Committee identifying the proposed academic advisor;

4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a written request with the Chair of the Special Grievance Committee;

4.4.3 any party wishing to allege that a member of the Special Grievance Committee has a conflict of interest shall file a written statement with the Chair of the Special Grievance Committee setting forth the basis for the challenge.

The Chair of the Special Grievance Committee may extend these deadlines for good cause shown.

4.5 Procedure If No Respondent Files a Timely Formal Written Response. If no respondent files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the parties and shall schedule a meeting of the Special Grievance Committee to prepare the Final Report required by Section 8.

4.6 Procedure If a Respondent Files a Timely Formal Written Response. If any respondent files a timely Formal Written Response, the Chair of the Special Grievance Committee shall

4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if any party=s proposed academic advisor is not eligible, invite that party to propose an eligible academic advisor;

4.6.2 forward to each complainant and to each respondent a copy of each Formal Written Response and the names of proposed academic advisors; and

4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.

4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by delivering the challenge to the Chair of the Special Grievance Committee within 7 days after receipt of the name of the proposed academic advisor. If a challenged proposed academic advisor does not voluntarily withdraw, the Chair of the Special Grievance Committee shall determine whether the proposed academic advisor is eligible. If the proposed academic advisor is not eligible, the party may propose another academic advisor. If the new proposed academic advisor appears to be eligible, the Chair of the Special Grievance Committee shall notify parties of the new proposed academic advisor and afford parties an opportunity to challenge the new proposed academic advisor.

4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by delivering the challenge to the Chair of the Special Grievance Committee within 7 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special Grievance Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the ARRC may in writing propose another ARRC Observer to the Chair of the Special Committee. The Chair of the Special Committee shall in writing notify parties of the new proposed ARRC Observer and afford parties an opportunity to challenge the new proposed ARRC Observer.

5 PRE-HEARING CONFERENCE

5.1 Purpose. As soon as possible after giving notice of a Formal Written Response contesting any allegations of the Formal Written Complaint and resolving any issues involving conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the Special Grievance Committee shall arrange a Pre-Hearing Conference with all parties in attendance

5.1.1 to clarify the issues involved;

5.1.2 to identify uncontroverted facts;

5.1.3 to explore the possibility of a voluntary settlement of the case;

5.1.4 to explain procedures applicable to the Investigative Hearing; and

5.1.5 to establish procedures for setting the date, time, and place of the Investigative Hearing.

At the Pre-Hearing Conference each party shall provide every other party and the Chair of the Special Grievance Committee with a copy of any documentation to be introduced by the party at the Investigative Hearing and with a list of any witnesses to be called by the party at the Investigative Hearing. Also, the Chair of the Special Committee will provide in writing to all parties and members of the Special Committee a list of the uncontroverted facts established in the Pre-Hearing Conference as well as a list of issues to be resolved during the Investigative Hearing by the Special Committee.

5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:

5.2.1 the Chair of the Special Grievance Committee;

5.2.2 the parties;

5.2.3 each party's academic advisor, if any;

5.2.4 the ARRC attorney, if requested by the Chair of the Special Grievance Committee; and

5.2.5 the ARRC Observer, if any.

5.3 Meeting of the Special Grievance Committee after the Pre-Hearing Conference and Before the Investigative Hearing.

5.3.1 As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the Special Grievance Committee shall provide each member of the Special Grievance Committee with the following:

5.3.1.1 a copy of the Formal Written Complaint and a copy of each Formal Written Response;

5.3.1.2 a copy of each party's written list of witnesses to be called and documentation to be introduced at the Investigative Hearing;

5.3.1.3 a written summary of matters decided at the Pre-Hearing Conference.

5.3.2 After a reasonable time to permit members of the Special Grievance Committee to review of these materials, the Chair of the Special Grievance Committee shall convene a meeting of the Special Grievance Committee, with only members of the Special Grievance Committee present, to determine whether the Special Grievance Committee wishes to call any additional witnesses or request any additional documentation. If the Special Grievance Committee decides to call any additional witnesses or request any additional documentation, the Chair of the Special Grievance Committee shall notify the parties in writing and shall make arrangements for the additional witnesses and documentation to be presented at the Investigative Hearing.

5.4 Notice of Investigative Hearing. As soon as possible after the conclusion of the meeting of the Special Grievance Committee in accordance with Section 5.3, the Chair of the Special Grievance Committee shall in writing give notice of the date, time, and place of the Investigative Hearing to

5.4.1 each party;

5.4.2 each member of the Special Grievance Committee;

5.4.3 each academic advisor, if any;

5.4.4 the ARRC Observer, if any;

5.4.5 the Chair of the ARRC.

6 INVESTIGATIVE HEARING

6.1 Persons Who May Attend the Investigative Hearing:

6.1.1 members of the Special Grievance Committee;

6.1.2 the parties;

6.1.3 each party's academic advisor, if any;

6.1.4 the ARRC Observer, if any;

6.1.5 witnesses, but no witness shall be present except when that witness is testifying and responding to questions.

6.2 Order of Investigative Hearing. The usual sequence of an Investigative Hearing is as follows:

6.2.1 introductions of all present (this will be repeated for each witness);

6.2.2 introduction of the case by the Chair of the Special Grievance Committee;

- 6.2.3** complainant(s) presentation of the Formal Written Complaint and evidence in support of the Formal Written Complaint, including all documentation and all witnesses;
- 6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support of the Formal Written Response, including all documentation and all witnesses;
- 6.2.5** presentation of documentation and testimony of witnesses requested by the Special Grievance Committee;
- 6.2.6** rebuttal in support of the Formal Written Complaint;
- 6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by Respondent(s);
- 6.2.8** statement by the Chair of the Special Grievance Committee thanking participants and explaining post-Investigative-Hearing procedures.

This order may be varied if the Chair of the Special Grievance Committee determines that a clearer way of exploring the issues can be achieved, and if the Special Grievance Committee and the parties agree.

6.3 Evidence and Witnesses.

6.3.1 The Special Grievance Committee may direct the parties, faculty members, and other officers of the University to produce specific relevant documents (including personnel and student records) for introduction at the Investigative Hearing.

6.3.2 Members of the UNL community shall cooperate with the Special Grievance Committee in providing testimony or documents; however, a person shall not be required to give testimony or to produce documents in regard to any confidential communication for which the law provides a privilege. Refusal by anyone to provide documents or to testify in regard to any communication for which the law does not provide a privilege obstructs the process and shall be taken into consideration by the Special Grievance Committee in its deliberations and in its preparation of the Final Report.

6.3.3 Witnesses may testify and evidence may be received not only concerning relevant facts but also concerning relevant standards. The Chair of the Special Grievance Committee may bar the introduction of documents, evidence, questions, and testimony reasonably deemed irrelevant, immaterial, ~~not~~ incompetent, or unduly repetitious. The Chair of the Special Grievance Committee also may bar the introduction of documents, evidence, and testimony if introduction would unfairly surprise another party and if the documents, evidence, or testimony could, with reasonable diligence, have been discovered or produced before the Pre-Hearing Conference. A party adversely affected by a decision to

bar the introduction of evidence may appeal the decision of the Chair to the full Special Grievance Committee.

6.3.4 The Chair of the Special Grievance Committee may in appropriate circumstances temporarily adjourn the Investigative Hearing.

6.4 Format of Presentations and Questions. To preserve orderly and civil proceedings, the Investigative Hearing shall be conducted by the Chair of the Special Grievance Committee as follows:

6.4.1 No person shall speak without prior recognition by the Chair of the Special Grievance Committee.

6.4.2 Each party and each witness may be questioned by members of the Special Grievance Committee after the end of the presentation of that party or witness.

6.4.3 When the Special Grievance Committee has finished questioning a party or witness, each party may question that party or witness; alternatively, the parties may submit questions to the Chair of the Special Grievance Committee which the Chair of the Special Grievance Committee may ask on their behalf.

6.4.4 The Chair of the Special Grievance Committee may bar questions under Section 6.3.3. A party adversely affected by a decision to bar a question may appeal the decision of the Chair to the full Special Grievance Committee

6.4.5 A party's academic advisor may consult privately with that party, may respond to questions from the Chair, and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Investigative Hearing.

7 DELIBERATIONS AND DECISION

7.1 All deliberations shall be conducted in executive session with no one present except members of the Special Grievance Committee, and the ARRC attorney, if invited.

7.2 The complainant bears the burden of proving relevant facts by a preponderance of the relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken into consideration by the Special Grievance Committee in its deliberations and preparation of the Final Report.

7.4 The standards against which the charges are to be judged include applicable state and federal law; University bylaws, rules and regulations; established policies of the relevant administrative unit; appropriate professional and discipline based standards; applicable contracts; and academic principles and tradition. In the event of conflict between different University bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

8 THE FINAL REPORT

When the Special Grievance Committee has completed its deliberations it shall prepare a Final Report setting forth the Special Grievance Committee's disposition of each grievance alleged in the Formal Written Complaint. Communications regarding matters outside the scope of the Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final Report shall be limited to the following mandatory and optional elements.

8.1 Mandatory Elements of the Final Report. The Final Report shall contain, with respect to each grievance alleged in the Formal Written Complaint:

8.1.1 specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based;

8.1.2 identification of the standards against which the grievance is being judged; and

8.1.3 the Special Grievance Committee's conclusions concerning whether applicable standards have been violated.

Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of the Special Grievance Committee shall send to each party a copy of a provisional draft of the specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft to submit written comments to the Chair of the Special Grievance Committee suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon such comments shall be made to the provisional draft without first providing other parties an opportunity to respond to the comments. If the Special Grievance Committee decides not to make changes suggested in a written comment, that written comment and the Special Grievance Committee's reasons for that decision shall be appended to the Final Report.

8.2 Optional Elements of the Final Report. In addition, the Final Report may contain one or more of the following:

8.2.1 Order of Reconsideration Under Regents Bylaw ~~4.14.2~~ 4-13.2. If the grievance alleged that inadequate consideration was given to relevant matters by the person or body that took the action or made the decision that led to the grievance, and if the Special Grievance Committee has determined that inadequate consideration of the relevant matters occurred, the Final Report of the Special Grievance

Committee shall state the facts found and the respects in which the consideration was inadequate. The Special Grievance Committee shall not substitute its judgment on the merits for that of the person, group, or groups that previously considered the decision. The Special Grievance Committee may order the matter reconsidered by the appropriate person, group, or groups, or recommend that other rectifying action be taken. Any such order of reconsideration shall indicate the person or unit that is to begin the reconsideration ordered by the Special Grievance Committee,¹ shall indicate reasonable time limits within which the reconsideration shall occur, and shall include the requirement that the file used for the reconsideration include the full Final Report of the Special Grievance Committee and any relevant further evidence submitted for the reconsideration.²

8.2.2 Recommendations. The Final Report may include recommendations:

8.2.2.1 concerning ways to redress any grievance the Special Grievance Committee has determined to be justified;

8.2.2.2 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the grievance;

8.2.2.3 concerning correction of any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the grievance.

8.2.3 Dissenting Opinions. The Final Report may include concurring or dissenting opinions, or both, concerning any mandatory or optional element of the report.

8.3 Delivery and Archiving of Final Report.

8.3.1 The Chair of the Special Grievance Committee shall

8.3.1.1 deliver a copy of the Final Report to each party, to the Chancellor (or, if the Chancellor is a party or witness, to the President), to the Chair of the ARRC, and to the President of the Faculty Senate; and

8.3.1.2 deliver a copy of the Final Report and of the case file required by Section 4.1.4 to the Coordinator of the Faculty Senate.

¹ Under Regents Bylaw 4.8(a), the complainant may exercise the right to designate that reconsideration begin at an earlier stage than that designated by the Special Grievance Committee, and may exercise the right to offer evidence for the reconsideration; a complainant who exercises these rights shall be deemed to have fully exercised the complainant's rights to reconsideration under that Bylaw.

² If a person or unit ordered to reconsider a decision does not thereafter correct procedural errors in the original consideration or refuses to consider all relevant information, the complainant may request that the ARRC reconvene the Special Grievance Committee as a Special Professional Conduct Committee.

8.3.2 The Coordinator of the Faculty Senate shall

8.3.2.1 place one copy of the Final Report and of the case file in ARRC archives in the Faculty Senate Office under specified conditions of access; and

8.3.2.2 deposit a second copy of the Final Report and of the case file in the University Archives under specified conditions of access.

9 FOLLOW UP TO THE REPORT

9.1 Chancellor's (or President's) Response to Recommendations. In response to recommendations made by the Special Grievance Committee, the Chancellor (or, if the Chancellor is a party or witness, the President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

9.1.1 the recommendations that have been accepted and the action taken;

9.1.2 the recommendations that have been rejected in part or completely; and

9.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

The Chancellor (or President) shall decide upon Special Grievance Committee recommendations on the basis of the evidence submitted to the Special Grievance Committee and the report of the Special Grievance Committee. Unless clearly erroneous, the findings of fact made by the Special Grievance Committee shall be accepted. The Chancellor (or President) shall give the Special Grievance Committee's findings and conclusions due consideration, and shall take into account the fact that the Special Grievance Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Special Grievance Committee.

Copies of the Chancellor's (or President's) written response shall be sent to the parties, to the Special Grievance Committee, to the President of the Faculty Senate, and to the Coordinator of the Faculty Senate for inclusion in the case files in the ARRC archives and in the University Archives. If the response rejects or changes the recommendations made by the Special Grievance Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive Committee may deem appropriate.

9.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of the Special Grievance Committee have been implemented, and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

9.3 ARRC Meeting with the Special Grievance Committee. After the Final Report has been filed, the ARRC shall meet with the Special Grievance Committee and any others considered appropriate by the Chair of the ARRC to thank the Special Grievance

Committee for its work, to collect all copies of documents, and to hear from the Special Grievance Committee any suggestions about how the work of the ARRC and its special committees might be improved.

10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT

10.1 In the course of an investigation, one or more members of the Special Grievance Committee may conclude that the Special Grievance Committee has heard allegations or otherwise discovered information which, though outside the scope of the Formal Written Complaint and thus not subject to full investigation and evaluation by the Special Grievance Committee, nonetheless suggests that actions or decisions have been taken or may be taken in violation of law, University policy, or academic principle.

10.2 Such concerns shall not be addressed in the Final Report of the Special Grievance Committee required by Section 8.0. However, the Special Grievance Committee acting through its chair, or any member or members of the Special Grievance Committee, may communicate those concerns in writing to the appropriate administrator for investigation and for whatever corrective action may be appropriate. In shaping the contents of and determining the recipients for such communications, those preparing the communications shall consult with the Chair of the ARRC.

10.3 A copy of any such communication to an administrator shall at the same time be sent to

10.3.1 the Chancellor; and

10.3.2 the Chair of the ARRC; and

10.3.3 any individual on whose actions, decisions, or practices the communication reflects; and

10.3.4 if the communication reflects on the actions, decisions, or practices of a committee or unit, the individual who heads that committee or unit;

10.3.5 if the communication reflects on the actions, decisions, or practices of the Chancellor, the President; and

10.3.6 if the communication includes concerns about alleged unlawful discrimination, including sexual or other prohibited harassment, the UNL Office of ~~Institutional Equity and Compliance Access and Diversity Programs~~, or its successor if the office is renamed.

10.4 Such communications shall be deemed to be a part of the responsibility of Special Grievance Committee members and, as such, to be subject to the same protections afforded all Special Grievance Committee activities by Section 6.8 of the Regents Bylaws.

**CODE OF PROCEDURES FOR
SPECIAL PROFESSIONAL CONDUCT (PC) COMMITTEES
University of Nebraska-Lincoln**

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**CODE OF PROCEDURES FOR
SPECIAL PROFESSIONAL CONDUCT (PC) COMMITTEES
University of Nebraska-Lincoln**

1 INTRODUCTION

1.1 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise these rights and respect their exercise by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination. University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

1.3 Authority and Jurisdiction of Special PC Committees.

1.3.1 Regents Bylaws 4.16 authorizes a Faculty Professional Conduct Committee to consider complaints by any person charging a member of the professional staff with professional misconduct. The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Professional Conduct Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Faculty Senate, available from the Academic Senate Office and on the Faculty Senate website.

1.3.2 The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct”(“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

1.3.3 This “Code of Procedures for Special PC Committees” indicates how a complaint alleging professional misconduct other than Federal Misconduct in Science is to be handled after the ARRC has transmitted it to a Special PC Committee. Complaints alleging violation of Federal Misconduct in Science Regulations should be directed to the Office of the Vice Chancellor for Research and Economic Development for resolution under the “University of Nebraska-Lincoln Policies and Procedures for Responding to Allegations of Research Misconduct.”

1.3.4 The ARRC Procedures and the Code of Procedures for Special PC Committees in their current form are available from the Faculty Senate Office and on the Faculty Senate website. Any faculty member contemplating filing a complaint with the ARRC should first consult both documents. For information and advice concerning these procedures, contact the Chair of the ARRC.

2 DEFINITIONS

As used in this Code of Procedures for Special PC Committees, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Faculty Member shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

2.4 Federal Misconduct in Science Regulations shall mean regulations covering misconduct in federally sponsored scientific research, particularly, but not exclusively, that funded by the Public Health Service. Consult the Office of the Vice Chancellor for Research to determine projects covered by these regulations.

2.5 In Writing and Written, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.6 Parties shall mean the complainant(s) and the respondent(s).

2.7 President shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.8 Section, unless otherwise noted, refers to a section of this Code of Procedures for Special ~~PC-A~~ **PC** Committees.

2.9 Vice Chancellor for Research shall include the authorized representative of the Vice Chancellor. The Vice Chancellor shall not extend such authorization to Deans with collegiate or divisional responsibility or to a staff member of any such college or division.

3 GENERAL RULES GOVERNING SPECIAL PC COMMITTEES

3.1 Quorum.

3.1.1 Each Special PC Committee has six faculty members.

3.1.2 If a member of the Special PC Committee withdraws or is barred prior to commencement of the Investigative Hearing, the Chair of the Special PC Committee shall notify the Chair of the ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.4 of the ARRC Procedures. In an emergency, and with the consent of the parties, a hearing may be conducted with one faculty member absent, but a faculty member absent from the hearing may not participate in subsequent deliberations. In no case may the Special PC Committee proceed with the Investigative Hearing with fewer than five faculty members present.

3.2 Voting. The Special PC Committee may take action only on concurrence of four faculty members. The Chair may vote.

3.3 Expiration of Term. A member of the Special PC Committee whose term on the ARR Panel expires during a case shall continue to serve until the case is concluded.

3.4 Conflict of Interest. Conflict of Interest occurs when a member of the Special PC Committee

3.4.1 is in the same department or equivalent unit as a party or witness; or

3.4.2 answers directly to a party or witness; or

3.4.3 has a direct voice in the salary or working conditions of a party or witness; or

3.4.4 has, or reasonably appears to have, a personal interest in the case or its outcome; or

3.4.5 has provided counsel or assistance to a party relating to the professional misconduct allegation; or

3.4.6 has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or

3.4.7 has any other relationship with a party that might prevent impartiality.

When a member of the Special PC Committee discovers that the member has a conflict of interest, the member shall voluntarily withdraw from participation. When a member of the Special PC Committee is alleged to have a conflict of interest and the member does not voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that person from further participation.

3.5 Communications.

3.5.1 The Chair of the Special PC Committee receives communications for the Committee and speaks for it. Both complainant and respondent shall address communications concerning the case only to the Chair of the Special PC Committee. Special PC Committee members should discourage contacts outside the regular process, and should direct those who make them to the Chair of the Special PC Committee.

3.5.2 The Chair of the Special PC Committee shall keep all parties informed of any substantive communications and contacts, including those that arise outside the normal process.

3.5.3 If the Chair of the Special PC Committee has difficulty communicating with a party or other necessary participant, the Chair of the Special PC Committee may consult with the Chair of the ARRC about ways to resolve the communication problem.

3.6 Dissemination of Personnel Information. Participation in Special PC Committee proceedings makes participants privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw 2.10 describes limitations on the collection and dissemination of personnel information. Some information obtained as part of a PC proceeding may be protected against broader dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3.7 Closed Hearings. PC hearings ordinarily are closed to the public. If the Investigative Hearing is closed to the public, then only those persons identified in Section 6.1 may be present. When an administrative officer is the complainant, then the Investigative Hearing shall be open to the public if requested to be so by the respondent prior to the conclusion of the Pre-Hearing Conference.

3.8 Academic Advisors. Each party may choose an Academic Advisor who may accompany and advise the party at the Pre-Hearing Conference and the Investigative Hearing. A party's academic advisor may consult privately with that party. At the Pre-Hearing Conference and the Hearing, academic advisors may respond to questions from the Chair and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing. The role of Academic Advisor is open to any person who:

3.8.1 is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus faculty status at UNL;

3.8.2 is not in the same department or equivalent unit as a witness (other than the party being advised) before or a member of the Special PC Committee;

3.8.3 has no other relationship with a member of the Special PC Committee that might create, or reasonably might seem to create, a conflict of interest for that Special PC Committee member;

3.8.4 has no direct voice in the salary or working conditions of a party or witness; and

3.8.5 has no other relationship with a party, an organization, or a witness that might interfere with the investigative process.

3.9 Counsel and Advice for the Special PC Committee.

3.9.1 Because of potential conflicts of interest, the Special PC Committee shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on the Report of the Special PC Committee.

3.9.2 The Chair of the Special PC Committee may receive advice from the ARRC attorney selected pursuant to section 3.10.2 of the ARRC Procedures but may not have an attorney present at the Investigative Hearing.

3.9.3 Nothing in this Section 3.9 shall prevent full participation by a member of the Special PC Committee who is also an attorney.

3.10 Termination of Pending PC Proceedings.

3.10.1 If at any time all complainants in writing ask the Chair of the Special PC Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify the Chair of the Special PC Committee that they have reached a settlement of the case, the Special PC Committee shall terminate the proceedings and shall not deliver the Final Report described in Section 8. However, in such circumstances the Special PC Committee may, on its own initiative, make written recommendations authorized by Sections 8.2.2 and 8.2.3

3.10.1.1 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the complaint; and

3.10.1.2 concerning ways to correct any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the complaint.

Termination of the proceedings under this section shall not preclude the Special PC Committee, or members of the Special PC Committee, from making the “Communications Regarding Matters Outside the Scope of the Formal Written Complaint” authorized by Section 10.

3.10.2 Resignation from the University by any party shall not necessarily prevent the Special PC Committee from completing its deliberations and delivering the Final Report described in Section 8.

3.11 Timely Completion. Unless the ARRC, for good cause shown, authorizes a longer period of

time, the Special PC Committee shall complete its investigation and deliver its report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.

3.12 Adherence to Procedures.

3.12.1 If a party has good reason to believe that the Special PC Committee is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the Special PC Committee. Procedural questions that the Chair of the Special PC Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special PC Committee may be referred by the Chair of the Special PC Committee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special PC Committee. The Chair of the ARRC shall inform the parties and the Special PC Committee of the ARRC decision and direct them to follow the decision.

3.12.2 If a party has good reason to believe that the ARRC is out of compliance with these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC Procedures.

4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL PC COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED ACADEMIC ADVISORS

4.1 General Responsibilities of the Chair of the Special PC Committee. The responsibilities of the Chair of the Special PC Committee include:

4.1.1 convening and presiding over meetings of the Special PC Committee;

4.1.2 receiving communications for the Special PC Committee and speaking for it;

4.1.3 ensuring that all substantive communications regarding the PC are made available to all parties;

4.1.4 maintaining a complete case file, including a record of all substantive communications, documents, verbatim transcripts of the investigative hearing (if applicable), committee actions, and committee reports;

4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the current ARRC Procedures, and the current Code of Procedures for Special PC Committees to each member of the Special PC Committee, and to the ARRC Observer, if any;

4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Investigative Hearing, taking into account such factors as the time needed, the space needs of the Special

Committee and parties and witnesses, the need for a separate accommodation for witnesses while waiting to testify, and access to other facilities that may be needed;

4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible while respecting the rights and needs of all participants;

4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special PC Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of the ARRC Procedures;

4.1.9 reminding participants of limitations on the dissemination of personnel information set forth in Section 3.6;

4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes arise;

4.1.11 keeping accurate records of expenditures for activities of the Special Committee and arranging for reimbursements from the Chancellor's office; and

4.1.12 when the complainant is an administrative officer, arranging for the court reporter and verbatim transcript required by Section 6.5.

4.2 Written Notice to the Parties. Within 7 days after the Special PC Committee has been convened, the Chair of the Special PC Committee shall send to each party the following:

4.2.1 a copy of the Formal Written Complaint;

4.2.2 a copy of the current Procedures of the Academic Rights and Responsibilities Committee;

4.2.3 a copy of the current Code of Procedures for Special PC Committees;

4.2.4 a list of the members of the Special PC Committee;

4.2.5 the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice to the parties that they are entitled to request that an ARRC Observer be appointed; and

4.2.6 notice of the deadlines established in Section 4.3 and 4.4.

4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for Filing. Within 20 calendar days from the date of receipt of the Formal Written Complaint from the Chair of the Special PC Committee, each respondent shall file a Formal Written Response with the Chair of the Special PC Committee.

4.3.1 Mandatory Elements. Each Formal Written Response shall contain a clear and concise statement indicating which, if any, of the facts alleged in the Formal Written Complaint the respondent wishes to contest and a clear and concise statement indicating any ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

4.3.2 Optional Elements. In addition, the Formal Written Response may include the following:

4.3.2.1 a clear and concise statement indicating which, if any, of the standards identified in the Formal Written Complaint the respondent wishes to contest;

4.3.2.2 a clear and concise statement of the standards, if any, the respondent believes to be appropriate for evaluating the complaint;

4.3.2.3 a clear and concise statement indicating which, if any, of the violations alleged in

the Formal Written Complaint the respondent wishes to contest;

4.3.2.4 a clear and concise statement indicating which, if any, of the proposed remedies, sanctions, or other personal relief or prospective institutional change the respondent believes would be inappropriate.

The Chair of the Special PC Committee may extend these deadlines for good cause shown.

4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special PC Committee,

4.4.1 any party wishing to be advised by an academic advisor shall file a written request with the Chair of the Special PC Committee identifying the proposed academic advisor;

4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a written request with the Chair of the Special PC Committee;

4.4.3 any party wishing to allege that a member of the Special PC Committee has a conflict of interest shall file a written statement with the Chair of the Special PC Committee setting forth the basis for the challenge.

The Chair of the Special PC Committee may extend these deadlines for good cause shown.

4.5 Procedure If No Respondent Files a Timely Formal Written Response. If no respondent files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the parties and shall schedule a meeting of the Special PC Committee to prepare the Final Report required by Section 8.

4.6 Procedure If a Respondent Files a Timely Formal Written Response. If any respondent files a timely Formal Written Response, the Chair of the Special PC Committee shall

4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if any party's proposed academic advisor is not eligible, invite that party to propose an eligible academic advisor;

4.6.2 forward to each complainant and to each respondent a copy of each Formal Written Response and the names of proposed academic advisors; and

4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.

4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by delivering the challenge to the Chair of the Special PC Committee within 7 days after receipt of the name of the proposed academic advisor. If a challenged proposed academic advisor does not voluntarily withdraw, the Chair of the Special PC Committee shall determine whether the proposed academic advisor is eligible. If the proposed academic advisor is not eligible, the party may propose another academic advisor. If the new proposed academic advisor appears to be eligible, the Chair of the Special PC Committee shall notify parties of the new proposed

academic advisor and afford parties an opportunity to challenge the new proposed academic advisor.

4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by delivering the challenge to the Chair of the Special PC Committee within 7 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special PC Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the ARRC may in writing propose another ARRC Observer to the Chair of the Special Committee. The Chair of the Special Committee shall in writing notify parties of the new proposed ARRC Observer and afford parties an opportunity to challenge the new proposed ARRC Observer.

5 PRE-HEARING CONFERENCE

5.1 Purpose. As soon as possible after giving notice of a Formal Written Response contesting any allegations of the Formal Written Complaint and resolving any issues involving conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the Special PC Committee shall arrange a Pre-Hearing Conference with all parties in attendance

5.1.1 to clarify the issues involved;

5.1.2 to identify uncontroverted facts;

5.1.3 to explore the possibility of a voluntary settlement of the case;

5.1.4 to explain procedures applicable to the Investigative Hearing; and

5.1.5 to establish procedures for setting the date, time, and place of the Investigative Hearing.

At the Pre-Hearing Conference each party shall provide every other party and the Chair of the Special ~~PC-A-PC~~ Committee with a copy of any documentation to be introduced by the party at the Investigative Hearing and with a list of any witnesses to be called by the party at the Investigative Hearing. No witnesses or documents not so provided shall be heard or received at the Investigative Hearing, except in cases of surprise, or for the purpose of rebutting oral testimony, or for other justifiable cause found to exist by the Special PC Committee.

5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:

5.2.1 the Chair of the Special PC Committee;

5.2.2 the parties;

5.2.3 each party's attorney, if any;

5.2.4 each party's academic advisor, if any;

5.2.5 the ARRC attorney, if requested by the Chair of the Special PC Committee; and

5.2.6 the ARRC Observer, if any.

After the Pre-Hearing Conference, the Chair of the Special PC Committee will provide in writing to all parties a list of the uncontroverted facts established in the Pre-Hearing Conference as well as a list of issues to be resolved during the Investigative Hearing by the Special PC Committee.

5.3 Meeting of the Special PC Committee after the Pre-Hearing Conference and Before the Investigative Hearing.

As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the Special PC Committee shall provide each member of the Special PC Committee with the following:

5.3.1.1 a copy of the Formal Written Complaint and a copy of each Formal Written Response;

5.3.1.2 a copy of each party's written list of witnesses to be called and documentation to be introduced at the Investigative Hearing;

5.3.1.3 a written summary of matters decided at the Pre-Hearing Conference.

5.3.2 After a reasonable time to permit members of the Special PC Committee to review of these materials, the Chair of the Special PC Committee shall convene a meeting of the Special PC Committee, with only members of the Special PC Committee present, to determine whether the Special PC Committee wishes to call any additional witnesses or request any additional documentation. If the Special PC Committee decides to call any additional witnesses or request any additional documentation, the Chair of the Special PC Committee shall notify the parties in writing and shall make arrangements for any additional witnesses and documentation to be presented at the Investigative Hearing.

5.4 Notice of Investigative Hearing. As soon as possible after the conclusion of the meeting of the Special PC Committee in accordance with Section 5.3, the Chair of the Special PC Committee shall in writing give notice of the date, time, and place of the Investigative Hearing to

5.4.1 each party;

5.4.2 each member of the Special PC Committee;

5.4.3 each party's attorney, if any;

5.4.4 each academic advisor, if any;

5.4.5 the ARRC Observer, if any;

5.4.6 the Chair of the ARRC.

6 INVESTIGATIVE HEARING

6.1 Persons Who May Attend the Investigative Hearing:

6.1.1 members of the Special PC Committee;

6.1.2 the parties;

6.1.3 each party's attorney, if any;

6.1.4 each party's academic advisor, if any;

6.1.5 the ARRC Observer, if any;

6.1.6 the court reporter, if applicable;

6.1.7 witnesses, but no witness shall be present except when that witness is testifying and responding to questions.

6.2 Order of Investigative Hearing. The usual sequence of an Investigative Hearing is as follows:

6.2.1 introductions of all present (this will be repeated for each witness);

- 6.2.2** introduction of the case by the Chair of the Special PC Committee;
- 6.2.3** complainant(s)' presentation of the Formal Written Complaint and evidence in support of the Formal Written Complaint, including all documentation and all witnesses;
- 6.2.4** respondent(s)' presentation of the Formal Written Response and evidence in support of the Formal Written Response, including all documentation and all witnesses;
- 6.2.5** presentation of documentation and testimony of witnesses requested by the Special PC Committee;
- 6.2.6** rebuttal in support of the Formal Written Complaint;
- 6.2.7** closing statement(s) by Complainant(s), followed by closing statement(s) by Respondent(s);
- 6.2.8** statement by the Chair of the Special PC Committee thanking participants and explaining post-Investigative-Hearing procedures.

This order may be varied if the Chair of the Special PC Committee determines that a clearer way of exploring the issues can be achieved, and if the Special PC-A PC Committee and the parties agree.

6.3 Evidence and Witnesses.

6.3.1 The Special PC Committee may direct the parties, faculty members, and other officers of the University to produce specific relevant documents (including personnel and student records) for introduction at the Investigative Hearing. The parties shall be afforded an opportunity to obtain necessary witnesses and documentary evidence. All parties will cooperate with the Special PC Committee in securing witnesses and in making available documentary and other evidence.

6.3.2 Members of the UNL community shall cooperate with the Special PC Committee in providing testimony or documents; however, a person shall not be required to give testimony or to produce documents in regard to any confidential communication for which the law provides a privilege. Refusal by anyone to provide documents or to testify in regard to any communication for which the law does not provide a privilege obstructs the process and shall be taken into consideration by the Special PC Committee in its deliberations and in its preparation of the Final Report.

6.3.3 Testimony shall be taken under oath. Each party shall have the right to cross-examine witnesses who testify and shall have the right to submit rebuttal testimony. Witnesses may testify and evidence may be received not only concerning relevant facts but also concerning relevant standards. Witnesses not able to attend the hearing may provide testimony in writing. In cases where the grounds for professional misconduct are based in whole or in part on questions of professional competence, relevant testimony concerning professional competence from individual colleagues, students, and others from this, or other institutions may also be admitted.

6.3.4 The Special PC Committee will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every

possible effort will be made to obtain the most reliable evidence available. The Chair of the Special PC Committee may bar the introduction of documents, evidence, questions, and testimony reasonably deemed irrelevant, immaterial, not-competent or unduly repetitious. The Chair of the Special PC Committee also may bar the introduction of documents, evidence, and testimony if introduction would unfairly surprise another party and if the documents, evidence, or testimony could, with reasonable diligence, have been discovered or produced before the Pre-Hearing Conference. A party adversely affected by a decision to bar the introduction of evidence may appeal the decision of the Chair to the full Special PC Committee.

6.3.5 The Chair of the Special PC Committee may in appropriate circumstances temporarily adjourn the Investigative Hearing.

6.4 Format of Presentations and Questions. To preserve orderly and civil proceedings, the Investigative Hearing shall be conducted by the Chair of the Special PC Committee as follows:

6.4.1 No person shall speak without prior recognition by the Chair of the Special PC Committee.

6.4.2 Each party and each witness may be questioned by members of the Special PC Committee after the end of the presentation of that party or witness.

6.4.3 When the Special PC-A PC Committee has finished questioning a party or witness, each party may question that party or witness; alternatively, the parties may submit questions to the Chair of the Special PC-A PC Committee which the Chair of the Special PC Committee may ask on their behalf.

6.4.4 The Chair of the Special PC Committee may bar questions under Section 6.3.3. A party adversely affected by a decision to bar a question may appeal the decision of the Chair to the full Special PC Committee

6.4.5 A party's academic advisor may consult privately with that party, may respond to questions from the Chair, and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Investigative Hearing.

6.5 Record of Hearing

When the complainant is an administrative officer, the Chair of the Special PC Committee shall arrange for a court reporter to be present at the Investigative Hearing to produce a verbatim record of the Investigative Hearing. Bills for the court reporter's services shall be processed through the office of the General Counsel of the University. The verbatim record shall be made available to the parties and to the Special PC Committee prior to the deliberations and decision of the Special PC Committee required by Section 7. The verbatim record also shall be made available for inspection by the public as set forth in Section 8.3.

7 DELIBERATIONS AND DECISION

7.1 All deliberations shall be conducted in executive session with no one present except members of the Special ~~PC-A~~ PC Committee, and the ARRC attorney, if invited.

7.2 The complainant bears the burden of proving relevant facts by a preponderance of the relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken into consideration by the Special ~~PC-A~~ PC Committee in its deliberations and preparation of the Final Report.

7.4 The standards against which the charges are to be judged include applicable state and federal law; University bylaws, rules and regulations; established policies of the relevant administrative unit; appropriate professional and discipline based standards; applicable contracts; and academic principles and tradition. In the event of conflict between different University bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

7.5 Students or staff added to a Special ~~PC-A~~ PC Committee pursuant to Section 3.3.6 of the ARRC Procedures may participate fully in discussions, hearings, and deliberations of the Special ~~PC-A-PC~~ PC Committee, but may not vote. If the opinion of students or staff added to the Special ~~PC-A~~ PC Committee

differs from that of the regular members of the Special ~~PC-A~~ PC Committee, their opinion and the rationale for that opinion shall be included in the report of the Special ~~PC-A~~ PC Committee.

8 THE FINAL REPORT

When the Special ~~PC-A~~ PC Committee has completed its deliberations it shall prepare a Final Report setting forth the Special ~~PC-A~~ PC Committee's disposition of each charge of professional misconduct in the Formal Written Complaint. Communications regarding matters outside the scope of the Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final Report shall be limited to the following mandatory and optional elements.

8.1 Mandatory Elements of the Final Report. The Final Report shall contain, with respect to each charge of professional misconduct alleged in the Formal Written Complaint:

8.1.1 specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based;

8.1.2 identification of the standards against which the charge of professional misconduct is being judged;

8.1.3 the Special ~~PC-A~~ PC Committee's conclusions concerning whether applicable standards have been violated; and

8.1.4 if the opinion of students or staff added to the Special ~~PC-A~~ PC Committee pursuant

to Section 3.3.6 of the ARRC Procedures differs from that of the regular members of the Special ~~PC-A~~ PC Committee, their opinion and the rationale for that opinion.

Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of the Special ~~PC-A~~ PC Committee shall send to each party a copy of a provisional draft of the specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft to submit written comments to the Chair of the Special ~~PC-A~~ PC Committee suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon such comments shall be made to the provisional draft without first providing other parties an opportunity to respond to the comments. If the Special ~~PC-A~~ PC Committee decides not to make changes suggested in a written comment, that written comment and the Special ~~PC-A~~ PC Committee's reasons for that decision shall be appended to the Final Report.

8.2 Optional Elements of the Final Report. In addition, the Final Report may contain one or more of the following:

8.2.1 Recommendations. The Final Report may include recommendations:

8.2.1.1 concerning appropriate sanctions for a respondent found to have committed professional misconduct, including but not limited to

8.2.1.1.1 formal censure,

8.2.1.1.2 restitution;

8.2.1.1.3 non-reappointment at the end of the respondent's specific term appointment,

8.2.1.1.4 removal from an administrative position,

8.2.1.1.5 reduction in salary or adjustment in responsibilities,

8.2.1.1.6 recommendation by the Chancellor to the President that the respondent be terminated under Regents Bylaws ~~4.14;~~ 4.7, 4.8, 4.9, 4.11, or 4.12;

8.2.1.2 concerning ways to redress the consequences of any professional misconduct by the respondent;

8.2.1.3 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the professional misconduct by the respondent;

8.2.1.4 concerning correction of any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the charge of professional misconduct against the respondent.

8.2.2 Concurring or Dissenting Opinions. The Final Report may include concurring or dissenting opinions, or both, concerning any mandatory or optional element of the report.

8.3 Delivery and Archiving of Verbatim Record (if applicable), Case File, and Final Report.

8.3.1 The Chair of the Special ~~PC-A~~ PC Committee shall

8.3.1.1 deliver a copy of the Final Report to each party, to the Chancellor (or, if the Chancellor is a party, to the President), to the Chair of the ARRC, and to the President of the Faculty Senate;

8.3.1.2 if the allegations of professional misconduct included allegations of unlawful discrimination, including sexual and other prohibited harassment, deliver a copy of the Final Report to the Office of **Institutional Equity and Compliance, Access and Diversity Programs;** and

8.3.1.3 deliver a copy of the Final Report, a copy of all exhibits, and a copy of the case file required by Section 4.1.4 to the Coordinator of the Faculty Senate.

8.3.2 The Coordinator of the Faculty Senate shall

8.3.2.1 obtain a copy of the official record of actions taken against the respondent(s), if any;

8.3.2.2 place one copy of the Final Report, a copy of all exhibits, **and** a copy of the case file required by section 4.1.4, and the official record of action taken (if any) in ARRC archives in the Faculty Senate Office under specified conditions of access; and

8.3.2.1 deposit a second copy of the Final Report, a copy of all exhibits, **and** a copy of the case file required by section 4.1.4, and the official record of action taken (if any) in the University Archives under specified conditions of access.

9 FOLLOW UP TO THE REPORT

9.1 Chancellor's (or President's) Response to Recommendations. In response to recommendations made by the Special **PC-A PC** Committee, the Chancellor (or, if the Chancellor is a party or witness, the President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

9.1.1 the recommendations that have been accepted and the action taken;

9.1.2 the recommendations that have been rejected in part or completely; and

9.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

The Chancellor (or President) shall decide upon Special Professional Conduct Committee recommendations on the basis of the evidence submitted to the Special Professional Conduct Committee and the report of the Special Professional Conduct Committee. Unless clearly erroneous, the findings of fact made by the Special Professional Conduct Committee shall be accepted. The Chancellor (or President) shall give the Special Professional Conduct Committee's findings and conclusions due consideration, and shall take into account the fact that the Special Professional Conduct Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Special Grievance Committee.

Copies of the Chancellor's (or President's) written response shall be sent to the parties, to the Special Professional Conduct Committee, to the President of the Faculty Senate, and to the Coordinator of the Faculty Senate for inclusion in the case files in the ARRC archives and in the University Archives. If the response rejects or changes the recommendations made by the Special **PC-A PC** Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive

Committee may deem appropriate.

9.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of the Special ~~PC-A~~ PC Committee have been implemented, and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

9.3 ARRC Meeting with the Special PC-A PC Committee. After the Final Report has been filed, the ARRC shall meet with the Special ~~PC-A~~ PC Committee and any others considered appropriate by the Chair of the ARRC to thank the Special ~~PC-A-PC~~ Committee for its work, to collect all copies of documents, and to hear from the Special ~~PC-A-PC~~ Committee any suggestions about how the work of the ARRC and its special committees might be improved.

10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT

10.1 In the course of an investigation, one or more members of the Special ~~PC-A~~ PC Committee may conclude that the Special ~~PC-A~~ PC Committee has heard allegations or otherwise discovered information which, though outside the scope of the Formal Written Complaint and thus not subject to full investigation and evaluation by the Special ~~PC-A~~ PC Committee, nonetheless suggests that actions or decisions have been taken or may be taken in violation of law, University policy, or academic principle.

10.2 Such concerns shall not be addressed in the Final Report of the Special ~~PC-A~~ PC Committee required by Section 8.0. However, the Special ~~PC-A-PC~~ Committee acting through its chair, or any member or members of the Special ~~PC-A-PC~~ Committee, may communicate those concerns in writing to the appropriate administrator for investigation and for whatever corrective action may be appropriate. In shaping the contents of and determining the recipients for such communications, those preparing the communications shall consult with the Chair of the ARRC.

10.3 A copy of any such communication to an administrator shall at the same time be sent to

- 10.3.1** the Chancellor; and
- 10.3.2** the Chair of the ARRC; and
- 10.3.3** any individual on whose actions, decisions, or practices the communication reflects; and

~~10.3.4~~ if the communication reflects on the actions, decisions, or practices of a committee or unit, the individual who heads that committee or unit;~~and~~

10.3.5 if the communication reflects on the actions, decisions, or practices of the Chancellor, the President; and

10.3.6 if the communication includes concerns about alleged unlawful discrimination, including sexual or other prohibited harassment, the UNL Office of Institutional Equity and Compliance or its successor if the office is renamed.

10.4 Such communications shall be deemed to be a part of the responsibility of Special ~~PC-A~~ **PC** Committee members and, as such, to be subject to the same protections afforded all Special ~~PC-A~~ **PC** Committee activities by Section 6.8 of the Regents Bylaws.

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

MEETING DATE: October 8, 2021

SUBJECT: Periodic Review of Multi-Departmental Academic Centers for Research, Teaching, and/or Service

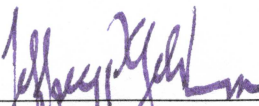
RECOMMENDED ACTION: Report

PREVIOUS ACTION: October 8, 2020 – The Multi-Departmental Academic Centers for Research, Teaching, and/or Service that were reviewed in 2018-2020 were reported to the Board of Regents

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 seven years and report the results of periodic reviews to the Board of Regents.

This report lists the Multi-Departmental Academic Centers for Research, Teaching and/or Service that were reviewed in 2020-2021 and includes the results of these periodic reviews. Various COVID-19 related circumstances delayed reviews for some Centers; the results of these reviews will be included in the 2021-2022 report.

SPONSOR: David S. Jackson
Vice Provost

APPROVED: 

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

DATE: September 10, 2021

Campus Reviews of University of Nebraska Academic/Research Centers: 2020-2021
[Board of Regents Report Review Year: 2021]

Center Name	Date Established	Affiliated Unit(s)	Review Process	Recommendation	Next Report (Year)
UNL					
Bureau of Business Research	1922	College of Business (COB), Economics	COB accreditation	Continue	2028
Center for Digital Research in the Humanities	2005	College of Arts and Sciences and Libraries	Program of Excellence renewal every 5 years	Continue	2026
Center for Insurance and Risk Management	1988	COB, Economics	Continue in an inactive state until COB can determine revitalization or dissolution.	Extension Requested	2022
Center for the Teaching and Study of Applied Ethics	1985	Law	review by Law dean every 5 years	Continue / Extension requested	2022
Lincoln Center for Economic Education	1963	COB, Economics	COB accreditation	Continue	2027
Nebraska Council on Economic Education	1963	COB, Economics	COB accreditation	Continue	2028
Kit and Dick Schmoker Reading Center	2009	College of Education and Human Sciences (CEHS) / Teaching, Learning and Teacher Education (TLTE) / Child, Youth and Family Studies, and Special Education and Communication Disorders	TLTE / APR	Continue	2027
Nebraska Center for Research on Children, Families and Schools	2004	CEHS	review by CEHS dean every 5 years	Continue	2026
Nebraska Center for Energy Sciences Research	2006	Vice Chancellor for Research	VCRED review every 7 years	Continue	2028
Research, Extension and Education Centers	Various	IANR	Internal/External Review every 5 years	Continue	2026
UNMC					
Center for Advanced Surgical Technology	2005	College of Medicine (COM) and Vice Chancellor for Research (VCR)	Research Resources Board (RRB) Review with Vice Chancellor for Research (VCR)	Continue	2026
Center for Biosecurity, Biopreparedness and Emerging Infectious Diseases	Various	VCR	RRB with VCR	Continue	2026
Center for Patient, Family and Community Engagement in Chronic Care Management	2016	College of Nursing (CoN) and VCR	RRB with VCR	Continue	2026
Nebraska Center for Staphylococcal Research	2010	COM and VCR	RRB with VCR	Continue	2026

Campus Reviews of University of Nebraska Academic/Research Centers: 2020-2021
[Board of Regents Report Review Year: 2021]

Center Name	Date Established	Affiliated Unit(s)	Review Process	Recommendation	Next Report
UNO					
Center for Afghanistan Studies	1972	International Studies	Center Director, Director of International Studies, and Associate Vice Chancellor for Global and Student Support	Extension requested	2022
Center for Collaboration Science	2008	Academic Affairs	Office of Academic Affairs/Sr. Vice Chancellor	Extension requested	2022
Center for Management of Information Technology	1987	Department of Information Systems and Quantitative Analysis	Director and Dean, College of Information Science and Technology	Extension requested	2022
Natan and Hannah Schwalb Center for Israel and Jewish Studies	2008	College of Arts and Sciences	Director and Dean, Arts and Sciences	Extension requested	2022
Nebraska University Center for Information Assurance	2002	College of Information Science and Technology	Director and Dean, College of Information Science and Technology	Extension requested	2022
UNK					
Nebraska Safety Center	1978	College of Business and Technology	Review every 7 years	Continue	2028

Review Summary
Bureau of Business Research
Management and Operational Review: FY 2018 – FY 2021
(Report Date: July 1, 2021)

A Management and Operational Review of the Bureau of Business Research was conducted on June 24, 2021 to July 1, 2021. Review team membership was composed of three members of the UNL Department of Economics: Dr. John Anderson, the Baird Family Professor of Economics (lead), Dr. Eric Thompson, K.H. Nelson Professor of Economics and Director of the Bureau of Business Research and Dr. David Rosenbaum, Department Chair and John T. and May M. Hay Professor of Economics.

