



Board of Regents

UNK, Regional Engagement Center

2204 University Drive, Room 120

Kearney, Nebraska 68849

2024-10-04 Board of Regents

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AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
UNK, Regional Engagement Center, 2204 University Drive, Room 120
Kearney, Nebraska 68849
Friday, October 4, 2024
9:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON AUGUST 8, 2024
- IV. PRESENTATIONS
The UNK Advantage: Charlie Bicak, Interim Chancellor University of Nebraska at Kearney
- V. KUDOS
Susan Pedersen, University of Nebraska at Kearney
Sara Quinn, University of Nebraska-Lincoln
Johnny Fichter, University of Nebraska Medical Center
Michelle Thies, University of Nebraska at Omaha
- VI. RESOLUTIONS
- 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.
- X. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - 1. President’s Personnel Recommendations, Addendum X-A-1 **UPDATED**
 - 2. Approval to award degrees and certificates for the 2024-25 Academic Year, including 2025 Summer Sessions, for the Nebraska College of Technical Agriculture (NCTA), University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL), University of Nebraska Medical Center (UNMC) and the University of Nebraska at Omaha (UNO), Addendum X-A-2
 - B. BUSINESS AND FINANCE
 - 1. Approval to amend Regents’ Policies RP-1.1.2, RP-3.1.2, RP-3.1.3, RP-3.2.5, RP-4.1.2, RP-6.5.4, and RP-6.6.2, Addendum X-B-1

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

University of Nebraska-Lincoln

1. Approve elimination of the Academy for Child and Family Wellbeing in the College of Education and Human Sciences at the University of Nebraska-Lincoln (UNL), Addendum XI-A-1
2. Approve elimination of the W.M. Keck Center for Mesospin and Quantum Information Systems affiliated with the College of Arts and Sciences and the Office of Research and Innovation at the University of Nebraska-Lincoln (UNL), Addendum XI-A-2

University of Nebraska at Omaha

3. Approve the establishment of a Bachelor of Science (BS) in Applied Leadership Studies (BSALS) administered through the Division of Continuing Studies in the College of Public Affairs and Community Service at the University of Nebraska at Omaha (UNO), Addendum XI-A-3

B. BUSINESS AND FINANCE

University of Nebraska

1. Approve request to permit alcohol sales at University of Nebraska athletic events, Addendum XI-B-1
2. Approve delegation of authority to the President to finalize a contract for replacement of grass practice fields for Football at the University of Nebraska-Lincoln (UNL), Addendum XI-B-2
3. Approve Capital Project Budget Increase and Execution of a Standard Form Construction Agreement for Second Phase of Outdoor Track Replacement at the University of Nebraska-Lincoln (UNL), Addendum XI-B-3
4. Approve renaming of Memorial Stadium North Tower from the Osborne Athletic Complex to the Cornhuskers Athletic Complex, Addendum XI-B-4
5. Approve and authorize execution of the First Amended and Restated Interlocal Agreement for the Administration and Operation of Network Nebraska, Addendum XI-B-5

University of Nebraska-Lincoln

6. Approve engagement of Forvis Mazars, LLP to provide audit services for the Nebraska Educational Telecommunications Commission, the University of Nebraska Television Department, and the Nebraska Public Media Foundation, Addendum XI-B-6

University of Nebraska Medical Center

7. Approve and authorize execution of Amendment 2 of the Interim Tri-Party Agreement for Project Health, Addendum XI-B-7
8. Approve engagement of KPMG LLP to provide audit services for Project Health, Addendum XI-B-8
9. Approve the acquisition of 4643 Farnam Street, Omaha, Nebraska, Addendum XI-B-9

C. EXECUTIVE

1. Selection of a candidate to submit to the Nebraska Medicine Nominating Committee for consideration, Addendum XI-C-1

D. FOR INFORMATION ONLY

1. Amendments to Section 1.3 of the Bylaws of the Board of Regents of the University of Nebraska and Section 1.2 of the Standing Rules of the Board of Regents, Addendum XI-D-1

E. REPORTS

1. Report on the revised Constitution and Bylaws of the College of Business and Technology at the University of Nebraska at Kearney (UNK), Addendum XI-E-1
2. Report on the revised Constitution and Bylaws of the Faculty Senate at the University of Nebraska at Kearney (UNK), Addendum XI-E-2
3. Report on 2nd Quarter Personnel Reports (April, May, June 2024) and Annual Personnel Reports, Addendum XI-E-3
4. Report on annual Leaves of Absence (LOA) approved during FY 2023-24, Addendum XI-E-4
5. Report on the periodic review of multi-departmental Academic Centers for Research, Teaching, and/or Service, Addendum XI-E-5
6. Report on Open Nebraska savings for FY 2023-24, Addendum XI-E-6
7. Report on Bids and Contracts, Addendum XI-E-7
8. Report on Quarterly Capital Construction Report, Addendum XI-E-8
9. Report on Gifts, Grants, Contracts and Bequests, Addendum XI-E-9
10. Report on excess liability and student health insurance policy renewals for policy year 24/25, Addendum XI-E-10
11. Report on UNO LB384 Utility Distribution Systems Project review, Addendum XI-E-11
12. Report on Licenses, Addendum XI-E-12
13. Report on University Building Renewal Plans (submitted to Legislature with Biennial Budget Request), Addendum XI-E-13
14. Report on increased scope of work for Calvin T. Ryan Library at the University of Nebraska at Kearney (UNK), Addendum XI-E-14

XII. CLOSED SESSION

XIII. ADDITIONAL BUSINESS



BOARD OF REGENTS AGENDA ITEM SUMMARY

October 4, 2024

AGENDA ITEM: Consent Agenda

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: Jeff Gold, President

PURPOSE & KEY POINTS

Academic Affairs

1. President's Personnel Recommendations

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

- Monique Snowden, Interim Associate Vice Chancellor of Enrollment Management (Special), University of Nebraska-Lincoln, effective 09/03/2024 until 02/28/2026 (\$292,000, FY, 1.00 FTE).
- Kendra Schmid, Professor (Continuous), CPH-Biostatics; Interim Associate Vice Chancellor (Special), Academic Affairs; Interim Dean (Special), Graduate Studies; and Interim Vice Provost (Special) effective 09/01/2024, \$262,589.00 FY (includes annual administrative stipends in the amounts of \$25,000, \$35,000, and \$12,000 respectively), 1.00 FTE.
- Anne Barnes, Interim Vice President and Chief Financial Officer (Special), Vice Chancellor for Business, Finance and Business Development, \$502,454, FY (includes \$382,454 base salary and \$120,000 stipend), 1.00 FTE. Add Interim Vice President and Chief Financial Officer title and \$120,000 stipend effective 09/16/2024.
- Josh Davis, Vice Chancellor for Institutional Strategy & External Relations/ Chief of Staff (Special), University of Nebraska-Lincoln, effective 08/20/2024 (\$320,000, FY, 1.00 FTE).

- Candice Batton, Associate Vice Chancellor for Academic Affairs (Special), University of Nebraska at Omaha, \$195,104 FY (includes \$170,104 base salary and \$25,000 stipend), 1.00 FTE, effective 09/01/2024.

PRESIDENT'S RECOMMENDATION

The President recommends approval of the Consent Agenda.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Consent Agenda

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

Approval to award degrees and certificates for the 2024-2025 Academic Year, including 2025 Summer Sessions, for the Nebraska College of Technical Agriculture (NCTA), University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL), University of Nebraska Medical Center (UNMC), and the University of Nebraska at Omaha (UNO)

- NCTA – degrees will be awarded on December 20, 2024 (no ceremony), May 8, 2025 (Commencement ceremony held), and August 8, 2025 (no ceremony).
- UNK – degrees will be awarded and Commencement ceremonies held on December 20, 2024, May 16, 2025, and August 8, 2025.
- UNL – degrees will be awarded and Commencement ceremonies held on December 21, 2024, May 17, 2025, and August 16, 2025. Doctoral and Master's degrees will be awarded at Commencement ceremonies to be held on December 20, 2024, May 16, 2025, and August 16, 2025.
- UNMC – degrees will be awarded on December 20, 2024 (Commencement ceremony only in Omaha), May 8, 2025 (ceremonies in Kearney, Norfolk, and Lincoln), May 10, 2025 (ceremonies in Omaha and Scottsbluff), and August 15, 2025 (no ceremonies).
- UNO – degrees will be awarded on December 20, 2024 (Commencement ceremony held), May 16, 2025 (Commencement ceremony held), and August 15, 2025 (no ceremony).

PRESIDENT'S RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approval to amend Regents' Policies RP-1.1.2, RP-3.1.2, RP-3.1.3, RP-3.2.5, RP-4.1.2, RP-6.5.4, and RP-6.6.2.

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

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

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS:

Approval is recommended to amend the attached Regents' Policies to implement necessary updates, clarify language, and to align policies with current University practices.

RECOMMENDATION

The President recommends approval.

RP-1.1.2 ~~Code of Ethics~~Conflicts of Interest of the Board

No member of the Legislature or any state officer shall have a conflict of interest, as defined by the Legislature, directly in any contract, with the State or any county or municipality thereof, authorized by any law enacted during the term for which he or she shall have been elected or appointed, or within one year after the expiration of such term. The Legislature shall prescribe standards and definitions for determining the existence of such conflicts of interest in contracts, and it shall prescribe sanctions for enforcing this section.

Neb. Rev. Stat. § 85-106 authorizes the Board of Regents to enact policies for the government of the University. Accordingly, the Board of Regents hereby adopts the following code of ethics:

1. Introduction. The activities of the Board of Regents and those of its employees shall be consistent with the principle that there shall be no conflict between private interests of a public official or employee and his or her official duties.
2. Guidelines. The Board and its employees shall conform to the following guidelines:
 - a. Inform themselves of conflict of interest perils and remain alert to them in their activities;
 - b. Make certain that no outside activities could interfere with the discharge of their obligations to the University;
 - c. Freely disclose their outside activities to the University regarding situations that could involve or be construed as conflicts of interest;
 - d. Consult in advance with the appropriate officers of the University on outside activities undertaken in the general field of their competence; and
 - e. Special inducements to University personnel which might be construed to provide financial benefit to the giver shall not be accepted.
3. Special Provisions as to members of the Board of Regents:
 - a. No member of the Board shall have any substantial financial or personal interest in business transactions of the University without disclosure of such interest and without disqualifying himself or herself from the decision-making process.
 - b. No member of the Board shall grant or make available to any person any consideration, treatment, advantage, information, or favor beyond that which it is general practice to grant or make available to the public at large.
 - c. No member of the Board shall accept any gift, whether in the form of money, thing, favor, loan, or promise, that would not be offered or given if he or she were not an official.

Reference: Neb. Const. Art. III, s.16.

BRUN, Minutes, 31, pp. 46-47 (May 31, 1969).

See Bylaws BRUN (1973+), s.1.10.

See Bylaws BRUN (1973+), s.1.10.1.

BRUN, Minutes, 56, p. 149 (September 6, 1991).

RP-3.1.2 Accessibility and Compliance with the Disability Accommodation Laws

Policy Statement

Accessibility is an integral component of its academic mission, and the University of Nebraska places a high priority on seeking to ensure that all disabled members of its community (including students, employees, and visitors) have equal access to its facilities, information and communication technologies, programs, services, sponsored activities, and educational and employment opportunities.

The University is committed to complying with all federal and state laws addressing accessibility and accommodations for disabled individuals within an academic or workplace setting, including the Americans with Disabilities Act of 1990 (ADA), as amended, Sections 504 and 508 of the Rehabilitation Act of 1973, and the Nebraska Fair Employment Practice Act. In accordance with those laws, the University provides reasonable accommodations to qualified individuals with disabilities so that they may have equal access to and equal opportunity to fully participate in the University's various services, programs, and activities. Accommodations are deemed reasonable only if they are not unduly burdensome or create an undue hardship to the University and do not fundamentally alter the nature of the underlying service, program, or activity.

University Requirements

1. Policies and Procedures – The University shall develop and implement policies and procedures to ensure compliance with this Board Policy and with all applicable federal and state disability accommodation laws, including without limitation the development and implementation of an information and communication technology accessibility policy.
2. Responsibility for Compliance – The University shall designate one or more ADA Coordinators to be responsible for implementing, and for ensuring and enforcing compliance with, this Board Policy and all resultant institutional policies and procedures throughout the University System and its various campuses, colleges, schools, departments, and other units.
3. Training – The University shall provide training to its employees on accessibility policies and procedures.

Policy for Americans with Disabilities

1. References

- a. University of Nebraska Handicapped Accessibility Guidelines, June 30, 1978, Executive Council.
- b. Federal Register, Volume 42, No. 86; May 4, 1977; Part IV; Department of Health, Education, and Welfare, 45 CFR Part 84 – Nondiscrimination on the Basis of Handicap in Programs and Activities Receiving or Benefiting from Federal Financial Assistance.
- c. Federal Register, Volume 56, No. 144; July 26, 1991:

- 1) ~~Part II; Department of Justice, 28 CFR Part 35 [Order No. 1512-91]—Nondiscrimination on the Basis of Disability in State and Local Governments, Final Rule.~~
- 2) ~~Part III; Department of Justice, 28 CFR Part 36 [Order No. 1513-91]—Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities.~~
- 3) ~~Part V; Equal Employment Opportunity Commission, 29 CFR Part 1630—Equal Employment Opportunity for Individuals with Disabilities, Final Rule.~~
- d. ~~The Americans with Disabilities Act Title I Technical Assistance Manual, January 24, 1992, U.S. Equal Employment Opportunity Commission.~~
- e. ~~The Americans with Disabilities Act Title II Technical Assistance Manual, January 24, 1992, U.S. Department of Justice, Civil Rights Division, Office of the Americans with Disabilities Act.~~
- f. ~~Title II Highlights, U.S. Department of Justice, Civil Rights Division, Office of the Americans with Disabilities Act.~~

~~2. Definitions~~

- a. ~~Americans with Disabilities Act (ADA). An act of Congress providing comprehensive civil rights protection to individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications.~~
- b. ~~Title I. Refers to that portion of the ADA pertaining to employment practices, or to the standards and regulations implementing this portion of the act, adopted by the agency responsible for its enforcement.~~
- c. ~~Title II. Refers to that portion of the ADA pertaining to state and local government services, or to the standards and regulations implementing this portion of the act, adopted by the agency responsible for its enforcement.~~
- d. ~~Public Entity. Any state or local government or any department, agency, or other instrumentality of a state or local government.~~
- e. ~~Structural Modification. Any action involving changes to existing facilities which is directed toward the removal of architectural barriers, including communications barriers, which are structural in nature.~~

~~3. Purpose~~

- a. ~~The purpose of this document is to set forth the policy of the Board of Regents to promote compliance with Title I and Title II of the Americans with Disabilities Act.~~
- b. ~~The University of Nebraska has maintained a program of nondiscrimination on the basis of disability since the implementation in 1977 of regulations pertaining to the Rehabilitation Act of 1973.~~

- c. ~~The Americans with Disabilities Act of 1990 (ADA) also addresses nondiscrimination on the basis of disability in much the same way as the earlier Rehabilitation Act. Two portions of the ADA directly affect the University of Nebraska: Title I, prohibiting discrimination in employment practices; and Title II, obligating the University to make all its programs, activities, and services available to persons with disabilities.~~
- d. ~~The specific compliance requirements imposed by the ADA and the updated technical standards for accessibility enumerated in the regulations implementing ADA affect each unit of the University and require the reevaluation and updating of policies, plans, and procedures originally put into place following enactment of the Rehabilitation Act.~~

4. ~~Objectives~~

- a. ~~Reiterate the compliance requirements of the ADA, and identify those which are related to facilities and those which are related to employment.~~
- b. ~~Describe the accessibility standards which should be used for current and future alteration, addition, and new construction projects.~~
- c. ~~Review the standard of "undue burden" as it applies to any action directed toward structural modifications for the purpose of achieving program accessibility.~~
- d. ~~Define the format for the "transition plan" and provide information regarding priority and budgeting for structural alterations required to achieve program accessibility.~~
- e. ~~Define the responsibilities of the President's staff and the campus administration as they relate to ADA.~~

5. ~~Policy~~

- a. ~~It is the policy of the University to comply with Title I and Title II of the Americans with Disabilities Act.~~
- b. ~~The University is not required to take any action which would result in a "fundamental alteration" of any program, activity, or service or to take any action which would result in "undue financial and administrative burdens".~~
- c. ~~The University will adopt accessibility standards as follows: For alterations and additions, select the standard (UFAS or ADAAG) which provides the better result in terms of accessibility and budget based upon an analysis of the project; for new construction and free-standing buildings, use ADAAG.~~

6. ~~Guidelines for the ADA Transition Plan~~

- a. ~~Guidelines for an ADA "transition plan" shall be promulgated by the Vice President for Business and Finance. The campuses should comply with the following instructions relative to the transition plan:~~

- 1) ~~If the transition plan identifies any structural modifications which can be completed without supplemental budget appropriations, schedule these projects for completion by January 26, 1993.~~
- 2) ~~For projects requiring supplemental funding, prioritize these modifications in accordance with the ADA regulations. Divide this grouping into two equal increments based upon the cost of the projects. Schedule the higher priority increment for completion by January 26, 1994, (assuming supplemental funding in July of 1993) and the remaining increment for completion by January 26, 1995 (assuming supplemental funding in July of 1994).~~
- b. ~~When scheduling projects, observe the recommended priorities defined in the ADA regulations which are (1) accessible entrance into the facility; (2) access to goods and services; (3) access to rest rooms; and (4) any other measures necessary. However, if a different priority order would produce a more effective mix of barrier removal measures, such a change is acceptable.~~
7. ~~Accessibility Standards and undue Burden Determination~~
 - a. ~~Accessibility Standards. Under ADA regulations, alterations (i.e., remodeling, renovation, rehabilitation, and changes or rearrangements in structural parts or elements or plan configurations of walls) to an existing building may require that an accessible path of travel to the altered area be provided as a part of the project. The applicable UFAS and ADAAG standards should be evaluated, and the most appropriate standard should be selected in accordance with Section 5.c. above.~~
 - b. ~~Undue Burden Determination. When, in the course of developing plans and strategies for ADA compliance, it appears that the removal of any particular accessibility barrier would result in an undue financial or administrative burden, a decision shall be made by the Vice Chancellor for Business and Finance. The transition plan must include a statement of the reasons for the decision.~~
8. ~~Compliance Requirements: Activities and Enforcement Dates~~
 - a. ~~Designate individual to oversee ADA compliance (Title I and Title II). Enforcement date is January 26, 1992.~~
 - b. ~~Provide notice to public explaining ADA Title II applicability to the University's programs, services, and activities (with regard to facilities). Enforcement date is January 26, 1992.~~
 - c. ~~Develop and publish grievance procedure. Enforcement date is January 26, 1992.~~
 - d. ~~Prepare in writing a "transition plan" (with regard to facilities). Enforcement date is July 26, 1992.~~
 - e. ~~Review communications systems and processes; prepare a plan to provide auxiliary aids or services which promote effective communication. Enforcement date is January 26, 1992.~~

- f. ~~Assure that all new construction, including alterations to existing buildings complies with ADA Accessibility Guidelines for any construction begun after January 26, 1992 (with regard to facilities). Enforcement date is January 26, 1992.~~
- g. ~~Review and revise, as necessary, policies and procedures related to employment and employment practices. Enforcement date is July 26, 1992.~~
- h. ~~Complete self-evaluation and implement all associated University policy and procedure modifications. Enforcement date is January 26, 1993.~~
- i. ~~Complete structural modifications required to provide program accessibility as described in "transition plan" (with regard to facilities). Enforcement date is January 26, 1995.~~

9. ~~Duties of the Administration~~

~~The duties of the Administration related to compliance with the Americans with Disabilities Act of 1990 are outlined below:~~

a. ~~President~~

- 1) ~~Review and coordinate on a continuing basis all University policies and practices to ensure equitable treatment of persons with disabilities.~~
- 2) ~~Disseminate to the general University community notifications regarding the University's policy and guidelines and its commitment to nondiscrimination on the basis of disability.~~
- 3) ~~Provide assistance and additional guidance, as necessary, to aid the campuses in complying with the Federal regulations and these guidelines.~~

b. ~~Vice President for Business and Finance~~

- 1) ~~Promulgate guidelines for the ADA transition plan.~~
- 2) ~~Monitor campus compliance with the Federal regulations and these guidelines.~~
- 3) ~~Request data, reports, and analyses, as needed, from the campuses concerning compliance activities in order to meet Federal, State, Regental, and Presidential review needs.~~

c. ~~Chancellors~~

- 1) ~~Assign authority and responsibility for the coordination of efforts to comply with the Federal regulations and these guidelines.~~
- 2) ~~Adopt and implement procedures to ensure that interested persons, including persons with impaired vision or hearing, can obtain information on the existence and location of services, activities, and facilities that are accessible to and usable by persons with disabilities.~~

- 3) ~~Assure that self-evaluations as required by Federal regulations are made and maintained on file for public inspection.~~
- 4) ~~Assure that all programs and activities are accessible to qualified persons with disabilities and, where structural changes are necessary, modifications are to be completed as funds are made available.~~
- 5) ~~Monitor compliance with the Federal regulations and these guidelines.~~
- 6) ~~Provide data, reports, and analyses, as needed, in order to meet Federal, State, Regental, and Presidential review needs.~~

10. ~~Responsibility and Accountability~~

- a. ~~The President shall establish rules and procedures to assure that the University is in compliance with the Americans with Disabilities Act of 1990.~~
- b. ~~The Chancellor will be responsible for assuring that the campus is in compliance with the Americans with Disabilities Act of 1990 and will designate an individual to coordinate and oversee compliance with the Act.~~
 - 1) ~~The ADA Coordinator. The coordinator will oversee the requirements of the ADA Act and coordinate the efforts to comply with and fulfill its responsibilities under Titles I and II including the investigations of complaints.~~
 - 2) ~~The Facilities Directors. The Campus Director of Facilities will be responsible for implementing compliance activities required by the Act which are related to facilities.~~
 - 3) ~~The Human Resources/Personnel Director. The Campus Director of Human Resources/Personnel will be responsible for identifying and implementing compliance activities required by the Act which are related to employment and employment practices.~~
 - 4) ~~The Telecommunications Director/Manager. The Campus Director/Manager of Telecommunications will be responsible for identifying and implementing compliance activities required by the Act which are related to telecommunications.~~

11. ~~Reporting~~

~~A copy of the transition plan and subsequent revisions or modifications shall be submitted annually by June 30 or as required by the Vice President for Business and Finance.~~

12. ~~Prior Guidelines and Policies (Repealed)~~

~~University of Nebraska Affirmative Action Plan for the Handicapped, adopted April 16, 1977, BRUN, Minutes, 40, p. 127, is repealed.~~

Reference: BRUN, Minutes, 58, p. 12 (February 13, 1993).

RP-3.1.3 Equal Opportunity and/Affirmative Action Guidelines in Employment

Scope

This policy applies to equal opportunity and affirmative action in employment, including student employment, at the University of Nebraska, and vendors and contractors with whom the University engages. Equal employment opportunity requirements apply to recruitment, hiring, promotion, job assignments, demotion, transfer, discharge, pay, fringe benefits, job training, classification, referral, working conditions, and other aspects of employment.

Purpose

This policy establishes the expectations, consistent with the law, for providing equal employment opportunities and programming and planning within the University of Nebraska.

Policy Statement

The University of Nebraska is an Equal Opportunity and Affirmative Action employer. It is the policy of the University of Nebraska to adopt and support measures designed to prevent and eliminate discrimination against employees and prospective employees of the University of Nebraska based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation. The University of Nebraska does not condone or tolerate discrimination.

In support of this policy and in accordance with federal law, the University of Nebraska is committed to the implementation of employment programs to recruit, employ, and promote qualified individuals belonging to underrepresented populations, individuals with disabilities, and veterans and disabled veterans as defined in state and federal law. This commitment is pursued in a manner consistent with the Nebraska Constitution, which prohibits discrimination against, or grants of preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

1. Each University of Nebraska campus shall maintain a written affirmative action plan for the recruitment, employment, and promotion of individuals belonging to underrepresented populations; individuals with disabilities, as required under Executive Order 11246, as amended; individuals with disabilities as required under Section 503 of the Rehabilitation Act of 1973, as amended; and veterans and disabled veterans as defined in federal and state law. The contents and frequency of these affirmation action plans shall conform with the law.
2. The University shall periodically examine all employment policies, practices, and procedures dealing with recruiting, interviewing, testing, screening, selection, placement, classification, evaluation, transfer, promotion, training, compensation, fringe benefits, layoffs, and terminations to determine whether such actions show evidence of discrimination. The University shall take remedial action to correct discrimination if it is found to exist.

3. The University shall establish and publish effective grievance procedures for addressing discrimination complaints.
4. Consistent with the law and best practice, the University shall disseminate equal employment opportunity policies to the university community so that everyone is apprised of the University of Nebraska's commitment to and responsibility for ensuring equal opportunity in employment.

Oversight, Roles, and Responsibilities

The President and Chancellors shall be responsible for establishing and maintaining institutional efforts to promote equal opportunities in employment and for developing programs as required by law and this policy.

1. Internal and External Communications

a. Employees and Applicants

~~Copies of the Equal Opportunity and Affirmative Action Guidelines will be made accessible to all personnel of the University of Nebraska and all applicants for employment. Special meetings or orientation sessions will be organized under procedures developed by the EO/AA Officers to inform employees of their rights and obligations under the University's EO/AA Guidelines.~~

b. Community Groups

~~Copies will be made available to other interested and relevant persons, agencies, and organizations.~~

c. Posters and Bulletins

~~In addition, the University will continue to display official equal opportunity/affirmative action posters in conspicuous locations normally trafficked by University students, employees, and applicants for employment.~~

d. Policy and Procedure Manuals

~~Policy manuals, employee handbooks, and student bulletins of the University will include EO/AA statements based on these guidelines.~~

e. Hiring Authorities and Supervisory Staff

~~In addition to receiving copies of these guidelines for implementation, responsible supervisory personnel will be given special orientation sessions regarding their provisions and general equal employment opportunity/affirmative action law. Update sessions will be held periodically. Responsibility for equal employment opportunity/affirmative action orientation and training sessions will be assigned to the EO/AA Officers.~~

~~All employees charged with administration will be given orientation regarding these guidelines, and provisions of general equal employment opportunity/affirmative action law.~~

~~f. Recruitment Sources~~

~~All University recruitment sources will be informed of the University's EO/AA Guidelines. Such sources include employment agencies, other colleges and universities, individuals solicited for nominations, community service organizations, etc.~~

~~2. Responsibility for Administration~~

~~a. The President~~

~~The President of the University of Nebraska has ultimate responsibility for the development and implementation of the Equal Opportunity and Affirmative Action Guidelines and operational plans.~~

~~b. The Chancellors~~

~~Basic responsibility at each campus rests with the Chancellor. Each Chancellor shall ensure that these EO/AA Guidelines and specific campus plans (will be followed) and will designate EO/AA Officers to assist in coordinating and implementing them at the campus level.~~

~~c. Campus EO/AA Plans~~

~~Each of the campuses will develop or revise its unique and specific EO/AA plan annually.~~

~~The plans shall be addressed to the specific programs, processes, and procedures to be utilized on that campus in each area mandated in these EO/AA Guidelines and all other provisions required by federal law.~~

~~In addition, each plan shall:~~

- ~~1) enumerate the specific timetable and process to be used for generating and meeting employment goals (including plans to implement retrenchment, if applicable).~~
- ~~2) assign specific accountability for implementation of the provisions of the plan. Describe monitoring systems to be used and sanctions to be imposed if "good faith" efforts are not made to realize the goals.~~
- ~~3) enumerate the data profiles that will be collected by the campus (in addition to those required federally), mechanisms to be used to collect and evaluate the data, to whom they will be reported, and what information will be distributed in a public forum.~~
- ~~4) list auxiliary and support programs the campus will utilize.~~
- ~~5) enumerate the personnel and fiscal resources that will be designated to implement the plan.~~

~~d. Campus EO/AA Officers~~

~~The campus EO/AA Officers will interpret and coordinate the implementation of these EO/AA Guidelines; they may be advised and assisted by the Affirmative Action Liaison Committees and appropriate task forces. Responsibilities of the EO/AA Officers will include, but not be limited to:~~

- ~~1) reviewing training programs; hiring, compensation, and promotion patterns; recruitment efforts, etc., which have a direct bearing on the attainment of goals and objectives.~~
- ~~2) preparing required government reports concerning equal opportunity and affirmative action.~~
- ~~3) collecting and presenting statistical and other information required by these EO/AA Guidelines.~~
- ~~4) providing the technical and administrative assistance required to implement these guidelines.~~
- ~~5) establishing and maintaining University liaison with organizations specializing in recruitment of protected class members and assisting in the evaluation of the effectiveness of these organizations.~~
- ~~6) reviewing campus performance in the following areas: Distribution and posting of Policy Statements. Integration of and equality in the use of facilities. Unlawful discrimination in University-sponsored activities and in all employment-related practices and procedures.~~
- ~~7) preparing an annual EO/AA report for the Chancellor of each campus. A copy will be provided to the President and the Board of Regents.~~
- ~~8) ensuring maintenance of records which document employment actions (recruiting, hiring, promoting, etc.) in a manner that facilitates achievement of goals.~~
- ~~9) serving on a University-wide Affirmative Action Council which advises the President.~~

~~e. Other Employees~~

~~All employees are expected to contribute to the equal opportunity philosophy of the University by their acceptance of, and compliance with, the EO/AA Guidelines.~~

~~All administrative officers and supervisory personnel within the University, including hiring committees making recommendations on appointments, are responsible for performing their duties in a nondiscriminatory manner.~~

~~Administrative officers, as identified in these Guidelines, include the President, the Vice Presidents, the Chancellors, Vice Chancellors, Deans, directors, and department chairpersons. All campus officers in charge of academic, nonacademic, and student employment have the responsibility for carrying out the objectives set forth by these EO/AA Guidelines.~~

~~For those employees who are subjects of performance reviews, such evaluations must include an area for commentary relative to the person's performance in supporting and carrying out the goals and objectives of the University's EO/AA Guidelines. Compliance shall be considered in determining annual salary adjustments, promotion, and continuing employment.~~

~~3. Inventory of Personnel, Internal Audits, and Reports~~

~~a. Work Force Analysis~~

~~Each major administrative unit of the University maintains personnel records classified by race, sex, major occupational activity, job title, salary, date of hire, educational level, and other relevant data. These statistical data are used for state and federal compliance agency reports.~~

~~University academic and nonacademic units at each campus are required, at least annually, to study the race-sex profile of their staff and to provide justification and supporting comments related to:~~

- ~~1) Absence of minority and female or male representation in the ranks and classifications throughout the unit.~~
- ~~2) Concentrations of women and minorities in certain job types.~~
- ~~3) Relative absence of women and minorities in positions at decision-making levels.~~
- ~~4) Relative distribution of minorities, women, and non-minority men in positions with potential for promotion.~~
- ~~5) Salary and rank differentials for minorities and females.~~
- ~~6) Staff turnover, vacancies, new appointments, recruitment, and promotions as they impact minorities and women.~~
- ~~7) Distribution and performance of women and minorities as graduate research and teaching assistants.~~

~~b. Utilization Analysis~~

~~In compliance with applicable government regulations, the University will conduct an annual utilization analysis. This analysis will separately identify minorities and women.~~

~~This analysis will determine, on a departmental or unit basis, discrepancies between the employment rate of minorities and women and their availability in the relevant labor markets.~~

~~Estimates of availability will be based on the relative proportion of qualified women and minorities in each academic and nonacademic labor market using criteria which are validly related to job performance.~~

~~c. Goals and Timetables~~

~~Each campus will annually update its goals and timetables for each major job category in which minorities and women are found to be underutilized.~~

~~Such goals and timetables will be stated as projections of future representation of women and minorities as a result of implementation of these EO/AA Guidelines.~~

~~Such projections will be based on the availability of qualified minorities and women, expected position openings, and other applicable factors.~~

~~Goals and timetables will not be administered in a manner which discriminates in the hiring, appointment, promotion, or granting of tenure to any individual solely on the basis of race, color, creed, religion, sex, national origin, age, handicap, marital status, or Vietnam-era veteran status.~~

~~Goals and timetables will not be projected, and utilization analyses will not be conducted, on the basis of religion, age, handicap, veteran, or marital status.~~

~~4. Internal Audits and Reports~~

~~The campus EO/AA Officers will annually prepare a report analyzing their respective campuses' progress toward the University's equal opportunity and affirmative action objectives.~~

~~The annual report will include a review of the following elements: (1) work force analysis; (2) training and upgrading programs; (3) utilization analysis; (4) promotions, demotions, and transfers; (5) progress toward meeting goals and timetables; (6) employee grievances; (7) compensation patterns; (8) changes in availability of minorities and women; (9) recruitment and application procedures; (10) job classification systems; and (11) comparative hiring rate of minorities and women.~~

~~5. Personnel Policies and Practices~~

~~a. General personnel Standards and Procedures~~

~~The University of Nebraska will mobilize its resources to focus on the problems of employment and promotion opportunities for women and minorities. Each organizational unit of the University shall have on file the standards and procedures which govern all of its employment practices including any tests in use and the criteria by which qualifications for appointment, retention, or promotion are judged. Deans, directors, department chairpersons, etc., shall make a review and determine whether such standards and criteria are relevant to the duties of the particular position in question. This requirement does not ignore or obviate the range of permissible discretion which characterizes employment judgments, particularly in the academic area. If the criteria and standards of selection appear to reject a higher proportion of minority and women applicants, the selection procedure must be rigorously reviewed.~~

~~b. Recruitment~~

~~The University will undertake a vigorous program of affirmative recruitment for minorities and women in all job categories in which they are found to be underutilized.~~

~~Campuses will actively continue to communicate their employment needs through advertisements to graduate schools, training programs, disciplinary conventions, and job registers. Recognizing that traditional methods of recruiting alone will not produce the desired gains in minority and female employment, the University will continue to expand its efforts, utilizing appropriate resources such as community agencies (Urban League, Comprehensive Manpower, YWCA, etc.), high schools, colleges, and universities with high minority enrollment, minority and women's registries within professional organizations, trade schools, minority and female community leaders, and advertising in minority-oriented broadcast and print media.~~

~~Recruitment of women and minorities in administration internships and in the graduate teaching and research assistantship programs will be an integral part of this effort.~~

~~A written justification must be provided to the appropriate campus EO/AA Officers by supervisory personnel in instances when apparently qualified minorities and women are passed over for training, upgrading, or promotion.~~

~~c. Upgrading and Promotion~~

~~To increase the utilization of the skills of all employees, scholarship benefits are offered so that academic, management, technical, clerical, and data processing courses that are available in the University may be taken each year. Each administrative unit should maintain a record of the qualifications of present employees for promotional consideration. Minority and female employees will be advised of vacancies which would facilitate upward job mobility.~~

~~Department chairpersons will be asked to review carefully the qualifications of all faculty with particular attention given to women and minorities to ensure that those qualified for promotion have not been delayed in rank longer than any non-minority males with comparable qualifications.~~

~~A written justification by supervisory personnel must be provided in cases where qualified women and minorities are passed over for training, upgrading, or promotion.~~

~~d. Testing~~

~~In recognition of the fact that requirements which appear to be fair may not be related to the job(s) to which they apply, and may have the effect of denying minority group members or women ready access to employment opportunities, the University EO/AA Officers will continue to examine all testing used for employee selection. Testing must be in compliance with the Uniform Guidelines on Employee Selection Procedures and other Federal regulations.~~

~~e. Job Classifications~~

~~Consistent with these guidelines, each campus will continually review employment qualifications and maintain only those which can be established as~~

~~bona fide occupational qualifications. Such review will be made of all job or class designations and descriptions and look toward the elimination of any classification that segregates employees by race, color, religion, sex, marital status, national origin, disability, or military service during the Vietnam era.~~

~~Qualifications to be analyzed will depend upon job requirements and may include the following:~~

- ~~1) — Education requirements.~~
- ~~2) — Requirements for specific job experience.~~
- ~~3) — Requirements for, and weight given to, personal references.~~
- ~~4) — Exclusionary policies or preferences based on and individual's height, weight, and related physical characteristics.~~
- ~~5) — Other valid job-related requirements authorized by law.~~

~~The EO/AA Officers will advise the appropriate University officials of any qualification which appears to have an adverse impact on minorities or women. A qualification normally will be regarded as having an adverse impact if its application results in a hiring or promotion rate for minorities or women which is 80 percent or less than that of other individuals.~~

~~f. — Equal Pay~~

~~The University is committed to the principle and practice of equal pay for equal work, as required by the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, as amended and other laws.~~

~~The EO/AA officers will review pay differences within occupational classes. If these differences appear to be based on sex or minority status rather than qualifications, responsibilities, and performance, inequities will be noted and communicated to the Director of Personnel and/or the appropriate Vice Chancellor. These inequities should be taken into account in recommendations for annual salary adjustments, promotions, and continued employment.~~

~~g. — Employee Benefits~~

~~The Personnel Department and affirmative action officers will periodically review all employee fringe benefit programs to ensure that they are available to all employees without discrimination on any grounds covered by these EO/AA Guidelines. The reviews will include all medical, hospital, accident, and life insurance programs and all retirement and pension programs.~~

~~The University will not participate in, require, or encourage its employees to participate in any medical insurance program that discriminates with regard to coverage of any illness or disability on the basis of race, color, creed, religion, sex, national origin, age, handicap, or marital status. This includes illness or disability related to pregnancy, miscarriage, therapeutic abortion, and childbirth.~~

~~The University will not participate in, require, or encourage its employees to participate in any retirement or pension program, or any insurance or other welfare program, unless either the benefits or the University's contribution are equal for all employees within their appropriate employee category.~~

~~No protected class employees will be required to retire at an age different from that of other employees.~~

~~All leave policies of the University will be formulated and administered without discrimination on the basis of sex or any other prohibited ground.~~

~~h. ——— Grievance Procedures~~

~~Both academic and nonacademic employees may avail themselves of established general grievance procedures described in the Bylaws of the Board of Regents of the University policy statements. The effectiveness of existing procedures will be evaluated by EO/AA Officers periodically to determine if minority and female employees are seeking and receiving the appropriate consideration through present channels.~~

~~In addition, an equal employment opportunity grievance structure and procedure has been approved by the Board of Regents to provide a means by which each employee may have an opportunity to request a review of any grievance related to wages, hours, and/or terms and conditions of employment which are alleged to have resulted from discrimination on the basis of race, age, color, disability, religion, sex, national origin, marital, or Vietnam-era veteran status. These procedures will be distributed to all University personnel.~~

~~6. ——— Technical Requirements~~

~~——— a. ——— Advertising~~

~~The phrase, "Equal Employment/Affirmative Action" will be placed prominently in all recruitment advertising to remind all recruitment sources that selection for, and participation in, University employment and educational programs are without regard to race, sex, color, religion, age, marital status, disability, or national origin.~~

~~b. ——— Contractors and Subcontractors~~

~~All contractors/subcontractors and lessors will continue to be notified of the University's responsibilities and ensuring obligations under Executive Order No. 11246, amended by Order No. 11375, and revised by Order No. 4. The University will advise all contractors/subcontractors and lessors of amendments to the Executive Order. In appropriate instances, the University will arrange to include specific affirmative action measures in the applicable contract. Reporting and monitoring procedures will be maintained to ensure compliance with provisions of the Executive Order and rules and regulations of the Department of Labor. Campus business officers have been provided procedural manuals to accomplish the latter.~~

~~——— c. ——— Equal Employment Posters~~

~~Posters are to be displayed in trafficked locations and are to be periodically checked by the EO/AA Officers.~~

~~d. Facilities~~

~~The University certifies that all facilities will continue to be maintained on a non-segregated basis; certification of non-segregated facilities is also required of contractors/subcontractors.~~

~~e. Purchase Orders~~

~~All purchase orders and leases carry Equal Employment Opportunity clauses with the specific intent that vendors will adhere to provisions outlined therein. The University, in accordance with the law, requires detailed equal opportunity stipulations for purchase orders issued under government contracts or grants to which suppliers are required to adhere.~~

~~f. University Governance~~

~~The University will provide equal opportunities for women and minority persons to serve in decision-making positions, on committees whenever possible, and to the degree that it does not conflict with established democratic election processes.~~

~~g. Supportive Affirmative Action Programs~~

~~The Cooperative Extension Service has developed and is operating under an Equal Employment Opportunity Plan which has been approved by the USDA pursuant to Title VII, Part 18, of the Code of Federal Regulations. To avoid duplication of effort, Cooperative Extension employees paid in total or in part from Extension funds will be covered primarily by the USDA Plan.~~

~~In designing the supportive programs essential to these EO/AA Guidelines, each campus can be as flexible, as imaginative, and as innovative as possible. Since the University of Nebraska prides itself on its service-oriented education, many of the programs the campuses can design will have the added effect of generally improving the quality and quantity of its education. Specific recommendations in this area are difficult to make because each campus will have to develop programs based on its own mission and resources.~~

~~Different kinds of potential programs that will benefit especially women or minorities may include: those designed for teaching basic skills; special recruiting programs which will benefit women as they relate to sex-stereotyped fields and which will benefit minorities as they relate to general or graduate education; the development of child-care programs; and exchange programs with predominately black colleges involving faculty, students, and administrators.~~

~~h. Equal Educational Opportunity~~

~~In conformance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, regulations promulgated pursuant to those laws, other applicable laws, and regulations, the University will not discriminate~~

~~on grounds of race, color, sex, national origin, or any other factor prohibited by law in providing any educational or other benefits or services of the University.~~

~~The University is committed to the proposition that the proportions of minorities and women in its student population should be increased in specific areas of study in order to assure their representation in future labor markets for positions which are desirable with respect to career potential—both with the University and elsewhere.~~

~~To that end, the University will undertake a practice of affirmative recruitment of students from the protected classes through such procedures as visiting schools that have large concentrations of those groups in their student bodies, including adequate representation of minorities and women in promotional literature of the University, and encouraging minorities and women from the University to speak at events such as career days sponsored by schools and other organizations.~~

~~Individual acts of unlawful discrimination by faculty, administrative officers, and other employees in the University's treatment of students, in the teacher/student relationship, and otherwise shall be regarded as actionable under established grievance procedures. Such acts include, but are not limited to, defamatory statements made by faculty members in class, or other employees in the course of their work, which demean or insult individuals because of their race, sex, national origin, or other relevant characteristics.~~

Reference: BRUN, Minutes, 44, p. 107 (February 16, 1980).

RP-3.2.5 Incentive Programs

1. Legal Authority

- a. Article VII, Section 10, of the Constitution of the State of Nebraska and Neb. Rev. Stat., § 85-106 relating to the power of the Board of Regents to fix compensation of University employees.
- b. Section 3. of the Bylaws of the Board of Regents relating to compensation paid to members of the professional staff.

2. Purpose

The purpose of this policy is to encourage the development of new ideas and initiatives by faculty and staff that result in enhancing the economy and efficiency of University programs. The savings or additional revenues resulting from such efforts will be used to (a) enhance and improve the quality of operations and academic programs and (b) reinvest in the unit responsible for achieving savings or additional revenue.

3. Establishment of Incentive Programs

Each campus and the Central Administration may develop and present to the Board of Regents for consideration and approval an incentive program providing for the payment of monetary rewards to individuals and organizational units responsible for development of extraordinary initiatives or ideas that result in savings or additional revenue to the University. Each such program should establish a procedure which will insure that each monetary reward reflects the value and significance of the savings or additional revenue generated. Any monetary reward pursuant to an incentive program shall be made at the sole discretion of the University on a one-time basis.

4. Reports

Any incentive of \$10,000 or more to an individual employee should be reported to the Board of Regents at the next available Board Meeting. If no incentives are provided, no report is required. The Board of Regents shall be informed annually by each major administrative unit and the Central Administration of all demonstrable, actual dollar savings (exclusive of utility savings) or additional revenues realized from new ideas or initiatives put into effect. The report shall include a description of the new idea or initiative, the amount of savings realized, and the manner in which savings or additional revenues were reinvested in the originating unit and reallocated to enhance or improve academic programs.

Reference: BRUN, Minutes, 52, pp. 117 (January 17, 1987).

RP-4.1.2 Regent Campaigns

No administrative officer of the University of Nebraska ~~shall be asked to participate or~~ shall participate, directly or indirectly, in the campaigns for election of members of The Board of Regents, including, but not limited to, making contributions to such campaigns, attending or speaking at campaign events, or organizing or sponsoring campaign events. This prohibition shall not be interpreted as limiting an administrative official from exercising his or her right to vote for a candidate for public office.

Reference: BRUN, Minutes, 33, p. 151 (July 12, 1971).

RP-6.5.4 Financial Planning

The Board believes financial planning is fundamental in assessing the long-term financial implications of both current and proposed policies and in examining assumptions that drive the goals of the University. Key to this process is creation of a forecast of revenues and expenses. This planning also allows the University to evaluate financial risks, gain understanding of its available funding, judge its ability to expand or sustain services and programs, assess the level of capital investment that is supportable, serves to identify future commitments and resource demands, and ascertain key variables that will impact the future of the University.

~~The timing of the planning process should be driven by a master calendar. Strategic planning should precede the planning cycle.~~ The planning cycle should work off of a legislative calendar to offer the President, Chancellors and Board a working tool in assessing goals, managing risks, allocating resources and formulating budget requests.

The plan should be created on a University-wide ~~campus-by-campus~~ basis utilizing a common format and discussed with ~~delivered to the Director of Budget in Central Administration who will report on a combined basis to~~ the Board of Regents on a bi-annual basis as part of the University's biennial budget planning and should include operating, capital, and financing components.

Reference: BRUN, Minutes, 66, p. 4 (January 20, 2006).

RP-6.6.2 Recording and Expenditure of Restricted Funds

All funds and receipts received from the University of Nebraska Foundation shall be restricted funds, which funds shall be initially recorded as restricted funds with appropriate record kept of the restriction appertaining thereto and the University of Nebraska Foundation shall be requested to advise with each transfer of funds by such Foundation that it set forth the restrictions or uses on such funds. If funds are received from the University of Nebraska Foundation which are not restricted, they shall be considered unrestricted funds unless this Board, upon recommendation of the President or Vice President for Business and Finance, determines that restrictions shall apply and this Board shall, by resolution, set forth such restrictions. Disbursements of such funds shall be made by proper University officials in accordance with restrictions thereon.

Funds received, handled, and disbursed on behalf of the U.S. Meat Animal Research Center shall be classed as restricted funds and shall be recorded and expended in accordance with agency agreements approved by this Board.

The following provisions shall be applicable to permanent funds (other than funds and receipts received from the University of Nebraska Foundation, or funds received, handled, and disbursed on behalf of the U.S. Meat Animal Research Center), of this Board:

1. Gifts, grants and bequests are generally in the form of:
 - a. Endowment funds with the income therefrom restricted as to use;
 - b. Funds restricted for operating purposes, such as scholarship grants, endowed chairs and professorships, gifts for the purchase of special equipment, library materials, or other special use;
 - c. Grants from private or governmental sources for research, training or other sponsored programs.
2. Any gift or bequest in excess of ~~\$5,000,000~~\$250,000, the principal or income of which is without restriction or limitation, shall be classed as "quasi-endowment." Any gift or bequest less than \$5,000,000, the principal or income of which is without restriction or limitation, may be classified as a "quasi-endowment" with approval from the President or the Vice President for Business and Finance. A gift, grant, or bequest with a limitation as to the purpose or use for a period of time or specified event shall be a term endowment until the specified time has elapsed or the specified event has occurred after which any unexpended and uncommitted balance will be transferred to a quasi-endowment.

Unless an administrative unit of the University (as hereinafter defined) is specified by the donor, grantor, or testator, future gifts and bequests accepted by the Board will be available for application throughout the University system in accordance with policies or procedures as established by the Board from time to time. In instances where required or requested by the donor, grantor, or testator, or when determined by the Board, a committee or committees may be established by the Board to advise as to the fulfillment of the terms of the gift or bequest.

3. Current unexpended balance of restricted funds will continue to be administered and accounted for and the benefits supervised by the administrative unit performing such function unless otherwise determined by this Board.

4. All activities or departments currently receiving benefits from funds functioning temporarily as endowments will continue to receive such benefits subject to review and reallocation by this Board.

5. Administrative units are defined as [the Office of the President](#), ~~Central Administration~~, the University of Nebraska-Lincoln, the University of Nebraska Medical Center, the University of Nebraska at Omaha, and the University of Nebraska at Kearney.

Departments and administrative units will report to the Vice President for Business and Finance as to their administration and expenditure of permanent and quasi-endowment funds [of \\$5,000,000 or greater](#) on forms and at times and in the manner to be prescribed by the Vice President for Business and Finance who will in turn report at least annually to the Board on the status of all restricted funds.

Reference: BRUN, Minutes, 36, pp. 21-22 (May 18, 1973).

BRUN, Minutes, 66, p. 4 (January 20, 2006).



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Proposal to eliminate the Academy for Child and Family Wellbeing in the College of Education and Human Sciences at the University of Nebraska-Lincoln (UNL)

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Regents' Policy.

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The Academy for Child and Family Wellbeing was a partnership between the UNL Department of Special Education and Communication Disorders and Boystown. As key faculty members who were involved in the Center's efforts are no longer employed at UNL, the Center has been inactive for several years. Other faculty within the Department continue to have a relationship with Boystown, and all NU campuses participate in research and outreach activities that support Nebraska's families and youth.

RECOMMENDATION

The President recommends approval.

SUMMARY-ELIMINATING AN ACADEMIC CENTER		
CAMPUS AND NAME OF CENTER: UNL - Academy for Child and Family Wellbeing		
Date of first offering and Center establishment: 2010		
Annual Program Savings		Brief Explanation
	FTE Savings	The Academy was a partnership between the UNL Department of Special Education and Communication Disorders and Boystown. The Center has been inactive for several years as key faculty members who were involved in the Center's efforts are no longer employed at UNL.
Reduction in Faculty*	0 \$ -	
Reduction in Staff*	0 \$ -	
All Other Savings**	\$ -	
Total Annual Savings	\$ -	
*Total salary and benefits; **Total of any additional savings on an annualized basis		
AAU Recognition Potential Impact: ☐ Very Negative ☐ Negative ☒ None ☐ Positive ☐ Very Positive ☐ Not Applicable		
AAU Recognition Criterion Impacted (If any): N/A		



MEMORANDUM

TO: David Jackson, Interim Provost

FROM: Katherine Ankerson, Executive Vice Chancellor *KSA*

DATE: August 2, 2024

SUBJECT: Proposal to eliminate the Academy for Child and Family Wellbeing

During the Academic Program Review process, the Academy for Child and Family Wellbeing in the College of Education and Human Sciences was identified as inactive, and the College notified us of their intent to delete the Center.

Please find a proposal to delete the center, effective upon Board of Regents approval. Faculty previously associated with the Center have retired from UNL. There are no budgetary implications with the proposed deletion of this center, thus it is purely an administrative request.

Please contact Renee Batman, Assistant Vice Chancellor, with any questions.

CC: Rodney Bennett, Chancellor
Josh Davis, APC Secretary
Renee Batman, Assistant Vice Chancellor
Christopher Marks, Associate Vice Chancellor for Faculty Affairs
Suzi Tamerius, Project Coordinator
Nick Pace, Interim Dean, College of Education and Human Sciences



June 10, 2024

Katherine Ankerson, Executive Vice Chancellor
208 Canfield Hall

Dear EVC Ankerson:

This letter is to officially recommend dissolution of the Academy for Child and Family Wellbeing as outlined in the Center Review Report. This is the result of an analysis by Interim Department Chairperson Kristy Weissling and me, with input from faculty members in the Department of Special Education and Communication Disorders. In the report, we note that the key faculty members who had been involved in the effort before the COVID-19 Pandemic are no longer employed by UNL.

If you have questions or concerns, please contact me.

Sincerely,

Nicholas J. Pace
Interim Dean

Cc: Kristy Weissling
Christopher Marks

University of Nebraska-Lincoln

Deletion of Academic or Research Center

Includes bureaus and institutes

I. Descriptive Information

Name of Institution Proposing Deletion of Academic or Research Center
University of Nebraska-Lincoln
Name of Current Academic or Research Center
Academy for Child and Family Wellbeing
Administrative Unit(s) <i>[e.g. college, school, division, etc.]</i>
College of Education and Human Sciences, Department of Special Education and Communication Disorders
Proposed Date for deletion of the Academic or Research Center
Fall 2024
Date Approved by the Governing Board
<i>[leave blank]</i>

II. Details

A. Justification for the deletion of the Center

The Academy for Child and Family Wellbeing was a partnership between the Department of Special Education and Communication Disorders and Boys Town focused on improving the lives of youth with emotional and behavioral challenges by researching, developing, and supporting evidence-based practices, including school-based programs, family-support interventions, out-of-home services for youth, and youth transitioning from residential care back to their communities.

As the result of an analysis by Interim Department Chairperson Kristy Weissling and CEHS Interim Dean Nick Pace with input from faculty members in the Department of Special Education and Communication Disorders. Key faculty members who had been involved in the effort of the Center are no longer employed by UNL. Other faculty within the department of Special Education and Communication Disorders do continue to have a relationship with Boystown outside of the Center.

B. Plan for the Implementation of the deletion of the Center

Faculty associated with the Center have departed the university. Students who had advisors in the center have been reassigned and courtesy appointments were arranged. There should be no long term impact of the deletion of this center.

C. Impact on Resources

- Fiscal
\$0
- Human
\$0
- Physical
\$0
- Budget Projections
See attached tables

TABLE 1: PROJECTED EXPENSES						
CAMPUS AND NAME OF PROGRAM OR CENTER: UNL-Academy for Child and Family Wellbeing						
	(FY2024) Year 1	(FY2025) Year 2	(FY2026) Year 3	(FY2027) Year 4	(FY2028) Year 5	Total
Personnel	Cost	Cost	Cost	Cost	Cost	Cost
Total	\$0	\$0	\$0	\$0	\$0	\$0
Operating	Cost	Cost	Cost	Cost	Cost	Cost
Total	\$0	\$0	\$0	\$0	\$0	\$0

TABLE 2: REVENUE SOURCES						
CAMPUS AND NAME OF PROGRAM OR CENTER: UNL-Academy for Child and Family Wellbeing						
	FY(2024) Year 1	(FY2025) Year 2	(FY2026) Year 3	(FY2027) Year 4	(FY2028) Year 5	Total
Reallocation of Existing Funds	\$0	\$0	\$0	\$0	\$0	\$0
Required New Public Funds	\$0	\$0	\$0	\$0	\$0	\$0
Tuition and Fees	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Proposal to eliminate the W.M. Keck Center for Mesospin and Quantum Information Systems affiliated with the College of Arts and Sciences and the Office of Research and Innovation at the University of Nebraska-Lincoln (UNL)

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

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The W.M. Keck Center for Mesospin and Quantum Information Systems was originally funded by an external grant. Related research and other activities have been incorporated into the Nebraska Center for Materials and Nanoscience, so this important research can continue without the need for a separate administrative center.

RECOMMENDATION

The President recommends approval.

SUMMARY-ELIMINATING AN ACADEMIC CENTER		
CAMPUS AND NAME OF CENTER: UNL - W.M. Keck Center for Mesospin and Quantum Information Systems		
Date of first offering and Center establishment: Prior to 2006		
Annual Program Savings	Brief Explanation	
	FTE	Savings
Reduction in Faculty*	0	\$ -
Reduction in Staff*	0	\$ -
All Other Savings**		\$ -
Total Annual Savings		\$ -
*Total salary and benefits; **Total of any additional savings on an annualized basis		
AAU Recognition Potential Impact: ☐ Very Negative ☐ Negative ☒ None ☐ Positive ☐ Very Positive ☐ Not Applicable		
AAU Recognition Criterion Impacted (If any): N/A		
Services/Functions of Academic Center:		



MEMORANDUM

TO: David Jackson, Interim Provost

FROM: Katherine Ankerson, Executive Vice Chancellor *KSA*

DATE: August 2, 2024

SUBJECT: Proposal to eliminate the W.M. Keck Center for Mesospin and Quantum Information Systems

Attached please find a proposal to delete the W.M. Keck Center for Mesospin and Quantum Information Systems affiliated with the College of Arts and Sciences and the Office of Research and Economic Development, effective upon Board of Regents approval. The Center is inactive due to the lack of external funding.

The W.M. Keck Center for Mesospin and Quantum Information Systems was funded by an external grant that no longer provides funding to the center. Any active research was subsumed within the Nebraska Center for Materials and Nanoscience. There are no budgetary implications with the proposed deletion of this center, thus it is purely an administrative request.

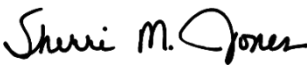
CC: Rodney Bennett, Chancellor
Josh Davis, APC Secretary
Sherri Jones, Interim Vice Chancellor, Research and Economic Development
Mark Button, Dean, College of Arts and Sciences
Christopher Marks, Associate Vice Chancellor
Renee Batman, Assistant Vice Chancellor
Jen Nelson, Assistant Vice Chancellor, Research and Economic Development
Becky Zavala, Assistant Vice Chancellor, Research and Economic Development
Suzi Tamerius, Project Coordinator



July 8, 2024

TO: Katherine Ankerson
Executive Vice Chancellor and Chief Academic Officer

FROM: Mark Button
Dean, College of Arts and Sciences

Sherri Jones 
Interim Vice Chancellor for Research and Economic Development

SUBJECT: Center Deletion – W.M. Keck Center for Mesospin and Quantum Information Systems

This memo is to serve as a formal request to dissolve the W.M. Keck Center for Mesospin and Quantum Information Systems. What previously operated as the W.M. Keck Center for Mesospin and Quantum Information Systems has since been incorporated into the Nebraska Center for Materials and Nanoscience (NCMN). No activity is taking place within the W.M. Keck Center for Mesopin and Quantum Information Systems as previously organized. In addition, there are no revenues or expenses attached to the Center, thus, the deletion of the Center is primarily administrative.

University of Nebraska-Lincoln

Deletion of Academic or Research Center

Includes bureaus and institutes

I. Descriptive Information

Name of Institution Proposing Deletion of Academic or Research Center
University of Nebraska-Lincoln
Name of Current Academic or Research Center
W.M. Keck Center for Mesospin and Quantum Information Systems
Administrative Unit(s) [e.g. college, school, division, etc.]
Office of Research and Economic Development/College of Arts and Sciences
Proposed Date for deletion of the Academic or Research Center
Fall 2024
Date Approved by the Governing Board
[leave blank]

II. Details

A. Justification for the deletion of the Center

The W.M. Keck Research Center for Mesospin and Quantum Information Systems was established at UNL by a grant from the W.M. Keck Foundation in 2002. Funding for this center has since ended, and the center is dormant. Any activities and research have been subsumed within the Nebraska Center for Materials and Nanoscience (NCMN). The Keck Center is not an entity any longer necessary for the continuation of any work.

B. Plan for the Implementation of the deletion of the Center

Given that no activity is occurring in the Center, the deletion of the Center is primarily administrative. No current students or post-doctoral scholars were recruited in association with this center.

C. Impact on Resources

- a. **Fiscal** - none
- b. **Human** - none
- c. **Physical** - none
- d. **Budget Projections** – None; See Table 1 and Table 2

TABLE 1: PROJECTED EXPENSES**CAMPUS AND NAME OF PROGRAM OR CENTER:** UNL-W.M. Keck Center for Mesospin and Quantum Information Systems

	(FY2024) Year 1	(FY2025) Year 2	(FY2026) Year 3	(FY2027) Year 4	(FY2028) Year 5	Total
Personnel	Cost	Cost	Cost	Cost	Cost	Cost
Total	\$0	\$0	\$0	\$0	\$0	\$0
Operating	Cost	Cost	Cost	Cost	Cost	Cost
Total	\$0	\$0	\$0	\$0	\$0	\$0

TABLE 2: REVENUE SOURCES**CAMPUS AND NAME OF PROGRAM OR CENTER:** UNL-W.M. Keck Center for Mesospin and Quantum Information Systems

	FY(2024) Year 1	(FY2025) Year 2	(FY2026) Year 3	(FY2027) Year 4	(FY2028) Year 5	Total
Reallocation of Existing Funds	\$0	\$0	\$0	\$0	\$0	\$0
Required New Public Funds	\$0	\$0	\$0	\$0	\$0	\$0
Tuition and Fees	\$0	\$0	\$0	\$0	\$0	\$0



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Proposal to establish a Bachelor of Science (BS) in Applied Leadership Studies (BSALS) administered through the Division of Continuing Studies in the College of Public Affairs and Community Service at the University of Nebraska at Omaha (UNO)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The proposed 120 credit hour online and in-person undergraduate degree in Applied Leadership Studies is designed as a flexible, accessible, and affordable offering for adult learners. Major coursework topics include practical, authentic, and moral/ethical leadership, innovation and change, effective communication strategies, negotiation and conflict resolution, emotional intelligence, data-informed decision-making, social and cultural capital, and problem-solving. The degree is designed to address Nebraska's workforce challenges, especially for those adults for whom a bachelor's degree will open additional career pathways.

BACKGROUND INFORMATION

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

RECOMMENDATION

The President recommends approval.

SUMMARY-ESTABLISHING A NEW ACADEMIC PROGRAM				
CAMPUS AND NAME OF PROGRAM: UNO - BS in Applied Leadership Studies (BSALS)				
Proposed Date of First Offering:				
New/Additional Annual Program Costs	Program Management		Brief Explanation	
	FTE	Expense		
Faculty*	2	\$ 56,000.00	The proposed 120 credit hour online and in-person undergraduate degree in Applied Leadership Studies is designed as a flexible, accessible, and affordable offering for adult learners.	
Staff*	1.5	\$ 115,392.00		
Additional Expenses**		\$ 50,000.00		
Total Annual Expense		\$ 221,392.00		
*Total salary and benefits at year 5; **Additional costs on an annualized basis estimated for Year 5				
AAU Recognition Potential Impact: ☐ Very Negative ☐ Negative ☐ None ☐ Positive ☐ Very Positive ☒ Not Applicable				
AAU Recognition Criterion Impacted (If any):				
Minimum Estimated Program Enrollment (Year 5)				
	Enrollment	Credit Hours	Tuition and Fees Rate	Income
Resident Tuition & Fees*	63	12	\$ 347.83	\$ 262,962
Non-Resident Tuition & Fees**				\$ -
Special/Other Tuition & Fees***				
Total Income				\$ 262,962
Net Income				\$ 262,962
*calculated income based on an estimated tuition rate of \$ 268 per CH plus \$79.833 in fees ; 12 CH per year per student.				
**calculated income based on an estimated tuition rate of \$ ____ per CH; ____ CH per year per student.				
***calculated income based on an estimated tuition rate of \$ ____ per CH; ____ CH per year per student.				



To: Interim Provost David Jackson

From: SVC Phil He

A handwritten signature in blue ink, likely belonging to Phil He, is written over the 'From' field.

Date: July 29, 2024

RE: Bachelor of Science in Applied Leadership Studies Proposal

Attached is an updated document for the BS in Applied Leadership Studies proposal. The course of SOCI 4550 Organizational Diversity and Inclusion for 3 credits is no longer a required course in the Applied Leadership Major. The Leadership Competencies Block of required coursework was previously 15 credits and is now 12 credits. Also changed is the Leadership Context Block which was previously 15 credits and is now 18 credits of recommended courses organized around competencies.



MEMORANDUM

To: Jeffery Gold, Executive Vice President and Provost

From: Jo Li, Chancellor, University of Nebraska at Omaha

Date: May 14, 2024

RE: Program Proposal-Applied Leadership Studies

The University of Nebraska at Omaha committees have reviewed and endorsed the creation of a new undergraduate program.

The Division of Continuing Studies (DCS) requests the creation of a Bachelor of Science in Applied Leadership Studies. The Bachelor of Multidisciplinary Studies (BMS) degree program added a concentration in Applied Leadership Studies in 2021. This proposal suggests a new degree, the Bachelor of Science with a major in Applied Leadership Studies (BSALS), based on the BMS concentration. The BSALS program aims to offer a flexible, accessible, affordable, and relevant undergraduate degree program for adult learners. Leaders are essential for organizational health, financial vitality, and operational sustainability, and the BSALS program aims to bridge this gap.

Cc: David Jackson, Vice Provost
Phil He, Senior Vice Chancellor for Academic Affairs, Office of Academic Affairs
John Bartle, Dean, College of Public Affairs and Community Service
Angela Iwan, Executive Assistant to the Provost, Office of the Provost
Keristiena Dodge, Chief of Staff, Office of the Chancellor
Angie Sargus, Executive Associate, Academic Affairs

Bachelor of Science in Applied Leadership Studies Proposal

Descriptive Information

Name of institution proposing the program:	University of Nebraska at Omaha
Name of the program proposed:	Applied Leadership Studies
Degrees/credentials to be awarded graduates of the program:	B.S.
Other programs offered in this field by this institution:	B.M.S., Concentration in Applied Leadership Studies B.S.B.A., Concentration in Management and Leadership Minor, Cross Sector Leadership Minor, Leadership and Public Policy Undergraduate Certificate, Gender and Leadership M.A., Critical & Creative Thinking, Concentration in Organizational Science & Leadership
CIP code:	52.0213
List the administrative units for the program:	Division of Continuing Studies College of Public Affairs and Community Service School of Public Administration College of Public Affairs and Community Service Department of Communication Studies College of Communication, Fine Arts, and Media Department of Philosophy College of Arts and Sciences Department of Sociology and Anthropology College of Arts and Sciences
Proposed delivery site(s), and type(s) of delivery, if applicable	Delivery site: UNO Modality: Online and In Person (Off site)
Date approved by governing board:	Pending
Proposed date (term/year) the program will be initiated:	Upon Approval

1. Description and Purpose of the Proposed Program

Background

For over 70 years, the Division of Continuing Studies (DCS) at UNO has served the region's adult and contemporary learner population and has cultivated an expertise in offering high demand, relevant, and quality learning experiences for multigenerational learners. In response to internal (learner) and external (industry) demand, a concentration in [Applied Leadership Studies](#) was added to the Bachelor of Multidisciplinary Studies (BMS) degree program in 2021. This proposal for a new degree, the Bachelor of Science with a major in Applied Leadership Studies (hereafter, BSALS), is based on this BMS concentration – in essence, “spinning off” the concentration into a degree program separate from the BMS. This model of BMS as incubator has a deep and rich history that has allowed UNO to realize new programs responsive to the changing needs of the learners and region we serve.

DCS has a long tradition of meeting the needs of adult and contemporary learners by advocating for and implementing programs, policies, and practices that support this multigenerational learner population, which aligns with UNO's identity as a public, metropolitan university. DCS, via the BMS program, has demonstrated success through consistently high student enrollments that often exceed 1,500 learners per year with more than 300 graduates annually. However, additional degree options designed specifically for this learner population are needed and UNO is well-poised to fill this need in our state.

The decision to offer this new degree program is based on the recommendations and feedback from prospective learners, current students, and the [DCS Business and Community Advisory Board](#) (BCAB), as well as a regional landscape analysis. The DCS BCAB is comprised of human resource, talent acquisition, and talent development professionals who represent Omaha area businesses and organizations. The BSALS program, policies, and practices align with the adult and contemporary learner-centered philosophy and mission of DCS.

Description and Purpose

BSALS will provide adult and contemporary learners with an undergraduate degree program that is flexible, accessible, affordable, and relevant. Students will engage in learning experiences and will be supported in finding and developing the leader within, as they design their learning pathway. They will learn from, and within, a community made up of fellow adult learners, teacher-scholars, and experienced practitioners, in an environment that respects and recognizes the skills and life experiences of adults and the application of that learning to their lives (Knowles, Holton, & Swanson, 2005).

Leadership is not just what we do, it is who we are – skills and competencies, as well as values and dispositions. Leadership is needed at every level of an organization (Stockton, Dongrie, & Neveras, 2014). Essential to organizational health, financial vitality, and operational sustainability, the acute need for leaders is and will continue to be a significant challenge for organizations (Society for Human Resource Management, 2017). This, despite the nearly \$60 billion annual spend globally on leadership development (Yemiscigil, Born, & Ling, 2023). The BSALS program addresses this gap by offering a quality, undergraduate learning experience designed for adult learners who seek to fill these much-needed roles, often within their own organizations.

The coursework emphasizes integration – by integrating the knowledge and experiences adult learners bring to the program, by recognizing the integrated and cross/multi-disciplinary nature of leadership in practice, and by facilitating the integration of students' coursework and learning experiences with real-world personal and professional goals. The BSALS focuses on the theoretical understanding of leadership and organizations and pairs this learning with practical and applied knowledge and skills for success in both the modern workplace and contemporary life (Day, Harrison, & Halpin, 2009).

The current knowledge economy requires lifelong learners able to adapt to the rapidly changing world of work influenced by technology, demographic shifts, and globalization. The program introduces and immerses learners in understanding leadership as a discipline and practice, while cultivating the durable, 21st Century Skills that are in demand. Courses are designed to allow learners to apply real-world experiences to the classroom by bridging theory + experience + reflection based on adult learning principles (Knowles, et. al., 2005; Merriam, Caffarella, & Baumgartner, 2007). Similarly, lessons learned can be immediately applied to the context in which they work and live. The program is designed to allow learners to create the connections between durable, semi-durable, and perishable skills based on their individual needs (McIntyre-Hite & Daniel, n.d.); thus, honoring the nature of the adult learner population and *meeting them where they are*.