Center Mission: The Bureau of Business Research's mission is to provide economists and students of economics and business with opportunities to conduct funded economic research that promotes their academic development and provides value-added data and insights on economic trends and issues in Nebraska, the Midwest and the nation. Its research focus is factors that influence human capital development and economic growth as a service to individuals, policymakers and businesses.

Assessment: The review team found that the Bureau of Business Research was highly successful in providing opportunities for academic advancement for students and affiliated faculty. Bureau research focused on human capital development and economic growth and was productive in providing value-added data and insights regarding the economy. The Bureau effectively communicated its findings through five peer reviewed publications, dozens of reports and presentations, hundreds of media interviews, and through social media. The Bureau earned \$1.54 million in grant funding during the period including funding from federal government agencies and national-level foundations, as well as the business community, all while participating in multi-disciplinary research teams within the NU System. The Bureau was very effective in developing its undergraduate Bureau Scholars research program during the assessment period including expanding its seminar series, introducing student data visualization projects and participating in the UNL undergraduate research fair. The Bureau also was active in seeking funding from federal government agencies. One area of suggested enhancement, however, is the expansion of research related to regional housing and commercial real estate.

Recommendations: Given the assessment above, the review team concludes that the **Center should be retained**. The Bureau should continue to meet the objectives of its Mission and emphasize further improvement in the undergraduate Bureau Scholars program, increased funding from federal government agencies, and increased research on housing and commercial real estate.

Responsibility for Monitoring: The Director of the Bureau of Business Research, the Chair of the Department of Economics and the Dean of the College of Business are responsible for annually evaluating the management, operation, and performance of the BBR.



Review Summary
Center for Digital Research in the Humanities
Interim Review
July 12, 2021

An external review of the Center for Digital Research in the Humanities was held February 19-22, 2017. The review team membership was composed of Susan Schreibman, Professor of Digital Humanities at Maynooth University in Ireland; Neil Fraistat, Professor of English at University of Maryland; Dean Rehberger, Associate Professor of History at Michigan State University; and Leen-Kiat Soh, Professor of Computer Science at University of Nebraska.

Center Mission: The Center for Digital Research in the Humanities mission is: “The Center is a community of researchers collaborating to build digital content and systems in order to generate and express knowledge of the humanities. We mentor emerging voices and advance digital futures for all.” Their research mission is: “...the Center fosters and serves as a catalyst for digital humanities research by providing spaces for collaborative research teams to meet, technological support, infrastructure for long-term sustainability of research, and connections to international research networks. While Faculty Fellows of the Center have tenure homes in Anthropology, Art & Art History, Classics & Religious Studies, English, History and the Libraries, the Center serves any discipline in which the research intersects with the humanities.”

Assessment: The 2017 external review team’s assessment of the Center was extremely positive. The review team recognized the Center as one of the premier Digital Humanities Centers in the world, noting that the signature research projects, the Walt Whitman and Willa Cather archives, are internationally renowned and influential. The largest concerns the review team had concerned the lack of a strategic vision for the Center and the need for a revised governance structure. These concerns have been addressed with the completion of a strategic plan in November 2020 and clarification about paths for faculty to be designated as Faculty Fellows. Many of the review team’s lesser concerns, such as capacity, space, long-term stability and structural issues, and curriculum issues, are being addressed through the implementation of the Center’s strategic objectives.

Recommendations: The Center status should be retained.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Co-Directors of the Center, the Dean of Libraries, the Dean of Arts and Sciences, and the Executive Vice Chancellor.



Review Summary

Lincoln Center for Economic Education

Internal Review June 21, 2021

Report Date: June 21, 2021

An internal review of the Lincoln Center for Economic Education was conducted on June 21, 2021. The review team membership* was composed of Sam Allgood, David Rosenbaum and Jennifer Davidson, faculty members in the Economics Department.

Center Mission: The Lincoln Center strives to support the mission of the Nebraska Council on Economic Education (NCEE) as well as that of the College of Business (CoB). The mission of the Center is to advance economic and financial literacy to students, teachers, administrators, and citizens of all ages. The goal of the Lincoln Center for Economic Education is to increase the quantity and enhance the quality of economic and financial literacy in the Lincoln region, including state agencies related to economic and financial education.

Assessment: Activities of note include the establishment of nine in-school elementary grades savings programs in Lincoln Public Schools and continued participation and coordination of the state finals of the Nebraska Economics Challenge and the Nebraska Regional Personal Finance Challenge.

The Lincoln Center for Economic Education is in a time of transition. The center director of 29 years is stepping down and being replaced with a one year interim director while the economics department hopes to conduct a national search. The Lincoln Center will benefit greatly from new energy envisioned by a new director. We are requesting that the new Lincoln Center director remain a 1.0 FTE with duties split equally between teaching in the economics department and directing the center. The Center is funded by CoB. Programming expenses are funded by NCEE.

Recommendations: The Center should be retained. The Lincoln Center is primed to be a very visible outreach arm of for the Economics Department, the CoB, and the University. The Center should continue to leverage its current successful programs and foster relationships within the CoB, across campus and specifically with the College of Education. The Center should expand in the following areas: events that bring k-12 students to campus; increase preservice and in-service outreach in the form of professional development in partnership with NCEE, foster relationships and establish a positive reputation with local school districts as an expert on curriculum, pedagogy, and economic and financial education. The Lincoln Center should also work to add additional in school elementary savings programs branches.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of Nebraska Council on Economic Education, the Department of Economics, and the College of Business.

***Team Membership:** Jennifer Davidson, UNL Economics Department and NCEE President, Sam Allgood, UNL Economics Department, David Rosenbaum, Chair UNL Economics Department.



Review Summary
Nebraska Council on Economic Education
Internal Review: June 2021
Report Date: 06/22/2021

An internal review of the Nebraska Council on Economic Education (NCEE) was completed on June 21, 2021. The review team membership was composed of UNL Economics Department Chair, Dave Rosenbaum and NCEE President, Jennifer Davidson.

Center Mission: NCEE's mission is to lead a statewide initiative to increase economic and financial literacy. The vision is to ensure that all students from kindergarten through high school have an ongoing education in economics and personal finance. In addition to K-12 programming, NCEE staffers serve as content experts, appear on television and radio, present in college classes, and provide economic and financial workshops, events, and programming for a broad range of citizens.

Assessment: Since 1963, NCEE, a non-profit entity, has been housed in the Department of Economics at the University of Nebraska Lincoln's (UNL) College of Business (CoB). The Council President is an Assistant Professor of Practice in the Department whose duties and salary allocation are split equally between the Department and the Council. The Council Coordinator and Program Manager (a position added in 2019) is fully funded by the Council. As an outreach arm of the CoB, it is a unique public/private partnership. NCEE is in a healthy financial position.

A few items of note in the 2020-2021 programming year are a partnership with the Nebraska State Treasurer's office to conduct a series of webinars for Nebraska public employees. A website was created (www.nefinancialwellness.unl.edu) and over 2,000 people registered for the program. As another item of note, a Nebraska team from Millard North HS was crowned the National Personal Finance Challenge (NPFC) champions. The NPFC is an academic competition hosted in partnership with NCEE. 10,000 students from across the nation participated. Finally, with expertise from NCEE, the Nebraska legislature passed LB452 which requires all high school students in Nebraska to pass a personal finance course for graduation.

NCEE is a well-known and respected organization. As recommended in the 2017 report, NCEE has been successful in relationship building and stabilizing each of its five affiliate centers at UNL, UNO, UNK, Chadron and Wayne State. The UNL Center is in the process of a search for a new center director, which will make both entities more fruitful.

Even during the 2019-2020 programming year in Covid-19 pandemic, NCEE delivered extensive outreach numbers:

- 15,764 Nebraskans for a total of
- 86,703 contact hours in economic and personal finance education and
- 22,662 students nationally through the Economics Challenge and Finance Challenge academic competition portals leased to other state councils on economic education.

Details on additional specific programming can be seen on NCEE's website: <http://nebraskacouncil.unl.edu>

Recommendations: NCEE should be retained. NCEE conducts extensive outreach and is an excellent representation of the Economics Department, the College of Business, the campus, and the University. Some things for NCEE to consider are recent changes in payday lender legislation that has resulted in a decline of previously consistent funding from LB269, hence there will be a need to attract alternative replacement funding. The current Council Coordinator, an integral staff member at NCEE, is considering retirement in the next two to three years and will need to be replaced. The NCEE president role requires more than the currently allocated .5 FTE position and with continued growth may be unsustainable in its current likeness.

Responsibility for Monitoring: The Center Director, the Chair of the Economics Department and the Dean of the College of Business monitor progress of the NCEE. The Council also has a separate, actively engaged, Executive Committee representing business and community leaders from across the state. The Executive Committee meets semi-annually to review progress of the Center.

***Team Membership:** David Rosenbaum, Chair, UNL Economics Department; Jennifer Davidson, NCEE President and Assistant Professor of Practice in Economics, UNL.



Review Summary
Kit and Dick Schmoker Reading Center
Management and Operational Review, December 3, 2020
(Report Date: 6/29/2021)

A Management and Operational Review of the Kit and Dick Schmoker Reading Center was conducted on 12/3/2020. The review team* was composed of the Center Director, department chairs from CYAF, SECD and TLTE, and the Dean of the College of Education and Human Sciences.

Center Mission: The Kit and Dick Schmoker Reading Center is an educational site focused on practical experiences for pre-service and in-service teachers in the College of Education and Human Sciences in the use of effective instructional approaches for improving the literacy skills of children and their families. To complement this mission, the Reading Center engages in research and outreach activities aimed at improving knowledge of evidence-based practices in literacy and extending knowledge of effective literacy practices to UNL students, families, and the broader the community.

Assessment:

Strengths: The team indicated that the Center is running smoothly and addressing its mission. The Department Chairs indicated that the reading center is providing strong training to their students. The Director, Chairs, and Dean agree that the budget for the center has been managed well, with funds used appropriately to fulfill the missions of the reading center. The Reading Center advisory committee has been involved in guiding the center during semi-annual meetings. The Center has also been involved in a new project (WORDS: Workshops on Reading Development Strategies) funded by the Nebraska Department of Education (NDE) to provide professional development and support around reading to rural Nebraska Schools. This project helps the Center address another component of its mission in engaging in outreach activities.

Weaknesses: The Center has provided opportunities for some research through connecting with researchers and opening the center to research recruitment, but increased research activity might help the Center provide a service to the educational community by helping generate new knowledge about effective reading practices.

Recommendations: Center status should be retained. The Center should continue to provide effective pre-service teacher training. The Center should also continue outresearch efforts and expand on its involvement in externally funded professional development and partnership with the NDE. With a recent retirement and overlapping hire of an acting clinic coordinator, the Center leadership should focus on hiring a permanent replacement for the clinic coordinator and continue to carefully manage the budget for personnel during the hire and transition.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center Director and direct supervisors, including department chairs from CYAF, SECD and TLTE, and the Dean of the College of Education and Human Sciences, with input from the Reading Center advisory committee, which is made up of faculty representatives from each of three departments (CYAF, SECD, and TLTE).

***Team Membership:** *Michael Hebert*, Director; *Michael Merten*, Chair, Department of Child Youth and Family Studies; *Ron Nelson*, Chair, Department of Special Education and Communication Disorders; *Guy Trainin*, Chair, Department of Teaching Learning and Teacher Education; *Sherri Jones*, Dean, College of Education and Human Sciences



Review Summary
Nebraska Center for Research on Children, Youth, Families and Schools
Management and Operational Review, May 14, 2021
(Report Date: June 30, 2021)

A Management and Operational Review of the Nebraska Center for Research on Children, Youth, Families and Schools (CYFS) was conducted on May 14, 2021. The review team was Sue Sheridan – Center Director, Tina Hogan – Assistant Director for Research Operations in CYFS, Dori Smidt – Assistant Dean for Business and Finance for the College of Education and Human Sciences (CEHS) and Sherri Jones – Dean of CEHS.

Center Mission: CYFS is an interdisciplinary research center in CEHS whose mission is to impact lives through research that advances learning and development. The center's vision is that all children, youth, families and schools have the opportunity to realize their potential and reach beyond.

Assessment: In the past five years, CYFS has continued to serve a vital function in growing research and successful grant activity for CEHS and UNL. For FY16-FY20, CYFS supported the submission of 312 research grants totaling \$182.6 million (yearly average \$36.52M), was awarded 136 grants totaling \$25.5M (yearly average \$5.1M) and generated \$18.1M in research expenditures (yearly average \$3.62M). Grants secured by CYFS in that same period generated a total of \$4.6M in facilities and administration (F&A) revenue. There are currently 105 CFYS research affiliates representing all four NU campuses and multiple disciplines. In a 2020 survey, 100% of research affiliate respondents reported that pre-award services were helpful or very helpful, and important to very important to their grant submission success. Likewise, 100% reported that post-award services (MAP Academy; Web, Technology and Communications; Administrative) were helpful to very helpful. 100% indicated that they were likely to very likely to continue submitting and managing grants through CYFS. Research conducted in CYFS is addressing several of UNL's grand challenges such as early childhood education and development, antiracism and racial equity, health equity, and science and technology literacy for society. Since the inception of CYFS in 2004, CYFS has been awarded more than \$90M in research grants, returning \$22.18 to UNL for every \$1 invested via program of excellence funds. Challenges include a significant increase in grant volume and other activities that have stretched resources. The only discretionary funds to support growth are POE and F&A return. Neither have grown substantially since inception in 2004. Funds to cover Center-wide infrastructure are non-allowable expenses in research grant budgets.

Recommendations: Center status should be retained. Growth in POE funds and/or greater return of F&A is imperative for Center sustainability and growth. The IBB model is an opportunity to ensure that funds are directed to support the infrastructure costs necessary for CYFS to further bolster grant funding and research expenditures in the interdisciplinary work that is vital to achieving college grand visions and addressing campus grand challenges.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Dean, Center Director and VC for Research and Economic Development. The Dean and Center Director meet monthly. The Dean and Center Director also meets regularly with the VC for Research and Economic Development.

Review Summary
Nebraska Center for Energy Sciences Research
External Review: January 20-22, 2021
(Report Date: February 22, 2021)

An external scientific review of the Nebraska Center for Energy Sciences Research (NCESR) was conducted on January 20-22, 2021. The review team membership* was composed of external faculty peers with scientific and administrative expertise pertinent to the Center focus, and an internal UNL faculty member/research administrator to provide institutional context.

Center Mission: NCESR is a collaboration between the Nebraska Public Power District (NPPD) and the University of Nebraska-Lincoln (UNL). The mission of the Energy Center is to conduct energy research that produces new technologies, processes and systems that provide new or significantly enhanced energy sources and improve the quality of life and economic opportunity for all Nebraskans, the nation and the world. The Center funds seed grants in a variety of clean energy areas, including biofuels and bioproducts, wind, solar, energy storage, carbon capture and reuse, improved agricultural efficiency, and nuclear. Seed grants are expected to be leveraged to attract external funding from federal agencies, foundations, and other public or private entities.

Assessment: NCESR is a well-run, well-funded energy center. It follows a unique, but effective model to create impact for faculty, students, the University and Nebraskans. The mission is focused on NCESR research priorities. Revisions to the mission should improve its alignment with goals of NPPD as related to education, engagement, partnerships and development of the next generation workforce. Return on investment from the seed grant program has been excellent. Building mechanisms into the NCESR funding structure that fosters transdisciplinary collaboration and encourages senior faculty to lead large-scale, center-type proposals (e.g., faculty time release, technical/research support) is encouraged. Other areas for growth include fostering research between the life sciences and engineering, encouraging early contact of NUtech for potential IP, enhancing industry partnership in careful coordination with NPPD, and encouraging start-ups at NE Innovation Campus. Strategies to enhance connectedness among research groups affiliated with the Center are encouraged, including regular communications.

Recommendations: Center status should be retained. Though the Center is currently operated under interim leadership and a director search on the horizon, the committee first recommends internal discussion to determine an institutional vision for what NCESR and its derivative is to become. This vision should be developed with NPPD leadership participation to preserve key attributes of the current mission. This renewed collective vision can then drive key resource allocations required to achieve the vision, including a new director, perhaps additional staff, and physical space. The vision definition exercise should importantly support needed improvements in center communications to achieve consensus, diversity, inclusivity, collegiality, excitement and pride among all constituents of NCESR.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of NCESR Interim Director and Associate Director, as well as the UNL Office of Research and Economic Development, in partnership with NPPD.

***Team Membership:** Jih-Sheng (Jason) Lai, Ph.D., James S. Tucker Professor of Electrical and Computer Engineering, Virginia Polytechnic Institute and State University; Alan Mantooth, Ph.D., Distinguished Professor, The Twenty-First Century Research Leadership Chair in Engineering, Electrical Engineering, University of Arkansas; Talat Rahman, Ph.D., UCF Pegasus Professor, Department of Physics, University of Central Florida; and Tala Awada, Ph.D., Associate Dean/Associate Director, Agricultural Research Division, University of Nebraska-Lincoln.

Review Summary
IANR Research, Extension and Education Centers

External Review: January 25 – 29, 2016

Report Date: July 15, 2016

An external review of the IANR Research, Extension and Education Centers (West Central, Panhandle and Eastern Nebraska) was conducted - September 24 – October 8, 2021. The review team membership was composed of administrators of academic institutions, graduate students, producers and industry representatives.

Center Mission: The University of Nebraska Institute of Agriculture and Natural Resources (IANR) operates three main Research, Extension and Education Centers (REEC) across the state with each having a network of farms, ranches and educational facilities to support the mission of IANR, Nebraska Extension and the Agricultural Research Division. The Statewide REECs Mission is to develop solutions that enhance the lives of Nebraskans through improved management of landscapes, production systems, and resources across our state.

Assessment: The REECs conducted for the first time a statewide external review that combined a looking forward direction and focused on a collaborative statewide effort. Each REEC captured input from their advisory boards as well as stakeholders and faculty to identify and prioritize needs across the state. Through this process eight statewide strategic directions and opportunities were identified where REECs could combine resources and expertise to support the statewide directions.

Recommendations: The external review team validated and provided constructive feedback to the proposed statewide strategic directions and identified an additional area of focus. The eight strategic directions are: Water and Nutrient management; Innovative cropping systems to improve soil health, conservation, sustainability & profitability; Developing resilient food animal production systems; Precision agriculture for both crops and livestock; Developing programing for financial resiliency of Ag producers; Connecting the rural-urban interface through food, agriculture, health and science literacy; Workforce development; and Develop undergraduate and graduate experiences. The review team identified key areas that REECs need to address to respond to stakeholder needs. Some of those key areas are:

- A systems-level approach to problem solving and effective outreach is vital to the ongoing success of efforts at REECs and other outlying locations, but academic gaps are apparent. These gaps should be identified, prioritized, and considered to be core-critical to advancing and communicating science statewide.
- Development and retention of REEC-based faculty, especially those who are early in their career development, must be a priority.
- Graduate student presence at the REECs is critical for research efforts in addition to offering valuable outreach training opportunities.
- Infrastructure at the REECs needs to be thoroughly evaluated and needed improvements prioritized on need and possible positive impact for several of the Strategic Directions.
- A REEC system-wide analysis of IT connectivity should be undertaken with a goal of substantial improvement at all locations.
- IANR Media should seek to enhance promotion of REEC research and Extension programing and activities, either remotely or with onsite staffing.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the REECs Directors and ARD. Strategic decisions are vested in the senior leadership of IANR; the administrative leadership team formally reviews unit and center progress on a yearly basis during unit planning and evaluation sessions, with additional meetings scheduled quarterly.



Review Summary
Center for Advanced Surgical Technology (CAST)
External Review: July 2021
(Report Date: August 2, 2021)

An External Review of the Center for Advanced Surgical Technology (CAST) was conducted in July 2021. The review team membership* was composed of faculty outside the NU system and was led by the UNMC Vice Chancellor for Research.

Center Mission: To develop innovative surgical technology, specifically to develop, apply, and evaluate innovative surgical technologies and procedures that will decrease complications, reduce or eliminate hospitalization, improve health, and enhance quality of life. This will be accomplished through creative interdisciplinary and multi-investigator biomedical research – research that integrates, by design, engineering, the life sciences, and medicine.

Assessment: Strengths: CAST is a clear catalyst of collaboration between different UNMC colleges, UNL, UNO, academic partners external to the NU system, and industry. CAST has created an interdisciplinary team of clinicians, engineers, and life scientists. The Center has exceeded expectations in academic productivity (110 publications, five book chapters, 63 presentations, 100 posters/abstracts), intellectual property development (201 patent applications, 38 new invention notifications, one licensed technology), and funding (50 extramural research grants and contracts awarded) in the reporting period. CAST exceeded expectations with community engagement – including activities with the Nebraska Science Festival, Nebraska Robotics Expo, High School Alliance, STEM students from Metro and Northeast Community College, and others. CAST has varied funding sources, including the National Institutes of Health, the Department of Defense, and industry. The Center targets projects and funding to increase the likelihood of developing its strategic plan and focus areas. Expansion of CAST scope from computer-assisted/robotic surgical technology to any promising surgically-relevant technology seems appropriate. Areas of improvement: CAST may explore additional opportunities to leverage machine-learning for computationally intensive research – especially as a component of the comparative effectiveness research program. The internal review did not adequately address whether or not there has been any impact of the change in leadership on strategic direction, membership or fundraising.

Recommendations: Center status should be retained. Since there is a new director, the Center should consider developing a 5-year strategic plan and develop a business plan to ensure resources are sufficient to continue and expand its mission. Future updates of the Center should focus on the current vision, current membership and their accomplishments since the change in leadership.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center Director, Chair, Department of Surgery, and the CAST Oversight Board.

***Team Membership:** Kevin Cleary, Ph.D., Associate Director for Engineering, The Sheikh Zayed Institute for Pediatric Surgical Innovation, Children's National Hospital; Kevin Kunkler, M.D., Professor of Medical Education and Executive Director Simulation, Education, Innovation, & Research, Texas Christian University and University of North Texas Science Center; Jennifer Larsen, M.D., Vice Chancellor of Research, University of Nebraska Medical Center.



Review Summary
Center for Biosecurity, Biopreparedness and Emerging Infectious Diseases (CBBEID)
External Review: July 2021
(Report Date: August 2, 2021)

An External Review of the Center for Biosecurity, Biopreparedness, and Emerging Infectious Diseases (CBBEID) was conducted in July 2021. The review team membership* was composed of faculty outside the NU system and was led by the UNMC Vice Chancellor for Research.

Center Mission: The Center for Biosecurity, Biopreparedness and Emerging Infectious Diseases (CBBEID) encompass the Center for Preparedness Education (CPE) and four academic programs (DrPH, MPH, and MS in Emergency Preparedness and the Graduate Certificate in Emergency Preparedness). The CPE mission is to: *Provide outreach training and education programs to professionals in the field to achieve and maintain Nebraska communities in a state of readiness for disasters (manmade or natural).*

Assessment: Strengths: CBBEID personnel have significant knowledge and expertise with rural preparedness and response - a long history and intimate knowledge of the facilities, state, needs, and programs position the Center to be a national leader in rural preparedness activities and publications. The Center exceeded expectations with academic productivity, impressively CBBEID has established educational programs to support research (DrPH) and practitioners (MPH) of emergency preparedness in the reporting period. CBBEID exceeded expectations with its robust community engagement efforts, including instructional/training activities across the state of Nebraska, FEMA region VII, nationally, and globally – over 5,000 individuals have been trained through these engagements during the reporting period. The Center also obtained varied funding source support in the reporting period including state, federal, foundation, and private. Areas of improvement: The Center should consider creating stronger links between itself, the National Emerging Special Pathogens Training and Education Center, and the Global Center for Health Security to provide diverse student education and research opportunities. At the same time, CBBEID should work diligently to define itself from other UNMC programs. The research areas and opportunities for the faculty and students can be better defined and leveraged to keep the UNMC at the forefront of preparedness advancing practice and science. CBBEID should continue to strengthen relationships with industry as the potential to have internships and master's students working with private entities on business continuity and preparedness activities may open significant doors to research, collaboration, and additional funding.

Recommendations: Center status should be retained. Develop a 5-year strategic plan with distinct areas of training and research and continue to explore diversified funding sources.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center Director and Dean, College of Public Health.

***Team Membership:** John L. Hick, M.D. Emergency Medicine Hennepin County Medical Center Minneapolis, MN; Jennifer Larsen, M.D., Vice Chancellor of Research, University of Nebraska Medical Center; Melanie Thompson, Emergency Response Coordinator, Elkhorn Logan Valley Public Health Department.



Review Summary
Center for Patient, Family & Community Engagement in Chronic Care Management (CENTRIC)
External Review: July 2021
(Report Date: August 2, 2021)

An External Review of the Center for Patient, Family & Community Engagement in Chronic Care Management (CENTRIC) was conducted in July 2021. The review team membership* was composed of faculty in the NU system and was led by the UNMC Vice Chancellor for Research.

Center Mission: CENTRIC focuses on innovative research to disseminate and diffuse research findings through UNMC's educational and patient care programs. CENTRIC provides a framework to get scientists funded, advance the use of technology in healthcare, and train emerging faculty and the next generation of scientists to promote self-management of chronic conditions.

Assessment: Strengths: CENTRIC has a substantial number of faculty that support the Center's mission from multiple colleges and institutes within UNMC as well as the University of Nebraska Omaha and Nebraska Medicine. The Center has developed a solid infrastructure and organization in the reporting period. CENTRIC faculty have reasonable activity in publications (12 publications) and applications submitted (16 applications for \$12.7M) in the reporting period. The Center has exceeded expectations in community outreach (31 seminars hosted). CENTRIC has met expectations with trainee development: the Center has supported two graduate assistants, seven doctoral students, and four post-doctorates. CENTRIC has developed three separate funding mechanisms awarding more than \$240,000 in funding since 2016: pilot grant (5 funded), just-in-time award (9 funded), and mentored pilot program (2 funded). CENTRIC has developed technologies to monitor outcomes and interventions and strategized how this technology could be commercialized with UNeMed or through the Small Business Innovation Research (SBIR) program. This technology will reach rural and urban underserved populations and contribute to workforce and economic development in Nebraska. **Areas of improvement:** CENTRIC may consider more dissemination of research and promotion of successful collaborations and projects. The success of the Center depends on demonstrating progress in continued growth in extramural funding awarded to CENTRIC members. The Center should consider increasing multidisciplinary publications with collaborators to enhance the competitiveness for larger programmatic grants.

Recommendations: Center status should be retained. CENTRIC may consider ways to better disseminate successful collaborations and projects. Faculty of the Center should consider multi-PI projects as a strategy to increase competitiveness for larger programmatic grants that can also leverage the funding history of collaborators and focus on increasing multidisciplinary publications with collaborators to show those collaborations are effective.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center Director and Dean of the College of Nursing.

***Team Membership:** Deepak Khazanchi, Ph.D., Associate Dean for Academic Affairs, Professor of Information Systems and Quantitative Analysis, Executive Director of CMIT, and Community Engagement & Internationalization Officer in the College of Information Science and Technology at the University of Nebraska at Omaha; Christopher J. Kratochvil, M.D., Associate Vice Chancellor for Clinical Research, University of Nebraska Medical Center; Jennifer Larsen, M.D., Vice Chancellor of Research, University of Nebraska Medical Center



Review Summary
Center for Staphylococcal Research (CSR)
External Review: July 2021
(Report Date: August 2, 2021)

An External Review of the Center for Staphylococcal Research (CSR) was conducted in July 2021. The review team membership* was composed of faculty outside the NU system and was led by the UNMC Vice Chancellor for Research.

Center Mission: The objectives of the Center for Staphylococcal Research (CSR) are multifaceted and include 1) to provide an administrative platform to enhance our competitiveness for additional multi-investigator grant support, 2) to develop molecular/genetic tools that will enhance the productivity of staphylococcal researchers worldwide, 3) to develop novel therapeutics to combat staphylococcal infection, 4) to serve as a training center for developing scientists interested in pursuing a career in staphylococcal disease research, and 5) to serve as a nidus for development of clinical research programs.

Assessment: Strengths: CSR has fostered multiple interdisciplinary collaborations internal and external to the NU system composed of researchers from basic scientists to clinicians with expertise in biofilm development, drug discovery, genetics, physiology, immunology, and engineering. The Center has exceeded expectations in academic productivity (105 peer-reviewed publications), intellectual property development (5 patents filed), funding (23 grants awarded for a total of \$18.9M) in the reporting period. CSR exceeded expectations on numbers of trainees/graduates with 20 post-doctoral trainees, 13 graduate students, and 13 visiting students in the reporting period. CSR exceeded expectations for community outreach: the Center established and hosts a biennial International Conference of Gram-Positive Pathogens, provides access to a transposon mutant library to investigators around the globe free of charge (distributed over 17,000 mutants), created and hosts a “Essentials in Staphylococcal Genetics Workshop” to develop new investigators in the staphylococcal field, and supports Nebraska students from undergraduate Nebraska Colleges and Institutions through the National Institutes of Health IDeA Network of Biomedical Research Excellence (INBRE). CSR has also developed partnerships with industry, including Pfizer, Merck, Biofire Defense, and Biofire Diagnostics. **Areas of improvement:** CSR may consider creating a regional network of investigators with complementary experience in staphylococcal research.

Recommendations: Center status should be retained. CSR may consider creating a regional network of investigators with complementary experience in staphylococcal research. The Center should consider submitting a training grant, such as a T-32.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center Director and Dean, College of Medicine.

***Team Membership:** Francis Alonzo, Ph.D., Associate Professor, Department of Microbiology and Immunology, Loyola University Medical Center; Jim Cassat, M.D., Ph.D., Associate Director, Vanderbilt Institute for Infection, Immunology, and Inflammation (VI4), Assistant Professor of Pediatrics; Pathology, Microbiology, and Immunology; and Biomedical Engineering, Vanderbilt University Medical Center; Dorte Frees, Ph.D., Associate Professor, Department of Veterinary Disease Biology, University of Copenhagen; Jennifer Larsen, M.D., Vice Chancellor of Research, University of Nebraska Medical Center;



Nebraska Safety Center
Academic Program Review
(Report Date: October 28, 2020)

An Academic Program Review of the Nebraska Safety Center was conducted in the Fall of 2020. The review team membership* was composed of UNK faculty and Center partners.

Center Mission: The Nebraska Safety Center mission is "we exist to conserve human and economic resources through safety education and accident prevention." Their primary focus is outreach. By state statute, NSC is charged with responding to LB693 (1978) to furnish: (1) Instruction: developing educational courses and coordinating activities associated with statewide safety training; (2) Research: imparting expertise in identifying safety examination opportunities (3) Service: offering customer-focused educational opportunities to interested individuals throughout the state; (4) Leadership: collaborating with expert counterparts on the development of teacher preparation to facilitate statewide safety education programs.

Assessment: Of the four areas, the team found the greatest strengths with Instruction and Service. There was also extensive evidence related to Leadership and Research which, they believe, provides opportunities for growth and long-term sustainability.

Strengths found within the NSC program:

- Sound expertise with local, state, and federal guidelines and practices to serve constituents;
- Well written and relevant curriculum according to safety standards with efficient delivery and maintaining course offerings even throughout the Covid pandemic;
- Consistent and growing enrollment;
- New program offerings, such as the ADVANCE project, that will contribute to additional growth;
- Maintaining strong partnerships with secondary schools to offer Driver Education courses;
- Longevity of the staff which contributes to a level of expertise and continuity.

Opportunities to improve the NSC program:

- Further embed the NSC within the College of Business and Technology (CBT) and academic affairs;
- Increase collaborative efforts with University of Nebraska (NU) faculty for research opportunities including those in the Department of Engineering, Industrial Technology, etc.;
- Increase awareness of services throughout the greater Nebraska area and Midwest;
- Continue growing in the eastern part of the state to make the Lincoln office financially sustainable;
- Partner with the Division of Research to develop and implement a research agenda utilizing existing data through collaboration with CBT faculty and faculty across the NU system. This could help to integrate the NSC with UNK and raise awareness throughout the community, state, and regionally;
- Develop a strategy to support the proposed move of the Driving Range.

Recommendations: The review committee clearly felt the NSC adds value and **the center should be retained**. We worked with the NSC to implement some structural changes immediately and are partnering with campus administration for a master plan for a relocation and revisioning of the NSC.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of NSC Operations Manager and the Dean of the College of Business and Technology. The team will meet monthly on a regular basis and more frequently as needed. The master planning process begins on August 9th and is expected to take about a year.

***Team Membership:** Kelly Christensen, EdD, Chair, Dean of Training/Kearney, CCC; Tracy Dethlefs-Rademacher, RN, BSN, Trauma Outreach Coordinator/Safe Kids Platte Valley Coordinator, CHI; Sarah Borchers, DBA, CPA, Asst Professor, Accounting, UNK; Matthew R. Bice, PhD, Assoc Professor, Exercise Science, Associate, Dean of Graduate Studies, UNK.

TO: The Board of Regents Addendum XI-D-2

Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Renewal of Property Insurance Policies

RECOMMENDED ACTION: Report

EXPLANATION: Pursuant to Section 6.4 of the Bylaws, the President shall have authority to approve and to execute any contract of any nature, not otherwise described in Board of Regents Policies Section 6.3.1, subsection 4; provided that the contract does not exceed \$5,000,000 in the aggregate over the term of the contract. All such executed contracts in excess of \$1,000,000 shall be reported to the Board of Regents at its next regular meeting.

Renewal of the following insurance policies are expected to have an aggregate impact on the University in excess of \$1,000,000 and are thus reported to the Board of Regents:

Excess Liability Insurance – Fiscal Year 21/22 - \$1,021,105
United Educators

Property Insurance – Fiscal Year 21/22 - \$4,062,926
FM Global

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

ON-GOING FISCAL
IMPACT: None

SOURCE OF FUNDS: Various

SPONSOR: Chris J. Kabourek
Vice President of Business and Finance | CFO

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: September 7, 2021

TO: The Board of Regents Addendum XI-D-3

Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation Facility Replacement at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approve the naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation at the University of Nebraska Medical Center, pursuant to the Board of Regents Policy RP-6.2.7.3.b.

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Gold have approved the naming of suites within the Munroe-Meyer Institute for Genetics and Rehabilitation.

Donor: LaRue Coffee Charitable Foundation

Description: Level 3 iCASP Playroom

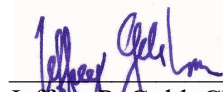
Naming: Quinten O’Gorman’s Playroom

With the naming of these areas as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the Donors’ generous support to the University of Nebraska and the University of Nebraska Medical Center.

Under the Board of Regents Policy RP-6.2.7.3.b., the naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such a Facility and the President. Such naming shall be reported to the Board of Regents.

SPONSOR: Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:



Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center



Walter E. Carter, President
University of Nebraska

DATE: September 7, 2021

TO: The Board of Regents Addendum XI-D-4

Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation Facility Replacement at the University of Nebraska Medical Center

RECOMMENDED ACTION: Approve the naming of selected spaces within the Munroe-Meyer Institute for Genetics and Rehabilitation at the University of Nebraska Medical Center, pursuant to the Board of Regents Policy RP-6.2.7.3.b.

PREVIOUS ACTION: None

EXPLANATION: President Carter and Chancellor Gold have approved the naming of suites within the Munroe-Meyer Institute for Genetics and Rehabilitation.

Donor: N/A

Description: Level 4 Conference Room 40031

Naming: Dr. Gail Walling Yanney and Michael B. Yanney Conference Room

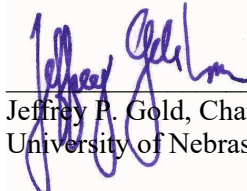
With the naming of these areas as stated above, the Board of Regents expresses its deepest gratitude and appreciation for the Donors' generous support to the University of Nebraska and the University of Nebraska Medical Center.

Under the Board of Regents Policy RP-6.2.7.3.b., the naming of a room or a small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, a family, or an organization shall be approved by the Chancellor responsible for such a Facility and the President. Such naming shall be reported to the Board of Regents.

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

SPONSOR: Douglas A. Ewald
Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:


Jeffrey P. Gold, Chancellor
University of Nebraska Medical Center


Walter E. Carter, President
University of Nebraska

DATE: September 7, 2021

TO: The Board of Regents Addendum XI-D-5
 Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: University of Nebraska at Kearney
 Report of Gifts, Grants, Contracts and Bequests accepted during the Quarter April 1, 2021 through June 30, 2021.

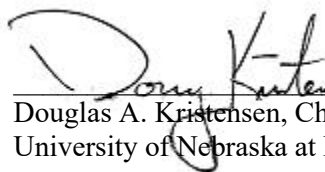
RECOMMENDED ACTION: Report

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/20-9/30/20	\$ 850,105	\$ 4,147,398	\$0	\$ 40,600	\$ 5,038,103
10/1/20-12/31/20	\$ 374,043	\$ 1,641,551	\$0	\$ 178,000	\$ 2,193,594
1/1/21-3/31/21	\$2,308,699	\$11,515,580	\$0	\$ 7,000	\$13,831,279
4/1/21-6/30/21	\$1,004,127	\$12,696,052	\$0	\$ 14,500	\$13,714,679
Fiscal YTD Totals	<u>\$4,536,974</u>	<u>\$30,000,581</u>	<u>\$0</u>	<u>\$ 240,100</u>	<u>\$ 34,777,655</u>
2019-20 Totals	<u>\$5,089,947</u>	<u>\$14,356,015</u>	<u>\$0</u>	<u>\$ 343,423</u>	<u>\$ 19,789,385</u>
2018-19 Totals	<u>\$4,385,676</u>	<u>\$ 9,727,239</u>	<u>\$0</u>	<u>\$ 430,257</u>	<u>\$ 14,543,172</u>

A - Gifts of \$100,000 and more are itemized on the attached pages
 B - Grants of \$1,000,000 and more are itemized on the attached pages
 C - All bequests are itemized on the attached pages
 D - Contracts of \$400,000 and more are itemized on the attached pages

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

RECOMMENDED:


 Douglas A. Kristensen, Chancellor
 University of Nebraska at Kearney

DATE: September 7, 2021

University of Nebraska at Kearney
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER April 1, 2021 through June30, 2021

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
University of NE Foundation	Scholarships	\$420,764

	Subtotal	\$ 420,764
	Total amount of gifts under \$100,000	\$ 583,363
Total Gifts for the Quarter		<u>\$1,004,127</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
US Dept. of Education	Financial Aid-CARES	Student Aid	\$ 4,990,169
US Dept. of Education	Institutional-CARES	Institutional	\$ 5,695,342

	Subtotal	\$10,685,511
	Total amount of all Grants under \$1,000,000	<u>\$ 2,010,541</u>
Total Grants for the Quarter		<u>\$12,696,052</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
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	Subtotal	\$ 0
	Total amount of all Contracts under \$400,000	<u>\$ 14,500</u>
Total Contracts for the Quarter		<u>\$ 14,500</u>

TO: The Board of Regents Addendum XI-D-5

Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests accepted during the
Quarter April 1, 2021, through June 30, 2021

RECOMMENDED ACTION: Report

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
7/1/20-9/30/2020	\$178,784	\$61,667,500	\$0	\$13,414,029	\$75,260,313
10/1/20-12/31/2020	\$493,857	\$27,717,612	0	\$12,793,987	\$41,005,456
1/1/21-3/31/2021	\$9,200	\$68,478,700	0	\$6,960,184	\$75,448,084
4/1/21-6/30/2021	\$640,836	\$137,861,708	\$8,785	\$21,533,692	\$160,045,021
Fiscal YTD Totals	<u>\$1,322,677</u>	<u>\$295,725,520</u>	<u>\$8,785</u>	<u>\$54,701,892</u>	<u>\$351,758,874</u>
2019-20 Totals	<u>\$1,757,540</u>	<u>\$242,923,613</u>	<u>\$0</u>	<u>\$35,484,514</u>	<u>\$280,166,667</u>
2018-19 Totals	<u>\$1,877,849</u>	<u>\$230,168,714</u>	<u>\$1,000,000</u>	<u>\$38,174,920</u>	<u>\$271,221,483</u>

A - Gifts of \$100,000 or more are itemized on the attached pages

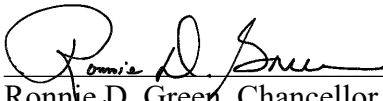
B - Grants of \$1,000,000 and more are itemized on the attached pages

C - All bequests are itemized on the attached pages

D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSORS: Bob Wilhelm
Vice Chancellor for Research & Economic Development

APPROVED:



Ronnie D. Green, Chancellor
University of Nebraska-Lincoln

DATE: September 7, 2021

University of Nebraska-Lincoln
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER 04/01/2021 – 06/30/2021

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Estate of Shirley Taylor	College of Arts & Sciences Donation	\$137,189

Subtotal \$137,189

Total amount of gifts under \$100,000 \$512,432

Total Gifts for the Quarter \$649,621

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Education	Justin Chase Brown Academic Services & Enrollment Management	Federal Financial Aid to Students-Pell Grant	\$21,388,039
Dept of Education	Justin Chase Brown Academic Services & Enrollment Management	COVID: CARES Act Student Assistance	\$21,239,605
Dept of Education	Mary LaGrange Vice Chancellor for Business and Finance (Department)	COVID: CARES Act Institutional Assistance	\$21,160,041
NU Foundation	Justin Chase Brown Academic Services & Enrollment Management	Undergraduate Scholarships FY 20-21	\$7,930,560
Dept of Agriculture-NIFA	David Varner Dean's Office for Cooperative Extension	FY21 Joint Cooperative Extension Programs at 1862 Land-Grant Institutions and University of the District of Columbia Public Postsecondary Education Reorganization Act Program	\$5,326,832
Dept of Agriculture-NIFA	Archie Clutter Dean's Office for Agricultural Research Division	FY21 The Hatch Act of 1887 (Regular Research Fund)	\$3,194,649

Dept of Agriculture- FS	John Erixson NE State Forest Service	Cooperative Forestry Program	\$2,981,077
NSF	Elizabeth Lewis Teaching, Learning and Teacher Education	Meeting the Needs of Diverse Students through a Next Generation of Science Teacher- Leadership in Nebraska	\$2,916,074
NSF- EPSCoR	Christian Binek Department of Physics and Astronomy	RII Track-1: Emergent Quantum Materials and Technologies (EQUATE)	\$2,335,049
DHHS-Nat Inst Gen Medical Sci	Rick Bevins Department of Psychology	Rural Drug Addiction Research Center	\$2,329,916
Dept of Agriculture- NIFA	Brad Lubben Department of Agricultural Economics	North Central Extension Risk Management Education Center	\$2,121,750
Dept of Agriculture- NIFA	Archie Clutter Dean's Office for Agricultural Research Division	FY21 The Hatch Act of 1887 (Multistate Research Fund)	\$1,407,450
Ne Dept Health & Human Serv	Jean Ann Fischer Department of Nutrition and Health Sciences	Supplemental Nutrition Assistance Program Education: Nutrition Education and Obesity Prevention Grant	\$1,311,201
		Subtotal	\$95,642,243
		Total amount of all Grants under \$1,000,000	<u>\$42,219,465</u>
		Total Grants for the Quarter	<u>\$137,861,708</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Ne Dept Economic Development	Jeffrey Chambers Center on Children, Families and the Law	COVID: NE Housing Assistance Common Fund - Balance of State	\$6,486,296
Ne Children & Families Foundation	Kathleen Gallagher Buffett Early Childhood Institute	Preschool Development Grant Birth through 5 (PDG B-5) Renewal Grant	\$2,878,247

Ne Public Power District	Bob Wilhelm Vice Chancellor for Research (Department)	Nebraska Center for Energy Sciences Research	\$1,500,000
Industry Sponsor	Scott Johnson Biological Process Development Facility	MCB Production, Technology Transfer, and Manufacture of Antigen Bm-HAXT	\$963,994
Dept of Commerce- NOAA	Rezaul Mahmood School of Natural Resources	High Plains Regional Climate Center	\$649,500
Ne Administrative Office of the Courts	Dori Smidt Dean's Office of Education and Human Sciences	Administrative Office of the Courts and Probation Business Analysts	\$562,845
Natl Strategic Rsch Inst (NSRI)	David Berkowitz Department of Chemistry	Medical Countermeasure Drug Discovery and Development	\$513,494
DOD-Defense Threat Reduction Agency	Sina Balkir Department of Electrical and Computer Engineering	Low-Power Signal-Processing Electronics for Unattended Radiation Monitoring Sensors	\$501,638
		Subtotal	\$14,056,014
		Total amount of all Contracts under \$400,000	<u>\$7,477,678</u>
		Total Contracts for the Quarter	<u>\$21,533,692</u>

TO: The Board of Regents
Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the
Quarter July 1, 2020 through June 30, 2021

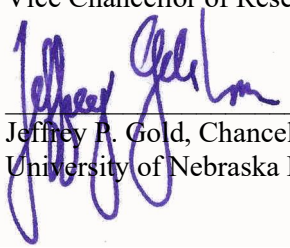
RECOMMENDED ACTION: Report

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

Description	Gifts A	Grants B	Bequests C	Contracts D	Totals
07/01/2020 – 09/30/2020	\$163,726	\$41,624,487	\$0	\$16,951,859	\$58,740,072
10/01/2020 – 12/31/2020	\$10,582	\$9,508,081	\$0	\$33,080,505	\$42,599,168
01/01/2021 – 03/31/2021	\$410,697	\$27,868,010	\$0	\$17,957,916	\$46,236,623
04/01/2021 – 06/30/2021	\$453,987	\$53,835,557	\$0	\$26,584,071	\$80,873,615
Fiscal YTD Totals	<u>\$1,038,992</u>	<u>\$132,836,135</u>	<u>\$0</u>	<u>\$94,574,351</u>	<u>\$228,449,478</u>
2019-2020 Totals	<u>\$796,745</u>	<u>\$145,657,041</u>	<u>\$0</u>	<u>\$77,742,309</u>	<u>\$224,196,095</u>
2018-2019 Totals	<u>\$936,186</u>	<u>\$116,803,694</u>	<u>\$0</u>	<u>\$43,446,093</u>	<u>\$161,185,973</u>

A - Gifts of \$100,000 or more are itemized on the attached pages
 B - Grants of \$1,000,000 or more are itemized on the attached pages
 C - All bequests are itemized on the attached pages
 D - Contracts of \$400,000 or more are itemized on the attached pages

SPONSOR: Jennifer L. Larsen, M.D.
Vice Chancellor of Research

APPROVAL: 

 Jeffrey P. Gold, Chancellor
 University of Nebraska Medical Center

DATE: September 7, 2021

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER APRIL 1, 2021 - JUNE 30, 2021**

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Team Jack Foundation	Team Jack Fdn gft Pedi Cancer	\$250,000
Miscellaneous Donations	The Impact of Social Health Programming in Adolescent Girls on Cardiovascular Health Associated Pregnancy Outcomes in Early Adulthood	\$100,000
	Total amount of Gifts under \$100,000	<u>\$103,987</u>
	Total Gifts for the Quarter	<u>\$453,987</u>

Grants \$1,000,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NCI	---New--- Eppley Inst Faculty	Pancreatic Cancer Detection Consortium	\$1,769,049
DHHS/NIH/NCI	---New--- Biochem and Molecular Biology	Pancreatic Cancer Metastasis	\$1,644,289
DHHS/NIH/NIGMS	---New--- COP Pharmaceutical Science	Nebraska Center for Nanomedicine (Phase III)	\$1,143,750
DHHS/NIH/NIGMS	---New--- Biochem and Molecular Biology	Nebraska Research Network in Functional Genomics	\$3,628,200
DHHS/NIH/NIGMS	---New--- Eppley Inst Faculty	Nebraska Center for Molecular Target Discovery and Development	\$2,270,230
DHHS/NIH/NIMH	---New--- Pharmacology/Exp Neuroscience	Chronic HIV Infection and Aging in NeuroAIDS (CHAIN) Center	\$1,525,860
DHHS/CDC/NIOSH	---New--- COPH Environ, Agri & Occ Health	Central States Center for Agricultural Safety and Health (CS-CASH)	\$1,906,082

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER APRIL 1, 2021 - JUNE 30, 2021**

Grants \$1,000,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
DHHS/NIH/NIA	---New--- Pharmacology/Exp Neuroscience	Mitochondrial modulation of neuroinflammation in AD and related tauopathies	\$2,180,614
U.S. Department of Education	---New--- Business and Finance	Institutional Request for UNMC (CARES Act - Higher Education Emergency Relief Fund)	\$1,630,153
DHHS/NIH/NIA	---New--- Neurological Sciences	Monitoring real-world driver behavior for classification and early prediction of Alzheimer's disease	\$1,039,678
DHHS/NIH/NICHD	---New--- Pediatrics Hospitalists	Mobile Health-Targeted SARS-CoV-2 Testing and Community Interventions to Maximize Migrant Children's School Attendance During the COVID-19 Pandemic	\$1,508,470
	Subtotal		\$20,246,375
	Total amount of Grants under \$1,000,000		<u>\$33,589,182</u>
	Total Grants for the Quarter		<u>\$53,835,557</u>

Contracts \$400,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NE DHHS	---New--- MMI Speech Pathology	Medically Handicapped Children's Program (MHCP)	\$1,458,420
NE DHHS	---New--- Pathology/Microbiology	Expanded Testing Capacity for COVID-19/SARS-CoV-2	\$782,000
NE DHHS	---New--- Pathology/Microbiology	Expanded Testing Capacity for COVID-19/SARS-CoV-2	\$5,075,000

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER APRIL 1, 2021 - JUNE 30, 2021**

Contracts \$400,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NORC	---New--- COPH Health Promotion	Consortium for Pre-Primary Data and Measurement, Phase 2	\$433,370
Nebraska Medical Center	---New--- Int Med Infectious Diseases	Nebraska Regional Disaster Health Response System	\$498,016
Children's Mercy Hospital & Clinics - Kansas City,	---New--- Pediatrics Metabolism	Genomic Answers for Kids Repository	\$574,963
NE DHHS	---New--- Int Med Infectious Diseases	Hospital Preparedness Program (HPP) Ebola Preparedness and Response Activities	\$600,000
DHHS/CDC	---New--- COPH Environ, Agri & Occ Health	SARS-CoV-2 Viral Evolution and Spread within Nebraska and Surrounding States	\$1,279,389
George Washington University	---New--- Int Med DEM	Continuation of Glycemic Reduction Approaches in Diabetes: A Comparative Effectiveness Study (GRADE)	\$689,927
National Strategic Research Institute	---New--- Pharmacology/Exp Neuroscience	Biologic and Chemical Threat Characterization and Medical Countermeasure Development	\$659,038
Fred Hutchinson Cancer Research Center	---New--- Pediatrics Hospitalists	CoVPN 3006 - PROTOCOL FUNDING - Omaha Protocol-Specific Site (College Age Kids COVID Vaccine Trial) LONG acting pipeline to Establish medicines for malaria, tuberculosis and hepatitis C Virus with Infrastructure for sustainable Translational capacity(LONGEVITY)	\$1,202,100
University of Liverpool	---New--- Int Med Infectious Diseases		\$668,597

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER APRIL 1, 2021 - JUNE 30, 2021**

Contracts \$400,000 and over

<u>Grantee</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Gossamer Bio	---New--- Int Med Cardiovascular Medicine	A Phase 2, Randomized, Double-Blind, Placebo-Controlled, Multi-Center Clinical Study to Evaluate the Efficacy and Safety of Oral Inhalation of GB002 for the Treatment of WHO Group 1	\$572,773
	Subtotal		\$14,493,593
	Total amount of Contracts under \$400,000		<u>\$12,090,478</u>
	Total Contracts for the Quarter		<u><u>\$26,584,071</u></u>

TO: The Board of Regents
 Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: University of Nebraska at Omaha
 Report of Gifts, Grants, Contracts and Bequests accepted during the
 Quarter April 1, 2021 through June 30, 2021.

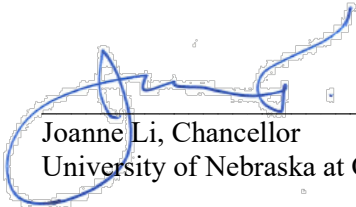
RECOMMENDED ACTION: Report

	Gifts A	Grants B	Bequests C	Contracts D	Totals
Description					
7/1/20-9/30/2020	\$768,629	\$18,932,974	\$500,000	\$738,576	\$20,940,179
10/1/20-12/31/2020	\$1,145,704	\$4,989,336	\$0	\$375,182	\$6,510,222
1/1/21-3/31/2021	\$6,808,003	\$29,041,031	\$0	\$275,456	\$36,124,490
4/1/21-6/30/2021	\$3,632,048	\$22,602,954	\$0	\$92,962	\$26,327,964
Fiscal YTD Totals	<u>\$12,354,384</u>	<u>\$75,566,295</u>	<u>\$500,000</u>	<u>\$1,482,176</u>	<u>\$89,902,855</u>
2019-2020 Totals	\$13,665,276	\$57,310,531	\$20,000	\$1,488,934	\$72,486,741
2018-2019 Totals	\$10,327,027	\$35,974,794	\$0	\$1,517,318	\$47,819,139

A - Gifts of \$100,000 and more are itemized on the attached pages
 B - Grants of \$1,000,000 and more are itemized on the attached pages
 C - All bequests are itemized on the attached pages
 D - Contracts of \$400,000 and more are itemized on the attached pages

SPONSOR: Douglas A. Ewald
 Vice Chancellor for Business, Finance and Business Development

RECOMMENDED:


 Joanne Li, Chancellor
 University of Nebraska at Omaha

DATE: September 7, 2021

**UNIVERSITY OF NEBRASKA AT OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER *April 1 – June 30, 2021***

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
NU Foundation	Cost Share for 46-1001-0011-100	117,119
NU Foundation	Walter Scott Scholarships	204,204
NU Foundation	Scott Scholars Support	372,487
American Rescue Act 2021	KVNO-CPB Corporation for Public Broadcasting	144,443
NU Foundation	Carl Mammel UNO CBA Excellence Dean	100,291
NU Foundation	Sherwood Foundation for MOEC Operations	144,546
NU Foundation	Professorships, Second Semester	366,875
NU Foundation	Teachers Scholars Academy Fund	118,016
NU Foundation	Access to Exceptional Year One	524,659
	Subtotal	\$2,092,640
	Total amount of gifts under \$100,000	<u>\$1,539,408</u>
	Total Gifts for the Quarter	<u>\$3,632,048</u>

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
U.S. Department of Education	Business & Finance	Other	\$15,604,404
	Subtotal		\$15,604,404
	Total amount of all Grants under \$1,000,000		<u>\$6,998,550</u>
	Total Grants for the Quarter		<u>\$22,602,954</u>

Bequests

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	<u>\$0</u>
	Total Bequests for the Quarter	<u>\$0</u>

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal		\$0
	Total amount of all Contracts under \$400,000		\$92,962
	Total Contracts for the Quarter		<u>\$92,962</u>

TO: The Board of Regents
Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Quarterly Status of Capital Construction Projects

RECOMMENDED ACTION: Report

EXPLANATION: This is a summary report of projects included in the Quarterly Capital Construction Report required by state statute. Inclusion in the report commences with Board of Regents approval and ends one year following substantial completion.

The report fulfills the requirements of R.P.6.3.6.2.e and R.P. 6.3.6.4 and contains the campus and project name, designer and contractor, contracting method, contract status, stage of construction, and approved budget categories for the period ending June 30, 2021.

The report is available at:
<https://nebraska.edu/-/media/projects/unca/offices-policies/business-and-finance-office/docs/facilities/reports/2020-09-30quarterlystatusofcapitalconstructionprojects.pdf?la=en>

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

RECOMMENDED: 
Chris Kabourek
Vice President for Business and Finance | CFO

DATE: September 7, 2021

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

KEARNEY

Discovery Hall (LB957) Formerly Otto Olsen Replacement

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:	1/27/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$25,056,500
Construction Start:	5/30/2018		BCDM Architects	5/9/2017	\$1,458,000			A/E Consultant Selection		Non Construction:	\$4,943,500
Construction End Date:	10/31/2019	6/6/2020	Hausmann Construction, Inc.	6/18/2018	\$24,229,898	16	\$285,711	CM at Risk		Total Project Cost:	\$30,000,000
Phase:	Warranty									% funds expended:	100%
Funding Source											
										Campus Funds	\$30,000,000
										Total Funding	\$30,000,000

New Fraternity and Sorority Life (FSL) Housing

BoR Schedule Dates		Contracts								Approved Budget	
Project Approved:	2/12/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$22,537,000
Construction Start:	7/31/2021		BWBR Architects Inc.	7/21/2021	\$61,000			A/E Consultant Selection		Non Construction:	\$4,109,000
Construction End Date:	12/31/2022		Sampson Construction Co., Inc.	7/6/2021	\$25,000			CM at Risk		Total Project Cost:	\$26,646,000
Phase:	Design Development									% funds expended:	1%
Funding Source											
										Campus Funds	\$26,646,000
										Total Funding	\$26,646,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

LINCOLN

Barkley Memorial Center Expansion and Renovation (2019)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	12/6/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$8,205,800
Construction Start:	5/31/2020		Alley Poyner Macchietto	3/10/2020	\$615,450	1	\$18,000	A/E Four Year Consultant	Non Construction:	\$1,794,200
Construction End Date:	6/30/2022	5/3/2022	BECKENHAUER CONSTRUCTION	7/9/2020	\$7,047,686			CM at Risk	Total Project Cost:	\$10,000,000
Phase:	Construction								% funds expended:	12%
									Funding Source	
									Private/Trust	\$10,000,000
									Total Funding	\$10,000,000

C.Y. Thompson Dinsdale Family Learning Commons

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	9/19/2014	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$16,877,000
Construction Start:	7/31/2019		DLR Group Inc.	2/11/2015	\$1,260,000	4	\$159,560	A/E Consultant Selection	Non Construction:	\$5,623,000
Construction End Date:	11/30/2020	12/11/2020	Sampson Construction Co., Inc.	8/26/2019	\$15,779,000	10	(\$1,033,539)	Low Responsible Bid	Total Project Cost:	\$22,500,000
Phase:	Warranty								% funds expended:	89%
Funding Source										
									Private/Trust	\$19,507,982
									Campus Funds	\$2,992,018
									Total Funding	\$22,500,000

College of Law Schmid Law Library Renovation

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:	12/4/2020	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$4,240,000
Construction Start:	5/31/2021		Alvine & Assoc	2/23/2021	\$404,000			A/E Four Year Consultant	Non Construction:	\$1,760,000
Construction End Date:	5/31/2022	5/31/2022	Sampson Construction Co., Inc.	4/22/2021	\$12,500			CM at Risk	Total Project Cost:	\$6,000,000
Phase:	Construction Documents								% funds expended:	3%
Funding Source										
Private/Trust									\$6,000,000	
Total Funding									\$6,000,000	

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

LINCOLN										
Hamilton Hall 3rd Floor North Renovation										
BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	12/4/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$2,838,000
Construction Start:	12/31/2019		Clark & Enersen, Inc.	5/21/2019	\$243,000			A/E Four Year Consultant	Non Construction:	\$562,000
Construction End Date:	8/31/2020	8/24/2020	Cheever Construction Company	12/17/2019	\$2,103,000	5	\$105,160	Low Responsible Bid	Total Project Cost:	\$3,400,000
Phase:	Warranty									
									% funds expended:	86%
									Funding Source	
									Cash	\$3,400,000
									Total Funding	\$3,400,000
Kiewit Hall, Phase 2 College of Engineering Building										
BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$80,295,500
Construction Start:	3/31/2021		Clark & Enersen, Inc.	5/13/2020	\$5,700,000	2	\$402,400	A/E Consultant Selection	Non Construction:	\$16,704,500
Construction End Date:	6/30/2023	3/15/2022	Kiewit Bldg Group Inc	10/19/2020	\$5,420,034			CM at Risk	Total Project Cost:	\$97,000,000
Phase:	Design Development									
									% funds expended:	4%
									Funding Source	
									Private/Trust	\$97,000,000
									Total Funding	\$97,000,000
Life Sciences Annex Gnotobiotic Vivarium Addition										
BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	12/4/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$4,106,000
Construction Start:	8/31/2019		Clark & Enersen, Inc.	2/6/2019	\$274,000			A/E Four Year Consultant	Non Construction:	\$894,000
Construction End Date:	7/31/2020	10/1/2020	Cheever Construction Company	8/29/2019	\$3,609,000	10	\$122,682	Low Responsible Bid	Total Project Cost:	\$5,000,000
Phase:	Warranty									
									% funds expended:	99%
									Funding Source	
									Private/Trust	\$5,000,000
									Total Funding	\$5,000,000
Mabel Lee Hall Replacement Building (LB957)										
BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	6/1/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$36,450,000
Construction Start:	1/31/2020		Sinclair, Hille & Associates, Inc.	10/12/2017	\$2,450,000	2	\$316,976	A/E Consultant Selection	Non Construction:	\$9,550,000
Construction End Date:	11/30/2021	5/16/2022	Hausmann Construction, Inc.	2/4/2020	\$28,541,600	5	\$308,956	Low Responsible Bid	Total Project Cost:	\$46,000,000
Phase:	Construction									
									% funds expended:	29%
									Funding Source	
									Private/Trust	\$6,000,000
									State Appropriations	\$40,000,000
									Total Funding	\$46,000,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

LINCOLN

Nebraska East Union Renovation

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:	10/19/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$24,086,000	
Construction Start:	10/31/2018		RDG Schutte Wilscam Birge Inc.	3/21/2018	\$1,510,000	2	\$238,000	A/E Consultant Selection	Non Construction:	\$4,509,000	
Construction End Date:	8/31/2020	9/1/2020	Hausmann Construction, Inc.	3/15/2018	\$21,580,881	8	\$934,453	CM at Risk	Total Project Cost:	\$28,595,000	
Phase:	Warranty									% funds expended:	98%
Funding Source											
									Campus Funds	\$8,600,000	
									Auxiliary	\$1,100,000	
									Campus Funds	\$1,995,000	
									Revenue Bonds	\$16,900,000	
									Total Funding	\$28,595,000	

Nebraska Hall (LB957) East Enterprise Technology Services and Data Solutions Renovation

BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:	2/7/2020	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$3,276,000	
Construction Start:	6/30/2020		Clark & Enersen, Inc.	3/11/2020	\$234,000	1	\$9,530	A/E Four Year Consultant	Non Construction:	\$1,824,000	
Construction End Date:	11/30/2020	2/19/2021	Sampson Construction Co., Inc.	8/26/2020	\$2,055,000	7	\$277,309	Low Responsible Bid	Total Project Cost:	\$5,100,000	
Phase:	Warranty									% funds expended:	77%
Funding Source											
									Campus Funds	\$5,100,000	
									Total Funding	\$5,100,000	

North Stadium Expansion (2019)

BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$121,868,000	
Construction Start:	4/30/2021		Bahr Vermeer & Haecker	6/23/2020	\$9,282,700	1	\$495,000	A/E Consultant Selection	Non Construction:	\$33,132,000	
Construction End Date:	7/31/2023	7/14/2023	Hausmann Construction, Inc.	6/26/2020	\$104,260,000			CM at Risk	Total Project Cost:	\$155,000,000	
Phase:	Construction									% funds expended:	7%
Funding Source											
									Revenue Bonds	\$50,000,000	
									Private/Trust	\$105,000,000	
									Total Funding	\$155,000,000	

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

LINCOLN										
Outdoor Track Replacement										
BoR Schedule Dates		Contracts								Approved Budget
Project Approved:	2/7/2020	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:
Construction Start:	3/31/2020		Clark & Enersen, Inc.	11/5/2019	\$675,000	1	\$129,000	A/E Four Year Consultant		Non Construction:
Construction End Date:	3/31/2021	1/1/2021	Nemaha Landscape Const.	10/27/2020	\$263,000	1	\$49,280	Low Responsible Bid		Total Project Cost:
Phase: Construction		12/31/2021	Nemaha Landscape Const.	2/3/2021	\$1,816,750			Low Responsible Bid		% funds expended:
		12/31/2021	Nemaha Landscape Const.	5/4/2021	\$7,299,210			Low Responsible Bid		9%
Funding Source										
Private/Trust										\$16,500,000
Total Funding										\$16,500,000

Scott Engineering Center Renovation & Link Replacement (LB957)										
BoR Schedule Dates		Contracts								Approved Budget
Project Approved:	8/3/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:
Construction Start:	6/30/2019		RDG Schutte Wilscam Birge Inc.	12/11/2018	\$5,651,000	2	\$36,000	A/E Consultant Selection		Non Construction:
Construction End Date:	9/30/2022	1/15/2023	Hausmann Construction, Inc.	12/12/2018	\$61,134,918	4	(\$342,228)	CM at Risk		Total Project Cost:
Phase: Construction										% funds expended:
										45%
Funding Source										
Private/Trust										\$5,456,000
State Appropriations										\$72,000,000
Total Funding										\$77,456,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

MEDICAL CENTER

Durham Outpatient Center Dentistry Clinic Expansion

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	8/3/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$2,249,000
Construction Start:			Schemmer Associates, Inc.	1/9/2018	\$82,560			A/E Four Year Consultant	Non Construction:	\$323,749
Construction End Date:	8/8/2020		Meyers-Carlisle-Leapley Const.	3/13/2019	\$1,015,400	1	\$158,519	Low Responsible Bid	Total Project Cost:	\$2,625,574
Phase:	Warranty		Patterson Dental Supply, Inc.	11/6/2018	\$631,275			Sole Source	% funds expended:	93%
									Funding Source	
									Campus Funds	\$2,625,574
									Total Funding	\$2,625,574

Munroe-Meyer Institute Facility Replacement (LB957) On UNO Scott Campus

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$46,398,688
Construction Start:	6/12/2019		Altus Architectural Studios	9/13/2018	\$2,389,932	3	\$871,818	A/E Consultant Selection	Non Construction:	\$44,686,522
Construction End Date:	1/27/2021	1/27/2021	Meyers-Carlisle-Leapley Const.	11/15/2019	\$40,233,600	9	\$2,738,318	CM at Risk	Total Project Cost:	\$91,085,210
Phase:	Construction								% funds expended:	90%
									Funding Source	
									Private/Trust	\$73,585,210
									State Appropriations	\$10,000,000
									Auxiliary	\$5,000,000
									Campus Funds	\$2,500,000
									Total Funding	\$91,085,210

Williams Science Hall Renovation (LB957)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	6/1/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$10,432,000
Construction Start:	5/20/2019		RDG Planning & Design	10/2/2017	\$602,000	3	\$197,000	A/E Consultant Selection	Non Construction:	\$2,241,300
Construction End Date:	3/15/2021	3/15/2021	Meco-Henne Contractors, Inc.	12/4/2019	\$9,321,000	5	\$329,424	Low Responsible Bid	Total Project Cost:	\$12,673,300
Phase:	Construction								% funds expended:	90%
									Funding Source	
									Private/Trust	\$2,673,000
									State Appropriations	\$10,000,000
									Total Funding	\$12,673,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

MEDICAL CENTER

Wittson Hall Renovation & Wigton Heritage Center (LB957)

BoR Schedule Dates		Contracts						Approved Budget	
Project Approved:	8/11/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:
Construction Start:	11/1/2018		HDR Architecture, Inc.	10/13/2017	\$1,018,500			A/E Consultant Selection	Non Construction:
Construction End Date:	7/1/2021	7/15/2021	Hausmann Construction	2/26/2019	\$19,730,000	11	\$1,804,899	Low Responsible Bid	Total Project Cost:
Phase:	Construction								% funds expended:
									93%
Funding Source									
Private/Trust									\$13,408,000
State Appropriations									\$18,000,000
Total Funding									\$31,408,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2021

OMAHA

Arts & Sciences Hall Renovation (LB957)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/5/2017	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$10,184,729
Construction Start:	7/31/2018		Farris Engineering Inc.	5/15/2018	\$649,000	2	\$54,930	A/E Four Year Consultant	Non Construction:	\$1,815,271
Construction End Date:	8/31/2020	7/1/2021	MECO HENNE Contracting Inc	10/24/2018	\$6,020,000	14	\$2,768,713	Low Responsible Bid	Total Project Cost:	\$12,000,000
Phase:	Warranty								% funds expended:	92%
Funding Source										
									Revenue Bonds	\$12,003,916
									Total Funding	\$12,003,916

Durham Science Center Renovation

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$25,879,100
Construction Start:	3/31/2021		Clark & Enersen, Inc.	7/19/2021	\$2,075,000			A/E Consultant Selection	Non Construction:	\$9,120,900
Construction End Date:	4/30/2023		McCarthy Building Companies, Inc.					CM at Risk	Total Project Cost:	\$35,000,000
Phase:	Schematic Design								% funds expended:	4%
Funding Source										
									Private/Trust	\$35,000,000
									Total Funding	\$35,000,000

Mammel Hall Addition

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/4/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$12,849,000
Construction Start:	9/30/2019	4/30/2021	Weitz Co LLC	8/16/2019	\$12,000,000	5	\$931,260	Design-Build	Non Construction:	\$4,151,000
Construction End Date:	4/30/2021								Total Project Cost:	\$17,000,000
Phase:	Warranty								% funds expended:	83%
Funding Source										
									Private/Trust	\$17,000,000
									Total Funding	\$17,000,000

TO: The Board of Regents Addendum XI-D-7
Business and Finance Committee

MEETING DATE: October 8, 2021

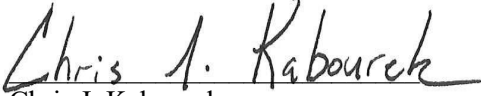
SUBJECT: Report of Bids and Contracts

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, 2021.

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

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

DATE: September 7, 2021

Contracts over \$1,000,000 June 15, 2021, to Aug 6, 2021
 NU Facilities, Planning and Capital Programs (UNK, UNL, UNMC, UNO)
 Business and Finance Report – Bids and Contracts

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction	UNL	Memorial Stadium (C252) North Stadium Expansion Phase 1	Foundation	\$104,260,000	\$104,260,000	Hausmann Construction, Inc.	CMR GMP**
Consultant	UNO	Durham Science Center (U017) Renovation - LB384	Foundation	\$2,075,500	\$2,075,000	Clark & Enersen, Inc.	A/E Public RFQ
Consultant	UNK	UNK New Fraternity and Sorority Life Housing	Bond	\$1,939,000	\$1,949,250	BWBR Architects Inc.	A/E Public RFQ
Construction	UNK	UNK Campus (Multiple) Demolition of Otto Olsen, Conrad Hall, E. Heating Plant and Luke and Jake's	Appropriation	\$1,294,700	\$1,183,755	Blessing LLC (dba. Blessing Construction)	Low Bid Construction
Consultant	Office of the President	Facilities Conditions Assessment	State, Revolving	\$1,007,092	\$1,007,092	The Gordian Group, Inc.	Public Bid Consultant

*Approved budget amount represents the entirety of the applicable budget lines.

** GMP = Guaranteed Maximum Price; entry is a GMP amendment to a prior contract.

TO: The Board of Regents
Business and Finance

MEETING DATE: October 8, 2021

SUBJECT: Fund N Holdings as of June 30, 2021

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: As a commitment to further transparency, the University intends to report quarterly its Fund N endowment holdings. Attached are the holdings as of June 30, 2021. Information was provided by the University of Nebraska Foundation.

SPONSORS: Chris J. Kabourek
Vice President | CFO

APPROVED: 

Walter E. Carter, President
University of Nebraska

DATE: September 21, 2021

University of Nebraska Fund N CU 200 Holdings as of June 30, 2021

Manager	Asset Class	Market Value (06/30/2021)	% of Portfolio	CU 200 Exposure		
				\$ Value	% of Manager Strategy	% of Fund N
S&P 500 Index Fund	Large Cap U.S. Equity	\$ 148,828,930	36.7%	■		
SSgA MidCap Index Fund	Mid Cap U.S. Equity	62,818,695	15.5%			
SSgA Russell 2000 Value Index Fund	Small Cap U.S. Equity	8,121,690	2.0%	\$ 3,758,055 ^{1/}	1.71%	0.93%
Silchester International Value	Non-U.S. Equity	27,422,152	6.8%	638,936	2.33%	0.16%
William Blair Int'l Strategy	Non-U.S. Equity	13,825,640	3.4%	-	0.00%	0.00%
Harding Loevner	Non-U.S. Equity	28,434,215	7.0%	852,341	3.00%	0.21%
Axiom International	Non-U.S. Equity	20,218,536	5.0%	-	0.00%	0.00%
JP Morgan Emerging Mkts.	Emerging Mkts. Equity	16,280,000	4.0%	483,325	2.97%	0.12%
RWC Emerging Markets	Emerging Mkts. Equity	15,497,487	3.8%	188,759	1.22%	0.05%
DWS	Public Real Assets	8,680,877	2.1%	465,265	5.36%	0.11%
Harvest MLP	MLP's	3,705,616	0.9%	-	0.00%	0.00%
PIMCO	Fixed Income	15,543,334	3.8%	-	0.00%	0.00%
Richmond Capital Management	Fixed Income	15,902,479	3.9%	-	0.00%	0.00%
Othmer Hall	Fixed Income	5,570,365	1.4%	-	0.00%	0.00%
Cash	Cash	14,795,335	3.6%	-	0.00%	0.00%
Total - All Assets		\$ 405,645,351	100.0%	\$ 6,386,681		1.57%

^{1/} SSgA S&P 500, MidCap and Small Cap strategies have been aggregated

TO: The Board of Regents Addendum XI-D-9
Business and Finance Committee

MEETING DATE: October 8, 2021

SUBJECT: Intermediate Design Review and Revisions for New Fraternity and Sorority Life (FSL) Housing project at University of Nebraska at Kearney (UNK).

RECOMMENDED ACTION: Approve revisions to the New FSL Housing project at UNK and receive report from Business and Finance Committee regarding Intermediate Design.

PREVIOUS ACTION: February 12, 2021- Board of Regents approved the Program Statement.

June 25, 2021- Board of Regents approved and authorized execution of standard form Guaranteed Maximum Price Contract amendments for New FSL Housing at UNK.

EXPLANATION: Following is a summary of the Intermediate Design Report approved by the Business and Finance Committee:

UNK – New Fraternity and Sorority Life (FSL) Housing

Program Statement Approved: February 12, 2021
Intermediate Design Report: September 10, 2021

	<i>Program Statement</i>	<i>Intermediate Design</i>
Total Project Budget:	\$26,646,000	\$32,646,000
Construction Budget:	\$22,537,000	\$28,302,000
Non-Construction Budget:	\$4,109,000	\$4,344,000
NSF:	70,910	71,686
GSF:	78,717	83,692
Final Substantial Completion:	December 2022	May 2023

The Program Statement was approved by the Board of Regents on February 12, 2021. Since approval, the global pandemic has resulted in a multitude of unforeseen impacts to the market and, as such, a budget increase of six million is requested for a total budget of \$32,646,000.

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

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

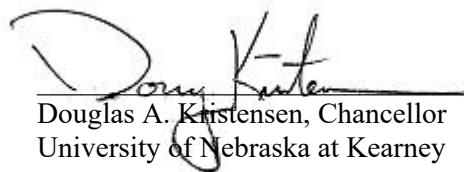
	<u>Original</u>	<u>Proposed</u>
PROJECT COST:	Total Project Budget \$26,646,000	\$32,646,000

SOURCE OF FUNDS: System Facilities Funds, Internal Lending Program, and Nonrevolving Funds

SPONSOR:

Jon C. Watts
Vice Chancellor for Business and Finance
University of Nebraska at Kearney

RECOMMENDED:



Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE:

September 7, 2021

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING

Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021



Martin Hall



KWK ARCHITECTS
CONFLUENCE



REGA
ENGINEERING
GROUP, INC.

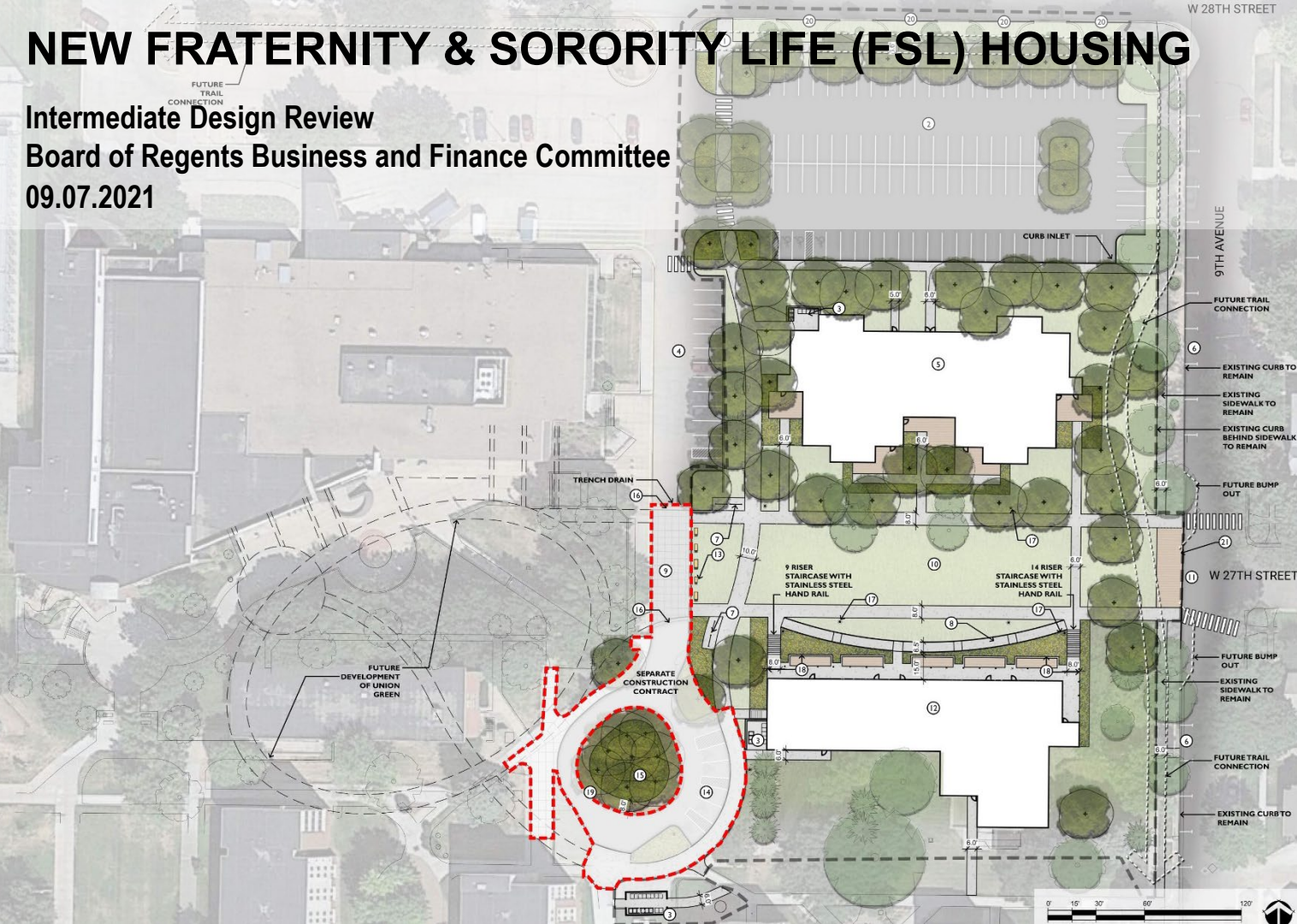
TD2
engineering
& surveying

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING

Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021



LEGEND OF FEATURES

01. 10' WIDE CONCRETE PEDESTRIAN CONNECTION TO THE RESIDENTIAL TOWERS NORTH
02. PROPOSED RECONFIGURED PARKING = 94 STALLS PLUS 4 ADA STALLS = 98 TOTAL STALLS - THE EXISTING PARKING LOT HAS 184 STALLS
03. TRASH AND RECYCLING ON CONCRETE PAD WITH SCREEN WALL TO MATCH ADJACENT ARCHITECTURE
04. RE-STRIP PARKING - 11 STALLS PLUS 2 ADA STALLS = 13 TOTAL STALLS
05. NEW BUILDING - FINISH FLOOR ELEVATION 2178.5
06. STRIPED ON STREET PARKING - COORDINATING WITH CITY TO DETERMINE IF METERED IS APPLICABLE
07. BICYCLING PARKING (9 SPACE ECHO BY SITESCAPES, 4 TOTAL)
08. RAMP TO PORCH WITH STAINLESS STEEL HAND RAILING
09. PEDESTRIAN LEVEL 24' WIDE CONCRETE ROADWAY TABLE (SEPARATE CONSTRUCTION CONTRACT)
10. OPEN GREEN (IRRIGATED TURF)
11. VEHICULAR DROP OFF
12. RENOVATED MARTIN HALL FINISHED FLOOR ELEVATION 2181.55
13. 4X4' IRREGULAR LIMESTONE BOULDERS
14. PROPOSED PARKING FOR 6 ADA STALLS TO SERVE ADJACENT RES HALL BUILDINGS (SEPARATE CONSTRUCTION CONTRACT)
15. BERMED LANDSCAPE ISLAND
16. ROLLED CURB (6" OVER 2'-0") (SEPARATE CONSTRUCTION CONTRACT)
17. PEDESTRIAN LIGHT, CAMPUS STANDARD
18. DECORATIVE RAILING AROUND ELEVATED PORCH
19. PROPOSED TURN AROUND WITH VEHICULAR BRICK PAVING FOR ROLL OVER CURB AT EDGE, CAMPUS STANDARD
20. REMOVE DRIVE AISLES AND CONNECT WITH NEW CURB & SIDEWALKS
21. CONNECT EXISTING CURB WITH NEW CURB AND TO DEFINE GREEN SPACE

UNK

09.07.2021



Martin Hall – First Floor

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021



Martin Hall – Second Floor

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021



Martin Hall – Third Floor

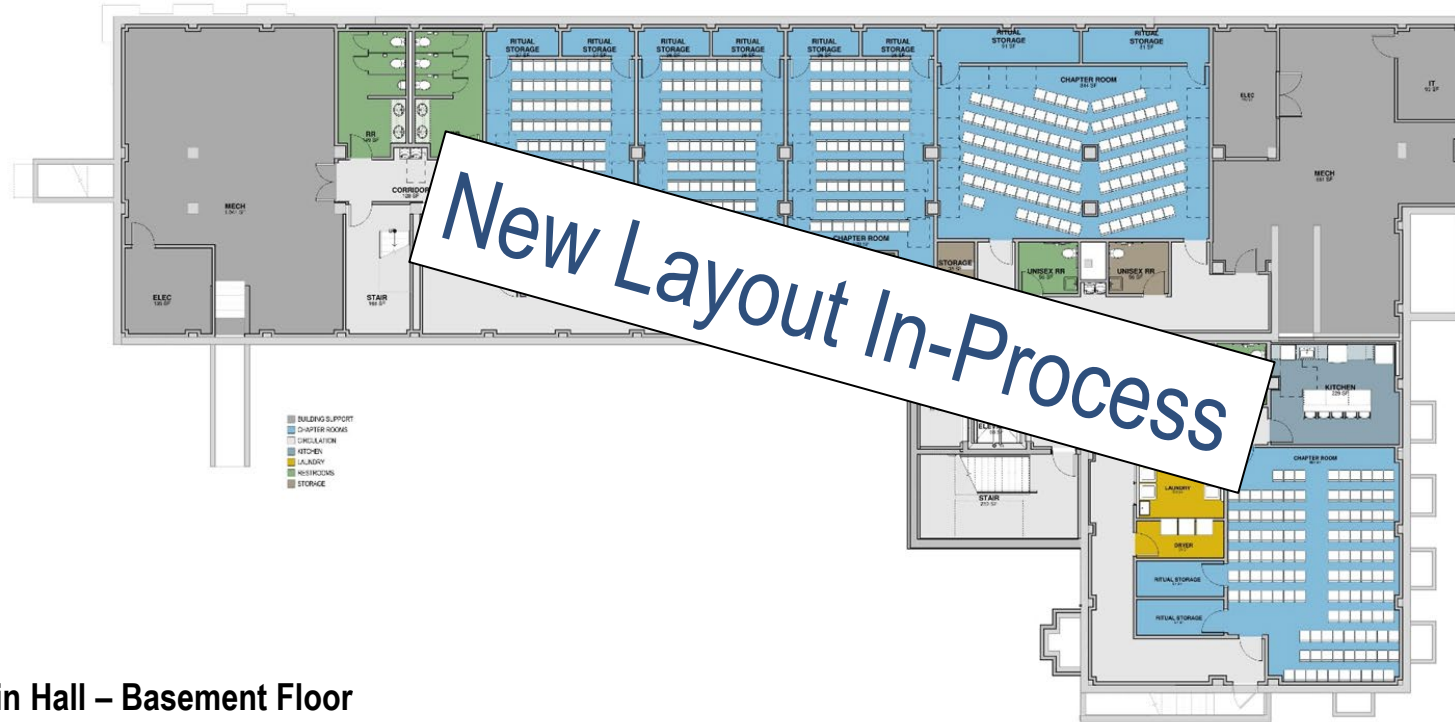
NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021



Martin Hall – Basement Floor

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021

SPACE PROGRAM COMPARISON SUMMARY – MARTIN HALL

Space Description	Program Statement		Intermediate Design	
	NSF	NSF	Difference from PS	
Chapter Living Pods	8,500	11,600	3,100	
Chapter Community Spaces	4,700	4,137	(536)	
Suite Style Chapter Units	4,600	0	(4,600)	
Chapter Shared Spaces	1,400	4,200	2,800	
FSL Shared Spaces	2,490	2,616	126	
RD Apartment	850	846	(4)	
Non-Assignable Spaces	10,940	12,140	853	
Net Square Feet	33,480	35,539	2,059	
Gross Square Feet	39,700	42,521	2,821	

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021



New Construction Hall – First Floor

UNK

09.07.2021



New Construction Hall – Second Floor

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021



New Construction Hall – Third Floor

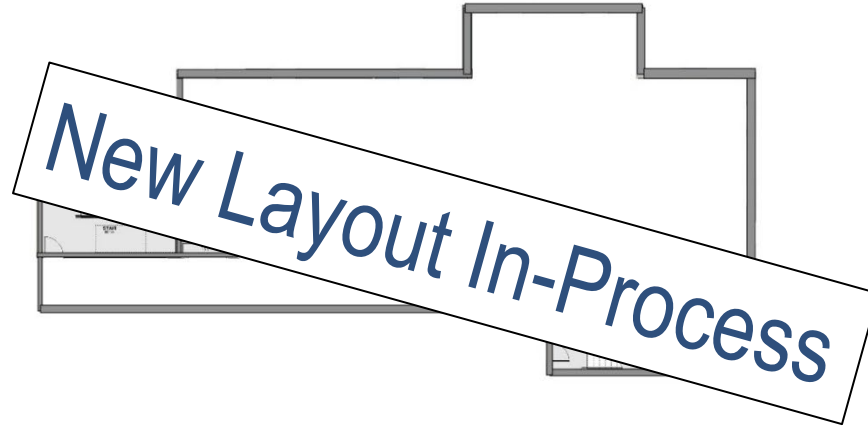
NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021



New Construction Hall – Basement Floor

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021

SPACE PROGRAM COMPARISON SUMMARY – NEW CONSTRUCTION HALL

Space Description	Program Statement	Intermediate Design	
	NSF	NSF	Difference from PS
Chapter Living Pods	18,950	12,971	(5,979)
Chapter Community Spaces	9,900	5,752	(4,148)
Chapter Shared Spaces	2,750	5,203	2,453
Non-Assignable Spaces	5,830	12,221	6,391
Net Square Feet	37,430	36,147	(1,283)
Gross Square Feet	39,017	41,171	2,154

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review
Board of Regents Business and Finance Committee
09.07.2021

PROJECT BUDGET

Project Cost	Program Statement	Intermediate Design
Construction Costs	22,537,000	28,302,000
Non-Construction Costs	4,109,000	4,344,000
Total Project Costs	\$ 26,646,000	\$ 32,646,000

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021

DETAILED PROJECT BUDGET

Construction Costs	Program Statement	Intermediate Design
General Construction	21,020,000	27,106,000
Site Work/Utilities	53,000	53,000
Fixed Equipment	70,000	43,000
In-House Construction	319,000	100,000
Construction Contingency	1,075,000	1,000,000
Subtotal	\$ 22,537,000	\$ 28,302,000

Non-Construction Costs	Program Statement	Intermediate Design
Project Planning	61,000	61,000
Professional Consultant Fees	2,067,000	2,302,000
Professional In-House	650,000	650,000
Equipment- Capital	160,000	160,000
Equipment- Non-Capital	882,000	882,000
Other Non-Construction	124,000	124,000
Non-Construction Contingency	165,000	165,000
Subtotal	\$ 4,109,000	\$ 4,344,000

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021

PROJECT SCHEDULE

Milestone	Program Statement	Intermediate Design
Program Statement	February 2021	February 2021
External Selections	March 2021	March 2021
Early Packages	May 2021	April 2021
Intermediate Design Review	July 2021	September 2021
GMP Execution	September 2021	November 2021
Completion of Construction - Renovation	July 2022	November 2022
Occupancy - Renovation	August 2022	January 2023
Completion of Construction - New	December 2022	May 2023
Occupancy - New	January 2023	August 2023

NEW FRATERNITY & SORORITY LIFE (FSL) HOUSING



Intermediate Design Review

Board of Regents Business and Finance Committee

09.07.2021



New Construction Hall



Martin Hall



New Construction Hall

TO: The Board of Regents Addendum XI-D-10

Academic Affairs

MEETING DATE: October 8, 2021

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, 2021 through June 30, 2021.

In addition, there is a list of new Continuous, Promotion, and Emeritus appointments which have been made for the academic and fiscal year 2020-2021.

In accordance with Board of Regents policy, President Walter Carter certifies that every full-time academic and administrative employee has received a written performance appraisal for the 2020-2021 academic or fiscal year as required by RP-4.2.8 Evaluation of Faculty and Administrators.

A list of University personnel salaries for the 2021-2022 fiscal year is provided on the University's website at <https://nebraska.edu/offices-policies/business-finance/budget-and-planning>

APPROVED:



Walter E. Carter, President
University of Nebraska

DATE: September 14, 2021

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN IANR

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Pawlenty, Jason	Eastern Nebraska Research and Extension Center	Assistant Extension Educator	Special	4/15/2021		55,825 FY	1.00
Schweitzer, Amy	School of Veterinary Medicine and Biomedical Sciences	Assistant Professor	Specific Term	6/1/2021		112,000 FY	1.00

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Bartels, Karsten	Anesthesiology	Professor	Health Prof	4/1/2021	6/30/2022	110,000 FY	1.00
		Robert Lieberman Endowed Chair in Anesthesiology	Special	4/1/2021	3/31/2026	0 FY	0.00
Blackford, Jennifer	Munroe Meyer Institute	Assistant Professor	Health Prof	4/1/2021	6/30/2024	191,000 FY	1.00
		Hattie B. Munroe Endowed Professorship (Stipend)	Special	4/1/2021		15,000 FY	0.00
		Director of Research (Stipend)	Special	4/1/2021		18,000 FY	0.00
DeAlba, Armando	Family Medicine	Assistant Professor	Health Prof	4/1/2021	6/30/2022	60,000 FY	1.00
		Research Scientist (Stipend)	Special	4/1/2021		77,400 FY	0.00
	College of Medicine	Assistant Dean for Diversity, Equity and Inclusion Student Programs	Special	4/1/2021		0 FY	0.00
El-Kersh, Karim	Internal Medicine	Associate Professor	Health Prof	5/1/2021	6/30/2022	50,000 FY	1.00
Galvez, Jorge	Anesthesiology	Professor	Health Prof	4/1/2021	6/30/2022	45,000 FY	1.00
Gumenyuk, Valentina	Neurological Sciences	Assistant Professor	Special	6/1/2021		60,000 FY	1.00
		Research Scientist (Stipend)	Special	6/1/2021		60,000 FY	0.00
Hancock Friesen, Camille	Surgery	Professor	Health Prof	5/1/2021	6/30/2022	45,000 FY	1.00
Hanna, Angela	Surgery	Assistant Professor	Health Prof	5/1/2021	6/30/2022	45,000 FY	1.00
Kovaleva, Mariya	College of Nursing - Omaha Division	Assistant Professor	Health Prof	6/1/2021	6/30/2024	108,000 FY	1.00

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Livingston, Cynthia	Munroe-Meyer Institute - Severe Behavior	Assistant Professor	Special	5/1/2021		82,000 FY	1.00
Maliszewski, Katherine	Internal Medicine	Assistant Professor	Health Prof	6/1/2021	6/30/2022	45,000 FY	1.00
Mathew, Grinu	Eppley Institute	Assistant Professor	Health Prof	5/1/2021	6/30/2024	80,000 FY	1.00
		Research Scientist (Stipend)	Special	5/1/2021		10,000 FY	0.00
Rychwalski, Paul	Ophthalmology and Visual Sciences	Professor	Health Prof	4/26/2021	6/30/2022	45,000 FY	1.00
¹ Sadikot, Ruxana	Internal Medicine	Professor	Health Prof	6/1/2021	6/30/2022	48,125 FY	0.88
Saur, Lauren	Environmental, Agricultural and Occupational Health	Associate Professor	Health Prof	6/1/2021	6/30/2023	150,000 FY	1.00
Smallfield, Stacy	Occupational Therapy	Associate Professor	Health Prof	6/1/2021	6/30/2022	105,000 FY	1.00
		Associate Program Director (Stipend)	Special	6/1/2021	6/30/2022	7,200 FY	0.00
Solomon, Stacy	Adult Restorative Dentistry	Assistant Professor	Health Prof	5/11/2021	6/30/2024	110,000 FY	1.00
Thiel, Dennis	Anesthesiology	Assistant Professor	Special	4/1/2021		110,000 FY	1.00
Westerhuis, Brian	Neurological Sciences	Assistant Professor	Health Prof	6/1/2021	6/30/2022	45,000 FY	1.00

¹ Remainder of salary defrayed by VA Nebraska-Western Iowa Health Care System

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA ADMINISTRATION

NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Carlson, Douglas	Procure-to-Pay (P2P)	Assistant Vice President/Chief Procurement Officer	Special	5/10/2021		165,000 FY	1.00
Petersen, Mikeala	University of Nebraska High School	High School Teacher	Special	6/21/2021		42,000 FY	1.00

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Balak, Brett	Athletics	Head Men's Golf Coach	Special	6/24/2021		100,000 FY	1.00
		Assistant Men's Golf Coach	Special		6/23/2021	61,500 FY	1.00
² Burnett, Tamy	University Honors Program	Associate Director	Special	5/1/2021		80,000 AY	1.00
		Associate Director	Special		4/30/2021	61,029 AY	1.00
Eckstrom, Michael	Center for Great Plains Studies	Research Assistant Professor	Research Faculty	6/1/2021	8/31/2021	45,000 FY	1.00
		Research Assistant Professor	Research Faculty		5/31/2021	45,000 FY	1.00
Friesen, Geoffrey	Finance	Associate Professor	Continuous	4/9/2021		193,420 AY	1.00
		Associate Professor	Continuous		4/8/2021	127,657 AY	0.60
	Business Graduate Programs	Executive Director	Special	4/9/2021		0 AY	0.00
		Executive Director (includes administrative stipend)	Special		4/8/2021	85,105	0.40
Gardner, Martin	Law	Professor	Continuous			241,755 AY	1.00
		Professor	Continuous			241,755 AY	1.00
		Steinhart Foundation College Professorship	Special	4/1/2021	3/31/2026	15,000 AY	0.00
		Steinhart Foundation College Professorship	Special		3/31/2021	15,000 AY	0.00
³ Hoiberg, Frederick	Athletics	Head Basketball Coach	Special	4/1/2021		3,500,000 FY	1.00
		Head Basketball Coach	Special		3/31/2021	3,000,000 FY	1.00

² Retention Offer.