The BSALS focuses on developing the KSACs (knowledge, skills, abilities, and competencies) based on the 5-Cs of Leadership framework. The 5-Cs of Leadership framework is adapted from the military leadership framework and is paired with the top in-demand skills and competencies based on current theory, as well as workforce needs and insights. As a cross/multi-disciplinary program, the BSALS leverages the disciplinary expertise that exists across UNO.

Five Cs of Leadership Framework

CHARACTER: (*who* the leader is)

Physical and psychological aspects of the individual; self-awareness; self-management

KSACs: integrity, transparency, responsibility, self-awareness, self-regulation, self-motivation

COMMUNICATION: (*how* the leader interacts)

Sending and receiving information, verbally and non-verbally.

KSACs: influence, persuasion, conflict management, active listening, storytelling

CONNECTION: (*how* the leader cultivates and manages relationships)

Enabling groups to work together in meaningful ways

KSACs: collaboration, teamwork, collective meaning, shared vision, social skills, inclusivity

CONTEXT: (*when* and *where* leadership occurs)

Cultural, organizational, physical, and psychological environments in which one leads

KSACs: strategic, adaptability, social awareness, perception, open to change, innovation

CONTENT: (*what* the leader knows)

Knowledge, understanding, and skills to effectively lead

KSACs: critical thinking, leadership theories and frameworks, career/industry specific content

2. Program of Study

Admission Requirements

To be admitted to the program, students will need to meet the same criteria for admission to UNO. Except for service members actively serving in the U.S. Armed Forces, it is recommended that there be a five-year gap between high school (or equivalent) graduation and program start.

Student Support Resources

Consistent with current processes, students will have access to existing academic advising and student support resources provided to learners enrolled through DCS.

Administration and Governance

DCS will be the administrative home for the BSALS and will have responsibility for the associated administrative tasks such as oversight for lead nurturing, pre-admission advising, new student onboarding, academic advising, learner success, and coordinating with academic units for development and scheduling of courses.

Led by the Director of DCS, the [Faculty Academic Policy Committee](#) (FAPC) is comprised of two faculty representatives from each of the six colleges at UNO. The committee is charged with developing recommendations to support baccalaureate degree attainment and completion by adult learners enrolled through DCS. The FAPC is responsible for establishing and regularly reviewing the quality standards for curricular and co-curricular programs administered by DCS.

Primary governance of the BSALS program will be the responsibility of a cross-disciplinary curriculum committee (BSALS Program Committee) to best leverage the combined expertise across UNO and works within our existing systems without compromising quality in program or services. The Director of DCS will be responsible for regularly convening the Program Committee, comprised of representatives from each of the contributing departments (CMST, SPA, PHIL, SOCI) to assure faculty oversight and governance while centering the needs of the adult learners. This cross disciplinary committee will:

- Oversee the development, assessment, and continuous improvement of the program
- Review and approve new cross-disciplinary courses, revisions to curriculum, and addition/deletion of program components;

- Make policy recommendations concerning curricular matters to ensure they align with the adult learner-centered philosophy of the division;
- Assess the program's effectiveness in meeting learning outcomes and suggest improvements;
- Facilitate and ensure adequate consultation and collaboration across these departments, particularly for courses that may cross disciplinary boundaries;
- Ensure curriculum changes comply with educational standards and institutional policies;
- Encourage and support innovative approaches to course design and content delivery in alignment with best practice in adult teaching and learning;
- Evaluation nontraditional, college-level learning for course credit and/or pathway to degree completion (credit for prior learning);
- Represent the department/discipline to assure adequate resources exist (or are requested) to support the program.

Goals

DCS provides educational experiences, both curricular and co-curricular, for multigenerational students (often referred to as adult, nontraditional, or post-traditional learners) to develop and enhance the skills, abilities, and perspectives to be self-directed, lifelong learners. DCS supports holistic growth and development; shaping the contribution our students and graduates make to their lives, their profession, and to society. The following [Program Goals & Graduate Expectations](#) guide programs and services offered by DCS:

- To ACT Responsibly
- To COMMUNICATE Effectively
- To CONNECT Meaningfully
- To LEARN Continuously
- To THINK Independently

For alignment, each of the DCS curricular and co-curricular programs focuses on developing Responsible Action, Effective Communication, Meaningful Connection, Continuous Learning, and Independent Thinking.

Student Learning Outcomes

Throughout the program, students shape, articulate, and document their progress towards achievement of each Goal and Learning Outcome, independent of where, when, or how the learning was acquired, recognizing that adult learners acquire learning formally and informally (Werquin, 2010). Thus, it is essential that learners have opportunities to demonstrate learning already acquired while building on their learning to meet BSALS SLOs (Merriam, 2001).

The BSALS Program Learning Outcomes (PLOs) Alignment is provided below. The curriculum map is attached.

DCS Outcome	Program Learning Outcome (PLO)
Responsible Action	Explain the need for ethical, responsible leadership.
Effective Communication	Apply communication skills to influence the leadership process with a variety of audiences in various contexts.
Meaningful Connection	Demonstrate understanding the interconnection between and within groups and organizations.
Continuous Learning	Justify the importance of continuous development and lifelong learning in accomplishing personal and professional leadership development goals.
Independent Thinking	Utilize leadership knowledge, skills, and abilities to creatively solve real-world problems.

Major Topics

Practical Leadership, Authentic Leadership, Innovation and Change, Effective Communication Strategies, Negotiation and Conflict Resolution, Emotional Intelligence, Strategy, Data-Informed Decision Making, Moral and Ethical Leadership, Social and Cultural Capital, Real-World Application and Problem Solving, Motivation and Empowerment, Self-Assessment and Critical Reflection, Lifelong Leadership Development.

Degree Requirements

The following degree requirements are required for the BSALS in accordance with institution and college policies ([University of Nebraska at Omaha Catalog, 2023-24](#)):

- a minimum of 120 credit hours is required for degree, including at least 30 credit hours in courses numbered 3000 or above
- a minimum of 30 hours must be completed at UNO
- an overall cumulative grade point average (GPA) of at least 2.00, based on all courses in the NU system
- a minimum grade of C- in all coursework applied towards the University General Education curriculum and the Applied Leadership Studies major
- ALS major must include a minimum of 12 hours of upper-level coursework from UNO

Bachelor of Science, Applied Leadership	120 Hours Total
General Education Core Coursework	40-46 Hours
Electives (as needed to reach 120 total hours)	38-44 Hours
Applied Leadership Major APLD 3000: Leadership Foundations Seminar (3) Leadership Competencies Block (12) PA 3900: Introduction to Integrated Leadership (3) PHIL 3070: Leadership Ethics in Practice (3) CMST 2410: Small Group and Leadership (3) PA 4530: Strategic Planning (3) Leadership Context Block (18) APLD 4000: Capstone Application Seminar (3)	36 Hours

BSALS Major Core Course Descriptions:

APLD 3000: Applied Foundations Seminar This seminar course provides an understanding of leadership principles and practices as well as a leadership mindset framework, serving as the foundational course for Applied Leadership students. This course provides useful strategies as well as actionable elements designed to prepare learners to build useful leadership and transferable skills as assets for future-proofing their career development and applying leadership in a variety of contexts. Learners will develop and enhance skills needed for effective leadership and real-world problem solving that will be utilized in other courses throughout the degree program and introduce the leadership portfolio developed later in the Applied Capstone Seminar.

PA 3900: Introduction to Integrated Leadership This course provides a cornerstone to understanding and developing an integrative leadership practice by focusing on yourself, your life, and your leadership. Current challenges demand leadership that can integrate perspectives from a personal and collective level. The goal of the course is to identify concepts of integrated leadership, to develop frameworks for understanding the contexts of applying integrated leadership and help develop skills for practicing integrated leadership.

PHIL 3070: Ethics of Leadership In today's complex and interconnected world, ethical leadership is not just an option; it's a necessity. This course aims to equip future leaders with the essential moral knowledge and reasoning skills required to navigate the broad and difficult challenges leaders must confront. We believe that leaders must be ethical because their decisions have a profound impact on organizations, employees, and

society at large. Ethical leaders inspire trust, foster positive organizational culture, and drive sustainable success. Join this class to cultivate the ethical leadership skills that will not only propel your career but also contribute to a better, more responsible world.

CMST2410: Small Group and Leadership This course is an introduction to the theory and practice of communication and leadership within small group settings. This course will provide students with broad knowledge about small group communication processes.

PA 4530: Strategic Planning. The ability to lead and manage strategic planning processes is a required competency for individuals working in public sector related fields. Civic leaders, public administrators, and non-profit managers must diagnose and respond to the dynamic and interconnected environments in which they work. This course prepares students to conduct the forms of analysis that strategic planning requires.

APLD 4000: Applied Capstone Seminar This capstone course engages students with significant themes or topics around real-world leadership issues. The capstone seminar requires the development of a substantial, collaborative final project that combines learning from various sources and perspectives and applies leadership theory and practice to propose a solution to a current leadership problem. As a concluding experience, the capstone seminar also provides the opportunity for learners to reflect, through a Leadership Portfolio, on how their leadership identity and skill development informs their future professional and professional lives in an ever-changing world.

Leadership Context Block

Learners will select 18 hours of coursework that builds on and further develops their knowledge and skills gained in their personal and professional lives, applying it in contexts and environments in which leadership is utilized. Depending on the learner's needs or interests (or prior learning), the 18 hours of credit may come from coursework to provide a breadth of knowledge or allow a learner to build a deep understanding of leadership in one area of focus. Undergraduate minor or certificate coursework may be applied with approval.

Recommended major electives that fulfill the context block are included in the attached document. Additional courses may be accepted based on approval. A minimum grade of C- in all coursework is required. A maximum of 29 credit hours offered by the College of Business Administration may be applied to the degree in accordance with AACSB (Association to Advance Collegiate Schools of Business) policy.

3. Faculty, Staff, and other Resources

Faculty and Staff

Existing faculty and staff resources that support the BMS concentration in Applied Leadership Studies will be leveraged to support Year 1 (launch). During Year 1, stipends will be issued to faculty to develop courses for delivery in Year 2. Additional resources, including faculty compensation, professional staff, and academic advisor salaries, will be added in anticipation of program growth beginning Year 2 (Table 1). However, if enrollment growth occurs at a faster rate than projected, resource allocation will need to accelerate to match demand and may include (partial/full) funding for faculty appointed to partner departments.

Physical Facilities

This program does not require additional physical facilities.

Instructional Equipment and Informational Resources

This program does not require additional instructional equipment and informational resources.

4. Evidence of Need and Demand

Program Need:

According to BCAB members, internal capacity building of organizational leaders is much needed and a priority concern. These sentiments align with research (previously cited) that leaders at all levels are needed for organizational health. With a focus on durable skill development, learners can tailor their program of study,

allowing them to assume supervisory, managerial, and leadership positions across an array of industries. The BCAB members, along with current students, have stated that a B.S. (rather than a BMS) degree is preferred.

In addition to feedback from the BCAB, the need for the BSALS program was identified by completing a regional landscape analysis and understanding Nebraska's workforce challenges, to create opportunities for educational attainment and social mobility of Nebraska's residents.

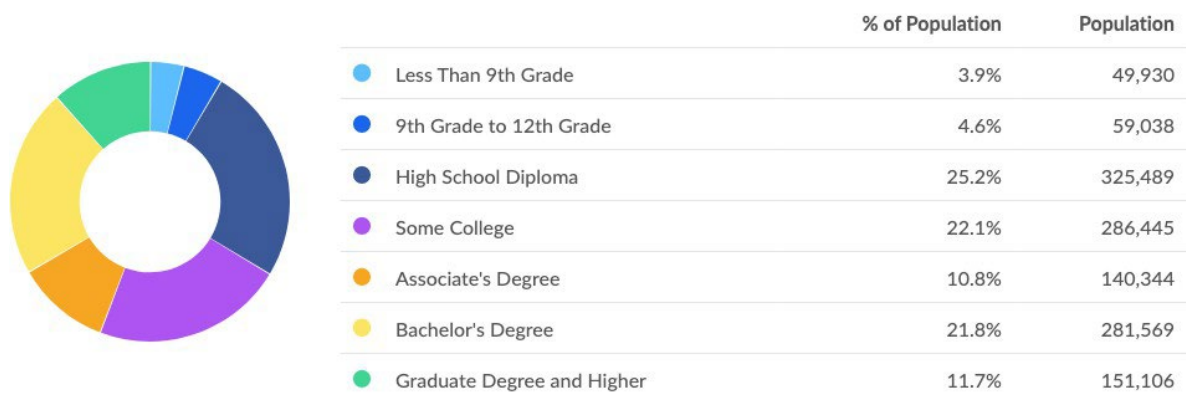
Nebraska Workforce Needs: Workforce development is a significant challenge in Nebraska, particular in terms of talent retention and skill development. The BSALS program responds to this challenge by preparing professionals with leadership skills to effectively contribute to the state's economic growth (Nebraska Department of Economic Development, 2021). In 2023, over 66,000 job postings in Nebraska required a bachelor's degree and leadership was a top skill sought by hiring firms:

Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communication	33,818	51%	37,900	6%
Management	25,244	38%	70,131	11%
Leadership	18,712	28%	68,029	11%
Operations	16,868	25%	41,542	6%
Customer Service	15,890	24%	111,047	17%
Problem Solving	14,555	22%	11,650	2%
Planning	13,813	21%	16,730	3%
Writing	13,142	20%	11,358	2%
Detail Oriented	11,187	17%	3,638	1%
Microsoft Excel	10,918	16%	46,207	7%

Source: Lightcast Q4 2023 Data Set (Job Postings, January 2023 – December 2023)

Educational Attainment: However, for many, these employment opportunities will remain out of reach without undergraduate degree attainment. Less than 35% of adult, Nebraska residents possess a bachelor's degree or higher:

Concerning educational attainment, 21.8% of Nebraska residents possess a Bachelor's Degree (0.9% above the national average), and 10.8% hold an Associate's Degree (2.0% above the national average).



Source: Lightcast Q4 2023 Data Set (Educational Attainment, 2023)

Landscape Analysis: A regional landscape analysis for Nebraska and OUR (Omaha Urban Rate) states reveals that UNO, as a public, metropolitan university, is well positioned to provide a quality, credit-bearing undergraduate leadership program in our state and region for the adult and contemporary learner (Lightcast, 2023, attached).

Institution	Bachelor's Degree Completions (2021)	Growth % YOY (2021)	Market Share (2021)	IPEDS Tuition & Fees (2021)	Completions Trend (2017-2021)
Fort Hays State University	534	Insf. Data	43.1%	\$5,430	
University of Iowa	287	11.7%	23.2%	\$9,942	
MidAmerica Nazarene University	54	3.8%	4.4%	\$33,840	
University of Wyoming	37	-14.0%	3.0%	\$5,317	
Lincoln College	35	25.0%	2.8%	\$19,800	
Southwestern College	30	36.4%	2.4%	\$34,900	
Colorado Mountain College	28	-20.0%	2.3%	\$4,860	
Bellevue University	25	56.3%	2.0%	\$8,310	
Lewis University	20	122.2%	1.6%	\$35,472	
Urshan College	19	90.0%	1.5%	\$5,556	

Source: Lightcast Q3 2023 Data Set (CIP 52.0213)

Enrollment Projections

Upon approval of the BSALS, learners currently enrolled in the BMS concentration in Applied Leadership Studies will have the opportunity to transition to the BSALS. Current enrollment data for the BMS concentration (without marketing):

	AY 21-22	AY 22-23	2023*
Enrollment	3	17	11
Graduates			3

*2023 enrollment/graduation reflects Fall only

Unlike academic programs that project enrollments based on first time, first year cohorts, the adult and contemporary learners who pursue BSALS are often “Comebackers” and “degree completers.” This unique population can make enrollment projections challenging, as learners have varying prior learning experiences that often include transfer credits from one or more postsecondary institutions and enrollment loads (e.g., part-time, full-time) due to competing life and work commitments. Enrollment projections reflect a 10% attrition rate. The corresponding revenue and expense budgets are calculated based on part-time (6 credit hour per/semester x2 semesters) enrollment using the AY23-24 online undergraduate residency tuition and fees rate.

Enrollment projections for the BSALS:

	Year 1	Year 2	Year 3	Year 4	Year 5
Estimated Enrollment in Major	30	42	53	63	63
Estimated New Enrollment	15	15	15	15	15

The minimum number of learners required to make this program viable is 20 learners per year. The courses that comprise the BSALS major curriculum are also required and/or elective courses utilized by other majors at UNO. Program expenses fund instructional expenses, course scaling, and learner support (Tables 1 and 2).

5. Partnerships with Business

There are no formal partnerships with businesses currently. The BCAB members represent area organizations (e.g., Fiserv, Mutual of Omaha, Valmont Industries, and IBEW Local 22) that have expressed an interest and need for this program to upskill/reskill their employees and develop internal leadership capacity.

Potential business collaborations would include the creation of pathways with area businesses that would connect onsite learning (e.g., credit conversion through credit for prior learning assessment, experiential learning, etc.) to degree requirements, allowing learners to better link learning to work. This model would allow businesses to promote from within by upskilling existing employees which also supports employee retention. Additionally, UNO's Career Currency program has demonstrated a need for degree completion partnerships between institutions and area businesses.

6. Collaborations within the University of Nebraska

Cross-campus collaboration within UNO. Letters of support attached.

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

N/A

UNO, DCS, has a Memorandum of Understanding (MOU) to offer educational services at Offutt AFB, including providing undergraduate courses for active duty servicemembers onsite. Although the program is intended for online delivery, in person courses may be offered at OAFB in accordance with the MOU.

8. Centrality to Role and Mission of the Institution

UNO has embraced its identity as a "metropolitan university" in every sense. UNO has an unwavering commitment to fostering an inclusive learning environment where every UNO student can earn a degree (Student Performance) and can do so quickly by removing barriers (Student Performance) to "be innovative industry leaders that will use Maverick Thinking to solve the problems of tomorrow, today (Workforce Development) (UNO, n.d.). UNO is one of the leading universities to provide baccalaureate degree opportunities for adult and contemporary learners, in the state and regionally, ranking #2 (Table 3) and #20 of 387 (Table 4), respectively, based on undergraduate adult learner enrollment. DCS accounted for nearly 50% of these enrollments at UNO.

The BSALS aligns with UNO's mission, identity, and goals by:

- Providing an undergraduate degree program designed specifically for the adult learner that incorporates best practices in curriculum design and delivery;
- Providing upskilling opportunities through degree attainment, increasing the leadership capacity of the learners and organizations;
- Future-proofing learners by equipping them with the skills, competencies, values, and dispositions needed to lead organizations in a rapidly changing world;
- Honoring and connecting learning previously acquired to provide an integrated learning experience that also speeds time to degree.

9. Consistency with the University of Nebraska's Five-Year Strategy

To be a University for everyone (Strategy Three), it is imperative that our commitment to providing an affordable, accessible, and quality education (Strategy One) includes adult and contemporary learners. A University for everyone cannot be realized at the exclusion of learners who make Nebraska a vibrant place to live and work. Adults, who already contribute to the economic health of the state, must be provided opportunities for realizing their goals of social mobility through postsecondary education attainment. Solving the talent needs of the state cannot be fully realized without the inclusion of the learners who are already engaged in the workforce and able to increase the leadership capacity of organizations through internal skill and capacity building.

10. Avoidance of Unnecessary Duplication

In DCS, the importance of having avenues for degree attainment that recognizes and honors the work learners have done and the learning they have acquired, underpins our way of proceeding in curricular, co-curricular, and service delivery. To this end, BSALS is meant to be complementary, not competitive, with the majors and minors offered at UNO.

This program is not duplicative of any existing programs offered by institutions that comprise the NU system (based on curriculum and learner-centered design) with the exception of the BMS concentration in Applied Leadership Studies. Upon approval of the BSALS, the BMS concentration will be discontinued. Students currently enrolled in the concentration will follow a teach out plan with the current concentration or will transfer into the BSALS program based on the best interest of the student.

Similar leadership programs designed for adult learners locally include programs offered by Bellevue University ([B.S., Leadership](#)) and Creighton University ([B.S., Leadership](#)). As private universities, the curriculum and approach to leadership programs and learner development is informed by their respective institutional missions and identities. For example, Bellevue University's degree completion program includes their Kirkpatrick Signature Series requirements. Creighton University, a Catholic, Jesuit university, grounds their leadership formation within the Ignatian mission and paradigm. As an urban, metropolitan, public university, UNO's mission, vision, and values provides a distinct learning experience, as well as commitment to access and affordability for its learners.

11. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Demographic changes are impacting private and public sectors, including higher education. COVID-19 accelerated the predicted workforce challenges as a result of a declining working age population (estimated deficit of 6M by 2028), people voluntarily leaving the workforce (2M women between 2020-2021), retirements, and decreasing birth rates (2M-3M Baby Boomers retire each year) (Franzino, Guarino, Vinvel, & Laouchez, n.d.; Fry, 2020; Hetrick, Grieser, Sentz, Coffey, & Burrow, 2021; Silva & Miranda, 2021). Postsecondary institutions can no longer sustain enrollment projections or help address these challenges by focusing solely on first time, full time traditional age learners.

The “good life” in Nebraska can only be supported and sustained if all individuals have access and opportunity to quality educational experiences. The Some College, No Credential (SCNC) population has continued to rise nationwide to an estimated 40.4M (Causey, Gardner, Pevitz, Ryu, and Shapiro, 2023). In Nebraska, it is estimated that over 280,000 learners meet this definition (U.S. Census Bureau, 2023). Learner-centered programs specifically designed for multigenerational adult learners closes existing gaps related to access, success, and completion in higher education (Darnell, Klein-Collins, Shafenberg, 2022).

“Nebraska’s postsecondary institutions will be student-centered, create inclusive environments that foster student success, and offer lifelong learning opportunities that are responsive to students’ and workforce needs” cannot be realized at the exclusion of the adult and contemporary learner population ([CCPE](#), pg. 1-9). If “student success is the ultimate goal of postsecondary education and is the shared responsibility of students and institutions” ([CCPE](#), pg. 1-8) is to be realized, then high impact, research informed practices that support this learner population is paramount. To this end, institutions must offer programs with associated policies and practices designed for these adult and contemporary learners who have multiple competing work and life responsibilities (Brown, n.d.). The UNO and DCS service and programming model aligns with the shared values and beliefs of the CCPE and adult serving institutions.

By leveraging UNO’s disciplinary strengths via cross-campus collaboration, the BSALS will “foster critical thinking skills and provide graduates with the knowledge and workplaces skill needed to be successful employees” ([CCPE](#), pg. 1-9). Informed by best practice research, market analysis, and the DCS BCAB, the program meets both individual and workforce needs in the state. As an online program, the physical distance to campus is a barrier removed. This delivery modality provides access to a quality, relevant learning experience to learners regardless of geographic location which allows new-to-UNO learners and “Comebackers” (former

UNO students left prior to degree attainment) the opportunity to realize their goal to earn an undergraduate degree to foster social mobility.

Attachments:

References

BSALS Curriculum Map

BSALS Context Block: Recommended Course List

Table 1: BSALS Projected Expense Table

Table 2: BSALS Projected Revenue Table

Table 3: Top 20 Baccalaureate Degree Granting Institutions by Adult Learner Enrollment: Nebraska

Table 4: Top 20 Baccalaureate Degree Granting Institutions by Adult Learner Enrollment: OUR Tuition States

Letters of Support: UNO Collaborating Departments

Letters of Support: UNO Collaborating Colleges

Letters of Support: Business and Community Partners

Lightcast Landscape Analysis: OUR States

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CURRICULUM MAP: B.S., APPLIED LEADERSHIP STUDIES

		PROGRAM LEARNING OUTCOMES				
		To ACT Responsibly	To COMMUNICATE Effectively	To CONNECT Meaningfully	To LEARN Continuously	To THINK Independently
		PLO 1: Learners will be able to explain the need for ethical, responsible leadership.	PLO 2: Learners will be able to apply communication skills to influence the leadership process with a variety of audiences in various contexts.	PLO 3: Learners will be able to analyze the interconnection between and within groups and organizations.	PLO 4: Learners will be able to justify the importance of continuous development and lifelong learning in accomplishing personal and professional leadership development goals.	PLO 5: Learners will be able to utilize leadership knowledge, skills, and abilities to creatively solve real-world problems.
REQUIRED COURSES	APLD 3000: Foundations Seminar	I	I	I	I	I
	PA 3900: Introduction to Integrated Leadership			R	R	R
	PHIL 3070: Leadership Ethics in Practice	R		R		R
	CMST 2410: Small Group and Leadership		R	R		R
	PA 4530: Strategic Planning		R	R		R
	APLD 4000: Capstone Seminar	A	A	A	A	A

Introduced (I) – The skills associated with the program outcome are presented in the course. There may be formative assessments.

Reinforced (R) – The skills associated with the program outcome are being worked on at a level above the introductory stage and/or the skills are being developed at a deeper level. There may be formative assessments.

Assessed (A) – Learners should have developed a sufficient level of competency in the skills associated with the program outcome to have mastered them. This is where the assessment of the program learning outcomes is done – or the artifact for analysis is collected.

B.S., APPLIED LEADERSHIP STUDIES
CONTEXT BLOCK: RECOMMENDED COURSES

5-C's of Leadership Competencies

Content

ISQA 3420 Managing in a Digital World (3)
MGMT 3490 Management (3)
PA 2000 Leadership & Administration (3)
PA 4530 Strategic Planning (3)
PSCI 2120 Introduction to Leadership (3)
SOC 3610 Applied Organizational Sociology (3)

Character

BSAD 3600 Business Ethics (3)
CIST 3110 Information Technology Ethics (3)
LAWS 3170 Ethics in Business (3)
PHIL 1020 Contemporary Moral Problems (3)
PHIL 2030 Introduction to Ethics (3)
PHIL 3170 Ethics in Business (3)

Communication

CMST 2410 Small Group Communication and Leadership (3)
CMST 4170 Organizational Communication (3)
CMST 4180 Communication and Leadership and Organizations (3)
CMST 4510 Persuasion and Social Influence (3)
CMST 4800 Advanced Conflict Mediation (3)
ENGL 4830 Technical Communication (3)
SCMT 4450 Managerial Negotiation Strategies (3)

Connection

MGMT 3100 Managing Change and Innovation (3)
MGMT 4040 Organizational Behavior (3)
MGMT 4090 Principles of Collaboration (3)

Context

BLST 4880 Black Leadership in America (3)
BSAD 2700 Globalization of Business Enterprise (3)
ENTR 4750 Social Entrepreneurship (3)
PA 3500 Nonprofit Organizations and Management (3)
PHHB 4950 Public Health Leadership (3)
PSCI 4030 The Presidency (3)
PSYC 4640 Personnel Psychology (3)
SOC 4620 Applied Formal Organizations (3)
TED 4800 Leadership and Management in Libraries (3)
WGST 3020 Perspectives on Leadership (3)

In Demand Workplace Skills & Competencies

Analytical Reasoning

STAT 1100 Data Literacy and Visualization (3)
ACCT 2000 Accounting Basics for Non-Business Majors (3)
CIST 2100 Organizations, Applications and Technology (3)
MATH 1130 Quantitative Literacy (3)
PA 4390 Public Budgeting (3)

PSYC 4310 Psychological and Educational Testing (3)
Research Methods Course (3)
Statistical Analysis Course (3)

Applied Communication

ENGL 3050 Writing for the Workplace (3)
MKT 3200 Business Communication (3)
ENGL 3980 Technical Writing Across the Disciplines (3)
CMST 2010 Interpersonal Communication (3)
CMST 3130 Speech Communication in Business and the Professions (3)
Oral/Written Communication Based on Content (3)

Global/Intercultural Fluency

BLST 4580 Communicating Race, Ethnicity, & Identity (3)
CMST 4530 Intercultural Communication - US (3)
BSAD 2700 Globalization of Business Enterprise (3)
CMST 4570 Intercultural Communication in the Global Workplace (3)
PSYC 4530 Cultural Psychology (3)
SOC 3900 Race and Ethnic Relations in the US (3)
SOWK 2120 Race, Class and Gender in the United States (3)
WGST 3750 Gender and Communication (3)
US/Global Diversity Based on Content (3)

Innovation and Creative Thinking

PSYC 4650 Creativity and Innovation in Organizations (3)
ENTR 3710 Entrepreneurial Foundations (3)
ITIN 1010 Activating Innovation in Society (3)
ITIN 1110 Introduction to IT Innovation (3)

Sales & Service Orientation

MKT 3100 Professional Selling (3)
MKT 3320 Consumer Behavior (3)
SOC 3450 Social Psychology (3)

Teamwork & Collaboration

CMST 4560 Communication, Teamwork, & Facilitation (3)
CMST 4700 Interpersonal Conflict (3)
ISQA 3910 Introduction to Project Management (3)
MGMT 4090 Principles of Collaboration (3)
MGMT 4330 Project Management (3)

Career Management

GERO 4750 Mid-Life, Career Change, Preretirement Planning (3)
MGMT 3300 StrategyU: Identifying and Leveraging Your Distinctive Professional Capabilities (3)
PSYC 4640 Personnel Psychology (3)

TABLE 1: PROJECTED EXPENSES											
CAMPUS AND NAME OF PROGRAM OR CENTER: UNO - BS in Applied Leadership Studies											
	(FY 2024-25) Year 1		(FY 2025-26) Year 2		(FY 2026-27) Year 3		(FY 2027-28) Year 4		(FY 2028-29) Year 5		Total Cost
Personnel	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FT	Cost	
Faculty ¹	0.5	\$14,000	1	\$28,000	1.5	\$42,000	2	\$56,000	2	\$56,000	\$196,000
Professional ²			0.5	\$35,200	0.5	\$36,256	0.5	\$37,344	0.5	\$38,464	\$147,264
Graduate assistants											\$0
Support staff			1	\$70,400	1	\$72,512	1	\$74,687	1	\$76,928	\$294,527
Subtotal		\$14,000		\$133,600		\$150,768		\$168,031		\$171,392	\$637,791
Operating											
General Operating ³		\$50,000		\$50,000		\$50,000		\$50,000		\$50,000	\$250,000
Equipment ⁴				\$6,000							\$6,000
New or renovated space ⁵											\$0
Library/Information Resources ⁶											\$0
Other ⁷		\$24,000									\$24,000
Subtotal		\$74,000		\$56,000		\$50,000		\$50,000		\$50,000	\$280,000
Total Expenses		\$88,000.00		\$189,600.00		\$200,768.00		\$218,031.00		\$221,392.00	\$917,791.00
¹ Instructor compensation based on current PT rate of \$3,500/3 credit hour course. FTE calculation based on 3-3 teaching load (0.5 FTE = 2 courses in Fall, 2 courses in Spring; 1 FTE = 3 courses in Fall, 2 courses in Spring). Year 1 (4 courses x \$3,500), Year 2 (8 courses x \$3,500), Year 3 (12 courses x \$3,500), Year 4 (12 courses x \$3,500).											
² 0.5 FTE academic advisor Year 2 with estimated salary of \$55,000 plus 25% fringe benefits. A 3% annual growth rate is assumed for salaries and benefits. and benefits.											
³ Operating budget to cover marketing, recruitment, and professional development.											
⁴ Computer/technology needs for new staff											
⁷ Online course development stipends to develop courses for Year 2 delivery.											

TABLE 2: REVENUE SOURCES**CAMPUS AND NAME OF PROGRAM OR CENTER:** UNL - BS in Applied Leadership Studies

	(FY 2024-25) Year 1	(FY2025-26) Year 2	(FY 2026-27) Year 3	(FY2027-28) Year 4	(FY 2028-29) Year 5	Total
Reallocation of Existing Funds ¹						\$0
Required New Public Funds ²						\$0
1. State Funds						\$0
2. Local Tax Funds (community colleges)						\$0
Tuition and Fees ³	\$125,220	\$175,308	\$221,222	\$262,962	\$262,962	\$1,068,870
Other Funding ⁴						\$0
1						\$0
2						\$0
3						\$0
Total Revenue ⁵	\$125,220	\$175,308	\$221,222	\$262,962	\$262,962	\$1,047,674

Base Tuition and Fees

	(FY 2024-25) Year 1	(FY2025-26) Year 2	(FY 2026-27) Year 3	(FY2028-29) Year 4	(FY 2030-31) Year 5	Total
Estimated Tuition Per Student ¹	\$3,216	\$3,216	\$3,216	\$3,216	\$3,216	
Estimated Fees Per Students ²	\$958	\$958	\$958	\$958	\$958	
Estimated Enrollment in Major	30	42	53	63	63	
Estimated Tuition	\$96,480	\$135,072	\$170,448	\$202,608	\$202,608	\$807,216
Estimated Fees	\$28,740	\$40,236	\$50,774	\$60,354	\$60,354	\$240,458
Total Revenue	\$125,220	\$175,308	\$221,222	\$262,962	\$262,962	\$1,047,674

¹ Based on PT enrollment of 6 hours per term in Fall and Spring² Based on PT online enrollment of 6 hours per term in Fall and Spring

* Estimate 10% attrition/year

**TABLE 3: TOP 20 BACCALAUREATE DEGREE GRANTING INSTITUTIONS
BY ADULT LEARNER ENROLLMENT: NEBRASKA**

Institution	Enrollment
Bellevue University	7,007
University of Nebraska at Omaha	2,363
University of Nebraska-Lincoln	922
University of Nebraska at Kearney	580
Peru State College	357
Chadron State College	316
Nebraska Methodist College of Nursing & Allied Health	314
University of Nebraska Medical Center	272
Clarkson College	270
Wayne State College	268
Creighton University	186
Doane University	179
College of Saint Mary	159
Bryan College of Health Sciences	120
Nebraska Wesleyan University	118
Union College	88
Midland University	75
York College	29
Concordia University-Nebraska	15
Hastings College	14

Source: IPEDS, 2021 Fall Enrollment, "Adult Learners" ages 25-64

**TABLE 4: TOP 20 BACCALAUREATE DEGREE GRANTING INSTITUTIONS
BY ADULT LEARNER ENROLLMENT: OUR TUITION STATES**

Institution	Enrollment
Colorado Technical University-Colorado Springs	18,249
DeVry University-Illinois	16,417
Chamberlain University-Illinois	11,467
Capella University	11,345
Bellevue University	7,007
Walden University	6,272
Colorado State University-Global Campus	5,982
Metropolitan State University of Denver	5,977
Park University	4,810
Columbia College	4,364
Grantham University	3,915
Metropolitan State University	3,485
University of Wisconsin-Milwaukee	3,214
Fort Hays State University	3,113
Colorado Christian University	3,059
University of Colorado Denver/Anschutz Medical Campus	2,863
Wichita State University	2,675
Colorado State University-Fort Collins	2,587
Rasmussen University-Minnesota	2,445
University of Nebraska at Omaha	2,363

Source: IPEDS, 2021 Fall Enrollment, "Adult Learners" ages 25-64

SCHOOL OF PUBLIC ADMINISTRATION

December 15, 2023

**B.S. Applied Leadership Studies
Letters of Support**

Dear Dr. Billings,

I am writing in support of proposed B.S. in Applied Leadership Studies. This program aligns with UNO's long standing commitment to serving adult and contemporary learners. We will be happy to collaborate with the Division of Continuing Studies to make this major a success.

Sincerely,



Dr. Craig S Maher
Director, School of Public Administration



COLLEGE OF COMMUNICATION, FINE ARTS AND MEDIA
School of Communication

January 10, 2024

Dear Dr. Billings,

I am writing in support of proposed B.S. in Applied Leadership Studies. This program aligns with UNO's long standing commitment to serving adult and contemporary learners. We will be happy to collaborate with the Division of Continuing Studies to make this major a success.

Sincerely,

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

Heather Hundley, PhD
Director and Professor
School of Communication



College of Communication, Fine Arts and Media | School of Communication
8001 Dodge Street, ASH 140 | Omaha, NE 68182-0112 | 402.554.2600 | 402.554.3836 Fax

Jan 12, 2023

Dear Dr. Billings,

I am writing in support of Applied Leadership Studies in the BMS program. The Philosophy Program is happy to teach students from Applied Leadership Studies in our courses. In particular, we have created a new course *PHIL 3070 Leadership Ethics in Practice* that we are excited to teach for Applied Leadership Studies.

Sincerely,



William J. Melanson
Associate Professor and Chair of Philosophy
wmelanson@unomaha.edu
402-554-2877

Dear Dr. Billings,

I am writing in support of proposed B.S. in Applied Leadership Studies. This program aligns with UNO's long standing commitment to serving adult and contemporary learners. We will be happy to collaborate with the Division of Continuing Studies to make this program a success.

Sincerely,



Julie A. Pelton
Associate Professor & Chair
Department of Sociology & Anthropology
383 Arts & Sciences Hall (ASH)
University of Nebraska at Omaha | unomaha.edu
jpelton@unomaha.edu



March 4, 2024

Dr. Phil He
Office of Academic Affairs
University of Nebraska at Omaha

Dear Dr. He,

This is a letter of support for the proposal to create a Bachelor of Science in Applied Leadership Studies in the Division of Continuing Studies.

The required courses are in place or are being developed. No additional faculty are required. If other additional resources are needed, I believe the growth in the program will provide necessary funding.

We believe this is a distinctive program that will meet a need not currently served by the University of Nebraska, as none of the campuses has a broad program in leadership. It is particularly appropriate for adult students. Moreover, providing this online will attract new students. We also believe it has significant enrollment growth potential, as many universities have large undergraduate programs in leadership.

This proposal has my full support, as well as that of the College Academic Standards and Curriculum Committee. The College of Arts and Sciences has also approved it. I hope that you and the Educational Policy Advisory Committee will approve it. Thank you for your consideration.

Sincerely,

John R. Bartle

John R. Bartle
Dean, College of Public Affairs and Community Service
jbartle@unomaha.edu



February 9, 2024

Dr. Sarah Edwards
Assistant Vice Chancellor for Curriculum & Programs
Office of Academic Affairs

Dear Dr. Edwards,

On February 9, 2024, the College of Arts and Sciences' Educational Policy Committee approved the proposed Bachelor of Science in Applied Leadership to be offered by the College of Public Affairs and Community Service.

I support the creation of this degree and look forward to continued cooperation and collaboration with our colleagues in the College of Public Affairs and Community Service.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mel. Bloom'.

Dr. Melanie Bloom
Dean, College of Arts and Sciences
Professor of Spanish
University of Nebraska at Omaha

CC: Denise Devney, Office of Academic Affairs
Dr. John Bartle, Dean, College of Public Affairs and Community Service
Christine Billings, College of Public Affairs and Community Service



January 5, 2024

To: University Educational Policy Committee

From: Michael Hilt, Dean

RE: Bachelor of Science in Applied Leadership Studies and Certificate in Integrative Leadership

The proposal for the Bachelor of Science in Applied Leadership Studies and Certificate in Integrative Leadership proposed by the Division of Continuing Studies the proposal has received the appropriate college and school approvals within the College of Communication, Fine Arts and Media.

As a long-standing partner with the Bachelor of Multidisciplinary Studies degree, I fully endorse these new opportunities for our college to collaborate in degrees that serve our non-traditional students.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael Hilt'.

Michael Hilt, Dean

November 16th, 2023

To Whom It May Concern:

I am writing to express my enthusiastic support for the proposed new undergraduate B.S. in Applied Leadership Studies program in the Division of Continuing Studies at the University of Nebraska at Omaha.

The DCS team at UNO understands the challenges of the local marketplace and with the proposed program, aim to provide a solution to those challenges. Along with the general struggle to ensure employees have the right skills to step up in their careers, organizations are finding it more and more difficult to find the type of high-level of training desired to get these team members into leadership positions. With the leadership education provided with this new program, organizations like Children's Nebraska will be able to retain talent, upskill team members and overall provide a higher level of career satisfaction.

With my role in Talent Acquisition, more than ever I am seeing candidates looking for employers who will invest in their professional development and, furthermore, give them the position they've earned at the end of their education. To be able to encourage participation in the Applied Leadership Studies program AND allow them to continue working throughout the duration opens doors to both new and tenured team members.

I believe the Division of Continuing Studies is uniquely positioned to execute this program with extreme excellence. Their expertise, knowledge and dedication to their students are unparalleled. I am proud to support UNO and their efforts to make the Omaha community a better place.

Sincerely,

A handwritten signature in black ink that reads "Erin Pearson".

Erin Pearson
Strategic Talent Outreach Consultant, Children's Nebraska

December 7, 2023

To Whom It May Concern:

I am writing in support of the proposed new undergraduate B.S. in Applied Leadership Studies (BSALS) program in the Division of Continuing Studies at the University of Nebraska at Omaha.

The Introduction of this program will significantly contribute to the academic landscape of the university. Advanced Leadership skills are becoming increasingly essential in today's dynamic and interconnected world. The skills and knowledge acquired through this program will equip students with the capabilities needed to thrive in various professional settings.

As a representative of Fiserv, where the cultivation of effective leadership is paramount, I am particularly excited about the alignment between the goals of our organization and the focus of Applied Leadership Studies program. The emphasis on practical leadership skills and its relevance to current business environments positions this program as a valuable resource for upskilling our employees and preparing them for leadership positions within Fiserv.

Throughout my professional experience, I have observed a growing need for individuals equipped with comprehensive leadership skills that extend beyond traditional academic settings. The proposed accelerated format of BSALS is commendable, as it accommodates the schedules of working professionals, ensuring minimal disruption to their professional commitments. This feature is especially advantageous for organizations like ours, where time is of the essence, and employees are eager to enhance their skills efficiently.

I am particularly impressed by the program's foundation on the 5-Cs of Leadership framework, which draws inspiration from military leadership principles. At Fiserv, we firmly believe in hiring military veterans, and I foresee this program achieving success with UNO's veteran students. Leveraging military leadership principals can indeed be valuable in training veterans into the corporate world.

I am confident that the introduction of the BSALS program will make a significant impact to the Division of Continuing Studies at the University of Nebraska at Omaha. It reflects a forward-thinking approach to education that meets the demands of the modern learner and the dynamic professional landscape.

Thank you for your commitment to providing innovative and relevant educational opportunities. I look forward to witnessing the positive impact of the BSALS program on both the students and the continued success of the University of Nebraska at Omaha.

Sincerely,



Nikki Bauer
Fiserv
Human Resources, Program Director



November 15, 2023

To whom it may concern:

I am writing to express my enthusiastic support of the proposed new undergraduate B.S. in Applied Leadership Studies program in the Division of Continuing Studies at the University of Nebraska at Omaha.

This program would fill a need for organizations locally to provide opportunities to give their employees the skills they need to step into a leadership role. As a professional who is passionate about progressive leadership, I have observed the lack of readiness when promoting employees from within. They may have the skills to 'manage', but not lead.

While organizations might have the resources and readiness to upskill a new leader with role-specific training regarding processes, policies, etc., they are not always equipped to respond to the lack of readiness in areas crucial to leadership, such as:

- Change Management
- Emotional Intelligence
- Effective Communication
- Conflict Resolution
- Critical Thinking

Additionally, organizations may lack the time to curate content to address these gaps, and may be faced with costly Leadership Workshops that are good for the whole, but might not be the answer the organization needs for one individual.

As the Director of Learning and Development for HorsePower Brands, we are facing an urgent issue with all of the obstacles described above. I have researched several options for outsourcing, as the biggest pain points for my team are time and the cost implications. It would be invaluable to my organization to have a local partner such as UNO to help us solve these issues. Furthermore, the structure of the accelerated format for adult learners would provide a timely resolution for our needs.

It has been my pleasure to partner with this advisory board, and I thank you for the opportunity to collaborate!

Sincerely,

Cheryl Price
Director of Learning and Development
HorsePower Brands



Mutual of Omaha Insurance Company

3300 Mutual of Omaha Plaza
Omaha, NE 68175
mutualofomaha.com

December 18, 2023

To Whom It May Concern,

I am writing in support of the proposed new undergraduate B.S. in Applied Leadership Studies program in the Division of Continuing Studies at the University of Nebraska at Omaha.

As a company that places a strong emphasis on learning and development, this program's focus on adult growth through the 5-C's of Leadership framework provides a great resource for our employees to utilize. Such learning provides a foundation which we can then build upon through our own leadership programs to mold well-rounded leaders.

The six-week accelerated format, in my 10 years of experience as the coordinator of our various tuition benefits programs, gives adult learners the ability to balance the demands of work with new learning opportunities. Additionally, the ability for students to leverage existing college credit, along with the potential to obtain more credit from real-world certifications and training, makes this program appealing to both students and the company.

Please feel free to reach out to me directly if you would like to discuss my recommendation further. I am happy to answer any questions you might have.

Best regards,
Mark Saldivar
Human Resources Specialist – Corporate Learning and Development
Mark.Saldivar@mutualofomaha.com
(402) 351-4173



December 5, 2023

December 5, 2023

To Whom It May Concern:

I am writing in support of the proposed new undergraduate B.S. in Applied Leadership Studies program in the Division of Continuing Studies at the University of Nebraska at Omaha.

Over the last twenty years of my career in Human Resources, I have seen a lack of opportunity for leadership development within workplaces throughout the Greater Omaha Metro. Employers struggle to provide management and leadership development while working to maintain business and focus on profit.

Many times, good workers are promoted without the necessary leadership skills and abilities that the workplace, the workforce and communities are needing. This deficit in leadership training is due to the lack of time and the lack of resources that both employers and employees find difficult to balance on top of other day-to-day priorities. Many promoted staff "fake-it until they make-it", but the organization and the employees end up suffering from the lack of leadership ability that often runs rapid through organizations in the long run. This is why I am passionate about the Applied Leadership Studies Program.

The benefit of an accelerated program that provides the soft skills and leadership development and reflection, as well as a focus on emotional intelligence development for people who lead others is paramount to solving Nebraska's workforce issues. Statistics have proven that people leave their jobs most often because of poor management or destructive managers. Employers only have time to modify the behaviors through disciplinary measures that eventually coach the inept leader out of the organization, or result in turnover of good employees who leave for a better environment.

If we are to retain our workforce, encourage better culture in the workplace, and attract talent from other cities, we NEED to train and develop or GROW leaders within our organizations.

UNO will become a partner organization to many employers through this program because the Applied Leadership studies program can be used to compliment, extend and even substitute for and with the internal development paths our organizations need to obtain or strengthen.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Taylor', written over a red circular graphic element.

Keele Taylor, SVP Human Resources, Greater Omaha Chamber of Commerce

808 Conagra Dr., Ste. 400, Omaha, NE 68102 | 402-346-5000 | OmahaChamber.org



Valmont Industries, Inc.
15000 Valmont Plaza
Omaha, NE 68154 USA
P: +1 402.963.1000
valmont.com

November 16, 2023

To Whom it May Concern:

I am writing in support of the proposed new undergraduate B.S. in Applied Leadership Studies program in the Division of Continuing Studies at the University of Nebraska at Omaha.

The Bachelor of Science in Applied Leadership Studies (BSALS) 5 Cs of Leadership will directly align to our Core Values of Passion, Integrity, Continuous Improvement, and Delivering Results.

This program will support our talent strategy at Valmont Industries and aligns to critical initiatives for our current and future needs:

- The workforce is changing, and we need to adapt to the needs of our workforce; and anticipate their future needs. A diverse workforce includes diverse needs and the BSALS allows our workforce to pursue a degree that fits their needs.
- Our goal of labor stability includes the need to upskill employees into leadership positions. The BSALS provides our workforce the opportunity to pursue their educational goals. The skills and competencies obtained through this degree also sets them up for promotion opportunity.
- The program will add onto our existing foundational leadership program, Valmont Leadership Essentials, providing employees a way to continue their development.
- An accelerated format will provide our employees the ability to earn their degree faster while working. This benefits both our administrative employees and production employees.
- For future employees, this degree would provide them the opportunity for employment in a broader category of positions within our company.

As a UNO Alumn, I welcome the opportunity to expand our partnerships with UNO that support current and future employees. This benefits not only Valmont and UNO but our entire community.

Sincerely,

A handwritten signature in black ink, appearing to read "Renae", with a stylized flourish extending to the right.

Renae M. Slaughter
Vice President, Talent Management
Valmont Industries, Inc.

Program Overview

Organizational Leadership

Lightcast Q3 2023 Data Set

September 2023

University of Nebraska



Nebraska

Parameters

Completions Year: 2021

Jobs Timeframe: 2018 - 2023

Job Postings Timeframe: Feb 2022 - Jan 2023

Programs:

Code	Description
52.0213	Organizational Leadership

Regions:
11 items selected. See Appendix A for details.

Education Level:

Description
Bachelor's degree

Tuition Type: Tuition & Fees

Graduate Status: Undergraduate

Residency: In-State

38
Institutions
27% Growth (2017-2021)

1,239
Completions
143% Growth (2017-2021)

Completions Distribution
Average: 32.6
1 ————— **534**
Median: 7.5

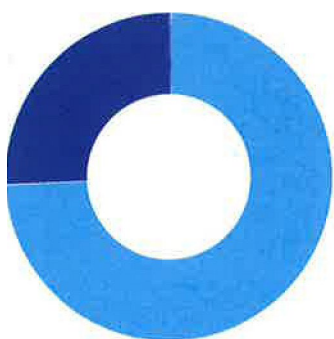
Program Overview



- All Programs Distance Offered Programs
- Non-Distance Offered Programs

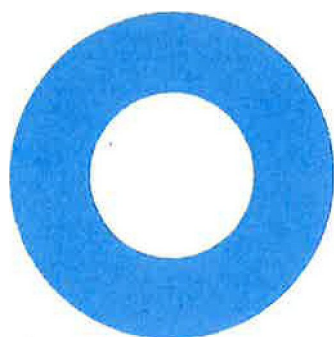
Completions (2021)	% Completions	Institutions (2021)	% Institutions
1,239	100%	38	100%
1,022	82%	23	61%
217	18%	15	39%

Market Share by Institution Type



Institution Type	Completions (2021)	Market Share
• Public, 4-year or above	918	74.1%
• Private not-for-profit, 4-year or above	320	25.8%
e Private for-profit, 4-year or above	1	0.1%

Market Share by Program

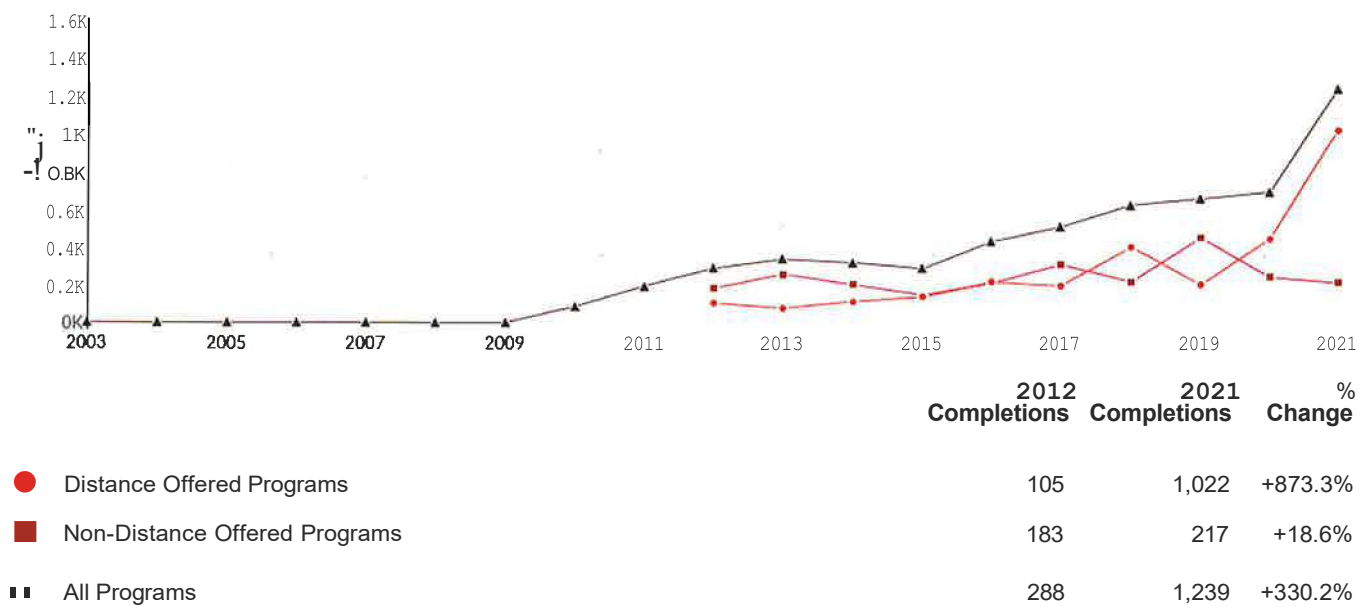


Program	Completions (2021)	Market Share
Organizational Leadership (52.0213)	1,239	100.0%

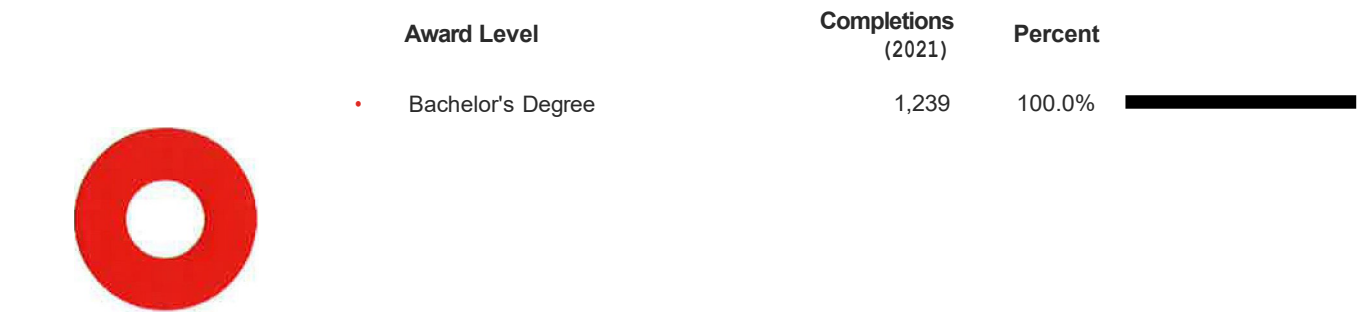
Completions by Institution

Institution	Bachelor's Degree Completions (2021)	Growth% YOY(2021)	Market Share (2021)	IPEDS Tuition & Fees (2021)	Completions Trend (2017-2021)
Fort Hays State University	534	Insf. Data	43.1%	\$5,430	_____
University of Iowa	287	11.7%	23.2%	\$9,942	■ ■ ■ ■ ■
MidAmerica Nazarene University	54	3.8%	4.4%	\$33,840	■ ■ ■ ■ ■
University of Wyoming	37	-14.0%	3.0%	\$5,317	
Lincoln College	35	25.0%	2.8%	\$19,800	■ ■ ■ ■ ■
Southwestern College	30	36.4%	2.4%	\$34,900	
Colorado Mountain College	28	-20.0%	2.3%	\$4,860	_____, - - - - -
Bellevue University	25	56.3%	2.0%	\$8,310	
Lewis University	20	122.2%	1.6%	\$35,472	- - - - - /
Urshan College	19	90.0%	1.5%	\$5,556	■ ■

Regional Trends



Regional Completions by Award Level



Similar Programs

94

Programs (2021)

- 75,967

Completions (2021)

CIPCode	Program	Bachelor's Degree Completions (2021)
52.0201	Business Administration and Management, General	16,846
52.0301	Accounting	6,978
52.0801	Finance, General	5,931
52.1401	Marketing/Marketing Management, General	5,698
52.0101	Business/Commerce, General	4,378
43.0104	Criminal Justice/Safety Studies	3,688
09.0101	Speech Communication and Rhetoric	3,626
24.0101	Liberal Arts and Sciences/Liberal Studies	2,448
30.9999	Multi-/Interdisciplinary Studies, Other	2,195
51.0701	Health/Health Care Administration/Management	2,107

Target Occupations

334,591

*Jobs (2018)**

*3.% above National average**

+29.4%

*% Change (2018-2023)**

*Nation: +32.6%**

**\$49.88/hr
\$103.5K/yr**

Median Earnings

Nation: \$51.89/hr;
\$107.9K/yr

55,764

Annual Openings*

Occupation	2018 Jobs*	Annual Openings*	Median Earnings	Growth (2018 - 2023)*	Employment Concentration (2018)*
General and Operations Managers	118,962	24,414	\$43.74/hr	+47.32%	1.08
Management Analysts	48,564	7,747	\$45.02/hr	+23.31%	0.93
Financial Managers	40,136	5,197	\$64.04/hr	+19.77%	1.07
Sales Managers	25,548	3,907	\$64.56/hr	+22.98%	1.02
Marketing Managers	23,422	3,635	\$64.34/hr	+22.92%	1.15
Financial and Investment Analysts	18,232	2,457	\$42.69/hr	+19.16%	0.89
Chief Executives	13,943	1,795	\$73.23/hr	+9.41%	0.96
Human Resources Managers	10,559	1,448	\$60.43/hr	+12.73%	1.09
Administrative Services Managers	9,445	1,300	\$50.79/hr	+13.88%	0.97
Financial Specialists, All Other	6,312	928	\$35.40/hr	+19.09%	0.89
Transportation, Storage, and Distribution Managers	4,479	619	\$47.38/hr	+13.91%	1.08
Public Relations Managers	4,274	644	\$57.46/hr	+15.84%	1.01
Facilities Managers	4,212	788	\$45.96/hr	+27.30%	1.08
Purchasing Managers	4,065	506	\$62.17/hr	+0.79%	0.99
Fundraising Managers	2,438	378	\$48.29/hr	+12.22%	1.26

Job Postings Summary

260,150

Unique Postings
609,076 Total Postings

2:1

Posting Intensity

Regional Average: 3 : 1

26,902

Employers Competing
184,686 Total Employers

27 days

Median Posting Duration
Regional Average: 27 days

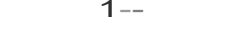
There were 609,076 total job postings for your selection from February 2022 to January 2023, of which 260,150 were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for *every* 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

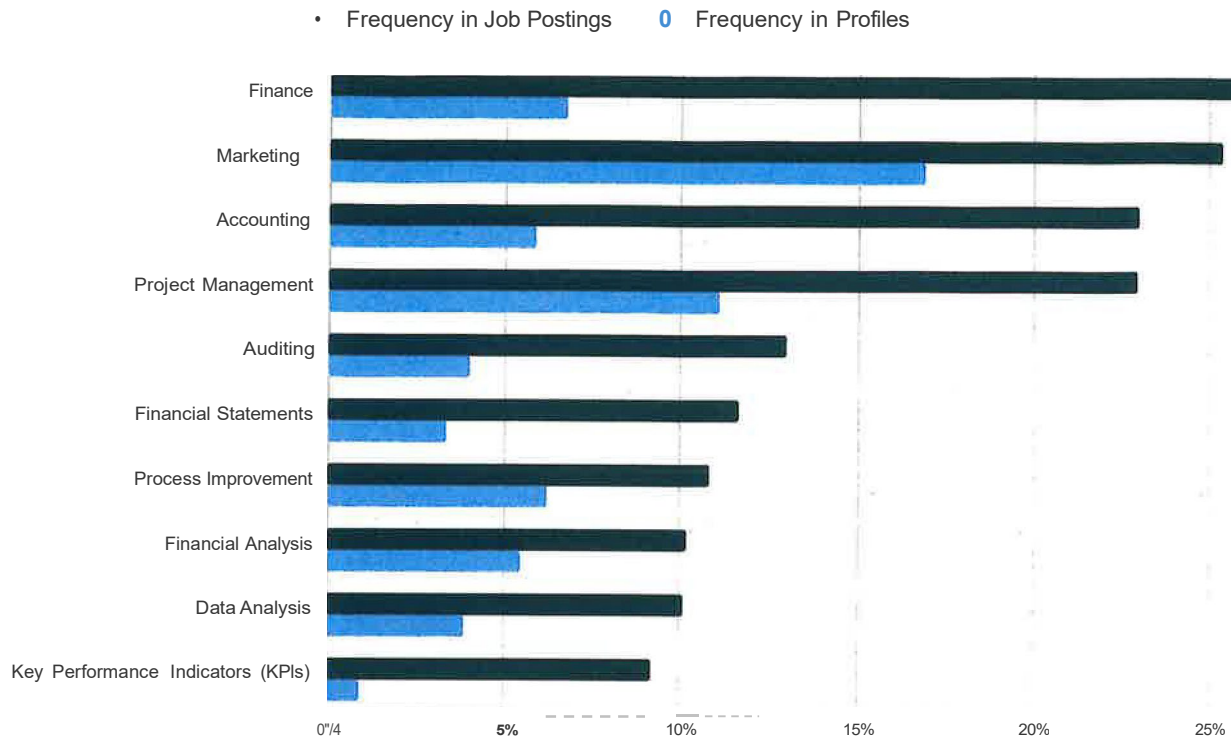
Top Companies Posting

Company	Total/Unique (Feb 2022 - Jan 2023)	Posting Intensity	Median Posting Duration
Randstad	4,612 / 2,961	2:1	20 days
Robert Half	4,037 / 2,920	1:1	27 days
Edward Jones	4,434 / 2,669	2:1	21days
UnitedHealth Group	6,895 / 2,496	3:1	24 days
Elevance Health	3,642 / 2,301	2:1	27 days
Deloitte	3,551 / 2,288	2:1	22 days
Walgreens Boots Alliance	7,089 / 2,146	3:1	18 days
Guidehouse	2,261 / 1,826	1:1	32 days
Centene	3,093 / 1,553	2:1	22 days
US Bank	2,732 / 1,486	2:1	27 days

Top Posted Job Titles

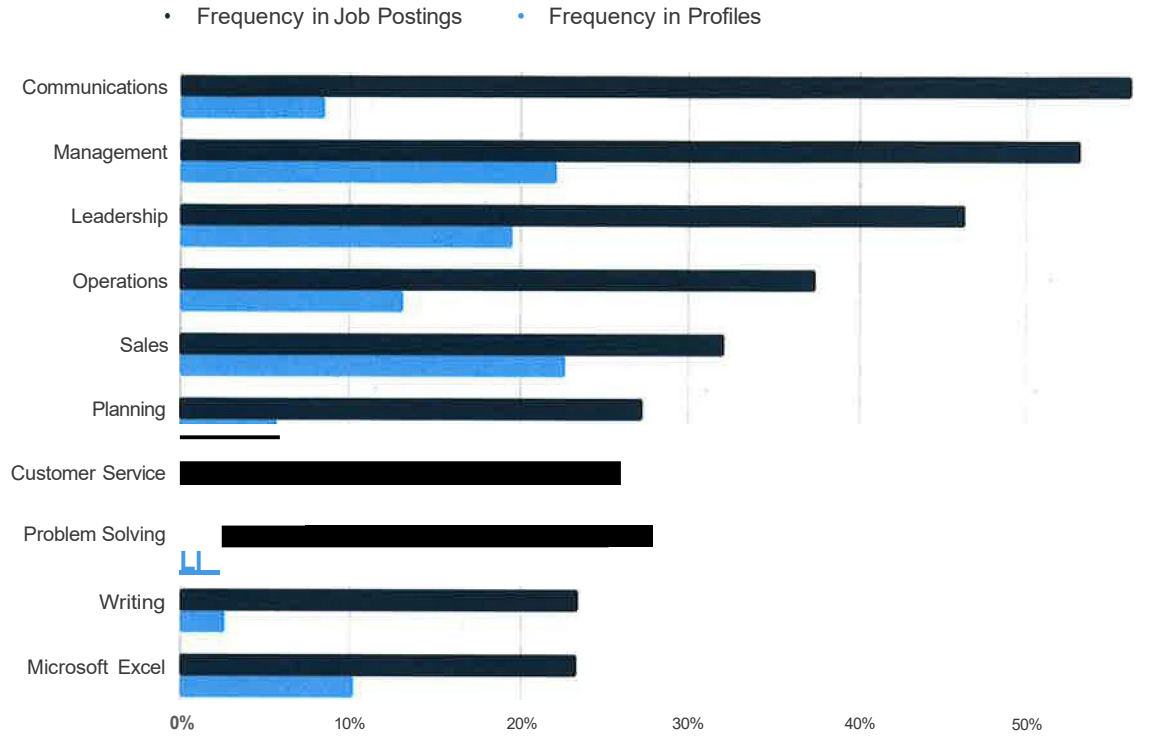
Job Title	Total/Unique (Feb 2022 - Jan 2023)	Posting Intensity	Median Posting Duration
Financial Analysts	16,606 / 7,198	2:1 	26 days
Business Analysts	14,061 / 6,431	2:1 	24 days
Human Resources Managers	10,565 / 4,076	3:1 	27 days
Product Managers	8,018 / 3,825	2:1 	24 days
Controllers	9,302 / 3,425	3:1 	28 days
Operations Managers	9,559 / 3,394	3:1 	29 days
Business Development Managers	4,716 / 2,206	2:1 	23 days
Directors of Human Resources	5,760 / 2,169	3:1 	28 days
Accounting Managers	4,777 / 2,147	2:1 	24 days
Marketing Managers	4,006 / 2,105	2:1 	29 days

Top Specialized Skills



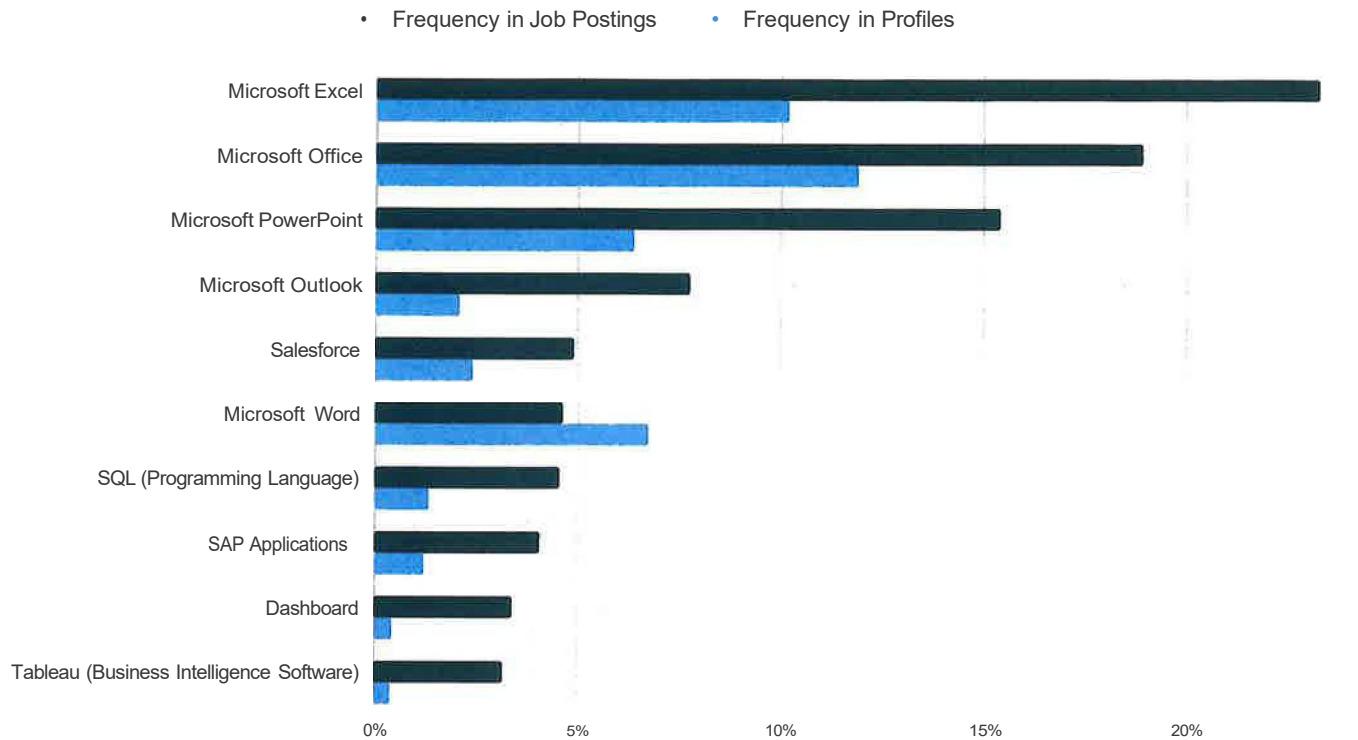
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Finance	69,954	27%	200,684	7%
Marketing	66,004	25%	506,787	17%
Accounting	59,924	23%	174,720	6%
Project Management	59,809	23%	333,173	11%
Auditing	33,775	13%	120,081	4%
Financial Statements	30,385	12%	101,172	3%
Process Improvement	28,249	11%	185,273	6%
Financial Analysis	26,577	10%	163,518	5%
Data Analysis	26,287	10%	116,014	4%
Key Performance Indicators (KPIs)	23,929	9%	27,909	1%

Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	145,879	56%	254,196	8%
Management	138,291	53%	664,775	22%
Leadership	120,504	46%	586,495	20%
Operations	97,275	37%	396,235	13%
Sales	83,672	32%	680,255	23%
Planning	70,903	27%	171,981	6%
Customer Service	67,188	26%	648,951	22%
Problem Solving	65,305	25%	67,591	2%
Writing	60,885	23%	76,759	3%
Microsoft Excel	60,693	23%	305,410	10%

Top Software Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	60,693	23%	305,410	10%
Microsoft Office	49,268	19%	356,299	12%
Microsoft PowerPoint	40,122	15%	191,019	6%
Microsoft Outlook	20,229	8%	62,816	2%
Salesforce	12,779	5%	72,684	2%
Microsoft Word	12,089	5%	200,837	7%
SQL (Programming Language)	11,866	5%	40,024	1%
SAP Applications	10,557	4%	36,500	1%
Dashboard	8,824	3%	13,619	0%
Tableau (Business Intelligence Software)	8,237	3%	11,836	0%

Top Qualifications

Qualification	Postings with Qualification
Master Of Business Administration (MBA)	24,942
Valid Driver's License	16,538
Certified Public Accountant	10,590
Professional in Human Resources	3,701
Project Management Professional Certification	3,290
Senior Professional In Human Resources	3,106
Chartered Financial Analyst	2,849
Security Clearance	1,961
SHRM-CP (Society for Human Resource Management Certified Professional)	1,671
Certified Pharmacy Technician	1,641

Appendix A - Regions

Code	Description	Code	Description
8	Colorado	30	Montana
17	Illinois	31	Nebraska
19	Iowa	38	North Dakota
20	Kansas	46	South Dakota
27	Minnesota	56	Wyoming
29	Missouri		

Appendix B

Program Selection Details

CIPCode		Program Name
52.0213		Organizational Leadership

Appendix C - Data Sources and Calculations

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: Colorado Department of Labor and Employment; Illinois Department of Employment Security; Iowa Workforce Development; Kansas Department of Labor; Minnesota Department of Employment and Economic Development; Missouri Economic Research and Information Center; Montana Department of Labor and Industry; Nebraska Department of Labor, NEworks; North Dakota Job Service; South Dakota Department of Labor and Regulation; Wyoming Department of Workforce Services



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve request to permit alcohol sales at University of Nebraska athletic events

☐ **Review**

☒ **Review + Action**

☐ **Action**

☐ **Discussion**

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

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS:

Approval is recommended to permit the dispensing, sale, and consumption of alcohol at University of Nebraska athletic events.