³ Increase was part of the contractual agreement.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
⁴ Jordan, Pamela	Center on Children, Families and the Law	Research Assistant Professor	Research Faculty	6/22/2021	6/30/2021	65,000 FY	1.00
		Research Assistant Professor	Research Faculty		6/21/2021	65,000 FY	1.00
Miles, Minden	Athletics	Head Rifle Coach	Special	6/1/2021		70,000 FY	1.00
		Assistant Rifle Coach	Special		5/31/2021	40,000 FY	1.00
Raible, John	College of Education and Human Sciences	Associate Dean (includes administrative stipend)	Special	4/1/2021	5/16/2025	56,350 AY	0.50
		NA	NA		3/31/2021	0 AY	0.00
	Teaching, Learning and Teacher Education	Associate Professor	Continuous	4/1/2021		41,351 AY	0.50
		Associate Professor	Continuous		3/31/2021	82,701 AY	1.00
Schultz, Douglas	Center for Brain, Biology and Behavior	Research Assistant Professor	Research Faculty	6/1/2021	6/30/2021	71,400 FY	1.00
		Research Assistant Professor	Research Faculty		5/31/2021	71,400 FY	1.00
Spiegel, Amy	Social/Behavioral Science Research Consortium	Research Associate Professor	Research Faculty	5/1/2021		43,705 FY	0.53
		Research Associate Professor	Research Faculty		4/30/2021	42,880 FY	0.52
⁴ Stelling, Karen	Mechanical and Materials Engineering	Professor of Practice	Faculty Practice	5/1/2021	6/30/2021	133,998 FY	1.00
		Professor of Practice	Faculty Practice		4/30/2021	133,998 FY	1.00

⁴ Short term renewal to align with next renewal for a more standard contract term.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Tso, For Yue	School of Biological Sciences	Research Assistant Professor	Research Faculty	5/1/2021	6/30/2021	51,000 FY	1.00
		Research Assistant Professor	Research Faculty		4/30/2021	51,000 FY	1.00
Weller, Susan	University Museum	Director	Special	4/1/2021	6/30/2021	201,327 FY	1.00
		Director	Special		3/31/2021	201,327 FY	1.00
⁵ Zavala, Rebecca	Research and Economic Development	Assistant Vice Chancellor	Special	4/1/2021		209,000 FY	1.00
		Assistant Vice Chancellor	Special		3/31/2021	182,515 FY	1.00

⁵ Increase was associated with a title change to include work with the Economic Development area and for the addition of duties associated with this title change.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN IANR

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Bathke, Deborah	School of Natural Resources	Research Associate Professor	Special	5/16/2021	5/15/2024	86,720	FY	1.00
		Research Associate Professor	Special		5/15/2021	86,720	FY	1.00
Koch Bach, Rachel	Plant Pathology	Research Assistant Professor	Special	6/1/2021	5/31/2024	50,000	FY	1.00
		Post-Doctoral Associate	Other		5/31/2021	50,000	FY	1.00
Liang, Weizhen	Biological Systems Engineering	Research Assistant Professor	Special	4/1/2021	3/31/2023	70,000	FY	1.00
		Post-Doctoral Associate	Other		3/31/2021	48,000	FY	1.00
Malakar, Arindam	Water for Food Institute - Water Center	Research Assistant Professor	Special	6/7/2021	6/6/2023	60,000	FY	1.00
		Post-Doctoral Associate	Other		6/6/2021	49,081	FY	1.00
Schneider-Miller, Carrie	Eastern Nebraska Research and Extension Center	Extension Educator Unit Leader	Special	5/17/2021		91,300	FY	1.00
		Extension Educator	Special		5/16/2021	72,842	FY	1.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Are, Madhuri	Anesthesiology	Professor	Health Prof			104,000 FY	1.00
		Professor	Health Prof			104,000 FY	1.00
		Robert Lieberman Endowed Professor of Anesthesiology and Pain Medicine	Special	4/1/2021	3/31/2026	0 FY	0.00
		N/A	N/A		3/31/2021	0 FY	0.00
Bartels, Karsten	Anesthesiology	Professor	Health Prof			104,100 FY	1.00
		Professor	Health Prof			104,100 FY	1.00
		Robert Lieberman Endowed Chair in Anesthesiology	Special	4/1/2021	3/31/2026	0 FY	0.00
		N/A	N/A		3/31/2021	0 FY	0.00
⁶ Carroll, Regina	Munroe Meyer Institute - Integrated Center for Autism Spectrum Disorders	Associate Professor	Health Prof	4/1/2021	6/30/2022	99,427 FY	1.00
		Associate Professor	Health Prof		3/31/2021	89,199 FY	1.00
		Associate Director, Integrated Center for Autism Spectrum Disorders (Stipend)	Special	4/1/2021		9,000 FY	0.00
		N/A	N/A			0 FY	0.00
		N/A	N/A	4/1/2021		0	0.00
		ACT Clinic Director (Stipend)	Special		3/31/2021	5,000 FY	0.00

⁶ Additional responsibilities.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Ellis, Cynthia	Pediatrics	Professor	Health Prof	4/1/2021	6/30/2022	45,100 FY	1.00
		Professor	Health Prof		3/31/2021	0 FY	0.00
	Munroe Meyer Institute - Developmental Medicine	N/A	N/A	4/1/2021		0 FY	0.00
		Professor	Special		3/31/2021	196,848 FY	1.00
		N/A	N/A	4/1/2021		0 FY	0.00
		Director, Developmental Medicine (Stipend)	Special		3/31/2021	5,000 FY	0.00
	Munroe Meyer Institute - Leadership Education in Neurodevelopmental and Related Disorders (LEND)	N/A	N/A	4/1/2021		0 FY	0.00
		Director, LEND (Stipend)	Special		3/31/2021	18,000 FY	0.00
	Internal Medicine	Assistant Professor	Health Prof	4/1/2021	6/30/2022	33,900 FY	0.75
		Assistant Professor	Health Prof		3/31/2021	45,200 FY	1.00
Enke, Charles	Radiation Oncology	Professor	Continuous			94,538 FY	0.40
		Professor	Continuous			94,538 FY	0.40
		Chair (includes stipend)	Special			151,959 FY	0.60
		Chair (includes stipend)	Special			151,959 FY	0.60
		Bill Bures and Jerry Pabst Chair in Radiation Oncology	Special	5/1/2021	4/30/2026	0 FY	0.00
		N/A	N/A		4/30/2021	0 FY	0.00

⁷ Remainder of salary defrayed by VA Nebraska-Western Iowa Health Care System

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Esposito, Paul	Orthopedic Surgery	Professor	Special	4/1/2021		101,378 FY	0.80
		Professor	Continuous		3/31/2021	126,598 FY	1.00
		Ronald W. Schaefer Endowed Chair of Pediatric Orthopedic Surgery	Special			0 FY	0.00
		Ronald W. Schaefer Endowed Chair of Pediatric Orthopedic Surgery	Special			0 FY	0.00
⁸ Ford, Amy	College of Nursing - Omaha Division	Assistant Professor	Special			80,135 AY	1.00
		Assistant Professor	Special			80,135 AY	1.00
	College of Nursing - Academic Programs	Director of MSN Program (Stipend)	Special			3,000 AY	0.00
		Director of MSN Program (Stipend)	Special			3,000 AY	0.00
		N/A	N/A	1/1/2021		0 AY	0.00
		Interim Director of DNP Program (Stipend)	Special		12/31/2020	3,000 AY	0.00
⁹ Goodkin, Karl	Psychiatry	Professor	Special	5/10/2021		55,000 FY	1.00
		Professor	Special		5/9/2021	52,000 FY	0.20

⁸ Delay in reporting due to delay in SAP entry.

⁹ Changed to clinical agreement with Nebraska Medicine.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
¹⁰ Holmes, LeAnn	College of Nursing - Lincoln Division	Clinical Assistant Professor	Special			109,242 FY	1.00
		Clinical Assistant Professor	Special			109,242 FY	1.00
	Morehead Center for Nursing Practice	Director (Stipend)	Special			3,000 FY	0.00
		Director (Stipend)	Special			3,000 FY	0.00
	College of Nursing - Academic Programs	Director of DNP Program (Stipend)	Special	1/1/2021		3,000 FY	0.00
		N/A	N/A		12/31/2020	3,000 FY	0.00
	Internal Medicine	Professor	Continuous			72,412 FY	0.10
		Professor	Continuous			72,412 FY	0.10
		Louise and Morton Degan Professor of Internal Medicine (Stipend)	Special	4/1/2021	3/31/2026	12,734 FY	0.00
		Louise and Morton Degan Professor of Internal Medicine (Stipend)	Special		3/31/2021	12,734 FY	0.00
		Vice Chancellor for Research	Special			246,359 FY	0.90
		Vice Chancellor for Research	Special			246,359 FY	0.90
		Assistant Professor	Special	4/23/2021		32,480 FY	0.80
		Assistant Professor	Special		4/22/2021	24,360 FY	0.60
Manley, Natalie	Internal Medicine	Assistant Professor	Special	4/1/2022		24,360 FY	0.60
		Assistant Professor	Special		3/31/2021	36,540 FY	0.90
		Assistant Professor	Special				
		Assistant Professor	Special				

¹⁰ Delay in reporting due to delay in SAP entry

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Meza, Jane	Biostatistics	Professor	Continuous			49,341 FY	0.20
		Professor	Continuous			49,341 FY	0.20
	Chancellor's Support	Interim Executive Director of Health Security (includes Stipend)	Special	6/1/2021	6/30/2022	118,681 FY	0.40
		N/A	N/A		5/31/2021	0	0.00
	UNO Office of the Chancellor	Interim Executive Director of Health Security (includes stipend)	Special	6/1/2021	6/30/2022	118,681 FY	0.40
		Interim Executive Director of Health Security	Special		5/31/2021	217,362 FY	0.80
	¹¹ Morse, Megan	Clinical Assistant Professor	Special	5/1/2021		81,967 FY	1.00
		Clinical Assistant Professor	Special		4/30/2021	80,756 FY	1.00
Needelman, Howard	Pediatrics	Professor	Special	4/1/2021		45,000 FY	1.00
	Munroe Meyer Institute - Developmental Medicine	Professor	Special		3/31/2021	256,240 FY	1.00
Pendyala, Gurudutt	Anesthesiology	Associate Professor	Continuous			89,102 FY	1.00
		Associate Professor	Continuous			89,102 FY	1.00
		Research Scientist (Stipend)	Special			18,898 FY	0.00
		Research Scientist (Stipend)	Special			18,898 FY	0.00
		Robert Lieberman Endowed Professor in Anesthesiology	Special	4/1/2021	3/31/2026	0 FY	0.00
		N/A	N/A		3/31/2021	0 FY	0.00

¹¹ Outside market adjustment.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Reinhardt, John	Adult Restorative Dentistry	Clinical Professor	Special	6/1/2021		3,200 FY	0.10
		Clinical Professor	Special		5/31/2021	6,400 FY	0.20
Rizzo, William	Pediatrics	Professor	Health Prof			178,334 FY	1.00
		Professor	Health Prof			178,334 FY	1.00
		Helen Freytag Chair in Pediatrics	Special	4/1/2021	3/31/2026	0 FY	0.00
		Helen Freytag Chair in Pediatrics	Special		3/31/2021	0 FY	0.00
Rychwalski, Paul	Ophthalmology and Visual Sciences	Professor	Health Prof			45,000 FY	1.00
		Professor	Health Prof			45,000 FY	1.00
		Dr. John and Irene Graether Endowed Chair	Special	6/1/2021	5/31/2026	0 FY	0.00
		N/A	N/A		5/31/2021	0 FY	0.00
Shillcutt, Sasha	Anesthesiology	Professor	Continuous			110,000 FY	1.00
		Professor	Continuous			110,000 FY	1.00
		Dr. Gail Walling Yanney Endowed Professor of Anesthesiology	Special	4/1/2021	3/31/2026	0 FY	0.00
		N/A	N/A		3/31/2021	0 FY	0.00
Strong, Sheritta	Psychiatry	Assistant Professor	Health Prof			38,592 FY	0.40
		Assistant Professor	Health Prof			38,592 FY	0.40
	Academic Affairs	Assistant Vice Chancellor for Inclusion (includes stipend)	Special	6/7/2021		77,888 FY	0.60
		Director of Inclusion (includes stipend)	Special		6/6/2021	77,888 FY	0.60

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
¹² Viswanathan, Saraswathi	Internal Medicine	Associate Professor	Continuous	4/1/2021		40,765 FY	0.38
		Associate Professor	Continuous		3/31/2021	105,000 FY	1.00
Wildermuth, Anne	Physician Assistant Program	Assistant Professor	Special	6/1/2021	7/31/2021	32,264 FY	0.30
		Assistant Professor	Special		5/31/2021	107,548 FY	1.00
		N/A	N/A	6/1/2021		0 FY	0.00
		Associate Program Director (Stipend)	Special		5/31/2021	5,000 FY	0.00

¹² Remainder of salary defrayed by VA Nebraska-Western Iowa Health Care System; salary discrepancy due to rounding.

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

PERSONNEL REPORT
4/1/2021 - 6/30/2021
UNIVERSITY OF NEBRASKA AT OMAHA

ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
Davis, Paul	Biology	NA	NA	5/15/2021		0 AY	0.00
		Biomedical Curriculum and Advising Coordinator (stipend)	Special		5/14/2021	30,938 AY	0.00
		NA	NA	5/15/2021		0 AY	0.00
		Director, Health Careers Resource Center (stipend)	Special		5/14/2021	7,500 AY	0.00
		Associate Professor	Continuous			135,000 AY	1.00
		Associate Professor	Continuous			135,000 AY	1.00
Myers, Sara	Office of Research and Creative Activity	Assistant Vice Chancellor	Special			138,222 FY	1.00
		Assistant Vice Chancellor	Special			138,222 FY	1.00
		Coordinator, Teacher-Researcher Partnership Program	Special	4/1/2021	10/31/2021	5,500 FY	0.00
		NA	NA		3/31/2021	0 FY	0.00
		D.B. and Paula Varner Professorship	Special		8/31/2023	10,000 FY	0.00
		D.B. and Paula Varner Professorship	Special		8/31/2023	10,000 FY	0.00

Shaded reflects new or ongoing appointment

Un-shaded reflects old appointment

2021 Continuous Appointments
University of Nebraska at Kearney

Name	Unit	Rank on Effective Date	Effective Date
<i>College of Arts and Sciences</i>			
Benton, Robert	Music, Theatre & Dance	Associate Professor	August 16, 2021
Berrier, Joel	Physics and Astronomy	Associate Professor	August 16, 2021
Bohaty, Noelle	Music, Theatre and Dance	Associate Professor	August 16, 2021
Chandra, Surabhi	Biology	Associate Professor	August 16, 2021
Harner, Mary	Biology (.25 FTE) / Communication (.75 FTE)	Professor	August 16, 2021
Lanz, Julie	Psychology	Associate Professor	August 16, 2021
Long, Seth	English	Associate Professor	August 16, 2021
Rapien, Samuel	Art and Design	Associate Professor	August 16, 2021
<i>College of Education</i>			
Schneider-Cline, Whitney	Communication Disorders	Associate Professor	August 16, 2021

2021 Continuous Appointments

University of Nebraska-Lincoln

Name	Unit	Rank on Effective Date	Effective Date
<i>College of Arts and Sciences</i>			
Andrews, Trey	Psychology and Ethnic Studies	Associate Professor	August 16, 2021
Cressler, Clayton	Biological Sciences	Associate Professor	August 16, 2021
Duncan, Brittany	Computer Science and Engineering	Associate Professor	August 16, 2021
Frengs, Julia	Modern Languages and Literatures	Associate Professor	August 16, 2021
Palmer-Wackerly, Angela	Communication Studies	Associate Professor	August 16, 2021
Rosa Rodriguez, Luis	Modern Languages and Literatures	Associate Professor	August 16, 2021
Seceleanu, Alexandra	Mathematics	Associate Professor	August 16, 2021
Shah, Rachael	English	Associate Professor	August 16, 2021
Shizuka, Daizaburo	Biological Sciences	Associate Professor	August 16, 2021
Weaver, Eric	Biological Sciences	Associate Professor	August 16, 2021
Zupan, Alexander	Mathematics	Associate Professor	August 16, 2021
<i>College of Business</i>			
Downes, James	School of Accountancy	Associate Professor	August 16, 2021
Sajeesh, Sajeesh	Marketing	Associate Professor	August 16, 2021
Sonmez, Erkut	Supply Chain Management	Associate Professor	August 16, 2021
<i>College of Education and Human Sciences</i>			
Dietsch, Angela	Special Education and Communication Disorders	Associate Professor	August 16, 2021
Namkung, Jessica	Special Education and Communication Disorders	Associate Professor	August 16, 2021
Parra, Gilbert	Child, Youth and Family Studies	Full Professor	July 1, 2021
Schachter, Rachel	Child, Youth and Family Studies	Associate Professor	August 16, 2021
Thomas, Amanda	Teaching, Learning and Teacher Education	Associate Professor	August 16, 2021

2021 Continuous Appointments**University of Nebraska-Lincoln**

Name	Unit	Rank on Effective Date	Effective Date
<i>College of Engineering</i>			
Alexandrov, Vitaly	Chemical and Biomedical Engineering	Associate Professor	August 16, 2021
Argyropoulos, Christos	Electrical and Computer Engineering	Associate Professor	August 16, 2021
Bradley, Justin	Computer Science and Engineering	Associate Professor	August 16, 2021
Niu, Wei	Chemical and Biomedical Engineering	Associate Professor	August 16, 2021
Sealy, Michael	Mechanical and Materials Engineering	Associate Professor	August 16, 2021
<i>College of Law</i>			
Hayden, Chelsi	Law	Clinical Associate Professor	August 16, 2021
<i>Hixson-Lied College of Fine and Performing Arts</i>			
Larson, Thomas	Glenn Korff School of Music	Associate Professor	August 16, 2021

2021 Continuous Appointments

University of Nebraska-Lincoln IANR

Name	Unit	Rank on Effective Date	Effective Date
<i>Institute for Agriculture and Natural Resources</i>			
Chaidez, Virginia	Nutrition and Health Sciences	Associate Professor	July 1, 2021
Choi, Jeong-Kyun	Child, Youth and Family Studies	Associate Professor	July 1, 2021
Creech, Cody	Agronomy and Horticulture	Associate Professor	July 1, 2021
Gilmore, Troy	School of Natural Resources	Associate Professor	July 1, 2021
Korus, Jesse	School of Natural Resources	Associate Professor	July 1, 2021
Mieno, Taro	Agricultural Economics	Associate Professor	July 1, 2021
Mulliniks, Travis	Animal Science	Associate Professor	July 1, 2021
Rudnick, Daran	Biological Systems Engineering	Associate Professor	July 1, 2021
Stephenson, Mitchell	Agronomy and Horticulture	Associate Professor	July 1, 2021
Wang, Bing	Food Science and Technology	Associate Professor	August 16, 2021
Zhang, Limei	Biochemistry	Associate Professor	August 16, 2021

2021 Continuous Appointments
University of Nebraska Medical Center

Name	Unit	Rank on Effective Date	Effective Date
<i>College of Allied Health Professions</i>			
Becker, Betsy	Health and Rehabilitation Sciences	Associate Professor	July 1, 2021
<i>College of Medicine</i>			
Boesen, Erika	Cellular and Integrative Physiology	Associate Professor	July 1, 2021
Campbell, W. Scott	Pathology and Microbiology	Associate Professor	July 1, 2021
Carabeo, Rey	Pathology and Microbiology	Professor	July 1, 2021
Gress, Daryl	Neurological Sciences	Professor	July 1, 2021
Murman, Daniel	Neurological Sciences	Professor	July 1, 2021
Talmon, Geoffrey	Pathology and Microbiology	Professor	July 1, 2021
Viswanathan, Saraswathi	Internal Medicine	Associate Professor	July 1, 2021
Wadman, Michael	Emergency Medicine	Professor	July 1, 2021
Wang, Hanjun	Anesthesiology	Associate Professor	July 1, 2021
<i>College of Pharmacy</i>			
Trippier, Paul	Pharmaceutical Sciences	Associate Professor	July 1, 2021
<i>College of Public Health</i>			
Grimm, Brandon	Health Promotion	Associate Professor	July 1, 2021
Hill, Jennie	Epidemiology	Associate Professor	July 1, 2021
Raikes, Hilary	Health Promotion	Associate Professor	July 1, 2021

2021 Continuous Appointments

University of Nebraska at Omaha

Name	Unit	Rank on Effective Date	Effective Date
<i>College of Arts and Sciences</i>			
Celinscak, Mark	History	Associate Professor	August 16, 2021
Cheng, Xiaoyue	Mathematics	Associate Professor	August 16, 2021
Dona-Reveco, Cristian	Sociology and Anthropology	Associate Professor	July 1, 2021
Kyle, Brett	Political Science	Associate Professor	August 16, 2021
<i>College of Business Administration</i>			
Payne, Brian	Finance, Banking and Real Estate	Associate Professor	August 16, 2021
Wagner, Jamie	Economics	Associate Professor	August 16, 2021
<i>College of Communication, Fine Arts and Media</i>			
Coutley, Lisa	School of the Arts (Writer's Workshop)	Associate Professor	August 16, 2021
<i>College of Education</i>			
Escayg, Kerry-Ann	Teacher Education	Associate Professor	August 16, 2021
Karabon, Anne	Teacher Education	Associate Professor	August 16, 2021
Knarr, Brian	Biomechanics	Associate Professor	August 16, 2021
Williams, Tamara	Educational Leadership	Associate Professor	August 16, 2021
<i>College of Information Science and Technology</i>			
Song, Myoungkyu	Computer Science	Associate Professor	August 16, 2021
Grover (Wiggins), Andrea	Information Systems and Quantitative Analysis	Associate Professor	August 16, 2021

2021 Promotions
University of Nebraska at Kearney

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Arts and Sciences</i>				
Bickford, Sonja	Communication	Assistant Professor	Associate Professor	August 16, 2021
Blackman, Aaron	Communication	Lecturer	Senior Lecturer	August 16, 2021
Boeckner, Derek	Mathematics and Statistics	Assistant Professor	Associate Professor	August 16, 2021
Bohaty, Noelle	Music, Theatre and Dance	Assistant Professor	Associate Professor	August 16, 2021
Breeding, Lloyd	Communication	Lecturer	Senior Lecturer	August 16, 2021
Dutta, Diganta	Physics and Astronomy	Assistant Professor	Associate Professor	August 16, 2021
Harner, Mary	Biology (.25 FTE) / Communication (.75 FTE)	Associate Professor	Professor	August 16, 2021
Hartman, Megan	English	Associate Professor	Professor	August 16, 2021
Hobbs, Nicholas	Biology	Assistant Professor	Associate Professor	August 16, 2021
O'Malley Van Renen, Maria	English	Associate Professor	Professor	August 16, 2021
Pattabiraman, Mahesh	Chemistry	Associate Professor	Professor	August 16, 2021
Petzet, John	Music, Theatre and Dance	Assistant Professor	Associate Professor	August 16, 2021
Rapien, Samuel	Art and Design	Assistant Professor	Associate Professor	August 16, 2021
Rowling, Charles	Political Science	Associate Professor	Professor	August 16, 2021
Rupnow, Theodore	Mathematics and Statistics	Assistant Professor	Associate Professor	August 16, 2021
<i>College of Business and Technology</i>				
Hayes, Suzanne	Accounting, Finance and Economics	Associate Professor	Professor	August 16, 2021
Meyer, Heather	Marketing, Agribusiness and Supply Chain Management	Associate Professor	Professor	August 16, 2021
<i>College of Education</i>				
Adkins, Megan	Kinesiology and Sports Science	Associate Professor	Professor	August 16, 2021
Eisenmann, Joey	Kinesiology and Sports Science	Assistant Professor	Associate Professor	August 16, 2021
Fisher, Christine	Teacher Education	Lecturer	Senior Lecturer	August 16, 2021
Matyo-Cepero, Jude	Teacher Education	Associate Professor	Professor	August 16, 2021
Mollenkopf, Dawn	Teacher Education	Associate Professor	Professor	August 16, 2021
Orr, Thomas	Kinesiology and Sports Science	Assistant Professor	Associate Professor	August 16, 2021

2021 Promotions
University of Nebraska-Lincoln

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Arts and Sciences</i>				
Andrews, Arthur	Psychology and Ethnic Studies	Assistant Professor	Associate Professor	August 16, 2021
Bosch, Brandon	Sociology and Political Science	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Brown-Kramer, Carolyn	Psychology	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Centurion, Martin	Physics and Astronomy	Associate Professor	Full Professor	August 16, 2021
Cressler, Clayton	Biological Sciences	Assistant Professor	Associate Professor	August 16, 2021
Duncan, Brittany	Computer Science and Engineering	Assistant Professor	Associate Professor	August 16, 2021
Frengs, Julia	Modern Languages and Literatures	Assistant Professor	Associate Professor	August 16, 2021
Geib, Philip	Global and Integrative Studies	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Hammerl, Emily	Global and Integrative Studies	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Kelley, Christine	Mathematics	Associate Professor	Full Professor	August 16, 2021
Kravchenko, Ilya	Physics and Astronomy	Associate Professor	Full Professor	August 16, 2021
Palmer-Wackerly, Angela	Communication Studies	Assistant Professor	Associate Professor	August 16, 2021
Person, Suzette	Computer Science and Engineering	Associate Professor of Practice	Full Professor of Practice	August 16, 2021
Rosa Rodriguez, Luis	Modern Languages and Literatures	Assistant Professor	Associate Professor	August 16, 2021
Schaffert, Timothy	English	Associate Professor	Full Professor	August 16, 2021
Seceleanu, Alexandra	Mathematics	Assistant Professor	Associate Professor	August 16, 2021
Shah, Rachael	English	Assistant Professor	Associate Professor	August 16, 2021
Shizuka, Daizaburo	Biological Sciences	Assistant Professor	Associate Professor	August 16, 2021
Srisa-An, Witawas	Computer Science and Engineering	Associate Professor	Full Professor	August 16, 2021
Tytarenko, Olha	Modern Languages and Literatures	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Vegso, Roland	English	Associate Professor	Full Professor	August 16, 2021
Zupan, Alexander	Mathematics	Assistant Professor	Associate Professor	August 16, 2021
<i>College of Business</i>				
Clemens, Heather	Finance	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Downes, James	School of Accountancy	Assistant Professor	Associate Professor	August 16, 2021
Mardesen, Chad	Marketing	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Morris, Jina	Accountancy	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Nabavi, Majid	Supply Chain Management	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021

2021 Promotions
University of Nebraska-Lincoln

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Business (continued)</i>				
Saini, Amit	Marketing	Associate Professor	Full Professor	August 16, 2021
Sajeesh, Sajeesh	Marketing	Assistant Professor	Associate Professor	August 16, 2021
Sonmez, Erkut	Supply Chain Management	Assistant Professor	Associate Professor	August 16, 2021
<i>College of Education and Human Sciences</i>				
Babchuk, Wayne	Educational Psychology	Associate Professor of Practice	Full Professor of Practice	August 16, 2021
Dietsch, Angela	Special Education and Communication Disorders	Assistant Professor	Associate Professor	August 16, 2021
Harvey, Judy	Special Education and Communication Disorders	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Hughes, Michelle	Special Education and Communication Disorders	Associate Professor	Full Professor	August 16, 2021
Namkung, Jessica	Special Education and Communication Disorders	Assistant Professor	Associate Professor	August 16, 2021
Parra, Gilbert	Child, Youth and Family Studies	Associate Professor	Full Professor	July 1, 2021
Perkey, Dennis	Nutrition and Health Sciences	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Raible, John	Teaching, Learning and Teacher Education	Associate Professor	Full Professor	August 16, 2021
Savaiano, Mackenzie	Special Education and Communication Disorders	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Schachter, Rachel	Child, Youth and Family Studies	Assistant Professor	Associate Professor	August 16, 2021
Thomas, Amanda	Teaching, Learning and Teacher Education	Assistant Professor	Associate Professor	August 16, 2021
Weissling, Kristy	Special Education and Communication Disorders	Associate Professor of Practice	Full Professor of Practice	August 16, 2021
<i>College of Engineering</i>				
Alexandrov, Vitaly	Chemical and Biomedical Engineering	Assistant Professor	Associate Professor	August 16, 2021
Argyropoulos, Christos	Electical and Computer Engineering	Assistant Professor	Associate Professor	August 16, 2021
Asgarpoor, Jena	College of Engineering	Associate Professor of Practice	Full Professor of Practice	August 16, 2021
Bradley, Justin	Computer Science and Engineering	Assistant Professor	Associate Professor	August 16, 2021
Cooper, Stephen	Computer Science and Engineering	Associate Professor	Full Professor	August 16, 2021
Eble-Hankins, Michelle	Durham School of Architectural Engineering and Construction	Assistant Professor	Associate Professor	August 16, 2021
Lim, Jung Yul	Mechanical and Materials Engineering	Associate Professor	Full Professor	August 16, 2021
Sealy, Michael	Mechanical and Materials Engineering	Assistant Professor	Associate Professor	August 16, 2021
<i>Hixson-Lied College of Fine and Performing Arts</i>				
Larson, Thomas	Glenn Korff School of Music	Assistant Professor	Associate Professor	August 16, 2021
Park, Andy	Johnny Carson School of Theatre and Film	Research Assistant Professor	Research Associate Professor	August 16, 2021

2021 Promotions
University of Nebraska-Lincoln

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Law</i>				
Hayden, Chelsi	Law	Clinical Assistant Professor	Clinical Associate Professor	August 16, 2021
Hurwitz, Gus	Law	Associate Professor	Full Professor	August 16, 2021
<i>Institute for Agriculture and Natural Resources</i>				
Baumert, Joseph	Food Science and Technology	Associate Professor	Full Professor	July 1, 2021
Belamkar, Vikas	Agronomy and Horticulture	Research Assistant Professor	Research Associate Professor	July 1, 2021
Boyle, Julie	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Brodersen, Bruce	School of Veterinary Medicine and Biomedical Sciences	Associate Professor	Full Professor	July 1, 2021
Chaidez, Virginia	Nutrition and Health Sciences	Assistant Professor	Associate Professor	July 1, 2021
Colgrove, Kayla	Nebraska Extension	Associate Extension Educator	Full Extension Educator	July 1, 2021
Creech, Cody	Agronomy and Horticulture	Assistant Professor	Associate Professor	July 1, 2021
de Guzman, Maria	Child, Youth and Family Studies	Associate Professor	Full Professor	July 1, 2021
DeVries, Lynn	Nebraska Extension	Associate Extension Educator	Full Extension Educator	July 1, 2021
Fernando, Samodha	Animal Science	Associate Professor	Full Professor	August 16, 2021
Forbes, Cory	School of Natural Resources	Associate Professor	Full Professor	July 1, 2021
Franco-Cruz, Rodrigo	School of Veterinary Medicine and Biomedical Sciences	Associate Professor	Full Professor	August 16, 2021
Franzen-Castle, Lisa	Nutrition and Health Sciences	Associate Professor	Full Professor	July 1, 2021
Gilmore, Troy	School of Natural Resources	Assistant Professor	Associate Professor	July 1, 2021
Gratopp, Emily	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Green, Jody	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Hallen-Adams, Heather	Food Science and Technology	Assistant Professor of Practice	Associate Professor of Practice	August 16, 2021
Harris, Seth	School of Veterinary Medicine and Biomedical Sciences	Associate Professor	Full Professor	July 1, 2021
Harris, Susan	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Hernandez-Jarquin, Juan Diego	Agronomy and Horticulture	Research Assistant Professor	Research Associate Professor	July 1, 2021
Holding, David	Agronomy and Horticulture	Associate Professor	Full Professor	August 16, 2021
Irmak, Sibel	Biological Systems Engineering	Research Associate Professor	Full Research Professor	July 1, 2021
Korus, Jesse	School of Natural Resources	Assistant Professor	Associate Professor	July 1, 2021
Lambe, David	Agronomy and Horticulture	Associate Professor of Practice	Full Professor of Practice	July 1, 2021
Louis, Joe	Entomology	Associate Professor	Full Professor	August 16, 2021

2021 Promotions
University of Nebraska-Lincoln

Name	Unit	Present Rank	New Rank	Effective Date
<i>Institute for Agriculture and Natural Resources (continued)</i>				
Mieno, Taro	Agricultural Economics	Assistant Professor	Associate Professor	July 1, 2021
Milius, Jacie	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Mulliniks, Travis	Animal Science	Assistant Professor	Associate Professor	July 1, 2021
Paisley, Sarah	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Pennisi, Lisa	School of Natural Resources	Associate Professor of Practice	Full Professor of Practice	July 1, 2021
Porter, John	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Reddish, Linda	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Redfearn, Darren	Agronomy and Horticulture	Associate Professor	Full Professor	July 1, 2021
Rose, Devin	Food Science and Technology	Associate Professor	Full Professor	August 16, 2021
Rudnick, Daran	Biological Systems Engineering	Assistant Professor	Associate Professor	July 1, 2021
Shulski, Martha	School of Natural Resources	Associate Professor	Full Professor	July 1, 2021
Sivits, Sarah	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Smith, Adam	Nebraska Forest Service	Assistant Forester	Associate Forester	July 1, 2021
Stephenson, Mitchell	Agronomy and Horticulture	Assistant Professor	Associate Professor	July 1, 2021
Stiles, Crystal	School of Natural Resources	Assistant Geoscientist	Associate Geoscientist	July 1, 2021
Stratton, Jayne	Food Science and Technology	Research Associate Professor	Full Research Professor	July 1, 2021
Streich, Anne	Agronomy and Horticulture	Associate Professor of Practice	Full Professor of Practice	August 16, 2021
van Dijk, Karin	Biochemistry	Associate Professor	Full Professor	July 1, 2021
Walia, Harkamal	Agronomy and Horticulture	Associate Professor	Full Professor	August 16, 2021
Walker, Maria	Nebraska Extension	Associate Extension Educator	Full Extension Educator	July 1, 2021
Wang, Bing	Food Science and Technology	Assistant Professor	Associate Professor	August 16, 2021
Watson, Andrea	Animal Science	Research Assistant Professor	Research Associate Professor	July 1, 2021
Wielenga, Vanessa	Nebraska Extension	Assistant Extension Educator	Associate Extension Educator	July 1, 2021
Wilson, Richard	Plant Pathology	Associate Professor	Full Professor	August 16, 2021
Xu, Changmou	Food Science and Technology	Research Assistant Professor	Research Associate Professor	July 1, 2021
Zhang, Limei	Biochemistry	Assistant Professor	Associate Professor	August 16, 2021

2021 Promotions
University of Nebraska Medical Center

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Allied Health Professions</i>				
Michael, Kimberly	Clinical, Diagnostic and Therapeutic Sciences	Associate Professor	Professor	July 1, 2021
Vas, Stephanie	Clinical, Diagnostic and Therapeutic Sciences	Instructor	Assistant Professor	July 1, 2021
Wampler, Katheryn	Clinical, Diagnostic and Therapeutic Sciences	Instructor	Assistant Professor	July 1, 2021
<i>College of Dentistry</i>				
Narayana, Nagamani	Oral Biology	Associate Professor	Professor	July 1, 2021
Nawshad, Ali	Oral Biology	Associate Professor	Professor	July 1, 2021
<i>College of Medicine</i>				
Acquazzino, Melissa	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Ahmad, Rizwan	Biochemistry & Molecular Biology	Instructor	Assistant Professor	July 1, 2021
Bakker, Skye	Anesthesiology	Instructor	Assistant Professor	July 1, 2021
Bauman, Zachary	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Baumgartner, Andrew	Psychiatry	Instructor	Assistant Professor	July 1, 2021
Beethe, Amy	Anesthesiology	Assistant Professor	Associate Professor	July 1, 2021
Boer, Brian	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Burrows, Jason	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Cawcutt, Kelly	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Chaturvedi, Nagendra	Pediatrics	Instructor	Assistant Professor	July 1, 2021
Chittezh Thomas, Vinai	Pathology and Microbiology	Assistant Professor	Associate Professor	July 1, 2021
Christensen, Jason	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Cramer, Justin	Radiology	Assistant Professor	Associate Professor	July 1, 2021
Cutright, Amy	Emergency Medicine	Assistant Professor	Associate Professor	July 1, 2021
Ernest, Eric	Emergency Medicine	Assistant Professor	Associate Professor	July 1, 2021
Fingeret, Abbey	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Goergen, Katie	Anesthesiology	Assistant Professor	Associate Professor	July 1, 2021
Goldswieg, Andrew	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Gonzalez-Castellon, Marco	Neurological Sciences	Assistant Professor	Associate Professor	July 1, 2021
Goodrich, Nathaniel	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Hagge, Matthew	Anesthesiology	Instructor	Assistant Professor	July 1, 2021

2021 Promotions
University of Nebraska Medical Center

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Medicine (continued)</i>				
Hoffman, Arika	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Hu, Guoku	Pharmacology and Experimental Neuroscience	Assistant Professor	Associate Professor	July 1, 2021
Krishnamurthy, Jairam	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Love, Linda	Psychiatry	Assistant Professor	Associate Professor	July 1, 2021
Mahapatra, Sidharth	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Maskin, Lauren	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
May, Sara	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Mohapatra, Bhopal	Genetics, Cell Biology and Anatomy	Instructor	Assistant Professor	July 1, 2021
Nandi, Shyam	Cellular and Integrative Physiology	Instructor	Assistant Professor	July 1, 2021
Nanoth Vellichirammal, Neetha	Genetics, Cell Biology and Anatomy	Instructor	Assistant Professor	July 1, 2021
Neemann, Kari	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Norton, Bridget	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
O'Dell, Melissa	Psychiatry	Instructor	Assistant Professor	July 1, 2021
Ortmann, Laura	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Padussis, James	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Patel, Sachit	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Peeples, Eric	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Petrosyan, Armen	Biochemistry and Molecular Biology	Assistant Professor	Associate Professor	July 1, 2021
Piccione, Ezequiel	Neurological Sciences	Assistant Professor	Associate Professor	July 1, 2021
Punsoni, Michael	Pathology and Microbiology	Assistant Professor	Associate Professor	July 1, 2021
Qureishi, Hina	Pathology and Microbiology	Assistant Professor	Associate Professor	July 1, 2021
Raml, Dana	Psychiatry	Instructor	Assistant Professor	July 1, 2021
Sieczkowski, Lisa	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Sil, Susmita	Pharmacology and Experimental Neuroscience	Instructor	Assistant Professor	July 1, 2021
Snow, Joseph	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Spitznagel, Rachel	Anesthesiology	Assistant Professor	Associate Professor	July 1, 2021
Summers, Michael	Internal Medicine	Assistant Professor	Associate Professor	July 1, 2021
Swanson, Benjamin	Pathology and Microbiology	Assistant Professor	Associate Professor	July 1, 2021

2021 Promotions
University of Nebraska Medical Center

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Medicine (continued)</i>				
Tanner, Tiffany	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Taraschenko, Olga	Neurological Sciences	Assistant Professor	Associate Professor	July 1, 2021
Thomsen, Mark	Psychiatry	Instructor	Assistant Professor	July 1, 2021
Vo, Hanh	Pediatrics	Assistant Professor	Associate Professor	July 1, 2021
Wallace, Maegen	Orthopaedic Surgery and Rehabilitation	Assistant Professor	Associate Professor	July 1, 2021
Wong, Shannon	Surgery	Assistant Professor	Associate Professor	July 1, 2021
Zhang, Weiwei	Pathology and Microbiology	Assistant Professor	Associate Professor	July 1, 2021
<i>College of Nursing</i>				
Keeler, Heidi	Omaha Division	Assistant Professor	Associate Professor	July 1, 2021
<i>College of Pharmacy</i>				
Hopkins, Corey	Pharmaceutical Sciences	Associate Professor/Tenure	Professor/Tenure	July 1, 2021
Kumar, Virender	Pharmaceutical Sciences	Research Instructor	Research Assistant Professor	July 1, 2021
Podany, Anthony Thomas	Pharmacy Practice and Science	Assistant Professor	Associate Professor/Tenure	July 1, 2021
Scarsi, Kimberly	Pharmacy Practice and Science	Associate Professor/Tenure	Professor/Tenure	July 1, 2021
Sobeski, Linda	Pharmacy Practice and Science	Clinical Asst Professor	Clinical Assoc Professor	July 1, 2021
<i>College of Public Health</i>				
Michaud, Tzeyu Lin	Health Promotion	Research Asst Professor	Assistant Professor	July 1, 2021
Lowe, John-Martin	Environmental, Agricultural and Occupational Health	Associate Professor	Professor/Tenure	July 1, 2021
Smith, Lynnette Marie	Biostatistics	Assistant Professor	Associate Professor/Tenure	July 1, 2021
<i>Eppley Institute</i>				
Karpf, Adam	Eppley Institute	Associate Professor	Professor	July 1, 2021
Radhakrishnan, Prakash	Eppley Institute	Assistant Professor	Associate Professor	July 1, 2021
<i>Munroe-Meyer Institute</i>				
Valleley, Rachel	Psychology	Associate Professor	Professor	July 1, 2021
Willett, Sandra	Physical Therapy	Assistant Professor	Associate Professor	July 1, 2021
<i>McGoogan Health Sciences Library</i>				
Hartman, Teresa	Education and Research Services	Associate Professor	Professor	July 1, 2021

2021 Promotions
University of Nebraska at Omaha

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Arts and Sciences</i>				
Celinscak, Mark	History	Assistant Professor	Associate Professor	August 16, 2021
Cheng, Xiaoyue	Mathematics	Assistant Professor	Associate Professor	August 16, 2021
Davis, Paul	Biology	Associate Professor	Professor	August 16, 2021
Johnson, Kristen	Biology	Instructor	Lecturer	August 16, 2021
Kilinc, Ramazan	Political Science	Associate Professor	Professor	August 16, 2021
King, Charles	History	Associate Professor	Professor	August 16, 2021
Kyle, Brett	Political Science	Assistant Professor	Associate Professor	August 16, 2021
Toscano, Tara	Foreign Languages	Instructor	Lecturer	August 16, 2021
Wilson, James	Biology	Associate Professor	Professor	August 16, 2021
<i>College of Business Administration</i>				
Beberwyk, David	Finance, Banking and Real Estate	Instructor	Lecturer	August 16, 2021
Cerrone, Aaron	Management	Instructor	Lecturer	August 16, 2021
Cochran, Edward	Management	Instructor	Lecturer	August 16, 2021
Diller, Christopher	Management	Instructor	Lecturer	August 16, 2021
Hallin, Mary	Marketing and Entrepreneurship	Instructor	Lecturer	August 16, 2021
Knape, Aaron	School of Accounting	Instructor	Lecturer	August 16, 2021
LeBlanc, Raymond	Finance, Banking and Real Estate	Instructor	Lecturer	August 16, 2021
Payne, Brian	Finance, Banking and Real Estate	Assistant Professor	Associate Professor	August 16, 2021
Stout (Walker), Angelika	Marketing and Entrepreneurship	Instructor	Lecturer	August 16, 2021
Venkatesh, Roopa	School of Accounting	Associate Professor	Professor	August 16, 2021
Wagner, Jamie	Economics	Assistant Professor	Associate Professor	August 16, 2021
Wessling, Elizabeth	Marketing and Entrepreneurship	Instructor	Lecturer	August 16, 2021
<i>College of Communication, Fine Arts and Media</i>				
Coutley, Lisa	School of the Arts (Writer's Workshop)	Assistant Professor	Associate Professor	August 16, 2021
Duran, Adrian	School of the Arts (Art and Art History)	Associate Professor	Professor	August 16, 2021
Morris, Amy	School of the Arts (Art and Art History)	Associate Professor	Professor	August 16, 2021

2021 Promotions
University of Nebraska at Omaha

Name	Unit	Present Rank	New Rank	Effective Date
<i>College of Education</i>				
Coleman, Jason	School of Health and Kinesiology	Associate Professor	Professor	July 1, 2021
Escayg, Kerry-Ann	Teacher Education	Assistant Professor	Associate Professor	August 16, 2021
Karabon, Anne	Teacher Education	Assistant Professor	Associate Professor	August 16, 2021
Knarr, Brian	Biomechanics	Assistant Professor	Associate Professor	August 16, 2021
Myers, Sara	Biomechanics	Associate Professor	Professor	July 1, 2021
Slivka, Dustin	School of Health and Kinesiology	Associate Professor	Professor	August 16, 2021
Williams, Tamara	Educational Leadership	Assistant Professor	Associate Professor	August 16, 2021
<i>College of Information Science and Technology</i>				
Song, Myoungkyu	Computer Science	Assistant Professor	Associate Professor	August 16, 2021
Fulkerson, Robert	Computer Science	Assistant Instructor	Lecturer	August 16, 2021
Grover (Wiggins), Andrea	Information Systems and Quantitative Analysis	Assistant Professor	Associate Professor	August 16, 2021
<i>UNO Libraries</i>				
Neujahr, Joyce	Criss Library	Associate Professor	Professor	July 1, 2021
<i>College of Public Affairs and Community Service</i>				
Boron, Julie	Gerontology	Associate Professor	Professor	August 16, 2021
Richardson, Todd	Goodrich	Associate Professor	Professor	August 16, 2021
Warden, Ciara	Social Work	Instructor	Lecturer	August 16, 2021
Zendejas, Jordan	Public Administration	Instructor	Lecturer	July 1, 2021

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska at Kearney

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Agard, Julia	Teacher Education	Assistant Professor	August 1, 2020
Asay, Sylvia	Counseling, School Psychology and Family Science	Professor	June 30, 2021
Crow, Sheryl	Teacher Education	Professor	August 1, 2020
Gibbs, Terry	Industrial Technology	Senior Lecturer	May 14, 2021
Michener, Margaret	Mathematics and Statistics	Senior Lecturer	May 14, 2021
Nelson, Kenneth	Educational Administration	Assistant Professor	July 4, 2020
Umland, Samuel	English	Professor	August 31, 2020

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska-Lincoln

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Alexander, Dennis	Electrical and Computer Engineering	Professor	August 16, 2020
Avramov, Luchezar	Mathematics	Professor	August 16, 2020
Bauer, Lois Grace	English	Professor	August 16, 2020
Becker, Edward	Philosophy	Professor	August 16, 2020
Belli, Robert	Psychology	Professor	August 16, 2020
Bernthal, Rebecca	University Libraries	Associate Professor	July 1, 2020
Bolin, Mary	University Libraries	Professor	July 1, 2020
Bonsell, John	Durham School Architectural Engineering and Construction	Associate Professor	August 16, 2020
Bullard, Susan	Journalism and Mass Communications	Associate Professor	September 18, 2020
Carlson, Leslie	Marketing	Professor	August 16, 2020
Choobineh, Fred	Electrical and Computer Engineering	Professor	August 16, 2020
Coen-Brown, Karen	Mechanical and Materials Engineering	Associate Professor of Practice	May 16, 2020
Coope, Jessica	History	Associate Professor	January 4, 2021
Cushing, Matthew	Economics	Professor	August 16, 2020
Dewey, Kenneth	Geography	Professor	August 16, 2020
Dixon, Wheeler	English	Professor	August 16, 2020
Feng, Ruqiang	Mechanical and Materials Engineering	Professor	August 16, 2020
Foster, Gwendolyn	English	Professor	August 16, 2020
Goebes, Carole	University Libraries	Associate Professor	August 16, 2020
Harbison, Gerard	Chemistry	Professor	August 16, 2020
Harler, Donna	School of Art, Art History and Design	Professor	August 16, 2020

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska-Lincoln

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Hayden-Roy, Priscilla	Modern Languages and Literatures	Professor	July 1, 2020
Johnson, Kathleen	University Libraries	Professor	July 1, 2020
Kebbel, Gary	Journalism and Mass Communications	Professor	January 4, 2021
Kooser, Ted	Bureau of Sociological Research	Professor	August 16, 2020
Kunc, Karen	School of Art, Art History and Design	Professor	August 16, 2020
LaCost, Barbara	Educational Administration	Associate Professor	August 16, 2020
Langell, Marjorie	Chemistry	Professor	August 16, 2020
Ledder, Glenn	Mathematics	Professor	August 16, 2020
Lee, Ronald	Communication Studies	Professor	August 16, 2020
Logan-Peters, Kay	University Libraries	Professor	July 1, 2020
McCollough, Martha	Anthropology	Associate Professor	August 16, 2020
McGarvey, Mary	Economics	Associate Professor	August 16, 2020
Moody, Linda	Civic Engagement	Assistant Director	January 5, 2021
Narumalani, Sunil	Earth and Atmospheric Sciences	Professor	August 16, 2020
Nickerson, Kenneth	School of Biological Sciences	Professor	August 16, 2020
Parkhurst, Lawrence	Chemistry	Professor	January 4, 2021
Pearson, Debra	University Libraries	Associate Professor	July 1, 2020
Phelps, Kim	University Services	Associate Vice Chancellor	February 2, 2021
Quinlan, Mary Kay	Journalism and Mass Communications	Associate Professor	September 18, 2020
Raikes, Helen	Child, Youth and Family Studies	Professor	August 16, 2020
Reichenbach, Stephen	Computer Science and Engineering	Professor	August 16, 2020

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska-Lincoln

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Scholz, Gordon	Community and Regional Planning	Professor	August 16, 2020
Seiler, William	Communication Studies	Professor	August 16, 2020
Smith, Victoria	History	Associate Professor	August 16, 2020
	Ethnic Studies	Associate Professor	August 16, 2020
Starr, Pamela	School of Art, Art History and Design	Professor	August 16, 2020
Steckelberg, Allen	Teaching, Learning and Teacher Education	Associate Professor	August 16, 2020
Takacs, James	Chemistry	Professor	August 16, 2020
Thomas, Julie	College of Education and Human Sciences	Associate Dean	August 16, 2020
Torraco, Richard	Educational Administration	Associate Professor	August 16, 2020
Wagner, William	School of Biological Sciences	Professor	August 16, 2020
Walstad, William	Economics	Professor	August 16, 2020
Walter, Katherine	University Libraries	Professor	January 1, 2021
Watkins, David	Earth and Atmospheric Sciences	Professor	August 16, 2020
Wilson, David	Teaching, Learning and Teacher Education	Professor	August 16, 2020
Zlotnik, Vitaly	Earth and Atmospheric Sciences	Professor	August 16, 2020

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska-Lincoln IANR

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Anderson, Bruce	Agronomy and Horticulture	Professor	July 1, 2020
Baenziger, Peter Stephen	Agronomy and Horticulture	Professor	May 4, 2021
Behnken, Tracy	Cooperative Extension Division	Extension Educator	January 16, 2021
Bell, Lloyd	Agricultural Leadership Education and Communication	Professor	July 1, 2020
Black, Paul	Biochemistry	Professor	July 1, 2020
Burson, Dennis	Animal Science	Professor	July 1, 2020
DiRusso, Concetta	Biochemistry	Professor	July 1, 2020
Glewen, Keith	Cooperative Extension Division	Emeritus	January 16, 2021
Hibberd, Charles	Animal Science	Professor	July 1, 2020
Howard, Larry	Cooperative Extension Division	Extension Educator	July 1, 2020
Jones, Steven	Animal Science	Professor	July 1, 2020
Kelling, Clayton	School of Veterinary Medicine and Biomedical Sciences	Professor	January 1, 2021
Koelsch, Richard	Biological Systems Engineering	Professor	June 16, 2021
Kranz, William	Biological Systems Engineering	Professor	July 1, 2020
Martin, Derrel	Biological Systems Engineering	Professor	July 1, 2020
Ogg, Clyde	Cooperative Extension Division	Extension Educator	December 5, 2020
Purcell, Sarah	Cooperative Extension Division	Extension Educator	May 21, 2021
Rasmussen, Steven	Nebraska Forest Service	Forester	April 3, 2021
Shea, Patrick	School of Natural Resources	Professor	July 1, 2020
Sherry, Hallie	Cooperative Extension Division	Extension Educator	May 8, 2021
Sibray, Steven	School of Natural Resources - Survey Division	Geoscientist	May 29, 2021

Emeritus Appointments**7/1/2020 - 6/30/2021****University of Nebraska-Lincoln IANR**

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Soundararajan, Madhavan	Biochemistry	Professor	July 1, 2020
Stroup, Walter	School of Natural Resources	Professor	July 1, 2020
Taylor, David	Entomology	Adjunct Faculty	January 1, 2021
Tigner, Robert	Cooperative Extension Division	Extension Educator	March 1, 2021
Treffer, Bruce	Cooperative Extension Division	Extension Educator	June 1, 2021
Walter-Shea, Elizabeth	School of Natural Resources	Professor	July 1, 2020
Welte, Carroll	Cooperative Extension Division	Extension Educator	July 1, 2020
Whittier, Jack	Animal Science	Professor	September 1, 2020
Wienhold, Brian	Agronomy and Horticulture	Professor	January 1, 2021
Woldt, Wayne	Biological Systems Engineering	Associate Professor	July 1, 2020
Wortmann, Charles	Agronomy and Horticulture	Professor	May 29, 2021

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska Medical Center

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Brown, David	Oral Biology	Professor	January 1, 2021
Crawford, Michael	MMI-Recreation Program	Associate Professor	July 1, 2020
Danford, David	Pediatrics	Professor	July 1, 2020
Fleisher, Mark	Internal Medicine	Professor	July 1, 2020
Jackson, Barbara	MMI Education and Child Development	Professor	June 1, 2021
Kador, Peter	Pharmaceutical Sciences	Professor	July 1, 2020
Kroeger, Roberta	Lincoln Division	Instructor	September 1, 2020
Lerner, Gary	Pediatrics	Associate Professor	January 1, 2021
Lutz, Richard	MMI Genetic Medicine	Associate Professor	September 16, 2020
Mertz, Mary Ann	Kearney Division	Assistant Professor	September 1, 2020
Morien, Marsha	Health Services Research and Administration	Instructor	April 1, 2021
Morien, Marsha	Computer Assisted Surgery	Chief Administrative Officer	April 1, 2021
Muelleman, Robert	Emergency Medicine	Professor	July 1, 2020
Pressler, Jana	Lincoln Division	Professor	January 1, 2021
Ryan, Sheila	Omaha Division	Professor	July 1, 2020
Schmitz, Rita	Lincoln Division	Assistant Professor	September 1, 2020
Schulz, Paula	Lincoln Division	Associate Professor	January 1, 2021
Sharp, John	Genetics, Cell Biology and Anatomy	Professor	January 1, 2021
Shaw, David	Oral Biology	Professor	August 1, 2020
Siahpush, Mohammad	Health Services Research and Administration	Professor	September 1, 2020
Silva-Lopez, Edibaldo	Surgical Oncology	Professor	June 19, 2021

Emeritus Appointments

7/1/2020 - 6/30/2021

University of Nebraska Medical Center

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Sivers, Joan	Adult Restorative Dentistry	Associate Professor	July 1, 2020
Stuberg, Wayne	MMI Administration	Professor	January 3, 2021
Thierfelder, Jean	Internal Medicine	Associate Professor	July 1, 2020
Thompson, Cheryl	Omaha Division	Associate Professor	November 1, 2020
Waibel-Rycek, Denise	Kearney Division	Instructor	September 1, 2020
Walburn, John	Pediatrics	Professor	July 1, 2020

Emeritus Appointments
7/1/2020 - 6/30/2021
University of Nebraska at Omaha

NAME	UNIT	EMERITUS RANK	EFFECTIVE DATE
Beldin, Kerry	School of Social Work	Associate Professor	March 1, 2021
French, Jeffrey	Psychology	Professor	May 15, 2021
Harrison, Wayne	Psychology	Professor	May 15, 2021
Kruger, Marsha	English	Lecturer	May 15, 2021
Newman, Andrew	Philosophy	Professor	May 15, 2021
Novikov, Tatyana	Foreign Languages	Professor	May 15, 2021
¹³ Powell, Mary Ann	Sociology and Anthropolgy	Associate Professor	May 16, 2020
Ryan, Carey	Psychology	Professor	May 15, 2021
Shuster, Robert	Geography/Geology	Associate Professor	May 15, 2021

¹³ Mary Ann Powell retired effective 05/16/2020; missed being included on last year's report.

TO: The Board of Regents
Academic Affairs

MEETING DATE: October 8, 2021

SUBJECT: Leaves of Absence for the reporting period July 1, 2020 through June 30, 2021

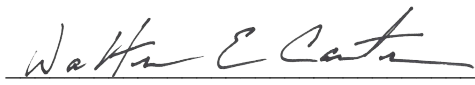
RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of the academic leaves of absences that have been approved by President Carter in accordance with Section 3.4.3.1 of the *Bylaws of the Board of Regents of the University of Nebraska* as amended June 15, 2006.

The President may approve leaves of absence, not to exceed one year, to members of the permanent professional staff holding full-time appointments that fall within the guidelines set forth in the *Bylaws*.

SPONSOR: Jeffrey P. Gold, M.D.
Executive Vice President and Provost

APPROVED: 
Walter E. Carter, President
University of Nebraska

DATE: September 10, 2021

**PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA AT KEARNEY**

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u> ⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u> ⁽²⁾	<u>FTE</u>
Adkins, Megan	Kinesiology and Sport Sciences	Associate Professor	FDF: half pay	8/16/2021-5/13/2022	32,832	AY 1.00
Biggs, Douglas	History	Professor	FDF	8/16/2021-1/2/2022	40,950	Sem 1.00
Fronczak, Janice	Music, Theatre and Dance	Professor	FDF	8/16/2021-1/2/2022	41,265	Sem 1.00
Nabb, David	Music, Theatre and Dance	Professor	FDF	1/3/2022-5/13/2022	41,669	Sem 1.00
Strawhecker, Jane	Teacher Education	Professor	FDF	8/16/2021-5/13/2022	41,265	AY 1.00
Warren, Michelle	Modern Languages	Associate Professor	FDF	1/3/2022-5/13/2022	31,423	Sem 1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u> ⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u> ⁽²⁾	<u>FTE</u>
Brock, Rebecca	Psychology	Associate Professor	FDF	8/16/2021-1/2/2022	43,763 Sem	1.00
Chan, Elaine	Teaching, Learning and Teacher Education	Associate Professor	FDF: half pay	8/16/2021-5/12/2022	42,411 AY	1.00
Crockett, Lisa	Psychology	Professor	FDF: half pay	8/16/2021-5/13/2022	62,050 Sem	1.00
Crucet, Jennine	English	Associate Professor	FDF	8/16/2021-1/2/2022	46,479 Sem	1.00
Dance, Lory	Sociology	Associate Professor	FDF	1/3/2022-5/13/2022	46,937 Sem	1.00
Deng, Bo	Mathematics	Professor	FDF	8/16/2021-1/2/2022	45,735 Sem	1.00
Falci, Christina	Sociology	Associate Professor	FDF	8/16/2021-1/2/2022	37,429 Sem	1.00
Fritz, Dana	School of Art, Art History and	Professor	FDF	8/16/2021-1/2/2022	43,149 Sem	1.00
Fritz, Matthew	Educational Psychology	Associate Professor of Practice	Leave without pay. Participant in the Data Analysis and Statistics Research (DARS) Program at the National Science Foundation. Full-time, one-year program (with the possibility of renewal).	8/17/2020-8/16/2022	0 AY	1.00
Garza, James	History	Associate Professor	FDF	1/3/2022-5/13/2022	38,849 Sem	1.00
Gervais, Sarah	Psychology	Professor	FDF	1/3/2022-5/13/2022	56,171 Sem	1.00
Grosskopf, Kevin	Durham School of Architectural	Professor	FDF: half pay	8/16/2021-5/13/2022	86,076 AY	1.00
Grouverman, Alexei	Physics and Astronomy	Professor	FDF	1/3/2022-5/13/2022	77,436 Sem	1.00
Hamann, Edmund	Teaching, Learning and Teacher Education	Professor	FDF	1/4/2021-5/14/2021	51,844 Sem	1.00
Hammerl, Emily	School of Global and Integrative	Assistant Professor	FDF: half pay	8/16/2021-5/13/2022	31,573 Sem	1.00
Harbourne, Brian	Mathematics	Professor	FDF: half pay	8/16/2021-5/13/2022	63,175 Sem	1.00
Henderson, David	Philosophy	Professor	FDF	8/16/2021-1/2/2022	57,104 Sem	1.00
Hinchman, Mark	Architecture	Professor	FDF	8/16/2021-1/2/2022	46,518 Sem	1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

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PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u> ⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u> ⁽²⁾	<u>FTE</u>
Hoff, Michael	School of Art, Art History and Design	Professor	FDF	8/16/2021-1/2/2022	42,982 Sem	1.00
Jones, Jeannette	History	Associate Professor	FDF	8/16/2021-5/12/2022	0 AY	1.00
Karle, Sarah	Landscape Architecture	Associate Professor	FDF	1/3/2022-5/13/2022	40,356 Sem	1.00
Kohen, Ariel	Political Science	Professor	FDF	1/3/2022-5/13/2022	48,293 Sem	1.00
Lahey, Stephen	Classics and Religious Studies	Professor	FDF	1/3/2022-5/13/2022	44,051 Sem	1.00
Larios, Adam	Mathematics	Associate Professor	FDF	1/3/2022-5/13/2022	44,004 Sem	1.00
Lepard, Brian	Law	Professor	FDF	8/16/2021-1/2/2022	96,539 Sem	1.00
May, Ann Mari	Economics	Professor	FDF	1/4/2021-5/14/2021	67,765 Sem	1.00
McQuillan, Julia	Sociology	Professor	FDF	1/3/2022-5/13/2022	66,286 Sem	1.00
Mehta, Rupal	Political Science	Associate Professor	FDF: half pay	8/16/2021-5/13/2022	38,574 Sem	1.00
Messersmith, Jake	Management	Associate Professor	FDF	1/3/2022-5/13/2022	88,366 Sem	1.00
Neta, Maital	Psychology	Associate Professor	FDF	1/1/2022-5/13/2022	56,122 Sem	1.00
Otu, Hasan	Electrical and Computer	Professor	FDF: half pay	8/16/2021-5/13/2022	58,034 AY	1.00
Palmer-Wackerly, Angela	Communication Studies	Assistant Professor	FDF	1/3/2022-5/13/2022	34,765 Sem	1.00
Parrish, Timothy	English	Professor	FDF	8/16/2021-5/13/2022	0 AY	1.00
Pilson, Diana	Biological Sciences	Associate Professor	Leave without pay: Serving as a rotating Program Officer at the National Science Foundation.	9/3/2021-9/2/2022	0 AY	1.00
Rutledge, Gregory	English	Associate Professor	FDF	1/3/2022-5/13/2022	37,380 Sem	1.00
Ryherd, Erica	Durham School of Architectural	Associate Professor	FDF: half pay	8/16/2021-5/13/2022	54,754 AY	1.00
Schleck, Julia	English	Associate Professor	FDF: half pay	8/16/2021-5/13/2022	41,299 Sem	1.00
Seceleanu, Alexandra	Mathematics	Assistant Professor	FDF: half pay	8/16/2021-5/13/2022	40,800 AY	1.00
Shah, Rachael	English	Assistant Professor	FDF	1/3/2022-5/13/2022	34,776 Sem	1.00
Shizuka, Daizaburo	Biological Sciences	Assistant Professor	FDF	1/3/2022-5/13/2022	41,045 Sem	1.00
Tenhumberg, Brigitte	School of Biological Sciences	Professor	FDF	1/3/2022-5/13/2022	52,423 Sem	1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

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PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA-LINCOLN

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u>⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u>⁽²⁾	<u>FTE</u>
Thomas, Sarah	Teaching, Learning and Teacher Education	Assistant Professor	FDF with half pay	8/17/2020-5/14/2021	34,630 AY	1.00
Vazansky, Alexander	History	Associate Professor	FDF	1/3/2022-5/13/2022	33,428 Sem	1.00
Wang, Lily	Durham School of Architectural	Professor	FDF	1/4/2021-5/14/2021	89,013 Sem	1.00
Willis-Esqueda, Cynthia	Psychology	Associate Professor	FDF	1/3/2022-5/13/2022	38,877 Sem	1.00
Yuill, David	Durham School of Architectural	Associate Professor	FDF	1/4/2021-5/14/2021	49,626 Sem	1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

**PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA MEDICAL CENTER**

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u>⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u>⁽²⁾	<u>FTE</u>
Powers, Andria	Radiology	Assistant Professor	Leave Without Pay: To complete a pediatric neuroradiology fellowship program	9/1/2019-8/1/2020	0 FY	0.75

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

**PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA AT OMAHA**

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u> ⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u> ⁽²⁾		<u>FTE</u>
Adidam, Phani Tej	Marketing	Professor	FDF	8/16/2022-1/2/2023	73,327	Sem	1.00
Barone, Tim	Sociology/Anthropology	Associate Professor	FDF	1/3/2022-5/13/2022	38,094	Sem	1.00
Battisti, Danielle	History	Associate Professor	FDF	1/3/2022-5/13/2022	36,600	Sem	1.00
Bramlett, Frank	English	Professor	FDF	8/16/2021-1/2/2022	38,667	Sem	1.00
Bryan, Tara	Public Administration	Associate Professor	FDF	8/16/2021-1/2/2022	36,759	Sem	1.00
Chalecki, Elizabeth L.	Political Science	Associate Professor	Unpaid Professional Leave: Research Fellowship at the Woodrow Wilson International Center for Scholars in Washington, DC. Will continue her work in the area of geoengineering governance.	8/17/2020-5/14/2021	0	AY	1.00
Chen, Yu-Che	Public Administration	Professor	FDF	8/16/2021-1/2/2022	51,767	Sem	1.00
Diamond, Jr., Arthur	Economics	Professor	FDF: half pay	8/16/2021-5/13/2022	62,082	AY	1.00
Duran, Adrian	Art and Art History	Associate Professor	Unpaid Administrative Leave: Will serve as the Dorothy K. Hohenberg Chair of Excellence in Art History in the Department of Art at the University of Memphis.	8/15/2021-5/15/2022	0	AY	1.00
Farhat, Hassan	Computer Science	Professor	FDF	1/3/2022-5/13/2022	62,262	Sem	1.00
Helm, David	Art and Art History	Professor	FDF	8/16/2021-1/2/2022	42,063	Sem	1.00
Johanningsmeier, Charles	English	Professor	FDF	8/16/2021-1/2/2022	41,301	Sem	1.00
Knopp, Lisa	English	Professor	FDF	1/3/2022-5/13/2022	38,286	Sem	1.00
Krasnoslobodtsev, Alexey	Physics	Associate Professor	FDF	8/16/2021-1/2/2022	36,100	Sem	1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

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**PRESIDENT'S LEAVE OF ABSENCE REPORT
LEAVES APPROVED DURING THE PERIOD 7/1/2020-6/30/2021
UNIVERSITY OF NEBRASKA AT OMAHA**

<u>Name</u>	<u>Unit</u>	<u>Title</u>	<u>Type of Leave</u>⁽¹⁾	<u>Leave Dates</u>	<u>Salary</u>⁽²⁾		<u>FTE</u>
Lu, Li-Fen (Lilly)	Art and Art History	Associate Professor	FDF	8/16/2021-1/2/2022	30,861	Sem	1.00
MacArthur, Kelly	Sociology/Anthropology	Associate Professor	FDF	1/3/2022-5/13/2022	33,570	Sem	1.00
Obradovic, Lana	Political Science	Associate Professor	FDF: half pay	8/16/2021-5/13/2022	35,197	AY	1.00
Peterson, Michael	Geology/Geography	Professor	Unpaid Professional Leave: Travel to locations related to the courses he teaches at UNO	8/17/2020-12/18/2020	0	AY	1.00
Proulx, Patrice	Foreign Languages	Professor	FDF	8/16/2021-1/2/2022	42,001	Sem	1.00
Romero, Troy	Goodrich Program	Professor	FDF	1/3/2022-5/13/2022	43,143	Sem	1.00

(1) FDF - Faculty Development Fellowship

(2) Leave salary reflects amount for Semester, AY or FY while on leave

TO: The Board of Regents Addendum XI-D-12
Academic Affairs

MEETING DATE: October 8, 2021

SUBJECT: Revisions to rules and regulations for faculty and student self-government organizations: Revisions to *Constitution* of the Students of the University of Nebraska Medical Center and the Student Government of the University of Nebraska at Omaha *Bylaws*.

RECOMMENDED ACTION: Report

PREVIOUS ACTION: January 10, 2010 – The Board of Regents approved an amendment of Section 1.2 paragraph three of the *Bylaws of the Board of Regents of the University of Nebraska* to revise the process for approval of rules and regulations for faculty and student self-government organizations.

EXPLANATION: Section 1.2 of the *Bylaws of the Board of Regents* states, “In any case where any officer, group, or agency has been authorized by these *Bylaws* to adopt rules or regulations, such rules or regulations, before they may be effective, shall be:

- (1) considered by the officer, group, or agency at a public hearing held after giving reasonable advance public notice thereof;
- (2) reviewed and approved by the General Counsel for consistency with these *Bylaws* and applicable policies, laws, and regulations; and
- (3) filed with the Corporation Secretary for report to the Board. The President and cognizant Chancellor are to be timely provided with a courtesy copy of any public hearing notice.”

Consistent with these *Bylaws* and operating procedures, the following changes have been filed with the Corporation Secretary since the last meeting of the Board:

- Revisions to the *Constitution* of the Students of the University of Nebraska Medical Center.
- Revisions to the Student Government of the University of Nebraska at Omaha *Bylaws*.

These changes are available for inspection in the Office of the Corporation Secretary.

REPORTED BY:


Philip J. Bakken
Corporation Secretary

DATE: September 21, 2021

CONSTITUTION OF STUDENTS OF THE UNIVERSITY OF NEBRASKA MEDICAL CENTER

PREAMBLE

We, the students of the University of Nebraska Medical Center, ~~(UNMC)~~, with the consent of the Board of Regents of the University of Nebraska, do hereby ordain and establish the Constitution for the administration of student government.

ARTICLE I. NAME

The name of student government at ~~the University of Nebraska Medical Center~~ UNMC shall be the Student Senate, hereinafter referred to as the Senate.

ARTICLE II. PURPOSE

2.1 This organization shall exist for the purpose of influencing policy and promoting the interests of all students attending ~~the University of Nebraska Medical Center~~ UNMC and to serve as an agency through which relationships between students, faculty, the administration and the general public may be maintained.

2.2 The UNMC Student Senate serves as an enthusiastic voice for the student body by promoting their interests and welfare, addressing and developing lasting solutions to student issues, and advocating on behalf of all students to NU system faculty, staff, administration, and the general public.

~~2.2.3~~ This organization shall act as the official representative of the student body at ~~the Medical Center~~ UNMC pursuant to Section 2.13 of the Bylaws of the Board of Regents of the University of Nebraska.

ARTICLE III. DUTIES AND RESPONSIBILITIES

The Senate shall have the power to:

1. Formulate all recommendations, policies and Bylaws that shall be necessary and proper for execution of powers vested by this Constitution in the student government of ~~the University of Nebraska Medical Center~~ UNMC.
2. Determine its own rules and procedures provided that such rules and procedures do not infringe upon the powers established by this Constitution.
3. Determine its internal committee structure.
4. Serve as liaison, at such times as the general welfare of students and/or the University shall require, between students and:

~~(a) faculty;~~

~~(a) administration~~ Faculty;

~~(a)(b)~~ Administration;

~~(b)(c)~~ Board of Regents (and/or their representatives);

- (e)(d) ~~state~~State legislature; and
(d)(c) ~~general~~General public.
5. Adopt resolutions on public issues and recommendations concerning affairs that effect ~~the University of Nebraska Medical Center~~UNMC.
 6. Collect student opinions and attitudes through its separate members on issues and aspects of student life as those opinions and attitudes exist in the Colleges ~~and Schools~~ of University of Nebraska Medical Center.
 7. Prescribe a time, place and manner of holding Senate meetings.
 8. Authorize expenditures from Senate funds.
 9. Sponsor, authorize, or regulate rallies, assemblies and convocations of students subject to the restriction of the Bylaws of the Board of Regents of the University of Nebraska.
 10. Remove from office any Senator for gross malfeasance of office, or violation of the eligibility requirements set forth on this Constitution.
 11. Administer awards initiated by Senate.

ARTICLE IV. OFFICERS

4.1 Officers: The Executive Committee of the Senate shall be the President, Vice President, ~~Secretary~~Chief of Staff, Treasurer, Director of Academic Affairs ~~Chair and Activities Chair~~Director of Student Experience.

4.2 Duties of Officers:

1. President:

- (a) To serve as a non-voting member of the Senate, represent it in a ceremonial capacity, and to state student opinion before public and official assemblies and in correspondence;
- ~~(a) To introduce resolutions, recommendations or general measures to the Senate;~~
- ~~(a) To set the agenda and publicize its contents prior to each Senate meeting in consultation with the Senate Vice President, Secretary, Treasurer, Academic Affairs Chair and Activities Chair;~~
- (b) To order the Electoral Commission to schedule and conduct a referendum or general election as directed by the Senate;
- (c) To serve as an official representative to the Senate ~~with voting privileges~~ but not as a representative of any entity;
- (d) To enact by decree anything approved at a referendum or an election and to declare null and void anything rejected by a referendum or election;
- ~~(e)(a) To call special sessions of the Senate;~~
- (f)(c) To be responsible for the execution of all provisions of the Constitution, to carry out newly enacted resolutions and recommendations and legislation of the Senate, and to report all executive action to the Senate;
- (g)(f) To represent ~~the University of Nebraska Medical Center~~UNMC as

the Student Regent on the Board of Regents of the University of Nebraska;

~~(b) To represent the Senate in a ceremonial capacity and to state student opinion before public and official assemblies and in correspondence;~~

~~(h)(g)~~ To approve or veto, by affixing a signature, all legislation, recommendations or resolutions enacted by the Senate;

~~(h)(h)~~ To recommend student members to be appointed to ~~University of Nebraska Medical Center~~ UNMC committees as requested by the Chancellor or his/her representative;

~~(i)(i)~~ To preside over meetings of student rallies, convocations or assemblies sponsored by the Senate subject to restrictions of the Bylaws of the Board of Regents of the University of Nebraska;

~~(i)(j)~~ To serve as a chairperson and voting member of the Executive Committee;

~~(k)(k)~~ To authorize the expenditure of up to \$50 for office supplies and equipment as needed by the Senate office to conduct Senate affairs;

~~(l)(l)~~ To propose for passage by the Senate a budget for the upcoming fiscal year by April 1st; and

~~(m)(m)~~ To create or dissolve, in consultation with the Executive Committee, liaison positions to be voted on by full Senate for the term.

2. Vice President:

(a) To introduce resolutions, recommendations or general measures to the Senate;

(b) To set the agenda and publicize its contents prior to each Senate meeting in consultation with the Senate President, Chief of Staff, Treasurer, Director of Academic Affairs, and Director of Student Experience;

(c) To serve as a non-voting member in the Senate, unless to cast a tie-breaking vote;

(d) To call special sessions of the Senate;

~~(a)(e)~~ To succeed to the office of President in the event of a vacancy of that office until a general election can be held for election of a new President to fill the unexpired term office;

~~(b)(f)~~ To exercise the duties of the President in the absence of that officer;

~~(e)(g)~~ To assume such duties as shall be assigned by the President;

~~(d)(h)~~ To perform the duty of parliamentarian at meetings;

~~(e)(i)~~ To serve as an official representative to the Senate ~~with voting privileges~~ but not as a representative of any entity; ~~and~~

~~(f)(j)~~ To serve as chairperson and voting member of the Issues Committee;

2. Secretary:

(k) To set the agenda and publicize its contents prior to each Issues Committee Meeting;

(l) To serve as a voting member of the Executive Committee; and

(m) To serve as the Executive Committee's point of contact for the Diversity

& Inclusion Liaison and the Security & Transportation Liaison.
(n) .

3. Chief of Staff:

- (a) To assist the Vice President in coordinating the logistics of Senate meetings;
- ~~(g)~~(b) To record and make public all Senate activities including attendance, proposal voting, and minutes of all Senate meetings; and
- (c) To serve as a voting member of the Executive Committee;
- (d) To serve as the Executive Committee's point of contact for the PR Liaison and the Policy & Advocacy Liaison; and
- ~~(h)~~(e) To succeed to the office of Vice President and/or President, in the event of a vacancy of these offices until a general election can be held for election of a new President and/or Vice President to fill the unexpired term office.

3.4. Treasurer:

- (a) To record and publicly report the status and transactions of the Senate treasury at every at-large/public Senate meeting;
- (b) To propose to the President a budget for the next fiscal year by March 1st;
- (c) To order and coordinate the delivery of food for Senators attending at large/public Senate meetings;
- (d) To serve as a voting member on the Activities Committee;
- (e) To serve as a voting member of the Executive Committee;
- ~~(e)~~(f) To serve as the Executive Committee's point of contact for the Sustainability Liaison and the Global Engagement Liaison; and
- ~~(d)~~(g) To present the status of student fees publicly, once per term, to the Senate.

4.5. Director of Academic Affairs-Chair:

- (a) To serve as chairperson and voting member of the Academic Affairs Committee;
- ~~(a)~~(b) To set the agenda and publicize its contents prior to each Academic Affairs Committee Meeting;
- (c) To serve as a voting member of the Executive Committee;
- (d) To serve as the Executive Committee's point of contact for the IT & E-Learning Liaison and the Library & IPE Liaison; and
- ~~(b)~~(e) To serve as a student representative of Senate on the university's UNMC Education Council.

3. Activities Committee Chair:

6. Director of Student Experience:

- ~~(e)~~(a) To serve as chairperson and voting member of the Activities Committee; and
- (b) To set the agenda and publicize its contents prior to each Activities Committee Meeting;

- (c) To serve as a voting member of the Executive Committee; and
- (d) To serve as the Executive Committee's point of contact for the Health & Wellness Liaison and the Community Engagement Liaison.

- 4.3 Term of Office: The President, Vice President, ~~Secretary~~Chief of Staff, Treasurer, ~~Director of Academic Affairs~~ ~~Chair~~ and ~~Activities Chair~~Director of Academic Affairs shall serve for a term of one (1) year or until successors are elected and installed. The term of office for all members of the Senate shall be April 1st to March 31st, with exceptions to be determined by the Electoral Commission.
- 4.4 Qualifications for Office: Officers must be regularly enrolled UNMC students, in good academic standing, ~~and be part of a program/college that designates fees to the University Program and Facilities Fees (UPFF) at the University of Nebraska Medical Center Campus~~ and shall meet any requirements as may be set by the Board of Regents.
- 4.5 Election to Office:
1. The President and Vice President shall be elected by the student body according to rules contained in this Constitution and as developed by the Electoral Commission and approved by the Student Senate. The President and Vice President may be elected by a majority vote or by a ten percent (10%) margin over the next highest candidate. Failing either of these tests, a runoff election by a majority vote between the top two candidates shall be held.
 2. The ~~Secretary~~Chief of Staff and the Treasurer shall be elected by a majority vote from the Senate membership at the first regular meeting of the new Senate.
- 4.6 Vacancies:
1. President: The Vice President shall complete the term of office of the President in the event that the office becomes vacant.
 2. Vice President: The ~~Secretary~~Chief of Staff shall carry out the duties of the Vice President until a special election can be held to fill the vacancy.
 3. ~~Secretary~~Chief of Staff or Treasurer: The Senate shall elect a new ~~Secretary~~Chief of Staff or Treasurer from its membership to complete the term of office in event that either of these offices becomes vacant.

ARTICLE V. MEMBERSHIP

~~5.1~~ Composition: The Senate shall include representatives from each of the following Colleges ~~and Schools~~ of UNMC: Allied Health Professions, Dentistry, Graduate Studies, Medicine, Nursing;

5.1 Pharmacy, Public Health. The number of senators from each College ~~or School~~ shall be determined proportionally according to the size of the UNMC College ~~or School~~ enrollment on a ratio of one Senate seat for each fifty (50) students rounded to the nearest fifty (50). A senator may not represent more than one UNMC College ~~or School~~ in the same term.

~~1.~~ The ~~college~~ Colleges of Medicine, Nursing, and Pharmacy: Representation from these

1. units shall consist of the ~~president~~ President of each class or the ~~vice-president~~ Vice President of a class as required to fill the allotted positions.
2. ~~School~~ College of Allied Health Professions: Representation shall consist of one elected senator from each of the following programs: ~~physical therapy education, physician assistant~~ Physical Therapy Education, Physician Assistant, and radiation science technology education Radiation Science Technology Education; plus additional members elected at-large to fill the remaining allotted positions.
3. College of Public Health ~~representatives are~~ (COPH): Representation shall be elected at-large each year. The COPH Student Association President, or designee, is an elected designated Senator.
4. ~~College of~~ Graduate Studies ~~representatives are~~ Representation shall be elected at-large each year. The Graduate Student Association (GSA) President, or designee of the GSA upon appointment by the GSA President, is an elected designated Senator.

5. College of Dentistry: Representation shall be elected each year by their class cohort.

5.2 Term of Office: Senators shall serve for a term of one (1) year or until successors are elected and installed. The term of office shall be the same term of office as stated in Section ~~4.3~~.

5.3 Qualifications for Office: Senators must be regularly enrolled students, in good standing in the UNMC College ~~or School~~ they will represent and shall meet any requirements established by the Board of Regents of the University of Nebraska.

5.4 Election to Office: Senators shall be elected to office by the student body of the respective UNMC College ~~or School~~ in elections held concurrently with that of President and Vice President according to rules outlined by the Electoral Commission and approved by Senate.

5.5 Vacancies:

1. Due to Graduation: At the beginning of the academic year, each college or program of study shall, from its membership, fill any vacancies in that ~~College or School's~~ College's allotted positions to serve for the remainder of the term as outlined in 5.1 except that Senators enrolled in academic programs of one year duration or less shall serve a term concurrent with the academic program.

~~1.~~ Other: A Senate seat shall be declared to be vacant after three (3) unexcused absences. An excused absence is defined as an absence due to educational requirement, clinical responsibility, or personal/family emergency. An unexcused absence does not meet those requirements. This may be appealed to the Executive Committee. If an appeal is granted, an

2. additional one (1) absence will result in vacancy of the seat. Seats declared vacant, except as provided in 5.5 (1), shall be filled by an election conducted by the college or class in which the vacancy occurs.

ARTICLE VI. SENATE STANDING COMMITTEES

6.1 Senate Standing Committees: The Standing Committees of the Senate shall be an Executive Committee, Activities Committee, Academic Affairs Committee, ~~and~~ Issues Committee, and Greater Nebraska Campus Committee.

1. Other 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.

6.2 Committee Membership:

1. Each Senate member shall serve on at least one (1) Senate Standing Committee.
2. The membership of all Senate standing committees, except the Executive Committee, shall be established as follows:
 - (a) The Vice President shall, at the first Senate meeting of each term, survey members as to their preference of committee(s); and
 - (b) Taking each Senator's preference into consideration, the Vice President shall then appoint Senators to each committee.
- ~~4.~~ The membership of the Executive Committee shall be the President, Vice President, ~~Secretary~~ Chief of Staff, Treasurer, Director of Student Experience, and Director of Academic Affairs ~~Chair and Activities Chair of Senate~~, and sufficient at-large Senators to guarantee at least one representative from each college. The at-large members of the Executive Committee shall be appointed by the Senate President within one month of taking office or in the event of a vacancy.

3.

Committee Chairperson: The Chairpersons of the standing committees shall be elected by the Senate at its first meeting of the term and will serve as follows:

Executive Committee— Senate President,

Issues Committee—Senate Vice President,

Activities Committee— Senate ~~Activities Committee Chair~~, Director of Student Experience.

Academic Affairs Committee—Senate Director of Academic Affairs,

Greater Nebraska Campus Committee ~~Chair~~. ~~6.3 Committee Meetings: Senate Committee meetings shall be called at the discretion of the~~ Senate President ~~or the Committee Chairperson with at least 24 hours notice~~ and Student Senate Advisor.

6.3 Committee Meetings: Senate Committee meetings shall be called at the discretion of the

Senate Vice President or the Committee Chairperson with at least 24 hours notice.

6.4 Powers, Duties, and Responsibilities:

1. No action binding the Senate shall be taken by any committee, except as delegated to the committee by a vote of the Senate, or as permitted under the duties of the committee, or as requested by the Senate President.
2. Activities Committee: The duties and responsibilities of the Activities Committee shall be:
 - (a) To plan, organize, publicize, schedule, and conduct all Senate--sponsored campus-wide events for students on the UNMC campus, as directed by the Senate, or delegate these responsibilities to the appropriate committee;
 - (b) To plan, organize, publicize, schedule and conduct all Senate sponsored philanthropic events for members of the Senate as well the UNMC student body;
 - (c) To staff and enlist the assistance of other Senate members and UNMC students to serve as volunteers to conduct these events; and
 - (d) To submit a budget for each event to the Senate for approval prior to the event.
3. The Academic Affairs Committee: The duties and responsibilities of the Academic Affairs Committee shall be:
 - (a) To administer and select the nominee for the UNMC Student Senate Distinguished Mentor Award;
 - (b) To review policies and make recommendations for administrative changes; and
 - (c) To serve as student representatives on campus-wide standing committees related to education and curriculum.
4. Issues Committee: The duties and responsibilities of the Issues Committee shall be:
 - (a) To study, investigate, and make recommendations regarding issues of concern to the Senate and all UNMC students, particularly those issues affecting the affairs of members of the UNMC student body, including campus and university policy as well as local, state and federal actions;
 - (b) To utilize all means available to notify the student body of these issues; and
 - (c) To submit a budget to fulfill these duties, if necessary, to the Senate for approval prior to the event.
5. Executive Committee: The duties and responsibilities of the Executive Committee shall be:
 - (a) Shall have the power to authorize emergency expenditures by a ~~two-thirds~~ two-thirds vote of its members for the following items up to the indicated amount when necessary to conduct Senate affairs and when the entire Senate cannot be convened due to the lack of a quorum during the summer, or while school is not in session;
 - (b) Appropriate and recommend travel of a Senate member up to \$1000.00 per person;

- (c) To conduct student affairs or maintenance of Student Senate interests up to \$650.00;
- (d) To serve as a consultant group for the President during times when the full Senate is not in session; ~~and~~
- (e) To report all Executive Committee actions to the full Senate at the next regularly scheduled Senate meeting; and
- (f) To hear appeals regarding absence-based vacancies and decide appropriate actions.

6. Greater Nebraska Campus Committee: The duties and responsibilities of the Greater Nebraska Campus Committee shall be:

- (a) Shall serve as a liaison between the UNMC student senate leadership at the Omaha campus and the Lincoln, Kearney, Norfolk and Scottsbluff campuses;
- (b) To enhance communication and better establish connectivity between the Omaha, Lincoln, Kearney, Norfolk and Scottsbluff campuses; and
- (c) To assess and evaluate issues impacting Lincoln, Kearney, Norfolk and Scottsbluff campuses and correct those issues in a timely fashion.

ARTICLE VII. ADVISORS

The Senate shall have as advisors, the Chancellor of ~~the University of Nebraska Medical Center~~ UNMC and designated members of the Chancellor's council or faculty appointed in consultation with the Senate President. The Executive Committee will annually nominate the primary advisor to the Senate, seek approval of full Senate by vote, and approval by the Chancellor.

The duties of the primary advisor shall be to:

- (a) Attend all regular monthly Senate meetings and Committee meetings upon request;
- (b) Provide individual and group consultation to the Senate leadership, committees, and individual Senators;
- (c) Offer historical context and institutional memory during Senate deliberations;
- (d) Assist administration of Student Senate elections by serving as a member on the Electoral Commission; and
- (e) ~~The primary advisor shall be~~ Be designated as the signatory authority on any funds held by charitable foundations in the name of the Senate and shall act in the express interests of the Senate.

ARTICLE VIII. AWARDS

8.1 The Senate shall have the capacity to initiate awards for excellence in matters of student interest.

ARTICLE IX. MEETINGS AND RULE OF ORDER

9.1 Regular Meeting: Meetings of the Senate shall be scheduled and called at the discretion of the Vice President but they will be held no less than once every four (4) weeks. Notice of meetings shall be given to members at least five (5) days prior to the meeting.

9.2 Special Sessions:

1. The Vice President or any three Senators may call a special meeting of the Senate at any time upon proper notification of the Vice President of Senate, an advisor, and by written notification to all Senate Senators with at least a forty-eight (48) hour notice; and/or
2. A petition signed by twenty-five (25) students presented to the Senate advisor(s) or the Senate Vice President. The petition shall require the Senate officers to call a special meeting within one week. A notice shall be sent to all Senate Senators at least forty-eight (48) hours prior to the special session.

9.3 Meeting Rules: All meetings of the Senate shall be conducted according to the Robert's Rules of Order. All meetings are open to the public. Business, except otherwise specified in Section 8.5, shall be transacted by a simple majority vote.

9.4 Agenda: A formal agenda for each meeting shall be prepared by the Vice President with the priority of presentation of subjects for consideration to be determined by the order in which the items were submitted. Members of the Senate may make additions to the agenda at each meeting after the formal agenda items are considered. The agenda may be altered by a vote of the senators present at a meeting. The agenda shall be posted and made public prior to each meeting.

9.5 Quorum: Fifty percent (50%) of the Senate membership shall constitute a quorum for the transaction of business.

9.6 Special Voting Requirements: The following actions will require a two-thirds (2/3) majority vote of members present at any Senate meeting: override of Senate President's veto; removal of a Senator from office; impeachment of an officer of Senate; amendments to the constitution; authorization of special elections and/or referendums; modifications of the budget; changes in student fees.

ARTICLE X. FINANCES

10.1 Budget: During the spring The President, in consultation with the Executive Committee, shall submit a proposed budget to Senate for approval for the ensuing fiscal year (July-June) by April 1st. Modifications to the budget may be approved by a two thirds (2/3) vote of the Senate members present at any Senate meeting.

10.2 Student Fees: Changes in the amount of student fees to be collected for Fund A for the ensuing fiscal year shall be proposed by a two-thirds (2/3) vote of the Senate members present and voted on at any Senate meeting. The proposed student fee amount shall not be effective until approved by the Chancellor.

10.3 Expenses: Expenses of Senate officers, advisors, and Senators will be paid from the

treasury with prior approval of the Senate. Expenses incurred personally without prior approval must be submitted for approval to the Senate within one (1) month or they shall be the responsibility of that individual. Any expenditure greater than \$50.00 requires prior approval. Submission of expenses in excess of \$50.00 that do not receive prior approval as specified herein will mean that if reimbursement is made, it shall not exceed this \$50.00 limit, the remainder being the responsibility of the individual.

ARTICLE XI. UNMC POLICY/FEE REVIEW PROCESS

11.1 Although Senate approval is not required for ~~University of Nebraska Medical Center~~ UNMC student policies or fees, some administrative offices or campus organizations seek Senate support for new policies or fee changes. Policies submitted for review will be available to all Senate members and the final recommendation on the proposed policy/fee will be sent by the Academic Affairs Committee or another committee, as appointed by the President.

11.2 In the event of an emergency request, the Executive Committee holds the power to override section 11.1.

ARTICLE XII. ELECTIONS

12.1 Electoral Commission: The Senate President shall appoint, with the concurrence of the Senate, an Electoral Commission to conduct required elections and referendums.

12.2 Membership: The Electoral Commission shall consist of the ~~president~~ President and at least three but not more than seven Senate members. The Student Senate Primary Advisor will serve as advisor to the Electoral Commission. Commissioners may not run for office in an election under the Commission's jurisdiction.

12.3 Term of Office: Members shall serve until the completion of the next general election.

12.4 Date of Elections: Election of the President, Vice President, and at-large Senators shall be held annually to coincide with the term in Section 4.3.

12.5 Recall Elections: ~~Any officer~~ The President or Vice President may be recalled by a petition signed by at least ten percent (10%) of all regularly enrolled students ~~on the Medical Center campus of the University of Nebraska Medical Center at UNMC. Any Senator may be recalled by a petition signed by at least ten percent (10%) of all regularly enrolled students within the college that the Senator represents.~~ In the event of the filing of a recall petition, the petition must be ratified by a simple majority vote of the Senate at its next regularly scheduled meeting. If a recall petition is ratified by the Senate, the Electoral Commission shall schedule and conduct a recall election within thirty (30) days of the date that the petition is ratified by the Senate. If the recalled official receives a majority of the votes cast in the recall election, then he/she shall continue in office for the remainder of his/her term. If the recalled official fails to receive a majority of the votes cast, he or she shall be removed from office.

12.6 Special Elections and Referendums: The Senate, by a vote of two-thirds (2/3) of the members present at a regular meeting, may authorize a special election or a referendum which shall be scheduled and conducted by the Electoral Commission within six (6) weeks of the date of authorization.