BACKGROUND INFORMATION

On February 11, 2022, the Board of Regents amended RP-6.4.1 and authorized the dispensing and consumption of alcoholic liquor at athletic events in specifically designated facilities and areas. After feedback from Board members at that meeting, it was agreed that Board of Regents approval was required for alcohol sales, and this was memorialized in Executive Memorandum No. 45.

Approval is requested to permit alcohol sales at all University of Nebraska athletic events. Each campus electing to sell alcohol at athletic events shall contribute a portion of any profits from such sales to alcohol abuse education and/or services.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance**October 4, 2024**

AGENDA ITEM: Delegation of authority to the President to finalize a contract consistent with the Standard Form Construction Agreement within the project budget for replacement of the grass practice fields for Football at the University of Nebraska-Lincoln (UNL) upon approval by the Athletic Director, President, and, as to form, the Vice President and General Counsel.

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

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

PRESENTERS: Troy Dannen, UNL Athletic Director
Seth Dorsey, Deputy Athletic Director for Internal Operations & CFO

PURPOSE & KEY POINTS:

Nebraska Football has two grass outdoor practice fields that are located north of the Osborne Legacy Complex. These fields serve as a practice facility throughout the year for the Nebraska Football program. Replacement of the grass practice fields would include removal of all surface material and converting both fields from a crowned surface to being level. This change allows for the fields to be utilized from various angles which reduces wear and tear on the grass. Removal of the surface material would also allow for replacement of all of the underlying soil which would assist with growing healthy sod which is safer for the student-athletes at Nebraska. Additionally, new drainage and irrigation systems would be added which would aid in the overall maintenance of the fields.

The total project cost is estimated to be up to \$6,200,000. Due to procurement lead times and other factors, providing such authorization to the President will ensure the project is completed prior to the 2025-2026 football season.

BACKGROUND INFORMATION

Not applicable

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve Capital Project Budget Increase and Execution of a Standard Form Construction Agreement for Second Phase of Outdoor Track Replacement at the University of Nebraska-Lincoln (UNL)

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: Troy Dannen, UNL Athletic Director
Seth Dorsey, Deputy Athletic Director for Internal Operations & CFO

PURPOSE & KEY POINTS:

The Outdoor Track Replacement is continuing its phased construction. Labor and material costs have increased since the project budget approval in February 2020. The first phase was completed using the design bid build delivery method on December 8, 2023, at a cost of approximately \$15,123,000. Design for the second phase was completed as part of the initial project. The Second Phase scope includes a press box area, stadium seating, restrooms, concessions, and infrastructure to support IT requirements.

A budget increase is requested to deliver the Second Phase scope of work. The total budget increase for the second phase of construction is \$10,881,200. This item also seeks approval to execute the University of Nebraska Standard Form Construction Agreement for construction services for the second phase of the UNL Outdoor Track Replacement. Authority to approve and execute construction contracts in excess of \$5,000,000 is reserved by the Board of Regents. The contract amount for this phase of the project is \$7,529,000. A public bid for the second phase of work was held on May 30, 2024. Hausman Construction was the responsive low bidder.

	<u>Original</u>	<u>Proposed</u>
Total Project Budget	\$16,500,000	\$26,004,000
Construction Budget	\$13,865,000	\$22,697,000
Non-Construction Budget	\$ 2,635,000	\$ 3,307,000

BACKGROUND INFORMATION

October 25, 2019 – Board of Regents approved the Program Statement for Outdoor Track Replacement at UNL.

February 7, 2020 – Board of Regents approved the Intermediate Design with Scope Change and Budget Increase for Outdoor Track Replacement at UNL

April 9, 2021 – Board of Regents approved execution of a Standard Form Construction Agreement for First Phase of Outdoor Track Replacement at UNL

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Renaming of Memorial Stadium North Tower from the Osborne Athletic Complex to the Cornhuskers Athletic Complex

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

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

PRESENTERS: Troy Dannen, UNL Athletic Director
Seth Dorsey, Deputy Athletic Director for Internal Operations & CFO

PURPOSE & KEY POINTS

With the naming of the newly built football facility to the Osborne Legacy Complex, Athletics would like to move forward with the renaming of Memorial Stadium North Tower from the Osborne Athletic Complex to the Cornhuskers Athletic Complex. This facility will continue to serve as the home to many Nebraska Athletics administrative units and teams.

BACKGROUND INFORMATION

Pursuant to Board of Regents policy 6.2.7.(3)(c), such naming items must be approved by the Board of Regents upon the recommendation of the Chancellor responsible for the Facility and the President.

RECOMMENDATION

The President recommends approval.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve and authorize the execution of the First Amended and Restated Interlocal Agreement for the Administration and Operation of Network Nebraska.

☐ Review ☒ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: Bret Blackman, Vice President of Information Technology
Andrew Buker, Assistant Vice President of Infrastructure Services

PURPOSE & KEY POINTS

The First Amended and Restated Interlocal Agreement defines the partnership between the State of Nebraska Office of the Chief Information Officer (OCIO) and the University of Nebraska to develop and maintain a statewide, multipurpose, high capacity, scalable telecommunications network ("Network Nebraska") as defined and stated by Neb. Rev. Stat. §§ 86-520 and 86-5,100.

Network Nebraska serves as Nebraska's statewide research and education network, governed under the Nebraska Information Technology Commission. Network Nebraska enables members to share telecommunications resources, network services, applications, and support through a consortium of K-12, higher education institutions, libraries, and other educational entities working together to provide scalable, reliable, and affordable infrastructure. Since 2007, Network Nebraska has been able to lower the per unit cost of commodity Internet by 99% for its members through aggregating demand and competitive bidding, and currently enjoys one of the lowest costs for commodity Internet in the country. Through the University, Network Nebraska also connects Network Nebraska members throughout the state to Internet2, which operates a nationwide 400+ gigabit per second backbone and supports connectivity with other national research and education networks.

The Interlocal Agreement provides clarity for the OCIO and the University in their respective roles and responsibilities in administering and operating Network Nebraska. The amended and restated agreement also integrates current provisions and contract language, such as liability and compliance, that were not included in the original agreement and necessary to protect the University as demands upon Network Nebraska continue to increase.

BACKGROUND INFORMATION

On October 29, 2004, President Milliken signed the Interlocal Cooperation Agreement Between the Division of Communications of the Department of Administrative Services of the State of

Nebraska and the Board of Regents of the University of Nebraska to define the cooperative arrangement to establish a statewide telecommunications network and related services (“Network Nebraska”) for government, education, health care, and other eligible participants.

Authority to approve and execute interlocal agreements is reserved by the Board of Regents.

RECOMMENDATION

The President recommends approval.

**First Amended and Restated Interlocal Agreement
for the Administration and Operation of Network Nebraska**

This First Amended and Restated Interlocal Agreement for the Administration and Operation of Network Nebraska (the “Agreement”) is effective as of the date of the last signature set forth below (“Effective Date”) by and between the Board of Regents of the University of Nebraska (“University”) and the Office of the Chief Information Officer of the Department of Administrative Services of the State of Nebraska (“OCIO”). University and OCIO are each individually referred to as a “Party” and collectively as the “Parties.”

RECITALS

- A. Neb. Rev. Stat. §§ 86-520 and 86-5,100 authorize OCIO, in partnership with University, to develop and maintain a statewide, multipurpose, high capacity, scalable telecommunications network (“Network Nebraska”), which consists of contractual agreements with providers to meet the demand of state agencies, local governments, and educational entities as defined in Neb. Rev. Stat. § 79-1201.01.
- B. Neb. Rev. Stat. § 13-807 authorizes public agencies to contract to perform any governmental service, activity, or undertaking which at least one of the public agencies entering into the contract is authorized by law to perform.
- C. The Parties desire to contract to allocate roles, responsibilities, and liability in the administration, operation, and use of Network Nebraska and associated services.
- D. The Parties entered into an Interlocal Cooperation Agreement on October 29, 2004 (the “Original Agreement”).
- E. The Parties desire to amend the Original Agreement and restate it in its entirety as set forth herein.

AGREEMENT

NOW THEREFORE, in order to meet the purposes and objectives described in this Agreement and in consideration of the above recitals, which are incorporated herein by this reference, and the mutual promises and covenants contained in this Agreement, the Parties agree as follows:

- 1. **Definition of Terms.** The following terms shall have the following meanings unless the context or use indicates or requires another or different meaning or intent:
 - a. “CAP” shall mean the Collaborative Aggregation Partnership comprised of the Parties and charged with providing operational and technical support for the Network Nebraska shared transport backbone and coordinating connectivity to Network Nebraska with Members.

- b. “Member” shall mean those state agencies, local governments, and educational entities, as defined in Neb. Rev. Stat. § 79-1201.01, who contract directly with Network Nebraska or one of the Parties acting on behalf of Network Nebraska.
 - c. “NNAG” shall mean the Network Nebraska Education Advisory Group chartered by the Education Council, an advisory group to the Nebraska Information Technology Commission (“NITC”), to provide strategic guidance to OCIO and University and to represent Members’ interests regarding the operation of Network Nebraska.
- 2. **Term.** This Agreement shall commence on the Effective Date and expire five (5) years after the Effective Date (the “Initial Term”) and shall automatically renew for up to five (5) additional one (1)-year terms (each a “Renewal Term”) unless terminated as otherwise provided for in this Agreement. Collectively the Initial Term and Renewal Term(s) shall be referred to as the “Term.” Upon written agreement of the Parties, the Agreement may be extended beyond the Term for additional terms.
- 3. **Purposes and Objectives.** The purposes and objectives of this Agreement are to generally allocate the roles, responsibilities, and liability of the Parties and Members in the administration, operation, and use of Network Nebraska and associated services. Core components of Network Nebraska shall include, but not be limited to:
 - a. The Network Nebraska shared transport backbone that consists of a high capacity routed and switched network built on universal standards in fiber infrastructure; and
 - b. Aggregated purchases of commodity Internet bandwidth for Members.
- 4. **Administration.** Except as more specifically described herein, this Agreement will be administered by CAP as advised by NNAG. Pursuant to Neb. Rev. Stat. §§ 86-520 and 86-5,100, the Parties will share in the delivery of Network Nebraska with OCIO as the administrator and University as the operator.
- 5. **Liability and Insurance.**
 - a. Each Party shall be responsible for its own acts and omissions and the results thereof and shall not be responsible for the acts or omissions of the other Party and the results thereof. Each Party agrees that it will assume all risk and liability to itself, its agents, or its employees for any injury to persons or property resulting in any manner from the conduct of its own operations and the operations of its agents or employees under this Agreement, and for any loss, cost, or damage caused thereby during the performance of this Agreement.
 - b. Nothing in this Agreement shall extend the responsibility or liability of a Party beyond that required by law, including the Nebraska State Miscellaneous Claims Act (Neb. Rev. St. §§ 81-8,294 to 81-8,301), Nebraska State Tort Claims Act (Neb. Rev. St. §§ 81-8,209 to 81-8,239.11), Nebraska State Contract Claims Act (Neb. Rev. St. §§ 81-

8,302 to 81-8,306), and Nebraska Political Subdivisions Tort Claims Act (Neb. Rev. St. §§ 13-901 to 13-928).

- c. To the fullest extent allowed by law, neither Party's aggregate liability however caused and on any theory of liability to the other Party arising out of or related to this Agreement shall (a) include liability for any consequential, incidental, or indirect damages or (b) exceed OCIO's financial contributions in the immediately preceding twelve (12) month period pursuant to a budget established under section 6.
- d. Each Party shall at its own expense obtain and maintain throughout the term of this Agreement general commercial liability insurance against claims for bodily injury, death, and property damage with limits of not less than one million dollars (\$1,000,000) per occurrence, and three million dollars (\$3,000,000) general aggregate to cover such liability caused by, or arising out of, activities of the Party and its agents and/or employees while engaged in or preparing for performance under this Agreement. Each Party shall, upon request by the other Party, furnish to other Party certificates of insurance evidencing such insurance is effective prior to the Effective Date.
- e. Each Party shall at its own expense obtain and maintain throughout the term of this Agreement, and for a minimum of two (2) years after this Agreement ends, coverage for network security, data protection, and cyber liability with a minimum limit of ten million dollars (\$5,000,000) each claim and in the aggregate. Covered incidents shall include: breach of security and breach of security or privacy laws, rules or regulations, now or hereinafter constituted or amended; and data theft, damage, unauthorized disclosure, destruction, or corruption, including unauthorized access, unauthorized use, identity theft, theft of personally identifiable information or confidential information in whatever form. Coverage benefits shall include privacy and security liability, privacy regulatory defense and payment of civil fines, payment of credit card provider penalties, and breach response costs (including notification costs, forensics, credit protection services, call center services, identity theft protection services, and crisis management/public relations services). Cyber liability coverage will be on a claims-made basis with a retrospective date of the effective date of the Original Agreement and must provide worldwide coverage. If the services under this Agreement are performed by an independent contractor, then the requirements of this paragraph are to be satisfied through the Party and the independent contractor(s) each purchasing, maintaining, and providing evidence of such coverage to the other Party.
- f. OCIO agrees to waive all right of recovery against University or University's regents, officers, directors, partners, employees, or agents for information technology services University provides to or on behalf of Network Nebraska. OCIO further agrees that any insurance OCIO purchases shall contain a provision or endorsement that in the event of payment of any loss or damage, the insurers will have no rights of recovery against University.
- g. Each Party may satisfy its insurance obligations under this section through a self-insurance or a pooled or cooperative insurance program. Subject to the terms,

conditions, and exclusions of the program, the program shall pay on behalf of the Party, during any of its fiscal years, all sums for which the Party shall become legally obligated to pay as damages for liability occurrences up to the limits set forth in this section. The program may be evidenced by a Certificate of Financial Responsibility, Statement of Self-Insurance Coverage, or other evidence of a self-insurance or a pooled or cooperative insurance program. If any coverage required by this Agreement is provided by private insurers or quasi-governmental entities regulated under applicable insurance codes or laws, coverage and evidence of coverage shall be provided as set forth above.

- h. If a claim or damage is not covered by a Party's self-insurance or other coverage, the responsible Party shall pay the costs arising from such claim or damage to the extent funds are legally available therefor. If a claim or damage arises from both Parties' performance of this Agreement or is not allocable to a Party, each Party shall pay the costs to such Party arising from the claim or damage. Each Party shall notify the other Party upon receipt of notice or in the event it has knowledge of any claim or damage arising out of this Agreement.
- 6. **Financial Contributions.** University and OCIO will finalize a budget for Network Nebraska. The Parties and the NNAG will work together in good faith prior to the start of each fiscal year (July 1st through June 30th) to assess Network Nebraska's goals, objectives, and needs and determine an appropriate budget based on those goals, objectives, and needs. The Parties will develop a staffing plan that takes into consideration the usual needs and available resources required by Network Nebraska. This staffing plan, and the salary and benefits contributed by University, will be considered in setting the budget. If the Parties or NNAG have a desire to expand the scope or level of services provided by Network Nebraska, the Parties recognize and acknowledge that this will require additional funding and require adjustments to Network Nebraska rates to offset. The Parties agree to adopt a funding model by which University shall invoice OCIO for expenses incurred and OCIO shall reimburse University.
- 7. **Joint Powers.** This Agreement does not create or delegate powers to any separate legal or administrative entity. Each Party will respectively finance its responsibilities described in this Agreement. Neither Party will levy, collect, or account for taxes or issue or refund bonds under this Agreement. Except as set forth in this Agreement, each Party shall, at its sole expense, acquire, hold, or dispose of any real or personal property used under this Agreement. Except as set forth in this Agreement, each Party shall, at its sole expense, supply all staff, equipment, tools, materials, or supplies necessary to perform the Party's responsibilities described in this Agreement.
- 8. **Staff.** The Parties agree to provide personnel required to administer and operate Network Nebraska in a manner consistent with each Party's staffing plan. Each Party shall have sole and full discretion in selecting and establishing the terms and conditions of employment for their employees who perform duties on behalf of Network Nebraska. No employment relationship of any kind will be formed or exist between University and OCIO.

9. **Inability to Provide Personnel.** The Parties recognize that in certain instances, including but not limited to budget constraints, reassignment, retirement, or other termination of employment, the Parties may not be able to supply personnel to Network Nebraska. The Parties agree such absences are acceptable, so long as the Party takes reasonable actions to address the need for replacement personnel in such a way as to preserve the integrity of Network Nebraska.
10. **Property Ownership.** Any property, personal or real, acquired for furthering the purposes and objectives of Network Nebraska, will be owned by the Party contributing the funds for the purchase of the property. Should more than one Party contribute to the purchase of the property, then the property will be owned by each Party in proportion to its contribution.
11. **Property Damage.** Notwithstanding anything in this Agreement to the contrary, OCIO shall be solely responsible for all costs and expenses to return University property to the condition existing as of the effective date of the Original Agreement and shall immediately give notice in writing of the occurrence of any damage to University property. Similarly, University shall be solely responsible for all costs and expenses to return OCIO property to the condition existing as of the effective date of the Original Agreement and shall immediately give notice in writing of the occurrence of any damage to OCIO property.
12. **Termination.** Either Party may terminate this Agreement at any time, with or without cause, upon three hundred sixty-five (365) calendar days' prior written notice to the other Party specifying the date of termination. Upon termination, (i) each Party shall promptly discontinue all work, unless the termination notice directs otherwise, and (ii) any property provided to a Party by the other Party shall be returned to the other Party or sold in a commercially reasonable manner with each Party receiving its share of the sale proceeds according to its respective ratio of ownership. Notwithstanding termination, the Parties shall remain obligated as otherwise set forth in this Agreement to the extent of costs or obligations to third parties incurred pursuant to this Agreement prior to the termination.
13. **OCIO Responsibilities.** OCIO will be responsible for performing the following:
- a. Provide necessary personnel to administer Network Nebraska;
 - b. Execute all contracts, notwithstanding the limits on the powers of OCIO, provided that University has the power and or authority to perform the service, activity, or undertaking provided by Network Nebraska;
 - c. Maintain copies of all agreements and other documents related to Network Nebraska;
 - d. Serve in the primary role for communicating with all service providers under any contracts in furtherance of Network Nebraska;
 - e. Conduct all billing, collections, and disbursement activities for the services provided by the Parties;
 - f. Maintain a current schedule of fees approved by the Parties;

- g. Promptly reimburse University upon receipt of invoices for Network Nebraska; and
- h. Such other responsibilities as the Parties hereto may mutually agree.

14. University Responsibilities. University will be responsible for performing the following:

- a. Provide necessary personnel to operate Network Nebraska;
- b. Serve in the primary role for architecting, implementing, maintaining, and operating Network Nebraska equipment and services;
- c. Manage, capitalize, and maintain Network Nebraska equipment;
- d. Serve in the primary role for monitoring and supporting Network Nebraska services;
- e. Maintain a schedule of Network Nebraska services and service offerings;
- f. Represent and advocate on behalf of Network Nebraska within the regional and national Research and Education Network community;
- g. Promptly invoice OCIO for costs incurred in the operation of Network Nebraska; and
- h. Such other responsibilities as the Parties hereto may mutually agree.

15. Terms Applicable to Members. The Parties agree that the provision of Network Nebraska to any Member is subject to the terms and conditions of this Agreement and the Network Nebraska Memorandum of Agreement. The following term shall be included in each Network Nebraska Memorandum of Agreement executed by a Member:

“By acceptance of this Memorandum of Agreement, Participant acknowledges that it shall comply with and be bound by all member requirements and other applicable terms and conditions contained in this Memorandum of Agreement and in the First Amended and Restated Interlocal Agreement for the Administration and Operation of Network Nebraska, attached as Appendix 4 (the “Interlocal Agreement”). Applicable terms and conditions in the Interlocal Agreement include but are not limited to sections 1.b), 3, 5.a), 5.b), 5.d), 5.g), 5.h), 17, 18, 19, 21, and 23. Unless a term or condition of the Interlocal Agreement applies to Participant as a member, Participant shall comply with and be bound by applicable terms and conditions of the Interlocal Agreement as if it were a party thereto.”

16. Members. The Parties shall make Network Nebraska available to Members. Member requirements include, but are not limited to:

- a. Capacity to provide the local network aggregation point for connecting to Network Nebraska;

- b. Adherence to NITC technical standards;
- c. The ability to identify, isolate, and disable specific hardware and/or software on the Member's network;
- d. Compliance with strategies developed and recommended by Network Nebraska, CAP, or NNAG for cybersecurity and the reservation of rights by Network Nebraska to provide assistance or to restrict access to Members unable to meet minimum security standards or to protect the overall health and stability of the network; and
- e. An established customer support system for the Member's end-users, including quality assurance and help desk.

Each Member is responsible for its use and its users' use of Network Nebraska and all technical and cybersecurity aspects beyond the connection point to Network Nebraska.

17. **Nondiscrimination.** Each Party agrees that neither it nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions, or privilege of employment because of the race, color, religion, sex, disability, or national origin of the employee or applicant in accordance with the Nebraska Fair Employment Practice Act (Neb. Rev. Stat. §§ 48-1101 to 48-1125).
18. **Compliance.** Each Party and its employees and agents will comply with all laws, ordinances, codes, rules, regulations, and licensing requirements related to performance of its responsibilities under this Agreement, including those of federal, state, and local agencies having jurisdiction and/or authority.
19. **Force Majeure.** No Party will be liable for failure to perform any duty under this Agreement where such failure is due to unforeseeable causes beyond the Parties' control and without the fault or negligence of the Parties, including, but not restricted to, acts of God or the public enemy, fire, flood, epidemics, quarantine, strikes or other natural disasters. No Party shall be liable for any failure to perform resulting from any order of any court or state or federal agency.
20. **Work Status Verification.** Each Party and its subcontractors shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. §§ 4-108 to 4-114.
21. **Assignment.** This Agreement is non-assignable and non-transferrable. Any attempt by either Party to assign its rights or obligations hereunder shall be void.
22. **Governing Law and Forum.** This Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of law provisions. Any actions to enforce the provisions of this Agreement shall be brought in the state courts located in Lancaster County,

Nebraska, and instituted in accordance with the provisions of the Nebraska State Contract Claims Act (Neb. Rev. Stat. §§ 81-8,302 to 81-8,306).

23. **Notice.** Any notice required or permitted to be given under this Agreement shall be in writing, sent via certified mail or hand delivery, effective when received, and delivered to the addresses provided on the signature page of this Agreement.
24. **Waiver.** A waiver of any term or provision of this Agreement by a Party shall not be deemed to be a waiver of such provision on any subsequent breach of the same or any other provision contained in this Agreement. Any such waiver must be in writing to be effective, and no such waiver or waivers shall serve to establish a course of performance between the Parties contradictory to the terms hereof.
25. **Severability.** The terms of this Agreement are severable. If any term or provision is declared by a court of competent jurisdiction to be illegal, void, or unenforceable the remainder of the provisions shall continue to be valid and enforceable.
26. **No Authority to Bind the Other Party.** One Party under this Agreement shall have no authority to enter into contracts or agreements on behalf of the other Party. All contracts or agreements shall be entered on behalf of the executing Party or executed jointly by both Parties.
27. **Entire Agreement and Amendment.** This Agreement constitutes the entire understanding between the Parties with respect to the subject matter hereof and supersedes all prior agreements or understandings between the Parties with respect to the subject matter hereof. This Agreement may not be amended except by an agreement signed by OCIO and an authorized representative of University.
28. **Electronic Signatures.** Each Party agrees that this Agreement and any other documents to be delivered in connection herewith may be electronically signed, and that any electronic signatures appearing on this Agreement or such other documents are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.
29. **Equal Opportunity (intentionally bolded).** Each Party shall comply with 41 CFR §§ 60-1.4(a), 60-300.5(a), and 60-741.5(a), incorporated by reference with the following statement: **Each party shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, national origin or for inquiring about, discussing, or disclosing compensation. Moreover, these regulations require that covered parties take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.**
30. **Confidentiality.** The Parties acknowledge they may disclose certain confidential or proprietary information (the “Confidential Information”) to each other during the course of

this Agreement. The Parties will use such Confidential Information solely for the purpose for which it is provided and will not, except as allowed by this Agreement, required by law, or agreed to by the other Party, disclose such Confidential Information to any third party. The provisions of this section shall survive any termination or expiration of this Agreement.

31. **Dispute Resolution.** Any dispute which, in the judgment of a Party to this Agreement, may affect the performance of such Party shall be reduced to writing and delivered to the other Party. As soon as possible thereafter, the Parties' authorized representatives shall schedule a meeting to resolve the dispute in a mutually satisfactory manner. Prior to the institution of any formal legal proceeding, the Parties must meet in this manner to resolve the dispute. This meeting must take place within ten (10) business days after service of the written statement of dispute. During the pendency of negotiations, the Parties shall act in good faith to perform their respective duties described herein.

[Signature page to follow]

IN WITNESS WHEREOF, the Parties have entered into this Agreement as of the date set forth below.

BOARD OF REGENTS OF THE
UNIVERSITY OF NEBRASKA

OFFICE OF THE CHIEF INFORMATION
OFFICER OF THE DEPARTMENT OF
ADMINISTRATIVE SERVICES OF THE
STATE OF NEBRASKA

Signature:_____

Signature:_____

Printed Name:_____

Printed Name:_____

Date:_____

Date:_____

Title:_____

Title:_____

Notices to the University shall be sent to:

Notices to OCIO shall be sent to:

Andrew Buker
110 Eppley Administration Building
6001 Dodge Street
Omaha, NE 68182

Becca Kingery
Office of the Chief Information Officer
501 S. 14th Street, P.O. Box 95045
Lincoln, NE 68509-5045
becca.kingery@nebraska.gov

With copy to:

With copy to (optional):

Legal Notices
C/O P2P Procurement Contracts
1700 Y Street, BSC 125
Lincoln, NE 68588-0645



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approval to Engage Forvis Mazars, LLP to provide audit services for the Nebraska Educational Telecommunications Commission, the University of Nebraska Television Department, and the Nebraska Public Media Foundation.

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

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

PRESENTERS: Rodney D. Bennett, UNL Chancellor
Michael Zeleny, UNL Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS:

Approval is recommended to engage Forvis Mazars, LLP to provide audit services for the Nebraska Educational Telecommunications Commission, the University of Nebraska Television Department, and the Nebraska Public Media Foundation for the fiscal year ended June 30, 2024.

BACKGROUND INFORMATION

Pursuant to the Federal Communications Act, business relating to Nebraska Public Media must be conducted at public meetings of the Board of Regents.

RECOMMENDATION

The President recommends approval.

Forvis Mazars, LLP
1120 S. 101st Street, Suite 410
Omaha, NE 68124
P 402.392.1040 | F 402.392.1772
forvismazars.us



August 2, 2024

Mr. Randal Hansen
Chief Financial Officer
Nebraska Public Media
1800 North 33rd Street
Lincoln, Nebraska 68503

We appreciate your selection of **Forvis Mazars, LLP** as your service provider and are pleased to confirm the arrangements of our engagement in this contract. Within the requirements of our professional standards and any duties owed to the public, regulatory, or other authorities, our goal is to provide you an **Unmatched Client Experience**.

In addition to the terms set forth in this contract, including the detailed **Scope of Services**, our engagement is governed by the following, incorporated fully by this reference:

- Terms and Conditions Addendum

Summary Scope of Services

As described in the attached **Scope of Services**, our services will include the following:

- Audit Services for the year ended June 30, 2024
 - Nebraska Education Telecommunications Commission
 - University of Nebraska Television Department
 - Nebraska Public Media Foundation
- Tax Compliance Services for the year ended June 30, 2024
 - Nebraska Public Media Foundation
- Attestation Examination Services for the year ended June 30, 2024

You agree to assume full responsibility for the substantive outcomes of the contracted services and for any other services we may provide, including any findings that may result.

You also acknowledge these services are adequate for your purposes, and you will establish and monitor the performance of these services to ensure they meet management's objectives. All decisions involving management responsibilities related to these services will be made by you, and you accept full responsibility for such decisions.

We understand you have designated a management-level individual(s) to be responsible and accountable for overseeing the performance of nonattest services, and you have determined this individual is qualified to conduct such oversight.

Engagement Fees

Our fees will be based on time, skill, and resources, including our proprietary information required to complete the services. The fee for our services will be as follows:

Audit and Attestation Services for the Year Ended June 30, 2024

Nebraska Educational Telecommunications Commission	\$34,000
University of Nebraska Television Department	\$24,400
Nebraska Public Media Foundation	\$26,000

Tax Compliance Services for the Year Ended June 30, 2024

Nebraska Public Media Foundation	\$ 4,350
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In addition, you will be billed travel costs and fees for services from other professionals, if any, as well as an administrative fee of five (5) percent to cover certain technology and administrative costs associated with our services, which will not exceed \$3,250.

Our pricing for this engagement and our fee structure are based upon the expectation that our invoices will be paid promptly. Payment of our invoices is due upon receipt. We will issue progress billings during the course of our engagement.

Our timely completion of services and the fees thereon depends on the assistance you provide us in accumulating information and responding to our inquiries. Inaccuracies or delays in providing this information or the responses may result in additional billings, untimely filings, or inability to meet other deadlines.

Contract Agreement

Please sign and return this contract to indicate your acknowledgment of, and agreement with, the arrangements for our services including our respective responsibilities.

Forvis Mazars, LLP

Acknowledged and agreed to as it relates to the entire contract, including the **Scope of Services** and **Terms and Conditions Addendum**, on behalf of Nebraska Public Media.

DocuSigned by:
BY Randal P. Hansen
A83499372F49447...
Randal P. Hansen, Chief Financial Officer

DATE 8/2/2024

Scope of Services – Audit Services

We will audit the following financial statements and related disclosures for the following entities:

Nebraska Educational Telecommunications Commission, and Instrumentality of the State of Nebraska, and the University of Nebraska Television Department, a Department of the University of Nebraska, as of and for the year ended June 30, 2024

- Statements of net position and related statements of revenues, expenses, and changes in net position and cash flows

Nebraska Public Media Foundation as of and for the year ended June 30, 2024

- Statement of financial position and related statements of activities, functional expenses, and cash flows

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion.

We will also express an opinion on whether the combining schedules of the Nebraska Public Media Foundation (“supplementary information”) is fairly stated, in all material respects, in relation to the financial statements as a whole.

We will also provide you with the following nonattest services:

- Preparing a draft of the financial statements and related notes
- Preparing a draft of supplementary information
- Preparing Form 990 for Nebraska Public Media Foundation

Amy Shreck is responsible for supervising the engagement and authorizing the signing of the report or reports.

We will issue written reports upon completion of our audits, addressed to the following parties:

Entity Name	Party Name
Nebraska Educational Telecommunications Commission	Board of Commissioners
University of Nebraska Television Department	Board of Regents
Nebraska Public Media Foundation	Board of Directors

The following apply for the audit services described above:

Our Responsibilities	We will conduct our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). We will exercise professional judgment and maintain professional skepticism throughout the audit. We will identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. We will obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
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We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We will also conclude, based on audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for a reasonable period of time.

Limitations & Fraud

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit that is planned and conducted in accordance with GAAS will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Our understanding of internal control is not for the purpose of expressing an opinion on the effectiveness of your internal control. However, we will communicate to you in writing any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we identify during the audit.

We are available to perform additional procedures with regard to fraud detection and prevention at your request, subject to completion of our normal engagement acceptance procedures. The actual terms and fees of such an engagement would be documented in a separate contract to be signed by you and Forvis Mazars.

Opinion

Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add an emphasis-of-matter paragraph or other-matter paragraph(s) to our auditor's report, or if necessary, decline to express an opinion or withdraw from the engagement.

If we discover conditions that may prohibit us from issuing a standard report, we will notify you. In such circumstances, further arrangements may be necessary to continue our engagement.

Your Responsibilities

Management and, if applicable, those charged with governance acknowledge and understand their responsibility for the accuracy and completeness of all information provided and for the following:

- **Audit Support** – to provide us with:
 - Unrestricted access to persons within the entity or within components of the entity (including management and those charged with governance) from whom we determine it necessary to obtain audit evidence

- Information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, including access to information relevant to disclosures
 - Information about events occurring or facts discovered subsequent to the date of the financial statements, of which management may become aware, that may affect the financial statements
 - Information about any known or suspected fraud affecting the entity involving management, employees with significant role in internal control, and others where fraud could have a material effect on the financials
 - Identification and provision of report copies of previous audits, attestation engagements, or other studies that directly relate to the objectives of the audit, including whether related recommendations have been implemented
 - Additional information that we may request for the purpose of the audit
- **Internal Control and Compliance** – for the:
 - Design, implementation, and maintenance of internal control relevant to compliance with laws and regulations and the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error
 - Alignment of internal control to ensure that appropriate goals and objectives are met; that management and financial information is reliable and properly reported; and that compliance with and identification of the laws, regulations, contracts, grants, or agreements (including any federal award programs) applicable to the entity's activities is achieved
 - Remedy, through timely and appropriate steps, of fraud and noncompliance with provisions of laws, regulations, contracts, or other agreements reported by the auditor
 - Establishment and maintenance of processes to track the status and address findings and recommendations of auditors
 - **Accounting and Reporting** – for the:
 - Maintenance of adequate records, selection and application of accounting principles, and the safeguard of assets
 - Adjustment of the financial statements to correct material misstatements and confirmation to us in the representation letter that the effects of any uncorrected misstatements aggregated by us are immaterial, both individually and in the aggregate, to the financial statements taken as a whole
 - Preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America
 - Inclusion of the auditors' report in any document containing financial statements that indicates that such financial statements have been audited by us
 - Distribution of audit reports to any necessary parties

The results of our tests of compliance and internal control over financial reporting performed in connection with our audit of the financial statements may not fully meet the reasonable needs of report users. Management is responsible for obtaining audits, examinations, agreed-upon procedures, or other engagements that satisfy relevant legal, regulatory, or contractual requirements or fully meet other reasonable user needs.

**Written
Confirmations
Required**

As part of our audit process, we will request from management and, if applicable, those charged with governance written confirmation acknowledging certain responsibilities outlined in this contract and confirming:

- The availability of this information
- Certain representations made during the audit for all periods presented
- The effects of any uncorrected misstatements, if any, resulting from errors or fraud aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole

**Supplementary
Information**

With regard to any supplementary information that we are engaged to report on:

- Management is responsible for its preparation in accordance with applicable criteria
- Management will provide certain written representations regarding the supplementary information at the conclusion of our engagement
- Management will include our report on this supplementary information in any document that contains this supplementary information and indicates we have reported on the supplementary information
- Management will make the supplementary information readily available to intended users if it is not presented with the audited financial statements

Such information is:

- Presented for the purpose of additional analysis of the financial statements
- Not a required part of the financial statements
- The responsibility of management
- Subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the accounting and other records used to prepare the financial statements or the financial statements themselves, and other additional procedures in accordance with GAAS

**Preserving
Future
Independence**

Our performance of certain nonattest services may not be permitted under the SEC and PCAOB independence rules, to which we are not currently subject. Accordingly, if we perform services that are not permitted under those rules, you would not be permitted to use our reports in a registration statement or other document requiring compliance with those rules.

You agree to inform us promptly if you are considering any future public offering of securities, use of our reports to comply with the Investment Advisers Act custody rule, or other action that would necessitate our future compliance with the independence rules of the SEC and PCAOB.

Scope of Services – Tax Services

We will prepare the returns and reports listed below. If there are other tax returns you expect us to prepare, please inform us as soon as possible.

Nebraska Public Media Foundation for the year ended June 30, 2024

- Form 990, Return of Organization Exempt from Income Tax

The contract signer represents they are the individual responsible for the tax matters of the entity listed above and have the authority to enter into this agreement on behalf of the entity.

Complexities and uncertainties related to various provisions of new laws, the continued issuance of guidance by governmental authorities, and ongoing revisions to reporting requirements by the IRS may affect our services. Our fees do not consider additional efforts driven by these developments, and fees will be billed based upon the time, skills, and resources required.

In order to ensure there is adequate time for us to complete your returns by the due date, the information needed to complete the returns must be received no later than three weeks before the federal return due date.

If you would like for us to apply for extensions of time to file tax returns on your behalf, you must notify us of this request at least one week prior to the original tax return due date.

In the case of extended returns, the information needed to complete your tax returns must be received no later than three weeks before extended due date.

You authorize that any and all information furnished to us for or in connection with the preparation of tax returns under this contract may, for a period of up to three years from the date of this contract, be disclosed to Mazars Auditores S de RL DE CV; Mazars Advisory LLP; Sutherland Global Services, Inc.; SurePrep, LLC; The Outsourced Accountant, Inc. (TOA Global); Thomson Reuters Corporation; Staffing Accountants LLC (SAPRO); and/or Makosi Audit and Tax Services, LLC, collectively located outside the United States, engaged directly or indirectly in providing tax planning or preparation of tax returns. Disclosures under this paragraph may consist of all information contained in tax returns. If you wish to request a limited disclosure of tax return information, you must inform us. You acknowledge that your tax return information may be disclosed to our affiliates, related entities, or subcontractors located outside the United States.

Tax returns will be prepared from information you furnish to us. We will not audit, or otherwise verify, any information you provide, although we may ask you to clarify or provide additional information where warranted by the rules and standards applicable to us as tax preparers.

We are not responsible for detecting defalcation, irregularities, fraud, or errors perpetrated or caused by others, should any exist. Nor are we responsible for any internal control deficiencies or supervision of your employees, if applicable.

Unless we are specifically advised otherwise by you, we will rely upon information reflected in tax returns which were not prepared by us and on any other information provided by another tax return preparer as being accurate. You agree we are not responsible for the completeness and accuracy of such information or the results of any reliance thereon.

The following apply for the tax services described above:

Filing**Requirements**

You may be required to file returns in additional jurisdictions, and you are ultimately responsible for meeting your filing requirements. We are not responsible for any returns other than those listed in the contract. However, we are available for consultation regarding your filing responsibilities.

This engagement does not include any tax services not specifically listed in the contract. However, upon your request, we would be pleased to research and/or consult with you regarding other tax matters, such as proposed or completed transactions or projections. A separate contract or addendum may be required for significant or nonroutine tax consulting projects. We will render additional invoices for such services based upon the time, skill, and resources, including use of our proprietary information required to complete the services.

FinCEN Form 114 Generally, all U.S. persons are required to file FinCEN Form 114, *Report of Foreign Bank and Financial Accounts* (FBAR), annually if they have a financial interest in or signature authority over financial accounts, including bank, securities, or other types of financial accounts, in a foreign country and the aggregate value of these financial accounts exceeded \$10,000 at any time during the calendar year. Failure to file an FBAR when required may potentially result in civil penalties, criminal penalties, or both.

Unless our contract indicates otherwise, we have not been engaged to prepare your FBAR. However, upon your request, we are available to assist you in meeting this filing obligation. A separate addendum to this contract will be issued to document your request and our acceptance of this additional service. If you wish to engage us to assist with your FBAR filing, additional fees will apply. It is your responsibility to inform us of all financial interests in or signature authority over foreign financial accounts.

Your Responsibilities

Management has the final responsibility for the returns and representations therein and, therefore, should review them carefully before signing. Management is also responsible for timely filing of returns and timely payment of any amounts due.

You acknowledge that we are prohibited from transmitting any electronic tax return until we have received the appropriate Form 8879 IRS e-file Signature Authorization and any similar state and local equivalent authorization from you.

If an extension of time is required, any tax that may be due with your return(s) must be paid with that extension. Any amounts not paid by the filing deadline are subject to interest and late payment penalties.

It is your responsibility to provide all the information required for the preparation of complete and accurate returns. You should retain all the documents, canceled checks, and other data that form the basis of income and deductions. These may be necessary to prove the accuracy and completeness of your returns to a taxing authority.

As a not-for-profit entity, you are also responsible for:

- Maintaining required transfer pricing information. Your transactions with related parties are subject to the transfer pricing rules of IRC §482, Allocation of Income and Deductions Among Taxpayers, which require that such transactions are conducted in an arm's-length manner
- Determining the appropriate salary or wage to pay employees and the appropriate classification of individuals as either employees or independent contractors

**Taxing
Authorities**

Your returns may be selected for review by the taxing authorities. Any proposed adjustments by the examining agent are subject to certain rights of appeal. In the event of such government tax examination, we will be available upon request to assist you and will render additional invoices for the time and expenses incurred.

**Tax Positions &
Transactions**

We will be available during the course of the engagement to answer your questions, provide relevant tax information, and render advice relating to your tax positions. Our advice is based upon tax reference materials, facts, assumptions, and representations that are subject to change. We will not update our advice or deliverables after the conclusion of the engagement for subsequently enacted legislative or administrative changes or future judicial interpretations.

We will use our judgment to resolve questions in your favor where a tax law is unclear, provided there is sufficient support for doing so. If there are conflicting interpretations of the law, we will explain the possible positions that may be taken on your return and will follow the position you request. You are responsible for making all decisions regarding tax positions on your returns. Notwithstanding anything to the contrary, we will not be required to take any position which might subject us to a tax return preparer penalty; we will advise you of the same, and we reserve the right to withdraw from this engagement if you wish to continue to take such tax position. In the event of our withdrawal, you shall continue to be responsible and obligated to pay our fees through the date of withdrawal.

If you wish to take a tax position based upon the advice of another tax advisor, you agree upon our request to obtain a written statement from the advisor confirming that the position should meet the "reasonable basis," "substantial authority," or "more likely than not" standard, as applicable.

We offer additional services such as R&D credit, transfer pricing, and other studies to assist you with evaluating and documenting specific return positions. Unless otherwise stipulated in this contract, such services are not part of this engagement but may be incorporated upon your written request and our written consent to do so.

Penalties

The law provides for a penalty as high as \$200,000 per transaction for failure to adequately disclose certain transactions the U.S. Department of Treasury designates as "reportable transactions." Information on reportable transactions, including links to the specific transactions identified, may be found on the IRS website (<https://www.irs.gov/businesses/corporations/abusive-tax-shelters-and-transactions>), or you may request a listing of transactions from us. Unless notified in writing, we will prepare your return with the assumption you have not engaged in any reportable transaction.

The law provides other penalties that may be imposed when taxpayers understate their tax liability or fail to timely file or pay.

Scope of Services – Attestation Examination Services

We will examine the written assertions about the Corporation for Public Broadcasting (CPB) Annual Financial Report (AFR) Schedules for Non-Federal Financial Support made by the management of the University of Nebraska Television Department and the Nebraska Educational Telecommunications Commission as of and for the year ended June 30, 2024.

The objective of our examination is the expression of an opinion in a written report about whether the subject matter is in accordance with the criteria, in all material respects.

The criteria to be used consist of CPB’s Fiscal Year 2024 Financial Reporting Guidelines.

Amy Shreck is responsible for supervising the engagement and authorizing the signing of the report or reports.

Our report is intended solely for the information and use of the University Board of Regents, the Commissioners of the Nebraska Telecommunications Commission, management, and the Corporation for Public Broadcasting and is not intended to be and should not be used by anyone other than these specified parties.

The following apply for the attestation examination services described above:

Our Responsibilities	We will conduct our examination in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable rather than absolute assurance about whether the subject matter as measured or evaluated against the criteria is free of material misstatement.
Limitations & Fraud	Because of the inherent limitations of an examination engagement, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements may not be detected exists, even though the examination is properly planned and performed in accordance with the attestation standards. Our engagement will not include a detailed examination of every transaction and cannot be relied on to disclose all errors, fraud, or illegal acts that may exist. However, we will inform you of any such matters, if material, that come to our attention.
Report	We cannot provide assurance that an unmodified opinion will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement. If we discover conditions which may prohibit us from issuing a standard examination report, we will notify you. In such circumstances, further arrangements may be necessary to continue our engagement.
Your Responsibilities	To facilitate our engagement, management is responsible for providing a written assertion about the measurement or evaluation of the subject matter against the criteria, supplying us with all necessary information, and for allowing us access to personnel to assist in performing our services. It should be understood that management is responsible for the accuracy and completeness of these items, for the subject matter and the written assertion(s) referred to above, and for selecting and determining the appropriateness of the criteria. At the conclusion of our engagement, management will provide to us a letter confirming these responsibilities, whether it is aware of any material

misstatements in the subject matter or assertion, and that it has disclosed all known events subsequent to the period (or point in time) of the subject matter being reported on that would have a material effect on the subject matter or assertion.

Management is responsible for establishing and maintaining effective internal control over financial reporting and setting the proper tone; creating and maintaining a culture of honesty and high ethical standards; and establishing appropriate controls to prevent, deter, and detect fraud and illegal acts. Management is also responsible for identifying and ensuring compliance with the laws and regulations applicable to your activities and for establishing and maintaining effective internal control over compliance.

**Written
Representations**

At the conclusion of the engagement, you agree to provide us with certain written representations in the form of a representation letter.

Forvis Mazars, LLP Terms and Conditions Addendum

GENERAL

1. **Overview.** This addendum describes **Forvis Mazars, LLP's** standard terms and conditions ("Terms and Conditions") applicable to Our provision of services to the Client ("You"). The Terms and Conditions are a part of the contract between You and Forvis Mazars, LLP. For the purposes of the Terms and Conditions, any reference to "Firm," "We," "Us," or "Our" is a reference to Forvis Mazars, LLP ("Forvis Mazars"), and any reference to "You" or "Your" is a reference to the party or parties that have engaged Us to provide services and the party or parties ultimately responsible for payment of Our fees and costs.

BILLING, PAYMENT, & TERMINATION

2. **Billing and Payment Terms.** We will bill You for Our professional fees and costs as outlined in Our contract. Unless otherwise provided in Our contract, payment is due upon receipt of Our billing statement. Interest will be charged on any unpaid balance after 30 days at the rate of 10 percent per annum, or as allowed by law at the earliest date thereafter, and highest applicable rate if less than 10 percent. All fees, charges, and other amounts payable to Forvis Mazars hereunder do not include any sales, use, excise, value-added, or other applicable taxes, tariffs, or duties, payment of which shall be Your sole responsibility, and do not include any applicable taxes based on Forvis Mazars' net income or taxes arising from the employment or independent contractor relationship between Forvis Mazars and Forvis Mazars' personnel.

We reserve the right to suspend or terminate Our work for this engagement or any other engagement for nonpayment of fees. If Our work is suspended or terminated, You agree that We will not be responsible for Your failure to meet governmental and other deadlines, for any penalties or interest that may be assessed against You resulting from Your failure to meet such deadlines, and for any other damages (including but not limited to consequential, indirect, lost profits, or punitive damages) incurred as a result of the suspension or termination of Our services.

Our fees may increase if Our duties or responsibilities are increased by rulemaking of any regulatory body or any additional new accounting or auditing standards. Our engagement fees do not include any time for post-engagement consultation with Your personnel or third parties, consent letters and related procedures for the use of Our reports in offering documents, inquiries from regulators, or testimony or deposition regarding any subpoena. Charges for such services will be billed separately.

3. **Billing Records.** If these services are determined to be within the scope and authority of Section 1861(v)(1)(I) of the Social Security Act, We agree to make available to the Secretary of Health and Human Services, or to the U.S. Comptroller General, or any of their duly authorized representatives, such of Our books, documents, and records that are necessary to certify the nature and extent of Our services, until the expiration of four (4) years after the furnishing of these services. This contract allows access to contracts of a similar nature between

subcontractors and related organizations of the subcontractor, and to their books, documents, and records.

4. **Termination.** Either party may terminate these services in good faith at any time for any reason, including Your failure to comply with the terms of Our contract or as We determine professional standards require. Both parties must agree, in writing, to any future modifications or extensions. If services are terminated, You agree to pay Forvis Mazars for time expended to date. In addition, You will be billed costs and fees for services from other professionals, if any, as well as an administrative fee of five (5) percent to cover certain technology and administrative costs associated with Our services. Unless terminated sooner in accordance with its terms, this engagement shall terminate upon the completion of Forvis Mazars' services hereunder.

DISPUTES & DISCLAIMERS

5. **Mediation.** Any dispute arising out of or related to this engagement will, prior to resorting to litigation, be submitted for nonbinding mediation upon written request by either party. Both parties agree to try in good faith to settle the dispute in mediation. The mediator will be selected by agreement of the parties. The mediation proceeding shall be confidential. Each party will bear its own costs in the mediation, but the fees and expenses of the mediator will be shared equally.
6. **Indemnification.** Unless disallowed by law or applicable professional standards, You agree to hold Forvis Mazars harmless from any and all claims which arise from knowing misrepresentations to Forvis Mazars, or the intentional withholding or concealment of information from Forvis Mazars by Your management or any partner, principal, shareholder, officer, director, member, employee, agent, or assign of Yours. You also agree to indemnify Forvis Mazars for any claims made against Forvis Mazars by third parties, which arise from any wrongful actions of Your management or any partner, principal, shareholder, officer, director, member, employee, agent, or assign of Yours. The provisions of this paragraph shall apply regardless of the nature of the claim.
7. **Statute of Limitations.** You agree that any claim or legal action arising out of or related to this contract and the services provided hereunder shall be commenced no more than one (1) year from the date of delivery of the work product to You or the termination of the services described herein (whichever is earlier), regardless of any statute of limitations prescribing a longer period of time for commencing such a claim under law. This time limitation shall apply regardless of whether Forvis Mazars performs other or subsequent services for You. A claim is understood to be a demand for money or services, demand for mediation, or the service of suit based on a breach of this contract or the acts or omissions of Forvis Mazars in performing the services provided herein. This provision shall not apply if enforcement is disallowed by applicable law or professional standards.
8. **Limitation of Liability.** You agree that Forvis Mazars' liability, if any, arising out of or related to this contract and the services provided hereunder, shall be limited to the amount of the fees

paid by You for services rendered under this contract. This limitation shall not apply to the extent it is finally, judicially determined that the liability resulted from the intentional or willful misconduct of Forvis Mazars or if enforcement of this provision is disallowed by applicable law or professional standards.

9. **Waiver of Certain Damages.** In no event shall Forvis Mazars be liable to You or a third party for any indirect, special, consequential, punitive, or exemplary damages, including but not limited to lost profits, loss of revenue, interruption, loss of use, damage to goodwill or reputation, regardless of whether You were advised of the possibility of such damages, regardless of whether such damages were reasonably foreseeable, and regardless of whether such damages arise under a theory of contract, tort, strict liability, or otherwise.
10. **Choice of Law.** You acknowledge and agree that any dispute arising out of or related to this contract shall be governed by the laws of the State of Texas, without regard to its conflict of laws principles.
11. **WAIVER OF JURY TRIAL. THE PARTIES HEREBY AGREE NOT TO ELECT A TRIAL BY JURY OF ANY ISSUE TRIABLE OF RIGHT BY JURY, AND WAIVE ANY RIGHT TO TRIAL BY JURY FULLY TO THE EXTENT THAT ANY SUCH RIGHT SHALL NOW OR HEREAFTER EXIST WITH REGARD TO THIS AGREEMENT, OR ANY CLAIM, COUNTERCLAIM, OR OTHER ACTION ARISING IN CONNECTION THEREWITH. THIS WAIVER OF RIGHT TO TRIAL BY JURY IS GIVEN KNOWINGLY AND VOLUNTARILY BY THE PARTIES, AND IS INTENDED TO ENCOMPASS INDIVIDUALLY EACH INSTANCE AND EACH ISSUE AS TO WHICH THE RIGHT TO A TRIAL BY JURY WOULD OTHERWISE ACCRUE.**
12. **Severability.** In the event that any term or provision of this agreement shall be held to be invalid, void, or unenforceable, then the remainder of this agreement shall not be affected, and each such term and provision of this agreement shall be valid and enforceable to the fullest extent permitted by law.
13. **Assignment.** You acknowledge and agree that the terms and conditions of this contract shall be binding upon and inure to the parties' successors and assigns, subject to applicable laws and regulations.
14. **Disclaimer of Legal or Investment Advice.** Our services do not constitute legal or investment advice. You should seek the advice of legal counsel in such matters. Regulatory authorities may interpret circumstances differently than We do. In addition, the applicable laws, regulations, and regulators' enforcement activities may change over time.

RECORDS, WORKPAPERS, DELIVERABLES, & PROPRIETARY INFORMATION

15. **Maintenance of Records.** You agree to assume full responsibility for maintaining Your original data and records and that Forvis Mazars has no responsibility to maintain this information. You agree You will not rely on Forvis Mazars to provide hosting, electronic security, or backup services, *e.g.*, business continuity or disaster recovery services, to You unless separately engaged to do so. You understand that Your access to data, records, and information from Forvis Mazars' servers,

i.e., Forvis Mazars portals used to exchange information, can be terminated at any time and You will not rely on using this to host Your data and records.

16. **Forvis Mazars Workpapers.** Our workpapers and documentation retained in any form of media for this engagement are the property of Forvis Mazars. We can be compelled to provide information under legal process. In addition, We may be requested by regulatory or enforcement bodies (including any State Board) to make certain workpapers available to them pursuant to authority granted by law or regulation. Unless We are prohibited from doing so by law or regulation, Forvis Mazars will inform You of any such legal process or request. You agree We have no legal responsibility to You in the event We determine We are obligated to provide such documents or information.
17. **Subpoenas or Other Legal Process.** In the event Forvis Mazars is required to respond to any such subpoena, court order, or any government regulatory inquiry or other legal process relating to You or Your management for the production of documents and/or testimony relative to information We obtained or prepared incident to this or any other engagement in a matter in which Forvis Mazars is not a party, You shall compensate Forvis Mazars for all time We expend in connection with such response at normal and customary hourly rates and to reimburse Us for all out-of-pocket expenses incurred in regard to such response.
18. **Use of Deliverables and Drafts.** You agree You will not modify any deliverables or drafts prepared by Us for internal use or for distribution to third parties. You also understand that We may on occasion send You documents marked as draft and understand that those are for Your review purpose only, should not be distributed in any way, and should be destroyed as soon as possible.

Our report on any financial statements must be associated only with the financial statements that were the subject of Our engagement. You may make copies of Our report, but only if the entire financial statements (exactly as attached to Our report, including related footnotes) and any supplementary information, as appropriate, are reproduced and distributed with Our report. You agree not to reproduce or associate Our report with any other financial statements, or portions thereof, that are not the subject of Our engagement.
19. **Proprietary Information.** You acknowledge that proprietary information, documents, materials, management techniques, and other intellectual property are a material source of the services We perform and were developed prior to Our association with You. Any new forms, software, documents, or intellectual property We develop during this engagement for Your use shall belong to Us, and You shall have the limited right to use them solely within Your business. All reports, templates, manuals, forms, checklists, questionnaires, letters, agreements, and other documents which We make available to You are confidential and proprietary to Us. Neither You, nor any of Your agents, will copy, electronically store, reproduce, or make any such documents available to anyone other than Your personnel. This provision will apply to all materials whether in digital, "hard copy" format, or other medium.

REGULATORY

20. **U.S. Securities and Exchange Commission ("SEC") and other Regulatory Bodies.** Where We are providing services either for (a) an entity that is registered with the SEC, (b) an affiliate of such registrant, or (c) an entity or affiliate that is subject to rules, regulations, or standards beyond those of the American Institute of Certified Public Accountants ("AICPA"), any term of this contract that would be prohibited by or impair Our independence under applicable law or regulation shall not apply to the extent necessary only to avoid such prohibition or impairment.

21. **Offering Document.** You may wish to include Our report(s) on financial statements in an exempt offering document. You agree that any report, including any auditor's report, or reference to Our firm, will not be included in any such offering document without notifying Us. Any agreement to perform work in connection with an exempt offering document, including providing agreement for the use of the auditor's report in the exempt offering document, will be a separate engagement.

Any exempt offering document issued by You with which We are not involved will clearly indicate that We are not involved by including a disclosure such as, "Forvis Mazars, LLP, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. Forvis Mazars, LLP also has not performed any procedures relating to this offering document."

22. **Forvis Mazars Not a Municipal Advisor.** Forvis Mazars is not acting as Your municipal advisor under Section 15B of the *Securities Exchange Act of 1934*, as amended. As such, Forvis Mazars is not recommending any action to You and does not owe You a fiduciary duty with respect to any information or communications regarding municipal financial products or the issuance of municipal securities. You should discuss such matters with internal or external advisors and experts You deem appropriate before acting on any such information or material provided by Forvis Mazars.

23. **Forvis Mazars Not a Fiduciary.** In providing Our attest services, We are required by law and our professional standards to maintain our independence from You. We take this mandate very seriously and thus guard against impermissible relationships which may impair the very independence which You and the users of Our report require. As such, You should not place upon Us special confidence that in the performance of Our attest services We will act solely in Your interest. Therefore, You acknowledge and agree We are not in a fiduciary relationship with You and We have no fiduciary responsibilities to You in the performance of Our services described herein.

TECHNOLOGY

24. **Electronic Sites.** You agree to notify Us if You desire to place Our report(s), including any reports on Your financial statements, along with other information, such as a report by management or those charged with governance on operations, financial summaries or highlights, financial ratios, etc., on an electronic site. You recognize that We have no responsibility to review information contained in electronic sites.

25. **Electronic Signatures and Counterparts.** This contract and other documents to be delivered pursuant to this contract may be executed in one or more counterparts, each of which will be deemed to be an original copy and all of which, when taken together, will be deemed to constitute one and the same agreement or document, and will be effective when counterparts have been signed by each of the parties and delivered to the other parties. Each party agrees that the electronic signatures, whether digital or encrypted, of the parties included in this contract are intended to authenticate this writing and to have the same force and effect as manual signatures. Delivery of a copy of this contract or any other document contemplated hereby, bearing an original manual or electronic signature by facsimile transmission (including a facsimile delivered via the internet), by electronic mail in "portable document format" (".pdf") or similar format intended to preserve the original graphic and pictorial appearance of a document, or through the use of electronic signature software, will have the same effect as physical delivery of the paper document bearing an original signature.

26. **Electronic Data Communication and Storage.** In the interest of facilitating Our services to You, We may send data over the internet, temporarily store electronic data via computer software applications hosted remotely on the internet, or utilize cloud-based storage. Your confidential electronic data may be transmitted or stored using these methods. In using these data communication and storage methods, We employ measures designed to maintain data security. We use reasonable efforts to keep such communications and electronic data secure in accordance with Our obligations under applicable laws, regulations, and professional standards.

You recognize and accept that We have no control over the unauthorized interception or breach of any communications or electronic data once it has been transmitted or if it has been subject to unauthorized access while stored, notwithstanding all reasonable security measures employed by Us. You consent to Our use of these electronic devices and applications during this engagement.

OTHER MATTERS

27. **Cooperation.** You agree to cooperate with Forvis Mazars in the performance of Forvis Mazars' services to You, including the provision to Forvis Mazars of reasonable facilities and timely access to Your data, information, and personnel. You shall be responsible for the performance of Your employees and agents.

28. **Third-Party Service Providers.** Forvis Mazars may from time to time utilize third-party service providers, including but not limited to domestic software processors or legal counsel, or disclose confidential information about You to third-party service providers in serving Your account. Forvis Mazars maintains, however, internal policies, procedures, and safeguards to protect the confidentiality and security of Your information. In addition, Forvis Mazars will secure confidentiality agreements with all service providers to maintain the confidentiality of Your information. If We are unable to secure an appropriate confidentiality agreement, You will be asked to consent prior to Forvis Mazars sharing Your confidential information with the third-party service provider.

29. **Independent Contractor.** When providing services to You, We will be functioning as an independent contractor; and in no event will We or any of Our employees be an officer of You, nor will Our relationship be that of joint venturers, partners, employer and employee, principal and agent, or any similar relationship giving rise to a fiduciary duty to You. Decisions regarding management of Your business remain the responsibility of Your personnel at all times. Neither You nor Forvis Mazars shall act or represent itself, directly or by implication, as an agent of the other or in any manner assume or create any obligation on behalf of, or in the name of, the other.
30. **Hiring of Forvis Mazars Personnel.** We ask that You respect the employment relationship that Our personnel have with Our firm and to refrain from any employment offers to Forvis Mazars personnel. However, if You find it necessary to make an offer of employment and if it is accepted, during the term of this engagement and for a period of 18 months after Forvis Mazars stops providing services, You agree that We will be paid a one-time employment fee equal to 100 percent of the employee's highest annual salary. This fee will be payable prior to Our personnel commencing employment with You. Provided, however, You shall not be in violation of the nonsolicitation covenant set forth herein with respect to any position You advertise in the form of a general solicitation not delivered to or focused upon any single individual.
31. **Use of Forvis Mazars Name.** Any time You intend to reference Forvis Mazars' firm name in any manner in any published materials, including on an electronic site, You agree to provide Us with draft materials for review and approval before publishing or posting such information.
32. **Network.** Forvis Mazars, LLP is a Delaware limited liability partnership and an independent member of Forvis Mazars Global Ltd., a leading global professional services network. Forvis Mazars Global Ltd. is a United Kingdom company limited by guarantee and does not provide any services to clients.
33. **Entire Agreement.** The contract, including this Terms and Conditions Addendum and any other attachments or addenda, encompasses the entire agreement between You and Forvis Mazars and supersedes all previous understandings and agreements between the parties, whether oral or written. Any modification to the terms of this contract must be made in writing and signed by both You and Forvis Mazars.
34. **Force Majeure.** We shall not be held responsible for any failure to fulfill Our obligations if such failure was caused by circumstances beyond Our control, including, without limitation, fire or other casualty, act of God, act of terrorism, strike or labor dispute, war or other violence, explosion, flood or other natural catastrophe, epidemic or pandemic, or any law, order, or requirement of any governmental agency or authority affecting either party, including without limitation orders incident to any such epidemic or pandemic, lockdown orders, stay-at-home orders, and curfews.

Form
(Rev. March 2024)
Department of the Treasury
Internal Revenue Service

W-9

Request for Taxpayer
Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the
requester. Do not
send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see Purpose of Form, below.

Print or type.
See Specific Instructions on page 3.

1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)
FORVIS MAZARS, LLP

2 Business name/disregarded entity name, if different from above.

3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.

☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☒ Partnership ☐ Trust/estate

☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership)
Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.
☐ Other (see instructions)

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____

(Applies to accounts maintained outside the United States.)

5 Address (number, street, and apt. or suite no.). See instructions.
PO BOX 200870

6 City, state, and ZIP code
DALLAS, TX 75320-0870

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number
 - -

or
Employer identification number

4

4

-

0

1

6

0

2

6

0

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and

2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and

3. I am a U.S. citizen or other U.S. person (defined below); and

4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here

Signature of U.S. person
Christine Fader

Date
June 1, 2024

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Cat. No. 10231X

Form W-9 (Rev. 3-2024)

Page 135 of 359



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve and authorize execution of Amendment 2 of the Interim Tri-Party Agreement for Project Health.

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

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

PRESENTERS: Dele Davies, UNMC Interim Chancellor
Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

Project Health Interim Tri-Party Agreement Amendment 2 formally authorizes the contracted parties to advance the Validation Stage, extending the contract value to \$40,510,993.

BACKGROUND INFORMATION

The Interim Tri-Party Agreement between the University Board or Regents, Kiewit Building Group, and HDR Inc. was executed on May 5, 2024, to engage the project team members for the project the Programming Stage. The contract value was set at \$3,756,023.

On August 8, 2024, the Project Health program statement and associated funding required to advance the planning and design activities for Intermediate Design Review, was approved by the University Board of Regents.

On August 29, 2024, Amendment 1 for the Project Health Interim Tri-Party Agreement was executed to establish the completion of the Programming Stage and the start for Validation Stage, extending the contract term to September 26, 2025, and to incorporate the approved project Program Statement and University Project Requirements as contract exhibits.

Authority to approve and execute contracts in excess of \$5,000,000 is reserved by the Board of Regents.

RECOMMENDATION

The President recommends approval.

**AMENDMENT 2
TRI-PARTY INTERIM AGREEMENT**

This Amendment is entered into as of October 5, 2024 ("Effective Date") by and among the Board of Regents of the University of Nebraska ("University"), HDR Architecture ("Architect"), and Kiewit Building Group Inc. ("Contractor") modifying certain terms and conditions of the Interim Tri-Party Agreement executed on January 2, 2024 ("Agreement"). The University, Architect, and Contractor (collectively "Parties") agree as follows:

1. Article 4 Compensation is revised as follows.

Section 4.2 Design Services. During the Programming Stage and Validation Stage, Architect and its Design Partners will be compensated based on the Actual Cost of the Design Services performed ("Fee"). The Actual Cost will be determined based on the billable rates set forth in Exhibit 3A multiplied by the actual amount of time spent plus other reimbursable expenses up to the NTE Amount. The NTE Amount of \$3,012,880.00 for Programming Stage Design Services is increased to \$26,633,020 for incorporation of the Validation Stage Services defined in Section 3.3 of the Agreement. The NTE Amount cannot be exceeded without execution of a Change Order. At the conclusion of the Validation Stage, profit may be distributed in accordance with the terms and condition of the Contract.

4.2.1 Billing rates must be calculated in accordance with Section 1.2.1 of Exhibit 2 (Chargeable Costs) and should not include profit. Profit is being withheld during the Programming Stage and Validation Stage. Architect's profit multiplier for Design Services performed under this Agreement is set forth in Exhibit 3A. The audited billing rates and overhead multiplier are subject to audit and will be carried into the Contract.

4.3 Preconstruction Services. During the Programming Stage and Validation Stage, Contractor will be compensated based on the Actual Cost of the Preconstruction Services performed ("Fee"). The Actual Cost will be determined based on the billable rates set forth in Exhibit 3B multiplied by the actual amount of time spent plus other reimbursable expenses up to the NTE Amount. The NTE amount of \$743,143.00 for Programming Stage Preconstruction Services is increased to \$13,877,973 for incorporation of the Validation Stage Services defined in Section 3.3 of the Agreement. The NTE Amount cannot be exceeded without execution of a Change Order. At the conclusion of the Validation Stage, profit may be distributed in accordance with the terms and condition of the Contract.

4.3.1 Billing rates must be calculated in accordance with Section 1.2.2 of Exhibit 2 (Chargeable Costs) and should not include overhead or profit. Profit is being withheld during the Programming Stage and Validation Stage. Contractor's overhead and profit percentages will be determined after audit and before execution of the Contract. The audited billing rates and percentage for overhead will be carried into the Contract. Billing rates and the overhead percentage are subject to audit.

4.4 Invoicing. Payment applications will be prepared by the Architect for Design Services, in coordination with its Design Partners, and Contractor for Preconstruction Services, in



**AMENDMENT 2
TRI-PARTY INTERIM AGREEMENT**

coordination with its Trade Partners based on the approved application for payment and certification form. The period covered by each payment application will be one calendar month and payment applications will be submitted by the 30th day of the month for review by the PMT. The payment applications will include a breakdown of tasks completed, the amount of time spent multiplied by the billable rates, and other Chargeable Costs incurred. The University will make payment for all undisputed amounts within 45 calendar days from date of the payment applications. The University is entitled to withhold disputed amounts per Section 4.5. Architect is responsible for making payment to its Design Partners, and Contractor is responsible for making payment to its Trade Partners, within 10 calendar days of receipt of payment from the University.