12.7 Election Rules: The Commission shall develop regulations for the conduct of each election that shall include, but not be limited to, the following provisions: a filing period of not less than two (2) weeks; public posting of candidates for office at least two (2) weeks prior to the election, except in the case of recall elections; establishment of sufficient polling areas to be convenient to students across the campus; tabulation, announcement and certification of election results; and, development of regulations for fair campaign practices and procedures for handling infractions of regulations which shall be approved by the Senate at a regular meeting. No changes in rules may be made after public notice of filing for any subsequent election is made.

12.8 Board of Regents of the University of Nebraska Regulations: No part of the regulations devised by the Electoral Commission shall conflict with policies, regulations, or rules of the Board of Regents of the University of Nebraska relating to student elections.

12.9 Security: The Electoral Commission and Student Senate Primary Advisor shall provide for appropriate security measures for printing, storing, transporting, or otherwise handling ballots for any election.

12.10 Notification: The Chancellor of ~~the University of Nebraska Medical Center~~UNMC, the Secretary of State, ~~and the Corporation Secretary of the Board of Regents, and the Chairperson of the Board of Regents~~ shall be notified in writing the results of the ~~student~~ Senate election.

12.11 Absentee Ballots: Students who will not be at the ~~University of Nebraska Medical Center~~UNMC campus during any election due to official recognized University of Nebraska Medical Center business or assignments will be permitted to vote by Absentee Ballot using a procedure outlined in the election rules.

12.12 Disabled Ballots: Disabled shall mean that a student is unable to attend class due to confinement to student health or hospital. Students so disabled shall notify the Electoral Commission using a procedure outlined in the election rules in order to vote.

ARTICLE XIII. IMPEACHMENT

13.1 Any member of the Senate may be charged with gross malfeasance of office, negligence, ineligibility, or violation of this Constitution and thus be subject to impeachment proceedings following a two-thirds (2/3) vote of the Senate at two consecutive meetings.

13.2 Notification: An individual subject to impeachment shall be entitled to at least ten (10) days notice of any hearing, which notice shall set forth the charges upon which the proposed impeachment proceedings are based. Such individual shall be entitled to personally appear at the impeachment proceedings, to produce witnesses and documentary evidence, and to be advised by counsel of his/her own expense.

13.3 Conviction of charges of impeachment can be made only after an open hearing before a panel of students composed of the President, or his/her representative, of each organization listed in the ~~University of Nebraska Medical Center~~UNMC directory and a simple majority vote of that body.

13.4 Final appeal of conviction can be made to the Senate advisors.

13.5 Following conviction, the individual is automatically removed from office and may not run for Senate office again.

ARTICLE XIV. AMENDMENTS

14.1 Amendments: Amendments to the Constitution must be presented for formal hearing at a regular Senate meeting. At a subsequent meeting, at least one (1) week after the hearing, the amendment may be approved by a two-thirds (2/3) vote of the members present. The proposed amendment(s) shall be approved by a majority vote of the students voting at a referendum and will become effective after approval of the Chancellor of ~~the University of Nebraska Medical Center~~UNMC.

14.2 Review of the Constitution: The wording and applicability of the Constitution shall be reviewed at least once every two (2) years.

ARTICLE XV. ENABLING ARTICLE

15.1 Ratification: This Constitution shall become effective upon receiving a ~~twothird~~two thirds (2/3) vote of Senate members present at a regular meeting, a majority of votes cast in a campus-wide referendum, approval of the Chancellor of ~~the University of Nebraska Medical Center~~UNMC, and approval by the University of Nebraska Board of Regents. Previous Constitutions and Bylaws will be null and void.

15.2 Constitutionality: If any Article, Section or Chapter of the Constitution of the Senate is declared unconstitutional or not in accordance with the Bylaws of the Board of Regents of the University of Nebraska, only that Article, Section or Chapter shall be declared invalid. All other Articles, Sections, and Chapters shall remain intact.

APPROVAL:

Medical Center Student Senate	November 3, 1982
UNMC Student Body	November 9, 1982
Interim Chancellor James V. Griesen	November 11, 1982
University of Nebraska Board of Regents	December 17, 1982

APPROVAL OF AMENDMENTS:

Medical Center Student Senate	October 12, 1983
UNMC Student Body	November 8-9, 1983
Chancellor Charles E. Andrews	November 29, 1983
University of Nebraska Board of Regents	January 14, 1984

APPROVAL OF AMENDMENTS:

Medical Center Student Senate	November 2, 1994
UNMC Student Body	December 2, 1994
Chancellor Carol A. Aschenbrener	December 15, 1994
University of Nebraska Board of Regents	February 18, 1995

APPROVAL OF AMENDMENTS:

Medical Center Student Senate	November 8, 2000
UNMC Student Body	November 28, 2000
Chancellor Harold M. Maurer	December 5, 2000
University of Nebraska Board of Regents	May 19, 2001

APPROVAL OF AMENDMENTS:

Medical Center Student Senate	May xx, 2007
UNMC Student Body	2007
Chancellor Harold M. Maurer	2007
University of Nebraska Board of Regents	2007

APPROVAL OF AMENDMENTS:

Medical Center Student Senate	October 26, 2014
UNMC Student Body	October 31, 2014

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Chancellor Jeffrey P. Gold November 1, 2014
University of Nebraska Board of Regents November 21, 2014

APPROVAL OF AMENDMENTS:

<u>Medical Center Student Senate</u>	<u>April 2, 2021</u>
<u>UNMC Student Body</u>	<u>May 12, 2021</u>
<u>Chancellor Jeffrey P. Gold</u>	<u>June 15, 2021</u>
<u>University of Nebraska Board of Regents</u>	<u>TBD</u>

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**STUDENT GOVERNMENT OF THE
UNIVERSITY OF NEBRASKA AT OMAHA**

BYLAWS

Approved by the Student Senate on: ~~April 16, 2020~~

PREAMBLE

We, the students of the University of Nebraska at Omaha (UNO), wishing to have one (1) sole student governing body and to be represented in dealings involving university faculty, staff, and administration, as well as the community and governmental authorities, do hereby establish and ordain these bylaws for the Student Government of the University of Nebraska at Omaha.

ARTICLE I: NAME, MISSION, VISION, AND VALUES

Section A: Organization Name

The name of this governing body shall be the "Student Government of the University of Nebraska at Omaha" and henceforth referred to as "SG-UNO."

Section B: Organization Mission

SG-UNO exists to advance the student experience. As the official voice of the Student Body we represent, empower, and serve students. To this end we advocate for student interests to administration, faculty, staff, the University of Nebraska Board of Regents, and the Omaha community. SG-UNO continually strives to create a welcoming environment and provide impactful contributions for the Student Body.

Section C: Organization Vision

It is the vision for SG-UNO for the student experience at UNO to be defined by meaningful resources, connections, and opportunities that will propel each student to achieve success.

Section D: Organization Values

Adaptability:

Learning from mistakes, adjusting with new information, and fostering a culture of innovation.

Community:

A space where we can thrive authentically together as part of something larger than ourselves.

Continuity:

An ongoing resolve to serve the Student Body and our mission.

Growth:

Endeavoring forward with a dedication to lifelong learning.

Justice:

The fair and equitable opportunity for success and fulfillment on campus for everyone.

Leadership:

The commitment to providing responsible influence and service to the Student Body.

Passion:

Working with devotion and determination to advocate for those we serve.

Transparency:

Working with openness, integrity, and accessibility to all.

ARTICLE II: DEFINITIONS

Section A: The Electorate

- Clause 1: All currently enrolled students of the University of Nebraska at Omaha and University of Nebraska students who pay University Program and Facilities Fees at UNO are members of the Electorate of SG-UNO.
- Clause 2: No enrolled student at UNO or student paying the University Program and Facilities Fees at UNO may be denied membership to the Electorate on the basis of race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, political affiliation.

Section B: Vote of the Student Senate

- Clause 1: The phrase "Vote of the Student Senate" shall be defined as the vote of those Student Senators present and casting a vote or abstaining at a convened Student Senate meeting.

Section C: Quorum

- Clause 1: A quorum for a regular or special meeting of the Student Senate shall be a simple majority of those Student Senators holding office. No business shall be transacted without a quorum.

Section D: Common Terms

- Clause 1: Other common terms as used throughout these bylaws are generally defined in the Appendix at the end of these bylaws. SG-UNO retains the right to interpret these terms within its sole discretion.

ARTICLE III: EXECUTIVE BRANCH

Section A: Executive Council

- Clause 1: The Executive Council shall consist of the following members: President/Regent, Vice President, Director of Appointments, Director of Diversity, Equity, and Inclusion, Director of Finance, Director of Public Relations, Director of Programming, and Speaker of the Student Senate.
- Clause 2: The President/Regent shall serve as chairperson of this council and is responsible for reporting all Executive Council action to the Student Senate.
- Clause 3: Duties of the Executive Council shall include, but not be limited to, the following:

- a. To meet regularly throughout the year to inform and advise one another on the progress of the various tasks that each member is currently overseeing;
- b. To assist in the planning of all SG-UNO-activities;
- c. To help guide SG-UNO in accomplishing its mission;

~~d. To review the following SG-UNO documents when necessary:~~

- ~~1. SG-UNO bylaws;~~
- ~~2. Student Activities Budget Commission Internal Operating Procedures;~~
- ~~3. SG-UNO Agency Internal Operating Procedures;~~
- ~~4. SG-UNO Commission and Court Internal Operating Procedures;~~
- ~~5. SG-UNO Election Commission Internal Operating Procedures;~~
- ~~6. SG-UNO Election Rules;~~
- ~~7. All other additional SG-UNO governing documents.~~

~~e. To complete eight (8) dedication hours per academic year.~~

- ~~1. Five (5) of which shall be completed in the Fall semester, and three (3) of which shall be completed in the Spring semester.~~
- ~~2. Dedication hours can be acquired through service projects (arranged by the Programming Office) and by staffing SG-UNO programming events.~~
- ~~3. Each hour of community service (only through community service arranged by the Programming Office) and each hour of staffing SG-UNO programming events is equivalent to one (1) dedication hour.~~
- ~~4. Failure to complete five (5) dedication hours during the Fall semester will count as one (1) attendance point towards that individual's attendance record.~~
- ~~5. Failure to complete three (3) dedication hours during the Spring semester will result in the revocation of the individual's invitation to the end of the year banquet.~~

~~f.d.~~ -To complete all other duties assigned by the Student Senate.

Clause 4: The Executive Council shall be empowered to act in lieu of the Student Senate on all matters, except:

- a. Appointment of SG-UNO members, with the exception of the following:

1. Freshman Leadership Council Members;

2. Agency Directors.

b. Allocation of SG-UNO funds over two-hundred dollars (\$200.00) not previously approved;

c. SG-UNO By-Law amendments.

Clause 5: The actions of the Executive Council shall stand unless the Student Senate calls for a vote on the actions of this council and overturns them by a simple majority.

Clause 6: The members of the Executive Council shall have the power to temporarily transfer their duties to another member of the Council for reasons including, but not limited to, emergency illness or injury, death in the family, or mandatory school trip.

a. The member wishing to temporarily transfer duties will compose a letter outlining the reason for transfer, expected date of return, and the member who will take over the duties. This letter should be composed as soon as reasonably possible once the member becomes aware of the need to transfer. The letter will be signed by the member transferring duties and the member accepting them.

b. Any reason for the transfer not outlined above will be required to be approved by a simple majority vote of the Executive Council.

Section B: Student Body President/Student Regent

Clause 1: Requirements to be elected and to serve as President/Regent shall be the following:

a. To be a member of the Electorate and to have completed at least three (3) consecutive Fall or Spring semesters;

b. To maintain a 2.5 cumulative Grade Point Average;

c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;

d. To fulfill the requirements set by the University of Nebraska Board of Regents and these bylaws.

Clause 2: Election of the President/Regent shall take place during the general election of all elected members of SG-UNO. If the President/Regent-elect is deemed ineligible prior to installation of office, the Vice President-elect would then become President/Regent-elect.

Clause 3: The term of office for the President/Regent shall be for one (1) year or until death, resignation, removal from office, or the next President/Regent's installation. No individual shall serve more than three (3) years as President/Regent.

Clause 4: In the case of a vacancy in the position of President/Regent due to death, resignation, or removal, the position shall be filled by the Vice President. The new President/Regent shall appoint a new Vice President with a two-thirds (2/3) majority vote of the Student Senate. In the case of the vacancy of both President/Regent and Vice President, a special election shall be held.

Clause 5: Duties of the President/Regent shall include, but not be limited to, the following:

- a. To represent the Student Body on the University of Nebraska Board of Regents and to advocate for the interests of the Student Body before the staff, faculty, and administration of the University of Nebraska at Omaha;
- b. To attend the following meetings:
 1. University of Nebraska Board of Regents;
 2. Executive Council;
 3. Student Senate meetings (non-voting member);
 4. Student Senate Committee meetings (non-voting member);
 5. Any other meetings as deemed appropriate.
- c. To be in communication with the UNO Chancellor and other administrators on a regular basis;

To appoint, upon election, the following positions for the duration of their term in office, and not to exceed one (1) calendar year without reappointment, prior to the initiation of the summer session:

1. Director of Diversity, Equity, and Inclusion;
2. Director of Finance;
3. Director of Public Relations;
4. Director of Programming;
5. Director of Appointments.

- d. To serve as the chairperson for Executive Council meetings;
- e. To deliver a report at each Student Senate meeting on all relevant activities of the office of the President/Regent;
- f. To assist in the training of each member of the Executive Council;
- g. To propose a yearly budget, prepared by the Director of Finance, to the Student Activities Budget Commission on behalf of SG-UNO;
- h. To sign or veto all Student Senate Resolutions passed by the Student Senate by using the procedures prescribed in these bylaws;
- i. To deliver a report at each Student Senate meeting on all relevant activities in which the President/Regent is involved, including items relating to the University of Nebraska Board of Regents;
- j. To respond, in consultation with the Executive Council, to any student-authored petition containing at least twenty (20) student signatures with corresponding NUID numbers, and to communicate any such responses with the Senate;
- k. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters, and four (4) office hours per month during the summer sessions;
- l. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 6: Attendance of the President/Regent shall be governed by the following SG-UNO policy:

- a. The accrual of four (4) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the President/Regent may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meeting is equivalent to one (1) attendance point;
- c. One (1) missed University of Nebraska Board of Regents meeting is equivalent to one (1) attendance point;
- d. One (1) missed Student Senate meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function;
- e. One (1) missed Student Senate Committee meeting is equivalent to one (1) attendance point, unless the meeting conflicts with a University of Nebraska Board of Regents function;

- f. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point, unless the retreat conflicts with a University of Nebraska Board of Regents function;
- g. Two (2) missed meetings of any other committee in which the President/Regent is involved is equivalent to one (1) attendance point, each time the violation occurs, unless the meeting conflicts with a University of Nebraska Board of Regents function;
- h. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters, or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point, each time the violation occurs.

Clause 7: Impeachment of the President/Regent shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the President/Regent may request an exemption from the Student Court within one (1) week of the violation.

Section C: Vice President

Clause 1: Requirements to be elected as the Vice President shall be identical to those set for the President/Regent, as set forth above.

Clause 2: The Vice President shall be elected on the same ticket as the President/Regent.

Clause 3: The terms served by the Vice President shall be identical to those served by the President/Regent. No individual shall serve more than three (3) terms as Vice President.

Clause 4: In the case of a vacancy in the position of Vice President due to death, resignation, or removal, the position shall be filled by the appointment of a new Vice President by the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy. Until the position is filled, the President/Regent shall fulfill all of the Vice President's duties.

Clause 5: Duties of the Vice President shall include, but not be limited to, the following:

- a. To attend the following meetings:
 - 1. Executive Council;
 - 2. Student Senate meetings (non-voting member);
 - 3. Freshmen Leadership Council;
 - 4. All meetings in the absence of the President/Regent as deemed necessary;
 - 5. Any other meetings as deemed appropriate by the President/Regent.
- b. To assist the President/Regent in carrying out duties;
- c. To organize, schedule, and serve as the chairperson for the Freshmen Leadership Council;
- d. To appoint the following positions:
 - 1. Members of the Freshmen Leadership Council subject to confirmation by a simple majority vote of the Executive Council;
- e. To report the actions of the Freshmen Leadership Council to the Student Senate;
- f. To record and enforce the attendance policy of SG-UNO Executive Council members;
- g. To ensure that the minutes of all SG-UNO Executive Council meetings are recorded;
- h. To deliver a report at each Student Senate meeting on all relevant activities in which the Vice President is involved;
- i. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters, and four (4) office hours per month during the summer sessions;
- j. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 6: Attendance of the Vice President shall be governed by the following SG-UNO policy:

- a. The accrual of four (4) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Vice President may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meeting is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;

- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- e. Two (2) missed meetings of any other committee in which the Vice President is involved, such as the Freshmen Leadership Council, is equivalent to one (1) attendance point, each time the absences occur;
- f. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point, each time the failure occurs.

Clause 7: Impeachment of the Vice President shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Vice President may request an exemption from the Student Court within one (1) week of the violation.

Section D: Director of Diversity, Equity, and Inclusion

Clause 1: Requirements to be appointed and to serve as Director of Diversity, Equity, and Inclusion shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- d. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of the Director of Diversity, Equity, and Inclusion shall be the duty of the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy.

Clause 3: Terms of the Director of Diversity, Equity, and Inclusion shall not exceed one (1) year or until death, resignation, removal from office, or the next Senate installation.

No individual shall serve more than three (3) terms as Director of Diversity, Equity, and Inclusion.

Clause 4: In the case of a vacancy in the position of Director of Diversity, Equity, and Inclusion due to death, resignation, or removal, the Vice President shall fulfill all duties.

Clause 5: Duties of the Director of Diversity, Equity, and Inclusion shall include, but not be limited to, the following:

- a. To attend the following meetings:
 1. Executive Council;
 2. Student Senate meetings (non-voting member);
 3. Any other meetings as deemed appropriate by the President/Regent.
- b. To maintain communication with all SG-UNO Agency Directors:
 1. American Multicultural Students (AMS)
 2. Queer and Trans Services (QTS)
 3. International Student Services (ISS)
 4. Network for Disability Awareness (NDA)
 5. Women and Gender Equity Center (WGEC)
- c. To oversee the DEI Committee, and assist with all needs necessary to support all agencies
- d. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of DEI is involved;
- e. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
- f. To complete all other duties assigned by these bylaws and the Student Senate.
- g. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of Diversity, Equity and Inclusion is involved;
- h. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
- i. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 6: Attendance of the Director of Diversity, Equity, and Inclusion shall be governed by the following SG-UNO policy:

- a. The accrument of four (4) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Director of Diversity, Equity, and Inclusion may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meetings is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- e. Two (2) missed meetings of any other committee in which the Director of Diversity, Equity, and Inclusion is involved is equivalent to one (1) attendance point;
- f. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of the Director of Diversity, Equity, and Inclusion shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Director of Diversity, Equity, and Inclusion may request an exemption from the Student Court within one (1) week of the violation.

Section E: Director of Finance

Clause 1: Requirements to be appointed and to serve as Director of Finance shall be the following:

- a. To be a member of the Electorate;

- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- d. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of the Director of Finance shall be the duty of the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy.

Clause 3: Terms of the Director of Finance shall not exceed one (1) year or until death, resignation, removal from office, or the next Senate installation. No individual shall serve more than three (3) terms as Director of Finance.

Clause 4: In the case of a vacancy in the position of Director of Finance due to death, resignation, or removal, the Vice President shall fulfill all duties.

Clause 5: Duties of the Director of Finance shall include, but not be limited to, the following:

- a. To attend the following meetings:
 - 1. Executive Council;
 - 2. Student Senate meetings (non-voting member);
 - 3. Student Activities Budget Commission (non-voting member);
 - 4. Any other meetings as deemed appropriate by the President/Regent.
- b. To monitor all accounts and expenses and ensure the payment of all debts incurred by SG-UNO and its agencies;
- c. To prepare a yearly budget on behalf of SG-UNO, to be proposed by the President/Regent to the Student Activities Budget Commission;
- d. To provide updated monthly records of SG-UNO expenditures to the following:
 - 1. Executive Council;
 - 2. Student Senate Committee Chairpersons;
 - 3. Student Senate meetings;
 - 4. SG-UNO Agency Directors.
- e. To serve as the chairperson for Student Activities Budget Commission meetings;

- f. To appoint Student Senators to the Student Activities Budget Commission by November 1 of each year;
- g. To adopt and maintain a set of Internal Operating Procedures that include procedures and protocol for the Student Activities Budget Commission, which shall be governed by the following policy and protocols: To coordinate with the members of the Student Activities Budget Commission proposed amendments to the Policy Index which are relevant to the scope of their duties

1.—Adoption

- a. To adopt a set of Internal Operating Procedures that include procedures and protocol for the Student Activities Budget Commission, it shall require the approval of a two-thirds majority (2/3) of the Student Activities Budget Commission;
- b. Once approved by the Student Activities Budget Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;
- e. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were adopted, and a copy of the newly adopted version of the Internal Operating Procedures;
- d. If, during any session of the Student Senate, new Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Student Activities Budget Commission.

2.—Amendments

- a. To adopt amendments to these Internal Operating Procedures, it shall require the approval of a two-thirds majority (2/3) of the Student Activities Budget Commission;
- b. Once approved by the Student Activities Budget Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;
- e. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate,

~~within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were amended, and a copy of the amended version of the Internal Operating Procedures;~~

~~d. If, during any session of the Student Senate, newly amended Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Student Activities Budget Commission.~~

- h. To submit and present the final budget of the Student Activities Budget Commission to the Student Senate for approval;
- i. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of Finance is involved;
- j. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
- k. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 6: Attendance of the Director of Finance shall be governed by the following SG-UNO policy:

- a. The accrument of four (4) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Director of Finance may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meetings is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- d. One (1) missed Student Activities Budget Commission meeting is equivalent to one (1) attendance point;
- e. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- f. Two (2) missed meetings of any other committee in which the Director of Finance is involved is equivalent to one (1) attendance point;
- g. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of the Director of Finance shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Director of Finance may request an exemption from the Student Court within one (1) week of the violation.

Section F: Director of Public Relations

Clause 1: Requirements to be appointed and to serve as Director of Public Relations shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- d. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of the Director of Public Relations shall be the duty of the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy.

Clause 3: Terms of the Director of Public Relations shall not exceed one (1) year or until death, resignation, removal from office or until the next Senate installation. No individual shall serve more than three (3) terms Director of Public Relations.

Clause 4: In the case of a vacancy in the position of Director of Public Relations due to death, resignation, or removal, the Vice President shall fulfill all duties.

Clause 5: Duties of the Director of Public Relations shall include, but not be limited to, the following:

- a. To attend the following meetings:
 1. Executive Council;

2. Student Senate meetings (non-voting member);
 3. Election Commission (non-voting member);
 4. Any other meetings as deemed appropriate by the President/Regent.
- b. To advertise events and promote the mission and visibility of SG-UNO;
 - c. To write and distribute press releases on behalf of SG-UNO;
 - d. To advertise and promote SG-UNO elections;
 - e. To appoint Election Commissioners by November 1 subject to confirmation by a two-thirds (2/3) majority vote of the Student Senate;
 - f. To train and inform all members of the Election Commission;
 - g. To assist in the management of SG-UNO elections by working with the Election Commission;
 - h. To report the actions of the Election Commission to the Student Senate;
 - i. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of Public Relations is involved;
 - j. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
 - k. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 6: Attendance of the Director of Public Relations shall be governed by the following SG-UNO policy:

- a. The accrual of four (4) attendance points is cause for automatic removal.
 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Director of Public Relations may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meeting is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;

- e. Two (2) missed meetings of any other committee in which the Director of Public Relations is involved, such as the Election Commission, is equivalent to one (1) attendance point;
- f. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of the Director of Public Relations shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Director of Public Relations may request an exemption from the Student Court within one (1) week of the violation.

Section G: Director of Programming

Clause 1: Requirements to be appointed and to serve as Director of Programming shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- d. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of the Director of Programming shall be the duty of the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy.

Clause 3: Terms of the Director of Programming shall not exceed one (1) year or until death, resignation, removal from office, or the next Senate installation. No individual shall serve more than three (3) terms as Director of Programming.

- Clause 4: In the case of a vacancy in the position of Director of Programming due to death, resignation, or removal, the Vice President shall fulfill all duties.
- Clause 5: Duties of the Director of Programming shall include, but not be limited to, the following:
- a. To attend the following meetings:
 - 1. Executive Council;
 - 2. Student Senate meetings (non-voting member);
 - 3. Any other meetings as deemed appropriate by the President/Regent.
 - b. To plan and organize the following:
 - 1. A minimum of two (2) SG-UNO retreats per academic year, with at least one (1) in the Fall semester and one (1) in the Spring semester;
 - 2. The SG-UNO Banquet and Installation Ceremony to be held annually following elections;
 - 3. Other events to promote the mission and visibility of SG-UNO.
 - c. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of Programming is involved;
 - d. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
 - e. To provide an opportunity for members of SG-UNO to participate in a service activity at least once per semester.
 - f. To record the completion of dedication hours through program attendance records, and self-reporting attendance provided by SG-UNO members;
 - g. To report the record of dedication hours completed to the Parliamentarian and the Speaker of the Senate.
 - h. To complete all other duties assigned by these bylaws and the Student Senate.
- Clause 6: Attendance of the Director of Programming shall be governed by the following SG-UNO policy:
- a. The accrual of four (4) attendance points is cause for automatic removal.

1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Director of Programming may request an exemption from the Student Court within thirty (30) calendar days of the violation.

- b. One (1) missed Executive Council meetings is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- e. Two (2) missed meetings of any other committee in which the Director of Programming is involved is equivalent to one (1) attendance point;
- f. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of the Director of Programming shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws;
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- c. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Director of Programming may request an exemption from the Student Court within one (1) week of the violation.

Section H: Director of Appointments

Clause 1: Requirements to be appointed and to serve as Director of Appointments shall be the following:

- e. To be a member of the Electorate;
- f. To maintain a 2.5 cumulative Grade Point Average;
- g. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- h. To fulfill the requirements set by these bylaws.

- Clause 2: Appointment of the Director of Appointments shall be the duty of the President/Regent with confirmation by a two-thirds (2/3) majority vote of the Student Senate. The President/Regent has 30 business days to fill the vacancy.
- Clause 3: Terms of the Director of Appointments shall not exceed one (1) year or until death, resignation, removal from office, or the next Senate installation. No individual shall serve more than three (3) terms as Director of Appointments.
- Clause 4: In the case of a vacancy in the position of Director of Appointments due to death, resignation, or removal, the Vice President shall fulfill all duties.
- Clause 5: Duties of the Director of Appointments shall include, but not be limited to, the following:
- a. To attend the following meetings:
 - 1. Executive Council;
 - 2. Student Senate meetings (non-voting member);
 - 3. Any other meetings as deemed appropriate by the President/Regent.
 - j. To appoint the following positions:
 - 2. SG-UNO Agency Directors;
 - 3. To appoint university-wide committee members as needed;
 - 4. Student Court Justices;
 - 5. Traffic Appeals Commissioners as needed;
 - 6. Student Activities Budget Commission Student-at-Large members by November 1 of each year;
 - 7. To deliver a report at each Student Senate meeting on all relevant activities in which the Director of Appointments is involved;
 - 8. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) office hours per month during the summer sessions;
 - 9. To complete all other duties assigned by these bylaws and the Student Senate.
- Clause 6: Attendance of the Director of Appointments shall be governed by the following SG-UNO policy:
- a. The accrual of four (4) attendance points is cause for automatic removal.

1. Should violation of this attendance policy occur due to an emergency situation or academic reason, the Director of Appointments may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Executive Council meetings is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- e. Two (2) missed meetings of any other committee in which the Director of Appointments is involved in is equivalent to one (1) attendance point;
- f. Failure to serve at least three (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of the Director of Appointments shall be governed by the following SG-UNO policy:

- d. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws;
- e. Should violation of any of the previous clauses or other clear nonfeasance of office occur during the summer months caused by an extended absence from the Omaha area due to, but not limited to, summer internships or jobs, an exemption from removal may be granted based on the discretion of the Student Court;
- f. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, the Director of Appointments request an exemption from the Student Court within one (1) week of the violation.

ARTICLE IV: LEGISLATIVE BRANCH

Section A: Composition of The Student Senate

- Clause 1: The Student Senate shall consist of twenty-eight (28) elected Student Senators and two (2) First Year Ambassadors elected by the Freshman Leadership Council.
~~Twenty-eight (28) Student Senators shall represent the Colleges, Graduate Studies, and the Non-Degree Students of UNO, which shall be apportioned according to enrollment in each College, Graduate Studies, and the University Division, respectively. The Election Commission shall apportion these twenty-eight (28) seats annually, prior to the general election, using the most current enrollment information.~~
- Clause 2: ~~First Year Ambassadors are meant to advocate for the first-year students. They shall have all powers and privileges of a Student Senator, with the exception of voting rights. Furthermore, First Year Ambassadors shall be subject to the requirements set~~

~~forth below in Section B Clause 1. Student Senators shall represent undergraduate UNO students in the various Colleges, graduate UNO students as a whole within graduate studies, and non-degree UNO students.~~

~~Clause 3: To represent the University Division, a student must be enrolled in the University Division upon their election to office. Once elected, University Division Senators are permitted to enroll in a college of their choice to pursue a degree path and still maintain their University Division Senate seat.~~ Clause 3: Prior to each election, the Student Senate seats shall be apportioned by the Election Commission using the Huntington-Hill method using the most recent enrollment data.

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Clause 4: First Year Ambassadors are meant to advocate for the first-year students. They shall have all powers and privileges of a Student Senator, with the exception of voting rights. Furthermore, First Year Ambassadors shall be subject to the requirements set forth below in Section B Clause 1.

Clause 5: To represent the non-degree students, a student must not be seeking a degree upon entering office. However, in order to prevent discouraging a student from advancing their academic pursuits, once in office, should the student to pursue a degree, they are permitted to maintain their office.

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Section B: Senators

Clause 1: Requirements to be elected and to serve as a Student Senator shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours during the Fall and Spring semesters, with the option of a credit hour requirement appeal to the Student Court;
- ~~d. To complete eight (8) dedication hours per academic year.~~
 - ~~1. Five (5) of which shall be completed in the Fall semester, and three (3) of which shall be completed in the Spring semester.~~
 - ~~2. Dedication hours can be acquired through service projects (arranged by the Programming Officer) and by staffing SG UNO programming events.~~
 - ~~3. Each hour of community service (only through community service arranged by the Programming Office) and each hour of staffing SG UNO programming events is equivalent to one (1) dedication hour.~~

~~4. Failure to complete five (5) dedication hours during the Fall semester will count as one (1) attendance point towards that individual's attendance record.~~

~~5. Failure to complete three (3) dedication hours during the Spring semester will result in the revocation of the individual's invitation to the end of the year banquet;~~

~~e.d.~~ To fulfill the requirements set by these bylaws.

Clause 2: Election of Student Senators shall follow the guidelines created by the Election Commission.

Clause 3: Terms of Student Senators shall not exceed one (1) year beginning and ending at the installation of the new Student Senate.

Clause 4: Resignations of Senators should be directed to the Speaker of the Senate and Parliamentarian.

Clause 5: Duties of each Student Senator shall include, but not be limited to, the following:

- a. To attend the following meetings:
 1. Student Senate meetings;
 2. Respective Student Senate Committee meetings;
 3. Any other meetings as deemed appropriate.
- b. Represent the Electorate in all dealings directly related to SG-UNO business or in which representation is requested;
- c. To make necessary proposals in the form of Student Senate Resolutions in the best interest of the Student Body;
- d. To research and study all issues pertaining to SG-UNO and the UNO Student Body;
- e. To vote or to abstain on every motion called at one's respective Student Senate Committee meeting and at Student Senate meetings;
- f. Act as the students' final approving authority for the redistribution of the portion of the University Program and Facilities Fees which has been delegated to SG-UNO in accordance with the policies of the University of Nebraska Board of Regents;
- g. Initiate removal proceedings as prescribed in these bylaws;
- h. To know and follow all rules and guidelines created by SG-UNO;
- i. To complete all accepted tasks given by the Speaker of the Student Senate.

- j. Fulfill such other powers and responsibilities vested in the Student Senate through these bylaws.

Clause 6: Attendance of each Student Senator shall be governed by the following SG-UNO policy:

- a. The accrual of four (4) attendance points is cause for automatic removal.
 - a. Should violation of this attendance policy occur due to an emergency situation or academic reason, a Student Senator may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- c. One (1) missed Student Senate Committee meeting is equivalent to one (1) attendance point;
- d. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;

Clause 7: Impeachment of a Student Senator shall be governed by the following SG-UNO policy:

- a. Violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office shall result in removal. Removal shall follow the guidelines for removal set forth in these bylaws.
- b. Should violation of any of the previous clauses or other clear nonfeasance of office occur due to an emergency situation, a Student Senator may request an exemption from the Student Court within one (1) week of the violation.

Section C: Speaker of the Senate

Clause 1: The Speaker of the Student Senate shall be elected from among Student Senators holding office by a two-thirds (2/3) majority vote of the Student Senate.

Clause 2: Any Student Senator assuming the position of Speaker of the Student Senate shall retain all of the duties and privileges of the seat.

Clause 3: Requirements for election as the Speaker of the Student Senate shall be identical to those set for each Student Senator as set forth by these bylaws.

Clause 4: The nomination and election of the Speaker of the Student Senate shall be the first order of business at any Student Senate meeting in which the position is vacant with the meeting chaired by the President/Regent. All nominees shall be asked to leave the room during debate among Student Senators. Voting shall be done by secret ballot with nominees being allowed to cast a vote.

Clause 5: The Speaker of the Student Senate shall serve a term of no more than one (1) year beginning and ending at the installation of the new Student Senate until the end of the term as prescribed by these bylaws or until death, resignation, or removal from office.

Clause 5: In the case of a vacancy in the position of Speaker of the Student Senate due to death, resignation, or removal, the election of a new Speaker of the Student Senate must be the first order of business at the next regularly scheduled Student Senate meeting. The President/Regent shall fulfill all duties except the appointment of members, which shall be delayed until the election of a new Speaker of the Student Senate.

Clause 6: Duties of the Speaker of the Student Senate shall include, but not be limited to, the following:

- a. To complete all previously assigned duties as a Student Senator;
- b. To attend the following meetings:
 1. Executive Council;
 2. Student Senate meetings;
 3. Student Senate Committee meetings;
 4. Any other meetings as deemed appropriate.
- c. To serve as the chairperson for Student Senate meetings;
- d. Serve as the official representative of the SG-UNO Student Senate where such representation is necessary;
- e. To be knowledgeable on *Robert's Rules of Order*, these bylaws, and the conduct of business and protocol of SG-UNO;
- f. To create the Student Senate meeting and Student Senate Committee meeting schedule with the simple majority vote of the Student Senate;
- g. To distribute a typed, formal agenda to all Student Senators forty-eight (48) hours prior to the next Student Senate meeting;
- h. To establish a procedure for the registration of speakers during Student Senate Open Forum at the start of each Student Senate meeting;
- i. To deliver a report at each Student Senate meeting on all relevant activities in which the Speaker of the Student Senate is involved;
- j. To oversee all Student Senate Committees and supervise their chairpersons;
- k. To cast the deciding vote for any Student Senate Committee in the case of a tie;

- l. To assign each Student Senator to one of the Student Senate Committees;
- m. To appoint the following positions:
 1. Student Senators, in cases of vacancy;
 2. Parliamentarian;
 3. Sergeant at Arms;
 4. Academic Excellence Committee Chairperson;
 5. ~~Campus Improvement~~Student Life Committee Chairperson;
 6. Sustainability Committee Chairperson;
 7. ~~Student Services~~Diversity, Equity, & Inclusion Committee Chairperson;
- n. To ensure that the minutes of all SG-UNO Student Senate meetings are recorded;
- o. To ensure that the Senate participates in a service activity at least once per year such that each Senator serves the appropriate number of dedication hours per year.
- p. To serve a minimum of three (3) office hours per week during the Fall and Spring semesters and four (4) per month during the Summer semesters;
- q. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 7: In the absence of the Speaker of the Student Senate, the Student Senate meeting shall be chaired in the following succession:

- a. Parliamentarian;
- b. Sergeant at Arms.

Clause 8: Attendance of the Speaker of the Student Senate shall be governed by the following SG-UNO policy:

- a. The accrual of four (4) attendance points is cause for automatic removal.
 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, a Speaker of the Senate may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Student Senate meeting is equivalent to one (1) attendance point;
- c. One (1) missed Executive Council meeting is equivalent to one (1) attendance point;

- d. One (1) missed Student Senate Committee meeting is equivalent to one (1) attendance point;
- e. Each missed day of a SG-UNO Retreat is equivalent to one (1) attendance point;
- f. Two (2) missed meetings of any other committee in which the Speaker of the Student Senate is involved is equivalent to one (1) attendance point;
- g. Failure to serve at least five (3) office hours per week during the Fall and Spring semesters or four (4) office hours per month during the summer shall be equivalent to one (1) attendance point.

Clause 9: Removal of the Speaker of the Student Senate shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws. In the event that the Speaker of the Student Senate is removed, the officer shall retain the Student Senate seat, unless that seat is also removed.

Section D: Parliamentarian

- Clause 1: Any Student Senator assuming the position of Parliamentarian shall retain all of the duties and privileges of the seat.
- Clause 2: Requirements for appointment as the Parliamentarian shall be identical to those set for election of each Student Senator, as set forth above, in addition to those set forth by these bylaws.
- Clause 3: Appointment of the Parliamentarian shall be the duty of the Speaker of the Student Senate in the case of a vacancy in the position with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 4: Duties of the Parliamentarian shall include, but not be limited to, the following:
- a. To complete all previously assigned duties as a Student Senator;
 - b. To be knowledgeable on *Robert's Rules of Order*, these bylaws, and the conduct of business and protocol of SG-UNO;
 - c. To record minutes and vote counts as directed by the Speaker of the Senate.
 - d. To inform the Student Senate of resignations and removals of all members of SG-UNO at Student Senate meetings;
 - e. To serve as the chairperson for the Student Senate meeting in the absence of the Speaker of the Student Senate;
 - f. To serve as the Sergeant at Arms in that officer's absence;
 - g. To complete all other duties assigned by the Student Senate.

Clause 5: Attendance of the Parliamentarian shall be identical to the SG-UNO policy set for each Student Senator.

Clause 6: Removal of the Parliamentarian shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws. In the event that the Parliamentarian is removed, the officer shall retain the Student Senate seat.

Section E: Sergeant at Arms

Clause 1: Any Student Senator assuming the position of Sergeant at Arms shall retain all of the duties and privileges of the seat.

Clause 2: Requirements for appointment as the Sergeant at Arms shall be identical to those set for election of each Student Senator, as set forth above, in addition to those set forth by these bylaws.

Clause 3: Appointment of the Sergeant at Arms shall be the duty of the Speaker of the Student Senate in the case of a vacancy in the position with confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Clause 4: Duties of the Sergeant at Arms shall include, but not be limited to, the following:

- a. To complete all previously assigned duties as a Student Senator;
- b. To be knowledgeable on *Robert's Rules of Order*, these bylaws, and the conduct of business and protocol of SG-UNO;
- c. To escort individuals from the room in which business is being conducted during debate on the appointment of that individual, while in closed session, or upon the order of the Speaker of the Student Senate;
- d. To remove any person disrupting the conduct of business of the Student Senate.
- e. To serve as the chairperson for the Student Senate meeting in the absence of the Speaker of the Student Senate and the Parliamentarian;
- f. To serve as the Parliamentarian in that officer's absence;
- g. To complete all other duties assigned by the Student Senate.

Clause 5: Attendance of the Sergeant at Arms shall be identical to the SG-UNO policy set for each Student Senator.

Clause 6: Removal of the Sergeant at Arms shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws. In the

event that the Sergeant at Arms is removed, the officer shall retain the Student Senate seat.

Section F: Student Senate Meetings

- Clause 1: Times and places for Student Senate meetings shall be prescribed by the Speaker of the Student Senate. The Student Senate is to meet at least once (1) each month from September through April disregarding university breaks, closures, holidays, and finals week. More frequent meetings of the Student Senate may be proposed through a Student Senate Resolution. The times and dates of regular Student Senate meetings shall be determined by the Speaker of the Student Senate and subject to approval by a simple majority vote of the Student Senate.
- Clause 2: In the event of urgent business the Speaker of the Senate may call a special meeting of the Senate, provided that 48 hours notice outlining the urgent circumstances is given by university email to the body and the affirmative consent of a simple majority of seated senators is obtained.
- a. Senators must reply to the notification email within 24 hours with either their consent or dissent.
 - b. Senators who do not attend will not accrue absence points.
- Clause 2: All Student Senate meetings shall be conducted according to *Robert's Rules of Order* and these bylaws.
- Clause 3: A quorum shall be a simple majority of the Student Senate.
- Clause 4: It shall be the duty of the Speaker of the Student Senate to disseminate Student Senate meeting agendas to each Student Senator forty-eight (48) hours prior to the next Student Senate meeting. Additional agendas shall be made available to the general public in the SG-UNO office.
- Clause 5: During emergencies and temporary losses of a quorum, the Speaker of the Student Senate retains the right to call a recess, not to exceed fifteen (15) minutes, without the vote of the Student Senate.
- Clause 6: Members of the general public shall be able to attend any and all Student Senate meetings under the restrictions provided in *Robert's Rules of Order*.
- Clause 7: Removal of any person disrupting the conduct of business shall be the right of the Speaker of the Student Senate. Removal shall be the responsibility of the Sergeant at Arms.
- Clause 8: Consideration of any business not on the agenda shall require a suspension of the rules by a two-thirds (2/3) majority vote of the Student Senate.

Section G: Student Senate Committees

Clause 1: The Student Senate will contain the following types of committees:

- a. Standing Committees shall be the officially, recognized committees under these bylaws that are kept the same between each meeting. These committees shall be the main drivers for SG-UNO to enact change, and shall adhere to a specific committee mission each meeting.
- b. Ad Hoc Committees are committees that have been formed for a specific purpose or objective. These do not remain established between sessions. An Ad Hoc Committee may be established at any point during a session. These committees would be formed to handle a specific task, or fulfill a need. These can be established through coordination from the Speaker and the President, or by a simple majority vote of the Student Senate.
- c. Special Committees shall be officially recognized committees under these bylaws that are kept the same between each session, but do not operate to the same capacity as Standing Committees. Special Committees shall be used for a specific purpose that is needed during each session.

Clause 2: The Standing Committees shall remain from session to session, but their mission and action steps shall be set by the committee members at the beginning of each session. The Standing Committees shall be the following:

- a. Academic Excellence Committee. The duties of this committee shall include, but not be limited to, the following:
 1. To vote or abstain on all resolutions regarding academics and research;
 2. To voice the concerns of the Student Body for all ~~academic-related issues;~~issues of educational service, textbooks, departments, syllabi, research, and academic policy;
 3. To continually explore new ways to enhance ~~the students' academic experience;~~academics and research for students;
 4. To complete all other duties assigned by the Student Senate.
- b. ~~Campus Improvement Committee~~Student Life Committee. The duties of this committee shall include, but not be limited to, the following:
 1. To vote or abstain on all resolutions regarding improvements to the campus or student services;~~campus improvements;~~
 2. To voice the concerns of the Student Body for all issues ~~regarding physical changes to campus;~~of Housing & Residence Life, physical changes to campus, student organizations, parking and transportation, MavCard services, campus activities, and policy related to the campus and its student services;
 3. To continually explore new ways in which SG-UNO can ~~improve the UNO campus;~~enhance the campus or services for students;

4. To complete all other duties assigned by the Student Senate.

c. Sustainability Committee. The duties of this committee shall include, but not be limited to, the following:

1. To vote or abstain on all resolutions regarding sustainability;

2. To voice the concerns of the Student Body for all ~~issues~~ issues regarding sustainability; of environmentalism, use of sustainable resources, responsible investments, advocacy, renewable energy, and policy related to sustainability;

3. To continually explore new ways to ~~improve sustainability efforts on the UNO campus;~~ make campus sustainable;

4. To complete all other duties assigned by the Student Senate.

d. ~~Student Services Committee~~ Diversity, Equity, & Inclusion Committee. The duties of this committee shall include, but not be limited to, the following:

1. To vote or abstain on all resolutions regarding ~~student services;~~ diversity, equity, or inclusion;

2. To voice the concerns of the Student Body for all issues ~~regarding student services;~~ of discrimination, inclusion and inclusive spaces, equitable opportunities, accessibility, advocacy, Title IX, and policy related to diversity, equity, or inclusion;

3. To continually explore new ~~opportunities to improve the services that affect students' lives;~~ ways to make the student experience more diverse, equitable, and inclusive;

4. To complete all other duties assigned by the Student Senate.

Clause 3: The Special Committees shall be the following:

a. Rules Committee

1. This Committee shall meet regularly throughout the course of the entire session.

2. This committee shall be responsible for reviewing and improving the internal structure and operation of SG-UNO.

3. This committee shall be made up of the following:

a. The Speaker of the Senate

b. Four (4) to six (6) additional Senators, who shall be appointed to the committee based on the interest of the current senators and the suggestion of the Speaker and Advisor.

- c. The President of the SG-UNO, or their designee member from the Executive Council, shall be a non-voting member that may be called upon for special counsel by the rules committee, but is not required to be present at every meeting.
- d. The Advisor, who shall be a non-voting member.

b. Philanthropy Committee

1. Upon submission of a proposal, the chair shall call a meeting by communicating with members of the Philanthropy Committee. For all other philanthropy fund-related matters, this committee shall meet as needed through the course of the entire session.
2. This committee shall be responsible for the philanthropic distribution of funds.
3. This committee shall be made up of the following:
 - a. At least three (3) and no more than six (6) Student Senators, who shall be appointed to the committee by the Speaker based on the interest of the current senators and the suggestion of the Advisor.
 - b. The Director of Finance who shall be a non-voting member who must be present at all meetings.
 - c. The Advisor, Student Body President/Regent, and Vice President who shall be non-voting members.
 - d. No more than three (3) optional students-at-large, who shall be appointed by the Director of Appointments and confirmed by two-thirds majority of the Student Senate. These students shall be non-voting members who are not necessary to be present at meetings.

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b. ~~Diversity, Equity, and Inclusion Committee.~~

1. ~~The duties of this committee shall include, but not be limited to, the following:~~

- a. ~~To vote or abstain on all resolutions regarding Diversity, Equity, and Inclusion;~~
- b. ~~To voice the concerns of the student body for all issues regarding Diversity, Equity and Inclusion;~~
- e. ~~To continually explore new opportunities to improve the student experience in regard to Diversity, Equity, and Inclusion;~~
- d. ~~To complete all other duties assigned by the Student Senate.~~

2. ~~This committee shall be made up of the following:~~

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- ~~a. A Chairperson, who shall be a member of the Student Senate appointed to this position by the Speaker of the Senate in the same manner as the Standing Committee Chairpersons.~~
- ~~b. The Director of Diversity, Equity, and Inclusion of the SG-UNO, or their designee member from the Executive Council, shall be a non-voting member that may be called upon for special counsel by the committee, but is not required to be present at every meeting.~~
- ~~c. Four (4) to six (6) additional Senators, who shall be appointed to the committee based on the interest of the current senators and the suggestion of the Speaker and Advisor.~~
- ~~d. All SG-UNO Agency Directors, who shall be non-voting members that may be called upon for special counsel by the committee, but are not required to be present at every meeting.~~
- ~~e. The Advisor, who shall be a non-voting member.~~
- ~~f. One Agency Member at large from each SG-UNO Agency, who shall be appointed by the SG-UNO Agency Director of the agency that they wish to represent, and who shall be non-voting members that may be called upon for special counsel by the committee, but are not required to be present at every meeting.—~~

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Clause 4: Committee Structure:

- a. Members shall be appointed to the committee of their choosing by the Speaker prior to the Fall retreat.
- b. Any member appointed following Fall retreat shall be appointed to the committee of their choosing by the Speaker at any point.
- c. If a member wishes to switch the committee they are a member of they must obtain permission from the Speaker and the committee chair of the committee they wish to switch to.
- d. During the first committee meeting of each session, the committee chairpersons shall lead the meeting dedicated to setting a mission for that session.
- e. This shall be a collaborative goal with set objectives that can be assigned to each member of the committee to carry out.
- f. This mission shall be presented at the next occurring Senate meeting during the committee report time.
- g. Additional Committee Procedures

1. Each Senator and Non-voting Senator holds a voting position on only one standing committee, and the Speaker shall hold an ex-officio position on each committee and may only vote in the case of a tie.
2. Each Senator and Non-voting Senator should actively seek out other projects that they can pursue in addition to their committee assignments.
3. Students-at-Large may be allowed to serve on a Student Senate Committee as non-voting members.

Section H: Student Senate Committee Chairpersons

- Clause 1: The position of a Student Senate Committee Chairperson includes all rights and responsibilities of a Student Senator.
- Clause 2: Requirements for appointment as a Student Senate Committee Chairperson shall be identical to those set for election as a Student Senator, as set forth in these bylaws.
- Clause 3: Appointment of a Student Senate Committee Chairperson shall be the duty of the Speaker of the Student Senate in the case of a vacancy in the position with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 4: Duties of each Student Senate Committee Chairperson shall include, but not be limited to, the following:
- a. To complete all previously assigned duties as a Student Senator;
 - b. To serve as the chairperson for respective committee meetings;
 - c. To ensure that the minutes and attendance of one's committee are submitted to the Speaker of the Student Senate;
 - d. To record amendments to Student Senate Resolutions assigned to one's respective Student Senate Committee and submit these amendments verbatim to the Speaker of the Student Senate;
 - b. To be in communication with the Speaker of the Student Senate on a regular basis;
 - c. To deliver a report at each Student Senate meeting on all relevant activities of one's respective committee;
 - d. To complete all other duties assigned by the Student Senate.
- Clause 5: Attendance of each Student Senate Committee Chairperson shall be identical to the SG-UNO policy set for each Student Senator, as set forth in these bylaws.
- Clause 6: Removal of a Student Senate Committee Chairperson shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. A chairperson may be removed at any time with a no confidence vote of two-

thirds (2/3) majority of the Student Senate. In the event that a Student Senate Committee Chairperson is removed, the officer shall retain the Student Senate seat, unless that seat is also removed.

Section I: Student Senate Resolutions

Clause 1: The definition of a Student Senate Resolution shall be the following:

- a. A formal document requiring or requesting action from any part of UNO or any part of the University of Nebraska system;
- b. A formal document requiring action from SG-UNO including, but not limited to, the following:
 1. Allocation of SG-UNO funds;
 2. Impeachment or removal of SG-UNO members.
- c. A formal document stating the official position of SG-UNO on any issue;
- d. A formal document thanking or congratulating an individual or group of individuals for services above and beyond his, her, or their position-specific duties or exceptional accomplishments at UNO;
- b. A formal document containing amendments to these bylaws, the [SG-UNO Election RulesPolicy Index](#), and/or any other document containing procedures relating to the function of SG-UNO or any group under the supervision of SG-UNO.

Clause 2: All Student Senate Resolutions must be sponsored by at least one (1) Student Senator or First Year Ambassador.

Clause 3: Amendments may be added to Student Senate Resolutions according to *Robert's Rules of Order* and these amendments shall be recorded verbatim by the Parliamentarian and listed in the minutes of the Student Senate meeting.

Clause 4: Passage of a Student Senate Resolution shall require the following:

- a. Submission of the proposed Student Senate Resolution to the Speaker of the Student Senate forty-eight (48) hours prior to a Student Senate Committee meeting. [The Speaker determines which Committee reviews resolutions](#);

~~3.~~ 1. Resolutions originating from an Ad Hoc or Special Committees shall be exempt from this provision.

- b. [The Committee checks for grammar, spelling, appropriateness, and credibility of sources. The committee will vote;](#)

1. A simple majority vote of the Student Senate Committee [to pass the resolution will send it to the Speaker for the Senate floor](#);

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~~b.~~ 2. If it does not get majority, the Resolution goes back to the Speaker and Author with notes and reasoning. Revisions should be made based on notes and sent back to Committee for affirmative vote.

c. The signature of the President/Regent under the following guidelines:

1. If signed within five (5) business days of Student Senate passage, the proposed Student Senate Resolution becomes official;
2. If not signed within five (5) business days of Student Senate passage, the proposed Student Senate Resolution does not become official and the President/Regent's act of not signing the resolution is construed as an official Presidential Veto. The following steps should be taken:
 - i. The unsigned Student Senate Resolution is put on the agenda again for the next Student Senate meeting;
 - ii. The Student Senate shall vote on the Student Senate Resolution, with a two-thirds (2/3) majority vote needed to override the Presidential Veto unless the Student Senate Resolution contains By-Law revisions, in which case a three-fourths (3/4) majority vote of the Student Senate is needed to overturn a Presidential Veto;
 - iii. If two-thirds (2/3) or more of those Student Senators present at that meeting vote in favor, or three-fourths (3/4) or more in instances involving By-Law revisions, the Student Senate Resolution becomes official without the signature of the President/Regent;
 - iv. If less than two-thirds (2/3) of those Student Senators present at that meeting vote in favor, or three-fourths (3/4) in instances involving By-Law revisions, the Student Senate Resolution does not become official and is declared a failed measure.

Section J: Student Activities Budget Commission

Clause 1: In accordance with the University of Nebraska Board of Regents Policy 5.9.1, the Student Activities Budget Commission is a body made up of students, faculty, and staff to recommend to the Student Senate a budget for the Fund A portion of the University Program and Facilities Fees.

Clause 2: Appointments to the Student Activities Budget Commission shall be the duty of the Director of Appointments and the Director of Finance. Three (3) students-at-large shall be appointed to the commission by the Director of ~~External Relations~~Appointments by November 1. Three (3) Student Senators shall be appointed to the commission by the Director of Finance by November 1. Other appointments, including those of faculty and staff, shall be made according to the guidelines prescribed in the ~~Student Activities Budget Commission Internal Operating Procedures~~Policy Index, in accordance with these bylaws and the policies

of the University of Nebraska Board of Regents. All appointments are contingent on a two-thirds (2/3) majority vote of the Student Senate. No person responsible for a UPFF Fund A request for a Fund A sponsored organization may vote on actions or resolutions in the Student Senate regarding UPFF Fund A matters.

Clause 3: ~~Internal operating procedures.~~ Any section or amendments of sections of the Policy Index pertaining to the Student Activities Budget Commission, which shall govern all Student Activities Budget Commission meetings and activities, must be approved by the members of the Student Activities Budget Commission and the Student Senate and must comply with Regents Policy 5.9.1.

Clause 4: All allocations of the Student Activities Budget Commission shall be approved by the Student Senate, but need not go through a Student Senate Committee.

Section K: Freshmen Leadership Council

Clause 1: Requirements to be appointed and to serve on the Freshmen Leadership Council shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours;
- d. To have no more than 20 accumulated credit hours at time of appointment, excluding those earned while in high school;
- e. To fulfill the requirements set forth by these bylaws.

Clause 2: Appointment of members of the Freshmen Leadership Council shall be the duty of the Vice President with confirmation by a simple majority vote of the SG-UNO Executive Council.

Clause 3: The Vice President shall be the chairperson of the Freshmen Leadership Council, whose duties shall include, but not be limited to:

- a. Planning and serving as chairperson for all meetings;
- b. Teaching the members of the Freshman Leadership Council about SG-UNO;
- c. All other duties required for the efficient operation of the Freshman Leadership Council.

Clause 4: The Freshmen Leadership Council shall be responsible for the following:

- a. Electing two (2) members to serve as First Year Ambassadors in the Senate. These members also retain their positions on the Freshmen Leadership Council;

1. Requirements to serve as a First Year Ambassador shall be the same as those required for election of Student Senators.

~~2. Election of First Year Ambassadors shall follow procedures at the discretion of the Vice President.~~

~~3.2.~~ Terms of First Year Ambassadors shall not exceed one (1) ending at the installation of the new Student Senate.

~~4.3.~~ In the case of a vacancy of a First Year Ambassador seat due to death, resignation, or removal, the Freshman Leadership Council shall appoint from amongst themselves, a new First Year Ambassador.

~~5.4.~~ Duties of each First Year Ambassador shall be the same as Student Senators with the exception of:

a. To vote or to abstain on every motion called at one's respective Student Senate Committee meeting and at Student Senate meetings.

~~6.5.~~ Attendance of each First Year Ambassador shall be governed by the same SG-UNO policy that applies to Student Senators.

~~7.6.~~ Impeachment of First Year Ambassador shall be governed by the same SG-UNO policy that applies to Student Senators.

~~b. Planning one (1) community service event per semester for all SG-UNO members;~~

~~c. Accomplishing goals of the Council's own design;~~

~~4.b.~~ Any other projects given to them by the Vice President.

~~Clause 5: Attendance of members of the Freshmen Leadership Council shall be governed by the following SG-UNO policy:~~

~~a. Four (4) missed Freshmen Leadership Council meetings is cause for removal.~~

Clause 6: Removal of a member of the Freshmen Leadership Council shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal of a member of the Freshmen Leadership Council shall require a two-thirds (2/3) majority vote by the members of the Freshmen Leadership Council, and the signed approval of the Vice President within five (5) school days.

Article V: JUDICIAL BRANCH

Section A: Student Court

- Clause 1: In recognition of the necessity for an impartial judicial body to promote accountability, fairness, and trust, there shall exist a Student Court to provide judicial oversight for the rest of the organization.
- Clause 2: Requirements to be appointed and to serve as a Student Court Justice shall be the following:
- a. To be a member of the Electorate;
 - b. To maintain a 2.5 cumulative Grade Point Average;
 - c. To be continuously enrolled in a minimum of six (6) credit hours;
 - d. To fulfill the requirements set by these bylaws.
- Clause 3: Appointment of Student Court Justices shall be the duty of the Director of Appointments with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 4: Terms of Student Court Justices shall not exceed one (1) year beginning and ending on May 1 or until death, resignation, or removal from office. An individual may seek reappointment for the position, but should be formally reappointed annually.
- Clause 5: In the case of a vacancy of a position on the Student Court due to death, resignation, or removal, the Director of Appointments shall appoint a new Student Court Justice with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 6: The Student Court shall be made up of a total of five (5) Student Court Justices, including the Chief Justice, who shall be selected by the Student Court Justices at the first Student Court meeting where quorum is established and the position is vacant.
- Clause 7: The jurisdiction of the Student Court shall include, but not be limited to, the following:
- a. Interpretation of these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SG-UNO or any group under the supervision of SG-UNO;
 - b. Review of the activities of SG-UNO or any group under the supervision of SG-UNO for validity under these bylaws and any other document containing policies, rules, and/or procedures relating to the function of SG-UNO or any group under the supervision of SG-UNO;
 - c. Appeals of missed meetings or office hours;

d. Appeals filed from the Election Commission

~~d.c.~~ as it pertains to their rules, policies, and procedures;

e.f. Appeals filed from the Traffic Appeals Commission as it pertains to their rules, policies, and procedures;

f.g. Conflicts arising under these bylaws, Student Senate Resolutions, Election Rules, the Policy Index, and any other document containing policies, rules, and/or procedures relating to the function of SG-UNO or any group under the supervision of SG-UNO;

g.h. Any other matter brought to the court by SG-UNO or UNO.

Clause 8: All rulings from the Student Court are final.

Clause 9: Duties of each Student Court Justice shall include, but not be limited to, the following:

- a. To provide a means of jurisprudence for the members of the Electorate at UNO;
- b. To meet at least once (1) per month during the Fall and Spring semesters;
- c. To rule on all grievance and appeals brought before the Student Court, without infringing on due process;
- d. To serve as the final authority for any lower courts created through Student Senate Resolutions;
- e. To ~~establish internal operating procedures~~ keep up to date any section of the Policy Index which ~~that~~ include rules and procedures for the Student Court;
- f. To complete all other duties assigned by these bylaws and Student Senate.

Clause 10: Duties of the Chief Justice shall include, but not be limited to, the following:

- a. To complete all previously assigned duties as a Student Court Justice;
- b. To attend and serve as the chairperson for Student Court meetings;
- c. To train and inform all members of the Student Court;
- d. To plan a meeting schedule and meeting agendas for the Student Court;
- e. To submit reports of all rulings to the Executive Council;
- f. To ~~adopt and maintain a set of Internal Operating Procedures that include procedures and protocol for the Student Court, which shall be governed by the~~

following policy and protocols: coordinate with the members of the Student Court proposed amendments to the Policy Index which are relevant to the scope of their duties;

i. Adoption

1. To adopt a set of Internal Operating Procedures that include procedures and protocol for the Student Court, it shall require the approval of a simple majority of the Student Court;
2. Once approved by the Student Court, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were adopted, and a copy of the newly adopted version of the Internal Operating Procedures;
3. If, during any session of the Student Senate, new Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Student Court.

ii. Amendments

1. To adopt amendments to these Internal Operating Procedures, it shall require the approval of a simple majority of the Student Court;
2. Once approved by the Student Court, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were amended, and a copy of the amended version of the Internal Operating Procedures;
3. If, during any session of the Student Senate, newly amended Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Student Court.

g. To complete all other duties assigned by the Student Senate.

Clause 11: Attendance of each Student Court Justice shall be governed by the following SG-UNO policy:

a. The accrument of three (3) attendance points is cause for automatic removal.

1. Should violation of this attendance policy occur due to an emergency situation or academic reason, a Student Court Justice may request an exemption from the Student Court within thirty (30) calendar days of the violation.

b. One (1) missed Student Court meeting is equivalent to one (1) attendance point.

Clause 12: Impeachment of a Student Court Justice shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for removal set forth in these bylaws.

Clause 13: Student Court is responsible for adhering to the following rules in regards to its operations:

a. All ruling reports must be made publicly available within 24 hours of the end of the hearing.

b. All information must be sent via email, text, or other traceable communication methods.

c. The SG-UNO advisor must be included in all communication and present at all hearings.

Section B: Election Commission

Clause 1: Requirements to be appointed and to serve as an Election Commissioner shall be the following:

a. To be a member of the Electorate;

b. To maintain a 2.5 cumulative Grade Point Average;

c. To be continuously enrolled in a minimum of six (6) credit hours;

d. To be physically present for their Senate confirmation hearing, in which they will be reviewed for appointment, and in which a two-thirds (2/3) majority vote of student senators present at an official Student Senate meeting will confirm the appointment.

e. To fulfill the requirements set by these bylaws.

- Clause 2: Appointment of Election Commissioners shall be the duty of the Director of Public Relations with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 3: Terms of Election Commissioners shall not exceed one (1) year, beginning and ending on November 1. An individual may seek reappointment for the position, but should be formally reappointed annually.
- Clause 4: In the case of a vacancy of a position on the Election Commission due to death, resignation, or removal, the Director of Public Relations shall appoint a new Election Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.
- Clause 5: The Election Commission shall be ~~made up of at least a total of nine (9)~~ five (5) and no more than nine (9) Election Commissioners, including the Election Commission Chairperson, who shall be selected by the Election Commissioners at the first Election Commission meeting where a quorum is established and the position is vacant.
- Clause 6: Rulings from the Election Commission may be appealed to the Student Court.
- Clause 7: The jurisdiction of the Election Commission shall include, but not be limited to, the following:
- a. Grievances filed between SG-UNO election candidates;
 - b. SG-UNO election proceedings.
- Clause 8: Duties of each Election Commissioner shall include, but not be limited to, the following:
- a. To oversee the election of all student candidates running for office at UNO;
 - b. To work with the UNO administration in overseeing all elections;
 - c. To establish the time and place of elections and the manner of voting in accordance with these bylaws;
 - d. To hear grievances submitted by students when student candidates have been accused of violating ~~the SG-UNO Election Rules~~ election rules within the SG-UNO Policy Index;
 - e. To review the election rules within the Policy Index and/or ~~revise the SG-UNO Election Rules~~ annually and to send proposed changes to the Student Senate Committee Chairpersons and the Student Senate within sixty (60) days post-election;
 - f. To ~~establish internal operating procedures that include procedures and criteria for the Election Commission. These internal operating procedures shall be approved by the Student Senate Committee Chairpersons and the Student Senate;~~ keep up to date any

section of the Policy Index which includes rules and procedures of the Election Commission;

- g. To serve a minimum of thirty (30) collective office hours during the week of and the week leading up to the SG-UNO elections, with each commissioner serving at least two (2) of the thirty (30) office hours;
- h. To nominate the Election Commission Chair to the Student Senate, which shall confirm the nomination by a two-thirds (2/3) vote.
- i. To complete all other duties assigned by these bylaws and the Student Senate.

Clause 9: Duties of the Election Commission Chairperson shall include, but not be limited to, the following:

- a. To complete all previously assigned duties as an Election Commissioner;
- b. To attend and serve as the chairperson for Election Commission meetings;
- c. To assist in the training of all members of the Election Commission;
- d. To work with the Director of Public Relations and Director of Programming to plan a meeting schedule and meeting agendas for the Election Commission;
- e. To record, post, and submit the attendance and office hours of all Election Commissioners to the Director of Public Relations, Director of Programming, and the SG-UNO Office Secretary;
- f. To ensure that a minimum of thirty (30) office hours per week during election season is posted and completed;
- g. To submit a report of all proceedings, rulings, and copies of the minutes from each meeting to the Director of Public Relations, Director of Programming, and the SG-UNO Office Secretary;

h. To coordinate with the members of the Election Commission proposed amendments to the Policy Index which are relevant to the scope of their duties;

~~h. To adopt and maintain a set of Internal Operating Procedures that include procedures and protocol for the Election Commission, which shall be governed by the following policy and protocols:~~

~~1. Adoption~~

- ~~a. To adopt a set of Internal Operating Procedures that include procedures and protocol for the Election Commission, it shall require the approval of a two-thirds majority (2/3) of the Election Commission;~~

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~~b. Once approved by the Election Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;~~

~~e. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were adopted, and a copy of the newly adopted version of the Internal Operating Procedures;~~

~~d. If, during any session of the Student Senate, new Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Election Commission.~~

~~2. Amendments~~

~~a. To adopt amendments to these Internal Operating Procedures, it shall require the approval of a two-thirds majority (2/3) of the Election Commission;~~

~~b. Once approved by the Election Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;~~

~~e. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were amended, and a copy of the amended version of the Internal Operating Procedures;~~

~~d. If, during any session of the Student Senate, newly amended Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Election Commission.~~

i. To complete all other duties assigned by the Student Senate.

Clause 10: Attendance of each Election Commissioner shall be governed by the following SG-UNO policy:

a. The accrualment of three (3) attendance points is cause for automatic removal.

1. Should violation of this attendance policy occur due to an emergency situation or academic reason, an Election Commissioner may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Election Commission meeting is equivalent to one (1) attendance point;
- c. Failure to serve at least two (2) of the thirty (30) collective office hours during the week of and the week leading up to the SG-UNO elections shall be equivalent to one (1) attendance point.

Clause 1~~3~~: Election Commission is responsible for adhering to the following rules regarding grievances:

- a. All grievance forms shall be accessible on ~~Engage and SG-UNO's website immediately after election rules meeting.~~ [Engage](#) and SG-UNO's website.
- b. All hearings must be publicly posted on [Engage](#) and SG-UNO's website at least 24 hours prior to hearings.
- c. All minutes must be publicly posted on [Engage](#) and SG-UNO's website within 24 hours at the end of the hearing.
- d. All information must be sent via email, text, or other traceable communication methods.
- e. SG-UNO advisor must be included in all communication and present at all hearings.

Clause 1~~4~~: Removal of an Election Commissioner shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws.

Section C: Traffic Appeals Commission

Clause 1: Requirements to be appointed and to serve as a Traffic Appeals Commissioner shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours;
- d. To be physically present during their confirmation hearing, in which they will be reviewed for appointment, and in which a two-thirds (2/3) vote of student senators present at an official Student Senate meeting will confirm the appointment.

e. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of Traffic Appeals Commissioners shall be the duty of the Director of Appointments with confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Clause 3: Terms of Traffic Appeals Commissioners shall not exceed one (1) year beginning and ending on December 1. An individual may seek reappointment for the position, but should be formally reappointed annually.

Clause 4: In the case of a vacancy of a position on the Traffic Appeals Commission due to death, resignation, or removal, the Director of Appointments shall appoint a new Traffic Appeals Commissioner with confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Clause 5: The Traffic Appeals Commission shall be made up of a total of five (5) Traffic Appeals Commissioners, including the Traffic Appeals Commission Chairperson, who shall be selected by the Traffic Appeals Commissioners at the first Traffic Appeals Commission meeting where a quorum is established and the position is vacant.

Clause 6: Rulings from the Traffic Appeals Commission may be appealed to the Student Court.

Clause 7: The jurisdiction of the Traffic Appeals Commission shall include, but not be limited to, the following:

- a. Parking ticket contentions;
- b. Traffic appeals.

Clause 8: Duties of each Traffic Appeals Commissioner shall include, but not be limited to, the following:

- a. To exercise jurisdiction over and vote on all parking tickets issued to students who contest the validity of tickets issued by UNO Parking Services;
- b. To be in communication with UNO Parking Services on a regular basis;
- c. To keep up to date any section of the Policy Index which includes rules and procedures for the Traffic Appeals Commission~~To establish internal operating procedures that include procedures and criteria for the Traffic Appeals Commission. These internal operating procedures shall be approved by the Student Senate Internal Affairs Committee and the Student Senate;~~

~~d. a.~~ To complete all other duties assigned by these bylaws and the Student Senate.

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Clause 9: Duties of the Traffic Appeals Commission Chairperson shall include, but not be limited to, the following:

- a. To complete all previously assigned duties as a Traffic Appeals Commissioner;
- b. To attend and serve as the chairperson for Traffic Appeals Commission meetings;
- c. To train and inform all members of the Traffic Appeals Commission;
- d. To plan a meeting schedule and meeting agendas for the Traffic Appeals Commission;
- e. To submit a report of all proceedings, rulings, and copies of the minutes from each meeting to the Vice President and the SG-UNO Office Secretary;
- f. To complete all other duties assigned by the Student Senate;

g. To coordinate with the members of the Student Court proposed amendments to the Policy Index which are relevant to the scope of their duties;

~~g. To adopt and maintain a set of Internal Operating Procedures that include procedures and protocol for the Traffic Appeals Commission, which shall be governed by the following policy and protocols:~~

~~1. Adoption~~

~~a. To adopt a set of Internal Operating Procedures that include procedures and protocol for the Traffic Appeals Commission, it shall require the approval of a two-thirds majority (2/3) of the Traffic Appeals Commission;~~

~~b. Once approved by the Traffic Appeals Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;~~

~~c. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were adopted, and a copy of the newly adopted version of the Internal Operating Procedures;~~

~~d. If, during any session of the Student Senate, new Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Traffic Appeals Commission.~~

~~2. Amendments~~

- ~~a. To adopt amendments to these Internal Operating Procedures, it shall require the approval of a two-thirds majority (2/3) of the Traffic Appeals Commission;~~
- ~~b. Once approved by the Traffic Appeals Commission, the document will require subsequent approval of the Student Senate by simple majority in the form of a Student Senate resolution;~~
- ~~c. Once approved by the Student Senate, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were amended, and a copy of the amended version of the Internal Operating Procedures;~~
- ~~d. If, during any session of the Student Senate, newly amended Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the Traffic Appeals Commission.~~

- h. To inform all appellants of the decisions of the Traffic Appeals Commission within five (5) business days.

Clause 10: Attendance of each Traffic Appeals Commissioner shall be governed by the following SG-UNO policy:

- a. The accrual of three (3) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, a Traffic Appeals Commissioner may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- b. One (1) missed Traffic Appeals Commission meeting is equivalent to one (1) attendance point.

Clause 11: Removal of a Traffic Appeals Commissioner shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws.

Section D: Lower Courts and Commissions

The creation of lower courts and commissions may be necessary to better suit the needs of the students. In such cases, all lower courts and commissions shall be created through Student Senate Resolutions, and the jurisdiction and duties of such courts and commissions shall not supersede that of the Student Court.

ARTICLE VI: SG-UNO AGENCIES

Section A: SG-UNO Agencies

Clause 1: The purpose of SG-UNO Agencies shall be to provide support t, resources, and advocacy for communities that SG-UNO recognizes as underserved and advantageous to the student experience. ~~t and resources for the special interests of the students at UNO.~~

Clause 2: The Student Senate shall have the authority to create and eliminate SG-UNO Agencies through proper Student Senate Resolutions and confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Section B: SG-UNO Agency Directors

Clause 1: Requirements to be appointed and to serve as a SG-UNO Agency Director shall be the following:

- a. To be a member of the Electorate;
- b. To maintain a 2.5 cumulative Grade Point Average;
- c. To be continuously enrolled in a minimum of six (6) credit hours;
- d. To fulfill the requirements set by these bylaws.

Clause 2: Appointment of SG-UNO Agency Directors shall be the duty of the Director of Appointments with confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Clause 3: Terms of SG-UNO Agency Directors shall not exceed one (1) year beginning on the last Student Senate meeting scheduled in the Spring Semester. An individual may seek reappointment for the position, but should be formally reappointed annually.

Clause 4: In the case of a vacancy in the position of a SG-UNO Agency Director due to death, resignation, or removal, the Director of Appointments shall appoint a new SG-UNO Agency Director with confirmation by a two-thirds (2/3) majority vote of the Student Senate.

Clause 5: Duties of each SG-UNO Agency Director shall include, but not be limited to, the following:

~~a. To attend any meetings deemed appropriate. the following meetings:~~

~~1. Inter Agency Council;~~

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2. Any other meetings as deemed appropriate.

a.

- b. To provide resources and programs to be utilized by UNO students;
- c. To propose a yearly budget to the Director of Finance and the Student Activities Budget Commission on behalf of the SG-UNO Agency;
- d. To form a board, by method of appointment, comprised of members of the Student Body;
- e. To ~~adopt and maintain a set of Internal Operating Procedures that include procedures and protocol for their SG-UNO Agency, which shall be governed by the following policy and protocols:~~ coordinate with their agency's leadership proposed amendments to the Policy Index which are relevant to the agencies;

1. Adoption

- a. ~~To adopt a set of Internal Operating Procedures that include procedures and protocol for an SG-UNO Agency, it shall require the approval of the SG-UNO Agency Director and a simple majority of their appointed board;~~
- b. ~~Once approved by the SG-UNO Agency Director, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were adopted, and a copy of the newly adopted version of the Internal Operating Procedures;~~
- c. ~~If, during any session of the Student Senate, new Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for their SG-UNO Agency.~~

2. Amendments

- a. ~~To adopt amendments to these Internal Operating Procedures, it shall require the approval of the SG-UNO Agency Director and a simple majority of their appointed board;~~
- b. ~~Once approved by the SG-UNO Agency Director, these Internal Operating Procedures should be deposited with the President/Regent and the Speaker of the Senate, within thirty (30) calendar days of approval. Upon deposit, the~~

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~~newly adopted document shall take effect. All deposits should include a summary list of the amendments made to the Internal Operating Procedures, a copy of the minutes from the meeting wherein the Internal Operating Procedures were amended, and a copy of the amended version of the Internal Operating Procedures;~~

~~e. If, during any session of the Student Senate, newly amended Internal Operating Procedures have not been adopted, the Internal Operating Procedures from the previous session will be enforced, until new Internal Operating Procedures are adopted for the SG-UNO Agency.~~

- f. To serve a minimum of ten (10) office hours per week during the Fall and Spring semesters and six (6) office hours per week during the summer sessions;
- g. To complete all other duties assigned by the Student Senate.

Clause 6: Attendance of each SG-UNO Agency Director shall be governed by the following SG-UNO policy:

- a. The accrualment of three (3) attendance points is cause for automatic removal.
 - 1. Should violation of this attendance policy occur due to an emergency situation or academic reason, a SG-UNO Agency Director may request an exemption from the Student Court within thirty (30) calendar days of the violation.
- ~~b. One (1) missed Inter-Agency Council meeting is equivalent to one (1) attendance point;~~
- ~~e.b.~~ Two (2) missed meetings of any other committee in which a SG-UNO Agency Director is involved is equivalent to one (1) attendance point;
- ~~d.c.~~ Failure to serve at least ten (10) office hours per week during the Fall and Spring semesters or at least six (6) office hours per week during the summer sessions shall be equivalent to one (1) attendance point.

Clause 7: Removal of a SG-UNO Agency Director shall result from the violation of any of the previous clauses or any other clear nonfeasance or malfeasance of office. Removal shall follow the guidelines for no confidence or automatic removal set forth in these bylaws.

ARTICLE VII: ELECTIONS

- Clause 1: The Election Commission shall administer all elections in accordance with the SG-UNO ~~Policy Index-Election Rules~~ under the authority of the Student Court.
- Clause 2: The Election Commission shall establish the time and place of elections and the manner of voting in accordance with the SG-UNO ~~bylaws, Policy Index, Election Rules, these bylaws,~~ and the policies of the University of Nebraska Board of Regents.

Clause 3: The Election Commission shall have the authority to call for special elections if necessary. These elections are to be run in accordance with SG-UNO [bylaws, Policy Index, Election Rules, these bylaws,](#) and the policies of the University of Nebraska Board of Regents.

Clause 4: The apportionment of Student Senate seats shall be the duty of the Election Commission in accordance with the SG-UNO bylaws.

Clause 5: The Election Commission shall ~~establish SG-UNO Election Rules in accordance with these bylaws and the policies of the University of Nebraska Board of Regents, keep up to date through proposed amendments any section of the Policy Index relevant to the elections in accordance with these bylaws and policies of the University of Nebraska Board of Regents.~~

ARTICLE VIII: LIMITATION ARTICLE

Clause 1: Due to potential conflicts of interest (financial or otherwise), no person shall hold more than one of the following positions at the same time:

- a. President/Regent;
- b. Vice President;
- c. Director of Diversity, Equity, and Inclusion;
- d. Director of Finance;
- e. Director of Public Relations;
- f. Director of Programming;
- g. Director of Appointments;
- h. Speaker of the Student Senate (retains Student Senate seat);
- i. Student Senator (may hold Speaker of the Student Senate position);
- j. Freshmen Leadership Council member (may hold First Year Ambassador position as elected by FLC);

~~k. Lead Executive of Maverick Productions, the UNO student programming board~~

~~k.~~ Student Court Justice;

~~m.~~ Election Commissioner;

~~n.~~ Traffic Appeals Commissioner;

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~~e-n.~~ SG-UNO Agency Director;

~~p-o.~~ Staff member of *The Gateway*, the UNO student newspaper

- Clause 2: No person serving on the Executive Council of SG-UNO may serve on the Executive Council of Maverick Productions.
- Clause 3: No person serving on the Student Court or the Election Commission may run for an elected position within SG-UNO. If a Student Court Justice and/or an Election Commissioner wishes to run for an elected office, the officer must resign that position four (4) months prior to the ensuing election to be eligible for office.
- Clause 4: The Director of Public Relations must resign the position before the appointment of any Election Commissioners in order to be eligible for election.
- Clause 5: Election or appointment of a member holding another office at the time of another election or appointment shall not be construed as violating the previous clauses. Upon the new election or appointment, the member shall have five (5) business days to resign from the former position.
- Clause 6: Notwithstanding anything to the contrary above, no member of the administration, full-time faculty, or full-time staff of UNO or the University of Nebraska system shall be allowed to serve on SG-UNO.
- Clause 7: To prevent conflicts of interest, both real and perceived, no appointment may be granted to an immediate family member (including brothers, step-brothers, sisters and step-sisters) of the SG-UNO officer responsible for an appointment.
- Clause 8: Exceptions to Clause 7 may be granted in the form a motion within Student Senate, approved by a three-fourths (3/4) vote, which acknowledges that the appointee is the most qualified of all candidates, or is the only candidate that applied. No appointee impacted by Clause 7 may assume office until such a motion is passed by the Student Senate.

ARTICLE IX: REMOVAL FROM OFFICE

Section A: Automatic Removal Due to Ineligibility to Serve

- Clause 1: Any person serving in a position within SG-UNO will be automatically removed from office for failure to meet and maintain current SG-UNO, UNO, or University of Nebraska Board of Regents eligibility requirements as provided in these bylaws, ~~the SG-UNO Election Rules, and/or the Policy Index, or any other official document governing membership~~ any Internal Operating Procedures. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Section B: Automatic Removal Due to Failure to Attend

Clause 1: Any person serving in a position within SG-UNO will be automatically removed from office for failure to meet and maintain current attendance requirements as provided in these bylaws, ~~the SG-UNO Election Rules, and/or any Internal Operating Procedures~~ the Policy Index, or any other official document governing attendance. Removal of this nature does not necessitate Articles of Impeachment or an Impeachment Trial.

Section C: Removal by Resolution of No Confidence

Clause 1: The Director of Diversity, Equity, and Inclusion, the Director of Finance, the Director of Public Relations, the Director of Programming, the Director of Appointments, the Speaker of the Student Senate, Election Commissioners, Traffic Appeals Commissioners, Student Senate Committee Chairpersons, and Agency Directors may be removed from office by a Student Senate resolution containing a call of no confidence. Such resolutions must be approved by a two-thirds (2/3) majority vote of the Student Senate.

Section D: Removal by Impeachment

Clause 1: The President/Regent, Vice President, Student Senators, and Student Court Justices may be removed from office by conviction of malfeasance in office and/or nonfeasance in office as a result of an impeachment trial.

Clause 2: Causes for impeachment include:

- a. Malfeasance in office defined as the commission of a wrongful act. Wrongful act shall mean a serious criminal offense, a violation of the Student Code of Conduct, or a transgression constituting malfeasance under the SG-UNO Code of Ethics.
- b. Nonfeasance in office defined as the failure to perform official duties and responsibilities.

Clause 3: Impeachments of the President/Regent, Vice President, Student Senators, and Student Court Justices may be initiated by Articles of Impeachment contained in a Student Senate resolution. The Articles of Impeachment shall state the cause(s) for impeachment and must be approved by a two-thirds (2/3) majority vote of the Student Senate to advance to the Impeachment Trial phase. Approval of Articles of Impeachment does not constitute immediate removal from office, as only a conviction by an Impeachment Trial constitutes removal from office. Upon approval of a resolution containing Articles of Impeachment the Speaker of the Student Senate must provide the Articles of Impeachment to the Student Court (in the case of the Impeachment of the President/Regent, Vice President, or a Student Senator) or Special Tribunal (in the case of Impeachment of a Student Court Justice) within five (5) business days, so an Impeachment Trial is scheduled promptly.

Clause 4: Impeachment Trials

- a. President/Regent, Vice President, and Student Senators:
Upon adoption by the Student Senate of a resolution containing Articles of Impeachment of the President/Regent, the Vice President, or a Student Senator, the Student Court shall conduct a trial of the impeached officer on the Articles of Impeachment within thirty (30) calendar days of receiving the approved Articles of Impeachment, with the Chief Justice presiding. All Student Court Justices must be present for the trial. Conviction by a simple majority ~~-%~~ of all Student Court Justices present and voting will result in the immediate vacancy of the office of the impeached officer.
- b. Student Court Justices:
Upon adoption by the Student Senate of a resolution containing Articles of Impeachment of a Student Court Justice, a special court consisting of the President/Regent, Vice President, Speaker of the Student Senate, and the chairperson of each Student Senate Committee shall conduct a trial of the impeached Student Court Justice on the Articles of Impeachment within thirty (30) calendar days of receiving the approved Articles of Impeachment, with the Speaker of the Student Senate presiding. Conviction by a simple majority of this special court present and voting will result in the immediate vacancy of the office of the impeached Student Court Justice.

ARTICLE X: AMENDMENTS

- Clause 1: The Student Senate shall adopt, amend, and revise, as deemed necessary, these bylaws which shall provide for the proper and efficient operation and administration of SG-UNO.
- Clause 2: An amendment to these bylaws must follow the following process:
- a. Before any Senate vote, copies of the proposed bylaws to will be sent to University of Nebraska Legal Counsel for review and to provide revisions. These copies should include clean and redlined versions of the proposed bylaws.
 - b. A public open forum will be held before a Senate vote to allow public comment on the proposed bylaw changes and gather feedback from constituents. Notification of potential changes and the forum should be advertised via campus media at least two (2) times within three (3) weeks prior to the date of the forum. Additionally, the text of each proposed amendment shall be made available to any member of the Electorate upon request.
 - c. A courtesy notice of the proposed By-Law changes will be provided to the UNO Chancellor and system the President of the University. This notice will include

information on when the public open forum will occur and when a Senate vote will tentatively take place.

- d After the public open forum, any amendment to these bylaws must be proposed in a Student Senate Resolution approved by a two-thirds (2/3) majority vote of the Student Senate.
- e The signed and approved resolution along with clean and redlined copies of the bylaws will be sent to University of Nebraska Legal Counsel for a final review.
- f After final review by Legal Counsel, the signed resolution as well as clean and redlined copies of the bylaws are sent to the University of Nebraska Board of Regents Corporation Secretary to be added onto the agenda for the next upcoming University of Nebraska Board of Regents meeting scheduled as a notification item. Any amendments to these bylaws shall not become binding until they are filed with the Corporation Secretary.
- g A final clean copy of the bylaws should be sent to the UNO Chancellor notifying them of the completed cycle and that these revisions will be on the upcoming University of Nebraska Board of Regents meeting agenda as a notification item.

ARTICLE XI: ENABLING ARTICLE

These bylaws shall become effective upon a two-thirds (2/3) majority vote of the Student Senate and filing with the University of Nebraska Corporation Secretary. If any part of these bylaws are found to be invalid, such finding shall not invalidate the entire document.

Appendix - Common Terms

Absent- When a voting member is not present
Abstain- To refrain from voting
Advisor - A member of the UNO faculty or staff who has been officially charged by UNO with the advisement of SG-UNO
Appoint- To name officially
Attendance- The act of being present
Automatic Removal- Removal from office for failure to meet and maintain current eligibility requirements or attendance requirements
Business day- Any day in which UNO offices are open
Bylaws- Rules adopted by an organization chiefly for the government of its members and the regulation of its affairs
Chairperson- The presiding officer of a meeting
Commission- A group of persons directed to perform a duty or set of duties
Commissioner- A member of a commission
Committee- A body of persons delegated to consider, investigate, take action on, or report on some matter or matters
Court- An official assembly for the transaction of judicial business
Dedication hours - Hours of work by members of SG-UNO towards the programming and improvement of SG-UNO
Electorate- All currently enrolled students of the University of Nebraska at Omaha and University of Nebraska students who pay University Program and Facilities Fees at UNO
Grievance- The formal expression of a complaint
Impeachment- The bringing of charges against an official before a tribunal
Jurisprudence- The course of court decisions
Justice- An official authorized to decide questions brought before a court
Liaison- One who establishes and maintains mutual understanding and communication
Malfeasance- The commission of a wrongful act
Meeting- An assembly for a common purpose
Member- One of the individuals composing a group
Nonfeasance - The failure to perform official duties and responsibilities
Non-voting Senator – A member of The Senate with the normal rights and privileges of Senator except cannot vote during Senate Meetings
Office Hour- An hour of time, outside of any required meetings, in which officials are to make themselves available for students, to work on items relating to the organization, and to be present in the SG-UNO offices
Open forum- A time set aside for open discussions and external speakers
Parliamentarian- An expert in the rules and usages of a deliberative assembly
Present- In attendance, not elsewhere
Present and voting- The members of an assembly hearing business
[Policy Index- Collection of documented rules, adopted by Student Government, to govern its operations and affairs, differing to the bylaws and such documents deemed of a higher order.](#)
Position- A social or official rank or status
Quorum- The number of members needed to transact business
Sergeant at Arms- An officer of an organization who preserves order and executes commands
Simple majority- Constitutes one more than half of those present and voting
Student-at-Large- A student not serving in any particular office or otherwise elected to SG-UNO
Student Body- Those students enrolled at UNO
Student Senate Committee meeting- The meeting of Student Senate Committees for the investigation or conduct of business

Student Senate meeting- The convening of the entire Student Senate for the conduct of business

Term- A limited or definite period of time

Vote- A formal expression of opinion or will in response to a proposed decision

TO: The Board of Regents
Academic Affairs

MEETING DATE: October 8, 2021

SUBJECT: Fall 2021 Enrollment Report

RECOMMENDED ACTION: Report

PREVIOUS ACTION: February 12, 2021– The Board accepted the Fall 2020 Enrollment report

EXPLANATION: Attached is the Fall 2021 enrollment report including comparisons to Fall 2020. NU-wide highlights are reported below and individual campus data can be obtained in the full report. Please note that dual enrolled high school students are no longer included in enrollment counts for 2021.

Total headcount enrollment of 50,677 represented a decrease of -2.0% from Fall 2020. Undergraduate headcount enrollment (37,113) decreased by -3.4% compared to the previous year. Graduate enrollment (9,858) increased by 1.1%. Professional enrollment (3,450) increased by 4.2%.

Total nonresident enrollment decreased by -1.5% from Fall 2020 to Fall 2021, while total resident enrollment decreased by -2.2%. Fall 2021 total nonresident enrollment was 12,337 while resident enrollment was 38,084. First-time freshmen enrollment increased for nonresidents (1.7%) and resident students (0.5%). Resident graduate enrollment increased by 0.5% and nonresident graduate enrollment increased 2.0%. Professional enrollment increased for both residents (2.3%) and non-resident students (10.0%). Total undergraduate enrollment decreased for nonresident students (-4.6%) while the total number of resident undergraduates decreased -3.1%.

Full-time equivalent (FTE) enrollment for the Fall 2020 to Fall 2021 reporting period decreased by -1.6% overall, falling from 43,883 in 2020 to 43,198 in 2021. Undergraduate FTE decreased by -3.0% and graduate FTE increased by 1.6%. Professional student FTE increased by 9.8%. Undergraduate FTE for Fall 2021 was 34,341; graduate FTE, 5,772; and professional FTE 3,085. Total Semester Credit Hours (SCH) decreased -2.7% from Fall 2020 to 2021 (a decrease from 619,588 to 603,075 SCH).

SPONSOR: Dr. Jeffrey P. Gold
Executive Vice President and Provost

APPROVED: 
Walter E. Carter
President

DATE: September 10, 2021

UNIVERSITY OF NEBRASKA
SUMMARY - HEADCOUNT ENROLLMENT REPORT
FALL SEMESTER 2021

	Administrative Site			
	Fall 2021	Fall 2020	Difference	% Change
UNIVERSITY OF NEBRASKA - LINCOLN				
Undergraduate				
Agricultural Sciences & Natural Resources	2,134	2,340	(206)	-8.8%
Architecture	498	469	29	6.2%
Arts & Sciences	3,945	4,222	(277)	-6.6%
Business	3,758	3,801	(43)	-1.1%
Education and Human Sciences	2,529	2,617	(88)	-3.4%
Engineering	3,023	2,894	129	4.5%
Fine & Performing Arts	754	757	(3)	-0.4%
Journalism & Mass Communications	961	1,055	(94)	-8.9%
Explore Center Undergraduate	1,847	1,974	(127)	-6.4%
Visiting	103	157	(54)	-34.4%
First-Time Freshmen	4,736	4,743	(7)	-0.1%
Undergraduate Subtotal	19,552	20,286	(734)	-3.6%
Graduate	4,281	4,255	26	0.6%
Professional				
Architecture	63	66	(3)	-4.5%
Audiology and Hearing Science	32	39	(7)	-17.9%
Law	452	413	39	9.4%
Veterinary Medicine	51	49	2	4.1%
Professional Subtotal	598	567	31	5.5%
UNL TOTAL	24,431	25,108	(677)	-2.7%
UNIVERSITY OF NEBRASKA MEDICAL CENTER				
Undergraduate				
Dentistry (Dental Hygiene)	45	48	(3)	-6.3%
Allied Health (BS)	140	124	16	12.9%
Nursing	729	771	(42)	-5.4%
Visiting	23	24	(1)	-4.2%
Undergraduate Subtotal	937	967	(30)	-3.1%
Graduate	598	528	70	13.3%
Professional				
Allied Health (post-BS)	580	538	42	7.8%
Nursing Practitioner Cert	37	30	7	23.3%
MSN	143	165	(22)	-13.3%
Nursing DNP	171	161	10	6.2%
Radiology Oncology Physics	0	0	0	0.0%
Medical Family Therapy	0	0	0	0.0%
Pharmacy	227	236	(9)	-3.8%
Public Health	319	274	45	16.4%
Dentistry	218	210	8	3.8%
Medicine (M.D.)	521	514	7	1.4%
Medicine (Post M.D.)	636	616	20	3.2%
Professional Subtotal	2,852	2,744	108	3.9%
UNMC TOTAL	4,387	4,239	148	3.5%
UNIVERSITY OF NEBRASKA AT OMAHA				
Undergraduate				
Arts & Sciences	4,244	4,506	(262)	-5.8%
Business Administration	1,756	1,767	(11)	-0.6%
Communication, Fine Arts and Media	915	1,002	(87)	-8.7%
Education	1,416	1,475	(59)	-4.0%
Information Science & Technology	997	987	10	1.0%
CPACS	1,522	1,588	(66)	-4.2%
Continuing Studies	1,086	1,169	(83)	-7.1%
Non-Degree	261	274	(13)	-4.7%
University Division	0	0	0	
First-Time Freshmen	2,166	2,226	(60)	-2.7%
Undergraduate Subtotal	12,197	12,768	(571)	-4.5%
Graduate	3,131	3,124	7	0.2%
UNO TOTAL	15,328	15,892	(564)	-3.5%
UNIVERSITY OF NEBRASKA AT KEARNEY				
Undergraduate				
Business & Technology	1,045	1,103	(58)	-5.3%
Education	1,098	1,029	69	6.7%
Arts & Sciences	1,976	1,986	(10)	-0.5%
University College	170	184	(14)	-7.6%
Non-Degree	138	83	55	66.3%
First-Time Freshmen	958	833	125	15.0%
Undergraduate Subtotal	4,427	4,385	42	1.0%
Graduate	1,848	1,840	8	0.4%
UNK TOTAL	6,275	6,225	50	0.8%
UNIVERSITY OF NEBRASKA UNDERGRADUATE	37,113	38,406	(1,293)	-3.4%
FIRST-TIME FRESHMEN TOTAL	7,860	7,802	58	0.7%
UNIVERSITY OF NEBRASKA GRADUATE	9,858	9,747	111	1.1%
UNIVERSITY OF NEBRASKA PROFESSIONAL	3,450	3,311	139	4.2%
UNIVERSITY OF NEBRASKA TOTAL	50,421	51,464	(1,043)	-2.0%
Nebraska College of Technical Agriculture (NCTA)	256	231	25	10.8%
UNIVERSITY OF NEBRASKA TOTAL (with NCTA)	50,677	51,695	(1,018)	-2.0%

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

Note: Effective Fall 2021, UNK dual enrolled high school students are no longer included in headcount and credit hour production.