2. Exhibit 3A – Architect's Fee and Billing Rates is modified as follows:

C. Fee Schedule.

Stage	Amount	Reimbursable Expense Allowance	Subtotal
Programming Stage			
Architect	\$2,553,971.00	\$42,000.00	\$2,595,971.00
RDG-1 Senior Planner:	105,363.00		\$105,363.00
SES-2 Senior Engineers:	\$111,546.00		\$111,546.00
St. Onge-Supply Chain, Logistics and Vertical Transportation:	\$200,000.00		\$200,000.00
Subtotal for Programming Stage			\$3,012,880.00
Validation Stage			
Architect	\$15,820,683	\$364,264	\$16,184,947
RDG	\$1,565,000	\$31,300	\$1,596,300
SES	\$1,898,482	\$37,970	\$1,936,452
Civil Engineer	\$697,500	\$13,950	\$711,450
Landscape	\$202,000	\$4,040	\$206,040
St. Onge	\$320,900	\$16,045	\$336,945
Security	\$141,000	\$7,050	\$148,050
Code/Life Safety	\$89,200	\$4,460	\$93,660
Equipment Planning	\$556,000	\$27,800	\$583,800
Furniture & Furnishings	\$260,000	\$13,000	\$273,000
Building Envelope	\$101,400	\$5,070	\$106,470
Kitchen/Food Service	\$134,800	\$6,740	\$141,540
Vibration / Isolation	\$96,000	\$4,800	\$100,800
Audio Visual	\$105,000	\$5,250	\$110,250
Automation Design	\$120,000	\$2,400	\$122,400
Interior Design	\$604,800	\$30,240	\$635,040
Signage / Wayfinding	\$196,761	\$3,935	\$200,696



**AMENDMENT 2
TRI-PARTY INTERIM AGREEMENT**

Wind / Wake Analysis	\$126,000	\$6,300	\$132,300
Subtotal for Validation Stage			\$23,620,140
Architect's Total NTE Amount			\$26,633,020

3. **Exhibit 3B - Contractor's Fee and Billing Rates is modified as follows:**

C. Fee Schedule.

Stage	Amount	Reimbursable Expense Allowance	Subtotal
Programming Stage	\$ 680,818	\$ 62,325	\$ 743,143
Validation Stage	\$12,847,290	\$191,460	\$13,038,750
Wareham Co-location Fit-Out		\$96,080	\$96,080
Contractor's Total NTE Amount			\$13,877,973

4. **Continuing Effect.** Only the modifications set forth in this Amendment are made to the Agreement. All other terms and conditions of the Agreement remain in full force and effect. To the extent a conflict exists between this Amendment and the Agreement, the terms of the Amendment will govern.

By executing this Amendment, each of the Signatories represents that they have the authority to bind the party on whose behalf his execution is made.

Board of Regents of the University of Nebraska By: _____ Dr. Jeffrey P. Gold, President HDR Architecture, Inc.	Board of Regents of the University of Nebraska By: _____ Stacia Palser, Interim Corporate Secretary Kiewit Building Group Inc. By: _____ John Sibley, Senior Vice President License No.:1701796
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BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Project Health audit services engagement letter.

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

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

PRESENTERS: Dele Davies, UNMC Interim Chancellor
Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

Project Health is delivered utilizing Integrated Project Delivery (IPD) as the method of contract which requires the design and construction firms' allowable costs to be audited. The University issued a competitive value-based selection process and recommends contracting KPMG as the awarded firm.

BACKGROUND INFORMATION

KPMG was unanimously recommended by the selection committee for audit services. KPMG is currently contracted for professional services under a Master Services Agreement (MSA), dated June 30, 2022, with the University. An engagement letter will be executed against the MSA to contract for audit services for Project Health.

The University Board of Regents Policy 6.3.1.4g requires that any contract for the procurement of professional services, except services of a licensed architect, engineer, landscape architect or land surveyor, where the total fee for services, including contractor expenses, will not exceed \$2,000,000; provided that a written report of each such contract in excess of \$1,000,000 shall be made to the Board of Regents at its next regular meeting subsequent to award of the contract. Any contract with an accounting/auditing firm, regardless of dollar amount, must be pre- approved by the Audit, Risk and Compliance Committee.

RECOMMENDATION

The Audit Committee approved execution of the engagement letter with KPMG for Project Health audit services.



KPMG LLP
1300 SW Fifth Avenue
Suite 3800
Portland, Oregon 97201

Tel: 503-820-6603
Fax: 503-914-0368
<https://www.kpmg.us/>

This Scope of Work ("SOW") is entered into by and between KPMG LLP a Delaware registered limited liability partnership ("KPMG") and the Board of Regents of the University of Nebraska ("University") Board of Regents or "Client") and sets forth the terms of an engagement to provide the professional Services defined herein to the University.

This SOW is pursuant to and in accordance with the terms of the Master Services Agreement ("Agreement"), dated as of June 2, 2022, between the University and KPMG. Capitalized terms used herein without definition shall have the meaning ascribed to them in the Agreement.

Objectives

The objective of this engagement is to provide project auditing and contract compliance support services as it relates to the University's "Project NExT Phase I", Project Health - Building The Healthiest Nebraska ("Project") located at the University of Nebraska Medical Center delivered using Integrated Project Delivery (IPD) method and Integrated Form of Agreement ("IFOA" or "Contract").

KPMG will assist the University with the following tasks associated with the Project (collectively, the "Services"):

Task 1 – Initial Audit/Chargeable Cost Review

- Task 1.1 – Labor rate (professional labor) and overhead assessment
- Task 1.2 - Labor rate (hourly/union workers) assessment
- Task 1.3 – Payroll burden standardization

Task 2 – Cost Model Set-up

Task 3 – Interim Audits (@30% and @60% completion)

Task 4 – Closeout Audit (@90% completion)

KPMG will provide the Services in accordance with the terms and conditions of this SOW and the Agreement. Such Services are not intended to be an audit, examination, attestation, special report or agreed-upon procedures engagement as those services are defined in American Institute of Certified Public Accountants ("AICPA") literature applicable to such engagements conducted by independent auditors. Accordingly, these Services will not result in the issuance of a written communication to third parties by KPMG directly reporting on financial data or internal control or expressing a conclusion or any other form of assurance. KPMG will provide the Services in conformity with the AICPA's Statement on Standards for Consulting Services.

This SOW outlines the key areas of KPMG support to be provided, anticipated scope of work, proposed deliverables and timeframes for delivery, proposed team structure along with an hourly rate fee schedule for such Services.

KPMG will bill the University for the actual hours incurred at stated hourly rates attached to this SOW with a not-to-exceed ceiling of \$2,610,000. KPMG will invoice monthly, with payment due within 45 days from approval of the invoice.

This SOW follows the Master Service Agreement executed between KPMG LLP (KPMG) and University of Nebraska (University) on June 2, 2022.

Task 1 – Initial Audit/Chargeable Cost Review - Labor rate, overhead and burden standardization

The objective of this assessment is to conduct an analysis to evaluate the build-up of the Project vendors (collectively, “Vendors”) proposed hourly billing rates for salaried personnel and to determine the accuracy and reasonableness of the Vendors’ proposed mark-up percentage for overhead (OH) and profit, as applicable.

The KPMG engagement team will review documentation and will conduct interviews in order to:

- Determine the reimbursable components of Vendors’ labor rates including (but not limited to) direct wages, payroll taxes, workers compensation, insurances, paid time off, health care benefits, retirement, IT and vehicle burden, training etc. (as agreed upon by the University)
- Determine Vendors’ overhead percentages by reviewing the prior 3 years of relevant general & administrative costs (as defined as “overhead” by the contract) and comparing those to the amount of project costs/revenue over the same time period.
- Identify adjustments to the Vendors’ proposed billing rates and overhead percentages, as necessary, and communicate them to the University.
- Standardize payroll burden for salaried professionals to help the University determine or validate the billable rates for vendor staff added to the Project roster in the future.

Approach

The KPMG engagement team will take the following approach:

- I. Information collection and review
 - Conduct an engagement kick-off video call to formalize scope, expectations, audit logistics, and documents for review
 - Perform a preliminary review of the Contract between the University and Vendors
 - Prepare preliminary document request list (DRL)
 - Interview key project personnel (as needed)
 - Review supporting documentation/calculations to assess proposed labor rates for compliance with the terms in the Contract
 - Identify potentially ambiguous and missing contract terms from the ‘Chargeable Cost’ section of the Contract and communicate them to the University
- II. Analysis
 - Labor rates components to be assessed include (but are not limited to):
 - Base wages
 - Union burdens
 - Standard and non-standard burdens
 - Insurance, 401k, and pensions costs
 - Sick leave, vacation accruals, holidays
 - Overhead rates

III. Conclusion and final reports

- Provide a written status update report to the University (the UNMC Vice Chancellor Business and Finance and the Senior Vice President and CFO) on a weekly or bi-weekly basis
- Discuss identified variances (if any) with Vendors and seek feedback
- Summarize results of labor rate, overhead and burden standardization assessments in a written document to the UNMC Vice Chancellor Business and Finance and the Senior Vice President and CFO
- Prepare schedule of questioned rate components for exit conference with the University
- Submit final results in a written document to the University for approval

Deliverables

Typical deliverables to include:

- Analysis worksheets (excel format) for labor rate, overhead, and burden standardization for each vendor, including supporting calculations and back up documentation.
- Summary of results (PowerPoint or pdf format) for each Vendor.

Estimated Fee of Services

Task 1 - Initial Audit/Chargeable Cost Review	
Task(s)	Total
1.1 – Labor rate (professional labor) and overhead assessment	\$360,000
1.2 – Labor rate (hourly non-union & union workers) assessment	\$130,000
1.3 – Payroll burden standardization	\$180,000
Estimated Fee =	\$670,000

Schedule

Services included in Task 1 are expected to be completed within 90 days of execution of this SOW. Timeframe is contingent on response timeframe of Vendors and the University to our document requests, availability of documentation to support initial assessment, review and feedback from the University, and resolution of findings/observations with Vendors.

Assumptions

The proposed scope and estimate is based on the following assumptions:

- All Vendors are US-based firms.
- Initial review will include labor rates for a total of 75 professionals proposed by a total of eight (8) Vendors expected to support the Project.
- Initial review will include overhead rates for eight (8) Vendors only. The overhead percentage used for determination of Vendors' and Trade Partners' respective overhead percentages will be determined based on a 3-year average from each team member's financial statements.
- Initial review will include an assessment of Union Agreements and determination of hourly wages for up to a total of eight (8) Unions.
- Initial review will include an assessment of up to a total of twenty (20) non-union hourly workers as identified by the University.
- The University will work with vendors to provide documents requested for the audit in a timely manner.

- The University will facilitate required vendor participation in the engagement as agreed to between the University and KPMG.
- Estimate does not include verification of annual escalation multiplier.
- Estimate does not include the cost to support the review of the billable rate for replacement staff proposed by Vendors if the proposed rates are not less than or equal to former staff's billable rate.

Task 2 – Cost Model Set-up

The objective of this task is to assist the University in setting-up a Cost Model to query existing resource planning and labor billing data generated by the Client's project team to identify, track and manage resource changes and cost impacts.

Approach

The KPMG engagement team will take the following approach:

- I. Information collection, review, and initial support
 - Conduct an engagement kick-off video call to formalize scope, expectations, audit logistics, and documents for review
 - Identify documents or data sources required to develop a cost model, documents to include, billable labor rates and multipliers, resource loaded work plan (RLWP), expected labor hours, actual cost data, etc.
 - Document and communicate a written summary of the breakdown of allowable and unallowable costs for various direct and indirect cost categories to establish a common understanding of Chargeable Costs section of the Contract.
 - Provide written input data such as summarized labor and overhead rates to support the establishment of Resource Loaded Work Plan for each Vendor and cost forecasting model for the project.
 - Share industry benchmark data to support review and verification of labor rates, overhead rates, and profit from comparable/peer projects.
 - Provide input data to support the establishment of Incentive Compensation Layer (ICL), data to include, percentage (%) costs disallowed from Overhead such as bonuses, bed debts, charitable contributions, etc.
 - Review available data for quality and completeness and identify gaps in a written report to the University.
- II. Cost forecasting process and model development
 - Assist the University in defining model requirements to identify, for example:
 - Data sources
 - Data fields
 - Reporting metrics, such as:
 - Forecasted hours x rates per employee and total forecasted cost
 - Actual hours x rates per employee and total actual cost
 - Variance [hours/rates]
 - Variance [projected vs. actuals]
 - Variance RLWP [monthly or quarterly]
 - Impact Analysis
 - Ongoing variance analysis requirements
 - QC log to track discrepancies
 - Process flow diagram
 - Roles and responsibilities (RACI) and procedural steps

- Templates, including:
 - Standardized rate sheets
 - RLWP to be utilized by each Vendor
 - Standardized format to capture monthly cost data

III. Reporting dashboard development

- Develop a PowerBI dashboard to report cost forecasting and variance analysis results, such as:
 - Executive level reports with drill down capabilities into individual Vendor data
 - Variance and impact analysis
 - Trends forecast vs. actual by vendor (drill down)
 - Trends forecast vs. actual by employee (drill down)
 - Forecast outlook (monthly or quarterly)

Deliverables

Deliverables will include:

- Cost forecasting model (excel file) including process flow, procedure, and RACI
- Standardized labor rate sheets (excel file)
- Resource loaded work plan (excel file)
- Reporting dashboard (Power BI file)
- Quality and Completeness Review Summary

Unless KPMG in the exercise of its reasonable discretion determines that a more formal license agreement should be entered into in order to make the Deliverables available to the University, the Deliverables listed above shall be subject to the following:

Once a final Deliverable has been accepted, KPMG has no obligation to update the Deliverable, regardless of any changes to relevant facts or tax or accounting laws, rules or regulations in the future. University is responsible for obtaining the right to use any third-party products necessary to use the Deliverables. Any change in the Deliverables made by the University or without the consent of KPMG shall relieve KPMG of any liability or responsibility under any circumstance relating to University's use of the modified Model.

Estimated Fee of Services

Task 2 - Cost Model Set Up	
Activities	Total
Information collection, review, and initial support	\$50,000
Cost forecasting process and model development	\$180,000
Reporting dashboard development	\$130,000
Estimated Fee =	\$360,000

Schedule

Services included in Task 2 are expected to be completed within 3 to 6 months of execution of this SOW. Timeframe is contingent on the completion of Task 1, response timeframe of Vendors and the University to document requests, availability of data and documentation, and review and feedback from the University and select Vendors.

Assumptions

The proposed scope and estimate is based on the following assumptions:

- Data for a total of 8 Vendors shall be included in the Cost Model.
- The University will manage Vendor coordination and communication, and relay information to KPMG.
- Estimate does not include checking for ongoing labor rate compliance.
- Estimate does not include revisions to the cost model resulting from Changes to data format and structure by Vendors (new data fields, incorrect labeling, etc.).
- Vendors are responsible for providing rates, hours, employee names, and other relevant information in a consistent format as determined by KPMG and the University.
- The University to provide actual cost data in a consistent format for variance analysis as agreed to with KPMG.
- Fee includes one-time development of cost forecasting model and reporting dashboard assistance.

Task 3 & 4 – Interim Audits (@30% & @60% of project completion) and Project Close Audit (@90% of project completion)

The objective of these interim and closeout audits is to provide an independent project performance and contract compliance assessment to verify whether the R/R team members are performing in alignment with the terms and conditions of the Contract at various stages of the project.

Approach

The KPMG engagement team will take the following approach:

- I. Engagement initiation and document request
 - Conduct an engagement kick-off video call to formalize scope, expectations, audit logistics, and documents for review
 - Share DRL with participating Vendors
- II. Document review and stakeholder interviews
 - Receive requested documents from Vendors and the University team
 - Review Contract to gain an understanding of contractual terms, including audit rights, payments, and supporting documentation
 - Conduct interviews (max. 8 and as needed) with select personnel to understand various processes and practices implemented at the job site, issues or risks, and delivery challenges
 - Develop project work plan to include, compliance requirements identified from the contractual agreement between Client and vendors, testing procedures, and the schedule associated with each task
 - Review the project workplan (including the specific controls and the nature, timing and extent of testing procedures) with the University
- III. Sample selection, analysis, and testing
 - Select cost samples (no less than 20% of total cost incurred) from various cost categories, including, labor, materials, equipment, indirect cost, applicable taxes, overhead and profit, allowances, contingency, and insurance
 - Test selected cost samples to check for compliance against contractual terms using testing procedures
 - Reconcile invoiced costs against actual costs as obtained from Vendors' job cost report
 - Document observations, questioned costs, and supporting information and provide to the University for the University's review

- Review and verify whether “audit” findings identified at 30% completion and 60% completion have been addressed and approved by the University
- Review and verify whether project closeout procedures are in alignment with the terms of the Contract (applicable for 90% completion audit only)

IV. Comment resolution

- Request clarifications or additional documentation from Vendors to assist with resolution of audit observations
- Discuss observations pertaining to non-compliance and improvement opportunities with the University on an ongoing basis, as applicable
- Update observation log accordingly and share with University

V. Reporting

- Develop a written status report for each (30%, 60% and 90%) review to provide an update on the audit progress to the University
- Develop draft deliverables to summarize the testing results, including questioned and potentially recoverable costs, process gaps, risks, and recommendations
- Finalize project report for University’s review

Deliverables

Typical deliverables will include:

- Observation log with testing procedure, tested samples, key observations, questioned and potentially recoverable costs, and action items (excel file)
- Final project report with information included in the observation log, executive summary of findings, risks and recommendations (PowerPoint or word file)

Estimated Fee of Services

Task 3 & 4 – Interim and Closeout Audits	
Tasks	Total
Interim audit @30% project completion or as determined by University	\$430,000
Interim audit @60% project completion or as determined by University	\$500,000
Closeout audit @90% project completion or as determined by University	\$650,000
Estimated Fee =	\$1,580,000

Schedule

Services included in Tasks 3 & 4 are expected to be completed within 6 to 12 weeks of University’s notice to initiate the project. Timeframe is contingent on response timeframe of Vendors and the University to document requests, availability of documentation to support analysis and testing, review and feedback from the University, resolution of findings/observations with Vendors.

Assumptions

Proposed scope and estimate is based on the following assumptions:

- Reviews will be conducted on project costs associated with 8 Vendors.

- The University will work with vendors to provide documents requested for the audit in a timely manner.
- The University will facilitate required vendor participation in the engagement as required by KPMG.

Core Team

Erika Alvord is a Managing Director in KPMG's Infrastructure & Capital Projects Advisory practice. Erika will serve as the Engagement Partner and will be responsible for the management of the Engagement. She will be the primary resource for coordinating our services including all client work and deliverables. Erika has 25+ years of experience in various accounting, program management and financial oversight functions in the construction industry. Erika has developed construction accounting and financial reporting processes, engineered internal controls, and provided project oversight and administration functions for delivery of capital projects. Erika also has experience in resolving complex contract disputes. As a Licensed Professional Engineer and a Certified Public Accountant, Erika brings both technical construction knowledge and industry specific accounting skills to her clients. Prior to working in KPMG's advisory services, Erika worked as a consultant and as a construction engineer in various estimating, cost Engineering and project management capacities.

Gaurav Mathur is a Director in KPMG's Infrastructure & Capital Projects Advisory practice. Gaurav will serve as the Engagement Director, responsible for the day-to-day activities and management of our professionals in the field. Gaurav is a registered Professional Engineer (PE) and LEED Accredited Professional (LEED AP). Gaurav has 22+ years of experience and a strong background in program and project management for large capital projects. He has considerable experience in process and controls, program development, contract compliance and audits, and risk assessment. Gaurav will be managing the resources and engagement activities, field work and analysis, and development of the draft and final deliverables.

In addition to the individuals proposed to serve University on this engagement, our team will be supported by KPMG staff with at least two years of subject matter experience specific to construction processes, scheduling, financing and other areas of construction and capital programming. In addition, our team may use offshore KPMG resources, in compliance with sections 26 and 28 of the MSA, to assist with administrative work as well as to support engagement activities.

Exclusions and University's Responsibilities

The services, fees and delivery schedule for our services are based upon the following assumptions, representations or information supplied by the University.

- KPMG is not responsible for and will not make management decisions relating to this Engagement or any other aspect of the University's business. The University shall have responsibility for making all decisions with respect to the management and administration of its construction projects.
- By accepting this engagement letter, University management accepts responsibility for the substantive outcomes of this engagement and, therefore, has a responsibility to be in a position in fact and appearance to make an informed judgment on the results of this engagement and that University will comply with the following:
 - Designate a qualified management-level individual to be responsible and accountable for overseeing the engagement.
 - Evaluate the adequacy of the services performed and any findings that result.
- KPMG is not providing any legal advice or counsel as part of our services. Without limiting the foregoing, KPMG is not providing any interpretation of any laws or regulations that may be applicable to the University or that are otherwise related to the work hereunder. While KPMG personnel working on this project may, through experience or specialized training or both, be familiar with the general regulatory environment in their capacity as information technology and management consulting professionals, they

will work under the direction of the University and its General Counsel regarding the specific legal and regulatory requirements under which the University operates.

- It is expected that all work will be conducted remotely and interviews will be conducted via MS Teams, Zoom or Skype. However, if the University requires KPMG to travel to the project site, the University will provide appropriate work environment for KPMG personnel, including office space and access to telephones, printers, copy and fax machines, and internet/electronic mail access to the extent work takes place on UNMC premises.
- The University will appoint one contact person for KPMG who will assist with KPMG's document request, both internally from the University as well as from Vendors or other involved parties.

All reports and deliverables identified in this engagement letter will be provided to UNMC Vice Chancellor for Business and Finance and the University Sr. Vice President and CFO.

Proposed Rates

Table below provides our billable (fully burdened) rates for years 2024 to 2029 (\$/hr).

Position	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Principal / MD	495	510	525	541	557	574
Director	445	458	472	486	501	516
Manager	385	397	408	421	433	446
Senior Associate	310	319	329	339	349	359
Associate	265	273	281	290	298	307
Analyst	175	180	186	191	197	203

For the above referenced services, actual costs will be based on actual hours worked and in accordance with the discounted hourly rate fee schedule outlined above by personnel classification for the individuals involved in providing the services. KPMG will not charge the University for any vacation accruals or holidays.

The hourly fee rates above will be adjusted as set forth in the table above on an annual basis commencing on October 1, 2025, and every year thereafter for the term of this engagement. Fees will be billed monthly by KPMG and will be due within 45 days of receipt of invoice.

In addition, the University agrees to reimburse KPMG for reasonable out-of-pocket expenses incurred in performing services pursuant to this Agreement. KPMG will coordinate closely with the University to manage its fees throughout the term of the engagement and limit incursion of expenses to the extent possible. KPMG will follow University travel policy.

In the event our invoice for services or expenses reimbursement request, or any portion thereof, remains unpaid within forty-five (45) days of the date it is due, then the unpaid amounts shall bear an adjustable interest rate equal to the lower of the prime rate, as advertised by The Wall Street Journal, or the average prime rate if a high and low prime rate are reported therein, or the maximum rate allowed per applicable law in Nebraska. All interest payable pursuant to the preceding sentence shall be calculated on the basis of a 365-day year and the actual number of days elapsed. All payments shall first be applied to any accrued and unpaid interest and second to the outstanding balance of the principal amounts due.

The University acknowledges and agrees that KPMG's fees hereunder are not in any way contingent upon the specific results, outcome or conclusions reached by KPMG.

Other Matters

KPMG has performed a limited internal search for relationships based on the Vendors identified by University. Based on that internal search, KPMG [and member firms of the KPMG network of independent firms and firms and entities controlled by, or under common control with, one or more such member firms (collectively, "Member Firms")] provide services to the Vendors identified by University.

- KPMG in the US provides tax and advisory services to HDR Architecture, Inc and/or affiliates. One or more other member firms of KPMG International have provided audit services and provide tax and advisory services to HDR Architecture, Inc and/or affiliates.
- KPMG in the US provides audit, tax, and advisory services to Kiewit Building Group Inc. and/or affiliates. One or more other member firms of KPMG International provide audit and tax services to Kiewit Building Group Inc. and/or affiliates.

KPMG's process for conducting searches of potential conflicts takes place at the time the Vendors are identified for review by University. However, if KPMG becomes aware of any potential conflicts after the start of the engagement, KPMG will promptly inform University. In addition, during the course of this engagement, University agrees that it will inform KPMG of additional Vendors or name changes for the Vendors previously provided by University. At such time, KPMG will perform an additional limited internal search for relationships on those Vendors. If identified, KPMG will advise the University in writing of the general nature of any services provided to those Vendors (i.e. audit, tax and/or advisory).

If the University fails to promptly notify KPMG of its objection to the identified relationship(s), the University agrees that KPMG's professional relationship with a Vendor does not impact KPMG's engagement to perform the services under this SOW for the University.

KPMG reserves the right to terminate this SOW at any time if a conflict, as contemplated by the professional standards of the AICPA, law or regulation, arises or becomes known to KPMG that prohibits KPMG from conducting this engagement, or in KPMG's judgment, would impair KPMG's ability to perform objectively. If KPMG serves as independent auditors of a Vendor, KPMG may require consent from the Vendor, which will be determined on a case-by-case basis.

KPMG will take all reasonable steps to prevent the disclosure of confidential information between the KPMG team serving you and the KPMG team serving Vendor. University hereby also acknowledges and agrees that KPMG may be in possession of confidential information concerning Vendors that may be relevant to the University's procedures and that such information will not be disclosed to University unless Vendor provides written consent to such disclosure in advance.

Where KPMG provides audit services to Vendor, our professional responsibilities may require that we inform the KPMG team serving Vendor about information coming to our attention that affects KPMG's engagement to audit Vendor's consolidated financial statements. The University acknowledges that such communication, if deemed necessary in KPMG's sole judgment, will require no approval or communication with the University on this matter.

ACCEPTED

Company: Board of Regents of the University of Nebraska

Authorized Signature: _____

Date: _____

Company: KPMG LLP

Authorized Signature: _____

Date: _____



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the acquisition of 4643 Farnam Street, Omaha, NE 68132

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Regents' policy.

PRESENTERS:

Dr. Dele Davies, UNMC Chancellor

Anne Barnes, UNMC Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

To support the continued master plan efforts of the University of Nebraska Medical Center and Saddle Creek District, acquisition of 4643 Farnam Street is being recommended to the Board of Regents. This acquisition is a continuation of real estate assemblage in a key location within the boundaries of the Saddle Creek District.

Acquisitions in excess of \$250,000 are to be approved by Board of Regents per Board of Regents Policy 6.2.3.4.

BACKGROUND INFORMATION

There are no previous actions related to this acquisition.

RECOMMENDATION

The President recommends approval.

REAL ESTATE PURCHASE AGREEMENT

This Real Estate Purchase Agreement (“Agreement”) is made and entered into as of this ____ day of _____, 2024 (the “Effective Date”), by and between The Board of Regents of the University of Nebraska, a public body corporate of the State of Nebraska and governing body of the University of Nebraska Medical Center (“Buyer”), and _____, a _____ (“Seller”).

1. **Property.** Subject to the terms and conditions herein, Seller agrees to sell to Buyer, and Buyer agrees to purchase from Seller, the real estate (as defined in Neb. Rev. Stat § 76-201) commonly known as 4643 Farnam Street, Omaha, Nebraska, and legally described as follows:

BRIGGS PLACE LOT 11 BLOCK 13 48 X 128.5

(the “Property”), together with any other adjacent gaps or gores owned by Seller adjacent to the Property as may be revealed by the Survey, and easements and servient estates appurtenant thereto. The Property shall include all improvements, fixtures, and equipment permanently attached thereto and specifically, the buildings located on the Property. The Property shall be free and clear of all liens, leases, and encumbrances, but with reservations and exceptions as follows:

- A. Title shall be taken subject to any restrictive covenants, easements, mineral rights, reservations or conditions currently of record; and
- B. Title shall be taken subject to restrictions, conditions and limitations hereinafter stated or deemed accepted hereunder.

The legal description and ownership of the Property shall be confirmed by the title insurance commitment described in Section 5 below and/or Survey obtained by the Buyer as part of its due diligence.

2. **Price and Payment.** Buyer agrees to pay Seller a price of **Three Hundred Twenty Five Thousand & 00/100 Dollars (\$325,000.00)** (the “Purchase Price”), as follows:
 - A. **Earnest Deposit.** Within five (5) days of the Effective Date, Buyer shall pay the sum of Three Thousand & 00/100 Dollars (\$3,000.00) (the “Earnest Deposit”) to be held by the Title Company (defined below) in accordance with the terms of this Agreement. If the conditions precedent described in Section 10 below are not satisfied prior to the Closing Date, the Earnest Deposit shall be refunded to Buyer.
 - B. **Closing Payment.** The balance of the Purchase Price shall be due via wire of funds on the Closing Date subject to the allocations of expenses.
3. **Title.** At the closing, Seller will execute and deliver to Buyer a warranty deed (the “Deed”) conveying the Property in fee simple free and clear of all liens, encumbrances, or encroachments other than the Permitted Exceptions.
4. **Closing Costs.** Buyer and Seller agree to retain Nebraska Title Company as the escrow closing agent (“Title Company”) to close this transaction and shall execute the Title Company’s agreement upon reasonable request. Buyer and Seller shall each pay one-half (1/2) of the cost of such escrow closing service. The Title Company shall prepare the Deed, to be in a form reasonably acceptable to Seller and Buyer. Buyer shall pay the Nebraska Documentary Stamp tax relating to this transfer, if any, and the costs of filing the Deed. Each party shall pay its own attorney fees.
5. **Title Insurance.** Within thirty (30) days from the date of this Agreement, Buyer may obtain the Survey (defined below) and a title insurance commitment for the Property, issued by the Title Company. The title insurance commitment will show marketable title to the Property in Seller and in accordance with the terms and conditions of this Agreement. Seller and Buyer shall each pay one-half (1/2) of the expense of the title insurance policy insuring Buyer for its ownership of the Property for the amount of the Purchase Price. The title insurance commitment shall also confirm the legal description of the Property contained in Section 1 above.

Buyer shall approve or disapprove title to the Property after receipt of the title insurance commitment and the ALTA/ACSM Land Title Survey obtained by Buyer as part of its due diligence investigation (the "Survey"), but in all events not later than the expiration of the Due Diligence Period described in Section 10 below. If any objection or defect in title is discovered during the examination of the title commitment and the Survey by Buyer, Buyer shall furnish Seller with written notice of such objections and defects. Seller shall have a reasonable time to cure such objections and defects (or to secure title insurance endorsements at Seller's cost against the objected items) and Seller shall bear the expense of curing the same, provided that all objections and defects shall be satisfied within thirty (30) days following the earlier of (i) the expiration of the Due Diligence Period, or (ii) receipt by Seller of Buyer's objection notice. However, if Seller elects, in its sole and absolute discretion, not to so remove or correct such objections or defects in title, or otherwise obtain commitment for appropriate title insurance endorsements within such time period, Seller shall provide prompt notice of such election to Buyer. If efforts to cure any such defects fail, in Buyer's sole discretion, or if Seller has elected not to cure title defects and objections, Buyer shall have the option to (i) terminate this Agreement, in which case Buyer shall be entitled to receive a refund of its Earnest Deposit, or (ii) waive the title defects and objections, and proceed to Close the transaction hereunder, without adjustment to the Purchase Price in relation to such waived matters. Buyer shall be deemed to have elected to proceed under subsection (ii) above, unless Buyer delivers written notice of termination under subsection (ii) above, unless Buyer delivers written notice of termination under subsection (i) to Seller on or before three (3) business days after the earlier of (a) expiration of the cure period, or (b) receipt of the Seller's election to not cure the title defects and objections.

The Property shall be conveyed subject to matters of record, or matters otherwise identified on the title insurance commitment or Survey, which are not objected to by Buyer in accordance with this Section 5 (or which after objection by Buyer are thereafter waived in accordance with this Agreement), and taxes and assessments which are not yet due and payable (the "Permitted Exceptions").

6. **Closing Date.** Upon the later of (i) Buyer's satisfaction or waiver of the conditions in Section 10 hereof, and (ii) the acceptance and approval of this Agreement by the Board of Regents as contemplated in Section 11 hereof, Buyer will notify Seller of its intent to proceed to closing ("Buyer Notice"). Upon receipt of the Buyer Notice, Seller will proceed diligently to terminate all leases and service agreements with respect to the Property. Upon satisfaction of the requirements of Section 12 hereof, Seller will provide written notice of such satisfaction to Buyer (the "Closing Notice") and Seller and Buyer shall agree on a Closing Date.
7. **Possession.** Seller shall deliver possession of the Property to Buyer on the Closing Date free and clear of any leases or other claims to possession. No tenants of Seller or third parties shall have any right to possess the Property or any part thereof as of the Closing Date.
8. **Risk of Loss.** Risk of loss or damage to the Property shall rest with Seller until the Closing Date.
9. **Taxes.** Real estate taxes which would be delinquent if not paid in the year of closing shall be prorated to and Seller's portion thereof paid or credited to Buyer, in full on the Closing Date. Seller shall pay the real estate taxes for all prior years.
10. **Conditions Precedent.** Buyer's obligation to close on the acquisition of the Property shall be conditioned upon satisfaction of these contingencies during the Due Diligence Period, as defined below:
 - A. **Testing.** Buyer shall have the right upon reasonable prior notice to Seller, to access the Property to conduct, at Buyer's cost, such inspections or tests it deems necessary, including, but not limited to, Environmental Site Assessments, any other environmental inspections, subsurface investigations, and an Appraisal. All such testing will be completed within the Due Diligence Period. Buyer shall, to the extent possible, restore the Property to the condition which existed prior to any such testing. Buyer agrees to reasonably minimize any disturbance to Seller's operations at the Property during any such entry or testing. To the extent allowed by

law, Buyer shall indemnify, defend and hold Seller harmless from and against any and all damages, losses, claims, demands, expenses and liabilities of whatever kind or nature, and the fees (including, without limitation, attorney's fees) actually incurred, including, without limitation, any damage or injury to persons or property, or resulting from entry onto the Property by Buyer and/or its agents, contractors, employees, invitees and/or licensees and any mechanics' or other liens, losses, costs, expenses or claims that may be filed or asserted against the Property or Seller by such parties in relation to such entry, which indemnification shall survive Closing or any termination of this Agreement.

- B. **Survey.** Buyer may obtain a Survey, at Buyer's cost, reflecting, among other things, the boundary legal descriptions, the quantities of land, and the locations of all easements on the Property.
- C. **Appraisal.** Buyer may obtain an appraisal performed by a state certified real estate appraiser selected by Buyer, and completed at Buyer's cost (the "Appraisal"), during the Due Diligence Period.
- D. **Existing Materials.** Within ten (10) days after the Effective Date, Seller shall deliver or make available to Buyer, copies of all permits, surveys, site plans, environmental site assessment reports and engineering reports, applications for governmental approvals, governmental agreements or denials and items of a similar nature with respect to the Property in Seller's possession and/or reasonably available to Seller (collectively, the "Property Information"). In the event Buyer does not close on its purchase of the Property as provided herein, Buyer shall return the Property Information to Seller within five (5) business days of the termination of this Agreement.

Buyer shall have thirty (30) days from the execution hereof by Seller to satisfy the conditions of this Section 10, such period being designated as the "Due Diligence Period;" provided, however, in the event that, despite Buyer's reasonable efforts, Buyer is unable to obtain the completed environmental inspections, Survey or Appraisal within such thirty (30) day period, Buyer may extend the Due Diligence Period for an additional thirty (30) days. These conditions are for the benefit of Buyer and must be satisfied or waived before the Buyer is obligated to close on this transaction. If Buyer determines, in Buyer's sole discretion, that the conditions have not been satisfied, Buyer shall have the right to terminate this Agreement by delivering written notice to Seller prior to the expiration of the Due Diligence Period, in which event the Earnest Deposit and all interest accrued thereon shall be promptly returned to Buyer, and neither Buyer nor Seller shall have any further obligation or liability to each other under this Agreement, except for obligations intended to survive termination of this Agreement.

- 11. **Approval of the Board of Regents.** Buyer's obligation to proceed with the Closing under this Agreement shall be expressly contingent upon the approval and acceptance of this Agreement by the Board of Regents (following formal action by the Board with regard to the approval of this Agreement) to be obtained on or before October 4, 2024 (the "Termination Date"). Buyer shall obtain the approval of the Board of Regents of the University of Nebraska of this Agreement and the purchase contemplated herein at a regularly scheduled meeting of the Board of Regents. If the Board of Regents does not approve this Agreement and the transaction contemplated herein, on or before the Termination Date, this Agreement shall be deemed terminated and the Earnest Deposit, and any interest thereon, shall be remitted to Seller. Buyer and Seller shall thereafter have no further obligation or liability to each other under this Agreement, except for obligations intended to survive termination of this Agreement.

12. Seller's Obligations Prior to Closing. Prior to the Closing Date:

- A. Seller shall not enter in any contracts, agreements or any other commitments regarding the Property or make any material changes or alterations to the Property without the prior written consent of the Buyer, such consent not to be unreasonably withheld, conditioned or delayed.
- B. Seller shall terminate any existing leases or service contracts with respect to the Property on or before the Closing Date.
- C. Seller shall notify Buyer of any governmental authority's notice of violation by Seller of any state, county, city or municipal laws, ordinances, regulations, rules, orders or requirements of departments of housing, building, fire, labor or health or other governmental authorities having jurisdiction over or affecting the Property or the use of operation hereof.

Seller shall notify Buyer of any matter directly related to the obligations set forth in this Section 12. In the event that Buyer objects to such matters, Buyer shall furnish Seller with written notice of such objections and Seller shall have a reasonable time to cure such objections at the sole cost and expense of Seller. If efforts to cure any such objections fail, in Buyer's sole discretion, Buyer shall have the option to terminate this Agreement by delivering written notice to Seller, in which case Buyer shall be entitled to receive a refund of its Earnest Deposit and any interest accrued thereon.

13. Seller's Representations and Warranties. Seller warrants, represents and covenants to Buyer on the date hereof, and as of the Closing Date, as follows:

- A. Seller has the right to execute this Agreement and to sell the Property to Buyer without obtaining the consent, approval, release or other signature of any other party (subject to Seller's receipt of any lien release or other satisfaction of encumbrances on title pursuant to Section 5).
- B. To Seller's knowledge, there is no pending litigation or judicial, municipal or administrative proceedings involving or affecting all of any portion of the property.
- C. To Seller's knowledge, Seller has not received any written notice that the Property or any portion thereof is situated, used or operated in violation of any law, court order, regulation, ordinance or requirement of any city, county, state or other governmental authority.
- D. To Seller's knowledge, there are not outstanding tax claims or tax liability of any kind (other than real property taxes and assessments for periods following Closing) that will affect Buyer or the Property from and after Closing.
- E. To Seller's knowledge, Seller has not received any notice of any claim or citation of noncompliance from any federal, state or local government authority alleging a violation of any Environmental Laws. For purposes of this Agreement, "Environmental Laws" shall mean any and all past or present federal, state or local statutes, regulations, directives, ordinances, rules, policies, guidelines, court orders, decrees, arbitration awards and the common law, which pertain to environmental matters, as such have been amended, modified or supplemented from time to time.
- F. Seller is not a Prohibited Person (as defined below). None of the funds or other assets, if any, to be transferred hereunder are the property of, or beneficially owned, directly or indirectly, by a Prohibited Person, nor are such funds or other assets of the proceeds of any specified unlawful activity as defined by 18 U.S.C. § 1936(e)(7). "Prohibited Person" means any of the following: (A) a person or entity that is listed in the Annex to, or is otherwise subject to the provision of, Executive Order No. 13224 on Terrorist Financing (effective September 24, 2001) (the "Executive Order"); (B) a person or entity owned or controlled by, or acting for or on behalf of any person or entity that is listed in the Annex to, or is otherwise subject to the provisions of, the Executive Order; (C) a person or entity that is listed as a "specially designated national" or "blocked person" on the most current list published by the U.S. Treasury Department's Office of Foreign Assets Control ("OFAC") at its official website (www.treas.gov/office/enforcement/ofac); (D) a person or entity that is otherwise the target of any economic sanctions program currently administered by OFAC; or (E) a person or entity that is affiliated with any person or entity identified in subclause (A), (B), (C) and/or (D).

Notwithstanding any contrary provision of this Agreement, if Seller becomes aware during the pendency of this Agreement prior to Closing of any matters which make any of its representations or warranties untrue, Seller shall promptly disclose such matters to Buyer in writing. In the event that Seller so discloses any matters which make any of the Seller's representations and warranties untrue in any material respect or in the event that Buyer otherwise becomes aware during the pendency of this Agreement prior to Closing of any matters which make any of Seller's representations or warranties untrue in any material respect, Buyer shall have the right to elect in writing on or before the earlier of (A) the Closing or (B) ten (10) days after which Buyer is notified of or becomes aware of any such matters, to (i) waive such matters and complete the purchase of the Property without reduction of the Purchase Price in accordance with the terms of this Agreement, or (ii) terminate this Agreement.

The warranties and representations set forth in this Section 13 shall be deemed remade as of Closing and updated if necessary. The warranties and representations set forth in this Section 13 shall survive the Closing and any expiration or termination of this Agreement for a period of one (1) year following the Closing or termination of this Agreement, as applicable.

- 14. Default and Remedies.** In the even that Buyer fails to close on this transaction in breach of this Agreement, Seller, as its sole and exclusive remedy, shall be entitled to the Earnest Deposit. The parties agree that such sum fairly represents the damage that would be occasioned by Seller in the event of a Buyer default. If Seller wrongfully fails or refuses to close on the Closing Date, provided Buyer is not in default of this Agreement, Buyer shall be, as its sole and exclusive remedies, entitled to specific performance of the terms of this Agreement, which shall be exercised within 90 days from the Closing Date, or terminate this Agreement and Earnest Deposit shall be returned to Buyer.
- 15. Lien Affidavit.** Seller shall execute on the Closing Date an affidavit on the Title Company's form which will remove all standard exceptions to Buyer's title insurance policy (expecting the standard survey exception which is only removable if Buyer obtains a survey), as may be reasonably required by the Title Company.
- 16. No Assumption of Liabilities.** Buyer shall not assume any obligations, liabilities, claims, demands, judgments, causes of action, assessments, indebtedness or accounts payable of Seller or the Property of any kind, nature of description whatsoever, whether the same are accrued, absolute or contingent, known or unknown, direct or indirect. Effective as of the date of Closing, Seller shall indemnify, defend and hold Buyer, Buyer's affiliates, and their respective partners, officers, employees, agents, successors and assigns (the "Buyer Indemnified Parties") harmless (on a joint and several basis) from and against any and all losses, damages, claims, causes of action, judgments, costs and expenses (including reasonable fees and expenses of attorneys) (collectively, "Losses") that may be suffered or incurred by or asserted or awarded against Buyer or any Buyer Indemnified Party, in each case arising out of, or in connection with, or by reason of: (i) any breach or default by Seller of any representations and warranties of Seller contained herein; and (ii) any liabilities, obligations or indebtedness of Seller, whether relating to or in connection with the Seller's use, possession, operation, repair or maintenance of the Property prior to the date of Closing or otherwise, including, without limitation, any property damage or injuries to persons, including death, caused by the occurrence of any event or the existence of any condition at the Property prior to the date of Closing. Seller's obligations under this Section shall survive the Closing of sale of the Property to Buyer.
- 17. Further Assurances.** Each undersigned party will, whenever it shall be reasonably requested to do so by the other, promptly execute, acknowledge, and deliver, or cause to be executed, acknowledged, or delivered, any and all such further conveyances, confirmations, instruments or further assurances and consents as may be necessary or proper, in order to effectuate the covenants and agreements herein provided. Each of the undersigned parties shall cooperate in good faith with the other and shall do any and all other acts and execute, acknowledge and deliver any and all documents so requested in order to satisfy the conditions set forth herein and carry out the intent and purposes of this Agreement.
- 18. Interpretations.** Any uncertainty or ambiguity existing herein shall not be interpreted against either party because such party prepared any portion of this Agreement, but shall be interpreted according to the application of rules or interpretation of contracts generally.
- 19. Assignment.** Buyer shall have the right, prior to Closing, to assign this Agreement to a third party upon written notice to Seller of such assignment; provided such assignment shall not release Buyer of its obligations hereunder.
- 20. Entire Agreement.** This Agreement contains the entire agreement of the parties with respect to the subject matter hereof and it is expressly agreed that any prior oral or written agreements between the parties hereto are superseded by this Agreement and are no longer of any effect whatsoever. This Agreement cannot be modified or altered unless reduced to writing and consented to by all the undersigned parties.
- 21. Brokers.** Buyer represents and covenants to the Seller that Buyer has not utilized the services of any broker or finder in connection with the transaction contemplated herein. Seller represents and covenants to the Buyer that Seller has not utilized the services of any broker or finder in connection with the transaction contemplated herein.

22. Notice and Demands. Notice, demand, or other communication mandated to be given by this Agreement by either party to the other shall be sufficiently given or delivered if it is sent by registered or certified mail, postage prepaid, return receipt requested or delivered personally, or overnight delivery service. For such purposes, addresses for notice purposes are:

A. Buyer: The University of Nebraska Medical Center
 Attention: Anne Barnes
 986680 Nebraska Medical Center
 Omaha, NE 68198-6680

 with a copy to: The University of Nebraska
 Attention: Stacia Palser
 3835 Holdrege Street
 Lincoln, NE 68583-0745

B. Seller: _____

 with a copy to: _____

23. Execution in Counterparts. This Agreement may be executed in counterparts, each of which shall be an original, but all of which shall constitute one and the same instrument.

[SIGNATURE PAGES TO FOLLOW]

“BUYER”

THE BOARD OF REGENTS OF THE UNIVERSITY
OF NEBRASKA, a public body corporate of the State of
Nebraska and governing body of the University of
Nebraska Medical Center

Attest:_____

Stacia L. Palser,
Interim Corporation Secretary

By:_____

Jeffrey Gold, President

STATE OF NEBRASKA)
) ss

COUNTY OF LANCASTER)

The foregoing instrument was acknowledged before me this _____ day of _____, 20____, by
Water E. Carter, in his capacity as President and Stacia L. Palser, as Interim Corporation Secretary of the Board of
Regents of the University of Nebraska, a body corporate and politic and governing body of the University of Nebraska
Medical Center.

Notary Public

“SELLER”

By: _____

Name: _____

Title: _____

STATE OF NEBRASKA)

) ss

COUNTY OF _____)

The foregoing instrument was acknowledged before me this ____ day of _____, 20____, by
_____ as _____ of _____.

Notary Public



BOARD OF REGENTS AGENDA ITEM SUMMARY

Executive Committee

October 4, 2024

AGENDA ITEM: Selection of candidate to submit to Nebraska Medicine Nominating Committee

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

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

PRESENTERS: Robert Schafer, Chair

PURPOSE & KEY POINTS

Nebraska Medicine Bylaws call for a Nominating Committee responsible for identifying candidates when the Nebraska Medicine Board has a vacancy. If recommended by the Nominating Committee, such selection must be approved by the members and voted on by the Nebraska Medicine Board. The Board of Regents desires to select a candidate to submit for consideration by the Nominating Committee.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Executive Committee

October 4, 2024

AGENDA ITEM: Amendments to Section 1.3 of the *Bylaws of the Board of Regents of the University of Nebraska* and Section 1.2 of the Standing Rules of the Board of Regents

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

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

PRESENTERS: Robert Schafer, Chair

PURPOSE & KEY POINTS

In order to provide continuity of leadership within the Board of Regents, the proposed amendments to Section 1.3 of the Bylaws of the Board of Regents of the University of Nebraska and Section 1.2 of the Standing Rules of the Board of Regents would extend the term of the Chairperson and Vice Chairperson of the Board to two years. The proposed amendment to the Standing Rules would also remove the automatic succession of the Vice Chairperson to the office of Chairperson and the end of such term.

RECOMMENDATION

This item is presented for information only and will be brought back to the Board for consideration at its next meeting.

Bylaws of the Board of Regents of the University of Nebraska

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

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

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

Standing Rules of the Board of Regents of the University of Nebraska

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



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Report on the revised Constitution and Bylaws of the College of Business and Technology at the University of Nebraska at Kearney (UNK)

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

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The proposed changes are designed to reflect the College's current structure and improve operational efficiencies. The Constitution and Bylaws have been created and evaluated in a manner consistent with Regents Bylaw 1.2.

BACKGROUND INFORMATION

After the duly authorized creation or modification of campus rules or regulations, Regents Bylaw 1.2 requires "...that before they may be effective, (they) shall be (1) considered by the officer, group or agency at a public hearing held after giving reasonable advance public notice thereof; and (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."

RECOMMENDATION

The President approved the report on September 6, 2024.

UNK
OFFICE OF THE CHANCELLOR

July 30, 2024

President Jeffrey P. Gold, M.D.
University of Nebraska
3835 Holdrege St.
Lincoln, NE 68583

Dear President Gold:

I strongly support the proposed revisions to the UNK College of Business and Technology Constitution and Bylaws. These changes will streamline operations, improve faculty governance, and enhance the college's ability to adapt to future challenges.

The revisions have undergone thorough review and are ready for submission to the Board of Regents. Thank you for your consideration.

Sincerely,



Charles J. Bica, Interim Chancellor

tlp

cc: Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs



DATE: July 30, 2024

TO: Charles J. Bicak, Interim Chancellor

FROM: Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs *Julie Shaffer*

RE: Support for College of Business and Technology Constitution and Bylaw Revisions

I am writing to express my support for the proposed revisions to the UNK College of Business and Technology Constitution and Bylaws. These changes are essential to ensure the College's continued success and effectiveness in serving our students and the university.

The proposed revisions to the UNK College of Business and Technology (CBT) Constitution and Bylaws aim to streamline operations, clarify departmental structures, and enhance the faculty decision-making process.

Key Changes:

- **Departmental Structure:** Redefines the CBT departmental structure, eliminating redundant terminology and aligning with the college's organizational needs.
- **Committee Composition:** Revises committee membership to reflect the new departmental structure and improve efficiency.
- **Faculty Representation:** Modifies the process for electing faculty representatives to committees.
- **Amendment Process:** Changes the required number of faculty members needed to propose constitutional and bylaw amendments to a percentage-based system for flexibility.
- **Award Process:** Eliminates the appendix detailing annual faculty awards, streamlining the document.

Overall, these revisions will modernize the CBT's governing documents and enhance the college's ability to adapt to future changes.

The revisions have been approved at each campus level and are ready to be submitted to Central Administration for review by the Board of Regents.

Thank you for your consideration of this important matter.

tlp

CONSTITUTION
 of the
COLLEGE OF BUSINESS AND TECHNOLOGY
 University of Nebraska at Kearney

PREAMBLE:

The College of Business and Technology is committed to a quality educational experience which provides students with sound academic backgrounds and professional training in their chosen areas of study.

The Revised Statutes of Nebraska and the By-laws of the Board of Regents of the University of Nebraska vest the immediate governance of the College of Business and Technology in its Faculty. The Faculty of the College of Business and Technology shall adopt rules and regulations relating to its governance that shall be subject to approval by the Board.

Article I. Faculty

Section 1. Voting Membership

The voting membership of the Faculty of the College of Business and Technology (hereafter referred to as Faculty) consists of full-time Senior Lecturers, Lecturers, Instructors, Assistant Professors, Associate Professors, and Professors of the College. Persons exercising administrative responsibilities which involve more than half of their workload assignment shall not have voting privileges nor be eligible to be elected as representatives of the College. At the beginning of the academic year, individuals with equal responsibilities in more than one college will declare in which College and school they desire to be voting members, subject to approval of the Dean of the College they chose.

Section 2. Ex Officio Membership

The Dean of the College of Business and Technology and such other persons as may be designated by the Faculty shall be ex officio members of the Faculty without voting privileges. The Dean shall be an ex officio member of all committees without voting privileges.

Section 3.

The Faculty of the College is responsible for the determination of its education policies and procedures. Specifically, the Faculty shall formulate:

- A. The academic mission, goals, objectives, and strategies of the College;
- B. The development and evaluation of the academic program and professional activities of the College;
- C. The academic standards for students.

Section 4. Participation

The Faculty, with student input where appropriate, shall establish and compose committees which will advise the Administration regarding the development of policies and procedures consistent with the academic objectives of the College and the University in the following areas:

- A. Appointment, retention, granting of continuous appointment (tenure), and promotion of the teaching staff;
- B. Enhancement of the scholarly environment;
- C. Support for co-curricular activities of the students;
- D. Allocation of resources of the College;
- E. Meaningful participation in the selection, evaluation, and retention of College administrators;
- F. Assessment of college programs to determine if the goals of the College are being met.

Section 5. Meetings

Regular business meetings and special meetings of the Faculty shall be held in accordance to Article 5 of the By-laws of this constitution.

Article II. College Organization

Section 1. Office of the Dean

The College is administered by a Dean in accordance with the By-laws of the Board of Regents of the University of Nebraska. The Dean is assisted in fulfilling administrative responsibilities by persons filling the following positions: Associate and/or Assistant Deans; Assistants to the Dean; Program and Center Directors; Department Chairs; and other administrative positions. Prior to recommending to the Chancellor persons to fill these positions, the Dean shall use formal procedures to consult with the Faculty in the recruiting, screening, and selection process as defined in the By-laws of this constitution.

Section 2. Departments and Academic Programs

A. Departments

A department is an academic community of interest and an administrative unit of the College. Subject to the jurisdiction of those who have overall responsibility for the University of Nebraska at Kearney and in conformity with the policies of the College of Business and Technology, a department shall determine its academic and administrative policies and programs through procedures adopted by the department and approved by the Faculty of the College.

~~For convenience, assessment, and accreditation issues, the business departments of Accounting and Finance, Economics, Management, and Marketing and Management Information Systems may be referred to collectively as the Business Division (BD) of the College.~~

B. Academic Programs

An academic program within a department is a systemized unit of instruction offering regular college courses which may lead to a major, a minor, or an emphasis.

Section 3. Centers and Other Entities

A center within the College of Business and Technology exists as a formal administrative entity requiring approval of the University of Nebraska Board of Regents. Other entities also may be identified as bureaus, institutions, laboratories, and so forth.

Article III. Amendments of the Constitution

Section 1. Proposal of Amendments

Amendments to the constitution may be proposed by the Dean's Advisory Committee or by at least twenty (20) [percent of](#) Faculty members, but in either case proposals must be presented in writing to the Faculty through the Dean's Advisory Committee and Dean at least ten (10) working days before a Faculty meeting as provided in Article I, Section 5.

Section 2. Approval of Amendments

Voting will be by distributed ballot at a College of Business and Technology Faculty meeting. Ballots will be collected and tallied by three (3) Faculty representatives appointed by the Dean's Advisory Committee. Adoption of an amendment requires approval by two-thirds (2/3) of the Faculty voting on the questions. Faculty who are absent on official school leave during the Faculty meeting may vote by absentee ballot prior to the vote at the Faculty meeting. Absentee ballots will be made available through the Dean's office.

Article IV. Acceptance of the Constitution

Majority approval of the Faculty voting on the questions will be necessary for acceptance of this Constitution which will become effective upon promulgation by the Chancellor of the University of Nebraska at Kearney and the Board of Regents of the University of Nebraska.

Article V. ~~Supra Department or Inter-Departmental Units~~

~~Supra-Departmental or Inter-Departmental units, such as divisions, schools, interdisciplinary programs may be established. Channels of administrative communication shall be defined when such units are created.~~

BY-LAWS
of the
**COLLEGE OF BUSINESS AND
TECHNOLOGY** University of Nebraska at
Kearney

Article 1. College Structure

The College of Business and Technology consists of: departments, programs, centers, and other entities.

Article 2. Office of the Dean

Section 1. Responsibilities

The Dean of the College shall provide leadership and guidance to Departments, Programs, Centers, and other academic and administrative entities; shall be the officer primarily charged with the administration of the College; shall serve as intermediary between the College and the University; shall be the presiding officer at Faculty meetings; shall report to the Faculty at regular business meetings on the status of College legislation.

Section 2. Selection of the Dean

Appointment of the Dean shall be recommended to the President and the Board of Regents by the Chancellor, following procedures specified in the By-laws of the Board. When College recommendations are made for membership on an advisory/search committee, the Dean's Advisory Committee shall make such recommendations. At least every fifth anniversary of the appointment, the Dean's Advisory Committee shall make recommendations, based on input from the faculty, to the Chancellor or designated representatives concerning the continued appointment of the Dean.

Section 3. Selection of Associate and/or Assistant Deans

Recommendation for the appointment of Associate and/or Assistant Deans shall be made by the Chancellor, upon recommendation of the Dean. The Dean's Advisory Committee shall provide its advice to the Dean concerning such recommendations. At least every fifth anniversary of the appointment, the Dean's Advisory Committee shall make recommendations, based on input from the Faculty, to the Dean or designated representative concerning the continued appointment of the Associate and/or Assistant Deans.

Section 4. Temporary Vacancy

In case of incapacitation or other temporary vacancy in the position of other Dean, the Dean's Advisory Committee shall confer with the Vice Chancellor for Academic Affairs and College Council on the appointment of an Acting Dean.

Department Chairs, Program and Center Directors**Section 1. Department Chair Responsibilities**

The Department Chair shall be responsible to the Dean for departmental administration, shall provide academic leadership for the Department; shall be the Department's official representative in all matters except those delegated to other members of the Department; and shall serve as intermediary between the Department and other individuals and units of the University. The Chair of the Department may make recommendations to the Dean and the Faculty of the College concerning the academic welfare of the Department or its relation to other departments. Before making such recommendations, the Chair shall consult with the Faculty of the Department. Where the recommendation of the Chair differs from the advice of the Faculty, the Chair shall so inform the Dean. Meetings of the Department may be called by the Chancellor, the Dean, the Chair, or by a majority of its Faculty.

Section 2. Program Director Responsibilities

The Program Director shall be responsible to the Department Chair and/or Dean for program administration; shall provide academic leadership for the Program; shall be the Program's official representative in all matters except those delegated to other members of the Program; and shall serve as intermediary between the Program and other individuals and units of the University. The Program Director may make recommendations to the Department Chair and the Faculty of the Program concerning the welfare of the Program or its relations to other programs and departments. Before making such recommendations, the Director shall consult with the Faculty of the Program. Where the recommendation of the Director differs from the advice of the Faculty, the Director shall so inform the Department Chair. Meetings of the Program may be called by the Dean, the Department Chair, the Director, or by a majority of its Faculty.

Section 3. Center Director Responsibilities

The Center Director shall be responsible to the Department Chair and/or Dean for center administration; shall provide academic leadership for the Center; shall be the Center's official representative in all matters except those delegated to other members of the Center, and shall serve as intermediary between the Center and other individuals and units of the University. The Center Director may make recommendations to the Dean and the Faculty of the College concerning the welfare of the Center or its relations to other centers, programs and departments. Before making such recommendations, the Director shall consult with the Faculty

of the Center. Where the recommendation of the Director differs from the advice of the Faculty, the Director shall so inform the Dean. Meetings of the Center may be called by the Dean, the Director or by a majority of its Faculty.

Center Director

In case of a vacancy existing or pending in a Department's Chair, Program's Director, or a Center's Director, the Dean will request the Faculty of the Department/Program/Center to provide a suggested name or names of candidates through a procedure determined by the Faculty of the Department/Program/Center.

The Chair shall be appointed by the Board of Regents, upon recommendation of the Dean, the Chancellor and the President, after appropriate consultation with the departmental Faculty, for a term not exceeding five (5) years, but eligible for reappointment. Within a reasonable time before recommending the appointment/reappointment of a Chair, the Dean shall seek the advice of the Faculty by taking a closed ballot of the departmental Faculty on the question of appointment of the candidate or reappointment of the incumbent.

Program Directors, Center Directors, and other administrative positions shall be appointed by the Chancellor, upon recommendation of the Dean, after appropriate consultation with the affected Faculty, for a term not exceeding five (5) years, but eligible for reappointment. Within a reasonable time before recommending the appointment/reappointment of the Program Director, Center Director, or other administrative position, the Dean shall seek the advice of the Faculty by taking a closed ballot of the administrative unit's Faculty on the question of appointment of the candidate or reappointment of the incumbent.

Section 5. College Council

Part A. College Council Membership

The College Council shall consist of the Department Chairs and appropriate Program and Center Directors as determined by the Dean. If a member must be absent from a Council meeting, a representative to the Council meeting may be appointed by the absent member.

Part B. College Council Responsibilities

The College Council shall:

1. advise the Dean on matters relating to administrative policies and procedures within the College and its Departments, Programs, Centers or other administrative units. These advisory duties shall not supersede those delegated to the Standing Committees as defined in Article 4, Section 1 of these By-laws;
2. recommend to the Dean on matters relating to University administrative policies and procedures which affect the College and its Departments, Programs, Centers or other Administrative units;
3. provide a forum for discussion of mutual issues and concerns relating to the administration of Departments, Programs, Centers, or other administrative units within the College.
4. meet at the discretion of the Dean

Article 4. College Committees

Section 1. Standing Committees

Faculty governance of the College of Business and Technology shall be conducted by six (6) standing committees: Dean's Advisory Committee, Academic Affairs Committee, Faculty Affairs Committee, Faculty Development Committee, Student Affairs Committee, and Business Division Assurance of Learning (BD:AOL) Committee. These committees shall convene at regular intervals to be determined by the membership at the beginning of each academic year. Special meetings may be called by either the chair of the committee, or by any two members of the committee, or by request of the Dean, upon the giving of five (5) working days notice to all members of the committee.

Faculty members shall assume their duties on the Standing Committee at the beginning of the Fall semester and shall serve for a term of two years. Terms of service shall be staggered so that no more than half of the membership is elected each year.

The initial standing committee meeting for each academic year shall be called by the Dean or a representative of the Dean's Office. At the initial meeting of the committee during each academic year, the members of the committee shall select from among themselves a chair and a secretary who shall, subject to resignation or removal for just cause, hold such position throughout the year.

Part A. Dean's Advisory Committee

The Dean's Advisory Committee shall encourage continuous improvement by:

1. advising the Dean on matters initiated by the Committee or by the Faculty or referred to it by the Dean;
2. advising the Dean on the formulation and implementation of college policies;
3. reviewing the goals and long-term aspects of the College's activities, including staff, equipment, and facility requirements;
4. reviewing and advising on policies and procedures relative to the allocation of resources;
5. advising University administration regarding the development and maintenance of College buildings and grounds;
6. consulting and participating with appropriate University administrators to evaluate the Dean and Associate and/or Assistant Deans;
7. reviewing and recommending specific procedures to provide Faculty input in the appointment/reappointment process of the Dean and Associate and/or Assistant Dean;
8. notifying the faculty at least ten (10) working days prior to special meetings, as provided in Article 5, Section 2 of the By-laws;
9. informing the Faculty through distribution of minutes of action taken by the Dean's Advisory Committee;
10. reviewing the college mission, including receiving input from stakeholders, in even-numbered years;
11. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part B. Academic Affairs Committee

The Academic Affairs Committee shall exercise general oversight of the College's academic standards by:

1. advising the Dean on all matters of educational policy;

2. reviewing, evaluating, and reporting to the Faculty proposed policies concerning admission and graduation requirements, including changes in requirements, new programs, new degrees, and general studies requirements;
3. approving academic program changes such as addition or deletion of courses and changes in course names and numbers. The Committee will consider student needs, duplication, and intellectual content, and the relationship with other College and University programs in making curricular decisions. All decisions shall be communicated in writing to the Faculty. These decisions will be considered approved unless within fifteen (15) working days from issuance, action is initiated under Article 5 of the By-laws;
4. receiving from the Dean the names of students who have completed the requirements for graduation. The faculty members of the committee are authorized by the Faculty to recommend to the Chancellor, the President, and the Board of Regents that the respective degrees be awarded. The Registrar acts as the agent of the Faculty in assuring that requirements have been fulfilled;
5. recommending to the Dean on matters of staffing, budget, and programs as they affect educational policy;
6. reviewing, evaluating, and advising the Dean on external programs created by or co-sponsored by the College. The Committee shall be a formal channel for communication between the external program units of the College and the Faculty of the College;
7. reviewing reports of waivers of degree requirements granted to students. Reports are to be submitted to the Committee each semester by the various department chairs.
8. encouraging the systematic review and continuous improvement of curricular programs within the College;
9. serving as members, together with members of the Student Affairs Committee, of an Appeals Committee for undergraduate students who believe their grades were capriciously or prejudicially determined. The Appeals Subcommittee shall adopt rules, procedures, and standards for the judgment of cases;
10. informing the Faculty through distribution of minutes of actions taken by the committee;
11. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part C. Faculty Affairs Committee

The Faculty Affairs Committee shall encourage continuous improvement by:

1. advising the Dean on all matters concerning faculty welfare, including gender and minority issues;
2. reviewing and recommending policies concerning promotion and the granting of continuous appointment (tenure) within the college;
3. recommending to the Dean regarding personnel decisions, such as the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment (tenure), demotion, transfer, dismissal, or removal of Faculty and other academic personnel. If the recommendation of the Committee differs from that of the Dean, the Dean shall so inform the Vice Chancellor for Academic Affairs and the Chancellor.
4. organizing and monitoring the election process of Standing Committee seats;
5. informing the Faculty through the distribution of minutes of action taken, subject to the rights of privacy.
6. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvements in the College. These reports should be disseminated to the faculty and the Dean.

Part D. Faculty Development Committee

The Faculty Development Committee shall encourage continuous improvement by:

1. developing activities and programs to promote the teaching mission of the College. The Committee shall review and advise regarding current teaching support needed for faculty development.
2. developing activities and programs to promote the intellectual contribution mission of the College. The Committee shall review and advise regarding current intellectual contribution support needed for faculty development.
3. developing activities and programs to promote the service mission of the College.
4. recommending policies for leaves of absence, release time, and sabbaticals within the College.
5. advising the Dean regarding needs for academic computing as it relates to faculty development and the mission for teaching, intellectual contribution, and service;

6. informing the faculty through distribution of minutes of action taken;
7. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part E. Student Affairs Committee

The Student Affairs Committee shall encourage continuous improvement by:

1. organizing Honors Night for the College of Business and Technology;
2. advising the Dean on matters concerning student welfare;
3. advising the Dean on matters regarding the awarding of College scholarships and awards;
4. serving as members, together with members of the Academic Affairs Committee, of an Appeals Committee for undergraduates who believe their grades were capriciously or prejudicially determined. The Appeals Subcommittee shall adopt rules, procedures, and standards for the judgment of cases;
5. assisting and advising the Dean regarding the academic advising of students;
6. informing the Faculty through distribution of minutes with actions taken, subject to rights of privacy;
7. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports will be disseminated to the faculty and the Dean.

Part F. Business Division Assurance of Learning Committee

The College of Business and Technology Business Division Assurance of Learning (CBT:BD AOL) Committee shall encourage continuous improvement by:

1. designing and conducting assessment activities related to the core curriculum;
2. reviewing and analyzing assessment reports;
3. recommending changes to the core curriculum to the Dean, Department Chairs, and faculty;
4. informing the Business Division faculty through distribution of minutes of assessment actions taken by the committee;

5. preparing a timely report for the discussing the committee's accomplishments supporting continuous improvement. These reports will be disseminated to the faculty and the Dean.

Section 2. Special Committees

Special ad hoc committees and subcommittees may be created by the College of Business and Technology, Dean, Faculty, or Standing Committees.

Section 3. Standing Committee Membership

The Dean's Advisory Committee, Academic Affairs Committee, Faculty Development Committee, Faculty Affairs Committee, and Student Affairs Committee shall each be composed of one faculty elected from each of the following six academic areas: (1) the Department of Accounting and Finance, (2) the Department of Industrial Technology, (3) the Department of Family Studies and Interior Design, (4) The Department of Economics, (5) The Department of Management, and (6) the Department of Marketing and Management Information Systems (MIS). Academic Departments.

The members of the Faculty Affairs Committee shall be tenured faculty holding the rank of Associate Professor or above.

The members of the CBT:BD Assurance of Learning Committee shall be composed of up to two ~~tenure track or tenured~~ faculty members elected from and by each of the CBT:BD departments. The Associate Dean will be the permanent chairperson and the faculty member responsible for the CBT database will be an ex-officio member.

The Student Affairs Committee ~~shall~~ may also include one student member-at-large, whose terms shall be one year.

Faculty serving as Department Chairs shall be ineligible for election to the College of Business and Technology Standing Committees.

Section 4. Standing Committee Elections

The election of Faculty members to Standing Committees shall be completed by each department by the ~~end~~ beginning of Spring Semester-fall semester

Article 5. Meetings of the Faculty

Section 1. Regular Meetings

Regular business meetings will be held in the Fall and the Spring semester at a time designated by the Dean, with at least two week's notice given to the Faculty.

Section 2. Special Meetings

Special meetings may be called by the Chancellor of the University, the Vice Chancellor for Academic Affairs, or by the Dean of the College. Special meetings must be called within ten (10) working days after the Dean's receipt of: (1) a petition signed by at least ten (10) Faculty members; or (2) a request made by the Dean's Advisory Committee; or (3) a majority vote by Faculty for a Special meeting.

Section 3. Quorum

One-third of the Faculty constitutes a quorum.

Section 4. General Procedure

The Dean of the College or the Dean's designee will preside at all College Faculty meetings. The Dean shall appoint a parliamentarian at the first meeting of each academic year. Meetings will be conducted according to *Robert's Rules of Order, Newly Revised*, when not in conflict with the Constitution or By-laws of the College.