UNIVERSITY OF NEBRASKA
HEADCOUNT ENROLLMENT BY RESIDENCY STATUS BY LEVEL
FALL SEMESTER 2021

	Resident Enrollment (a)			Nonresident Enrollment (a)		
	2021	2020	% Change	2021	2020	% Change
UNIVERSITY OF NEBRASKA - LINCOLN						
Undergraduate	14,577	14,919	-2.3%	4,975	5,367	-7.3%
First-Time Freshmen	3,561	3,521	1.1%	1,175	1,222	-3.8%
Graduate	1,598	1,624	-1.6%	2,683	2,631	2.0%
Professional	386	371	4.0%	212	196	8.2%
UNL TOTAL	16,561	16,914	-2.1%	7,870	8,194	-4.0%
UNIVERSITY OF NEBRASKA MEDICAL CENTER						
Undergraduate	825	848	-2.7%	112	119	-5.9%
Graduate	274	229	19.7%	324	299	8.4%
Professional	2,162	2,120	2.0%	690	624	10.6%
UNMC TOTAL	3,261	3,197	2.0%	1,126	1,042	8.1%
UNIVERSITY OF NEBRASKA AT OMAHA						
Undergraduate	10,612	11,126	-4.6%	1,585	1,642	-3.5%
First-Time Freshmen	1,955	2,029	-3.6%	211	197	7.1%
Graduate	2,484	2,527	-1.7%	647	597	8.4%
UNO TOTAL	13,096	13,653	-4.1%	2,232	2,239	-0.3%
UNIVERSITY OF NEBRASKA AT KEARNEY						
Undergraduate	3,787	3,848	-1.6%	640	537	19.2%
First-Time Freshmen	818	751	8.9%	140	82	70.7%
Graduate	1,379	1,325	4.1%	469	515	-8.9%
UNK TOTAL	5,166	5,173	-0.1%	1,109	1,052	5.4%
UNIVERSITY OF NEBRASKA UNDERGRADUATE	29,801	30,741	-3.1%	7,312	7,665	-4.6%
FIRST-TIME FRESHMEN TOTAL	6,334	6,301	0.5%	1,526	1,501	1.7%
UNIVERSITY OF NEBRASKA GRADUATE	5,735	5,705	0.5%	4,123	4,042	2.0%
UNIVERSITY OF NEBRASKA PROFESSIONAL	2,548	2,491	2.3%	902	820	10.0%
UNIVERSITY OF NEBRASKA TOTAL	38,084	38,937	-2.2%	12,337	12,527	-1.5%

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

(a) Residency status is determined by whether a student pays resident or nonresident tuition. An individual qualifies as a resident of the State of Nebraska for tuition purposes at the University of Nebraska if, prior to the beginning of the terms for which residency is sought, he/she meets the standards defined in any one of several categories. See The University of Nebraska Policy Manual, section RP-5.7.1, Residency Determination for Tuition Purposes.

UNIVERSITY OF NEBRASKA
FULL-TIME & PART-TIME ENROLLMENT BY LEVEL
FALL SEMESTER 2021

	Fall 2021		Fall 2020		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
UNL						
Undergraduate	18,437	1,115	18,949	1,337	-2.7%	-16.6%
First-Time Freshmen	4,709	27	4,705	38	0.1%	-28.9%
Graduate	2,049	2,232	2,042	2,213	0.3%	0.9%
Professional	569	29	543	24	4.8%	20.8%
Total	21,055	3,376	21,534	3,574	-2.2%	-5.5%
	Fall 2021		Fall 2020		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
UNMC						
Undergraduate	767	170	780	187	-1.7%	-9.1%
First-Time Freshmen						
Graduate	331	267	297	231	11.4%	15.6%
Professional	2,333	519	2,015	729	15.8%	-28.8%
Total	3,431	956	3,092	1,147	11.0%	-16.7%
	Fall 2021		Fall 2020		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
UNO						
Undergraduate	9,969	2,228	10,362	2,406	-3.8%	-7.4%
First-Time Freshmen	2,109	57	2,159	67	-2.3%	-14.9%
Graduate	1,031	2,100	1,010	2,114	2.1%	-0.7%
Professional						
Total	11,000	4,328	11,372	4,520	-3.3%	-4.2%
	Fall 2021		Fall 2020		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
UNK						
Undergraduate	3,781	646	3,795	590	-0.4%	9.5%
First-Time Freshmen	945	13	815	18	16.0%	-27.8%
Graduate	318	1,530	298	1,542	6.7%	-0.8%
Professional						
Total	4,099	2,176	4,093	2,132	0.1%	2.1%
	Fall 2021		Fall 2020		Percent Change	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
University of Nebraska Total						
Undergraduate	32,954	4,159	33,886	4,520	-2.8%	-8.0%
First-Time Freshmen	7,763	97	7,679	123	1.1%	-21.1%
Graduate	3,729	6,129	3,647	6,100	2.2%	0.5%
Professional	2,902	548	2,558	753	13.4%	-27.2%
Total	39,585	10,836	40,091	11,373	-1.3%	-4.7%

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

UNIVERSITY OF NEBRASKA
SUMMARY - FULL-TIME EQUIVALENT ENROLLMENT REPORT
FALL SEMESTER 2021

UNL				
	Fall 2021	Fall 2020	Difference	% Change
Undergraduate	18,809	19,395	-586	-3.0%
Graduate	2,793	2,780	13	0.5%
Professional	579	551	28	5.1%
Total	22,181	22,726	-545	-2.4%
UNMC				
	Fall 2021	Fall 2020	Difference	% Change
Undergraduate	824	842	-18	-2.1%
Graduate	420	374	46	12.3%
Professional	2,506	2,258	248	11.0%
Total	3,750	3,474	276	7.9%
UNO				
	Fall 2021	Fall 2020	Difference	% Change
Undergraduate	10,712	11,164	-452	-4.0%
Graduate	1,731	1,715	16	0.9%
Professional				
Total	12,443	12,879	-436	-3.4%
UNK				
	Fall 2021	Fall 2020	Difference	% Change
Undergraduate	3,996	3,992	4	0.1%
Graduate	828	812	16	2.0%
Professional				
Total	4,824	4,804	20	0.4%
University Wide				
	Fall 2021	Fall 2020	Difference	% Change
Undergraduate	34,341	35,393	-1,052	-3.0%
Graduate	5,772	5,681	91	1.6%
Professional	3,085	2,809	276	9.8%
Total	43,198	43,883	-685	-1.6%

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

UNIVERSITY OF NEBRASKA
SUMMARY OF STUDENT CREDIT HOURS

Student credit hours are assigned to the campus which grants the credit to the student.
Fall Semester, 2021

	Fall 2021	Fall 2020	Difference	% Change
UNL	304,310	313,690	(9,380)	-3.0%
UNMC	59,073	57,889	1,184	2.0%
UNO	173,416	181,333	(7,917)	-4.4%
UNK	66,276	66,676	(400)	-0.6%
University of Nebraska Total	603,075	619,588	(16,513)	-2.7%

Source: UNL, UNO, UNK, UNMC Office of Institutional Research

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

UNIVERSITY OF NEBRASKA-LINCOLN

STUDENT CREDIT HOUR REPORT

Student credit hours are assigned to the campus which grants the credit to the student.
Fall Semester, 2021

COLLEGE OF FACULTY														
COLLEGE OF STUDENT	CASNR	Arch.	Arts & Sciences	Business	Educ. & Human Sciences	Engr.	Fine & Perf. Arts	Journalism & Mass Comm.	Law	ROTC	Other Units	Fall 2021 Total	Fall 2020 Total	Change From Fall 2020
Ag. Sci. & Nat. Res.	20,558	72	6,714	1,462	570	63	571	198		30	162	30,400	33,025	(2,625)
Architecture	93	6,123	1,245	81	71	37	88	33		1	24	7,796	7,465	331
Arts & Sciences	4,136	42	39,983	1,556	1,762	2,353	1,943	1027		101	1,033	53,936	57,485	(3,549)
Business	1,293	66	11,446	35,035	1,214	277	2,042	708		57	553	52,691	53,285	(594)
Education and Human Sciences	2,993		11,576	777	17,910	24	1,044	207		16	147	34,694	35,912	(1,218)
Engineering	2,396	211	11,308	576	185	19,999	945	457		87	619	36,783	35,327	1,456
Fine & Performing Arts	179	12	1,685	187	249	33	7,841	249			26	10,461	10,552	(91)
Journalism & Mass Communications	526	18	3,986	574	707	33	560	6,833		3	53	13,293	14,713	(1,420)
Explore Center Undergraduate	2,239	175	17,223	765	1,664	383	1,719	589		13	122	24,892	26,668	(1,776)
Visiting	65		188	3	33	21	30			13		353	530	(177)
Law	9		24	27	3		2		6,908	3		6,976	6,373	603
Graduate College	5,441	234	6,846	3,120	6,656	4,511	1,232	563	69		56	28,728	28,936	(208)
CPACS - UNO	216	3	2,199	72	249	9	217	67		52	21	3,105	3,199	(94)
Dental Graduates	6		18		6	3						33	21	12
Undergraduate - UNO						166						166	186	(20)
Graduate - UNO						3						3	13	(10)
TOTAL FALL 2021	40,150	6,956	114,441	44,235	31,279	27,915	18,234	10,931	6,977	376	2,816	304,310		
TOTAL FALL 2020	41,111	6,571	127,185	44,533	32,628	21,313	20,006	11,272	6,372	409	2,290		313,690	
CHANGE FROM FALL 2020	(961)	385	(12,744)	(298)	(1,349)	6,602	(1,772)	(341)	605	(33)	526			(9,380)
% CHANGE	-2.3%	5.9%	-10.0%	-0.7%	-4.1%	31.0%	-8.9%	-3.0%	9.5%	-8.1%	23.0%			-3.0%

Source: UNL Institutional Research, Analytics and Decision Support

**UNIVERSITY OF NEBRASKA AT OMAHA
STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.
Fall Semester, 2021

COLLEGE OF FACULTY												
COLLEGE OF STUDENT	Arts & Sciences	Business Admin	Comm., Fine Arts and Media	CPACS	Education	ISTE	University Division	ROTC	Other Units (a)	Fall 2021 Total	Fall 2020 Total	Change From Fall 2020
Arts and Sciences	42,483	1,260	4,020	2,281	2,118	848	170	36	180	53,396	57,689	(4,293)
Business Administration	5,921	13,280	2,046	405	171	126	23	7	24	22,003	22,280	(277)
Communication, Fine Arts and Media	2,716	234	7,843	180	397	123	12	0	18	11,523	12,689	(1,166)
Education	5,878	168	1,340	360	10,311	57	4	7	30	18,155	19,119	(964)
Information Science & Technology	3,140	447	760	183	79	7,226	6	9	33	11,883	11,886	(3)
Non-Degree	635	228	152	85	112	51	2	3	0	1,268	1,363	(95)
CPACS	4,527	453	917	10,157	332	102	20	47	24	16,579	16,941	(362)
Division of Continuing Studies	5,124	810	1,443	1,724	867	863	2	4	0	10,837	11,805	(968)
University Division										0	0	0
Graduate College	2,774	3,595	893	4,418	5,348	1,948	0	0	0	18,976	18,989	(13)
Agriculture - UNL										0	34	(34)
Architecture - UNL										0	0	0
Engineering & Technology - UNL	3,932	315	716	39	67	384	6	13	9	5,481	5,367	114
Education and Human Sciences - UNL										0	0	0
Undergraduate - CPACS at UNL				3,315						3,315	3,171	144
TOTAL FALL 2021	77,130	20,790	20,130	23,147	19,802	11,728	245	126	318	173,416		
TOTAL FALL 2020	81,507	21,252	21,770	23,189	20,285	12,593	257	174	306		181,333	
CHANGE FROM FALL 2020	(4,377)	(462)	(1,640)	(42)	(483)	(865)	(12)	(48)	12			(7,917)
% CHANGE	-5.4%	-2.2%	-7.5%	-0.2%	-2.4%	-6.9%	-4.7%	-27.6%	3.9%			-4.4%

Source: UNO Institutional Effectiveness

a) Other Units include: Honors Colloquium, Library courses.

**UNIVERSITY OF NEBRASKA AT KEARNEY
STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.
Fall Semester, 2021

COLLEGE OF FACULTY						
COLLEGE OF STUDENT (a)	Business & Tech	Education	Arts & Sciences	Fall 2021 Total	Fall 2020 Total	Change From Fall 2020
Business & Technology	9,665	534	3,587	13,786	14,439	(653)
Education	370	8,718	5,334	14,422	13,829	593
Arts & Sciences (b)	1,121	3,070	21,338	25,529	22,455	3,074
University College (c)	207	443	1424	2,074	5,947	(3,873)
Non-degree (a)	95	58	507	660	300	360
Graduate	414	6,502	2,889	9,805	9,706	99
TOTAL FALL 2021	11,872	19,325	35,079	66,276		
TOTAL FALL 2020	13,576	16,807	36,293		66,676	
CHANGE FROM FALL 2020	(1,704)	2,518	(1,214)			(401)
% CHANGE	-12.6%	15.0%	-3.3%			-0.6%

Source: UNK Institutional Research

(a) Effective Fall 2005: non-degree category reported separately.

(b) Effective Fall 2018: Colleges of Fine Arts & Humanities and Natural & Social Sciences merged to College of Arts & Sciences

(c) Effective Fall 2021: University College SCH includes only Deciding students; SCH for students in pre-professional programs counted in respective academic college;

**UNIVERSITY OF NEBRASKA MEDICAL CENTER
STUDENT CREDIT HOUR REPORT**

Student credit hours are assigned to the campus which grants the credit to the student.
Fall Semester 2021

COLLEGE OF FACULTY									
COLLEGE OF STUDENT	Allied Hlth	Medicine	Nursing	Pharmacy	Dentistry	Public Health	Fall 2021 Total	Fall 2020 Total	Change From Fall 2020
Allied Health	8,734	2,327	146			24	11,231	10,106	1,125
Nursing - Omaha			3,867				3,867	3,888	(21)
Nursing - Lincoln			3,110				3,110	3,104	6
Nursing - Kearney			1,685				1,685	1,819	(134)
Nursing - Scottsbluff			871				871	984	(113)
Nursing - Norfolk			940				940	1,137	(197)
Nursing - Certification			157			3	160	122	38
Nursing - DNP (Doctor of Nurse Practitioner)			1,361			108	1,469	1,435	34
Nursing - MSN			745			48	793	1,102	(309)
Dentistry					2,573	24	2,597	2,750	(153)
Dental Hygiene					608		608	662	(54)
Dental Certification Program		28			622		650	737	(87)
Medicine (M.D.)		9,877				6	9,883	9,634	249
Post M.D.		10,176					10,176	9,856	320
Medical Family Therapy							0	0	-
Radiology Oncology Physics							0	0	-
Pharmacy			184	4,993		18	5,195	5,277	(83)
Visiting- NonDegree	15						15	27	(12)
Public Health - DPH						90			
Public Health - MPH	3			69		1,884	1,956	1,681	275
PH Certificate	16					96	112	195	(83)
Graduate	44	2,415	131	356	72	647	3,665	3,373	292
TOTAL Fall 2021	8,812	24,823	13,197	5,418	3,875	2,948	59,073		
TOTAL Fall 2020	7,611	24,638	13,752	5,184	4,194	2,510		57,889	
CHANGE FROM Fall 2020	1,201	185	(555)	234	(319)	438			1,184
% CHANGE	15.8%	0.8%	-4.0%	4.5%	-7.6%	17.5%			2.0%

Source: UNMC Institutional Research

Lincoln, Nebraska
August 13, 2021

The Board of Regents of the University of Nebraska met on August 13, 2021, at 9:00 a.m. in the board room at Varner Hall, 3835 Holdrege Street, Lincoln, in a publicly convened session, the same being open to the public and having been preceded by advance publicized notice, a copy of which are attached to the minutes of this meeting as Attachment 1 and Attachment 2 (pages 118-121)

In compliance with the provisions of *Neb. Rev. Stat.* § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted on the front entrance of the first floor of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on August 6, 2021.

Regents present:

Timothy Clare
Paul Kenney, Chair
Elizabeth O'Connor
Bob Phares, Vice Chair
Jim Pillen
Robert Schafer
Jack Stark
Barbara Weitz
Noah Limbach, University of Nebraska at Kearney
Batool Ibrahim, University of Nebraska-Lincoln
Taylor Kratochvil, University of Nebraska Medical Center
Maeve Hemmer, University of Nebraska at Omaha

University officials present:

Walter E. Carter, President
Jeffrey P. Gold, Executive Vice President and Provost
Chancellor, University of Nebraska Medical Center
Philip J. Bakken, Corporation Secretary
Joanne Li, Chancellor, University of Nebraska at Omaha
Ronnie D. Green, Chancellor, University of Nebraska-Lincoln
Douglas A. Kristensen, Chancellor, University of Nebraska at Kearney
Christopher J. Kabourek, Vice President for Business and Finance | CFO
Heath M. Mello, Vice President for External Relations
Stacia Palser, Vice President and General Counsel

University officials not present:

Michael J. Boehm, Vice President for Agriculture and Natural Resources

I. CALL TO ORDER

II. ROLL CALL

The Board convened at 9:00 a.m. in the board room of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska. Attendance is indicated above.

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS

Motion Moved by Clare and seconded by Stark to approve the minutes and ratify the actions of the regularly scheduled meeting on June 25, 2021.

Action Student Opinion: Voting Aye: Ibrahim, Kratochvil, Limbach, and Hemmer. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Stark, Weitz, and Clare. Motion carried.

Chairman Kenney announced the location of the Notice of Meeting and Open Meetings Act.

IV. PRESENTATIONS

Senator John Stinner, Chairman of the Nebraska Legislature's Appropriations Committee addressed the Board.

V. KUDOS

Student Regent Limbach presented a KUDOS award to Richard Wardyn, Grounds Services Supervisor, Division of Facilities Management Planning at the University of Nebraska at Kearney.

Regent Phares presented a KUDOS award to Jordan Malone, Project Manager, Business and Finance at the University of Nebraska-Lincoln.

Regent Schafer presented a KUDOS award to Lauren Lesiak, Administrative Coordinator in the Niedfelt Nursing Research Center for the College of Nursing at the University of Nebraska Medical Center.

Regent O'Connor presented a KUDOS award to Nik Stevenson, Research Technician and Program Coordinator for the Nebraska STEM 4U Project at the University of Nebraska at Omaha.

VI. PUBLIC COMMENT

Motion Regent Stark moved that the portion of the Standing Rules which limit speakers to 5 minutes per person and the total time for public comment to thirty minutes for all speakers be waived; and further moved that the Chair of the Board be authorized to preside over the public comment portion of this meeting and that the processes for public comment at this meeting conform to the meeting notice provided to the public one week ago. Seconded by Clare.

Action Student Opinion: Voting Aye: Kratochvil, Limbach, Hemmer, Ibrahim. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, Kenney. Motion carried.

Kathleen Kauth spoke on the topic of the Safer Communities App/COVID
Geoff Friesen spoke on the topic of the Safer Communities App/COVID
Corbin Hubbell spoke on the topic of the Safer Communities App/COVID
Rosalind Kichler spoke on the topic of Critical Race Theory
Shawn Trucke spoke on the topic of the Safer Communities App/COVID
Wayne Smith spoke on the topic of the Safer Communities App/COVID

Denise Bradshaw spoke on the topic of the Safer Communities App/COVID
Mark Bonkiewicz spoke on the topic of the Safer Communities App/COVID
Allie French spoke on the topic of the Safer Communities App/COVID
Jeanne Weeder-Griesen spoke on the topic of the Safer Communities App/COVID
Barbara Ramsey spoke on the topic of the Safer Communities App/COVID
Marilyn Asher spoke on the topic of the Safer Communities App/COVID
Dallas Asher spoke on the topic of the Safer Communities App/COVID
Rev. Fr. Sasha Petrovich spoke on the topic of the Safer Communities App/COVID
Kathy Holkeboer spoke on the topic of the Safer Communities App/COVID
Ivy Harper spoke on the topic of the Safer Communities App/COVID
Angie Eberspacher spoke on the topic of the Safer Communities App/COVID
Kathryn Goodman spoke on the topic of Critical Race Theory
Tess Mayer spoke on the topic of Critical Race Theory
Dr. William Aviles spoke on the topic of Critical Race Theory
Earlen Gutierrez spoke on the topic of Critical Race Theory
Claudia Taylor spoke on the topic of Critical Race Theory
Mary Bills-Strand spoke on the topic of Critical Race Theory
Madison Whitney spoke on the topic of Critical Race Theory
Caleb Hendricksen spoke on the topic of Critical Race Theory
Dr. Regina Werem spoke on the topic of Critical Race Theory
Steve Kolbe spoke on the topic of Critical Race Theory
Mark Button spoke on the topic of Critical Race Theory
Richard Moberly spoke on the topic of Critical Race Theory
Kathryn Woerner spoke on the topic of Critical Race Theory
Asaru Jordan spoke on the topic of Critical Race Theory
Matthew Cooke spoke on the topic of Critical Race Theory
Kathryn Wilson spoke on the topic of Critical Race Theory
Joe Starita spoke on the topic of Critical Race Theory
Danielle Conrad spoke on the topic of Critical Race Theory
Laurel Hebenstreit spoke on the topic of Critical Race Theory
Curt Ramaker spoke on the topic of Critical Race Theory
Dr. Janette Eileen Jones spoke on the topic of Critical Race Theory
Patrick Baker spoke on the topic of Critical Race Theory
Emmet Storer spoke on the topic of Critical Race Theory
Daniel Shafer spoke on the topic of Critical Race Theory
Jamy Rentschler spoke on the topic of Critical Race Theory
Vicki Wood spoke on the topic of Critical Race Theory
Ibrahim Hamzat spoke on the topic of Critical Race Theory
Darwin Archie Pettis spoke on the topic of Critical Race Theory
Sarah Brumfield spoke on the topic of Critical Race Theory
Vanessa Chavez Jurado spoke on the topic of Critical Race Theory
Elizabeth Mary Hill spoke on the topic of Critical Race Theory
Kimberly Salas spoke on the topic of Critical Race Theory
Gabrielle Goodwin spoke on the topic of Critical Race Theory
Betty Dessie spoke on the topic of Critical Race Theory
Halley Taylor spoke on the topic of Critical Race Theory
Jadyn Perkins spoke on the topic of Critical Race Theory
Chris Hassebroek spoke on the topic of Critical Race Theory
Jake Vargas spoke on the topic of Critical Race Theory
Linda Kleen spoke on the topic of Critical Race Theory
Dr. Francis Kay spoke on the topic of Critical Race Theory

Chairman Kenney declared the opportunity for public comment closed.

VII. RESOLUTIONS

Motion Moved by Pillen and seconded by Schafer to approve Addendum VII-I

VII-I Resolution regarding Critical Race Theory, Addendum VII-I

Action Student Opinion: Voting No: Limbach, Hemmer, Ibrahim, and Kratochvil. Voting Aye: Pillen, Schafer, Kenney. Voting No: Phares, Stark, Weitz, Clare, O'Connor. Motion fails.

IX. PRESIDENT'S REMARKS

President Carter addressed the Board regarding Fall 2021 and COVID-19 protocols.

X. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

None

B. BUSINESS AND FINANCE

University of Nebraska-Lincoln

Motion Moved by Pillen and seconded by Clare to approve item X-B-1

X-B-1 Approve the reappointment of Tom Henning and Dana Bradford as members of the "Class A" Directors of the NICDC Board of Directors for three-year terms effective July 1, 2021.

Action Student Opinion: Voting Aye: Hemmer, Ibrahim, Kratochvil, and Limbach. Voting Aye: Pillen, Schafer, Stark, Weitz, Clare, and Kenney, O'Connor, and Phares. Motion carried.

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska-Lincoln

Motion Moved by Weitz and seconded by Stark to approve item XI-A-1

XI-A-1 Approve to eliminate the Bachelor of Arts (BA) in Computer Science in the Department of Computer Science and Engineering in the College of Arts and Sciences at the University of Nebraska-Lincoln.

Action Student Opinion: Voting Aye: Ibrahim, Kratochvil, Limbach and Hemmer. Voting Aye: Schafer, Stark, Weitz, Clare, Kenney, O'Connor, Phares, and Pillen. Motion carried.

Motion	Moved by Clare and seconded by Phares to approve item XI-A-2
XI-A-2	Approval to create a Bachelor of Science (BS) in Environmental Engineering in the Department of Civil and Environmental Engineering in the College of Engineering at the University of Nebraska-Lincoln (UNL).
Action	Student Opinion: Voting Aye: Kratochvil, Limbach, Hemmer, and Ibrahim. Voting Aye: Stark, Weitz, Clare, Kenney, O'Connor, Phares, Pillen, and Schafer. Motion carried.
Motion	Moved by Phares and seconded by Stark to approve item XI-A-3
XI-A-3	Approval to create a Bachelor of Science (BS) in Statistics and Data Analytics in the Department of Statistics in the College of Agricultural Science and Natural Resources at the University of Nebraska-Lincoln (UNL).
Action	Student Opinion: Voting Aye: Limbach, Hemmer, Ibrahim, and Kratochvil. Voting Aye: Weitz, Clare, Kenney, O'Connor, Phares, Pillen, Schafer, and Stark. Motion carried.
Motion	Moved by Clare and seconded by Ibrahim to approve items XI-A-4
XI-A-4	Approval to create a Doctor of Philosophy (PhD) degree in Biomedical Engineering in the College of Engineering at the University of Nebraska-Lincoln (UNL)
Action	Student Opinion: Hemmer, Ibrahim, Kratochvil, and Limbach. Voting Aye: Clare, Kenney, O'Connor, Phares, Pillen, Schafer, Stark, and Weitz. Motion carried.
Motion	Moved by Weitz and seconded by Ibrahim to approve item XI-A-5
XI-A-5	Approval to create the School of Computing in the College of Engineering by renaming the existing Department of Computer Science and Engineering (CSE) currently shared between the College of Arts and Sciences and the College of Engineering at the University of Nebraska-Lincoln (UNL).
Action	Student Opinion: Ibrahim, Kratochvil, Limbach, and Hemmer. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Stark, Weitz, and Clare. Motion carried.
Motion	Moved by Phares and seconded by Ibrahim to approve item XI-A-6
XI-A-6	Approval to create the Master of Respiratory Care (MRT) in the College of Allied Health Professions at the University of Nebraska Medical Center (UNMC).
Action	Student Opinion: Voting Aye: Kratochvil, Limbach, Hemmer, and Ibrahim. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, and Kenney. Motion carried.
Motion	Moved by Weitz and seconded by Ibrahim to approve item XI-A-7
XI-A-7	Approval to establish the Genome Editing and Education Center-Nebraska (GEEC-Nebraska) in the Department of Pharmacology and Experimental Neuroscience in the College of Medicine at the University of Nebraska Medical Center (UNMC).

Action Student Opinion: Voting Aye: Limbach, Hemmer, Ibrahim, and Kratochvil. Voting Aye: Phares, Pillen, Schafer, Stark, Weitz, Clare, Kenney, and O'Connor. Motion carried.

Motion Moved by Hemmer and seconded by Weitz that the Board go into closed session as authorized by Neb. Rev. Stat. § 84-1410 of the Revised Statutes of Nebraska for the protection of the public interest, and to prevent needless injury to the reputation of persons who have not requested a public hearing, for the purpose of holding a discussion limited to the following subject:

- Personnel matters involving members of the University staff.

Chair Kenney declared that the closed session would be strictly limited to a discussion of:

- Personnel matters involving members of the University staff.

Action Student Opinion: Voting Aye: Hemmer, Ibrahim, Kratochvil, and Limbach. Voting Aye: Pillen, Stark, Weitz, Clare, Kenney, O'Connor, and Phares. Motion carried.

The Board went into closed session at 1:17 p.m. and reconvened at 1:22 p.m.

University of Nebraska

Motion Moved by Weitz and seconded by Hemmer to approve item XI-A-8

XI-A-8 Approve the award of Honorary Degree

Action Student Opinion: Voting Aye: Ibrahim, Kratochvil, Limbach, and Hemmer. Voting Aye: Schafer, Stark, Weitz, Clare, Kenney, O'Connor, Phares, and Pillen. Motion carried.

B. BUSINESS AND FINANCE

University of Nebraska

Motion Moved by Stark and seconded by Ibrahim to approve item XI-B-1

XI-B-1 Approve agreement designating CDWG as strategic supplier of IT hardware for University of Nebraska system

Action Student Opinion: Voting Aye: Kratochvil, Limbach, Hemmer, and Ibrahim. Voting Aye: Stark, Weitz, Clare, Kenney, O'Connor, Phares, Pillen, and Schafer. Motion carried.

University of Nebraska-Lincoln

Motion Moved by Ibrahim and seconded by Hemmer to approve item XI-B-2

XI-B-2 Approve revisions to the Kiewit Hall project and receive report from Business and Finance Committee regarding Intermediate Design Review

Action Student Opinion: Voting Aye: Limbach, Hemmer, Ibrahim, and Kratochvil. Voting Aye: Weitz, Clare, Kenney, O'Connor, Phares, Pillen, Schafer, and Stark. Motion carried.

C. EXECUTIVE

Motion Moved by Phares and seconded by Hemmer to approve item XI-C-1

XI-C-1 Approve the proposed amendments of the Standing Rules of the Board of Regents

Action Student Opinion: Voting Aye: Hemmer, Ibrahim, Kratochvil, and Limbach. Voting Aye: Clare, Kenney, O'Connor, Phares, Pillen, Schafer, Stark, and Weitz. Motion carried.

Motion Moved by Clare and seconded by Phares to approve item XI-C-2

XI-C-2 Approve Grant of Performance-Based Merit Pay to President Carter for FY2020-21

Action Student Opinion: Voting Aye: Ibrahim, Kratochvil, Limbach, and Hemmer. Voting Aye: Kenney, O'Connor, Phares, Pillen, Schafer, Stark, Weitz, and Clare. Motion carried.

Motion Moved by Clare and seconded by Ibrahim to approve item XI-C-3

XI-C-3 Approve request from President Carter, in accordance with his employment contract and the *Bylaws of the Board of Regents of the University of Nebraska*, to serve on the board of directors of an outside organization.

Action Student Opinion: Voting Aye: Kratochvil, Limbach, Hemmer, and Ibrahim. Voting Aye: O'Connor, Phares, Pillen, Schafer, Stark, Weitz, Clare, and Kenney. Motion carried.

D. REPORTS

XI-D-1 Expedited Approval of French Graduate Certificate

XI-D-2 Expedited Approval of Machine Learning Graduate Certificate

XI-D-3 Expedited Approval of Sociology Graduate Certificate

XI-D-4 Expedited Approval of Teaching Spanish to Heritage/Bilingual Learners Graduate Certificate

XI-D-5 Approve the correct naming of The History of Teaching Tools Exhibit within the Wigton Heritage Center

XI-D-6 Bids and Contracts

XI-D-7 President's FY2020-21 Self-assessment

Chairman Kenney accepted the reports on behalf of the Board.

XII. ADDITIONAL BUSINESS

None

XIII. ADJOURNMENT

There being no further business, the meeting was adjourned by Chairman Kenney at 1:33 p.m.

Respectfully submitted,

Philip J. Bakken
Corporation Secretary

Paul R. Kenney, Chair

ATTACHMENT 1

NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, August 13, 2021, at 9:00 a.m. in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

In accordance with the requirements of Section 7.2 of the Standing Rules of the Board of Regents and Section 1.11 of the *Bylaws of the Board of Regents*, notice is hereby given that at the above-described meeting, amendments to the Standing Rules shall be proposed, as indicated in the attached agenda item. An agenda of subjects not related to the proposed Standing Rules amendments will be subsequently posted in accordance with the law, the Bylaws, and rules which govern the Board of Regents. When so posted, the full agenda for the meeting, will be available for inspection in the office of the Corporation Secretary of the Board of Regents at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska and at <https://nebraska.edu/regents/agendas-minutes>.

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska.

Dated: August 2, 2021

Philip J. Bakken
Corporation Secretary
Board of Regents
University of Nebraska

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

MEETING DATE: August 13, 2021

SUBJECT: Amendment of the Standing Rules of the Board of Regents

RECOMMENDED ACTION: Approve the proposed amendments of the Standing Rules of the Board of Regents

PREVIOUS ACTION: June 25, 2021 – The proposed amendments of the Standing Rules were presented for information only in accordance with the requirements of Section 7.2 of the Standing Rules and Section 1.11 of the *Bylaws of the Board of Regents*.

October 8, 2020 – The Standing Rules were last amended.

EXPLANATION: On April 21, 2021, Governor Ricketts approved LB83, which permits public entities subject to the Nebraska Open Meetings Act to hold up to half of their meetings by virtual conferencing during a calendar year. The attached amendments set forth a process by which Regents may request virtual attendance at a meeting of the Board of Regents.

SPONSOR: Executive Committee, Board of Regents

RECOMMENDED: 
Walter E. Carter, President
University of Nebraska

DATE: July 29, 2021

SECTION 2. Meetings of the Board.

2.1 Annual Meeting. The Board shall hold its annual meeting as required by Section 1.4 of its Bylaws.

2.2 Additional Meetings. The Board may hold such additional meetings during the year as it deems necessary, either as scheduled meetings or as emergency meetings called at the request of the Chairperson or by any two voting members of the Board.

2.3 Location of Meetings. The Board shall normally meet in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska. The Board may, however, meet at other locations as desired.

2.4 Notice for Annual and Scheduled Meetings. Public notice of each annual meeting and any scheduled meeting shall be given at least five (5) days prior to the meeting; provided, that public notice of any item scheduled for public hearing before the Board shall be given at least ten (10) days prior to the date of the hearing. The Corporation Secretary shall maintain a list of news media which have requested advance notification of Board meetings and shall provide advance notification to them of the time and place of each annual and scheduled meeting and the agenda for any such meeting.

2.5 Notice of Emergency Meetings. When it is necessary to hold an emergency meeting without the advance public notice provided in Section 2.4 of these Rules, the Corporation Secretary shall make a reasonable effort to contact those members of the news media who have requested notification of Board meetings and advise them of the agenda for the emergency meeting.

2.6 Virtual Meetings. In the absence of an emergency declared by the Governor, meetings of the Board ordinarily will be conducted in person. Upon written application to and approval by the Chairperson, individual Board members may attend by virtual conferencing. Applications for virtual attendance should be for good cause, such as sickness, military orders, required business travel, or other essential reasons and shall be submitted to the Chairperson at least ten (10) days prior to the date of the meeting at which virtual attendance is requested. Unless pursuant to an emergency declared by the Governor, no more than one-half of the meetings of the Board during any calendar year will be conducted with one or more voting members of the Board in virtual attendance.

2.7 Scheduling and General Conduct of Meetings. All meetings of the Board shall be scheduled and conducted in ways which are consistent with the Bylaws of the Board, these Rules, and the Nebraska Open Meetings Act, Neb. Rev. Stat. §§ 84-1408 to 84-1414

ATTACHMENT 2



NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Friday, August 13, 2021, at 9:00 a.m. in the board room of Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

An agenda of subjects to be considered at said meeting, kept on a continually current basis, is available for inspection in the office of the Corporation Secretary of the Board of Regents, Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, or at <https://nebraska.edu/regents/agendas-minutes>

A copy of this notice will be delivered to the Lincoln Journal Star, the Omaha World-Herald, the Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, the Lincoln office of the Associated Press, members of the Board of Regents, and the President's Council of the University of Nebraska.

Dated: August 6, 2021

Philip Bakken
Corporation Secretary
Board of Regents
University of Nebraska

Board of Regents

Varner Hall | 3835 Holdrege Street | Lincoln, NE 68583-0745 | 402.472.3906 | FAX: 402.472.1237 | nebraska.edu/regents



State of Student Mental Health in 2021: Impact of COVID-19 on the NU System



Cathy Pettid
University of Nebraska at Omaha
NU Mental Health Coalition

October 2021

Brief History

- In 2019, Board of Regents requested information on strategies for wellness and suicide prevention
- Campus Mental Health leaders developed the **NU Mental Health Coalition**
- Leaders discovered best practices and efficiencies with system-wide prevention and intervention programs
- Shared desire to make the NU system known for its transformative, cutting-edge delivery of mental health services as a key component to the completion imperative



System Wins

- Support to implement *ProtoCall* for all campuses which provides after-hour, weekend & holiday mental health crisis coverage
- Support for establishing immediate access to mental health emergency funds at the direction of each campus
- Successful UNO & UNMC partnering for efficiency and enhancement of wellness and counseling & psychological services
- Representation on Governor's LB247 Mental Health Crisis Hotline Task Force

National Faculty S.O.S.

- In a Spring Survey of 1,685 faculty members by Boston University School of Public Health
 - 8 out of 10 professors had spoken one-on-one with a student about mental health
 - Less than 30% said they had received training from their colleges to have such conversations
 - Nearly 70% said they wanted to better understand student mental health through formal training

Collegiate Mental Health

Suicidality and Self-Harm in the College Population

How often have you thought about suicide in the past 12 months?

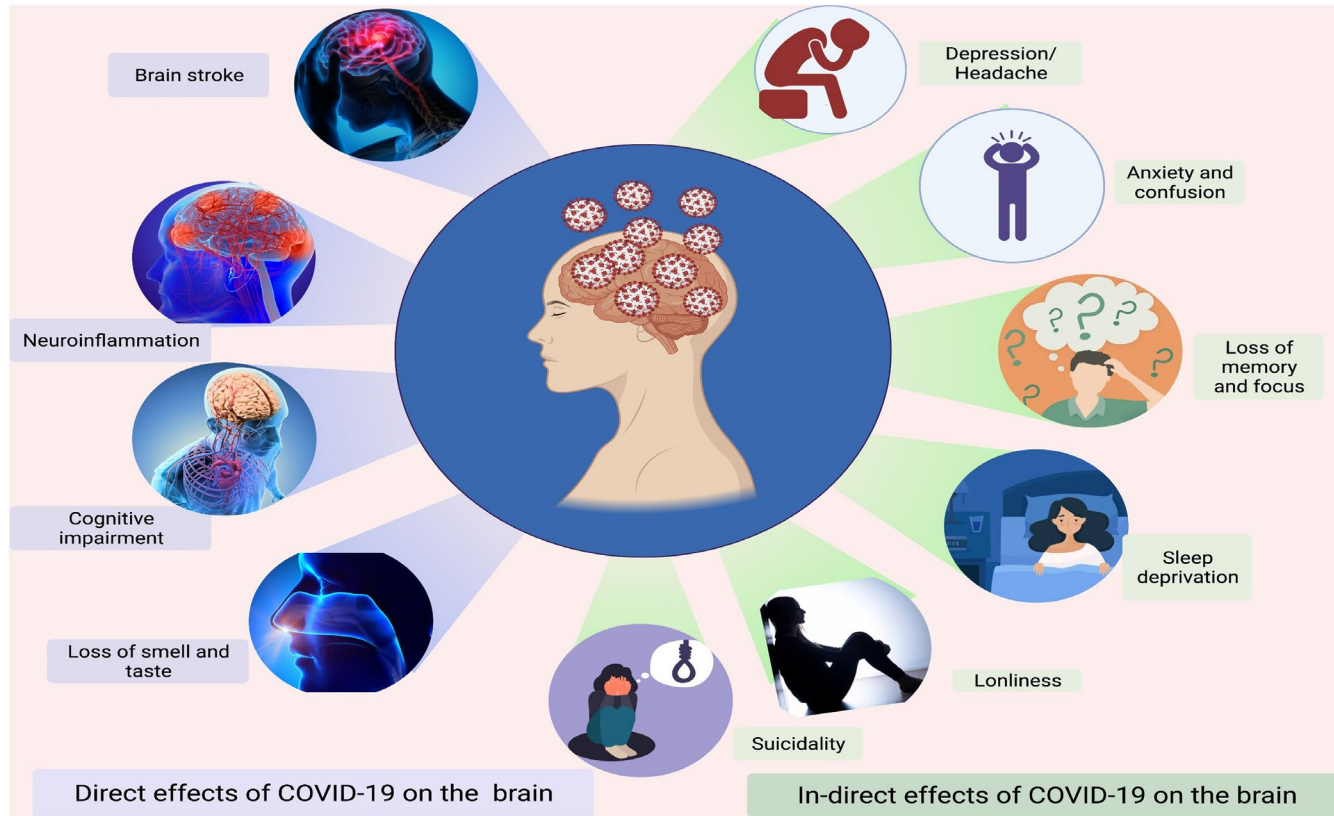


9% of students engaged in self-injurious behavior in the past 12 months

19% of students either planned or attempted suicide in their lifetime

Source: ACHA-NCHA Fall 2020 Survey

COVID-19 Impacts on Mental Health



Current Nebraska Statistics

Suicide

- 2nd leading cause of death for ages 10-34
- 10th leading cause of death in Nebraska
- On average, *one person died by suicide every 32 hours*



On Our Campuses – UNO & UNMC

Term	Unique Students	Total Sessions
Fall 2019	636	1475
Spring 2020	496	1540
Summer 2020	165	706
Fall 2020	475	1338
Spring 2021	504	1414
Summer 2021	322	963



Recent NU Student Themes

- Increased suicidal ideation & hospitalization
- Increased presentation of acute anxiety and depression
- Loneliness & isolation accompanied by social anxiety
- Existential crisis caused by COVID and constant news of human-made & global catastrophes

Student Maladaptive Responses

Alcohol & Drugs: Misuse and Abuse

- Licensed Alcohol and Drug Counselors
- Substance Use Evaluations
- Court/Probation Referred Substance Use Counseling
- Co-occurring Disorders Recognition & Therapy
- Alcoholics Anonymous Referral & Follow-Up
- UNO Recovery Community, *builds a common and safe space for students in (or seeking) recovery from addiction and recovery allies to gather, socialize, support one another, and achieve academic success.*

Sexual Assault and Title IX

The NU Campuses offer confidential resources for anyone among our campus communities who have experienced an incident of dating violence, domestic violence, sexual assault, sexual harassment, sexual exploitation, stalking, and/or retaliation.

- *Confidential Advocates*
- *Counseling and Psychological Services*
- *Title IX Training required annually for students & employees with automatic enrollment occurring every year*

These efforts are part of a larger commitment to create a welcoming environment that is free of discrimination and safe for all members of our campus community.

Collaborative Support & Intervention

- Care Team- UNK & UNL
- Behavioral Review Team – UNO
- Campus Assessment, Response, & Evaluation (CARE) Team – UNMC



Cathy Pettid
Division of Student Success
BRT Chair



Trent Fredericksen
Student Conduct &
Community Standards
Housing & Residence Life



Candice Batton
Academic Affairs



Mark Noonan
Public Safety



Jennifer Papproth
Accessibility Services Center



Ana Cruz
Faculty Representative



Sarah Weil
Title IX



Nate Bock
Counseling & Psychological
Services



Adam Wick
Scott Campus Housing



Chloé Smith
BRT Case Manager

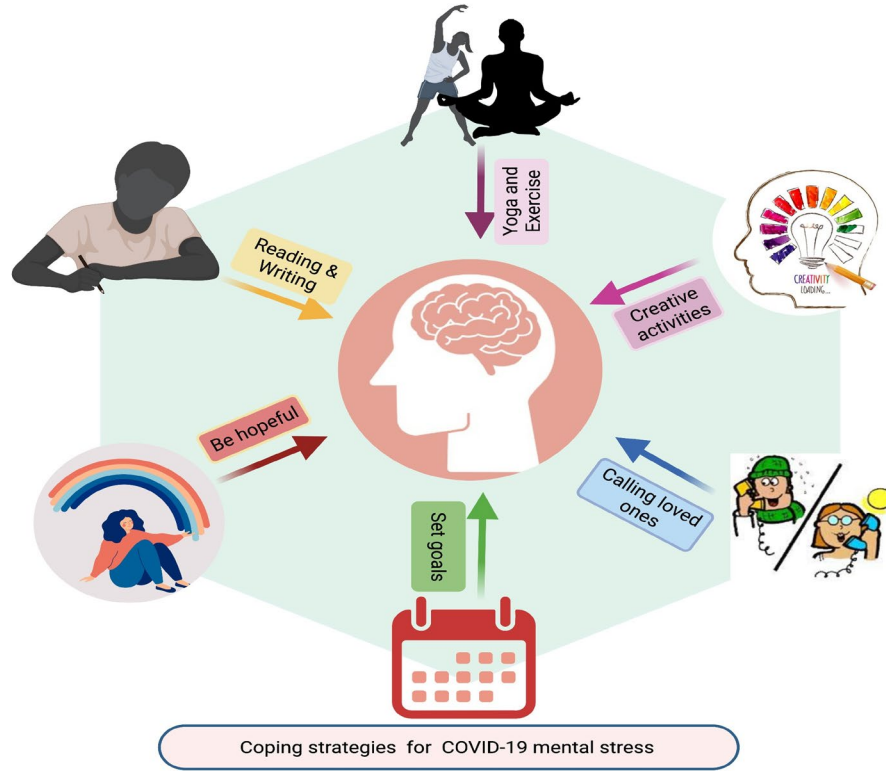
National Burnout of Counselors

1. Increased chronicity of issues (e.g., hospitalization; psychosis; suicide and suicide attempts; case management)
2. Increased time spent in medication management discussions, staff meetings and meetings/calls with faculty, staff, and family members, with little time for professional development or downtime
3. Private practice offers more flexibility and control of one's schedule
4. University counselors must be ready to address, 'what comes in the door' whereas in private practice, one can specialize
5. Salary & benefits dissatisfaction in University settings.

*The **GOOD** News*

- University resources are protective factors
 - ❖ Embedded Counselors
 - ❖ Dedicated Suicide Educators & Responders
 - ❖ Prevention Initiatives
 - ❖ Leveraging Technology and Tele-health
 - ❖ Wellness Coaches and Peer Coaching
 - ❖ Trauma-informed care on campus

Established Healthy Interventions



Samples of New Initiatives

UNMC

- ✓ Pilot, opt-out counseling for incoming class of College of Pharmacy
- ✓ *Profiles in Courage* highlighting professionals coping with mental health challenges

UNK

- ✓ Mental Wellness Screening Day
- ✓ *Let's Talk* & normative statistics and campaigns

UNO

- ✓ Columbia Pathways Program for Suicidality
- ✓ Ace-Certified Health Coaches

UNL

- ✓ Targeted Interventions and transition back to pre-COVID-19 routines
- ✓ Emphasis on students with minority identities who have been disproportionately impacted by COVID-19

Suggested Pathways to Address Increased Counseling Demand

- Continue to train campus laypeople as health & wellness coaches
- Provide enhanced digital platforms beyond *ProtoCALL* to reduce wait-times, increase flexible services, and decrease staff burnout
- Hire embedded Case Managers to address increasing complexity of student mental health needs
- Create sustainable funding models to address salary concerns, burnout, and turnover in mental health providers

A close-up, slightly blurred photograph of a young man with dark skin and a beard, looking upwards and to the right with a thoughtful expression. He is holding a blue pen near his chin. In the background, another person is visible but out of focus. The top-left and bottom-right corners of the slide feature a geometric pattern of white lines forming triangles.

State of Student Mental Health in 2021: Impact of COVID-19 on the NU System



DISCUSSION