Article 6. Amendments to the By-laws

Section 1. Proposal of Amendments

Amendments to the By-laws may be proposed by the Dean's Advisory Committee or by at least twenty (20) percent of Faculty members, but in either case proposals must be presented in writing to the Faculty through the Dean's Advisory Committee and Dean at least ten (10) working days before a Faculty meeting as provided in Article 5 of the By-laws.

Section 2. Approval of Amendments

Voting will be distributed by ballot at a College meeting and ballots will be collected and tallied by three Faculty representatives appointed by the Dean's Advisory Committee. Simple majority approval of the Faculty voting on the question will be necessary for adoption.

Article 7. Acceptance of the By-laws

Majority approval by the Faculty voting on the question will be necessary for acceptance of these By-laws which will become effective upon promulgation by the Chancellor of the University of Nebraska at Kearney and the Board of Regents of the University of Nebraska.

APPENDIX

CBT ANNUAL FACULTY AWARDS

The following awards for Scholarship, Teaching, and Service were proposed by the CBT Faculty Development Committee and approved by vote of the CBT faculty. The Dean's Office announces annually the nomination/application process. The selection of award recipients is done by the CBT Faculty Affairs Committee.

CBT ANNUAL SCHOLARSHIP AWARDS

Two scholarship awards will be awarded annually in the College of Business and Technology (the College), one to a tenured faculty member and one to untenured tenure track faculty member.

Criteria: Criteria for conferring the awards for outstanding scholarship are the same criteria as those used to evaluate scholarship in the context of annual evaluations as outlined in the Guidelines: Evaluation, Promotion and Continuous Appointment. Exceptions include the following:

1. A faculty member may submit up to five of the most recent years of scholarly work for consideration by the committee.
2. An award will not be conferred twice for the same body of research.

Committee to confer the awards: The Faculty Affairs Committee will review nominations for the scholarship award and select one nominee from each of the two faculty categories to receive the awards.

Nominating process: The College has in place a process to annually review faculty performance in the area of scholarship. While faculty members may nominate themselves or be nominated by any other member of the faculty of the College, the normal process of nominating faculty for scholarship awards links with the annual review process. Each department chair, in the process of evaluating faculty scholarship portfolios during the annual review process, will determine faculty most meritorious of the scholarship awards. The department chair will ask selected faculty members to submit a copy of the scholarship section of the annual portfolio to the Committee, noting years of scholarship to be considered. The dean of the College will follow the same process for nominating department chairs. Materials should be submitted to the committee two weeks prior to the Annual College of Business and Technology Honors Night.

Nature of the awards: Each award will consist of cash (amount determined by the dean of the College of Business and Technology) and a certificate.

CBT Annual Teaching Awards

Two teaching awards will be awarded annually in the College of Business and Technology (the College), one for tenured faculty and one for untenured faculty.

Criteria: Criteria for conferring the awards for outstanding teaching are the same criteria as those used to evaluate teaching in the context of annual evaluations as outlined in the Guidelines: Evaluation, Promotion and Continuous Appointment. Exceptions include the following:

1. Weight will be given to teaching in the most recent academic year over performance in prior years. 2. Considerable weight will be given to improvement in teaching effectiveness in the most recent academic year compared to prior years. 3. A faculty member receiving an award in one year will not be eligible for the award in the two succeeding years.

Committee to confer the award: The Faculty Affairs Committee will review nominations for the teaching awards and select one nominee from each of the two faculty categories to receive the awards.

Nominating process: The College has in place a process to annually review faculty performance in the area of teaching. While faculty members may nominate themselves or be nominated by any other member of the faculty of the College, the normal process of nominating faculty for teaching awards links with the annual review process. Each department chair, in the process of evaluating faculty teaching portfolios during the annual review process, will determine faculty most meritorious of the teaching awards. The department chair will ask faculty members selected to submit a copy of the teaching section of the annual portfolio to the Committee. The dean of the College will follow the same process for nominating department chairs. Materials should be submitted to the committee two weeks prior to the Annual College of Business and Technology Honors Night.

Nature of the awards: Each award will consist of cash (amount determined by the dean of the College of Business and Technology) and a certificate.

CBT Annual Service Award

One service award will be awarded annually in the College of Business and Technology.

Criteria: Criteria for conferring the award for outstanding service are the same criteria as those used to evaluate service in the context of annual evaluations as outlined in the Guidelines: Evaluation, Promotion and Continuous Appointment. The one exception is that a faculty member receiving an award in one year will not be eligible for the award in the two succeeding years.

Committee to confer the award: The Faculty Affairs Committee will review nominations for the service award and select one nominee to receive the award.

Nominating process: The College has in place a process to annually review faculty performance in the area of service. While faculty members may nominate themselves or be nominated by any other member of the faculty of the College, the normal process of nominating faculty for the service award links with the annual review process. Each department chair, in the process of evaluating faculty service portfolios during the annual review process, will determine faculty most meritorious of the service award. The department chair will ask selected faculty members to submit a copy of the service section of the annual portfolio to the Committee. The dean of the College will follow the same process for nominating department chairs. Materials should be submitted to the committee two weeks prior to the Annual College of Business and Technology Honors Night.

Nature of the award:

Each award will consist of cash (amount determined by the dean of the College of Business and Technology) and a certificate.

Revised April 2009 May 2024

Rev. May 2024
 Rev. April 2009
 Rev. Fall 2002

CONSTITUTION
 of the
COLLEGE OF BUSINESS AND TECHNOLOGY
 University of Nebraska at Kearney

PREAMBLE:

The College of Business and Technology is committed to a quality educational experience which provides students with sound academic backgrounds and professional training in their chosen areas of study.

The Revised Statutes of Nebraska and the By-laws of the Board of Regents of the University of Nebraska vest the immediate governance of the College of Business and Technology in its Faculty. The Faculty of the College of Business and Technology shall adopt rules and regulations relating to its governance that shall be subject to approval by the Board.

Article I. Faculty

Section 1. Voting Membership

The voting membership of the Faculty of the College of Business and Technology (hereafter referred to as Faculty) consists of full-time Senior Lecturers, Lecturers, Instructors, Assistant Professors, Associate Professors, and Professors of the College. Persons exercising administrative responsibilities which involve more than half of their workload assignment shall not have voting privileges nor be eligible to be elected as representatives of the College. At the beginning of the academic year, individuals with equal responsibilities in more than one college will declare in which College and school they desire to be voting members, subject to approval of the Dean of the College they chose.

Section 2. Ex Officio Membership

The Dean of the College of Business and Technology and such other persons as may be designated by the Faculty shall be ex officio members of the Faculty without voting privileges. The Dean shall be an ex officio member of all committees without voting privileges.

Section 3. Responsibilities

The Faculty of the College is responsible for the determination of its education policies and procedures. Specifically, the Faculty shall formulate:

- A. The academic mission, goals, objectives, and strategies of the College;
- B. The development and evaluation of the academic program and professional activities of the College;
- C. The academic standards for students.

Section 4. Participation

The Faculty, with student input where appropriate, shall establish and compose committees which will advise the Administration regarding the development of policies and procedures consistent with the academic objectives of the College and the University in the following areas:

- A. Appointment, retention, granting of continuous appointment (tenure), and promotion of the teaching staff;
- B. Enhancement of the scholarly environment;
- C. Support for co-curricular activities of the students;
- D. Allocation of resources of the College;
- E. Meaningful participation in the selection, evaluation, and retention of College administrators;
- F. Assessment of college programs to determine if the goals of the College are being met.

Section 5. Meetings

Regular business meetings and special meetings of the Faculty shall be held in accordance to Article 5 of the By-laws of this constitution.

Article II. College Organization

Section 1. Office of the Dean

The College is administered by a Dean in accordance with the By-laws of the Board of Regents of the University of Nebraska. The Dean is assisted in fulfilling administrative responsibilities by persons filling the following positions:

Associate and/or Assistant Deans; Assistants to the Dean; Program and Center Directors; Department Chairs; and other administrative positions. Prior to recommending to the Chancellor persons to fill these positions, the Dean shall use formal procedures to consult with the Faculty in the recruiting, screening, and selection process as defined in the By-laws of this constitution.

Section 2. Departments and Academic Programs

A. Departments

A department is an academic community of interest and an administrative unit of the College. Subject to the jurisdiction of those who have overall responsibility for the University of Nebraska at Kearney and in conformity with the policies of the College of Business and Technology, a department shall determine its academic and administrative policies and programs through procedures adopted by the department and approved by the Faculty of the College.

B. Academic Programs

An academic program within a department is a systemized unit of instruction offering regular college courses which may lead to a major, a minor, or an emphasis.

Section 3. Centers and Other Entities

A center within the College of Business and Technology exists as a formal administrative entity requiring approval of the University of Nebraska Board of Regents. Other entities also may be identified as bureaus, institutions, laboratories, and so forth.

Article III. Amendments of the Constitution

Section 1. Proposal of Amendments

Amendments to the constitution may be proposed by the Dean's Advisory Committee or by at least twenty (20) percent of Faculty members, but in either case proposals must be presented in writing to the Faculty through the Dean's Advisory Committee and Dean at least ten (10) working days before a Faculty meeting as provided in Article I, Section 5.

Section 2. Approval of Amendments

Voting will be by distributed ballot at a College of Business and Technology Faculty meeting. Ballots will be collected and tallied by three (3) Faculty representatives appointed by the Dean's Advisory Committee. Adoption of an amendment requires approval by two-thirds (2/3) of the Faculty voting on the questions. Faculty who are absent on official school leave during the Faculty meeting may vote by absentee ballot prior to the vote at the Faculty meeting. Absentee ballots will be made available through the Dean's office.

Article IV. Acceptance of the Constitution

Majority approval of the Faculty voting on the questions will be necessary for acceptance of this Constitution which will become effective upon promulgation by the Chancellor of the University of Nebraska at Kearney and the Board of Regents of the University of Nebraska.

Rev. May 2024
Rev. April 2009
Rev. Fall 2002

BY-LAWS
of the
COLLEGE OF BUSINESS AND TECHNOLOGY
University of Nebraska at Kearney

Article 1. College Structure

The College of Business and Technology consists of: departments, programs, centers, and other entities.

Article 2. Office of the Dean

Section 1. Responsibilities

The Dean of the College shall provide leadership and guidance to Departments, Programs, Centers, and other academic and administrative entities; shall be the officer primarily charged with the administration of the College; shall serve as intermediary between the College and the University; shall be the presiding officer at Faculty meetings; shall report to the Faculty at regular business meetings on the status of College legislation.

Section 2. Selection of the Dean

Appointment of the Dean shall be recommended to the President and the Board of Regents by the Chancellor, following procedures specified in the By-laws of the Board. When College recommendations are made for membership on an advisory/search committee, the Dean's Advisory Committee shall make such recommendations. At least every fifth anniversary of the appointment, the Dean's Advisory Committee shall make recommendations, based on input from the faculty, to the Chancellor or designated representatives concerning the continued appointment of the Dean.

Section 3. Selection of Associate and/or Assistant Deans

Recommendation for the appointment of Associate and/or Assistant Deans shall be made by the Chancellor, upon recommendation of the Dean. The Dean's Advisory Committee shall provide its advice to the Dean concerning such recommendations. At least every fifth anniversary of the appointment, the Dean's Advisory Committee shall make recommendations, based on input from the Faculty, to the Dean or designated representative concerning the continued appointment of the Associate and/or Assistant Deans.

Section 4. Temporary Vacancy

In case of incapacitation or other temporary vacancy in the position of other Dean, the Dean's Advisory Committee shall confer with the Vice Chancellor for Academic Affairs and College Council on the appointment of an Acting Dean.

Article 3. Department Chairs, Program and Center Directors

Section 1. Department Chair Responsibilities

The Department Chair shall be responsible to the Dean for departmental administration, shall provide academic leadership for the Department; shall be the Department's official representative in all matters except those delegated to other members of the Department; and shall serve as intermediary between the Department and other individuals and units of the University. The Chair of the Department may make recommendations to the Dean and the Faculty of the College concerning the academic welfare of the Department or its relation to other departments. Before making such recommendations, the Chair shall consult with the Faculty of the Department. Where the recommendation of the Chair differs from the advice of the Faculty, the Chair shall so inform the Dean. Meetings of the Department may be called by the Chancellor, the Dean, the Chair, or by a majority of its Faculty.

Section 2. Program Director Responsibilities

The Program Director shall be responsible to the Department Chair and/or Dean for program administration; shall provide academic leadership for the Program; shall be the Program's official representative in all matters except those delegated to other members of the Program; and shall serve as intermediary between the Program and other individuals and units of the University. The Program Director may make recommendations to the Department Chair and the Faculty of the Program concerning the welfare of the Program or its relations to other programs and departments. Before making such recommendations, the Director shall consult with the Faculty of the Program. Where the recommendation of the Director differs from the advice of the Faculty, the Director shall so inform the Department Chair. Meetings of the Program may be called by the Dean, the Department Chair, the Director, or by a majority of its Faculty.

Section 3. Center Director Responsibilities

The Center Director shall be responsible to the Department Chair and/or Dean for center administration; shall provide academic leadership for the Center; shall be the Center's official representative in all matters except those delegated to other members of the Center, and shall serve as intermediary between the Center and other individuals and units of the University. The Center Director may make recommendations to the Dean and the Faculty of the College concerning the welfare of the Center or its relations to other centers, programs and departments. Before making such recommendations, the Director shall consult with the Faculty of the Center. Where the recommendation of the Director differs from the advice of the Faculty, the Director shall so inform the Dean. Meetings of the Center may be called by the Dean, the Director or by a majority of its Faculty.

Section 4. Selection of Department Chair, Program Director, and/or Center Director

In case of a vacancy existing or pending in a Department's Chair, Program's Director, or a Center's Director, the Dean will request the Faculty of the Department/Program/Center to provide a suggested name or names of candidates through a procedure determined by the Faculty of the Department/Program/Center.

The Chair shall be appointed by the Board of Regents, upon recommendation of the Dean, the Chancellor and the President, after appropriate consultation with the departmental Faculty, for a term not exceeding five (5) years, but eligible for reappointment. Within a reasonable time before recommending the appointment/reappointment of a Chair, the Dean shall seek the advice of the Faculty by taking a closed ballot of the departmental Faculty on the question of appointment of the candidate or reappointment of the incumbent.

Program Directors, Center Directors, and other administrative positions shall be appointed by the Chancellor, upon recommendation of the Dean, after appropriate consultation with the affected Faculty, for a term not exceeding five (5) years, but eligible for reappointment. Within a reasonable time before recommending the appointment/reappointment of the Program Director, Center Director, or other administrative position, the Dean shall seek the advice of the Faculty by taking a closed ballot of the administrative unit's Faculty on the question of appointment of the candidate or reappointment of the incumbent.

Section 5. College Council

Part A. College Council Membership

The College Council shall consist of the Department Chairs and appropriate Program and Center Directors as determined by the Dean. If a member must be absent from a Council meeting, a representative to the Council meeting may be appointed by the absent member.

Part B. College Council Responsibilities

The College Council shall:

1. advise the Dean on matters relating to administrative policies and procedures within the College and its Departments, Programs, Centers or other administrative units. These advisory duties shall not supersede those delegated to the Standing Committees as defined in Article 4, Section 1 of these By-laws;
2. recommend to the Dean on matters relating to University administrative policies and procedures which affect the College and its Departments, Programs, Centers or other Administrative units;
3. provide a forum for discussion of mutual issues and concerns relating to the administration of Departments, Programs, Centers, or other administrative units within the College.
4. meet at the discretion of the Dean

Article 4. College Committees

Section 1. Standing Committees

Faculty governance of the College of Business and Technology shall be conducted by six (6) standing committees: Dean's Advisory Committee, Academic Affairs Committee, Faculty Affairs Committee, Faculty Development Committee, Student Affairs Committee, and Business Division Assurance of Learning (BD:AOL) Committee. These committees shall convene at regular intervals to be determined by the membership at the beginning of each academic year. Special meetings may be called by either the chair of the committee, or by any two members of the committee, or by request of the Dean, upon the giving of five (5) working days notice to all members of the committee.

Faculty members shall assume their duties on the Standing Committee at the beginning of the Fall semester and shall serve for a term of two years. Terms of service shall be staggered so that no more than half of the membership is elected each year.

The initial standing committee meeting for each academic year shall be called by the Dean or a representative of the Dean's Office. At the initial meeting of the committee during each academic year, the members of the committee shall select from among themselves a chair and a secretary who shall, subject to resignation or removal for just cause, hold such position throughout the year.

Part A. Dean's Advisory Committee

The Dean's Advisory Committee shall encourage continuous improvement by:

1. advising the Dean on matters initiated by the Committee or by the Faculty or referred to it by the Dean;
2. advising the Dean on the formulation and implementation of college policies;
3. reviewing the goals and long-term aspects of the College's activities, including staff, equipment, and facility requirements;
4. reviewing and advising on policies and procedures relative to the allocation of resources;
5. advising University administration regarding the development and maintenance of College buildings and grounds;
6. consulting and participating with appropriate University administrators to evaluate the Dean and Associate and/or Assistant Deans;
7. reviewing and recommending specific procedures to provide Faculty input in the appointment/reappointment process of the Dean and Associate and/or Assistant Dean;
8. notifying the faculty at least ten (10) working days prior to special meetings, as provided in Article 5, Section 2 of the By-laws;
9. informing the Faculty through distribution of minutes of action taken by the Dean's Advisory Committee;
10. reviewing the college mission, including receiving input from stakeholders, in even-numbered years;
11. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part B. Academic Affairs Committee

The Academic Affairs Committee shall exercise general oversight of the College's academic standards by:

1. advising the Dean on all matters of educational policy;
2. reviewing, evaluating, and reporting to the Faculty proposed policies concerning admission and graduation requirements,

- including changes in requirements, new programs, new degrees, and general studies requirements;
3. approving academic program changes such as addition or deletion of courses and changes in course names and numbers. The Committee will consider student needs, duplication, and intellectual content, and the relationship with other College and University programs in making curricular decisions. All decisions shall be communicated in writing to the Faculty. These decisions will be considered approved unless within fifteen (15) working days from issuance, action is initiated under Article 5 of the By-laws;
 4. receiving from the Dean the names of students who have completed the requirements for graduation. The faculty members of the committee are authorized by the Faculty to recommend to the Chancellor, the President, and the Board of Regents that the respective degrees be awarded. The Registrar acts as the agent of the Faculty in assuring that requirements have been fulfilled;
 5. recommending to the Dean on matters of staffing, budget, and programs as they affect educational policy;
 6. reviewing, evaluating, and advising the Dean on external programs created by or co-sponsored by the College. The Committee shall be a formal channel for communication between the external program units of the College and the Faculty of the College;
 7. reviewing reports of waivers of degree requirements granted to students. Reports are to be submitted to the Committee each semester by the various department chairs.
 8. encouraging the systematic review and continuous improvement of curricular programs within the College;
 9. serving as members, together with members of the Student Affairs Committee, of an Appeals Committee for undergraduate students who believe their grades were capriciously or prejudicially determined. The Appeals Subcommittee shall adopt rules, procedures, and standards for the judgment of cases;
 10. informing the Faculty through distribution of minutes of actions taken by the committee;
 11. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part C. Faculty Affairs Committee

The Faculty Affairs Committee shall encourage continuous improvement by:

1. advising the Dean on all matters concerning faculty welfare, including gender and minority issues;
2. reviewing and recommending policies concerning promotion and the granting of continuous appointment (tenure) within the college;
3. recommending to the Dean regarding personnel decisions, such as the appointment, reappointment, non-reappointment, promotion, granting of continuous appointment (tenure), demotion, transfer, dismissal, or removal of Faculty and other academic personnel. If the recommendation of the Committee differs from that of the Dean, the Dean shall so inform the Vice Chancellor for Academic Affairs and the Chancellor.
4. organizing and monitoring the election process of Standing Committee seats;
5. informing the Faculty through the distribution of minutes of action taken, subject to the rights of privacy.
6. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvements in the College. These reports should be disseminated to the faculty and the Dean.

Part D. Faculty Development Committee

The Faculty Development Committee shall encourage continuous improvement by:

1. developing activities and programs to promote the teaching mission of the College. The Committee shall review and advise regarding current teaching support needed for faculty development.
2. developing activities and programs to promote the intellectual contribution mission of the College. The Committee shall review and advise regarding current intellectual contribution support needed for faculty development.
3. developing activities and programs to promote the service mission of the College.
4. recommending policies for leaves of absence, release time, and sabbaticals within the College.
5. advising the Dean regarding needs for academic computing as it relates to faculty development and the mission for teaching, intellectual contribution, and service;

6. informing the faculty through distribution of minutes of action taken;
7. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports should be disseminated to the faculty and the Dean.

Part E. Student Affairs Committee

The Student Affairs Committee shall encourage continuous improvement by:

1. organizing Honors Night for the College of Business and Technology;
2. advising the Dean on matters concerning student welfare;
3. advising the Dean on matters regarding the awarding of College scholarships and awards;
4. serving as members, together with members of the Academic Affairs Committee, of an Appeals Committee for undergraduates who believe their grades were capriciously or prejudicially determined. The Appeals Subcommittee shall adopt rules, procedures, and standards for the judgment of cases;
5. assisting and advising the Dean regarding the academic advising of students;
6. informing the Faculty through distribution of minutes with actions taken, subject to rights of privacy;
7. preparing a timely report at the end of each year discussing the Committee's accomplishments, leading to continuous improvement in the College. These reports will be disseminated to the faculty and the Dean.

Part F. Business Division Assurance of Learning Committee

The College of Business and Technology Business Division Assurance of Learning (CBT:BD AOL) Committee shall encourage continuous improvement by:

1. designing and conducting assessment activities related to the core curriculum;
2. reviewing and analyzing assessment reports;
3. recommending changes to the core curriculum to the Dean, Department Chairs, and faculty;
4. informing the Business Division faculty through distribution of minutes of assessment actions taken by the committee;

5. preparing a timely report for the discussing the committee's accomplishments supporting continuous improvement. These reports will be disseminated to the faculty and the Dean.

Section 2. Special Committees

Special ad hoc committees and subcommittees may be created by the College of Business and Technology, Dean, Faculty, or Standing Committees.

Section 3. Standing Committee Membership

The Dean's Advisory Committee, Academic Affairs Committee, Faculty Development Committee, Faculty Affairs Committee, and Student Affairs Committee shall each be composed of one faculty elected from each of the Academic Departments.

The members of the Faculty Affairs Committee shall be tenured faculty holding the rank of Associate Professor or above.

The members of the CBT:BD Assurance of Learning Committee shall be composed of up to two faculty members elected from and by each of the CBT:BD departments. The Associate Dean will be the permanent chairperson and the faculty member responsible for the CBT database will be an ex-officio member.

The Student Affairs Committee may also include one student member-at-large, whose terms shall be one year.

Faculty serving as Department Chairs shall be ineligible for election to the College of Business and Technology Standing Committees.

Section 4. Standing Committee Elections

The election of Faculty members to Standing Committees shall be completed by each department by the beginning of fall semester

Article 5. Meetings of the Faculty

Section 1. Regular Meetings

Regular business meetings will be held in the Fall and the Spring semester at a time designated by the Dean, with at least two week's notice given to the Faculty.

Section 2. Special Meetings

Special meetings may be called by the Chancellor of the University, the Vice Chancellor for Academic Affairs, or by the Dean of the College. Special meetings must be called within ten (10) working days after the Dean's receipt of: (1) a petition signed by at least ten (10) Faculty members; or (2) a request made by the Dean's Advisory Committee; or (3) a majority vote by Faculty for a Special meeting.

Section 3. Quorum

One-third of the Faculty constitutes a quorum.

Section 4. General Procedure

The Dean of the College or the Dean's designee will preside at all College Faculty meetings. The Dean shall appoint a parliamentarian at the first meeting of each academic year. Meetings will be conducted according to *Robert's Rules of Order, Newly Revised*, when not in conflict with the Constitution or By-laws of the College.

Article 6. Amendments to the By-laws

Section 1. Proposal of Amendments

Amendments to the By-laws may be proposed by the Dean's Advisory Committee or by at least twenty (20) percent of Faculty members, but in either case proposals must be presented in writing to the Faculty through the Dean's Advisory Committee and Dean at least ten (10) working days before a Faculty meeting as provided in Article 5 of the By-laws.

Section 2. Approval of Amendments

Voting will be distributed by ballot at a College meeting and ballots will be collected and tallied by three Faculty representatives appointed by the Dean's Advisory Committee. Simple majority approval of the Faculty voting on the question will be necessary for adoption.

Article 7. Acceptance of the By-laws

Majority approval by the Faculty voting on the question will be necessary for acceptance of these By-laws which will become effective upon promulgation by the Chancellor of the University of Nebraska at Kearney and the Board of Regents of the University of Nebraska.

Revised May 2024



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Report on the revised Constitution and Bylaws of the Faculty Senate at the University of Nebraska at Kearney (UNK)

☒ Review ☐ Review + Action ☐ Action ☐ Discussion

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The proposed changes are designed to adjust meeting schedules and closed session procedures, align committees with campus priorities, and improve the process of filling vacancies. The Constitution and Bylaws have been created and evaluated in a manner consistent with Regents Bylaw 1.2.

BACKGROUND INFORMATION

After the duly authorized creation or modification of campus rules or regulations, Regents Bylaw 1.2 requires "...that before they may be effective, (they) shall be (1) considered by the officer, group or agency at a public hearing held after giving reasonable advance public notice thereof; and (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."

RECOMMENDATION

The President approved the report on September 6, 2024.

UNK
OFFICE OF THE CHANCELLOR

July 30, 2024

President Jeffrey P. Gold, M.D.
University of Nebraska
3835 Holdrege St.
Lincoln, NE 68583

Dear President Gold:

I strongly support the proposed revisions to the UNK Faculty Senate Constitution and Bylaws. These changes will enhance the Senate's effectiveness and ability to represent the faculty.

Key revisions include:

- Adjusting meeting schedules and closed session procedures.
- Reorganizing committees for better alignment with university priorities.
- Improving the process for filling Senate and committee vacancies.

These revisions have undergone thorough review and are ready for submission to the Board of Regents.

Thank you for your consideration.

Sincerely,



Charles J. Bicap, Interim Chancellor

tlp

cc: Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs



DATE: July 24, 2024

TO: Charles J. Bicak, Interim Chancellor

FROM: Julie J. Shaffer, Senior Vice Chancellor for Academic Affairs *Julie J. Shaffer*

RE: Support for Faculty Senate Constitution and Bylaw Revisions

I am writing to express my support for the proposed revisions to the UNK Faculty Senate Constitution and Bylaws. These revisions are essential to ensure the Faculty Senate remains an active and effective representative body for the faculty.

The proposed changes reflect a comprehensive and thoughtful approach to addressing the evolving needs of our faculty and the university. These revisions will strengthen the Faculty Senate's ability to contribute to UNK's success. Please see the list below of the items revised:

- Move meetings to the 1st Tuesday of the month, in-person attendance still required for voting and discussion, closed sessions will now require a reason and allow the Senate to approve specific non-Senators to attend.
- Standing Committees:
 - Combine Academic Information Technology, Library and UNK Online Committees into an Academic Information and Learning Technologies Committee.
 - Add a Budget & Finance Committee.
 - Remove Student Affairs Committee.
 - Small changes to composition wording for some committees.
 - Move committee elections to April and set committee term start dates to the last FS meeting of the year.
- Filling Senate and Standing Committee Vacancies (Bylaws, Article V.B.):
 - This article was significantly reorganized. A timeline was added for filling department and library senator vacancies
 - A department or the library would be able to recall their senator prior to term expiration. The Oversight Committee would conduct the election for the replacement.

The revisions have been approved at each campus level and are ready to be submitted to Central Administration for review by the Board of Regents.

Thank you for your consideration of this important matter.

tlp

UNIVERSITY OF NEBRASKA AT KEARNEY
FACULTY SENATE
CONSTITUTION
As of Apr 4, ~~2019~~2024

PREAMBLE

The purpose of this Constitution is to establish an orderly process whereby the University of Nebraska at Kearney (hereafter referred to as the University) faculty may share in the determination of university-wide educational, academic, and administrative policy.

The basic operational principle of the Constitution is that, under the Board of Regents By-Laws, and in accordance with the provisions for faculty governance in the By-Laws, the Faculty Senate represents the faculty regarding university-wide academic and administrative affairs, and shall act as the official voice of the general faculty of the University regarding areas of faculty interest and concern including the protection of academic freedom and on matters involving the well-being of the general academic community and the institution as a whole. All Faculty Senators shall represent and be concerned for the welfare of the entire institution regardless of their college and department affiliations.

ARTICLE I – POWERS AND RESPONSIBILITIES

Article I.A. Powers

Pursuant to the By-Laws of the Board of Regents, the powers and responsibilities of the Faculty Senate include, but are not necessarily limited to, the following:

I.A.1. -Adopting its rules of procedure;

I.A.2. -Acting as the official voice of the faculty as a whole;

I.A.3. -Protecting academic freedom;

I.A.4. - Providing for appeal to the Board in matters of academic freedom and faculty status, after normal administrative channels are exhausted, in accordance with applicable By-Laws of the Board of Regents and the Collective Bargaining Agreement between the Board of Regents and the UNK Education Association;

I.A.5. -Advising on academic matters that affect more than one college;

I.A.6. - Advising and consulting with students, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to:

I.A.6.a. -Institutional planning and the determination and articulation of the role and mission of the University of Nebraska at Kearney,

I.A.6.b. ~~-The Budget of the University,~~

I.A.6.c. ~~-The expenditure of funds allocated to instruction and research, and,~~

I.A.6.d. ~~-The selection and reassignment of academic-administrative personnel with University-wide responsibilities;~~

I.A.7. ~~-Acting on business specifically delegated to it by the Administration;~~

I.A.8. ~~-Recommending candidates for honorary degrees;~~

I.A.9. ~~-Recommending standards for admission and academic conduct of students.~~

Article I.B.- Administrative Offices, Officers, and Academic Officers

The Faculty Senate shall review and evaluate the creation or reorganization of administrative offices, shall insure procedures for faculty participation in the selection of administrative officers, and shall participate in the review and evaluation of the performance of administrative officers.

ARTICLE II – MEMBERSHIP, ELIGIBILITY, TERMS, AND ELECTIONS

Article II.A. Membership

Two Senators-at-Large shall be elected by all faculty eligible to vote. ~~-Department Senators representing the university departments, as provided for in Article II.B.2., shall be elected by their eligible department faculty. -One Senator shall be elected from and by the eligible Library faculty.~~

Article II.B. Eligibility/ineligibility to serve as Senator-at-Large, Department Senator, and Standing Committee Faculty Member; College Apportionment; Terms of Office

General Eligibility: In addition to specific eligibility requirements stated in this Constitution and By-Laws, to be eligible to serve as a Faculty Senator and/or as a faculty member of a Faculty Senate Standing Committee, faculty must be full-time, must be teaching at least one course during each semester, and the number of workload hours for the current semester and the previous academic semester must total at least nine hours. Faculty members engaged in research and/or faculty-related service, in lieu of teaching assignments, also are eligible to serve.

Ineligibility: ~~-The Faculty Senate is dedicated to representing the faculty perspective in the shared governance of the University of Nebraska at Kearney. -Therefore, no person with a significant administrative appointment, including the position of Chancellor, Vice-Chancellor, Dean, Registrar, full-time Director, or their full-time Associates/Assistants shall be eligible to serve as Faculty Senator or as a faculty member on a Faculty Senate Standing Committee.~~

II.B.1. ~~-Senators-at-Large:-~~ At no time shall the two Senators-at-Large include more than one Senator from the same department or the Library. ~~-All Senators elected at large shall be tenured, full-time faculty holding the professorial rank of Assistant Professor or above.~~

II.B.2. Department Senators ~~—Senators Representing departments;~~ Senators shall be elected by the faculty in each university department and will be apportioned as follows:

II.B.2.a. For the purposes of this section, a department shall be defined as a single administrative unit within a college and recognized as such by the Board of Regents. Departments comprised of multiple disciplines but recognized by the Board of Regents as a single unit within the college shall be considered a single department.

II.B.2.a.1. Groups of faculty functioning as a department but not comprised of faculty from a recognized department may be granted representation by a two-thirds vote of those Senators present. Any such granting of representation shall be made at or before the ~~first Senate meeting in April~~ meeting and shall remain in effect for three years ~~beginning at~~ until the second Senate meeting in April Senate meeting in the third year. Once a group is granted representation, all other rights and responsibilities given to departments by the Senate shall also fall to this group.

II.B.2.a.2. The Senators-at-Large will represent any faculty members not included in any other unit.

II.B.2.b. Each department shall, regardless of size, be entitled to one Senator as its representative except as described below.

II.B.2.eb.1. Departments with fewer than five eligible faculty members may choose, for the purposes of Senate representation only, to merge with one other department, with that department's consent, and share a single Senate representative who shall represent both departments. Such a shared Senate representative shall be elected by and from the eligible faculty members of both departments. The decision to merge must be reported to the Parliamentarian prior to ~~the April 10th~~ Senate meeting of each year and will remain in force until ~~the April 9th~~ Senate meeting of the following year.

II.B.2.c. Faculty Residency for Eligibility of Representing a Department: A faculty member shall be considered a member of the department in which the larger portion of that person's teaching load is assigned. Departmental membership, for the purposes of elections, shall be required of all personnel. A faculty member whose load is evenly divided between two departments or whose assignment is difficult to determine because of load fluctuations, shall declare department affiliation for purposes of voting and holding Senate office.

II.B.2.d. A department whose Senator will serve as the Senate President shall be allowed to elect a second Senator to better represent its faculty. Notification of such election shall be made to the Parliamentarian prior to the first September meeting and will remain in force throughout the original Senator's term as President.

II.B.3. -Library Senator: -The Library shall elect one Senator. -Librarians holding ~~professorial~~assistant professor rank and above and full-time appointments are eligible to serve.

II.B.4. Senator Terms of Office:

Senators shall serve three-year terms, beginning at the ~~last regular~~May Faculty Senate meeting ~~of the Spring~~ and ending on the day before the ~~last regular~~May Faculty Senate meeting ~~of the Spring Semester~~ three years thereafter. - The terms shall be arranged so that approximately one-third of the positions are filled by election each year.

Article II.C. Election and Eligibility to Vote

II.C.1. -Election: -The Faculty Senate Oversight Committee, elected by and under the direction of the Faculty Senate, shall administer nominations and elections, as outlined in the By-Laws.

II.C.2. Eligibility to Vote: -Nomination and election of Senators-at-Large shall be restricted to eligible University ~~of Nebraska at Kearney~~ faculty. Nomination and election of Senators representing a department or the Library will be restricted to the eligible faculty of that department or the Library. -Eligible voters are faculty who must be full-time, teaching at least one course during the current semester, and the number of workload hours for the current semester and the previous academic semester must total at least nine hours. Faculty members engaged in research and/or faculty-related service in lieu of teaching assignments, faculty on phased retirement in residence, and librarians holding professorial rank and full-time appointments, also are eligible.

ARTICLE III – OFFICERS AND FACULTY SENATE ORGANIZATION

Article III.A. Officers

The officers of the Senate shall consist of a President, a President-Elect, the ~~immediate~~ Past-President, and a Secretary, all to be chosen from the elected members of the Senate. -Other offices may be established by the Senate as they become necessary. - If the term of the President-Elect, President, or Past-President should expire while in office, then ~~his/her~~their Senate term is extended until the end of their term as Past-President. -At that time, ~~his/her~~their Senate term will expire, and the position will be filled at the next regular election.

III.A.1. -Election of Officers: -The officers of the Senate shall be elected in accordance with the By-Laws of the Faculty Senate at the last regular Faculty Senate meeting of the Spring Semester.

III.A.2. -Officers' Duties:- The duties of the officers shall be (a) those usual to their offices; (b) those designated specifically by the Faculty Senate as the need arises; and, (c) the following regular duties.

PRESIDENT – Consults with other Faculty Senate Executive Committee members when immediate action is required in lieu of a Faculty Senate Meeting. Presents to the Faculty Senate:

- (1) ~~_____~~ (1) Reports on actions taken on behalf of the Faculty Senate; ~~_____~~
- (2) ~~_____~~ (2) ~~A monthly~~ Monthly President's Report, as stated in the By-Laws, Article ~~I.B.3;~~ II.J.1;
- (3) ~~_____~~ (3) An annual Faculty Senate Status Report, as stated in the By-Laws, Article II.J.2;
- (4) ~~_____~~ (4) ~~An~~ an annual Faculty Senate Plan of Action, as stated in the By-Laws, Article II.J.3.

PRESIDENT ELECT – Records minutes of all Executive Committee ~~Meetings~~ meetings. Serves on the Faculty Senate Professional Conduct Committee, ~~and by October, requests appointment of members from administrative offices and student organizations to appropriate Faculty Senate committees.~~

PAST-PRESIDENT – As outgoing President of the Senate, advises the President and other members of the Executive Committee. ~~Serves on the Faculty Senate Oversight Committee.~~

SECRETARY — Records, prepares, and distributes the Faculty Senate Meeting Agenda and Minutes to faculty, deans, vice chancellors, the ~~chancellor~~ Chancellor, and appropriate university system officials. Provides the UNK Library with copies of approved Faculty Senate Meeting Minutes. ~~Prior to a scheduled Faculty Senate meeting, prepares and distributes to Faculty Senators an agenda, the minutes of the previous Faculty Senate meeting, and the minutes of appropriate Faculty Senate committee meetings. One week prior to a Faculty Senate meeting scheduled on the first Thursday or on the Monday prior to the last meeting in April,~~ distributes the agenda to other faculty and appropriate campus administrators.

III.A.3. -Executive Committee: The Faculty Senate President, President ~~Elect~~, ~~immediate~~ Past-President, Secretary, Parliamentarian, and one Senate representative shall constitute the Executive Committee of the Faculty Senate. ~~The Faculty Senate President shall be the Chair of the Executive Committee.~~
~~Total: 6 members.~~

III.A.4. Release time for Senate President: The President of the Faculty Senate is eligible for a three-~~workload~~ hour release per semester to allow ~~him/her~~ them to serve fully in the role of President. Any financial compensation to colleges or departments to cover the release shall be provided by the Chief Academic Officer.

Article III.B. Organization of the Faculty Senate

The Faculty Senate is composed of a general assembly of elected Senators, elected standing committees, and appointed ad hoc committees whose responsibilities are to maintain the system of shared governance at the University ~~of Nebraska at Kearney~~.

III.B.1. -Parliamentarian: A Parliamentarian shall be elected from the membership of the Senate. ~~He/she~~They shall serve a three-year term; unless ~~his/her~~their Senate term expires during that period in which case a new election will be held. ~~He/she~~That person shall be elected by the Senate at the last regular Faculty Senate meeting of the Spring Semester to serve as arbiter and consultant on all questions of procedure, to serve as the Chair of the Senate Oversight Committee, to serve as interpreter of the Faculty Senate Constitution and By-Laws in consultation with the Oversight Committee, and to serve on the Executive Committee.

III.B.2. -By-laws: The Senate shall form its own By-Laws pursuant to the By-Laws of the Board of Regents.

ARTICLE IV – MEETINGS. -The Faculty Senate will meet regularly, and may hold special meetings, as provided in the By-Laws.

ARTICLE V - FACULTY SENATE COMMITTEES

All Senate Committees shall be responsible to the Senate and shall regularly report their actions and recommendations to the Senate.

Article V.A. Standing Committee Member Elections and Terms: ~~Except for the Faculty Senate Executive Committee and the Faculty Senate Oversight Committee whose members are elected at the last Faculty Senate Meeting in April to serve one-year terms, other Standing Committee members shall be elected in September to serve for a term of two years, beginning on the first day following the regular October Faculty Senate meeting at which standing committee elections are completed.~~ Standing Committee members shall serve two-year terms, beginning at the regular May meeting of and ending on the day before the regular May meeting two years thereafter. The two-year terms shall be arranged so that approximately one-half of the positions are filled by election each year. -[Student members are selected as described in the By-Laws and will serve one-year terms beginning on the first day following the regular ~~October~~September Faculty Senate meeting.]

-Article V.B.- Required Committees

Committees of the Senate shall include an Executive Committee, an Academic Freedom and Tenure Committee, a Grievance Committee, and a Professional Conduct Committee as required by the Board of Regents' By-Laws.

Article V.C. -Other Committees

Other Committees of the Senate may be authorized by Senate action. -Their titles, duties, and membership shall be determined by the Senate- Standing Committees shall be provided for in the Faculty Senate By-Laws. -Ad hoc Committees shall be created by action of the Faculty Senate.

Article V.D.- Committee Minutes

On a timely basis, the Chair of a Faculty Senate Committee shall provide all faculty and appropriate campus administrators with committee-approved meeting minutes, with items noted that require Faculty Senate action. In addition, at least ~~ten~~seven calendar days before a regular Faculty Senate ~~Meeting held on the first Thursday of the month or by the Friday before the last Senate meeting in April,~~ the Chair shall provide the Faculty Senate Secretary with these minutes for distribution to Faculty Senators prior to the meeting. Committee meeting minutes are then voted on at the Faculty Senate meeting for approval. Unapproved or postponed items will be referred to the committee for clarification and reconsidered at the next Faculty Senate meeting. Senate approval of the minutes indicates approval of the actions taken in those minutes, even if those actions are not explicitly discussed by the Senate.

ARTICLE VI – FACULTY REFERENDA

The actions of the Faculty Senate shall be final, unless a referendum is called according to the following procedure:

Article VI.A. Referendum Request

A request for a referendum shall be presented to the President of the Faculty Senate within 20 days of the publication of the minutes describing the Senate decision in question.

VI.A.1. -Criteria for Request: A referendum of the faculty shall be held if requested by the Chancellor of the University, or at least one-third of the Senate members, or at least twenty percent of the faculty upon presentation of a signed petition to the President of the Faculty Senate.

Article VI.A.2. ~~Referendum by Surface Mail or by Electronic Delivery;~~ -The Faculty Senate Oversight Committee shall arrange for the faculty referendum by ~~surface mail or by~~ electronic delivery.

Article VI.B. Referendum Results

The Senate shall abide by the results of the referendum.

ARTICLE VII – AMENDMENT OF THE CONSTITUTION

Amendments to these articles may be adopted at any regular meeting of the Faculty Senate by a two-thirds vote of those present, provided any proposed amendment has been read at the preceding regular meeting- and the amendment has been presented to the University community through an open forum.

UNK Faculty Senate Approval of Original Document: April 6, 2000

UNK Faculty Senate Approval of Amendments to Original Document: April 5, 2001
UNK Faculty Senate Approval of Revised Document: February 6, 2003
UNK Faculty Senate Approval of Revised Document: October 2, 2003
UNK Faculty Senate Approval of Revised Document: April 28, 2005
UNK Faculty Senate Approval of Revised Document: November 3, 2005
UNK Faculty Senate Approval of Revised Document: February 7, 2008
UNK Faculty Senate Approval of Revised Document: March 6, 2008
UN Board of Regents Approval of March 6, 2008 document: June 11, 2010
UNK Faculty Senate Approval of Revised Document: April 25, 2013
UN Board of Regents Approval of April 25, 2013 document: July 18, 2013
UNK Faculty Senate Approval of Revised Document: April 3, 2014
UNK Faculty Senate Approval of Revised Document: April 4, 2019
UNK Faculty Senate Approval of Revised Document: April 25, 2024

UNIVERSITY OF NEBRASKA AT KEARNEY
FACULTY SENATE
BY-LAWS

ARTICLE I – POWERS AND RESPONSIBILITIES

Article I.A. -Policy Conflicts

The policies of any program, department, college, or other administrative unit, or the conduct of individual professional personnel which appear in conflict with policies approved by the Faculty Senate or with the Constitution, must be referred to the Senate for consideration and appropriate action.

Article I.B. -Academic Review

The Senate may review existing academic programs and new department and academic programs with University-wide impact, including majors and minors.

Article I.C. -Faculty Senate Committees – Delegation

The Faculty Senate shall delegate such duties and responsibilities to its committees as it sees fit within the limits of its responsibilities described above.

Article I.D. -Communication of Faculty Senate Policies and Recommendations

All academic policies and recommendations shall be transmitted through the proper channels to the Chancellor of the University. -When differences exist between the positions taken by the Chancellor and the Senate on any of the said matters, the Chancellor shall meet with the Executive Committee of the Faculty Senate to resolve the differences. -Unresolved differences shall be reported by the Senate President to the University of Nebraska President and to the Board of Regents.

ARTICLE II – MEETINGS OF THE FACULTY SENATE

Article II.A. Regular Meetings

The Senate shall meet on the first ~~Thursday~~Tuesday of September, October, November, December, February, March, April, and May. If the first Tuesday in May occurs after the last Thursday of April-day of classes in the Spring semester, the Senate may vote with a two-thirds majority to move that meeting to the last Tuesday prior to the last day of classes. The Senate also shall be subject to call at other times. The vote to move the May meeting to the end of April must occur during a Senate meeting prior to the Spring semester of the meeting to be moved. Even if moved, this meeting is still referred to as the “May” meeting in this document and the “April” meeting is the first April meeting.

Article II.B. Special Meetings

375 Special meetings may be called by the Faculty Senate President ~~or~~ at the request of the Executive
376 Committee ~~or of~~ by the Chancellor of the University, or at the written request of at least six
377 members of the Senate.
378

Article II.C. Open/Closed Meetings

All Senate sessions shall be open to the public; ~~provided, however, unless~~ the Senate ~~may~~, by no less than a majority vote of those present ~~hold a, goes into~~ closed session ~~for the protection of the public interest or the prevention of needless injury to the reputation of an individual (e.g. personnel matters or content of a highly sensitive nature)~~. Specific individuals who are not senators may be approved to attend a closed session by a two-thirds majority vote of the Senate. Any person attending an open Senate session may address the Senate after securing recognition of the President.

Article II.D. Quorum

A quorum shall consist of a majority of the elected members of the Senate.

Article II.E. -Attendance

Attendance at Faculty Senate meetings by Senators is mandatory. Attendance is defined to be in person unless an exception is granted by the President. Such exceptions should be granted in a consistent manner or through a consistent policy. Should a department or Library Senator know in advance of an absence, the department or Library may appoint a proxy ~~from its unit~~ to serve for a single meeting as its representative. Notice of such proxy must be given to the Secretary seven calendar days prior to the meeting. If a Senator misses or is represented by proxy at a total of three regular meetings during the academic year, then the seat shall be considered vacated. -Notice of vacation of the seat will be made by the Secretary to the Parliamentarian. The Parliamentarian shall consult with the affected department or Library to either re-affirm its selection of the Senator or for the election of his/her replacement. Procedures for replacement of a Senator-at-Large will follow the procedures as outlined in the By-Laws. -If a Senator knows of a conflict that will last for an entire semester, the Senator must notify the Faculty Senate Oversight Committee that his/her/their seat is vacated for that semester only. -If a Senator experiences recurring/periodic semester-long scheduled conflicts, then that Senator must submit his/her/their resignation to the Faculty Senate Oversight Committee. -If a Senator knows in advance of a scheduled conflict lasting longer than one semester, e.g., a university-approved professional-development leave, then that Senator must notify the Faculty Senate Oversight Committee that his/her/their seat is vacated for the specific period of the leave only.

Article II.F. Agenda

An issue or recommendation shall be placed on the agenda when proposed by the Faculty Senate President or the Chancellor, or by Senate Executive Committee action, a Faculty Senate Committee, one-third of the Senators present and voting at a meeting, or a petition signed by no fewer than ten faculty members.

Article II.G. Agenda Changes

The Senate, while in session, may change the order of the agenda by a majority vote.

Article II.H. Meeting Minutes

On a timely basis prior to a scheduled Faculty Senate Meeting, using electronic mail or other means, the minutes of the previous Faculty Senate Meeting shall be distributed to appropriate parties, including all faculty.

Article II.I. Order of Business

Each regular Senate meeting shall include but not be limited to the following:

- ~~a.~~
 - ~~a)~~ Call to Order
 - ~~b)~~ ~~b.~~ Roll Call
 - ~~c)~~ ~~c.~~ Approval of Agenda
 - Action ~~on~~ the Faculty Senate Minutes of the previous meeting
 - Executive Committee Report.- This Report shall include statements on the Executive Committee's regular monthly and special meetings with the Chancellor and Vice-Chancellors, and on the disposition of all previous Senate decisions and/or recommendations that have/have not come to closure.
 - ~~e)~~ ~~e.~~ Report of the President.- This Report shall include statements on actions taken by the Board of Regents, University administration, the Coordinating Commission on Post-Secondary Education, and other matters of importance to the University community.
- ~~f.~~ Reports of Faculty Senate Standing Committees:
 - (1.) Submission for record and file of Committee Minutes
 - ~~f)~~
 - (2.) Submission of proposals for consideration by the Faculty Senate
- ~~g.~~ Reports of Faculty Senate Special (Ad Hoc) Committees:
 - (1.) Submission for record and file of Committee Minutes
 - ~~g)~~
 - (2.) Submission of proposals for consideration by the Faculty Senate
 - ~~h)~~ ~~h.~~ Reports from Academic Councils
 - ~~i)~~ ~~i.~~ Reports of Faculty Senate Representatives to Non-Senate Committees
 - ~~j)~~ ~~j.~~ Unfinished Business and General Orders
 - ~~k)~~ ~~k.~~ New Business
 - ~~l)~~ ~~l.~~ General Faculty Comments
 - ~~m)~~ ~~m.~~ Adjournment

Article II.J. President's Special Reports

The Faculty Senate President shall present the following special written reports.

II.J.1. -Meeting Reports to the Administration: ~~Immediately~~ Within one week following a meeting of the Senate, the President shall send a written summary to the Chancellor and the Senior Vice Chancellor of Academic Affairs regarding the actions taken by the Senate.

II.J.2. -Annual Faculty Senate Status Report: -An Annual Faculty Senate Status Report shall be presented at the ~~first~~ President's last regular Faculty Senate ~~Meeting in April meeting.~~ This report shall include the status of Senate recommendations for administrative actions, as well as the status of Senate initiatives.

II.J.3. -Annual Faculty Senate Plan of Action Statement:- A Faculty Senate Plan of Action for the new academic year will be created with the advice of the Senate at its final meeting held during the Spring Semester. -This report shall be presented ~~at no later than~~ the first Faculty/Staff Convocation held prior to the beginning Senate meeting of the Fall Semester.

ARTICLE III – ELECTION OF FACULTY SENATE OFFICERS AND OVERSIGHT COMMITTEE

The Faculty Senate officers are the President, the President-Elect, the ~~immediate~~-Past President, and the Secretary. - These officers, the Parliamentarian, and an elected representative from the Senate shall comprise the Executive Committee. -The President-Elect, the Secretary, and the Faculty Senate representative to the Executive Committee shall be elected annually for a one-~~year~~ term by the Faculty Senate at the ~~last regular~~May meeting ~~of the Spring Semester~~ in accordance with the election process conducted by the Oversight Committee.

Article III.A. Nominations of Officers

Nominations for officers of the Senate may be submitted by any faculty member to the Faculty Senate Oversight Committee Chair. ~~Senate officers must be members of the Senate.~~ The slate of officers for the Executive Committee positions shall be prepared by the Oversight Committee, with the consent of the nominees, prior to the elections held at the ~~last regular~~ May Faculty Senate meeting ~~of the Spring Semester.~~ Nominations may be made from the floor with the consent of the nominee(s).

Article III.B. Executive Committee and Oversight Committee

Members of the Executive Committee and the Oversight Committee shall be elected ~~by ballot~~ at the ~~last regular~~ May Faculty Senate meeting ~~of the Spring Semester, which is held on the last Thursday of April.~~ Terms of office shall begin immediately after that meeting and continue until the end of the ~~last meeting of the May Faculty~~ Senate ~~during the Spring Semester meeting~~ of the following year.

Article III.C. -Chancellor's Liaison- ~~The Chancellor of the University may appoint a personal representative to attend Faculty Senate meetings and to serve as liaison between the Administration and the Faculty Senate.~~

ARTICLE IV - ELECTION PROCESSES OF THE FACULTY SENATE

The Faculty Senate Oversight Committee shall organize, conduct, and/or monitor the election processes of all Senate and Standing Committee seats as required by the Faculty Senate Constitution and in accordance with the following Faculty Senate ~~Bylaws~~ By-Laws. For the purposes of these ~~bylaws~~ By-Laws, colleges shall be defined collectively as College of Business and Technology, College of Education, College of Arts and Sciences.

Article IV.A. General

~~In order to replace~~ Faculty ~~Senators whose Senate~~ terms expire ~~on the Wednesday day~~ prior to the ~~last Thursday of April, the election of May~~ Faculty ~~Senators~~ Senate Meeting. ~~In order to replace Faculty Senators, elections~~ shall be conducted during the Spring Semester. The Faculty Senator(s)-at-Large shall be elected first, followed by the election of Faculty Senators representing the departments and Library. Newly elected Faculty Senators begin their terms at the ~~May Faculty Senate Meeting held on the last Thursday of April meeting.~~

~~In order to replace members of~~ Faculty Senate Standing ~~Committees whose Committee~~ terms expire ~~following the regular October day prior to the May Faculty Senate Meeting, each meeting.~~ ~~Each~~ college shall elect its representatives ~~during September by April 15,~~ and the Faculty Senate shall elect its representatives during the ~~October May Faculty Senate Meeting, meeting.~~ Newly elected members of Faculty Senate Standing Committees begin their terms immediately following the ~~October Faculty Senate Meeting May Faculty Senate meeting.~~ Faculty eligibility to represent a department is addressed in II.B.2.c of the Faculty Senate Constitution.

IV.A.1. -Election Dates; ~~The Deans of the colleges will provide a list of eligible full-time faculty, as of by the end of the first week of the Fall Semester (for Standing Committee elections) and Spring Semester (for Senator elections), to the appropriate~~

college representatives ~~to~~ on the Oversight Committee. -The Chair of the committee shall then ~~meet with~~ contact the ~~representatives to determine, as required in the Bylaws for the particular election, faculty eligible to be nominated as Senator at Large, Department and Library Senators, and Standing Committee members and oversight committee~~ to set ~~at~~ the schedule of dates for nominations and elections. -The nomination and election processes for ~~Senators college representatives on Faculty Senate standing committees~~ must be conducted and concluded between February 1 and April 15 of each year, with ~~the exact~~ dates for the nomination and election processes to be adjusted by the Oversight Committee ~~as needed~~ in accordance with the specific dates of Spring Break. ~~The nomination and election processes for College Standing Committee members must be conducted and completed between September 1 and September 30.~~ A minimum of seven ~~(7)~~ calendar days must be provided for a nomination process to be completed and a minimum of seven ~~(7)~~ calendar days must be provided for an election process to be completed.

~~**IV.A.2. Faculty Residency:** For purposes of distributing ballots to eligible voters, a faculty member shall be considered a member of the department in which the larger portion of that person's teaching load is assigned. Departmental membership, for the purposes of elections, shall be required of all personnel. A faculty member whose load is evenly divided between two departments or whose assignment is difficult to determine because of load fluctuations, shall declare department affiliation for purposes of voting and holding Senate office.~~

~~**IV.A.3. Nomination Forms:** The Oversight Committee shall distribute Nomination Forms to eligible voters providing information regarding eligibility of nominees. The Nomination Form shall provide a space for the written consent of a nominee in order for that person to be included on an Election Ballot.~~

~~**IV.A.3.a. Nominees:** After the results of the nomination process have been determined, the Faculty Senate Oversight Committee shall create and distribute an Election Ballot that lists the names of all consenting nominees as candidates for open seats.~~

IV.A.3. Validity of Election:

~~**IV.A.4. Validity of Election:**~~ The Faculty Senate Oversight Committee is responsible for ensuring that all elections are fair and valid. -Concerns about the validity of a department or Library Faculty Senate election should be directed to the Faculty Senate Oversight Committee. When the validity of a department or Library election is challenged, the Faculty Senate Oversight Committee shall decide whether the election results should stand or be invalidated. Concerns about the validity of a Senator-at-Large election should be directed to the Faculty Senate Executive Committee. When the validity of a Senator-at-Large election is challenged, the Faculty Senate Executive Committee shall decide whether the election results should stand or be invalidated.

~~**IV.A.43.a. Invalid Election:**~~ In the event the Faculty Senate Oversight or Executive Committee rules that an election is invalid, the faculty members whose

Senate or Faculty Senate Standing Committee positions are being filled by the election will continue to serve until a new election is conducted.

IV.A.43.b.- Corrective Election: In the event that the Faculty Senate Oversight Committee rules that a department or Library election is invalid, the Faculty Senate Oversight Committee will conduct a new election as soon as possible in accord with the constitutionally specified procedures. ~~In the event that the Faculty Senate Executive Committee rules that a Senator-at-Large election is invalid, the Faculty Senate Executive Committee will appoint an ad hoc committee whose sole task is to conduct a new election as soon as possible in accord with the constitutionally specified procedures.~~

Article IV.B. ~~Vacancies and Temporary Replacements~~ Filling Vacated Senator and Standing Committee Positions

~~**IV.B.1. Vacancies Caused by Resignation, Change in Faculty Status, or Excessive Absences:** Vacancies in seats held by regularly elected Senators at Large shall be filled by election of a temporary replacement by Senators at the next regular Faculty Senate meeting. At that meeting, the Faculty Senate Oversight Committee shall present a nominee to the Senate, in accordance with the Faculty Senate By-Laws, and invite nominations from the floor in order to elect a temporary replacement to serve until the next regularly scheduled Faculty Senate election. During that election, faculty eligible to vote will elect a permanent replacement to complete the remainder of the original term of the Senator being replaced. Should the Senator whose seat was vacated wish to be re-elected to the seat, they must present to the Oversight Committee, prior to the next Senate meeting, such explanations of the absences to justify their re-election. The Oversight Committee will consider the evidence and make a recommendation to the Senate concerning the re-election of a Senator at Large to their vacated seat.~~

This section addresses the procedures for replacing Senator and Standing Committee positions that have been vacated. Reasons for vacancies include resignation, change from faculty to other professional staff status, exceeding the maximum allowable Senate meeting absences, department or Library Senator recall, and university-approved leave of absence (including professional development leave).

IV.B.1. At-Large Senator and Standing Committee Member

~~**IV.B.2. Vacancies Caused by University Approved Professional Development Leave or Required Absences:** Although elections to fill vacancies must be held as stated in Article IV.B.1., when possible, the replacement of a Senator who is on a university-approved professional development leave or required absence shall be for the specific period of the leave/absence only, thereby allowing the Senator to return at the completion of the leave/absence to his/her seat for the remainder of his/her term.~~

IV.B.3. Temporary Replacements: ~~If the replacement of a Senator-at-Large or Standing Committee member is necessary, the Chair of the Faculty Senate Oversight Committee shall ask the faculty member who received the next highest number of votes during the most recent Faculty Senate election for permission to nominate him/her/them to the Senate~~

as the replacement. If that person declines, or if there was no runner-up, the Faculty Senate Oversight Committee shall select a nominee and announce, if possible, by campus e-mail to Senators the impending election of a replacement. -The Oversight Committee shall conduct the election at the next regular Faculty Senate meeting. -Nominations from the floor will be allowed.- All nominations must be with the consent of the candidates.

IV.B.2. Department and Library Senator Replacements: These will be elected by the appropriate Department of Library faculty in accordance with Article V.B.1. The replacement Senator must be named within seven days of the election announcement or by the next regular Faculty Senate meeting, whichever is later.

IV.B.2.a. Recall of Department or Library Senator: A Department or the Library may recall their Senator prior to their term expiration by submitting a petition signed by a majority of the eligible voting faculty to the Faculty Senate President and the Chair of the Oversight Committee. The Oversight Committee will conduct the Department or Library election for the new Senator who must be named within seven days of the election announcement or by the next regular Faculty Senate meeting, whichever is later.

IV.B.3. Filling Temporary Vacancies: A temporary vacancy is created through a university-approved leave of absence that is for a specific period. Although elections to fill these vacancies must be held as stated in Article IV.B.1. or IV.B.2., the replacement Senator or Standing Committee member will serve for the specific period of the leave/absence only, thereby allowing the original Senator or Standing Committee member to return at the completion of the leave/absence to their seat for the remainder of their term.

ARTICLE V – ELECTION OF SENATORS-AT-LARGE, DEPARTMENT AND LIBRARY SENATORS

Article V.A. -Senators-at-Large

V.A.1.- Nominations: By the beginning of the third week of February, the Chair of the Oversight Committee shall provide each eligible faculty member a ~~Nominating Form.~~ ~~The Nominating Forms shall include a list of all eligible faculty members as provided for in the Constitution, Article II.B., and the By Laws, Article I.B.~~ -Nomination Forms shall be distributed by surface mail or by electronic delivery in order to determine the nominees for Senator at request along with the criteria for the At-Large position. Faculty may nominate, with the written consent of the nominee(s) in the email and send this to the Chair to be included on the Form, as many persons as are to be elected. ~~This Form ballot. The nominations must be returned sent to the chair within seven (7) calendar days after receipt of the Form request.~~ Only those faculty who have been nominated and who have consented to be nominated ~~on the Nomination Form~~ will be listed as candidates on the Election Ballot for Senator-at-Large; there will be no write-in candidates allowed.

V.A.2. Elections: -Election Ballots for Senator(s)-at-Large shall be distributed ~~by surface mail or be electronic delivery~~ under the direction of the Chair of the Oversight Committee. If the Chair of the Oversight Committee is an at-Large Senator who is running for re-election, and whose name will be on the ballot, the Chair of the Oversight Committee will appoint another person on the Oversight Committee to chair the election. Within fourteen ~~(14)~~ calendar days after the initial distribution of the ~~Nominating Forms, Nomination Request~~ the ~~Chairchair~~ shall provide the eligible faculty with the nomination process results on election ballots which list all nominees who have consented to be candidates for each open position.

V.A.3. -Election Results:- At the conclusion of the election process, those persons receiving the largest number of votes shall be declared elected, providing that not more than one Senator-at-Large is from a single department. ~~In that event, the person from a different department~~ receiving the next largest number of votes shall be declared elected. The Chair of the Oversight Committee shall notify the candidates of the election results prior to March 15 and announce the results to the faculty prior to the beginning of the third week of March.

Article V.B. Department Senators and Library Senator

V.B.1. - Selection Process: The nomination and election process will be controlled by the departments and Library with oversight provided by the college representatives on the Oversight Committee. While the election process may be as formal or informal as the department or Library policies dictate, all Senators should be elected by and from their representative unit.

V.B.2. Election Results:- At the conclusion of the election process, those persons receiving the largest number of votes shall be declared elected. All election results from the departments ~~and Library~~ shall be reported to the appropriate college representative on the Oversight Committee. The result of the Library election shall be reported to the Parliamentarian. All election results will be reported to the candidates and faculty ~~on or prior to~~ by April 15.

ARTICLE VI – ELECTION OF FACULTY SENATE STANDING COMMITTEE MEMBERS

Article VI.A. Nomination and Election Processes

The Faculty Senate Oversight Committee shall conduct elections for college and ~~library~~ Library representatives to Faculty Senate Standing Committees ~~during September, between February 1 and April 15 of each year.~~

VI.A.1. Faculty Residency: -See ~~By Laws~~ Constitution, Article ~~IV.A.II.B.2.c.~~

VI.A.2.- Nominations: Faculty members chosen to serve on Standing Committees will be nominated, based on the composition of the committee, by the faculty of their college

or the Library, or by the Faculty Senate Oversight Committee, or by the members of the Faculty Senate, as appropriate.

VI.A.2.a. College and Library Representatives: ~~The nomination process shall be conducted between September 1-15.~~ The college representative serving on the Faculty Senate Oversight Committee shall be responsible for conducting the nomination process within ~~his/her/their~~ respective college. ~~The Library representative to the Oversight Committee shall be responsible for the nominating process for the Library representatives. In the case of a conflict, the Parliamentarian shall designate another member of the Oversight Committee to conduct the election. The respective college Oversight Committee member shall provide each eligible faculty member with a Nominating Form nomination request on which he/she/they may nominate, with the written consent of the nominee(s) on the Form, as many persons as are to be elected. This Form). The nomination request must be returned sent to the respective College Oversight Committee member within seven (7) calendar days after receipt of the Form. Nomination Forms shall be distributed by surface mail or by electronic delivery in order to determine the nominees for the Standing Committees. request.~~

VI.A.2.b. Faculty Senate Representatives: After the election process has been completed for college and ~~library~~ Library representatives for Faculty Senate Standing Committees, the Faculty Senate Oversight Committee ~~Chair shall notify senators whose terms are ending and shall solicit nominations for vacant seats. These shall then be presented to the Oversight Committee. The Oversight Committee~~ shall prepare a slate of nominees for the Faculty Senate positions on the Standing Committees. ~~After consultation with the Executive Committee, this slate of nominees will be presented at the October~~ May meeting of the Faculty Senate. ~~Nominations will also be taken from the floor.~~

VI.A.3.- Elections: Faculty members chosen to serve on Standing Committees will be elected, based on the composition of the committee, by the faculty of their college or the Library or by the members of the Faculty Senate, or elected/appointed by the administration, as appropriate. ~~Students will be selected/appointed by the Student Senate or by other Student bodies, as appropriate.~~

VI.A.3.a. College and Library Representatives: The elections shall be conducted between ~~September 16-30. February 1 and April 15.~~ The college representative serving on the Faculty Senate Oversight Committee shall be responsible for conducting the election process for ~~his/her/their~~ college. The Library representative to the Oversight Committee shall be responsible for the nominating process for the Library representatives. In the case of a conflict, the Parliamentarian shall designate another member of the Oversight Committee to conduct the election. The ~~respective college~~ Oversight Committee member shall provide each eligible faculty member with an Election Ballot ~~by surface mail or~~

~~electronic. This ballot. This Form~~ must be returned/completed within seven ~~(7)~~ calendar days after receipt of the ballot. ~~All faculty who have been nominated and who have consented to be nominated on the Nomination Form will be listed as candidates on the Election Ballot. There will be no write-in candidates on the election ballot.~~

VI.A.3.b. -Faculty Senate Representatives: -The Faculty Senate Oversight Committee shall conduct the elections ~~by ballot~~ for these positions during the ~~October~~final meeting of the academic year Faculty Senate from the slate of nominees it has submitted and from nominations received from the floor.

Article VI.B. -Committee Vacancies: ~~The process outlined for filling vacancies in the Faculty Senate will be used to fill committee vacancies. See By-Laws, Article IV.B.1., IV.B.2., and IV.B.3. regarding Vacanciesvacancies.~~

Article VI.C. -Committee Replacements: ~~The process outlined to replace Faculty Senators will be used to replace committee members. See By-Laws, Article IV.B.3. regarding Replacementsreplacements.~~

Article VI.D. First Committee Meeting of the Academic Year

The President of the Faculty Senate shall designate a member of the Executive Committee to call the first meeting of the Standing ~~committee~~Committee during ~~October~~September and to notify all members of the time and place at least three days in advance of the meeting. The purpose of that meeting shall be to elect a faculty member as Chair and to discuss the Committee's charge, prior to conducting regular committee business. Should a committee need to be convened in the summer (e.g., Grievance, Professional Conduct, or Academic Freedom and Tenure) after new members have been elected at the May meeting, then the Executive Committee member on that committee will serve as the acting chair until the fall convening.

Article VI.E. Subcommittees

A Standing Committee may establish appropriate subcommittees. Any faculty member, administrator, or student may serve on subcommittees.

Article VI.F. Committee Meeting Notice and Quorum

The Committee shall establish a regular meeting time, or the Committee Chair shall notify all members of the time and place of a regular Standing Committee meeting at least three days in advance of the meeting. A minimum of 40 percent of the Standing Committee membership must be present in order to conduct official business.

Article VI.G. Attendance

The attendance at Standing Committee meetings shall follow the attendance rules of the Faculty Senate, as stated in the By-Laws, Article II. E.

ARTICLE VII – FACULTY SENATE STANDING COMMITTEES: Responsibilities and Composition

The Faculty Senate Standing Committees function as an important part of the shared governance at the University of Nebraska at Kearney and provide the Faculty Senate with information relative to their charges. These committees shall perform the charges stated below and any additional charges assigned by the Faculty Senate.

Article VII.A. Executive Committee

Enacts and monitors the status of Senate recommendations and serves as a liaison with the University of Nebraska at Kearney administration. Meets regularly with the Administration. Acts as a committee on behalf of the Senate when immediate action is required. Reviews Senate Committee minutes for items requiring Faculty Senate action. Prepares responses to Senate directions. Prepares and distributes the agenda for Senate meetings. Presents to the Senate an annual report of the Chancellor's Strategic Planning Committee activities for comment by the Senate. During ~~October~~ September, when the committees are convened, the Executive Committee member assigned to convene the committee shall ~~meet with the Chairs of the Standing Committees to discuss~~ review the role of their respective committees in and purpose of that committee and present any charges that the Faculty Senate President has given to that committee, particularly those related to implementing the Annual Plan of Action presented by the Faculty Senate President at the Fall Convocation.

COMPOSITION: The Faculty Senate President, the President-Elect, the Secretary of the Senate, the ~~immediate~~ Past President, the Parliamentarian and one member elected annually by the Senate from its membership. The President of the Senate shall be Chair of the Executive Committee. If the ~~immediate~~ Past President is unable to serve on the Executive Committee, the Executive Committee may appoint, with the approval of the Senate, a member of the previous Executive Committee to serve as a replacement.

~~Total: 6 members.~~

Article VII.B. Academic Affairs Committee

Serves as a safeguard against needless curricular duplication of courses and programs by: a) receiving notification of undergraduate courses and programs of study after they have been approved by the curriculum committee of the undergraduate college, (b) reviewing course proposals in intercollegiate and multidisciplinary areas within the University, and (c) making specific policy proposals for curriculum development and coordination to educational policy committees of the undergraduate colleges. Proposes policy statements for University-wide academic issues. Maintains liaison with the Graduate College so as to coordinate undergraduate and graduate curricula and programs. Reviews actions taken by the General Studies Council. Considers any other academic question as directed by the Faculty Senate or the Senior Vice-Chancellor for Academic Affairs.

COMPOSITION: The Chief Academic Affairs Officer, the Graduate Dean, the Registrar, (or their respective designees), two elected faculty members from different departments of each undergraduate college, one elected Library faculty member, one faculty representative elected from and by the Faculty Senate, and two students with majors in different fields selected by the Student Senate. ~~Total: 13 members.~~

Article VII.C. Academic Freedom and Tenure Committee

Acts on matters of general policy concerning academic freedom and tenure, pursuant to Section 4.4415 of the By-Laws of the Board of Regents. - The Committee will have oversight responsibilities to ensure that University-wide rank and tenure standards and procedures are applied uniformly by the undergraduate colleges. -The Chair, in conjunction with the Chair of the Grievance Committee, the Chair of the Professional Conduct Committee, and the President of the University of Nebraska at Kearney Education Association, -shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: One tenured faculty member from the Faculty Senate Executive Committee one tenured faculty member holding the rank of associate professor or full professor from and elected by each undergraduate college and ~~three~~the library and two tenured faculty members from the Senate holding the rank of associate professor or professor selected by the Faculty Senate. ~~Total: 6 members.~~

Article VII.D. Academic Information ~~Technology and Learning Technologies~~ Committee
Serves as the UNK Teaching, Learning, and Technology Roundtable that advises administration and faculty, shares information, coordinates plans, and suggests means for using technology to improve teaching and learning. Reviews and makes recommendations to the office in charge of UNK Online on policies, programs, and practices to ensure that they are consistent with the educational mission of the University and the entities it serves. The committee also advises the University administration on the formulation and implementation of Library policy.

COMPOSITION: One faculty member from and elected by each undergraduate college, one faculty member from and elected by the ~~library~~Library faculty, ~~and~~ one faculty member from and selected by the Faculty Senate, one graduate faculty member selected by the Graduate Council the Chief Information Technology Officer, the Dean of Libraries, and one student selected by the Student Senate. ~~Total: 8 members.~~

Article VII.E. Artists and Lecturers Committee

Develops and supervises a program of events in support of the academic and cultural objectives of the University.

COMPOSITION:- One faculty member from and elected by each undergraduate college, one faculty member elected by the Faculty Senate, one student selected by the Student Senate, and one student selected by the Loper Programming and Activities Council. ~~Total: 6 members.~~

Article VII.F. Athletic Committee

Reviews and makes recommendations on Department of Intercollegiate Athletics policies, programs, and practices to ensure that they are consistent with the educational mission of the University and that they are supportive of student athletes in their academic as well as athletic endeavors.

COMPOSITION: The Director of Athletics, the Institutional Representative to the NCAA, the Senior Women's Athletic Administrator, three male and three female faculty members elected by the Faculty Senate, and one student selected by the Student Senate. ~~Total: 10 members.~~

Article VII.G. ~~eCampus.~~ Budget and Finance Committee

Reviews and ~~makes recommendations~~provides timely prospective advice to the ~~office in charge of eCampus on policies, programs, and practices to ensure that they are consistent with administration concerning the educational mission of university's annual budgets, the University of Nebraska at Kearney processes used to determine them, and their potential impact on the client groups it serves~~academic missions of the university.

COMPOSITION: ~~One faculty representative member from and elected by each undergraduate college, one graduate faculty Library faculty member, a Faculty Senate representative, one Staff Senate representative chosen by the Graduate Council, and one administration representative from each of the following: the Faculty Senate, Calvin T. Ryan Library, the Dean of Student Life Office, and the office in charge of eCampus.~~ ~~Total: 8 members.~~

Article VII.H. Faculty Welfare Committee

Advises the UNK Faculty Senate and the authorized professional negotiating organization on all matters concerned with faculty personnel policies including faculty ~~work loads~~workloads,

conditions of employment, remuneration, salaries, and fringe benefits unless such matters are specifically assigned to the professional negotiating organization.

COMPOSITION: One tenured faculty member from ~~and selected by~~ the Faculty Senate Executive Committee, one tenured faculty member from and elected by each undergraduate college, one tenured faculty member from and elected by the ~~library~~Library faculty, and one tenured faculty member from and selected by the officers of the authorized professional negotiating organization of the faculty. ~~Total: 6 members.~~

Article VII.I. Grievance Committee

Conducts hearings and makes recommendations in accordance with the grievance procedure stated in ~~the~~ Section 4.4314 of the Board of Regents By-Laws and in the negotiated agreement. The Chair, in conjunction with the Chair of the Academic Freedom and Tenure Committee, the Chair of the Professional Conduct Committee, and the President of the UNKEA, shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: The Faculty Senate Representative to the Executive Committee and two tenured faculty members from and elected by each undergraduate college who currently have no full or part-time administrative duties (e.g., are not serving as Chair, Director, ~~or~~ Associate Dean, Dean, Provost, Vice-Chancellor, or Chancellor). If the Faculty Senate Representative is ineligible to serve because of the aforementioned administrative duties, a replacement shall be appointed by the Executive Committee. ~~Total: 7 members.~~

Article VII.J. ~~Library~~ Committee

~~Recommends the procedure by which funds are allocated to the colleges and advises the University administration on the formulation and implementation of Library policy.~~

~~*COMPOSITION:* One faculty member from and elected by each undergraduate college, the Dean of Libraries, the Chief Information Technology Officer or representative, one member selected by the Graduate Council, and one student selected by the Student Senate. Total: 7 members.~~

Article VII.K. Oversight Committee

Oversees the implementation of the Faculty Senate Constitution and By-Laws in order to ensure that the basic operational principle of the Faculty Senate as specified in the Constitution Preamble is upheld throughout its various functions. Conducts periodic and/or requested reviews for consideration. Organizes and monitors the election processes of all Senate seats and standing committee seats as required by the Faculty Senate Constitution. Prepares and distributes, following the regularly scheduled Faculty Senate annual elections, the annual Faculty Senate Roster identifying Senators, members of Faculty Senate Standing and Ad Hoc Committees, and Senate representatives to university/administrative committees.

COMPOSITION: One member of the Senate from each of the three undergraduate colleges and the Library, the Senate Past-President, the Senate Representative to the Executive Committee, and the Senate Parliamentarian who shall chair the committee. ~~Total: 7 members.~~

Article VII.LK. Professional Conduct Committee

Acts in matters of alleged professional misconduct, pursuant to Section 4.4516 of the Board of Regents By-Laws. ~~The~~ Chair, in conjunction with the Chair of the Academic Freedom and Tenure Committee, the Chair of the Grievance Committee, and the President of the UNKEA, shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: President-Elect of the Faculty Senate; ~~one~~ one faculty representative, tenured and holding the rank of Assistant Professor or above, elected from and by the Faculty Senate; ~~one~~ one faculty representative, tenured and holding the rank of Assistant Professor or above, from and elected by each undergraduate college; ~~and two~~ the Library; and one administrative and/or

managerial/professional staff ~~representatives~~representative elected by the Staff Senate. ~~Total: 7 members.~~

~~Article VII.M. Student Affairs Committee~~

~~Acts with respect to matters of general concern relating to student affairs, especially with regard to areas of joint student/faculty concern.~~

~~COMPOSITION: Dean of Student Life, Associate Vice Chancellor of Student Affairs, one dean selected by the Dean's Council, one faculty member from each undergraduate college and the Library and four students selected by the Student Senate to be one student from each undergraduate college and one student from the Graduate College. Total: 11 members.~~

ARTICLE VIII – AMENDMENT OF THE BY-LAWS

Amendments to these ~~By-Laws~~articles may be adopted at any regular meeting of the Faculty Senate by a two-thirds vote of those present, provided any proposed amendment has been read at the preceding regular meeting ~~– and the amendment has been presented to the University community through an open forum.~~

ARTICLE IX - PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order shall govern the Faculty Senate in all cases to which they are applicable and are consistent with the Constitution and any special rules of order that the Senate may adopt.

Article IX.A. Special Rules of Order: The Senate may adopt special rules of order governing the conduct of the Senate Meetings as the first item of business at the first meeting of the Fall Semester. Special Rules of Order may be adopted or amended with a two-thirds vote of those present or a majority vote of all members. Temporary suspension of the Special Rules of Order will require a two-thirds vote of those present.

UNK Faculty Senate Approval of Original Document: April 6, 2000
UNK Faculty Senate Approval of Amendments to Original Document: April 5, 2001
UNK Faculty Senate Approval of Revised Document: February 6, 2003
UNK Faculty Senate Approval of Revised Document: October 2, 2003
UNK Faculty Senate Approval of Revised Document: April 28, 2005
UNK Faculty Senate Approval of Revised Document: November 3, 2005
UN Board of Regents Approval of November 3, 2005 document: January 19, 2007
UNK Faculty Senate Approval of Revised Document: February 7, 2008
UNK Faculty Senate Approval of Revised Document: March 6, 2008
UN Board of Regents Approval of March 6, 2008 document: June 11, 2010
UNK Faculty Senate Approval of Revised Document: April 25, 2013
UN Board of Regents Approval of April 25, 2013 document: July 18, 2013
UNK Faculty Senate Approval of Revised Document: April 4 2019

UNK Faculty Senate Approval of Revised Document: April 25, 2024

UNIVERSITY OF NEBRASKA AT KEARNEY
FACULTY SENATE
CONSTITUTION
As of Apr 4, 2024

PREAMBLE

The purpose of this Constitution is to establish an orderly process whereby the University of Nebraska at Kearney (hereafter referred to as the University) faculty may share in the determination of university-wide educational, academic, and administrative policy.

The basic operational principle of the Constitution is that, under the Board of Regents By-Laws, and in accordance with the provisions for faculty governance in the By-Laws, the Faculty Senate represents the faculty regarding university-wide academic and administrative affairs, and shall act as the official voice of the general faculty of the University regarding areas of faculty interest and concern including the protection of academic freedom and on matters involving the well-being of the general academic community and the institution as a whole. All Faculty Senators shall represent and be concerned for the welfare of the entire institution regardless of their college and department affiliations.

ARTICLE I – POWERS AND RESPONSIBILITIES

Article I.A. Powers

Pursuant to the By-Laws of the Board of Regents, the powers and responsibilities of the Faculty Senate include, but are not necessarily limited to, the following:

I.A.1. Adopting its rules of procedure;

I.A.2. Acting as the official voice of the faculty as a whole;

I.A.3. Protecting academic freedom;

I.A.4. Providing for appeal to the Board in matters of academic freedom and faculty status, after normal administrative channels are exhausted, in accordance with applicable By-Laws of the Board of Regents and the Collective Bargaining Agreement between the Board of Regents and the UNK Education Association;

I.A.5. Advising on academic matters that affect more than one college;

I.A.6. Advising and consulting with students, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to:

I.A.6.a. Institutional planning and the determination and articulation of the role and mission of the University of Nebraska at Kearney,

I.A.6.b. The Budget of the University,

I.A.6.c. The expenditure of funds allocated to instruction and research, and,

I.A.6.d. The selection and reassignment of academic-administrative personnel with University-wide responsibilities;

I.A.7. Acting on business specifically delegated to it by the Administration;

I.A.8. Recommending candidates for honorary degrees;

I.A.9. Recommending standards for admission and academic conduct of students.

Article I.B. Administrative Offices, Officers, and Academic Officers

The Faculty Senate shall review and evaluate the creation or reorganization of administrative offices, shall insure procedures for faculty participation in the selection of administrative officers, and shall participate in the review and evaluation of the performance of administrative officers.

ARTICLE II – MEMBERSHIP, ELIGIBILITY, TERMS, AND ELECTIONS

Article II.A. Membership

Two Senators-at-Large shall be elected by all faculty eligible to vote. Department Senators representing the university departments, as provided for in Article II.B.2., shall be elected by their eligible department faculty. One Senator shall be elected from and by the eligible Library faculty.

Article II.B. Eligibility/ineligibility to serve as Senator-at-Large, Department Senator, and Standing Committee Faculty Member; College Apportionment; Terms of Office

General Eligibility: In addition to specific eligibility requirements stated in this Constitution and By-Laws, to be eligible to serve as a Faculty Senator and/or as a faculty member of a Faculty Senate Standing Committee, faculty must be full-time, must be teaching at least one course during each semester, and the number of workload hours for the current semester and the previous academic semester must total at least nine hours. Faculty members engaged in research and/or faculty-related service, in lieu of teaching assignments, also are eligible to serve.

Ineligibility: The Faculty Senate is dedicated to representing the faculty perspective in the shared governance of the University of Nebraska at Kearney. Therefore, no person with a significant administrative appointment, including the position of Chancellor, Vice-Chancellor, Dean, Registrar, full-time Director, or their Associates/Assistants shall be eligible to serve as Faculty Senator or as a faculty member on a Faculty Senate Standing Committee.

II.B.1. Senators-at-Large: At no time shall the two Senators-at-Large include more than one Senator from the same department or the Library. All Senators elected at large shall be tenured, full-time faculty holding the professorial rank of Assistant Professor or above.

II.B.2. Department Senators: Senators shall be elected by the faculty in each university department and will be apportioned as follows:

II.B.2.a. For the purposes of this section, a department shall be defined as a single administrative unit within a college and recognized as such by the Board of Regents. Departments comprised of multiple disciplines but recognized by the Board of Regents as a single unit within the college shall be considered a single department.

II.B.2.a.1. Groups of faculty functioning as a department but not comprised of faculty from a recognized department may be granted representation by a two-thirds vote of those Senators present. Any such granting of representation shall be made at or before the April meeting and shall remain in effect for three years until the April Senate meeting in the third year. Once a group is granted representation, all other rights and responsibilities given to departments by the Senate shall also fall to this group.

II.B.2.a.2. The Senators-at-Large will represent any faculty members not included in any other unit.

II.B.2.b. Each department shall, regardless of size, be entitled to one Senator as its representative except as described below.

II.B.2.b.1. Departments with fewer than five eligible faculty members may choose, for the purposes of Senate representation only, to merge with one other department, with that department's consent, and share a single Senate representative who shall represent both departments. Such a shared Senate representative shall be elected by and from the eligible faculty members of both departments. The decision to merge must be reported to the Parliamentarian prior to the April Senate meeting of each year and will remain in force until the April Senate meeting of the following year.

II.B.2.c. Faculty Residency for Eligibility of Representing a Department: A faculty member shall be considered a member of the department in which the larger portion of that person's teaching load is assigned. Departmental membership, for the purposes of elections, shall be required of all personnel. A faculty member whose load is evenly divided between two departments or whose assignment is difficult to determine because of load fluctuations, shall declare department affiliation for purposes of voting and holding Senate office.

II.B.2.d. A department whose Senator will serve as the Senate President shall be allowed to elect a second Senator to better represent its faculty. Notification of such election shall be made to the Parliamentarian prior to the first September meeting and will remain in force throughout the original Senator's term as President.

II.B.3. Library Senator: The Library shall elect one Senator. Librarians holding assistant professor rank and above and full-time appointments are eligible to serve.

II.B.4. Senator Terms of Office:

Senators shall serve three-year terms, beginning at the May Faculty Senate meeting and ending on the day before the May Faculty Senate meeting three years thereafter. The terms shall be arranged so that approximately one-third of the positions are filled by election each year.

Article II.C. Election and Eligibility to Vote

II.C.1. Election: The Faculty Senate Oversight Committee, elected by and under the direction of the Faculty Senate, shall administer nominations and elections, as outlined in the By-Laws.

II.C.2. Eligibility to Vote: Nomination and election of Senators-at-Large shall be restricted to eligible University faculty. Nomination and election of Senators representing a department or the Library will be restricted to the eligible faculty of that department or the Library. Eligible voters are faculty who must be full-time, teaching at least one course during the current semester, and the number of workload hours for the current semester and the previous academic semester must total at least nine hours. Faculty members engaged in research and/or faculty-related service in lieu of teaching assignments, faculty on phased retirement in residence, and librarians holding professorial rank and full-time appointments, also are eligible.

ARTICLE III – OFFICERS AND FACULTY SENATE ORGANIZATION

Article III.A. Officers

The officers of the Senate shall consist of a President, a President-Elect, the Past-President, and a Secretary, all to be chosen from the elected members of the Senate. Other offices may be established by the Senate as they become necessary. If the term of the President-Elect, President, or Past-President should expire while in office, then their Senate term is extended until the end of their term as Past-President. At that time, their Senate term will expire, and the position will be filled at the next regular election.

III.A.1. Election of Officers: The officers of the Senate shall be elected in accordance with the By-Laws of the Faculty Senate at the last regular Faculty Senate meeting of the Spring Semester.

III.A.2. Officers' Duties: The duties of the officers shall be (a) those usual to their offices; (b) those designated specifically by the Faculty Senate as the need arises; and (c) the following regular duties.

PRESIDENT – Consults with other Faculty Senate Executive Committee members when immediate action is required in lieu of a Faculty Senate Meeting. Presents to the Faculty Senate:

- (1) Reports on actions taken on behalf of the Faculty Senate;
- (2) Monthly President's Report, as stated in the By-Laws, Article II.J.1;
- (3) An annual Faculty Senate Status Report, as stated in the By-Laws, Article II.J.2;

(4) and an annual Faculty Senate Plan of Action, as stated in the By-Laws, Article II.J.3.

PRESIDENT ELECT – Records minutes of all Executive Committee meetings. Serves on the Faculty Senate Professional Conduct Committee.

PAST-PRESIDENT – As outgoing President of the Senate, advises the President and other members of the Executive Committee. Serves on the Faculty Senate Oversight Committee.

SECRETARY – Records, prepares, and distributes the Faculty Senate Meeting Agenda and Minutes to faculty, deans, vice chancellors, the Chancellor, and appropriate university system officials. Provides the UNK Library with copies of approved Faculty Senate Meeting Minutes. Prior to a scheduled Faculty Senate meeting, prepares and distributes to Faculty Senators an agenda, the minutes of the previous Faculty Senate meeting, and the minutes of appropriate Faculty Senate committee meetings. One week prior to a Faculty Senate meeting distributes the agenda to other faculty and appropriate campus administrators.

III.A.3. Executive Committee: The Faculty Senate President, President-Elect, Past-President, Secretary, Parliamentarian, and one Senate representative shall constitute the Executive Committee of the Faculty Senate. The Faculty Senate President shall be the Chair of the Executive Committee.

III.A.4. Release time for Senate President: The President of the Faculty Senate is eligible for a three-workload hour release per semester to allow them to serve fully in the role of President. Any financial compensation to colleges or departments to cover the release shall be provided by the Chief Academic Officer.

Article III.B. Organization of the Faculty Senate

The Faculty Senate is composed of a general assembly of elected Senators, elected standing committees, and appointed ad hoc committees whose responsibilities are to maintain the system of shared governance at the University.

III.B.1. Parliamentarian: A Parliamentarian shall be elected from the membership of the Senate. They shall serve a three-year term unless their Senate term expires during that period in which case a new election will be held. That person shall be elected by the Senate at the last regular Faculty Senate meeting of the Spring Semester to serve as arbiter and consultant on all questions of procedure, to serve as the Chair of the Senate Oversight Committee, to serve as interpreter of the Faculty Senate Constitution and By-Laws in consultation with the Oversight Committee, and to serve on the Executive Committee.

III.B.2. By-laws: The Senate shall form its own By-Laws pursuant to the By-Laws of the Board of Regents.

ARTICLE IV – MEETINGS. The Faculty Senate will meet regularly, and may hold special meetings, as provided in the By-Laws.

ARTICLE V - FACULTY SENATE COMMITTEES

All Senate Committees shall be responsible to the Senate and shall regularly report their actions and recommendations to the Senate.

Article V.A. Standing Committee Member Elections and Terms Standing Committee members shall serve two-year terms, beginning at the regular May meeting of and ending on the day before the regular May meeting two years thereafter. The two-year terms shall be arranged so that approximately one-half of the positions are filled by election each year. [Student members are selected as described in the By-Laws and will serve one-year terms beginning on the first day following the regular September Faculty Senate meeting.]

Article V.B. Required Committees

Committees of the Senate shall include an Executive Committee, an Academic Freedom and Tenure Committee, a Grievance Committee, and a Professional Conduct Committee as required by the Board of Regents' By-Laws.

Article V.C. Other Committees

Other Committees of the Senate may be authorized by Senate action. Their titles, duties, and membership shall be determined by the Senate. Standing Committees shall be provided for in the Faculty Senate By-Laws. Ad hoc Committees shall be created by action of the Faculty Senate.

Article V.D. Committee Minutes

On a timely basis, the Chair of a Faculty Senate Committee shall provide all faculty and appropriate campus administrators with committee-approved meeting minutes, with items noted that require Faculty Senate action. In addition, at least seven calendar days before a regular Faculty Senate meeting, the Chair shall provide the Faculty Senate Secretary with these minutes for distribution to Faculty Senators prior to the meeting. Committee meeting minutes are then voted on at the Faculty Senate meeting for approval. Unapproved or postponed items will be referred to the committee for clarification and reconsidered at the next Faculty Senate meeting. Senate approval of the minutes indicates approval of the actions taken in those minutes, even if those actions are not explicitly discussed by the Senate.

ARTICLE VI – FACULTY REFERENDA

The actions of the Faculty Senate shall be final, unless a referendum is called according to the following procedure:

Article VI.A. Referendum Request

A request for a referendum shall be presented to the President of the Faculty Senate within 20 days of the publication of the minutes describing the Senate decision in question.

VI.A.1. Criteria for Request: A referendum of the faculty shall be held if requested by the Chancellor of the University, or at least one-third of the Senate members, or at least twenty percent of the faculty upon presentation of a signed petition to the President of the Faculty Senate.

Article VI.A.2. Referendum by Electronic Delivery: The Faculty Senate Oversight Committee shall arrange for the faculty referendum by electronic delivery.

Article VI.B. Referendum Results

The Senate shall abide by the results of the referendum.

ARTICLE VII – AMENDMENT OF THE CONSTITUTION

Amendments to these articles may be adopted at any regular meeting of the Faculty Senate by a two-thirds vote of those present, provided any proposed amendment has been read at the preceding regular meeting and the amendment has been presented to the University community through an open forum.

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UNK Faculty Senate Approval of Revised Document: April 25, 2013

UN Board of Regents Approval of April 25, 2013 document: July 18, 2013

UNK Faculty Senate Approval of Revised Document: April 3, 2014

UNK Faculty Senate Approval of Revised Document: April 4, 2019

UNK Faculty Senate Approval of Revised Document: April 25, 2024

UNIVERSITY OF NEBRASKA AT KEARNEY
FACULTY SENATE
BY-LAWS

ARTICLE I – POWERS AND RESPONSIBILITIES

Article I.A. Policy Conflicts

The policies of any program, department, college, or other administrative unit, or the conduct of individual professional personnel which appear in conflict with policies approved by the Faculty Senate or with the Constitution, must be referred to the Senate for consideration and appropriate action.

Article I.B. Academic Review

The Senate may review existing academic programs and new department and academic programs with University-wide impact, including majors and minors.

Article I.C. Faculty Senate Committees – Delegation

The Faculty Senate shall delegate such duties and responsibilities to its committees as it sees fit within the limits of its responsibilities described above.

Article I.D. Communication of Faculty Senate Policies and Recommendations

All academic policies and recommendations shall be transmitted through the proper channels to the Chancellor of the University. When differences exist between the positions taken by the Chancellor and the Senate on any of the said matters, the Chancellor shall meet with the Executive Committee of the Faculty Senate to resolve the differences. Unresolved differences shall be reported by the Senate President to the University of Nebraska President and to the Board of Regents.

ARTICLE II – MEETINGS OF THE FACULTY SENATE

Article II.A. Regular Meetings

The Senate shall meet on the first Tuesday of September, October, November, December, February, March, April, and May. If the first Tuesday in May occurs after the last day of classes in the Spring semester, the Senate may vote with a two-thirds majority to move that meeting to the last Tuesday prior to the last day of classes. The Senate also shall be subject to call at other times. The vote to move the May meeting to the end of April must occur during a Senate meeting prior to the Spring semester of the meeting to be moved. Even if moved, this meeting is still referred to as the “May” meeting in this document and the “April” meeting is the first April meeting.

Article II.B. Special Meetings

Special meetings may be called by the Faculty Senate President, at the request of the Executive Committee, by the Chancellor of the University, or at the written request of at least six members of the Senate.

Article II.C. Open/Closed Meetings

All Senate sessions shall be open to the public unless the Senate, by no less than a majority vote of those present, goes into closed session for the protection of the public interest or the prevention of needless injury to the reputation of an individual (e.g. personnel matters or content of a highly sensitive nature). Specific individuals who are not senators may be approved to attend a closed session by a two-thirds majority vote of the Senate. Any person attending an open Senate session may address the Senate after securing recognition of the President.

Article II.D. Quorum

A quorum shall consist of a majority of the elected members of the Senate.

Article II.E. Attendance

Attendance at Faculty Senate meetings by Senators is mandatory. Attendance is defined to be in person unless an exception is granted by the President. Such exceptions should be granted in a consistent manner or through a consistent policy. Should a department or Library Senator know in advance of an absence, the department or Library may appoint a proxy to serve for a single meeting as its representative. Notice of such proxy must be given to the Secretary seven calendar days prior to the meeting. If a Senator misses or is represented by proxy at a total of three regular meetings during the academic year, then the seat shall be considered vacated. Notice of vacation of the seat will be made by the Secretary to the Parliamentarian. The Parliamentarian shall consult with the affected department or Library to either re-affirm its selection of the Senator or for the election of his/her replacement. Procedures for replacement of a Senator-at-Large will follow the procedures as outlined in the By-Laws. If a Senator knows of a conflict that will last for an entire semester, the Senator must notify the Faculty Senate Oversight Committee that their seat is vacated for that semester only. If a Senator experiences recurring/periodic semester-long scheduled conflicts, then that Senator must submit their resignation to the Faculty Senate Oversight Committee. If a Senator knows in advance of a scheduled conflict lasting longer than one semester, e.g., a university-approved professional-development leave, then that Senator must notify the Faculty Senate Oversight Committee that their seat is vacated for the specific period of the leave only.

Article II.F. Agenda

An issue or recommendation shall be placed on the agenda when proposed by the Faculty Senate President or the Chancellor, or by Senate Executive Committee action, a Faculty Senate Committee, one-third of the Senators present and voting at a meeting, or a petition signed by no fewer than ten faculty members.

Article II.G. Agenda Changes

The Senate, while in session, may change the order of the agenda by a majority vote.

Article II.H. Meeting Minutes

On a timely basis prior to a scheduled Faculty Senate Meeting, using electronic mail or other means, the minutes of the previous Faculty Senate Meeting shall be distributed to appropriate parties, including all faculty.

Article II.I. Order of Business

Each regular Senate meeting shall include but not be limited to the following:

- a) Call to Order
- b) Roll Call
- c) Approval of Agenda
- d) Action on the Faculty Senate Minutes of the previous meeting
Executive Committee Report. This Report shall include statements on the
Executive Committee's regular monthly and special meetings with the Chancellor
and Vice-Chancellors, and on the disposition of all previous Senate decisions
and/or recommendations that have/have not come to closure.
- e) Report of the President. This Report shall include statements on actions taken by
the Board of Regents, University administration, the Coordinating Commission
on Post-Secondary Education, and other matters of importance to the University
community.
- f) Reports of Faculty Senate Standing Committees:
 - (1.) Submission for record and file of Committee Minutes
 - (2.) Submission of proposals for consideration by the Faculty Senate
- g) Reports of Faculty Senate Special (Ad Hoc) Committees:
 - (1.) Submission for record and file of Committee Minutes
 - (2.) Submission of proposals for consideration by the Faculty Senate
- h) Reports from Academic Councils
- i) Reports of Faculty Senate Representatives to Non-Senate Committees
- j) Unfinished Business and General Orders
- k) New Business
- l) General Faculty Comments
- m) Adjournment

Article II.J. President's Special Reports

The Faculty Senate President shall present the following special written reports.

II.J.1. Meeting Reports to the Administration: Within one week following a meeting of the Senate, the President shall send a written summary to the Chancellor and the Senior Vice Chancellor of Academic Affairs regarding the actions taken by the Senate.

II.J.2. Annual Faculty Senate Status Report: An Annual Faculty Senate Status Report shall be presented at the President's last regular Faculty Senate meeting. This report shall include the status of Senate recommendations for administrative actions, as well as the status of Senate initiatives.

II.J.3. Annual Faculty Senate Plan of Action Statement: A Faculty Senate Plan of Action for the new academic year will be created with the advice of the Senate at its final meeting held during the Spring Semester. This report shall be presented no later than the first Faculty Senate meeting of the Fall Semester.

ARTICLE III – ELECTION OF FACULTY SENATE OFFICERS AND OVERSIGHT COMMITTEE

The Faculty Senate officers are the President, the President-Elect, the Past President, and the Secretary. These officers, the Parliamentarian, and an elected representative from the Senate shall comprise the Executive Committee. The President-Elect, the Secretary, and the Faculty Senate representative to the Executive Committee shall be elected annually for a one-year term by the Faculty Senate at the May meeting in accordance with the election process conducted by the Oversight Committee.

Article III.A. Nominations of Officers

Nominations for officers of the Senate may be submitted by any faculty member to the Faculty Senate Oversight Committee Chair. Senate officers must be members of the Senate. The slate of officers for the Executive Committee positions shall be prepared by the Oversight Committee, with the consent of the nominees, prior to the elections held at the May Faculty Senate meeting. Nominations may be made from the floor with the consent of the nominee(s).

Article III.B. Executive Committee and Oversight Committee

Members of the Executive Committee and the Oversight Committee shall be elected at the May Faculty Senate meeting. Terms of office shall begin immediately after that meeting and continue until the end of the May Faculty Senate meeting of the following year.

Article III.C. Chancellor's Liaison The Chancellor of the University may appoint a personal representative to attend Faculty Senate meetings and to serve as liaison between the Administration and the Faculty Senate.

ARTICLE IV - ELECTION PROCESSES OF THE FACULTY SENATE

The Faculty Senate Oversight Committee shall organize, conduct, and/or monitor the election processes of all Senate and Standing Committee seats as required by the Faculty Senate Constitution and in accordance with the following Faculty Senate By-Laws. For the purposes of these By-Laws, colleges shall be defined collectively as College of Business and Technology, College of Education, College of Arts and Sciences.

Article IV.A. General

Faculty Senate terms expire the day prior to the May Faculty Senate Meeting. In order to replace Faculty Senators, elections shall be conducted during the Spring Semester. The Faculty Senator(s)-at-Large shall be elected first, followed by the election of Faculty Senators representing the departments and Library. Newly elected Faculty Senators begin their terms at the May Faculty Senate meeting.

Faculty Senate Standing Committee terms expire the day prior to the May Faculty Senate meeting. Each college shall elect its representatives by April 15, and the Faculty Senate shall elect its representatives during the May Faculty Senate meeting. Newly elected members of Faculty Senate Standing Committees begin their terms immediately following the May Faculty Senate meeting. Faculty eligibility to represent a department is addressed in II.B.2.c of the Faculty Senate Constitution.

IV.A.1. Election Dates: The Deans of the colleges will provide a list of eligible full-time faculty by the end of the first week of the Spring Semester to the appropriate college

representatives on the Oversight Committee. The Chair of the committee shall then contact the oversight committee to set the schedule of dates for nominations and elections. The nomination and election processes for college representatives on Faculty Senate standing committees must be conducted and concluded between February 1 and April 15 of each year, with the exact dates for the nomination and election processes to be adjusted by the Oversight Committee as needed in accordance with the specific dates of Spring Break. A minimum of seven calendar days must be provided for a nomination process to be completed and a minimum of seven calendar days must be provided for an election process to be completed.

IV.A.3. Validity of Election: The Faculty Senate Oversight Committee is responsible for ensuring that all elections are fair and valid. Concerns about the validity of a department or Library Faculty Senate election should be directed to the Faculty Senate Oversight Committee. When the validity of a department or Library election is challenged, the Faculty Senate Oversight Committee shall decide whether the election results should stand or be invalidated. Concerns about the validity of a Senator-at-Large election should be directed to the Faculty Senate Executive Committee. When the validity of a Senator-at-Large election is challenged, the Faculty Senate Executive Committee shall decide whether the election results should stand or be invalidated.

IV.A.3.a. Invalid Election: In the event the Faculty Senate Oversight or Executive Committee rules that an election is invalid, the faculty members whose Senate or Faculty Senate Standing Committee positions are being filled by the election will continue to serve until a new election is conducted.

IV.A.3.b. Corrective Election: In the event that the Faculty Senate Oversight Committee rules that a department or Library election is invalid, the Faculty Senate Oversight Committee will conduct a new election as soon as possible in accord with the constitutionally specified procedures. In the event that the Faculty Senate Executive Committee rules that a Senator-at-Large election is invalid, the Faculty Senate Executive Committee will appoint an ad hoc committee whose sole task is to conduct a new election as soon as possible in accord with the constitutionally specified procedures.

Article IV.B. Filling Vacated Senator and Standing Committee Positions

This section addresses the procedures for replacing Senator and Standing Committee positions that have been vacated. Reasons for vacancies include resignation, change from faculty to other professional staff status, exceeding the maximum allowable Senate meeting absences, department or Library Senator recall, and university-approved leave of absence (including professional development leave).

IV.B.1. At-Large Senator and Standing Committee Member Replacements: If the replacement of a Senator-at-Large or Standing Committee member is necessary, the Chair of the Faculty Senate Oversight Committee shall ask the faculty member who received the next highest number of votes during the most recent Faculty Senate election for permission to nominate them to the Senate as the replacement. If that person declines, or if there was no runner-up, the Faculty Senate Oversight Committee shall select a nominee and

announce, if possible, by campus e-mail to Senators the impending election of a replacement. The Oversight Committee shall conduct the election at the next regular Faculty Senate meeting. Nominations from the floor will be allowed. All nominations must be with the consent of the candidates.

IV.B.2. Department and Library Senator Replacements: These will be elected by the appropriate Department of Library faculty in accordance with Article V.B.1. The replacement Senator must be named within seven days of the election announcement or by the next regular Faculty Senate meeting, whichever is later.

IV.B.2.a. Recall of Department or Library Senator: A Department or the Library may recall their Senator prior to their term expiration by submitting a petition signed by a majority of the eligible voting faculty to the Faculty Senate President and the Chair of the Oversight Committee. The Oversight Committee will conduct the Department or Library election for the new Senator who must be named within seven days of the election announcement or by the next regular Faculty Senate meeting, whichever is later.

IV.B.3. Filling Temporary Vacancies: A temporary vacancy is created through a university-approved leave of absence that is for a specific period. Although elections to fill these vacancies must be held as stated in Article IV.B.1. or IV.B.2., the replacement Senator or Standing Committee member will serve for the specific period of the leave/absence only, thereby allowing the original Senator or Standing Committee member to return at the completion of the leave/absence to their seat for the remainder of their term.

ARTICLE V – ELECTION OF SENATORS-AT-LARGE, DEPARTMENT AND LIBRARY SENATORS

Article V.A. Senators-at-Large

V.A.1. Nominations: By the beginning of the third week of February, the Chair of the Oversight Committee shall provide each eligible faculty member a Nomination request along with the criteria for the At-Large position. Faculty may nominate, with the written consent of the nominee(s) in the email and send this to the Chair to be included on the ballot. The nominations must be sent to the chair within seven calendar days after receipt of the request. Only those faculty who have been nominated and who have consented to be nominated will be listed as candidates on the Election Ballot for Senator-at-Large; there will be no write-in candidates allowed.

V.A.2. Elections: Election Ballots for Senator(s)-at-Large shall be distributed under the direction of the Chair of the Oversight Committee. If the Chair of the Oversight Committee is an at-Large Senator who is running for re-election, and whose name will be on the ballot, the Chair of the Oversight Committee will appoint another person on the

Oversight Committee to chair the election. Within fourteen calendar days after the initial distribution of the Nomination Request the chair shall provide the eligible faculty with the nomination process results on election ballots which list all nominees who have consented to be candidates for each open position.

V.A.3. Election Results: At the conclusion of the election process, those persons receiving the largest number of votes shall be declared elected, providing that not more than one Senator-at-Large is from a single department. In that event, the person from a different department receiving the next largest number of votes shall be declared elected. The Chair of the Oversight Committee shall notify the candidates of the election results prior to March 15 and announce the results to the faculty prior to the beginning of the third week of March.

Article V.B. Department Senators and Library Senator

V.B.1. Selection Process: The nomination and election process will be controlled by the departments and Library with oversight provided by the college representatives on the Oversight Committee. While the election process may be as formal or informal as the department or Library policies dictate, all Senators should be elected by and from their representative unit.

V.B.2. Election Results: At the conclusion of the election process, those persons receiving the largest number of votes shall be declared elected. All election results from the departments shall be reported to the appropriate college representative on the Oversight Committee. The result of the Library election shall be reported to the Parliamentarian. All election results will be reported to the candidates and faculty by April 15.

ARTICLE VI – ELECTION OF FACULTY SENATE STANDING COMMITTEE MEMBERS

Article VI.A. Nomination and Election Processes

The Faculty Senate Oversight Committee shall conduct elections for college and Library representatives to Faculty Senate Standing Committees between February 1 and April 15 of each year.

VI.A.1. Faculty Residency: See Constitution, Article II.B.2.c.

VI.A.2. Nominations: Faculty members chosen to serve on Standing Committees will be nominated, based on the composition of the committee, by the faculty of their college or the Library, or by the Faculty Senate Oversight Committee, or by the members of the Faculty Senate, as appropriate.

VI.A.2.a. College and Library Representatives: The college representative serving on the Faculty Senate Oversight Committee shall be responsible for conducting the nomination process within their respective college. The Library

representative to the Oversight Committee shall be responsible for the nominating process for the Library representatives. In the case of a conflict, the Parliamentarian shall designate another member of the Oversight Committee to conduct the election. The respective college Oversight Committee member shall provide each eligible faculty member with a nomination request on which they may nominate, with the written consent of the nominee(s). The nomination request must be sent to the respective College Oversight Committee member within seven calendar days after receipt of the request.

VI.A.2.b. Faculty Senate Representatives: After the election process has been completed for college and Library representatives for Faculty Senate Standing Committees, the Faculty Senate Oversight Committee Chair shall notify senators whose terms are ending and shall solicit nominations for vacant seats. These shall then be presented to the Oversight Committee. The Oversight Committee shall prepare a slate of nominees for the Faculty Senate positions on the Standing Committees. After consultation with the Executive Committee, this slate of nominees will be presented at the May meeting of the Faculty Senate. Nominations will also be taken from the floor.

VI.A.3. Elections: Faculty members chosen to serve on Standing Committees will be elected, based on the composition of the committee, by the faculty of their college or the Library or by the members of the Faculty Senate, or elected/appointed by the administration, as appropriate. Students will be selected/appointed by the Student Senate or by other Student bodies, as appropriate.

VI.A.3.a. College and Library Representatives: The elections shall be conducted between February 1 and April 15. The college representative serving on the Faculty Senate Oversight Committee shall be responsible for conducting the election process for their college. The Library representative to the Oversight Committee shall be responsible for the nominating process for the Library representatives. In the case of a conflict, the Parliamentarian shall designate another member of the Oversight Committee to conduct the election. The respective college Oversight Committee member shall provide each eligible faculty member with an Election Ballot. This ballot must be returned/completed within seven calendar days after receipt of the ballot. All faculty who have been nominated and who have consented to be nominated on the Nomination Form will be listed as candidates on the Election Ballot. There will be no write-in candidates on the election ballot.

VI.A.3.b. Faculty Senate Representatives: The Faculty Senate Oversight Committee shall conduct the elections for these positions during the final meeting of the academic year Faculty Senate from the slate of nominees it has submitted and from nominations received from the floor.

Article VI.B. Committee Vacancies: The process outlined for filling vacancies in the Faculty Senate will be used to fill committee vacancies. See By-Laws, Article IV.B.1., IV.B.2., and IV.B.3. regarding vacancies.

Article VI.C. Committee Replacements: The process outlined to replace Faculty Senators will be used to replace committee members. See By-Laws, Article IV.B.1. regarding replacements.

Article VI.D. First Committee Meeting of the Academic Year

The President of the Faculty Senate shall designate a member of the Executive Committee to call the first meeting of the Standing Committee during September and to notify all members of the time and place at least three days in advance of the meeting. The purpose of that meeting shall be to elect a faculty member as Chair and to discuss the Committee's charge, prior to conducting regular committee business. Should a committee need to be convened in the summer (e.g., Grievance, Professional Conduct, or Academic Freedom and Tenure) after new members have been elected at the May meeting, then the Executive Committee member on that committee will serve as the acting chair until the fall convening.

Article VI.E. Subcommittees

A Standing Committee may establish appropriate subcommittees. Any faculty member, administrator, or student may serve on subcommittees.

Article VI.F. Committee Meeting Notice and Quorum

The Committee shall establish a regular meeting time, or the Committee Chair shall notify all members of the time and place of a regular Standing Committee meeting at least three days in advance of the meeting. A minimum of 40 percent of the Standing Committee membership must be present in order to conduct official business.

Article VI.G. Attendance

The attendance at Standing Committee meetings shall follow the attendance rules of the Faculty Senate, as stated in the By-Laws, Article II. E.

**ARTICLE VII – FACULTY SENATE STANDING COMMITTEES:
Responsibilities and Composition**

The Faculty Senate Standing Committees function as an important part of the shared governance at the University and provide the Faculty Senate with information relative to their charges. These committees shall perform the charges stated below and any additional charges assigned by the Faculty Senate.

Article VII.A. Executive Committee

Enacts and monitors the status of Senate recommendations and serves as a liaison with the University administration. Meets regularly with the Administration. Acts as a committee on behalf of the Senate when immediate action is required. Reviews Senate Committee minutes for items requiring Faculty Senate action. Prepares responses to Senate directions. Prepares and distributes the agenda for Senate meetings. Presents to the Senate an annual report of the

Chancellor's Strategic Planning Committee activities for comment by the Senate. During September, when the committees are convened, the Executive Committee member assigned to convene the committee shall review the role and purpose of that committee and present any charges that the Faculty Senate President has given to that committee, particularly those related to implementing the Annual Plan of Action presented by the Faculty Senate President at the Fall Convocation.

COMPOSITION: The Faculty Senate President, the President-Elect, the Secretary of the Senate, the Past President, the Parliamentarian and one member elected annually by the Senate from its membership. The President of the Senate shall be Chair of the Executive Committee. If the Past President is unable to serve on the Executive Committee, the Executive Committee may appoint, with the approval of the Senate, a member of the previous Executive Committee to serve as a replacement.

Article VII.B. Academic Affairs Committee

Serves as a safeguard against needless curricular duplication of courses and programs by: a) receiving notification of undergraduate courses and programs of study after they have been approved by the curriculum committee of the undergraduate college, (b) reviewing course proposals in intercollegiate and multidisciplinary areas within the University, and (c) making specific policy proposals for curriculum development and coordination to educational policy committees of the undergraduate colleges. Proposes policy statements for University-wide academic issues. Maintains liaison with the Graduate College so as to coordinate undergraduate and graduate curricula and programs. Reviews actions taken by the General Studies Council. Considers any other academic question as directed by the Faculty Senate or the Senior Vice-Chancellor for Academic Affairs.

COMPOSITION: The Chief Academic Affairs Officer, the Graduate Dean, the Registrar (or their respective designees), two elected faculty members from different departments of each undergraduate college, one elected Library faculty member, one faculty representative elected from and by the Faculty Senate, and two students with majors in different fields selected by the Student Senate.

Article VII.C. Academic Freedom and Tenure Committee

Acts on matters of general policy concerning academic freedom and tenure, pursuant to Section 4.15 of the By-Laws of the Board of Regents. The Committee will have oversight responsibilities to ensure that University-wide rank and tenure standards and procedures are applied uniformly by the undergraduate colleges. The Chair, in conjunction with the Chair of the Grievance Committee, the Chair of the Professional Conduct Committee, and the President of the University of Nebraska at Kearney Education Association, shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: One tenured faculty member from the Faculty Senate Executive Committee one tenured faculty member holding the rank of associate professor or full professor from and elected by each undergraduate college and the library and two tenured faculty members from the Senate holding the rank of associate professor or professor selected by the Faculty Senate.

Article VII.D. Academic Information and Learning Technologies Committee

Serves as the UNK Teaching, Learning, and Technology Roundtable that advises administration and faculty, shares information, coordinates plans, and suggests means for using technology to

improve teaching and learning. Reviews and makes recommendations to the office in charge of UNK Online on policies, programs, and practices to ensure that they are consistent with the educational mission of the University and the entities it serves. The committee also advises the University administration on the formulation and implementation of Library policy.

COMPOSITION: One faculty member from and elected by each undergraduate college, one faculty member from and elected by the Library faculty, one faculty member from and selected by the Faculty Senate, one graduate faculty member selected by the Graduate Council the Chief Information Technology Officer, the Dean of Libraries, and one student selected by the Student Senate.

Article VII.E. Artists and Lecturers Committee

Develops and supervises a program of events in support of the academic and cultural objectives of the University.

COMPOSITION: One faculty member from and elected by each undergraduate college, one faculty member elected by the Faculty Senate, one student selected by the Student Senate, and one student selected by the Loper Programming and Activities Council.

Article VII.F. Athletic Committee

Reviews and makes recommendations on Department of Intercollegiate Athletics policies, programs, and practices to ensure that they are consistent with the educational mission of the University and that they are supportive of student athletes in their academic as well as athletic endeavors.

COMPOSITION: The Director of Athletics, the Institutional Representative to the NCAA, the Senior Women's Athletic Administrator, three male and three female faculty members elected by the Faculty Senate, and one student selected by the Student Senate.

Article VII.G. Budget and Finance Committee

Reviews and provides timely prospective advice to the administration concerning the university's annual budgets, the processes used to determine them, and their potential impact on the academic missions of the university.

COMPOSITION: One faculty member from each undergraduate college, one Library faculty member, a Faculty Senate representative, one Staff Senate representative, and one administration representative.

Article VII.H. Faculty Welfare Committee

Advises the UNK Faculty Senate and the authorized professional negotiating organization on all matters concerned with faculty personnel policies including faculty workloads, conditions of employment, remuneration, salaries, and fringe benefits unless such matters are specifically assigned to the professional negotiating organization.

COMPOSITION: One tenured faculty member from the Faculty Senate Executive Committee, one tenured faculty member from and elected by each undergraduate college, one tenured faculty member from and elected by the Library faculty, and one tenured faculty member from and selected by the officers of the authorized professional negotiating organization of the faculty.

Article VII.I. Grievance Committee

Conducts hearings and makes recommendations in accordance with the grievance procedure stated in Section 4.14 of the Board of Regents By-Laws and in the negotiated agreement. The Chair, in conjunction with the Chair of the Academic Freedom and Tenure Committee, the Chair of the Professional Conduct Committee, and the President of the UNKEA, shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: The Faculty Senate Representative to the Executive Committee and two tenured faculty members from and elected by each undergraduate college who currently have no full or part-time administrative duties (e.g., are not serving as Chair, Director, Associate Dean, Dean, Provost, Vice-Chancellor, or Chancellor). If the Faculty Senate Representative is ineligible to serve because of the aforementioned administrative duties, a replacement shall be appointed by the Executive Committee.

Article VII.J. Oversight Committee

Oversees the implementation of the Faculty Senate Constitution and By-Laws in order to ensure that the basic operational principle of the Faculty Senate as specified in the Constitution Preamble is upheld throughout its various functions. Conducts periodic and/or requested reviews for consideration. Organizes and monitors the election processes of all Senate seats and standing committee seats as required by the Faculty Senate Constitution. Prepares and distributes, following the regularly scheduled Faculty Senate annual elections, the annual Faculty Senate Roster identifying Senators, members of Faculty Senate Standing and Ad Hoc Committees, and Senate representatives to university/administrative committees.

COMPOSITION: One member of the Senate from each of the three undergraduate colleges and the Library, the Senate Past-President, the Senate Representative to the Executive Committee, and the Senate Parliamentarian who shall chair the committee.

Article VII.K. Professional Conduct Committee

Acts in matters of alleged professional misconduct, pursuant to Section 4.16 of the Board of Regents By-Laws. The Chair, in conjunction with the Chair of the Academic Freedom and Tenure Committee, the Chair of the Grievance Committee, and the President of the UNKEA, shall receive and review issues relative to academic freedom, tenure, professional conduct, and grievances and decide on the appropriate Faculty Senate Standing Committee to which to refer the issues.

COMPOSITION: President-Elect of the Faculty Senate; one faculty representative, tenured and holding the rank of Assistant Professor or above, elected from and by the Faculty Senate; one faculty representative, tenured and holding the rank of Assistant Professor or above, from and elected by each undergraduate college and the Library; and one administrative and/or managerial/professional staff representative elected by the Staff Senate.

ARTICLE VIII – AMENDMENT OF THE BY-LAWS

Amendments to these articles may be adopted at any regular meeting of the Faculty Senate by a two-thirds vote of those present, provided any proposed amendment has been read at the preceding regular meeting and the amendment has been presented to the University community through an open forum.

ARTICLE IX - PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order shall govern the Faculty Senate in all cases to which they are applicable and are consistent with the Constitution and any special rules of order that the Senate may adopt.

Article IX.A. Special Rules of Order The Senate may adopt special rules of order governing the conduct of the Senate Meetings as the first item of business at the first meeting of the Fall Semester. Special Rules of Order may be adopted or amended with a two-thirds vote of those present or a majority vote of all members. Temporary suspension of the Special Rules of Order will require a two-thirds vote of those present.

UNK Faculty Senate Approval of Original Document: April 6, 2000

UNK Faculty Senate Approval of Amendments to Original Document: April 5, 2001

UNK Faculty Senate Approval of Revised Document: February 6, 2003

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BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: 2nd Quarter Personnel Reports (April, May, June 2024) and Annual Personnel Reports

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

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

PRESENTER: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

Attached are reports on personnel actions taken on a University of Nebraska campus or the system office and approved by the appropriate Chancellor or President during the second quarter of 2024.

In addition, there is a list of new Continuous, Promotion, and Emeritus appointments that have been made for the academic and fiscal year 2024-2025.

In accordance with Board of Regents policy, President Jeffrey Gold certifies that every full-time academic and administrative employee has received a written performance appraisal for the 2023-2024 academic or fiscal year as required by RP-4.2.8 Evaluation of Faculty and Administrators.

BACKGROUND INFORMATION

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

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA AT KEARNEY
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Levinson, Martin B	Mens Basketball	Head Mens Basketball Coach	Special	4/5/2024		100,000	FY	1.00

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Bicak, Charles J	Office of the Chancellor	Interim Chancellor	Special	6/1/2024	6/30/2025	325,000	FY	1.00
		Academic Affairs	Special Project Coordinator	Other		5/31/2024	75,000	FY	0.30
09/09	Burbul, Derrick A	Art and Design	Professor	Continuous	5/22/2024		50,620	AY	0.60
			Professor	Continuous		8/31/2023	49,506	AY	0.60
			Chairperson	Special	5/22/2024		39,371	AY	0.40
			Chairperson	Special		8/31/2023	38,465	AY	0.40
09/09	Chandra, Surabhi	Biology	Associate Professor	Continuous	6/1/2024		65,080	AY	1.00
			Associate Professor	Continuous		8/31/2023	63,648	AY	1.00
09/09	Johnson, Timothy F	Modern Languages	Associate Professor	Continuous	6/1/2024	8/31/2024	38,857	AY	0.60
			Associate Professor	Continuous		8/31/2023	63,336	AY	1.00
			Chairperson	Special	6/1/2024	8/31/2024	31,529	AY	0.40
09/07	Kristensen, Douglas A	Office of the Chancellor	Chancellor	Special		5/31/2024	344,599	FY	1.00
			Special Projects	Special	6/1/2024		344,599	FY	1.00
09/09	Reichart, Letitia M	Biology	Professor	Continuous	6/1/2024		83,390	AY	1.00
			Professor	Continuous		8/31/2023	81,555	AY	1.00
09/09	Schuessler, Richard	Art and Design	Professor	Continuous	5/22/2024		88,048	AY	1.00
			Professor	Continuous		8/31/2023	86,111	AY	1.00
09/07	Shaffer, Julie J	Academic Affairs	Sr Vice Chancellor for Academic Affairs	Special	5/1/2024		258,000	FY	1.00
			Interim Sr Vice Chancellor for Academic Affairs	Special		4/30/2024	238,000	FY	1.00
06/03	Silverman, Rachel S	Kinesiology & Sports Sciences	Assistant Professor	Specific	4/1/2024	8/31/2024	56,500	AY	1.00
			Assistant Professor	Specific		3/31/2024	55,000	AY	1.00
09/09	Steele, Janet E	Biology	Professor	Continuous	6/1/2024		54,029	AY	0.60
			Professor	Continuous		8/31/2023	86,111	AY	1.00
			Co Chairperson Biology	Special	6/1/2024	8/31/2024	41,644	AY	0.40
09/07	Unruh, Scott A	Education	Assistant Dean Education	Special		5/31/2024	43,057	FY	0.25
		Assessment Office	Asst to SVCAA & Dir Assessmnt & Accred	Special	6/1/2024		109,000	FY	1.00
		Academic Affairs	Interim Director of Accreditation	Special		5/31/2024	64,184	FY	0.75
09/09	Warren, Michelle L	Modern Languages	Associate Professor	Continuous	6/1/2024		48,822	AY	0.75
			Associate Professor	Continuous		8/31/2023	47,749	AY	0.75

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UNIVERSITY OF NEBRASKA AT KEARNEY
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>	<u>FTE</u>
09/09	Wuellner, Melissa	International Studies	Director International Studies	Special	6/1/2024		20,963 AY	0.25
			Director International Studies	Special		8/31/2023	20,467 AY	0.25
		Biology	Associate Professor	Continuous	6/1/2024	8/31/2024	39,036 AY	0.60
			Associate Professor	Continuous		12/31/2023	65,061 AY	1.00
			Co Chairperson Biology	Special	6/1/2024	8/31/2024	28,837 AY	0.40
09/07	Young Jr, Wilbert R	Mens Basketball	Interim Head Mens Basketball Coach	Special		4/4/2024	80,000 FY	1.00
		Intercollegiate Athletics	Special Projects Coordinator	Special	4/5/2024	7/15/2024	80,000 FY	1.00

06/03	External (Market) Adjustment
09/07	Position Add/Change
09/09	Other Status Change

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UNIVERSITY OF NEBRASKA-LINCOLN
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Abeyasinghe Herath Mudiayn, Nipuna Chamara	Biological Systems Engineering	Rsch Asst Professor	Faculty Research	6/17/2024	6/16/2027	85,000	FY	1.00
Baginski, Alisha M	University Libraries	Assistant Professor	Specific	5/16/2024		62,500	FY	1.00
Blender, Mickayla J	NE Ext Engagement Zone 4	Asst Exten Educator	Special	6/1/2024		56,800	AY	1.00
Cobbing, Jude	Water for Food Institute	Rsch Asst Professor	Faculty Research	6/1/2024	5/31/2027	110,000	FY	1.00
Dorsey, Seth E	Athletics	Deputy AD for Internal Operations	Special	5/1/2024		240,000	FY	1.00
Fields Sr, Haven C	Athletics	Deputy AD/COO	Special	4/24/2024		325,000	FY	1.00
Ghimire, Nav R	Cooperative Ext Division	Assoc Dean	Special	6/1/2024		178,750	FY	1.00
Gilbert, Jenna L	NE Ext Engagement Zone 10	Asst Exten Educator	Special	6/1/2024		58,000	FY	1.00
Harms, Kurtis R	Nebraska LEAD Program	Director	Special	6/1/2024	5/31/2025	135,000	FY	1.00
Johnston, Bethany M	NE Ext Engagement Zone 2	Exten Educator	Special	6/3/2024		82,000	FY	1.00
Loy, Duan	Vet Diagnostic Center	Rsch Asst Professor	Faculty Research	4/1/2024	3/31/2027	90,000	FY	1.00
McWherter, Brooke L	Agronomy & Horticulture	Rsch Asst Professor	Faculty Research	6/1/2024	5/31/2027	73,000	FY	1.00
Martino, James J	NUtech Ventures	Senior Technology Manager	Special	5/1/2024		120,000	FY	1.00
Roy, Tamal	Mechanical & Materials Engineering	Research Assistant Professor	Faculty Research	6/27/2024	5/19/2027	90,000	FY	1.00
Schmeltzer, Eliabeth L	Athletics	Head Coach-Rifle	Special	5/16/2024	6/3/2024	77,500	FY	1.00
White, Peter T	Ag Leadership Educ & Comm	Asst Prof Practice	Faculty Practice	4/1/2024	6/30/2026	85,000	FY	1.00
Zhao, Li	Civil & Environmental Engr-Lincoln	Research Assistant Professor	Faculty Research	5/1/2024	4/30/2027	105,000	FY	1.00

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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>
09/13	Bai, Geng	Biological Systems Engineering	Rsch Asst Professor	Faculty Research	4/1/2024	6/30/2024	79,951	FY	1.00
			Rsch Asst Professor	Faculty Research		3/31/2024	79,951	FY	1.00
09/07	Bathke, Deborah J	School of Natural Resources	Assoc Professor	Specific	5/16/2024		120,000	FY	1.00
			Interim Director NSCO	Special		5/15/2024	45,937	FY	0.50
			Rsch Assoc Professor	Faculty Research		5/15/2024	45,937	FY	0.50
09/10	Beghin, John C	Agricultural Economics	Professor	Continuous	6/1/2024		192,241	AY	1.00
			Prfsp/Yanney	Special	6/1/2024	8/14/2025	20,000	AY	0.00
			Professor	Continuous		5/31/2024	192,241	AY	1.00
			Prfsp/Yanney	Special		5/31/2024	20,000	AY	0.00
09/13	Bingham, Georgina V	Entomology	Rsch Assoc Professor	Faculty Research	6/1/2024	5/31/2025	104,597	FY	1.00
			Rsch Assoc Professor	Faculty Research		5/31/2024	104,597	FY	1.00
09/07	Brooks, Kathleen	Agricultural Economics	Department Head	Special	5/1/2024		210,375	FY	1.00
			Assoc Professor	Continuous		4/30/2024	157,470	FY	1.00
09/56	Burnett, Tamy L	University Honors Program	Director of Honors Program Operations	Special	5/20/2024		108,000	FY	1.00
			Associate Director	Special		5/19/2024	84,198	FY	1.00
09/10	Fogarty, Dillon T	Agronomy & Horticulture	Rsch Asst Professor	Faculty Research	6/1/2024	7/30/2024	68,000	FY	1.00
			Rsch Asst Professor	Faculty Research		5/31/2024	68,000	FY	1.00
06/01	Hoiberg, Fredrick K	Athletics	Head Coach-Basketball	Special	4/1/2024		4,250,000	FY	1.00
			Head Coach-Basketball	Special		3/31/2024	3,500,000	FY	1.00
09/07	Holding, David R	Agronomy & Horticulture	Assoc Department Head	Special	4/1/2024	12/31/2024	12,457	AY	0.20
			Professor	Continuous	4/1/2024		124,566	AY	0.80
			Professor	Continuous		3/31/2024	124,566	AY	1.00
29/01	LaGrange, Mary W	Business and Finance	Sr. Associate Vice Chancellor	Special	4/1/2024		100,000	FY	0.50
			Sr. Associate Vice Chancellor	Special		3/31/2024	160,000	FY	0.80
09/10	Li, Keting	Food Science & Technology	Asst Prof Practice	Faculty Practice	6/1/2024	5/31/2026	92,000	FY	1.00
			Asst Prof Practice	Faculty Practice		5/31/2024	92,000	FY	1.00
09/07	Li, Xiaomeng	School of Natural Resources	Rsch Asst Professor	Faculty Research	5/25/2024	2/28/2027	80,000	FY	1.00
			Rsch Asst Professor	Faculty Research		5/24/2024	20,000	FY	0.25
09/13	Lu, Haidong	Physics & Astronomy	Research Asst Professor	Faculty Research	6/13/2024	6/12/2027	53,931	FY	1.00
			Research Asst Professor	Faculty Research		6/12/2024	53,931	FY	1.00
09/07	Motschenbacher, Jill M D	School of Natural Resources	Assoc Prof Practice	Faculty Practice	4/1/2024	5/15/2026	74,825	AY	1.00
		College of Ag Sci & Nat Res	Assoc Prof Practice	Faculty Practice		3/31/2024	74,825	AY	1.00

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UNIVERSITY OF NEBRASKA-LINCOLN
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	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Peterson, E Wesley	Agricultural Economics	Professor	Continuous	5/1/2024	8/31/2024	146,206	FY	1.00
			Interim Department Head	Special		4/30/2024	201,033	FY	1.00
09/13	Posadas Martinez, Luis Gerardo Alejandro	Agronomy & Horticulture	Rsch Asst Professor	Faculty Research	6/1/2024	5/31/2025	85,485	FY	1.00
			Rsch Asst Professor	Faculty Research		5/31/2024	85,485	FY	1.00
09/10	Schultz, Douglas H	Center for Brain Biology & Behavior	Research Assistant Professor	Faculty Research	6/1/2024	5/31/2027	77,263	FY	1.00
			Research Assistant Professor	Faculty Research		5/31/2024	77,263	FY	1.00
09/07	Sollars, Patricia J	Office of the Exec Vice Chancellor	HLC Liaison	Special	4/1/2024	6/30/2027	26,482	FY	0.10
		Undergraduate Programs	Director of Undergraduate Education	Special	4/1/2024		132,412	FY	0.90
			Director of Undergraduate Education	Special		3/31/2024	145,653	FY	1.00
09/07	Stephenson, Mitchell B	Agronomy & Horticulture	Assoc Professor	Continuous	4/1/2024		124,322	FY	0.80
		Panhandle Rsch & Ext Center	Assoc Director	Special	4/1/2024		12,432	FY	0.20
		Agronomy & Horticulture	Assoc Professor	Continuous		3/31/2024	124,322	FY	1.00
29/01	Takacs, James M	Chemistry	Professor	Special	5/1/2024	7/31/2024	16,097	FY	0.10
			Professor	Special		4/30/2024	40,242	FY	0.25
09/07	Turkman, Sonya G	College of Architecture	Douglass Architecture Professorship	Special	5/1/2024	6/30/2024	2,714	AY	0.00
		Interior Design	Assistant Professor	Specific			70,540	AY	1.00
			Assistant Professor	Specific			70,540	AY	1.00
09/07	Weissling, Kristy S E	College of Education & Human Sci	CEHS Professorship	Special	4/1/2024	12/31/2024	10,000	FY	0.00
		Special Ed & Communic Disorders	Interim Director/Chair	Special		12/31/2024	106,335	FY	0.80
			Interim Director/Chair	Special			106,335	FY	0.80
			Professor of Practice	Faculty Practice		6/30/2027	22,833	FY	0.20
			Professor of Practice	Faculty Practice			22,833	FY	0.20
06/01	Williams, Amy M	Athletics	Head Coach-Women's Basketball	Special	5/1/2024		950,000	FY	1.00
			Head Coach-Women's Basketball	Special		4/30/2024	715,000	FY	1.00
09/07	Wilson, Robert E	School of Natural Resources	Rsch Assoc Professor	Faculty Research	5/1/2024	6/30/2025	45,000	FY	0.50
			Rsch Assoc Professor	Faculty Research		4/30/2024	63,000	FY	0.70
		University Museum	Rsch Associate Professor	Faculty Research	5/1/2024	6/30/2025	45,000	FY	0.50
			Rsch Associate Professor	Faculty Research		4/30/2024	27,000	FY	0.30
06/01	Annual Adjustment								
06/10	Administrative Adjustment								
09/07	Position Add/Change								
09/09	Other Status Change								
09/10	Extension of Appointment								
09/13	Reappointment								
09/56	Promotion W/in Unit-Rt Chg -NC								
29/01	Change Employment %								

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04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA MEDICAL CENTER
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<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>
Bagley, Kevin L	COPH Health Services Res & Admin	Asst Professor	Special	5/1/2024	4/30/2025	6,000	FY	0.05
Bilunas, Alexandra L	COD-Growth and Development	Asst Professor	Health Prof	6/1/2024	6/30/2027	130,000	FY	1.00
Chaitankar, Vijender	Int Med Oncology/Hematology	Research Scientist	Special	6/1/2024	6/30/2025	85,000	FY	0.00
Cohen, Patrice A	Radiation Oncology	Asst Professor	Special	4/1/2024		45,000	FY	1.00
Dexter, Bradley D	CAHP Physical Therapy	Asst Professor	Special	6/17/2024		90,000	FY	1.00
Reingold, James L	Pediatrics Emergency Medicine	Assoc Professor	Health Prof	6/15/2024	6/30/2028	45,000	FY	1.00
Ronaghy, Arash	Pathology, Microbiology & Immunolog	Asst Professor	Health Prof	6/1/2024	6/30/2028	60,000	FY	1.00
Shah, Osama Shiraz	Int Med Oncology/Hematology	Research Scientist	Special	6/1/2024	6/30/2025	60,000	FY	0.00
Solness, Cara L	MMI Psychology	Asst Professor	Special	4/15/2024	6/30/2026	90,000	FY	1.00
Stonewall, Hannah D	COP Pharmacy Practice and Science	Clinical Asst Professor	Special	4/22/2024		128,000	FY	1.00
	COP Pharmacy Practice and Science	Office of Experiential Prog Coordinator	Special	4/22/2024		10,000	FY	0.00
Vargo, Christopher J	Radiology	Assoc Professor	Special	6/12/2024		50,000	FY	1.00
Varilek, Brandon M	CON-Omaha Division	Asst Professor	Health Prof	5/6/2024	6/30/2027	117,000	FY	1.00

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UNIVERSITY OF NEBRASKA MEDICAL CENTER
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09/07	Bennett, Gregory W	COD-Adult Restorative	Vice Chair Adult Restorative Dentistry	Special		5/8/2024	5,000	FY	0.00
			Interim Chairperson	Special	5/9/2024		20,000	FY	0.00
			Assoc Professor	Health Prof	5/9/2024	6/30/2025	127,977	FY	1.00
			Assoc Professor	Health Prof		5/8/2024	127,977	FY	1.00
09/07	Berg, Teresa	Obstetrics & Gynecology	Leon S. McGoogan, MD, Centenial Professor	Special		6/30/2024	0	FY	0.00
			Assoc Professor	Health Prof	4/1/2024	6/30/2028	137,829	FY	1.00
09/07	Chaudhari, Sujata S	Pathology, Microbiology & Immunolog	Research Scientist	Special	4/1/2024	6/30/2024	22,753	FY	0.00
			Research Scientist	Special		3/31/2024	22,753	FY	0.00
			Asst Professor	Health Prof	4/1/2024	6/30/2028	63,816	FY	1.00
			Asst Professor	Health Prof		3/31/2024	63,816	FY	1.00
09/07	Chen, Po-Jung	COD-Dental Administration	Dr. William E Ludwick Faculty Fellowship	Special	4/1/2024	6/30/2029	5,000	FY	0.00
		COD-Growth and Development	Asst Professor	Health Prof	4/1/2024	6/30/2024	148,020	FY	1.00
			Asst Professor	Health Prof		3/31/2024	148,020	FY	1.00
06/07	Chinn, Lisa M	McGoogan Health Sciences Library	Asst Professor	Special	4/1/2024		73,000	FY	1.00
			Asst Professor	Special		3/31/2024	69,010	FY	1.00
09/07	Cook, Kristen M	COP Pharmacy Practice and Science	Clinical Assoc Professor	Special	6/7/2024		137,095	FY	1.00
			Clinical Assoc Professor	Special		6/6/2024	137,095	FY	1.00
			Pharmacotherapy Laboratory Coordinator	Special	6/7/2024	6/30/2026	5,000	FY	0.00
			Pharmacotherapy Laboratory Coordinator	Special		6/6/2024	5,000	FY	0.00
		COP Dean's Office	Director of Campus Culture	Special	6/7/2024		5,000	FY	0.00
			Director of Equity and Inclusion	Special		6/6/2024	5,000	FY	0.00
09/07	DeVoll-Zabrocki, AnneMarie E	CON-Omaha Division	Clinical Asst Professor	Special	5/2/2024		116,343	FY	1.00
			Clinical Asst Professor	Special		5/1/2024	116,343	FY	1.00
		CON-Academic Programs	Coordinator	Special		5/1/2024	1,500	FY	0.00
29/01	Etherton, Gale M	Int Med General Medicine	Assoc Professor	Special	6/1/2024		6,289	FY	0.05
			Assoc Professor	Special		5/31/2024	10,162	FY	0.08
09/07	Firestine, Lisa A	CON-Academic Programs	Coordinator	Special	5/1/2024		1,500	AY	0.00
29/01	Fritzsche, Bernd	Neurological Sciences	Professor	Special	4/1/2024		33,400	FY	0.17
			Professor	Special		3/31/2024	61,790	FY	0.31
09/07	Hanson, Corrine K	CAHP Medical Nutrition	Program Director/MN	Special	5/1/2024		10,450	FY	0.00

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06/03	Hardy, Paige E	MMI Education and Child Development	Program Director/MN		4/30/2024	10,450	FY	0.00
			Professor		5/1/2024	129,590	FY	1.00
			Professor		4/30/2024	129,590	FY	1.00
			Asst Professor		4/1/2024	102,386	FY	0.80
			Asst Professor		3/31/2024	100,625	FY	0.80
29/01	Hays, Haley M	CON-West Nebraska Division	Clinical Asst Professor		5/13/2024	66,112	FY	0.60
			Clinical Asst Professor		5/12/2024	55,093	FY	0.50
06/03	Isom, Jodi L	COD-Dental Administration	Assistant Dean of Finance		4/1/2024	185,368	FY	1.00
			Assistant Dean of Finance		3/31/2024	165,368	FY	1.00
09/07	King, Keyonna M	COPH Health Promotion	Assoc Professor		4/1/2024	120,000	FY	1.00
			Assoc Professor		3/31/2024	120,000	FY	1.00
29/01	Kliment, Miranda K	CON-Lincoln Division	Asst Director Comm-Engaged Resrch Prom		4/1/2024	36,000	FY	0.00
			Asst Professor		5/6/2024	23,673	FY	0.20
09/08	Koukol, Claire C	COD-Growth and Development	Asst Professor		5/5/2024	71,018	FY	0.60
			Asst Professor		5/6/2024	83,228	FY	0.60
			Asst Professor		5/5/2024	138,713	FY	1.00
			Director Omaha Ped Dental Clinic		5/6/2024	5,000	FY	0.00
			Director Omaha Ped Dental Clinic		5/5/2024	5,000	FY	0.00
29/01		COD-Growth and Development	Asst Professor		5/6/2024	83,228	FY	0.60
			Asst Professor		5/5/2024	138,713	FY	1.00
			Director Omaha Ped Dental Clinic		5/6/2024	5,000	FY	0.00
			Director Omaha Ped Dental Clinic		5/5/2024	5,000	FY	0.00
			Chairperson		4/15/2024	100,000	FY	0.00
09/13	Krueger, Ronald R	Ophthalmology and Visual Sciences	Chairperson		4/14/2024	100,000	FY	0.00
			Professor		4/15/2024	45,300	FY	0.56
			Professor		4/14/2024	45,300	FY	0.56
			McGaw Memorial Chair in Medicine		4/15/2024	35,000	FY	0.44
			McGaw Memorial Chair in Medicine		4/14/2024	35,000	FY	0.44
09/43	Lowe, Abigail E	COPH Health Promotion	Assoc Professor		4/1/2024	143,780	FY	1.00
		CAHP Research Administration	Asst Professor		3/31/2024	143,780	FY	1.00

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UNIVERSITY OF NEBRASKA MEDICAL CENTER
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	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Marshall, Julie A	COD-Adult Restorative	Assoc Professor	Health Prof	5/9/2024	6/30/2024	163,796	FY	1.00
			Assoc Professor	Health Prof		5/8/2024	163,796	FY	1.00
			Advanced Standing Program Dir Stipend	Special	5/9/2024		12,000	FY	0.00
			Advanced Standing Program Dir Stipend	Special		5/8/2024	12,000	FY	0.00
			Vice Chair Adult Restorative Dentistry	Special	5/9/2024	6/30/2024	5,000	FY	0.00
09/07	Maxwell, Anne K	Otol-Head and Neck Surgery	Asst Professor	Health Prof	5/15/2024	6/30/2027	45,100	FY	1.00
			Asst Professor	Health Prof		5/14/2024	45,100	FY	1.00
06/03	Miller, Kerry A	MMI Education and Child Development	Assoc Director Education and Child Dev	Special	4/1/2024		4,000	FY	0.00
			Assoc Director Education and Child Dev	Special		3/31/2024	4,000	FY	0.00
			Program Coordinator	Special	4/1/2024		2,500	FY	0.00
			Program Coordinator	Special		3/31/2024	2,500	FY	0.00
			Asst Professor	Special	4/1/2024		96,132	FY	1.00
			Asst Professor	Special		3/31/2024	94,367	FY	1.00
09/07		MMI Education and Child Development	Assoc Director Education and Child Dev	Special	4/8/2024		4,000	FY	0.00
			Assoc Director Education and Child Dev	Special		4/7/2024	4,000	FY	0.00
			Program Coordinator	Special	4/8/2024		2,500	FY	0.00
			Program Coordinator	Special		4/7/2024	2,500	FY	0.00
			Asst Professor	Special	4/8/2024		96,132	FY	1.00
			Asst Professor	Special		4/7/2024	96,132	FY	1.00
09/07	Nelson, Satera A	CAHP Educ, Research & Practice	Director Anatomy Lab - HSEC	Special		6/29/2024	5,000	FY	0.00
			Asst Professor	Health Prof	6/30/2024	6/30/2028	86,046	FY	1.00
			Asst Professor	Health Prof		6/29/2024	86,046	FY	1.00
29/01	O'Meara, James	COD-Adult Restorative	Assoc Professor	Special	5/6/2024		13,729	FY	0.10
			Assoc Professor	Special		5/5/2024	68,644	FY	0.50
09/07	Palm, David W	COPH Center for Health Policy	Director Center for Health Policy	Special	4/1/2024		5,000	FY	0.00
			Director Center for Health Policy	Special		3/31/2024	5,000	FY	0.00
		COPH Health Services Res & Admin	Assoc Professor	Special	4/1/2024		126,932	FY	1.00
			Assoc Professor	Special		3/31/2024	126,932	FY	1.00
09/07	Reinhardt, Richard	COD-Surgical Specialties	Moran Professor of Periodontics	Special		6/30/2024	10,000	FY	0.00
			Professor	Continuous		12/31/9999	203,227	FY	1.00

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA MEDICAL CENTER
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/10	Rizzo, Matthew	Neurological Sciences	Chairperson Stipend	Special	4/1/2024		10,000	FY	0.00
			Chairperson Stipend	Special		3/31/2024	10,000	FY	0.00
			Professor	Continuous	4/1/2024		208,506	FY	0.95
			Professor	Continuous		3/31/2024	208,506	FY	0.95
			Dir, NNA Clinical & Translational Rsch	Special	4/1/2024		25,000	FY	0.00
			Dir, NNA Clinical & Translational Rsch	Special		3/31/2024	25,000	FY	0.00
			Reynolds Centennial Professorship	Special		3/31/2024	0	FY	0.00
			Chairperson	Special	4/1/2024		10,750	FY	0.05
			Chairperson	Special		3/31/2024	10,750	FY	0.05
09/07	Rodrigues Armijo, Priscila	iEXCEL	Fellow Educational Research Specialist	Other		6/5/2024	87,550	FY	1.00
		Int Med General Medicine	Asst Professor	Health Prof	6/6/2024	6/30/2028	45,000	FY	1.00
		Int Med GI	Research Scientist	Special	6/6/2024		55,000	FY	0.00
09/07	Roperto, Renato C	COD-Adult Restorative	Norman C Carlson Professorship	Special	5/8/2024	6/30/2027	8,800	FY	0.00
			Norman C Carlson Professorship	Special		5/7/2024	8,800	FY	0.00
			Chairperson	Special		5/7/2024	20,000	FY	0.00
			Assoc Professor	Continuous	5/8/2024		163,245	FY	1.00
			Assoc Professor	Continuous		5/7/2024	163,245	FY	1.00
09/07	Samuelson, Myстера M	COPH Environ, Agri & Occ Health	Asst Professor	Health Prof	6/1/2024	6/30/2028	106,529	FY	1.00
			Asst Professor	Special		5/31/2024	106,529	FY	1.00
09/07	Schlueter, Brittany D	CON-Academic Programs	Coordinator	Special	5/1/2024		1,500	AY	0.00
09/07	Schwedhelm, Michelle M	Global Center for Health Security	Assoc Director Clinical Ops & Emerg Mgmt	Special	6/30/2024	12/31/2024	30,000	FY	0.00
		Emergency Medicine	Research Scientist	Special	6/30/2024	6/30/2024	162,100	FY	0.00
09/07	Smith, Heather CJ	Genetics Cell Biology & Anatomy	Research Scientist	Special	4/1/2024		64,533	FY	0.00
		Eppley Inst Faculty	Asst Director Shared Resources FPBBC	Special		3/31/2024	10,300	FY	0.00
		Genetics Cell Biology & Anatomy	Asst Professor	Special	4/1/2024		60,000	FY	1.00
		VCR Cores	Director AMCF	Special	4/1/2024		20,000	FY	0.00
			Director AMCF	Special		3/31/2024	35,000	FY	0.00
06/03	Snyder, Kailey E	MMI Education and Child Development	Asst Professor	Special	4/1/2024		89,170	FY	1.00
			Asst Professor	Special		3/31/2024	87,636	FY	1.00
29/01	Strunk, Elena A	Emergency Medicine	Asst Professor	Special	4/1/2024		22,764	FY	0.50

PERSONNEL REPORT
04/01/2024 - 06/30/2024
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>
			Asst Professor	Special		3/31/2024	31,870	FY	0.70
06/03	Varshney, Nishank	MMI Education and Child Development	Asst Professor	Special	4/1/2024		78,347	FY	1.00
			Asst Professor	Special		3/31/2024	77,000	FY	1.00
09/07	Watanabe-Galloway, Shinobu	COPH Epidemiology	Professor	Continuous	6/30/2024		201,274	FY	1.00
			Professor	Continuous		6/29/2024	201,274	FY	1.00
		COPH Office of the Dean	Director of Governing Faculty	Special	6/30/2024	6/30/2024	2,500	FY	0.00
			Director of Governing Faculty	Special		6/29/2024	2,500	FY	0.00
06/06	Yadav, Sumit	COD-Growth and Development	Professor	Continuous	4/1/2024		204,555	FY	1.00
			Professor	Continuous		3/31/2024	195,975	FY	1.00
			Chairperson	Special	4/1/2024		10,000	FY	0.00
			Chairperson	Special		3/31/2024	10,000	FY	0.00
			Cech Professor of Orthodontics	Special	4/1/2024	2/29/2028	8,500	FY	0.00
			Cech Professor of Orthodontics	Special		3/31/2024	8,500	FY	0.00
06/03	External (Market) Adjustment								
06/06	Internal (Equity) Adjustment								
06/07	Additional Responsibilities								
09/07	Position Add/Change								
09/08	Reclassification								
09/10	Extension of Appointment								
09/13	Reappointment								
09/16	New Faculty								
09/43	Lateral/Transfer - C								
29/01	Change Employment %								

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA AT OMAHA
NEW APPOINTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
Bruens, Alexander	Center for Collaboration Sciences	Research Manager	Special	6/10/2024	6/2/2025	66,000	FY	1.00
Clark, Hunter	Men's Tennis	Head Coach, Men's Tennis	Special	5/23/2024		48,000	FY	1.00
Harms, Mackenzie M	Center for Collaboration Sciences	LEADIR Research Lab Manager	Special	5/13/2024	5/12/2025	12,000	FY	0.00
	Center for Collaboration Sciences	Research Manager	Special	5/13/2024	5/12/2025	72,000	FY	1.00

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

	<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Billings, Christine D	Innovative & Learning-Centric Instit	Dir of Adult & Contemporary Learning Int	Special		4/30/2024	20,000	FY	0.00
		Division of Continuing Studies	Director, Division of Continuing Studies	Special	5/1/2024		95,563	FY	1.00
			Director, Division of Continuing Studies	Special		4/30/2024	95,563	FY	1.00
06/01	Boron, Julie B	Gerontology	Professor	Continuous	6/1/2024		60,114	FY	0.50
			Professor	Continuous		8/31/2023	60,114	FY	0.50
		Graduate Studies	Associate Dean	Special	6/1/2024		70,595	FY	0.50
			Associate Dean	Special		8/31/2023	70,595	FY	0.50
		Gerontology	Doctoral Program Chair	Special	6/1/2024	5/15/2025	5,000	FY	0.00
			Doctoral Program Chair	Special		8/31/2023	5,000	FY	0.00
			Missinne Professorship	Special	6/1/2024	8/31/2024	5,000	FY	0.00
			Missinne Professorship	Special		8/31/2023	5,000	FY	0.00
06/10	Dowell Jr, Adrian E	Intercollegiate Athletics	Vice Chancellor & Director of Athletics	Special	4/1/2024		320,000	FY	1.00
			Vice Chancellor & Director of Athletics	Special		3/31/2024	281,138	FY	1.00
09/07	Gupta, Akhilesh Kumar	Physics	Research Associate	Special	5/21/2024	5/31/2025	46,246	FY	1.00
			Research Associate	Special		5/20/2024	46,246	FY	1.00
09/09	Kaiser, Samantha K	Student Success	Asst Vice Chancellor for Student Success	Special	4/16/2024		126,175	FY	1.00
			Asst Vice Chancellor for Student Success	Special		4/15/2024	126,175	FY	1.00
29/01	Kemp, Michael O	Intercollegiate Athletics	Executive Associate Athletic Director	Special	5/3/2024		12,000	OTH	0.25
			Executive Associate Athletic Director	Special		5/2/2024	162,400	OTH	1.00
29/02		Intercollegiate Athletics	Executive Associate Athletic Director	Special	6/1/2024		12,000	OTH	0.25
			Executive Associate Athletic Director	Special		5/2/2024	162,400	OTH	1.00
09/07	Kirchner, Carol A	Business and Finance	Vice Chancellor	Special	4/1/2024		284,692	FY	1.00
			Vice Chancellor	Special		3/31/2024	233,192	FY	0.80
		Information Technology Services	Asst VP/Dir IT Financial Administration	Special		3/31/2024	51,500	FY	0.20
09/07	Logsdon, Cameron S	Communication	Senior Lecturer	Special		5/31/2024	5,000	AY	0.00
09/01	Neal Jr, Donald J	VP for Business and Finance	Senior Tax Director	Special		3/31/2024	65,775	FY	0.40
		Finance	Asst VC/Chief Financial Strategy Officer	Special	4/1/2024		175,000	FY	1.00
		Business and Finance	Financial Strategy Officer	Special		3/31/2024	98,664	FY	0.60
09/09	Perkinson, Mary	Music	Associate Professor	Continuous	6/1/2024		63,847	AY	1.00

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA AT OMAHA
ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07	Pickering, Barbara A	Communication	Associate Professor		5/31/2024	63,847	AY	1.00
			Distinguished Professor		5/31/2024	5,000	AY	0.00
			Professor	4/1/2024		85,864	AY	1.00
09/07	Riley, Kevin	Educational Leadership	Professor		3/31/2024	85,864	AY	1.00
			Assistant Director		3/31/2024	4,000	AY	0.00
			Assistant Professor	6/1/2024	5/23/2025	48,456	AY	0.50
29/01		College of Educ, Health & Human Sci	Assistant Professor		5/31/2024	48,456	AY	0.50
			Summer Faculty	6/1/2024	7/5/2024	4,361	AY	0.09
			Assistant Professor	6/1/2024	5/23/2025	48,456	AY	0.50
09/07	Riskowski, Ryan A	Physics	Assistant Professor		5/31/2024	48,456	AY	0.50
			Summer Faculty	6/1/2024	7/5/2024	4,361	AY	0.09
			Assistant Professor	5/21/2024		67,170	AY	1.00
06/07	Schafer, Josephine G	Center for Public Affairs Research	Assistant Professor		5/20/2024	67,170	AY	1.00
			Director/Chair	5/1/2024	4/30/2027	86,475	FY	0.60
			Director/Chair		4/30/2024	83,475	FY	0.60
09/07	Soener, Emily C	Social Work	Senior Research Associate	5/1/2024	4/30/2027	47,649	FY	0.40
			Senior Research Associate		4/30/2024	47,649	FY	0.40
			BSSW Coordinator	6/1/2024	5/26/2025	5,000	AY	0.00
09/07	Syrek, Abbie Marie	Communication	Senior Lecturer		5/31/2024	5,000	FY	0.00
			College of Comm, Fine Arts & Media					
			Assistant Dean	6/1/2024		79,000	FY	1.00
09/08	Yamaguchi, Felipe	Biomechanics	Assistant Dean		5/31/2024	79,000	FY	1.00
			Research Scientist - MOVAN	5/1/2024	6/30/2025	65,000	FY	1.00
			Research Associate		4/30/2024	54,979	FY	1.00
06/09	Zhao, Rui	School of Interdisciplinary Informat	Assistant Professor	5/1/2024		107,267	AY	1.00
			Assistant Professor	6/1/2024		107,267	AY	1.00
			Assistant Professor		8/31/2023	104,409	AY	1.00
06/09	Zhu, Ze	Psychology	Assistant Professor		5/31/2024	107,267	AY	1.00
			Assistant Professor	6/1/2024	5/24/2024	72,685	AY	1.00
			Assistant Professor		8/31/2023	70,666	AY	1.00

PERSONNEL REPORT
04/01/2024 - 06/30/2024
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>
06/01	Annual Adjustment						
06/07	Additional Responsibilities						
06/09	Change in Payment Schedule						
06/10	Administrative Adjustment						
09/01	Promotion Within						
09/07	Position Add/Change						
09/08	Reclassification						
09/09	Other Status Change						
29/01	Change Employment %						
29/02	Change Benefits % Elig to NE						

PERSONNEL REPORT
04/01/2024 - 06/30/2024
UNIVERSITY OF NEBRASKA ADMINISTRATION
ADJUSTMENTS

<u>NAME</u>	<u>UNIT</u>	<u>TITLE</u>	<u>APPT TYPE</u>	<u>BEGIN DATE</u>	<u>END DATE</u>	<u>SALARY</u>		<u>FTE</u>
09/07 Palser, Stacia L	Corporation Secretary	Interim Corporation Secretary	Special	5/8/2024	8/9/2024	25,000	FY	0.00
	VP and General Counsel	Vice President	Special	5/8/2024		302,357	FY	1.00
		Vice President	Special		5/7/2024	302,357	FY	1.00

09/07 Position Add/Change

Emeritus Appointments
07/01/2023 - 06/30/2024
Nebraska College of Technical Agriculture

NAME	DEPARTMENT	EMERITUS RANK	EFFECTIVE DATE
Rittenhouse, Mary Ann	Nebraska College of Technical Agriculture	Associate Professor	January 1, 2024

**2024 Continuous Appointments
University of Nebraska at Kearney**

Name	Department	Rank on Effective Date	Effective Date
College of Arts & Sciences			
Dolence, Joseph	Biology	Associate Professor	August 19, 2024
Luethke, Tiffani	Communication	Associate Professor	August 19, 2024
Soutamire, William	History	Associate Professor	August 19, 2024
Vanderwurf, Nathan	Mathematics & Statistics	Associate Professor	August 19, 2024
College of Business & Technology			
Chaffin, T. Daneil	Management	Associate Professor	August 19, 2024
Packard, Ahna	Industrial Technology	Associate Professor	August 19, 2024
College of Education			
Bell, Chance	Counseling, School Psychology and Family Sciences	Associate Professor	August 19, 2024
Henning, Judy	Teacher Education	Associate Professor	August 19, 2024
Nelson, Rebecca	Teacher Education	Associate Professor	August 19, 2024
Calvin T. Ryan Library			
Arredondo, David	Library	Associate Professor	August 19, 2024

2024 Promotions
University of Nebraska at Kearney

Name	Department	Present Rank	New Rank	Effective Date
College of Arts & Sciences				
Benton, Robert	Music, Theatre & Dance	Associate Professor	Professor	August 19, 2024
Chandra, Surabhi	Biology	Associate Professor	Professor	August 19, 2024
Donofrio, Anthony	Music, Theatre & Dance	Associate Professor	Professor	August 19, 2024
Eckerson, Janet	Modern Languages	Assistant Professor	Associate Professor	August 19, 2024
Hill, Evan	Psychology	Associate Professor	Professor	August 19, 2024
Homberger, Torsten	History	Assistant Professor	Associate Professor	August 19, 2024
Jonas-Bratten, Jayne	Biology	Assistant Professor	Associate Professor	August 19, 2024
Luethke, Tiffani	Communication	Assistant Professor	Associate Professor	August 19, 2024
Moen, Katherine	Psychology	Assistant Professor	Associate Professor	August 19, 2024
Saylor, Nadene	Art & Design	Assistant Professor	Associate Professor	August 19, 2024
Tye, Nathan	History	Assistant Professor	Associate Professor	August 19, 2024
Vail, David	History	Associate Professor	Professor	August 19, 2024
Vanderwerf, Nathan	Mathematics & Statistics	Assistant Professor	Associate Professor	August 19, 2024
Warren, Michelle	Modern Languages	Associate Professor	Professor	August 19, 2024
Wetherell, Mallory	Art & Design	Associate Professor	Professor	August 19, 2024
College of Business & Technology				
Borchers, Sarah	Accounting, Finance & Economics	Assistant Professor	Associate Professor	August 19, 2024
Brachle, Benjamin	Industrial Technology	Assistant Professor	Associate Professor	August 19, 2024
Dahlke, Mark	Management	Lecturer	Senior Lecturer	August 19, 2024
Hollman, Angela	Cyber Systems	Associate Professor	Professor	August 19, 2024
College of Education				
Artman, Bryan	Teacher Education	Assistant Professor	Associate Professor	August 19, 2024
Bell, Chance	Counseling, School Psychology & Family Science	Assistant Professor	Associate Professor	August 19, 2024
Gienger, Kate	Kinesiology & Sport Sciences	Lecturer	Senior Lecturer	August 19, 2024
Henning, Judy	Teacher Education	Assistant Professor	Associate Professor	August 19, 2024
Jelden, Lisa	Teacher Education	Lecturer	Senior Lecturer	August 19, 2024
Obasi, Sharon	Counseling, School Psychology & Family Science	Associate Professor	Professor	August 19, 2024
Roitsch, Jane	Communication Disorders	Assistant Professor	Associate Professor	August 19, 2024
Sweeney, Erin	Kinesiology & Sport Sciences	Assistant Professor	Associate Professor	August 19, 2024
Calvin T. Ryan Library				
Arredondo, David	Library	Assistant Professor	Associate Professor	August 19, 2024

PERSONNEL REPORT
07/01/2023 - 06/30/2024
UNIVERSITY OF NEBRASKA AT KEARNEY
EMERITUS STATUS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EMERITUS RANK</u>	<u>EFFECTIVE DATE</u>
Fendt, Eugene	Philosophy	Professor	05/31/24
Hoehner, Patricia	Educational Administration	Professor	06/28/24
Kauders, Audrey	Museum of Nebraska Art	Director	08/06/19
Kime, Katherine	Mathematics & Statistics	Professor	05/31/24
Kristensen, Douglas	Chancellor's Office/Political Science	Chancellor/Professor	05/31/24
Kropp, Sonja	Modern Languages	Associate Professor	05/31/24
Kropp, Tom	Kinesiology & Sports Science	Assistant Professor	05/31/24
Lawson, George	Communication	Associate Professor	05/31/24
McCarty, Wendy	Teacher Education	Assistant Professor	12/31/23
Smith, Kathleen	Accounting, Finance & Economics	Professor	08/31/19
Taylor, Allen Ross	Cyber Systems	Associate Professor	05/31/24
Willis, Barton	Mathematics & Statistics	Professor	05/31/24
Ziebarth-Bovill, Jane	Teacher Education	Professor	12/31/23

**2024 Continuous Appointments
University of Nebraska-Lincoln**

Name	Department	Rank on Effective Date	Effective Date
College of Architecture			
Porter, Zachary Tate	Architecture	Associate Professor	August 19, 2024
College of Arts and Sciences			
Filina, Irina	Earth and Atmospheric Sciences	Associate Professor	August 19, 2024
Jeffries, Kenneth	Mathematics	Associate Professor	August 19, 2024
Lorenz, Tierney	Psychology	Associate Professor	August 19, 2024
Muñoz, Laura	History and Ethnic Studies	Associate Professor	August 19, 2024
Schafhauser, Christopher	Mathematics	Associate Professor	August 19, 2024
Wahu-Mũchiri, Ng'ang'a	English	Associate Professor	August 19, 2024
College of Business			
Bartels, Amy	Management	Associate Professor	August 19, 2024
Gupta, Shivam	Supply Chain Management and Analytics	Associate Professor	August 19, 2024
Lan, Yingchao	Supply Chain Management and Analytics	Associate Professor	August 19, 2024
Melessa, Samuel	Accountancy	Associate Professor	August 19, 2024
Tannenbaum, Daniel	Economics	Associate Professor	August 19, 2024
College of Education and Human Sciences			
Abbott, Dena	Educational Psychology	Associate Professor	August 19, 2024
Garcia, Crystal	Educational Administration	Associate Professor	August 19, 2024
Loveall-Hague, Susan	Special Education and Communication Disorders	Associate Professor	August 19, 2024
Malek, Kristin	Nutrition and Health Sciences	Associate Professor	July 1, 2024
Napoli, Amy	Child, Youth and Family Studies	Associate Professor	July 1, 2024
Natarajan, Sathish Kumar	Nutrition and Health Sciences	Associate Professor	August 19, 2024

**2024 Continuous Appointments
University of Nebraska-Lincoln**

Name	Department	Rank on Effective Date	Effective Date
College of Engineering			
Bhardwaj, Shubhendu	Electrical and Computer Engineering	Associate Professor	August 19, 2024
Moore, Keegan	Mechanical and Materials Engineering	Associate Professor	August 19, 2024
Pedrigi, Ryan	Mechanical and Materials Engineering	Associate Professor	August 19, 2024
Wittich, Christine	Civil and Environmental Engineering	Associate Professor	August 19, 2024
College of Law			
Langvardt, Kyle	Law	Associate Professor	August 19, 2024
Hixson-Lied College of Fine and Performing Arts			
Long, David	Theatre and Film	Associate Professor	August 19, 2024
Institute of Agriculture and Natural Resources			
Chaves-Elizondo, Byron	Food Science and Technology	Associate Professor	August 19, 2024
Dennis, Elliott	Agricultural Economics	Associate Professor	August 19, 2024
Kaiser, Michael	Agronomy and Horticulture	Associate Professor	August 19, 2024
McMechan, Anthony Justin	Entomology	Associate Professor	July 1, 2024
Turk, Judith	Natural Resources	Associate Professor	July 1, 2024
VanderPlas, Susan	Statistics	Associate Professor	August 19, 2024
Wachs, Rebecca	Biological Systems Engineering	Associate Professor	August 19, 2024
Zhang, Jing	Biochemistry	Associate Professor	August 19, 2024

2024 Promotions
University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
College of Architecture				
Porter, Zachary Tate	Architecture	Assistant Professor	Associate Professor	August 19, 2024
College of Arts and Sciences				
Amano, Ikuho	Modern Languages and Literatures	Associate Professor	Professor	August 19, 2024
Brummer, Joshua	Mathematics	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Burke, Kelsy	Sociology	Associate Professor	Professor	August 19, 2024
Capuano, Peter	English	Associate Professor	Professor	August 19, 2024
Castle, Katherine	Communication Studies	Associate Professor of Practice	Professor of Practice	August 19, 2024
Couch, Brian	Biological Sciences	Associate Professor	Professor	August 19, 2024
DeLong, John Paul	Biological Sciences	Associate Professor	Professor	August 19, 2024
Filina, Irina	Earth and Atmospheric Sciences	Assistant Professor	Associate Professor	August 19, 2024
Gannon, Thomas	English and Ethnic Studies	Associate Professor	Professor	August 19, 2024
Hasan, Abla	Modern Languages and Literatures	Associate Professor of Practice	Professor of Practice	August 19, 2024
Jeffries, Kenneth	Mathematics	Assistant Professor	Associate Professor	August 19, 2024
Kirk, Justin	Communication Studies	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Lai, Yuan-Juang	Mathematics	Associate Professor	Professor	August 19, 2024
Lorenz, Tierney	Psychology	Assistant Professor	Associate Professor	August 19, 2024
Malina, Eric	Chemistry	Associate Professor of Practice	Professor of Practice	August 19, 2024
McMullen, Kevin	English	Research Assistant Professor	Research Associate Professor	July 1, 2024
Muñoz, Laura	History and Ethnic Studies	Assistant Professor	Associate Professor	August 19, 2024
Neta, Maital	Psychology	Associate Professor	Professor	August 19, 2024
Palmer, Morgan	Classics and Religious Studies	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Schafhauser, Christopher	Mathematics	Assistant Professor	Associate Professor	August 19, 2024
Wahu-Mũchiri, Ng'ang'a	English	Assistant Professor	Associate Professor	August 19, 2024
Weber, Karrie	Biological Sciences and Earth and Atmospheric Sciences	Associate Professor	Professor	August 19, 2024
White, Tyler	Political Science	Associate Professor of Practice	Professor of Practice	August 19, 2024
Wisnicki, Adrian	English	Associate Professor	Professor	August 19, 2024

2024 Promotions
University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
College of Business				
Bartels, Amy	Management	Assistant Professor	Associate Professor	August 19, 2024
Gupta, Shivam	Supply Chain Management and Analytics	Assistant Professor	Associate Professor	August 19, 2024
Lan, Yingchao	Supply Chain Management and Analytics	Assistant Professor	Associate Professor	August 19, 2024
Maresh, Kathryn	Accountancy	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Melessa, Samuel	Accountancy	Assistant Professor	Associate Professor	August 19, 2024
Tannenbaum, Daniel	Economics	Assistant Professor	Associate Professor	August 19, 2024
Vagts, Susan	Finance	Associate Professor of Practice	Professor of Practice	August 19, 2024
College of Education and Human Sciences				
Abbott, Dena	Educational Psychology	Assistant Professor	Associate Professor	August 19, 2024
Bovaird, James	Educational Psychology	Associate Professor	Professor	August 19, 2024
Corr Kiewra, Christine	Child, Youth and Family Studies	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Garcia, Crystal	Educational Administration	Assistant Professor	Associate Professor	August 19, 2024
Jonson, Jessica	Buros Center for Testing	Research Associate Professor	Research Professor	July 1, 2024
Koziol, Natalie	Center for Research on Children, Youth, Families and Schools	Research Assistant Professor	Research Associate Professor	July 1, 2024
Loveall-Hague, Susan	Special Education and Communication Disorders	Assistant Professor	Associate Professor	August 19, 2024
Malek, Kristin	Nutrition and Health Sciences	Assistant Professor	Associate Professor	July 1, 2024
Napoli, Amy	Child, Youth and Family Studies	Assistant Professor	Associate Professor	July 1, 2024
Napolitano, Scott	Educational Psychology	Associate Professor of Practice	Professor of Practice	August 19, 2024
Natarajan, Sathish Kumar	Nutrition and Health Sciences	Assistant Professor	Associate Professor	August 19, 2024
Pritchett, Kelly	Special Education and Communication Disorders	Associate Professor of Practice	Professor of Practice	July 1, 2024
Thomas, Anne	Special Education and Communication Disorders	Assistant Professor of Practice	Associate Professor of Practice	July 1, 2024
Wessels, Stephanie	Teaching, Learning and Teacher Education	Associate Professor	Professor	August 19, 2024
Witte, Amanda	Center for Research on Children, Youth, Families and Schools	Research Assistant Professor	Research Associate Professor	July 1, 2024

2024 Promotions
University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
College of Engineering				
Bernstein, Stuart	Architectural Engineering and Construction	Associate Professor	Professor	August 19, 2024
Bhardwaj, Shubhendu	Electrical and Computer Engineering	Assistant Professor	Associate Professor	August 19, 2024
Bourke, Christopher	Computing	Associate Professor of Practice	Professor of Practice	August 19, 2024
Cui, Bai	Mechanical and Materials Engineering	Associate Professor	Professor	August 19, 2024
Hempel, Michael	Electrical and Computer Engineering	Research Assistant Professor	Research Associate Professor	July 1, 2024
Kopocis, Kelli	Architectural Engineering and Construction	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Moore, Keegan	Mechanical and Materials Engineering	Assistant Professor	Associate Professor	August 19, 2024
Pedrigi, Ryan	Mechanical and Materials Engineering	Assistant Professor	Associate Professor	August 19, 2024
Schubert, Eva	Electrical and Computer Engineering	Associate Professor	Professor	August 19, 2024
Stolle, Cody	Midwest Roadside Safety Facility	Research Assistant Professor	Research Associate Professor	July 1, 2024
Wittich, Christine	Civil and Environmental Engineering	Assistant Professor	Associate Professor	August 19, 2024
College of Journalism and Mass Communications				
Griffin, Jemalyn	Journalism and Mass Communications	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Martin, Jill	Journalism and Mass Communications	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
Richter, Kaci	Journalism and Mass Communications	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
College of Law				
Beard, Jack	Law	Associate Professor	Professor	August 19, 2024
Langvardt, Kyle	Law	Assistant Professor	Associate Professor	August 19, 2024
Hixson-Lied College of Fine and Performing Arts				
Mattingly, Jacqueline	Music	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024

2024 Promotions
University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
Institute of Agriculture and Natural Resources				
Banerjee, Simanti	Agricultural Economics	Associate Professor	Professor	August 19, 2024
Brooks, Kathleen	Agricultural Economics	Associate Professor	Professor	July 1, 2024
Buan, Nicole	Biochemistry	Associate Professor	Professor	August 19, 2024
Chaves-Elizondo, Byron	Food Science and Technology	Assistant Professor	Associate Professor	August 19, 2024
Dennis, Elliott	Agricultural Economics	Assistant Professor	Associate Professor	August 19, 2024
Easterly, Amanda	Agronomy and Horticulture	Research Assistant Professor	Research Associate Professor	July 1, 2024
Franz, Trenton	Natural Resources	Associate Professor	Professor	July 1, 2024
Galles, Beth	Veterinary Medicine and Biomedical Sciences	Assistant Professor of Practice	Associate Professor of Practice	July 1, 2024
Goedeken, Jill	4-H Youth Development	Associate Extension Educator	Extension Educator	July 1, 2024
Golick, Douglas	Entomology	Associate Professor	Professor	August 19, 2024
Guenther, Hannah	Nebraska Extension, Engagement Zone 8	Assistant Extension Educator	Associate Extension Educator	July 1, 2024
Guo, Ming	Agronomy and Horticulture	Research Assistant Professor	Research Associate Professor	July 1, 2024
Gustafson, Christopher	Agricultural Economics	Associate Professor	Professor	July 1, 2024
Heeren, Derek	Biological Systems Engineering	Associate Professor	Professor	July 1, 2024
Kaiser, Michael	Agronomy and Horticulture	Assistant Professor	Associate Professor	August 19, 2024
McClure, Glennis	Agricultural Economics	Associate Extension Educator	Extension Educator	July 1, 2024
McMechan, Anthony Justin	Entomology	Assistant Professor	Associate Professor	July 1, 2024
Mower, Jeffrey	Agronomy and Horticulture	Associate Professor	Professor	August 19, 2024
Mracek, Melissa	4-H Youth Development	Assistant Extension Educator	Associate Extension Educator	July 1, 2024
Pitla, Santosh	Biological Systems Engineering	Associate Professor	Professor	August 19, 2024
Ramer-Tait, Amanda	Food Science and Technology	Associate Professor	Professor	August 19, 2024
Reiling, Bryan	Animal Science	Associate Professor	Professor	July 1, 2024
Sigmon, Brandi	Plant Pathology	Assistant Professor of Practice	Associate Professor of Practice	July 1, 2024
Thompson, Laura	Nebraska Extension, Engagement Zone 11	Associate Extension Educator	Extension Educator	July 1, 2024
Turk, Judith	Natural Resources	Assistant Professor	Associate Professor	July 1, 2024
VanderPlas, Susan	Statistics	Assistant Professor	Associate Professor	August 19, 2024
Wachs, Rebecca	Biological Systems Engineering	Assistant Professor	Associate Professor	August 19, 2024

2024 Promotions
University of Nebraska-Lincoln

Name	Department	Present Rank	New Rank	Effective Date
Xiang, Shi-Hua	Veterinary Medicine and Biomedical Sciences	Associate Professor	Professor	August 19, 2024
Young, Laura	Agricultural Leadership, Education, and Communication	Assistant Professor of Practice	Associate Professor of Practice	July 1, 2024
Zhang, Jing	Biochemistry	Assistant Professor	Associate Professor	August 19, 2024
Jeffrey S. Raikes School of Computer Science and Management				
Mackalski, Robert	Computing and Marketing	Assistant Professor of Practice	Associate Professor of Practice	August 19, 2024
University Libraries				
Deards, Kiyomi	University Libraries	Associate Professor	Professor	July 1, 2024
Delserone, Leslie	University Libraries	Associate Professor	Professor	July 1, 2024
Ducey, Mary Ellen	University Libraries	Associate Professor	Professor	July 1, 2024
Maxey-Harris, Charlene	University Libraries	Associate Professor	Professor	July 1, 2024

Emeritus Appointments
07/01/2023 - 06/30/2024
University of Nebraska-Lincoln

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EMERITUS RANK</u>	<u>EFFECTIVE DATE</u>
Agee, Jonis	English	Adele Hall Professor	August 2, 2023
Allison, Rachel F	Nebraska Forest Service	Forester	October 3, 2023
Baack, Kristie L (Kris)	Student Leadership, Involvement, & Community Engagement	Associate Director of Leadership	August 1, 2023
Bellows, Laurie H	Student Affairs	Vice Chancellor	September 30, 2023
Bettis, Clifford L	Physics and Astronomy	Research Associate Professor	May 25, 2024
Blum, Paul H	Biological Sciences	Professor	July 1, 2023
Bolland, Andrea Lee	Art, Art History & Design	Professor	May 25, 2024
Brooke, Robert E	English	John E. Weaver Professor	December 30, 2023
Buhs, Eric S	Educational Psychology	Professor	June 1, 2024
Chia, Catherine P	Biological Sciences	Associate Professor	August 12, 2023
Dominguez, Eddie R	Art, Art History & Design	Professor	May 25, 2024
Dudney, Donna Marie	Finance	Associate Professor	May 25, 2024
Franti, Thomas G	Biological Systems Engineering	Associate Professor	December 22, 2023
Frecks, Nancy G	Nebraska Extension	Extension Educator	June 1, 2024
Goodman, Richard E (Rick)	Food Science and Technology	Research Professor	December 30, 2023
Green, Ronald D (Ronnie)	Office of the Chancellor	Chancellor	July 1, 2024
Handa, Rumiko	Architecture	Professor	May 25, 2024
Hanford, Kathryn J	Statistics	Professor of Practice	January 6, 2024
Hassler, Michelle Carr	Journalism	Associate Professor of Practice	May 25, 2024
Hibbing, John R	Political Science	Professor	August 14, 2023
Hoistad, Mark A	Architecture	Professor	August 12, 2023
Hunt, Thomas E	Entomology	Professor	November 1, 2023
Hutkins, Robert W	Food Science and Technology	Professor	December 30, 2023
Johnson, Mary Ann	Nutrition and Health Sciences	Chairperson and Professor	November 11, 2023
Kachman, Stephen D	Statistics	Professor	January 6, 2024
Lewis, Ronald M	Animal Science	Professor	January 13, 2024
Lewis, William J (Jim)	Mathematics	Aaron Douglas Professor	August 14, 2023

Emeritus Appointments
07/01/2023 - 06/30/2024
University of Nebraska-Lincoln

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EMERITUS RANK</u>	<u>EFFECTIVE DATE</u>
Meinke, Lance J	Entomology	Professor	September 30, 2023
Moeller, Aleidine (Ali)	Teaching, Learning and Teacher Education	Professor	September 1, 2023
Moser, Sheree L M	Child, Youth and Family Studies	Professor	May 25, 2024
Moussavi, Massoum	Civil and Environmental Engineering	Associate Professor	August 14, 2023
Moxley, Rodney A	Veterinary Medicine and Biomedical Sciences	Professor	October 10, 2023
Nickerson, H Doak	Nebraska Forest Service	Forester	January 4, 2024
Niemeyer, Steven W	Nebraska Extension	Extension Educator	January 11, 2024
Pilson, Diana J	Biological Sciences	Associate Professor	December 30, 2023
Raible, John W	Teaching, Learning and Teacher Education	Professor	August 12, 2023
Ratcliffe, Brett C	Entomology	Professor	October 1, 2023
Royster, Paul B	University Libraries	Coordinator for Scholarly Communication	January 3, 2024
Scheel, Michael J	Educational Psychology	Professor	July 1, 2023
Spiegel, Amy N	Educational Psychology	Research Associate Professor	May 1, 2024
Tuan, Christopher Y	Civil and Environmental Engineering	Professor	January 15, 2024
Van Tassell, Larry W	Agricultural Economics	Professor	March 2, 2024
Woollen, Richard L	Nebraska Forest Service	Forester	August 1, 2023
Wright, Robert J	Entomology	Professor	December 22, 2023
Yoder, Ronald E (Ron)	Biological Systems Engineering	Professor	November 4, 2023
Zluticky, Cynthia E	Nebraska Extension	Extension Educator	March 30, 2024

2024 Continuous Appointments
University of Nebraska Medical Center

Name	Department	Rank on Effective Date	Effective Date
College of Allied Health Professions			
Bartenhagen, Lisa	CAHP-Clinical, Diagnostictd & Therapeutic Sciences	Professor	7/1/2024
College of Medicine			
Bhakat, Kishor	Genetics, Cell Biology and Anatomy	Professor	7/1/2024
Bhatt, Vijaya	Internal Medicine	Professor	7/1/2024
Broadhurst, Mara	Pathology, Microbiology and Immunology	Associate Professor	7/1/2024
Delair, Shirley	Pediatrics	Professor	7/1/2024
Edagwa, Benson	Pharmacology and Experimental Neuroscience	Professor	7/1/2024
McBride, Corrigan	Surgery	Professor	7/1/2024
Ng, Caroline	Pathology, Microbiology and Immunology	Associate Professor	7/1/2024
Rowley, Michael	Genetics, Cell Biology and Anatomy	Associate Professor	7/1/2024
Shonka, Nicole	Internal Medicine	Professor	7/1/2024
College of Nursing			
Alonso, Windy	CON-Omaha Division	Associate Professor	7/1/2024
College of Public Health			
Bell, Jesse	COPH-Environmental, Agricultural and Occ Health	Professor	7/1/2024
Ramos, Athena	COPH-Health Promotion	Associate Professor	7/1/2024
Munroe-Meyer Institute			
Carroll, Regina	MMI-iCASP	Professor	7/1/2024
Rodriguez, Nicole	MMI-iCASP	Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
College of Allied Health Professions				
Bartenhagen, Lisa	CAHP-Clinical, Diagnostic & Therapeutic Sciences	Associate Professor	Professor	7/1/2024
Behrendt, McKenzie	CAHP-Health and Rehabilitative Sciences/OT	Instructor	Assistant Professor	7/1/2024
Horak, Shaun	CAHP-Medical Sciences/Physician Assistant	Assistant Professor	Associate Professor	7/1/2024
Krusen, Nancy	CAHP-Health and Rehabilitative Sciences/OT	Associate Professor	Professor	7/1/2024
Reynolds, Jannelle	CAHP-Medical Sciences/Physician Assistant	Assistant Professor	Associate Professor	7/1/2024
Sanderson, Scott	CAHP-Medical Sciences/Clinical Perfusion	Assistant Professor	Associate Professor	7/1/2024
Siu, Ka-Chun	CAHP-Health and Rehabilitative Sciences/Physical Therapy	Associate Professor	Professor	7/1/2024
Smallfield, Stacy	CAHP-Health and Rehabilitative Sciences/OT	Associate Professor	Professor	7/1/2024
Zimmerman, Holly	CAHP-Medical Sciences/Genetic Counseling	Assistant Professor	Associate Professor	7/1/2024
College of Medicine				
Abdalla, Maher	Pathology, Microbiology and Immunology	Assistant Professor	Associate Professor	7/1/2024
Acharya, Arpan	Pharmacology and Experimental Neuroscience	Instructor	Assistant Professor	7/1/2024
Anderson, Nathan	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Arthur, Megan	Dermatology	Assistant Professor	Associate Professor	7/1/2024
Baine, Michael	Radiation Oncology	Assistant Professor	Associate Professor	7/1/2024
Barksdale, Aaron	Emergency Medicine	Associate Professor	Professor	7/1/2024
Berkheim, David	Surgery	Assistant Professor	Associate Professor	7/1/2024
Bhakat, Kishor	Genetics, Cell Biology and Anatomy	Associate Professor	Professor	7/1/2024
Bhatt, Vijaya	Internal Medicine	Associate Professor	Professor	7/1/2024
Bobr, Aleh	Pathology, Microbiology and Immunology	Assistant Professor	Associate Professor	7/1/2024
Broadhurst, Mara	Pathology, Microbiology and Immunology	Assistant Professor	Associate Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
Bronner, Liliana	Family Medicine	Assistant Professor	Associate Professor	7/1/2024
Burdorf, Adam	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Campbell, W. Scott	Pathology, Microbiology and Immunology	Associate Professor	Professor	7/1/2024
Campos, Abraham	Emergency Medicine	Assistant Professor	Associate Professor	7/1/2024
Castleberry, Anthony	Surgery	Assistant Professor	Associate Professor	7/1/2024
Chacon, Megan	Anesthesiology	Associate Professor	Professor	7/1/2024
Chand, Subhash	Anesthesiology	Instructor	Assistant Professor	7/1/2024
Chen, Jie	Pathology, Microbiology and Immunology	Assistant Professor	Associate Professor	7/1/2024
Christiansen, Hannah	Family Medicine	Assistant Professor	Associate Professor	7/1/2024
Chundury, Rao	Ophthalmology and Visual Sciences	Assistant Professor	Associate Professor	7/1/2024
Cornett, Chris	Orthopaedic Surgery	Associate Professor	Professor	7/1/2024
Delair, Shirley	Pediatrics	Associate Professor	Professor	7/1/2024
Desa, Valmont	Surgery	Assistant Professor	Associate Professor	7/1/2024
Deschamp, Ashley	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Downey, Ryan	Radiology	Assistant Professor	Associate Professor	7/1/2024
Dutoit, Andrea	Anesthesiology	Associate Professor	Professor	7/1/2024
Edagwa, Benson	Pharmacology and Experimental Neuroscience	Associate Professor	Professor	7/1/2024
Elrokhsi, Salaheddin	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Figy, Sean	Surgery	Assistant Professor	Associate Professor	7/1/2024
Fremming, Bradley	Anesthesiology	Assistant Professor	Associate Professor	7/1/2024
Fuller, Megan	Surgery	Assistant Professor	Associate Professor	7/1/2024
Gao, Lie	Anesthesiology	Assistant Professor	Associate Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
Gilk, Stacey	Pathology, Microbiology and Immunology	Associate Professor	Professor	7/1/2024
Goeller, Jessica	Anesthesiology	Associate Professor	Professor	7/1/2024
Hafeez, Safina	Pathology, Microbiology and Immunology	Instructor	Assistant Professor	7/1/2024
Hamill, Mark	Surgery	Associate Professor	Professor	7/1/2024
Hansen, Neil	Radiology	Associate Professor	Professor	7/1/2024
Haskins, Ivy	Surgery	Assistant Professor	Associate Professor	7/1/2024
Kadlec, Kelly	Pediatrics	Associate Professor	Professor	7/1/2024
Kim, So-Youn	Obstetrics & Gynecology	Assistant Professor	Associate Professor	7/1/2024
Kruse, Derek	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Langenhan, Trek	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Lowndes, Bethany	Neurological Science	Assistant Professor	Associate Professor	7/1/2024
Markin, Nicholas	Anesthesiology	Associate Professor	Professor	7/1/2024
Matthias, Tabatha	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
May, Pamela	Neurological Science	Assistant Professor	Associate Professor	7/1/2024
McGarry, Sean	Orthopaedic Surgery	Associate Professor	Professor	7/1/2024
Menning, Melanie	Family Medicine	Assistant Professor	Associate Professor	7/1/2024
Morgan, Joseph	Orthopaedic Surgery	Assistant Professor	Associate Professor	7/1/2024
Muinov, Lyudmila	Radiology	Associate Professor	Professor	7/1/2024
Neumeister, Amy	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Palanimuthu Ponnusamy, Moorthy	Biochemistry and Molecular Biology	Associate Professor	Professor	7/1/2024
Pellegrino, Kaitlyn	Anesthesiology	Assistant Professor	Associate Professor	7/1/2024
Periyasamy, Palsamy	Pharmacology and Experimental Neuroscience	Assistant Professor	Associate Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
Rowley, Michael	Genetics, Cell Biology and Anatomy	Assistant Professor	Associate Professor	7/1/2024
Salomon, Jeffrey	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Santamaria, Juan	Surgery	Assistant Professor	Associate Professor	7/1/2024
Seier, Mara	Neurological Science	Assistant Professor	Associate Professor	7/1/2024
Sewell, Ryan	Otolaryngology, Head and Neck Surgery	Assistant Professor	Associate Professor	7/1/2024
Shepherd, John	Ophthalmology and Visual Sciences	Assistant Professor	Associate Professor	7/1/2024
Shonka, Nicole	Internal Medicine	Associate Professor	Professor	7/1/2024
Siddique, Aleem	Surgery	Associate Professor	Professor	7/1/2024
Sillman, Brady	Pharmacology and Experimental Neuroscience	Instructor	Assistant Professor	7/1/2024
Smith, Michael	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Sneller, Hannah	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Stauch, Kelly	Neurological Science	Assistant Professor	Associate Professor	7/1/2024
Sullivan, James	Anesthesiology	Associate Professor	Professor	7/1/2024
Thoene, Melissa	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Tu, Huiyin	Emergency Medicine	Instructor	Assistant Professor	7/1/2024
Vasey, Andrew	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Vilburn, Matthew	Genetics, Cell Biology and Anatomy	Assistant Professor	Associate Professor	7/1/2024
Vincent, Scott	Orthopaedic Surgery	Assistant Professor	Associate Professor	7/1/2024
Viswanathan, Saraswathi	Internal Medicine	Associate Professor	Professor	7/1/2024
Vokoun, Chad	Internal Medicine	Associate Professor	Professor	7/1/2024
Wang, Hanjun	Anesthesiology	Associate Professor	Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
Warchol, Jordan	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Wardian, Jana	Internal Medicine	Assistant Professor	Associate Professor	7/1/2024
Winter, Jennifer	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Wright, Rhonda	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
Yuil-Valdes, Ana	Pathology, Microbiology and Immunology	Assistant Professor	Associate Professor	7/1/2024
Zeidan, Zahl	Pediatrics	Assistant Professor	Associate Professor	7/1/2024
College of Nursing				
Alonso, Windy	CON-Omaha Division	Assistant Professor	Associate Professor	7/1/2024
Cera, Jennifer	CON-Omaha Division	Clinical Assistant Professor	Clinical Associate Professor	7/1/2024
Culross, Beth	CON-Omaha Division	Assistant Professor	Associate Professor	7/1/2024
Reed, Jill	CON-Kearney Division	Assistant Professor	Associate Professor	7/1/2024
Schuelke, Sue	CON-Lincoln Division	Assistant Professor	Associate Professor	7/1/2024
College of Pharmacy				
Dering-Anderson, Allison	COP-Pharmacy Practice and Science	Clinical Associate Professor	Clinical Professor	7/1/2024
Keck, Megan	COP-Pharmacy Practice and Science	Clinical Assistant Professor	Clinical Associate Professor	7/1/2024
Trippier, Paul	COP-Pharmaceutical Sciences	Associate Professor	Professor	7/1/2024
College of Public Health				
Bell, Jesse	COPH-Health Services Research & Administration	Associate Professor	Professor	7/1/2024
ElRayes, Wael	COPH-Health Services Research & Administration	Assistant Professor	Associate Professor	7/1/2024
Gwon, Yeongjin	COPH-Biostatistics	Assistant Professor	Associate Professor	7/1/2024
Kim, Jungyoon	COPH-Health Services Research & Administration	Assistant Professor	Associate Professor	7/1/2024
Raikes, Abbie	COPH-Health Promotion	Associate Professor	Professor	7/1/2024

2024 Promotions

University of Nebraska Medical Center

Last Name	Unit	Present Rank	New Rank	Effective Date
Su, Dejun	COPH-Health Promotion	Associate Professor	Professor	7/1/2024
Eppley Institute				
Baranovskiy, Andrey	Eppley Institute	Research Assistant Professor	Research Associate Professor	7/1/2024
McGoogan Health Sciences Library				
Meyer, Carrie	McGoogan Health Sciences Library	Assistant Professor	Associate Professor	7/1/2024
Torell, Erin	McGoogan Health Sciences Library	Assistant Professor	Associate Professor	7/1/2024
Westmark, Danielle	McGoogan Health Sciences Library	Assit	Associate Professor	7/1/2024
Munroe-Meyer Institute				
Carroll, Regina	MMI-iCASP	Associate Professor	Professor	7/1/2024
Hansen, Bethany	MMI-Center for Pediatric Feeding Disorders	Assistant Professor	Associate Professor	7/1/2024
Johnson, Jolene	MMI-Education and Child Development	Assistant Professor	Associate Professor	7/1/2024
Rodriguez, Nicole	MMI-iCASP	Associate Professor	Professor	7/1/2024

Emeritus Appointments

07/01/2023 - 06/30/2024

University of Nebraska Medical Center

Name	Department	Emeritus Rank	Effective Date
<i>College of Allied Health</i>			
Volkman, Kathleen	CAHP-Physical Therapy	Associate Professor	June 15, 2024
<i>College of Medicine</i>			
Freifeld, Alison	Internal Medicine	Professor	July 1, 2023
Greiner, Timothy	Pathology and Microbiology	Professor	April 13, 2024
Hinrichs, Steven	Pathology and Microbiology	Professor	July 1, 2023
MacDonald, Richard	Biochemistry & Molecular Biology	Professor	July 1, 2023
Pavrides, Gregory	Internal Medicine	Professor	July 1, 2023
Pirrucello, Samuel	Pathology, Microbiology & Immunology	Professor	April 1, 2024
Radio, Stanley	Pathology, Microbiology & Immunology	Professor	January 1, 2024
Wheatley, Douglas	Family Medicine	Associate Professor	July 1, 2023
Xie, Feng	Internal Medicine	Professor	April 1, 2024
<i>College of Nursing</i>			
Berger, Ann Malone	CON-Omaha Division	Professor	July 1, 2023
Chaperon, Claudia	CON-Omaha Division	Professor	July 2, 2023
Fandt, Kathryn	CON-Omaha Division	Clinical Professor	January 1, 2024
Laframboise, Louise	CON-Omaha Division	Associate Professor	January 1, 2024
Meier, Nancy	CON-West Nebraska Division	Assistant Professor	March 1, 2024
Sebastian, Juliann	CON-Omaha Division	Professor	July 3, 2023
<i>Munroe-Meyer Institute</i>			
Olney, Ann Haskins	MMI-Genetic Medicine	Professor	July 1, 2023

2024 Continuous Appointments

University of Nebraska at Omaha

Name	Department	Rank on Effective Date	Effective Date
College of Arts and Sciences			
Denton, Paul	Biology	Associate Professor	August 19, 2024
Hu, Ying	Mathematical and Statistical Sciences	Associate Professor	August 19, 2024
Kupzyk, Sara	Psychology	Associate Professor	August 19, 2024
Lyon, Bethany	Psychology	Associate Professor	August 19, 2024
McCaffrey, Joseph	Philosophy	Associate Professor	August 19, 2024
College of Communication, Fine Arts and Media			
Brooks, Matthew	Music	Associate Professor	August 19, 2024
Sheshko Wood, Jennifer	Arts	Associate Professor	August 19, 2024
College of Education, Health, and Human Sciences			
Kern, Amanda	Special Education and Communication Disorders	Associate Professor	August 19, 2024
Nero, Derrick	Teacher Education	Associate Professor	August 19, 2024
Pearson, Ferial	Teacher Education	Associate Professor	August 19, 2024
Schenkelberg, Michaela	Health and Kinesiology	Associate Professor	August 19, 2024
Steiner, Amanda	Teacher Education	Associate Professor	August 19, 2024
College of Information Science and Technology			
Huang, Pei-Chi	Computer Science	Associate Professor	August 19, 2024
Perez, Alfredo	Computer Science	Associate Professor	August 19, 2024
College of Public Affairs and Community Service			
Heckler, Nuriel	Public Administration	Associate Professor	August 19, 2024
Hoang, Trang	Public Administration	Associate Professor	August 19, 2024
Kulig, Teresa	Criminology and Criminal Justice	Associate Professor	August 19, 2024
Reay, Susan	Social Work	Associate Professor	August 19, 2024
Library			
Maher, Monica	Library	Associate Professor	August 19, 2024

University of Nebraska at Omaha

Promotions in Rank 2024

Name	Department	Present Rank	New Rank	Effective Date
College of Arts and Sciences				
Denton, Paul	Biology	Assistant Professor	Associate Professor	August 19, 2024
Dere, Ashlee	Geography/Geology	Associate Professor	Professor	August 19, 2024
DiStefano, Eugenio	World Languages and Literature	Associate Professor	Professor	August 19, 2024
Girten, Kristin	English	Associate Professor	Professor	August 19, 2024
Hemje, Amy	Chemistry	Instructor	Lecturer	August 19, 2024
Hu, Ying	Mathematical and Statistical Sciences	Assistant Professor	Associate Professor	August 19, 2024
Kass, Nicholas	Mathematical and Statistical Sciences	Instructor	Lecturer	August 19, 2024
Krasnoslodbodtsev, Alexey	Physics	Associate Professor	Professor	August 19, 2024
Kupzyk, Sara	Psychology	Assistant Professor	Associate Professor	August 19, 2024
Lyon, Bethany	Psychology	Assistant Professor	Associate Professor	August 19, 2024
McCaffrey, Joseph	Philosophy	Assistant Professor	Associate Professor	August 19, 2024
Neathery-Castro, Jody	Political Science	Associate Professor	Professor	August 19, 2024
Osborn, Sarah	English	Instructor	Lecturer	August 19, 2024
Perkinson, Nikae	Chemistry	Instructor	Lecturer	August 19, 2024
Weaver, Adam	Psychology	Associate Professor	Professor	August 19, 2024
College of Business Administration				
Bass, Erin	Management	Associate Professor	Professor	August 19, 2024
Pleggenkuhle-Miles, Erin	Management	Associate Professor	Professor	August 19, 2024
College of Communication, Fine Arts and Media				
Brooks, Matthew	Music	Assistant Professor	Associate Professor	August 19, 2024
Paine, Howard	Arts	Associate Professor	Professor	August 19, 2024
Sheshko Wood, Jennifer	Arts	Assistant Professor	Associate Professor	August 19, 2024
Wakin, Allison	Communication	Instructor	Lecturer	August 19, 2024

University of Nebraska at Omaha

Promotions in Rank 2024

College of Education, Health, and Human Sciences

Bjornsen-Ramig, Abby	Counseling	Associate Professor	Professor	August 19, 2024
DeVeney, Shari	Special Education and Communication Disorders	Associate Professor	Professor	August 19, 2024
Epp, Lisa	Special Education and Communication Disorders	Instructor	Lecturer	August 19, 2024
Jawed-Wessel, Sofia	Health and Kinesiology	Associate Professor	Professor	August 19, 2024
Kern, Amanda	Special Education and Communication Disorders	Assistant Professor	Associate Professor	August 19, 2024
Messerole, Mike	Health and Kinesiology	Associate Professor	Professor	August 19, 2024
Nero, Derrick	Teacher Education	Assistant Professor	Associate Professor	August 19, 2024
Pearson, Ferial	Teacher Education	Assistant Professor	Associate Professor	August 19, 2024
Rodriguez-Arroyo, Sandra	Teacher Education	Associate Professor	Professor	August 19, 2024
Schenkelberg, Michaela	Health and Kinesiology	Assistant Professor	Associate Professor	August 19, 2024
Steiner, Amanda	Teacher Education	Assistant Professor	Associate Professor	August 19, 2024

College of Information Science & Technology

Huang, Pei-Chi	Computer Science	Assistant Professor	Associate Professor	August 19, 2024
Lierler, Yuliya	Computer Science	Associate Professor	Professor	August 19, 2024

College of Public Affairs and Community Service

Heckler, Nuriel	Public Administration	Assistant Professor	Associate Professor	August 19, 2024
Hoang, Trang	Public Administration	Assistant Professor	Associate Professor	August 19, 2024
Kulig, Teresa	Criminology and Criminal Justice	Assistant Professor	Associate Professor	August 19, 2024
Reay, Susan	Social Work	Assistant Professor	Associate Professor	August 19, 2024
Richards, Tara	Criminology and Criminal Justice	Associate Professor	Professor	August 19, 2024

Library

Maher, Monica	Library	Assistant Professor	Associate Professor	August 19, 2024
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Emeritus Appointments
07/01/2023 - 06/30/2024
University of Nebraska at Omaha

Name	Department	Emeritus Rank	Effective Date
Azadmanesh, Azad	Computer Science	Professor	May 24, 2024
Brown, Joseph	Psychology	Professor	May 24, 2024
Chen, Zhengxin	Computer Science	Professor	December 22, 2023
Christensen, Margarette	English	Lecturer	May 24, 2024
Danielson, Kathleen	Teacher Education	Professor	May 24, 2024
Edick, Nancy	Education, Health, and Human Sciences	Dean	July 1, 2023
Glasser, Scott	Arts	Professor	May 24, 2024
Helm, David	Arts	Professor	May 24, 2024
Kuhn, Miriam	Special Education and Communication Disorders	Associate Professor	May 24, 2024
McCarty, John	Biology	Professor	May 24, 2024
McNamara, Patrick	Political Science	Instructor	December 22, 2023
Monardo, Anna	Arts	Professor	May 24, 2024
Radosta, Kathy	English	Lecturer	September 1, 2023
Simcoe, Barb	Arts	Professor	May 24, 2024
Smith-Howell, Deborah	Graduate Studies	Dean	May 24, 2024
Weber, Karen	Communication	Lecturer	May 24, 2024
Wood, Sharon	History	Professor	May 24, 2024
Woods, Sara	Community Engagement	Chief Engagement Officer	January 2, 2024



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Report on annual Leaves of Absences (LOA) approved during
FY 2023-24

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

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

PRESENTER: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

The attached report is a summary of the academic leaves of absences that have been approved by the University of Nebraska President 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.

BACKGROUND INFORMATION

The President may approve leaves of absence to members of the permanent professional staff holding full-time appointments that fall within the guidelines set forth in the *Bylaws*. Academic Leaves are approved in advance of the leave dates.

RECOMMENDATION

The President approved the report on September 6, 2024.

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



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Report on the periodic review of multi-departmental Academic Centers for Research, Teaching, and/or Service

☒ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

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

PRESENTER: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

This report lists the multi-departmental Academic Centers for Research, Teaching, and Service reviewed in 2023-2024 and includes the results of these periodic reviews.

BACKGROUND INFORMATION

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.

RECOMMENDATION

The President approved the report on September 6, 2024.

Campus Reviews of University of Nebraska Academic/Research Centers: 2023-2024
[Board of Regents Report Review Year: 2024]

Center Name	Date Established	Affiliated Unit(s)	Review Process	Recommendation	Next Report*
UNK					
Nebraska Business Development Center	1991	College of Business and Technology	External Self-Study and Accreditation Review	Continue	2031
UNL					
Center for Biological Chemistry	Variable	Institute of Agriculture and Natural Resources, Biochemistry	Biochemistry APR	Continue	2031
Center for the Teaching and Study of Applied Ethics	1985	Law (Expecting proposal for change to College of Arts and Sciences [CAS])	review by Law Dean every 7 years (Expecting proposal for change to CAS)	Continue	2031
Family Resource Center	1990	College of Education and Human Sciences, Child, Youth and Family Studies	Marriage and Family Therapy (MFT) accreditation	Continue	2031
Harris Center for Judaic Studies	1993	CAS	review by CAS Dean every 7 years	Continue	2031
Nebraska Redox Biology Center	2003	Vice Chancellor of Research, Agricultural Research Division, CAS	Biochemistry Academic Program Review	Continue	2030
UNMC					
Center for Excellence in Pancreatic Cancer	2018	College of Medicine (COM) and Vice Chancellor for Research (VCR)	Research Resources Board (RRB) Review with VCR	Continue	2029
Center for Heart and Vascular Research	2019	COM and VCR	RRB and VCR	Continue	2029
Center for Reducing Health Disparities	2014	College of Public Health (CoPH) and VCR	RRB and VCR	Continue	2029
Center for Rural Health Services Research	1991	CoPH and VCR	RRB and VCR	Continue	2029
UNO					
Leonard and Shirley Goldstein Center for Human Rights	2003	College of Arts and Sciences	Internal Review	Continue	2031

*Reports to the Board must be provided every seven years; more frequent reporting can be initiated by campus administration.



Review Summary

Nebraska Business Development Center – Small Business Development Center

Expedited Review Process with External Accreditation Report 2021-2022

UNK NBDC-SBDC APR Self-Study Report Date: Prepared 06/25/2024 for 2017-2023

An external self-study and accreditation review of the Nebraska Business Development Center (NBDC) Small Business Development Center (SBDC) program including the NBDC-UNK SBDC center was conducted by ASBDC in 2021-2022¹ with conditional program accreditation provided in February 2022 and unconditional program accreditation provided in February 2023.

Center Mission: The mission of Nebraska Business Development Center is to support the growth and the development of businesses operating in Nebraska by delivering guidance, support, objective management, and technical assistance.² The NBDC-UNK center is one of seven NBDC SBDC centers located across Nebraska.

Assessment: The center serves a Nebraska regional population of 246,751 persons and delivers required traditional SBDC small business services to central and south-central Nebraska, similar to those provided by all NBDC SBDC centers. Additionally, the center also delivers business valuation, owner exit-succession services, and training seminars statewide. During the study period, from 2017-2023, the NBDC-UNK center served 686 total clients and reported project capital investments of over \$45 million in new and existing small businesses. The Association of Small Business Development Centers (ASBDC) review team required improvements to the NBDC SBDC strategic planning process. This condition was successfully addressed, and the ASBDC granted accreditation renewal without condition in February 2023. The center is resource constrained. There have not been any significant funding increases since 2000. UNK CBT contributes \$15,000 or 13.3% of the centers' financial support. The time constraints for a single consultant center are a severe limitation. However, the center appears able to continue to produce the required and premium services adequate to meet their mission into the future.

Recommendations: Center status should be retained. The staff at the NBDC-UNK is well qualified to meet their mission. The director is highly skilled and adept in developing programs of service and training to better assist regional entrepreneurs and business owners. The outreach center supports a positive image for the NBDC program, the College and the University. CBT funding is expected to be available to support the center during the next cycle supplementing the limited professional fees it produces and an annual sub-award from the UNO NBDC Lead Center and the US Small Business Administration.

Responsibility for Monitoring: The NBDC-UNK SBDC center is primarily overseen and managed by the NBDC lead center at UNO, Dan Curran – NBDC Executive Director, and Tony Schultz – SBDC Program Manager. The Dean's office at UNK CBT is responsible for the staff position used to operate the sub-center at UNK and interacts with the center Director as needed to ensure successful operations and financial reporting through UNK's Office of Sponsored Programs and the Finance Office.

¹ The review team membership was composed of members of the national Association of Small Business Development Centers (ASBDC) including Jody Keenan, Virginia SBDC and Mike Daniel, California-Orange County/Inland Empire SBDC.

² America's SBDC Accreditation Report 2021-2022 – Mission, Vision and Values

Review Summary
Center for Biological Chemistry (CBC)
External Review: September 18-22, 2023
Report Date: June 18, 2024

A UNL Academic Planning Committee (APC) program review of the Department of Biochemistry and Affiliated Centers was conducted September 18-22, 2023. During this review, various meetings were held to review and have discussions about the Center for Biological Chemistry (CBC) with administrators, faculty, staff, and students.

The Department of Biochemistry program review team membership* was composed of Non-UNL Faculty, industry, UNL Faculty, and UNL Undergraduate and Graduate Students.

Center Mission: The mission of the Center for Biological Chemistry (CBC), is to advance interdisciplinary educational and research programs in the molecular life sciences at UNL. The CBC represents the operational structure leading to the MS and PhD degrees in the Department of Biochemistry and provides individualized research-intensive training in diverse areas of biochemistry including metabolic biochemistry and redox biology.

Assessment: The Review Team indicated that the graduate education program in the Center for Biological Chemistry is in general strong. The core curriculum provides a solid foundation in traditional biochemistry topics while several elective course offerings allow students to tailor programs of study to fit individual interests and goals. Students are trained to critically review the primary literature and to write, defend, and review research proposals.

Recommendations: The Review Team recommended that the Graduate Program Training should consider expanding current T32 MMoD and developing new training programs to enhance quality of education and career opportunities for graduate students in the Center for Biological Chemistry.

Responsibility for Monitoring: Regular meetings between the CBC Director and the Department of Biochemistry Chair are suggested to address general issues identified by the Review Team.

***Team Membership:** **External Reviewers:** **Glenda Gillaspy** (Dean of Agriculture and Life Sciences, University of Wisconsin-Madison, Chair), **Cristina Furdul**, Professor of Medicine, Wake Forest University), **Marcia Newcomer** (Professor, Biochemistry and Molecular Biology Division, Department of Biological Sciences, Louisiana State University), **Timothy Rydel** (Senior Scientist, Bayer Crop Science). **Internal Reviewers:** **Amanda Ramer-Tait** (IANR Faculty Representative), **Jennifer Clarke** (APC Representative), **Zachery Shomo** (Graduate Student Representative), **Jordyn Svoboda** (Undergraduate Student Representative).



Review Summary
Kutak Center for the Teaching and Study of Applied Ethics
Center for Ethics and Social Responsibility (proposal forthcoming)

Internal Review: College of Arts and Sciences

Internal Review: May 8, 2024

Report Date: June 6, 2024

A review of the Center was conducted on May 8, 2024. The review team membership was composed of Dr. Adam R. Thompson, Director of the Center, and Jennifer McKittrick, Chair, Department of Philosophy. Dr. Thompson and Dr. McKittrick met with Dean Mark Button, College of Arts and Sciences, to discuss this center review.

Center Mission: The mission is to highlight the significance of and encourage the exploration of personal morality, social responsibility, and critical thinking more broadly across the disciplines and various methods of inquiry. The Center's academic and research focus is to teach, study, and provide programming that empowers individuals and communities to more confidently navigate the moral contours of complex situations and contexts.

Assessment: The curricular programming is wide and includes experiential learning opportunities for students. One of these experiential learning initiatives provides support to a local high school ethics bowl team. The other experiential learning initiative employs a graduate student to design embedded ethics modules for computing and information technology courses in the School of Computing at UNL and in the College of Information Science and Technology at the University of Nebraska-Omaha (UNO). Each curricular program extends the learning opportunities that the Department of Philosophy can offer in ways that increase interdisciplinary collaborations. For example, the Center's embedded ethics work involves the disciplines of computer science, software engineering, information technology, and philosophy. With additional financial support, the Center is poised to design and implement ethics modules in Physics, Chemistry, and courses in agriculture or climate science, or any other discipline that is interested in supporting their students' understanding of ethics and social responsibility as it applies to their field. The Center is well positioned to grow and strengthen education in ethics and social responsibility at UNL and the wider community

Additionally, Dr. Thompson maintains the Center's research capacity through partnerships that are internal and external to UNL. Internal to UNL, Dr. Thompson has partnered with two separate interdisciplinary groups on catalyst grants — one in the area of computing and one in the area of natural resource management and civic engineering. External to UNL, Dr. Thompson has collaborated with faculty at UNO and the University of Nebraska Medical Center (UNMC) on ethics and AI focused projects.

Recommendations:

Center status should be retained.

A proposal will be forthcoming to transfer the Kutak Center for the Teaching and Study of Applied Ethics in the College of Law to the College of Arts and Sciences. In order to sustain and increase the impact and curricular offerings of the Center, reliable streams of funding need to be secured by the faculty and graduate students affiliated with the Center. The Center and the Department of Philosophy are encouraged to continue working in close coordination with the Dean's Office, the NU Foundation, and ORED to support external grant applications. Private foundation funding in support of ethics in the age of big data and generative AI should be a core strategic priority for the Center.

Responsibility for Monitoring: The Dean, in coordination with the Center Director, is responsible for monitoring the progress of the Center.



Review Summary
**Family Resource Center
Couple and Family Clinic
April 4-5, 2024**

A virtual external accreditation review of the of the Marriage and Family Therapy (MFT) Program in the Department of Child, Youth and Family Studies was conducted on April 4-5, 2024. The review team membership was composed of three non-University of Nebraska faculty assigned by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). The site visitors were Susan Hastings with Hope University, Christian Jordal with Drexel University, and Ryan Henry with the University of Southern Florida.

Center Mission: The Marriage and Family Therapy Program's mission is committed to the treatment of individuals, couples, and families; to the training of skilled helping professionals; and to research in the areas of family science, marriage, and family therapy. Part of this mission is met through the Couple and Family Clinic housed at the Family Resource Center on East Campus. The clinic provides low-cost marriage and family therapy services in person and via telehealth to individuals, couples and families in Lincoln and the greater state of Nebraska. Second-year MFT students see clients under the clinical supervision of Drs. Katelyn Coburn, Carrie Hanson-Bradley, and Gilbert Parra. The program and clinic are administered by the Department of Child, Youth, and Family Studies.

Assessment: Site visitors noted that the program demonstrates student experience in MFT practice with diverse, marginalized, and/or underserved communities including seeing clients at the Couple and Family Clinic. Site visitors also noted that the program demonstrates that it provides sufficient environmental supports, including the Couple and Family Clinic which hosts six therapy rooms, three observation rooms, and video recording capabilities.

The site visitors would like the clinic to continue monitoring the environmental supports through the survey we send out at the end of each semester.

Recommendations: Continue operating as normal, including ongoing monitoring through formal and informal assessments of student and client experience. The Clinic will be reviewed every seven years by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). The next review is scheduled for 2030.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of Associate Professor of Practice and Marriage and Family Therapy Program Director Carrie Hanson-Bradley and the Department of Child, Youth, and Family Studies Chairperson Mike Merten. The program accreditation cycle is every seven years. The next date of review will begin in 2030.



Review Summary
Norman and Bernice Harris Center for Judaic Studies
Internal Review: College of Arts and Sciences
Internal Review: March 28, 2024
Report Date: June 6, 2024

An internal review of the Norman and Bernice Harris Center (the Center) for Judaic Studies was conducted on March 28, 2024. The review team consisted of Dr. Ken Bloom (Professor and Chair, Department of Physics and Astronomy), Dr. Courtney Hillebrecht (Professor and Chair, Department of Political Science), Dr. Anne Duncan (Associate Professor and Chair, Department of Classics and Religious Studies), and Dr. Marco Abel (Professor and Chair, Department of English at UNL). The review was led by Dr. Mark Button, Dean of UNL's College of Arts and Sciences.

Center Mission: The Norman and Bernice Harris Center for Judaic Studies' mission is to promote and support "scholarship in Jewish Studies at the University of Nebraska" and to educate "the people of the Great Plains region about Jewish civilization and the nature and history of anti-Semitism, as well as [to promote] understanding between Jews and non-Jews."

Assessment: The committee identified several strengths, including the research productivity of the affiliated faculty and their high-impact teaching. The six faculty affiliates are highly productive researchers with national and international reputations, as evidenced by their robust publication records, invitations to speak globally, and defining work in the areas of Holocaust education and anti-Semitism. Similarly, the Center's affiliated faculty are award-winning teachers, whose teaching excellence has been recognized both formally and through consistently high enrollment in their courses. The committee also recognizes the Center's efforts to be at the heart of Jewish life on campus.

The committee identified areas of weakness for the program, including low enrollment and engagement in the Judaic Studies minor; the need for both a short- and long-term plan to cover the required Judaic Studies curriculum; and low visibility and the lack of a clearly defined identity on campus and in the Lincoln community.

Recommendations:

Center status should be retained.

The committee offers three main recommendations related to the above-mentioned weaknesses. (1) The Center should revise the minor to align more closely with existing expertise on campus and with students' academic and career goals. We also encourage the Center to develop a recruitment strategy that prioritizes updating the Center's website and establishing its social media presence. (2) The Center has clear and immediate teaching needs, particularly in Jewish history, religion, and culture beyond the

Holocaust and Israeli politics. The committee recommends the Center engage in the CAS's hiring process and work creatively and collaboratively to meet these needs. (3) The Center should work to increase its visibility on campus and in the community by advertising, collaborating with other units on programming and curriculum, and updating its digital presence.

In support of all of these goals, we recommend that the Center Director initiate a strategic planning process for the Harris Center and increase his engagement with the Dean's Office in support of curriculum revisions, increasing Center visibility, increasing student engagement, and bolstering research and teaching collaborations with other units in the College.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Center's director, Dr. Ari Kohen, and the Dean of the College of Arts and Sciences, Mark Button.

Review Summary
Nebraska Redox Biology Center
External Review: September 18-22, 2023
Report Date: June 18, 2024

An External Review of the Redox Biology Center was conducted along with a Review of the UNL Department of Biochemistry on September 18–22, 2023. During this review, various meetings were held to review and have discussions about the Redox Biology Center with administrators, faculty, staff, and students.

Center Mission: The Redox Biology Center (RBC) was founded and continuously funded from 2002-2017 as a National Institutes of Health Center of Biomedical Research Excellence (CoBRE). The RBC is organized as a broad-based interdisciplinary and multi-institutional entity involving researchers from UNL and UNMC. The major goals of the Center have been to: 1) Mentor new faculty hires to independent success in funding and scholarly activities; 2) Increase research capabilities, innovation, and extramural funding in the Center; 3) Strengthen research training and education in redox biology; and 4) Graduate from IDeA program funding as a self-sustainable center of research excellence in redox biology.

Assessment: The Redox Biology Center has achieved international recognition, and it serves as the main structure for inter-departmental and national & international inter-institutional collaboration including locally with UNMC. It is critical for the institution to continue the financial support for RBC during the transition from the CoBRE funding towards future extramural support. Targeted investment in collaborative projects with UNMC will benefit both the RBC and the growth of the Structural Biology Core/Initiative, which can follow a shorter path to international recognition by association with the RBC. Continuous support of RBC (pilot funds, support for cores/instrumentation) will have a positive impact on the retention of talented and well-funded faculty in the program.

Recommendations: The ERT recommends continued investment in high-end technologies and development of a financial plan to maintain and replace these when outdated. A number of instruments in the cores previously supported by the Redox Biology Center CoBRE funding are currently outdated and/or are no longer supported by the manufacturers (i.e., replacement parts for repair are not available). In particular, both the ICP-MS and the Velos LTQ MS instruments are outdated and are critical for the research of several faculty in the Department to maintain the international recognition of the Redox Biology Center and to support the new Structural Biology Initiative. The ICP-MS, in particular, has worldwide users from both academia and industry, has brought revenue to the Department and produced high-impact publications. This resource and faculty expertise has raised the scientific profile and recognition of the Department, and it is in critical need of replacement with new technology.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of the Leadership Team of the Agricultural Research Division, who will collaborate with the Office of Research and Economic Development as needed. Hiring 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.

***Team Membership:** **External Reviewers:** **Glenda Gillaspay** (Dean of Agriculture and Life Sciences, University of Wisconsin-Madison, Chair), **Cristina Furdui**, Professor of Medicine, Wake Forest University), **Marcia Newcomer** (Professor, Biochemistry and Molecular Biology Division, Department of Biological Sciences, Louisiana State University), **Timothy Rydel** (Senior Scientist, Bayer Crop Science). **Internal Reviewers:** **Amanda Ramer-Tait** (IANR Faculty Representative), **Jennifer Clarke** (APC Representative), **Zachery Shomo** (Graduate Student Representative), **Jordyn Svoboda** (Undergraduate Student Representative).



Internal Review Summary
Center for Excellence in Pancreatic Cancer (PCCE)
Progress Review: August 2024
(Report Date: August 15, 2024)

An internal review of the Center for Excellence in Pancreatic Cancer (PCCE) was conducted in August 2024. The review team membership* was composed of four senior leaders at UNMC.

Center Mission: To transform the “state of the art” for pancreas cancer care by making molecular diagnoses of pancreas cancer subtypes at the earliest possible stages and treating with patient-specific therapies.

Assessment: The Board of Regents (BoR) designated the PCCE as a BoR Center in 2018. Sunil Hingorani, M.D., Ph.D., an internationally recognized pancreatic cancer clinician-scientist, was recruited as the inaugural Director in 2022. Its scientific focus addresses a key disease for Nebraskans and critical needs for therapeutic development.

Strengths. The Center has developed or strengthened a number of resources to support basic, translational & clinical research; scholarly activity; and garnered international recognition. **Leadership.** Dr. Hingorani’s recruitment to the Director in 2022 was significant to the growth and trajectory of the Center. **Scholarly Activity & Development.** The Center has supported investments in key technologies to understand molecular underpinnings of disease progression in UNMC’s spatial profiling hub and invested in cutting-edge mass spectrometry instrumentation supporting early detection initiatives. The PCCE established a new series, “20/20/20 – Ideas into Action,” to foster concrete and meaningful interactions between basic scientists and clinicians and spur the creation of novel, investigator-initiated clinical trials. Presentations by basic scientists and clinicians are followed by an active discussion to formulate clinical trials. The Center has redesigned and deployed a new model of care delivery - the Pancreatic Diseases Specialty Clinic – which facilitates real-time, multidisciplinary approaches to care and is a powerful teaching tool for trainees. The Center has established a clinically annotated biospecimen repository that supports fundamental research and investigations into the basis for the elevated risk of pancreas cancer for Nebraskans. The Center has provided resources to the nationally recognized Rapid Autopsy Program (RAP), which captures well-preserved precious and rare samples that enable otherwise unfeasible research. **Recognition.** The National Pancreas Foundation awarded the Center the rare honor of a dual-designation Center of Excellence for scientific discovery and clinical care. The Center was also invited to participate as an “Innovator” site for interdisciplinary care by the Canopy Collective, a national consortium dedicated to exporting this model of care to other institutions.

Areas of Improvement. The Center should have a formal membership roster and an organizational chart with Center leadership and administrative structure. The committee notes that PCCE has recently initiated a broad solicitation of membership to UNMC Fred & Pamela Buffett Cancer Members. The Center should develop a faculty recruitment plan that integrates, ideally, with developing a five-year strategic plan that considers broadening collaborations within NU and external to NU. The Center should establish an advisory board with internal and external members. The Center should strongly consider a five-year strategic plan that includes broadening collaborations within the UNMC research community and establishing additional national resources for the scientific community, such as the RAP. The Center should continue building on clinical trial success, ensuring alignment with institutional guidance. Overall, the Center should continue to develop programs/resources that establish it as a leader in pancreas cancer research.

Recommendation: Center status should be maintained.

Responsibility for Monitoring: Addressing these recommendations will be the responsibility of the Center Director. Progress monitoring will be the responsibility of the Director of FPBCC and Office of Research.

***Review Team Membership:** Jane Meza, Ph.D., Vice Chancellor for Academic Affairs (Interim); Ken Bayles, Ph.D., Vice Chancellor of Research, University of Nebraska Medical Center; Tess Kuenstling, Ph.D., Assistant Vice Chancellor for Research Resources; Joann Sweasy, Ph.D., Director of the Eppley Institute and the Fred and Pamela Buffett Cancer Center.



External Review Summary
Center for Heart and Vascular Research
Progress Review: June 2024
(Report Date: July 1, 2024)

An external review of the Center for Heart and Vascular Research (CHVR) was conducted in March 2024. The review team membership* was composed of the UNMC Vice Chancellor for Research and the Center's established External Advisory Committee**.

Center Mission: To bring together scientists and health care providers across disciplines, departments, colleges, and universities within Nebraska to synergistically facilitate collaborative basic, translational, and clinical research that develops the team into an innovative and leading heart and vascular research center and improves the heart and vascular health of our communities.

Assessment: Strengths: The scientific focus of the center is highly relevant to Nebraska as heart and vascular diseases are the leading cause of death and hospitalization in Nebraska, accounting for 1 in 3 deaths. Extramural Funding. CHVR investigators have been awarded \$103M in grants, plus the Center received a five-year, \$11.8M NIH award to support the Center itself. CHVR investigators were supported on 125 unique awards since 2022 including federal, state, foundation, and industry. Notably, NIH funding accounts for 76% of total awards. This reflects a diverse award funding portfolio with the significant volume and funding tied to federal research funding. Scholarly Activity & Development. CHVR has hosted two grant writing bootcamps attended by 21 early career investigators. CHVR cores and programs also directly supported 16 publications in FY23, this is reasonable due to the timelines associated with publication and study start-up. CHVR has awarded \$710,000 in pilot project funding to basic, translational, and clinical researchers across the NU system since 2020. Administration. CHVR has a robust organizational structure with a clearly defined organization chart, research cores, programmatic focus areas (CardiOmics and Vascular Research). Oversight includes three committees: Institutional Advisory, Operations Committee & External Advisory. Membership. Numerous activities in the reporting period include development of membership from UNMC, UNL, and UNO including 78 faculty, 1 resident, 10 instructors, 20 post-docs, 56 graduate students, and 12 staff scientists. There are clear partnerships and connections with Nebraska Medicine Cardiology, Surgery, and Internal Medicine. Emerging partnerships with industry are expanding.

Areas of improvement: Continue to strengthen industry relations, intellectual property and startups. Continue to prioritize opportunities to grow federal extramural funding. In two to three years, a community outreach plan to engage our community (within Nebraska) and a strategy to engage the broader research community nationally should be drafted and incorporated into the next 5-year strategic plan.

Recommendation: Center status should be retained.

Responsibility for Monitoring: Progress toward addressing these recommendations will be the responsibility of the Center Director, Associate Dean for the Research College of Medicine, and the Office of Vice Chancellor for Research.

***Review Team Membership:** Ken Bayles, Ph.D., Vice Chancellor of Research, University of Nebraska Medical Center; Tess Kuenstling, Ph.D., Assistant Vice Chancellor for Research Resources.

****External Advisory Committee Membership:** L. Kristin Newby, MD; Professor of Medicine-Cardiology and Member, Duke Clinical Research Institute, Duke University; Chris Kevil, PhD, Vice Chancellor for Research, Louisiana State University, Shreveport; Scott Earley, PhD, Professor of Pharmacology & Director, Center for Molecular & Cellular Signaling in the Cardiovascular System University of Nevada, Reno.



External Review Summary
Center for Reducing Health Disparities
Progress Review: June 2024
(Report Date: July 1, 2024)

An external review of the Center for Reducing Health Disparities (CRHD) was conducted in spring 2024. The review team membership* was composed of the UNMC Vice Chancellor for Research (VCR) and other reviewers.

Center Mission: To promote equity and social justice in health and health care by leading collaborative efforts to generate and disseminate evidence-based, policy-relevant solutions. The CRHD has three strategic goals including 1) enhancing the role of UNMC in addressing disparities in health outcomes among Nebraskans through consistent community engagement, partnerships, and advocacy; 2) promoting translational research that would help reduce disparities in health status and health care at the local, state, national, and global levels; and 3) supporting UNMC's education initiatives in health disparities.

Assessment: Strengths: The Center has developed significant trust and relationships throughout Nebraska. In 2023, it served over 65,000 Nebraskans through its programming. Its scientific focus addresses Nebraska's rural health care challenges and unique minority and immigrant health needs. With expertise in chronic disease management, physical activity, weight loss, immigrant health, rural health, mental health, and telemedicine, the Center is particularly relevant to Nebraskans, given the influence of geography and socioeconomic status on health outcomes. CRHD has identified a key objective is to assess and enhance rural Nebraska health care and could complement the larger UNMC strategic priority to "Extend access to clinical trials including in rural and urban underserved communities." Scholarly Activity, Extramural Funding & Development. CRHD has adequate scholarly activity with sponsored research projects (>70) and scholarly publications (>150) since 2014. The Center excels in engagement with state and federal conferences, collaborations with other universities, training and development of students, and advocacy. Administration. CRHD has well-defined teams which focus on either North Omaha, South Omaha, or a specific community. The administrative structure is appropriate, with a well-qualified acting Director, numerous staff for community outreach and community health. There are clear partnerships and connections with multiple University of Nebraska Centers, community partners, other Universities, and state & federal entities.

Areas of improvement: The Center should submit at least three large program grant applications to diversify revenue streams and reduce reliance on institutional funding. A strategy for leadership continuity and membership is warranted. The Center should align with NU efforts to improve healthcare access to our rural communities by proactively engaging the Office of Rural Health Initiatives.

Recommendation: Center status should be retained. A progress report should be provided to the VCR in 6 months addressing the areas of improvement above.

Responsibility for Monitoring: Progress toward addressing these recommendations will be the responsibility of the Center Director, Associate Dean for the Research College of Public Health, and the Office of Vice Chancellor for Research.

***Review Team Membership:** Ken Bayles, Ph.D., Vice Chancellor of Research, University of Nebraska Medical Center; Tess Kuenstling, Ph.D., Assistant Vice Chancellor for Research Resources.



External Review Summary
Center for Rural Health Services Research
Progress Review: June 2024
(Report Date: July 1, 2024)

An external review of the Center for Rural Health Services Research (CRHSR) was conducted in spring 2024. The review team membership* was composed of the UNMC Vice Chancellor for Research (VCR) and other reviewers.

Center Mission: The Center for Rural Health Services Research (CRHSR) mission is to provide a platform for forming interdisciplinary teams for conducting projects in the areas of health services research, especially rural health research. The Center also promotes discussions of rural health policy issues at the University of Nebraska Medical Center (UNMC). Their research focus is on the health of special populations (e.g., rural minorities, rural elderly, rural remote, uninsured); analysis of federal policies (especially Medicare, health care reform); evaluation of state, local, and federal programs; and dissemination of research findings, translating them into action.

Assessment: Strengths: The Center directly impacts the health and health access of Nebraskans, especially those in rural communities. CRHSR has played a key role in a number of impactful studies during the reporting period including contributing to “The Status of the Healthcare Workforce in the State of Nebraska” which supported the Kearney expansion for rural healthcare workers, economic evaluations on pre-school and residents of long-term care facilities access to dental care, and an emerging area of research – social determinants of health. The Center serves as a key integrator connecting other UNMC Centers, multiple colleges, and the Director of Rural Health Initiatives. These collaborations have resulted in funded research, publications, grant submissions, health workforce trainings, and education program development. The Center is largely responsive to opportunities as they arise. Scholarly Activity, Extramural Funding & Development. In the past five years, the Center has received funding from federal, state, local health department, industry, and foundation totaling over \$3M in awards in the past five years. These projects have contributed to sustaining health care services in rural communities and demonstrated the economic benefits derived from the health care sector (e.g., the economic benefits of the state Loan Repayment Program and the rate of return of early prenatal care). Administration. CRHSR has robust activities under the leadership of Dr. David Palm and other staff supporting the Center are shared with the College of Public Health.

Areas of improvement: The Center should establish a research strategy to compete for larger federal awards. The Center should focus on growing the number of faculty, maintaining a faculty roster, and tracking all members’ publications and awards. The Center should align with NU efforts to improve healthcare access to our rural communities by proactively engaging the Office of Rural Health Initiatives.

Recommendation: Center status should be retained. A progress report should be provided to the VCR in 6 months addressing the areas of improvement above.

Responsibility for Monitoring: Progress toward addressing these recommendations will be the responsibility of the Center Director, Associate Dean for the Research College of Public Health, and the Office of Vice Chancellor for Research.

***Review Team Membership:** Ken Bayles, Ph.D., Vice Chancellor of Research, University of Nebraska Medical Center; Tess Kuenstling, Ph.D., Assistant Vice Chancellor for Research Resources.

Center Review Reports

Review Summary

Leonard and Shirley Goldstein Center for Human Rights (CAS)

Internal Review: 2018-2024

(Report Date: March 29, 2024)

An Internal Review of the Leonard and Shirley Goldstein Center for Human Rights (CAS) was conducted on March 19, 2024. The review team membership was composed of Deepak Khazanchi (Professor, CIST), Brett Kyle (Associate Professor, CAS), John Lyden (Department Chair, CAS), and Amy Schindler (Director, Criss Library).

Center Mission: The Leonard and Shirley Goldstein Center for Human Rights (GCHR) at UNO is a faculty-governed, non-partisan, and non-sectarian organization that promotes the understanding of human rights issues through teaching, research and creative activity, and community engagement both local and globally.

Assessment: Among human rights centers in the United States, the GCHR's affiliation with Religious Studies is unique. This connection provides an opportunity to raise the center's public profile. The interdisciplinary approach and faculty membership of the center are also strengths to be utilized. GCHR lacks regular opportunities for affiliated faculty engagement, which could be addressed by forming interest groups that could develop grant proposals, curriculum, and other initiatives around shared topics. The GCHR's programming and collaborations with UNO units and community organizations has been robust, including since the pandemic with the adoption of online and hybrid offerings. While continuing growth is commendable, it may be limited by GCHR's existing and projected financial and human resources. The university has not provided support commensurate with GCHR's accomplishments and recognition.

Recommendations: Complete a strategic plan for at least the next five years. Continue to promote programs and develop a communications infrastructure to tell the GCHR story, which should be buoyed by prioritizing existing college or university communications staff. Staff time to support GCHR fundraising and grants must also be identified at the college or university level. Identify potential funding sources, including individual donors, foundations, federal grants, institutional support, and other opportunities. Continue to support curriculum development in the minor with a goal of building towards a major. Activate the GCHR Community Council (Friends of the GCHR) with responsibility assigned to the Community Engagement Committee. Center status should be retained.

Responsibility for Monitoring: Progress towards addressing these recommendations will be the responsibility of Laura Alexander, GCHR Director, and Melanie Bloom, Dean of the College of Arts and Sciences (annually).



BOARD OF REGENTS AGENDA ITEM SUMMARY

Academic Affairs

October 4, 2024

AGENDA ITEM: Report on Open Nebraska savings for FY 2023-24

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

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

PRESENTERS: David S. Jackson, Interim Executive Vice President and Provost

PURPOSE & KEY POINTS

With the cost of traditional textbooks having increased >80% over the last ten years, purchasing these resources creates a significant financial burden for students. To enhance student affordability, faculty have been engaged in creating and/or adopting free or low-cost (<\$40) digital course materials or e-books. Compared to purchasing traditional curricular materials, NU students saved \$11,797,350 in Fiscal Year (FY) 2024 by having these low-cost digital resources available for their courses. This is an increase from the FY23 savings of \$6,713,024.

PRESIDENT'S RECOMMENDATION

The President approved the report on September 6, 2024.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Report of Bids and Contracts

☐

Review

☐

Review + Action

☐

Action

☐

Discussion

☒

This is a report required by Regents' policy.

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended July 31, 2024.

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

Contracts over \$1,000,000 June 1, 2024 – July 31, 2024
 NU Facilities, Planning and Capital Programs (UNK, UNL, UNMC, UNO)
 Business and Finance Report – Bids and Contracts

Type of Action	Campus	Description	Funding Source	Approved Budget Amount*	Contract Amount	Contractor / Vendor	Bid Review or Explanation
Construction	UNK	University Residence South (URS) & North (URN) (K032_K033) Demolition	Campus Funds	\$1,050,000	\$1,010,000	National Concrete Cutting, Inc.	Low Bid Construction
Construction	UNL	ENREEC 'N' Farm Building	Campus Funds/ Foundation	\$1,273,529	\$1,273,529	BLUCOR CONSTRUCTION GROUP LLC	Low Bid Construction
Construction	UNL	CRES-Campus Renewable Energy System Bldg (V004) Distribution System Expansion	Campus Funds	\$2,860,000	\$1,590,000	Judds Brothers Construction Co.	Low Bid Construction
Construction	UNMC	Project Health	Donor/ UNMC F&A / Nebraska Medicine	\$9,105,000	\$3,756,023	HDR & Kiewit	CMR Selection Process

*Approved budget amount represents the entirety of the applicable budget lines.

** GMP = Guaranteed Maximum Price; entry is a GMP amendment to a prior contract.

*** A/E Amendment; entry is an amendment to a prior contract.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Quarterly Capital Construction Report

☐ **Review**

☐ **Review + Action**

☐ **Action**

☐ **Discussion**

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

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

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.6.3.2.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, 2024.

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2024

KEARNEY

Calvin T. Ryan Library LB384 Renovation

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/8/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$18,738,000
Construction Start:	6/1/2022		DLR Group Inc.	2/2/2022	\$2,207,300	1	\$35,750	A/E Selection	Non Construction:	\$6,262,000
Construction End Date:	7/31/2024	8/9/2024	MCL Construction	3/1/2022	\$19,192,145	1	\$539,610	CM at Risk Selection	Total Project Cost:	\$25,000,000
Phase: Construction									% funds expended:	79%
Funding Source										
									State Funds LB384	\$25,000,000
									Total Funding	\$25,000,000

Douglas A. Kristensen Rural Health Education Complex

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$69,643,000
Construction Start:	9/30/2023		RDG Planning & Design	6/16/2023	\$5,338,300			A/E Selection	Non Construction:	\$25,357,000
Construction End Date:	7/31/2025	12/31/2025	MCL Construction	1/31/2023	\$63,925,000			CM at Risk Selection	Total Project Cost:	\$95,000,000
Phase: Construction									% funds expended:	22%
Funding Source										
									Federal	\$60,000,000
									Private/Trust	\$35,000,000
									Total Funding	\$95,000,000

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:	\$28,302,000
Construction Start:	5/1/2021		BWBR Architects Inc.	7/21/2021	\$1,949,250	1	\$436,800	A/E Selection	Non Construction:	\$4,344,000
Construction End Date:	5/31/2023	11/7/2023	Sampson Construction Co., Inc.	7/6/2021	\$27,779,580	4	(\$100,270)	CM at Risk Selection	Total Project Cost:	\$32,646,000
Phase: Warranty									% funds expended:	99%
Funding Source										
									Campus Funds	\$32,646,000
									Total Funding	\$32,646,000

Warner Hall LB384/LB309 Renovation

BoR Schedule Dates		Contracts								
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$5,869,927
Construction Start:	9/30/2022		Wilkins Architecture Design	11/30/2021	\$388,750			A/E Four Year Consultant	Non Construction:	\$755,073
Construction End Date:	11/30/2024	3/7/2024	Central Contracting Corporation	9/16/2022	\$5,888,000	4	\$219,025	Low Responsible Bid	Total Project Cost:	\$6,625,000
Phase: Warranty									% funds expended:	95%
Funding Source										
									State Funds LB384	\$5,650,000
									State Funds LB309	\$475,000
									Campus Funds	\$500,000
									Total Funding	\$6,625,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2024

LINCOLN

Agricultural Hall HVAC and Fire Sprinkler											
BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:	2/9/2024	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$5,151,068	
Construction Start:	7/3/2023		Alvine & Assoc	7/7/2023	\$252,000	1	\$24,500	A/E Four Year Consultant	Non Construction:	\$609,003	
Construction End Date:	5/17/2024	7/30/2024	BIC Construction LLC	7/3/2023	\$3,620,000	9	\$25,034	Low Responsible Bid	Total Project Cost:	\$5,760,071	
Phase:	Construction									% funds expended:	79%
										Funding Source	
										State Funds LB384	\$5,760,071
										Total Funding	\$5,760,071

Andrews Hall Air Handling Unit Replacement											
BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:	12/2/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$5,116,231	
Construction Start:	5/22/2023		Farris Engineering Inc.	11/22/2021	\$360,500	1	\$43,000	A/E Four Year Consultant	Non Construction:	\$902,469	
Construction End Date:	5/17/2024		Farris Engineering Inc.	11/22/2021	\$45,310			A/E Four Year Consultant	Total Project Cost:	\$6,018,700	
Phase:	Warranty	5/29/2024	BIC Construction LLC	6/16/2023	\$3,461,000	7	\$195,938	Low Responsible Bid	% funds expended:	91%	
										Funding Source	
										State Funds LB384	\$6,018,700
										Total Funding	\$6,018,700

Architecture Complex LB384 Renovation											
BoR Schedule Dates		Contracts							Approved Budget		
Project Approved:	4/8/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$23,411,940	
Construction Start:	11/30/2022		HDR Architecture, Inc	8/25/2022	\$1,130,000	2	\$383,500	A/E Selection	Non Construction:	\$2,938,060	
Construction End Date:	8/31/2023	8/16/2024	The Whiting-Turner Contracting Co	10/31/2022	\$22,258,271			CM at Risk Selection	Total Project Cost:	\$26,350,000	
Phase:	Construction									% funds expended:	68%
										Funding Source	
										Private/Trust	\$2,006,119
										State Funds LB384	\$24,343,881
										Total Funding	\$26,350,000

Carolyn Pope Edwards Hall, formerly 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	3	\$361,776	A/E Selection	Non Construction:	\$9,550,000	
Construction End Date:	11/30/2021	8/8/2022	Hausmann Construction, Inc.	2/4/2020	\$28,541,600	16	\$1,377,211	Low Responsible Bid	Total Project Cost:	\$46,000,000	
Phase:	Warranty	10/25/2023	Dickey-Hinds-Muir Incorporated	2/3/2023	\$1,124,200	4	\$101,594	Low Responsible Bid	% funds expended:	95%	
										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, 2024

LINCOLN

Feedlot Innovation Center at ENREEC										Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$7,128,400
Project Approved:	6/23/2022	Sub. Comp.	Provider							Non Construction:	\$371,600
Construction Start:	9/30/2022	5/15/2024	Settje Agri-Services & Engineering	7/20/2021	\$4,967,019	4	\$2,007,353	Design-Build		Total Project Cost:	\$7,500,000
Construction End Date:	9/30/2023									% funds expended:	89%
Phase:	Construction									Funding Source	
										Private/Trust	\$7,500,000
										Total Funding	\$7,500,000

Kiewit Hall, Phase 2 College of Engineering Building										Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$97,852,100
Project Approved:	10/25/2019	Sub. Comp.	Provider							Non Construction:	\$17,147,900
Construction Start:	3/31/2021		Clark & Enersen, Inc.	5/13/2020	\$5,700,000	5	\$570,753	A/E Selection		Total Project Cost:	\$115,000,000
Construction End Date:	11/30/2023	1/10/2024	Kiewit Bldg Group Inc	10/19/2020	\$94,319,131	8	\$899,462	CM at Risk Selection		% funds expended:	94%
Phase:	Construction									Funding Source	
										Private/Trust	\$115,000,000
										Total Funding	\$115,000,000

Kimball Recital Hall LB384 Renovation										Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$13,807,281
Project Approved:	12/3/2021	Sub. Comp.	Provider							Non Construction:	\$2,266,684
Construction Start:	8/31/2022		Quinn Evans Architects Inc.	4/27/2022	\$1,048,500	6	\$69,704	A/E Selection		Total Project Cost:	\$16,073,965
Construction End Date:	8/31/2024	3/21/2025	Sampson Construction Co., Inc.	9/11/2023	\$12,980,882	11	(\$41,196)	Low Responsible Bid		% funds expended:	54%
Phase:	Construction									Funding Source	
										State Funds LB384	\$16,073,965
										Total Funding	\$16,073,965

Lied Center for Performing Arts Renovation and Addition										Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method		Construction:	\$19,488,000
Project Approved:	12/3/2021	Sub. Comp.	Provider							Non Construction:	\$6,012,000
Construction Start:	6/30/2022		HDR Architecture, Inc	12/12/2022	\$238,710			A/E Selection		Total Project Cost:	\$25,500,000
Construction End Date:	8/31/2024		HDR Architecture, Inc	8/31/2023	\$2,086,442			A/E Selection		% funds expended:	15%
Phase:	Design Development		Architectural Wall Systems LLC	10/16/2023	\$89,193					Funding Source	
		2/28/2024	The Whiting-Turner Contracting Co	12/13/2022	\$1,865,791			CM at Risk Selection		Other	\$25,500,000
										Total Funding	\$25,500,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2024

LINCOLN

Memorial Stadium Improvement Project											
BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	10/5/2023	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$31,050,000	
Construction Start:			HDR Architecture, Inc *	4/7/2023	\$5,988,843			A/E Selection	Non Construction:	\$14,400,000	
Construction End Date:			Kiewit Building Group Inc	12/3/2023	\$1,800,000			CM at Risk Selection	Total Project Cost:	\$45,450,000	
Phase:	Schematic Design								% funds expended:	23%	
										Funding Source	
										Campus Funds	\$45,450,000
										Total Funding	\$45,450,000

*Contract amount includes Feasibility Study

*Contract amount includes Feasibility Study

Morrill Hall LB384 Renovation										
BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$7,948,500
Construction Start:	3/31/2022		Kenneth Hahn Architects	3/21/2022	\$700,000			A/E Four Year Consultant	Non Construction:	\$1,316,500
Construction End Date:	12/31/2023	12/6/2024	Rogge General Contractors, Inc.	4/24/2023	\$5,946,500	10	\$527,579	Low Responsible Bid	Total Project Cost:	\$9,265,000
Phase: Construction									% funds expended:	74%
Funding Source										
State Funds LB384										\$9,265,000
Total Funding										\$9,265,000

Neihardt Center LB384 Renovation											
BoR Schedule Dates		Contracts						Approved Budget			
Project Approved:	8/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$6,115,648	
Construction Start:	12/31/2022		DLR Group Inc.	1/10/2023	\$1,962,000	3	(\$311,872)	A/E Selection	Non Construction:	\$1,884,352	
Construction End Date:	5/31/2024	6/1/2024	Sampson Construction Co., Inc.	3/6/2023	\$4,970,660			CM at Risk Selection	Total Project Cost:	\$8,000,000	
Phase: Construction										% funds expended:	76%
										Funding Source	
										State Funds LB384	\$8,000,000
										Total Funding	\$8,000,000

North Stadium Expansion										
BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/25/2019	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$134,338,613
Construction Start:	4/30/2021		Bahr Vermeer & Haecker	6/23/2020	\$9,282,700	8	\$1,254,707	A/E Selection	Non Construction:	\$30,661,387
Construction End Date:	4/30/2023	5/6/2024	Hausmann Construction, Inc.	6/26/2020	\$124,456,531	3	\$301,695	CM at Risk Selection	Total Project Cost:	\$165,000,000
Phase:	Construction								% funds expended:	92%
Funding Source										
Revenue Bonds										\$50,000,000
Private/Trust										\$115,000,000
Total Funding										\$165,000,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2024

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:	\$13,865,000
Construction Start:	3/31/2020		Clark & Enersen, Inc.	11/5/2019	\$675,000	1	\$129,000	A/E Four Year Consultant	Non Construction:	\$2,635,000
Construction End Date:	3/31/2021	1/1/2021	Nemaha Landscape Const.	10/27/2020	\$263,000	2	\$60,725	Low Responsible Bid	Total Project Cost:	\$16,500,000
Phase:	Warranty	1/17/2022	Nemaha Landscape Const.	2/3/2021	\$1,816,750	4	(\$641,000)	Low Responsible Bid	% funds expended:	78%
		5/4/2022	Nemaha Landscape Const.	5/4/2021	\$7,299,210	9	\$443,346	Low Responsible Bid	Funding Source	
		1/13/2024	Nemaha Landscape Const.	5/2/2023	\$1,562,800	2	\$100,524	Low Responsible Bid	Private/Trust	\$16,500,000
									Total Funding	\$16,500,000

Pershing Military & Naval Science Building LB384 Renovation									Approved Budget	
BoR Schedule Dates		Contracts								
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$8,785,000
Construction Start:	3/31/2022		HDR Architecture, Inc	9/22/2022	\$134,000	1	\$599,950	A/E Four Year Consultant	Non Construction:	\$1,891,000
Construction End Date:	12/31/2023	6/6/2025	BIC Construction LLC	11/22/2023	\$6,739,000	1	\$457,000	Low Responsible Bid	Total Project Cost:	\$10,676,000
Phase:	Construction									% funds expended: 25%
									Funding Source	
									State Funds LB384	\$10,212,000
									Campus Funds	\$464,000
									Total Funding	\$10,676,000

Scott Engineering Center Renovation & Link Replacement (LB957 & LB384)									Approved Budget	
BoR Schedule Dates		Contracts								
Project Approved:	8/3/2018	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$70,040,000
Construction Start:	6/30/2019		RDG Schutte Wilscam Birge Inc.	12/11/2018	\$5,651,000	5	\$605,000	A/E Selection	Non Construction:	\$9,916,000
Construction End Date:	9/30/2022	6/12/2024	Hausmann Construction, Inc.	12/12/2018	\$64,370,750	7	\$707,634	CM at Risk Selection	Total Project Cost:	\$79,956,000
Phase:	Construction									% funds expended: 96%
									Funding Source	
									State Appropriations	\$72,000,000
									Private/Trust	\$5,456,000
									State Funds LB384	\$2,500,000
									Total Funding	\$79,956,000

Westbrook Music Building LB384 Replacement Project									Approved Budget	
BoR Schedule Dates		Contracts								
Project Approved:	12/3/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$66,410,923
Construction Start:	5/31/2023		Sinclair, Hille & Associates, Inc.	4/20/2022	\$4,999,900	2	\$198,400	A/E Selection	Non Construction:	\$14,646,000
Construction End Date:	5/31/2025	7/24/2025	Hausmann Construction, Inc.	9/9/2022	\$63,033,163			CM at Risk Selection	Total Project Cost:	\$81,056,923
Phase:	Construction									% funds expended: 46%
									Funding Source	
									State Funds LB384	\$78,056,923
									Private/Trust	\$3,000,000
									Total Funding	\$81,056,923

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of July 31, 2024

MEDICAL CENTER

Campus Heating Hot Water Expansion (LB384)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	3/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$13,938,500
Construction Start:	4/30/2021		Farris Engineering	4/25/2022	\$696,800			4 Year Agreement	Non Construction:	\$1,061,500
Construction End Date:	10/31/2024		SYS-Kool LLC	6/27/2022	\$1,047,710				Total Project Cost:	\$15,000,000
Phase:	Construction		Kiewit Building Group	1/11/2023	\$7,694,888			CMR Selection Process	% funds expended:	89.71%
Funding Source										
LB 384										\$14,940,600
Total Funding										\$15,000,000

COD Building Modernization (LB384)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	6/23/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$10,433,004
Construction Start:	8/1/2023		Pact Studio, Inc.	7/8/2022	\$136,478			A/E Consultant Selection	Non Construction:	\$3,566,996
Construction End Date:	5/1/2025		Hausmann Construction	1/4/2023	TBD			CMR Selection Process	Total Project Cost:	\$14,000,000
Phase:	Construction								% funds expended:	47.57%
Funding Source										
LB 384										\$14,000,000
Total Funding										\$14,000,000

Munroe Meyer Institute-J.P. Lord Demolition & Site Prep

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	2/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$5,775,114
Construction Start:	3/14/2022		Kiewit Building Group Inc.	2/17/2022	\$4,707,542	1	\$950,696	Low Responsible Bid	Non Construction:	\$1,241,750
Construction End Date:	6/30/2023								Total Project Cost:	\$7,016,864
Phase:	Construction								% funds expended:	96%
Funding Source										
Total Funding										\$7,016,864

MSB AHU Replacement (LB384)

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	10/21/2021	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$9,048,500
Construction Start:	4/30/2021		McCarthy Building Companies	4/17/2023	\$8,143,789			CMR Selection Process	Non Construction:	\$911,900
Construction End Date:	5/31/2024								Total Project Cost:	\$9,960,400
Phase:	Construction								% funds expended:	93.74%
Funding Source										
LB 384										\$9,960,400
Total Funding										\$10,000,000

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of July 31, 2024

MEDICAL CENTER

Project Health									Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	
Project Approved:	1/24/2024	Sub. Comp.	Provider						\$0	
Construction Start:	8/1/2025		Tri-Party Agreement HDR/Kiewit	1/2/2024	\$3,756,023			CMR Selection Process	Non Construction:	
Construction End Date:	12/31/2032								\$9,105,000	
Phase:	Design								Total Project Cost:	
									\$9,105,000	
									% funds expended:	
									8.7%	
Funding Source										
									Donor Funds	
									\$9,105,000	
									Total Funding	
									\$9,105,000	

Saddle Creek Campus Administrative Facility (LB384)

Project Health									Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	
Project Approved:	6/23/2022	Sub. Comp.	Provider						\$13,628,923	
Construction Start:	TBD		Tetrad & Goldenrod	TBD	\$0			Developer Led	Non Construction:	
Construction End Date:	TBD								\$4,371,078	
Phase:	Construction								Total Project Cost:	
									\$18,000,000	
									% funds expended:	
									85.8%	
Funding Source										
									LB 384	
									\$18,000,000	
									Total Funding	
									\$18,000,000	

Saddle Creek Campus Public Improvements (ILP)

Project Health									Approved Budget	
BoR Schedule Dates		Contracts		Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	
Project Approved:	2/11/2022	Sub. Comp.	Provider						\$10,530,900	
Construction Start:	4/1/2023		Olsson, FHU, Benesch	2/15/2022	\$2,445,947			A/E Consultant Selection	Non Construction:	
Construction End Date:	11/30/2024		Valley Corporation	2/3/2023	\$7,443,526			Low Responsible Bid	\$7,469,100	
Phase:	Construction								Total Project Cost:	
									\$18,000,000	
									% funds expended:	
									68%	
Funding Source										
									ILP	
									\$18,000,000	
									Total Funding	
									\$18,000,000	

University of Nebraska Quarterly Status Report
Board of Regents Approved Capital Construction Projects

As of June 30, 2024

OMAHA

Durham Science Center LB384 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:	\$28,879,100
Construction Start:	3/15/2022		Clark & Enersen, Inc.	7/19/2021	\$2,075,000	2	\$12,455	A/E Consultant Selection	Non Construction:	\$6,120,900
Construction End Date:	4/30/2024	5/13/2024	McCarthy Building Companies	8/17/2021	\$27,800,000	12	\$929,557	CM at Risk Selection	Total Project Cost:	\$35,000,000
Phase:	Warranty								% funds expended:	99%
Funding Source										
State Funds LB384									\$15,000,000	
Private/Trust									\$20,000,000	
Total Funding									\$35,000,000	

Health and Kinesiology Building LB384 Renovation for REACH

BoR Schedule Dates		Contracts							Approved Budget	
Project Approved:	8/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$8,650,000
Construction Start:	12/31/2022		RDG Planning & Design	9/6/2022	\$691,991			A/E Consultant Selection	Non Construction:	\$1,350,000
Construction End Date:	8/31/2024	10/27/2024	Boyd Jones Construction	12/12/2022	\$7,418,599	1	\$36,624	CM at Risk Selection	Total Project Cost:	\$10,000,000
Phase:	Construction								% funds expended:	62%
Funding Source										
State Funds LB384									\$10,000,000	
Total Funding									\$10,000,000	

Roskens Hall LB384 Renovation for the STEM TRAIL

BoR Schedule Dates		Contracts						Approved Budget		
Project Approved:	8/11/2022	Sub. Comp.	Provider	Date	Amount	# of COs	Total CO Amt.	Procurement Method	Construction:	\$4,311,400
Construction Start:	11/30/2022		Holland Basham Architects	9/2/2022	\$280,000			A/E Consultant Selection	Non Construction:	\$688,600
Construction End Date:	1/31/2024	5/31/2024	McCarthy Building Companies, Inc	12/5/2022	\$4,143,808			CM at Risk Selection	Total Project Cost:	\$5,000,000
Phase:	Warranty								% funds expended:	92%
Funding Source										
									State Funds LB384	\$5,000,000
									Total Funding	\$5,000,000



BOARD OF REGENTS

AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska at Kearney

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

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

PRESENTERS: Charles J. Bicak, Interim Chancellor
Jon C. Watts, Vice Chancellor of Business & Finance

PURPOSE & KEY POINTS

University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
April 1, 2024 through June 30, 2024

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2023 – 09/30/2023	\$ 828,891	\$ 5,201,794	\$0	\$170,884	\$ 6,201,569
10/01/2023 – 12/31/2023	\$2,685,292	\$61,280,478	\$0	\$ 63,872	\$64,029,642
01/01/2024 – 03/31/2024	\$3,787,307	\$ 4,034,101	\$0	\$442,324	\$ 8,263,732
04/01/2024 – 06/30/2024	\$2,979,662	\$ 1,460,284	\$0	\$ 54,489	\$ 4,494,435
Fiscal YTD Totals	<u>\$10,281,152</u>	<u>\$71,976,657</u>	<u>\$0</u>	<u>\$ 731,569</u>	<u>\$82,989,378</u>
2022-2023 Totals	<u>\$ 7,427,807</u>	<u>\$13,634,663</u>	<u>\$0</u>	<u>\$1,695,767</u>	<u>\$22,758,237</u>
2021-2022 Totals	<u>\$ 7,747,857</u>	<u>\$12,337,605</u>	<u>\$0</u>	<u>\$ 94,800</u>	<u>\$20,280,262</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

UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER April 1, 2024 – June 30, 2024

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Univ of NE Foundation	Cushing Multi Purpose Room	\$ 331,653
Univ of NE Foundation	Scholarships	\$ 325,945
Susan T. Buffett Foun	Thompson Scholars 24-25	\$ 844,087
	Subtotal	\$1,501,685
	Total amount of Gifts under \$100,000	\$1,477,977
	Total Gifts for the Quarter	\$2,979,662

Grants \$1,000,000 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 Grants under \$1,000,000	\$ 1,460,284
Total Grants for the Quarter	\$ 1,460,284

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 Contracts under \$400,000	\$54,489	
Total Contracts for the Quarter	\$54,489	



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska-Lincoln

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

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

PRESENTERS: Rodney Bennett, Chancellor
Sherri Jones, Interim Vice Chancellor of Research & Economic
Development

PURPOSE & KEY POINTS

University of Nebraska-Lincoln
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
April 1, 2024, through June 30, 2024

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2023 – 09/30/2023	\$327,504	\$83,311,048	\$0	\$9,242,957	\$92,881,509
10/01/2023 – 12/31/2023	\$178,608	\$52,686,849	\$0	\$13,625,657	\$66,491,114
01/01/2024 – 03/31/2024	\$40,750	\$57,234,950	\$0	\$6,799,373	\$64,075,073
04/01/2024 – 06/30/2024	\$367,306	\$114,601,589	\$0	\$8,602,063	\$123,570,958
Fiscal YTD Totals	<u>\$914,168</u>	<u>\$307,834,436</u>	<u>\$0</u>	<u>\$38,270,050</u>	<u>\$347,018,654</u>
2022-2023 Totals	<u>\$3,159,305</u>	<u>\$309,646,871</u>	<u>\$0</u>	<u>\$44,435,439</u>	<u>\$357,241,615</u>
2021-2022 Totals	<u>\$1,514,178</u>	<u>\$244,411,546</u>	<u>\$0</u>	<u>\$45,557,943</u>	<u>\$291,483,667</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

UNIVERSITY OF NEBRASKA-LINCOLN
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER April 1, 2024 – June 30, 2024

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Scudder Family Charitable Foundation	Scudder Family Charitable Foundation Scholarship	\$105,444
Ulmer, Annette	11 year old AQHA Gelding named Dodge Da Bullit	\$100,000
	Subtotal	\$205,444
	Total amount of Gifts under \$100,000	\$161,862
	Total Gifts for the Quarter	\$367,306

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 & Grant Enrollment Management	Federal Financial Aid to Students-Pell	\$25,057,273
Dept of Agriculture- FS	Hanna Pinneo NE State Forest Service	Strengthening Nebraska's Urban Forest Infrastructure	\$10,000,000
Dept of Agriculture- NIFA	Charles Stoltenow Dean's Office for Cooperative Extension	FY24 Joint Cooperative Extension Programs at 1862 Land-Grant Institutions	\$5,449,449
NSF	Ken Bloom Department of Physics and Astronomy	U.S. CMS Operations at the Large Hadron Collider	\$5,125,000

Dept of Agriculture- NIFA	Derek McLean Dean's Office for Agricultural Research Division	FY24 The Hatch Act of 1887 (Regular Research Fund)	\$3,204,844
Dept of Energy	Edgar Cahoon Department of Biochemistry	B5: Bigger Better Brassicaceae Biofuels and Bioproducts	\$2,555,931
Dept of Agriculture- NIFA	Brad Lubben Department of Agricultural Economics	North Central Extension Risk Management Education Center	\$2,121,750
DHHS-Nat Inst Gen Medical Sci	Rick Bevins Department of Psychology	Rural Drug Addiction Research Center - Phase 2	\$1,793,862
NSF-EPSCoR	Christian Binek Department of Physics and Astronomy	RII Track-1: Emergent Quantum Materials and Technologies (EQUATE)	\$1,750,510
Dept of Agriculture- NIFA	Derek McLean Dean's Agricultural Research Division	FY24 The Hatch Act of 1887 (Multistate Research Fund)	\$1,552,516
Dept of Agriculture- ARS	Derek McLean Dean's Agricultural Research Division	Support Effort for Developing Scientific Information and New Technology to Solve High Priority Problems for U.S. Beef, Sheep and Swine Industries	\$1,500,000
NSF-EPSCoR	Jessica Corman School of Natural Resources	RII Track-2 FEC: From Ecosystems to Evolution: Harnessing Elemental Data to Detect Stoichiometric Control-Points and their Consequences for Organismal Evolution	\$1,489,821
NSF	Seunghye Kim Department of Civil and Environmental Engineering	RAISE:CET: Hydrogen generation, migration, and reactions in the midcontinent deep subsurface for geological production and engineered storage systems	\$1,000,000

Subtotal	\$62,600,956
Total amount of all Grants under \$1,000,000	\$52,000,633
Total Grants for the Quarter	\$114,601,589

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Industry Sponsor	Sherri Jones Vice Chancellor for Research (Department)	Nebraska Center for Energy Sciences Research	\$1,500,000
Confidential	Brittany Duncan School of Computing	Autonomous Systems and Robotics Marsupial Phase 2	\$600,000
Dept of Commerce- NOAA	Rezaul Mahmood School of Natural Resources	High Plains Regional Climate Center	\$541,250
Ne Dept Education	Sara Skretta College of Education and Human Sciences (Dean's Office)	2024-2025 LPS Apprenticeship Program	\$440,000
Industry Sponsor	Jim MacDonald Department of Animal Science	Characterizing Digestion Aspects of Bran	\$402,855
	Subtotal		\$3,484,105
	Total amount of Contracts under \$400,000		\$5,117,958
	Total Contracts for the Quarter		\$8,602,063



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska Medical Center

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

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

PRESENTERS: H. Dele Davies, Interim Chancellor
Kenneth W. Bayles, Vice Chancellor of Research

PURPOSE & KEY POINTS

University of Nebraska Medical Center
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
April 1, 2024, through June 30, 2024

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2023 – 09/30/2023	\$231,403	\$54,585,451	\$0	\$18,389,519	\$73,206,373
10/01/2023 – 12/31/2023	\$246,230	\$9,007,666	\$0	\$26,547,509	\$35,801,405
01/01/2024 – 03/31/2024	\$228,690	\$30,645,414	\$17,716	\$17,965,347	\$48,857,167
04/01/2024 – 06/30/2024	\$235,420	\$34,833,849	\$0	\$29,356,695	\$64,425,964
Fiscal YTD Totals	<u>\$941,743</u>	<u>\$129,072,380</u>	<u>\$17,716</u>	<u>\$92,259,070</u>	<u>\$222,290,909</u>
2022-2023 Totals	<u>\$959,969</u>	<u>\$140,558,587</u>	<u>\$0</u>	<u>\$108,933,816</u>	<u>\$250,452,372</u>
2021-2022 Totals	<u>\$727,958</u>	<u>\$149,100,093</u>	<u>\$250,000</u>	<u>\$101,817,435</u>	<u>\$251,895,486</u>

A - Gifts of \$100,000 or more are itemized on the attached pages
B - Grants of \$1,000,000 or more are itemized on the attached pages
C - All bequests are itemized on the attached pages
D - Contracts of \$400,000 or more are itemized on the attached pages

UNIVERSITY OF NEBRASKA MEDICAL CENTER
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER April 1, 2024 – June 30, 2024

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
Hattie B. Munroe Foundation	Camp Munroe	
	Subtotal	\$151,253
	Total amount of Gifts under \$100,000	\$84,167
	Total Gifts for the Quarter	\$235,420

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
NE DHHS - LB595	Eppley Inst Faculty	LB595 Tobacco Tax Center Research Grant	\$1,300,000
DHHS/NIH/NIGMS	Biochem and Molecular Biology	Nebraska Research Network in Functional Genomics	\$3,627,570
DHHS/NIH/NIDA	Neurological Sciences	Uncovering HIV/opioid effects in the brain at the single cell level: transcription,chromatin accessibility, and reservoir analysis in the SIV/cART/morphine/rhesus monkey model	\$1,579,167
DHHS/NIH/NHLBI	CON-Omaha Division	Behavioral Economic and Staffing Strategies To Increase Adoption of the ABCDEF Bundle in the ICU (BEST-ICU)	\$1,493,234
U.S. Army/USAMRAA/C DMRP	Genetics Cell Biology & Anatomy	A Novel ER Stress Mitigation Pathway in ErbB2-Driven Oncogenesis	\$1,544,999
	Subtotal		\$9,544,970
	Total amount of all Grants under \$1,000,000		\$25,288,879
	Total Grants for the Quarter		\$34,833,849

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Shire ViroPharma, Inc.	Int Med Infectious Diseases	A Phase 3, Multicenter, Randomized, Open-label, Active-controlled Study to Assess the Efficacy and Safety of Maribavir Treatment Compared to Investigator-assigned Treatment in Transplant Recipients with Cytomegalovirus (CMV) Infections...	\$407,755
NE DHHS	Int Med Infectious Diseases	Nebraska Antimicrobial Stewardship Assessment Program (ASAP) and Infection Control Assessment Program (ICAP)	\$713,698
NE DHHS	Pathology, Microbiology & Immunolog	Expanded Testing Capacity for COVID-19/SARS-CoV-2	\$7,551,077
National Strategic Research Institute	Pharmacology/Exp Neuroscience	Biologic and Chemical Threat Characterization and Medical Countermeasure Development	\$691,355
University of California - San Diego	Pharmacology/Exp Neuroscience	Single cell determinants of brain in the context of viral persistence in SIV/cART/cocaine non-human primates	\$662,430
ViiV Healthcare Limited	Int Med Infectious Diseases	IMplementation of CAB+RPV LA for People with HIV in non-Metropolitan Areas: Addressing Adherence Barriers through Learning and Evidence-informed Strategies (IM-CAPABLE)	\$405,538
Kura Oncology, Inc.	Int Med Oncology/Hematology	Phase 1 Study to Determine the Safety and Tolerability of Ziftomenib Combinations for the Treatment of KMT2A-rearranged or NPM1-mutant Relapsed/Refractory Acute Myeloid Leukemia (KOMET-008)	\$619,103

Bristol-Myers Squibb Company	Int Med Rheumatology	A Phase 1, Multicenter, Open-Label Study Of CC-97540 (BMS-986353), CD19-Targeted Nex-T Chimeric Antigen Receptor (CAR) T Cells, in Participants with Severe, Refractory Autoimmune Diseases: Systemic Lupus Erythematosus, Idiopathic Inflamm...(CA0611001)	\$570,643
NE DHHS	COPH Health Promotion	Public Health Infrastructure Grant (PHIG)	\$3,714,814
U.S. Department of Defense	Vice Chancellor External Relations	IDAT	\$3,000,000
Omaha Housing Authority	COPH Health Promotion	Omaha Housing Authority-improve health wellness outcomes of households living in the CNI target housing site, specifically Southside Terrace Apartments	\$527,342
		Subtotal	\$18,863,755
		Total amount of Contracts under \$400,000	\$10,492,939
		Total Contracts for the Quarter	\$29,356,695



BOARD OF REGENTS

AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska at Omaha

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

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

PRESENTERS: Joanne Li, Chancellor
Carol Kirchner, Vice Chancellor of Business and Finance

PURPOSE & KEY POINTS

University of Nebraska at Omaha
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
April 1, 2024 through June 30, 2024

	Gifts	Grants**	Bequests	Contracts**	Totals
Description	A	B	C	D	
07/01/2023 – 09/30/2023	\$2,370,739	\$26,434,631	\$0	\$6,234,589	\$35,039,959
10/01/2023 – 12/31/2023	\$716,948	\$8,750,948	\$0	\$265,733	\$9,733,629
01/01/2024 – 03/31/2024	\$9,735,036	\$15,201,308	\$0	\$622,778	\$25,559,122
04/01/2024 – 06/30/2024	\$3,289,887	\$6,599,427	\$140,668	\$600,882	\$10,630,864
Fiscal YTD Totals	<u>\$16,112,610</u>	<u>\$56,986,314</u>	<u>\$140,668</u>	<u>\$7,723,982</u>	<u>\$80,963,574</u>
2022-2023 Totals	<u>\$12,838,315</u>	<u>\$50,734,794</u>	<u>\$234,906</u>	<u>\$12,757,228</u>	<u>\$76,565,243</u>
2021-2022 Totals	<u>\$11,745,948</u>	<u>\$76,176,991</u>	<u>\$0</u>	<u>\$5,919,126</u>	<u>\$93,842,065</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

** FY 2023-24 reporting adjustment of category classification of co-operative agreements from contracts to grants. No change to quarterly totals.

UNIVERSITY OF NEBRASKA OMAHA
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER APRIL 1, 2024 – JUNE 30, 2024

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
UNF	2nd Semester Professorships	\$421,545
Orville Grady Estate	Bequest - unrestricted	\$140,668
	Subtotal	\$562,213
	Total amount of Gifts under \$100,000	\$2,868,342
	Total Gifts for the Quarter	\$3,430,555

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Dept of Education	Office of Financial Support & Scholarships	Student Aid/ Traineeship	\$1,095,368
		Subtotal	\$1,095,368
		Total amount of all Grants under \$1,000,000	\$5,504,059
		Total Grants for the Quarter	\$6,599,427

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
		Subtotal	\$0
		Total amount of Contracts under \$400,000	\$600,882
		Total Contracts for the Quarter	\$600,882



BOARD OF REGENTS

AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Gifts, Grants, Contracts and Bequests
University of Nebraska Office of the President

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

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

PRESENTERS: David Jackson, Interim Executive Vice President & Provost

PURPOSE & KEY POINTS

University of Nebraska Office of the President
Report of Gifts, Grants, Contracts and Bequests Accepted During the Quarter
April 1, 2024, through June 30, 2024

	Gifts	Grants	Bequests	Contracts	Totals
Description	A	B	C	D	
07/01/2023 – 09/30/2023	\$0	\$4,472,001	\$0	\$137,696	\$4,609,697
10/01/2023 – 12/31/2023	\$0	\$0	\$0	\$8,684	\$8,684
01/01/2024 – 03/31/2024	\$0	\$2,121,189	\$0	\$(119,125)	\$2,002,064
04/01/2024 – 06/30/2024	\$0	\$0	\$0	\$500,000	\$500,000
Fiscal YTD Totals	<u>\$0</u>	<u>\$6,593,190</u>	<u>\$0</u>	<u>\$527,255</u>	<u>\$7,120,445</u>
2022-2023 Totals	<u>\$0</u>	<u>\$6,011,748</u>	<u>\$0</u>	<u>\$3,051,956</u>	<u>\$9,063,704</u>
2021-2022 Totals	<u>\$0</u>	<u>\$6,359,238</u>	<u>\$0</u>	<u>\$90,643</u>	<u>\$6,449,881</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

UNIVERSITY OF NEBRASKA OFFICE OF THE PRESIDENT
REPORT OF AWARDS
WHICH REQUIRE SEPARATE ITEMIZATION
ACCEPTED DURING THE QUARTER April 1, 2024 – June 30, 2024

Gifts/Bequests \$100,000 and over

<u>Donor</u>	<u>Purpose</u>	<u>Amount</u>
	Subtotal	\$0
	Total amount of Gifts under \$100,000	\$0
	Total Gifts for the Quarter	\$0

Grants \$1,000,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
		Subtotal	\$0
		Total amount of all Grants under \$1,000,000	\$0
		Total Grants for the Quarter	\$0

Contracts \$400,000 and over

<u>Grantor</u>	<u>Grantee Department</u>	<u>Purpose</u>	<u>Amount</u>
Ne Dept Education	Dalhia Lloyd Buffett Early Childhood Institute (BECI)	NDE Office of Early Childhood Video Library Project	\$400,000
		Subtotal	\$400,000
		Total amount of Contracts under \$400,000	\$100,000
		Total Contracts for the Quarter	\$500,000



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Report excess liability and student health insurance policy renewals for policy year 24/25

☐

Review

☐

Review + Action

☐

Action

☐

Discussion

☒

This is a report required by Regents' policy.

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

Pursuant to Section 6.4 of the *Bylaws*, the President shall have authority to approve and execute any contract not otherwise described in Regents' Policy 6.3.1(4), provided that the contract does not exceed \$5 million in the aggregate over the term of the contract. All such contracts in excess of \$1 million shall be reported to the Board of Regents at the next regular meeting.

Renewal of the following insurance policies are expected to have an impact on the University in excess of \$1 million and are thus reported to the Board of Regents:

Excess Liability Insurance Policy Renewed July 1, 2024 - \$1,297,114 (United Educators)
Student Health Insurance Policy for Academic Year 24/25 - \$3,889.11/student (UHCSR)



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance**October 4, 2024****AGENDA ITEM:** Review UNO LB384 Utility Distribution Systems Project

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

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

PRESENTERS: Doug Carlson, AVP University Services/Director, FP&CP
Carol Kirchner, UNO Vice Chancellor of Business and Finance

PURPOSE & KEY POINTS

Review UNO LB384 Utility Distribution Systems Project. This project was created to replace portions of the underground steam piping. The initial budget of \$2,800,000 set in October 2021 was increased to \$3,200,000 in June 2023 based on bids received.

During execution of the project additional steam line failures necessitated the replacement of additional piping. The project budget was increased to \$3,548,000 in April 2024 to cover the replacement of the steam line to Weber Fine Arts when that building service failed. Recently, the steam main east of Allwine Hall failed and is driving additional scope for this project. The additional work is being funded with UNO maintenance funds.

Project Budget

Probable Construction Costs:	\$4,383,000
Probable Non-construction Costs:	\$ 485,000
Probable Total Project Costs:	\$4,868,000

BACKGROUND INFORMATION

The authority to approve and execute contracts in excess of \$5,000,000 is reserved by the Board of Regents.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Report of Technology and IP Transactions
University of Nebraska-Lincoln

☐

Review

☐

Review + Action

☐

Action

☐

Discussion

☒

This is a report required by Regents' policy.

PRESENTERS: Rodney D. Bennett, Chancellor
Michael Zeleny, Vice Chancellor for Business and Finance

PURPOSE & KEY POINTS

University of Nebraska-Lincoln
Report of Technology and IP Transactions
January 1, 2024, through August 8, 2024

REPORT OF TECHNOLOGY AND IP TRANSACTIONS

January 1, 2024, through August 8, 2024

Type of Action	Licensee	Campus	Description of Product/Service	Term of License	Contractual Requirements
Exclusive Intellectual Property License Agreement	CBI	UNL	Composite Material	10 months	Option
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Great Northern Bean Variety	7 years	License Fee & Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Wheat Varieties	10 years	Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Camera	6 months	Option
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Triticale Variety	10 years	Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Software	6 months	Option
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Great Northern Bean Variety	10 years	License Fee & Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Hybrid Seed Production and Plant Improvement	Duration of patent rights	Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Triticale and Barley Varieties	10 years	Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Soybean Varieties	5 years	License Fee & Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Sorghum Lines	7 years	License Fee & Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Biological Material	10 years	Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Great Northern Bean Variety	10 years	License Fee & Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Sorghum Lines	8 years	License Fee & Royalty Bearing

REPORT OF TECHNOLOGY AND IP TRANSACTIONS

January 1, 2024, through August 8, 2024

Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Soybean Varieties	5 years	License Fee & Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Transgenic Millet	Duration of patent rights	License Fee & Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Millet Lines	6 years	Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Soybean Variety	1 year	License Fee & Royalty Bearing
Non-Exclusive Intellectual Property License Agreement	CBI	UNL	Triticale Lines	5 years	Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Drug and Gene Delivery	6 months	Option
Exclusive Intellectual Property License Agreement	CBI	UNL	Model for Cell Maintenance	6 months	Option
Exclusive Intellectual Property License Agreement	CBI	UNL	Electro-optical Instrumentation	Duration of patent rights	Royalty Bearing
Exclusive Intellectual Property License Agreement	CBI	UNL	Gene Therapy	12 months	Option
Exclusive Intellectual Property License Agreement	CBI	UNL	Drug Delivery	6 months	Option



BOARD OF REGENTS
AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve the Annual Report of Licenses and Options Executed
University of Nebraska Medical Center

☐ Review ☐ Review + Action ☐ Action ☐ Discussion

☒ This is a report required by Regents' policy.

PRESENTERS: H. Dele Davies, Interim Chancellor
Anne Barnes, Vice Chancellor for Business, Finance and Business
Development

PURPOSE & KEY POINTS

University of Nebraska Medical Center
Annual Report of Licenses and Options Executed
July 1, 2023 – June 30, 2024

<u>Type of Action</u>	<u>Campus</u>	<u>Licensee</u>	<u>Description of Product/Service</u>	<u>Term of License</u>	<u>Effective Date</u>	<u>Contractual Requirements</u>
Intellectual Property Option	UNMC	Haroon Co, LLC	Blood Smear Device	Six Months	8/28/2023	N/A
Intellectual Property License	UNMC	UNePlan, LLC	Strategic Planning Software	Life of Intellectual Property	9/5/2023	Royalty Bearing, Minimum Royalties, Liquidation/IPO %
Intellectual Property Option	UNO	Oxfo, LLC	Chatbot for Reporting and Investigating Threats	Six Months	10/17/2023	N/A
Intellectual Property Non-Exclusive License	UNO	SIL International	Digital Dari-English Language Dictionary	Life of Intellectual Property	10/12/2023	N/A
Intellectual Property Option	UNMC	Nanomag	AV Fistula Formation Device	Two Years	1/16/2024	N/A
Intellectual Property Exclusive License	UNMC	Coya Therapeutics, Inc.	Parkinson's Disease Therapy	Life of Intellectual Property	2/9/2024	Upfront License Fee, Royalty Bearing, Annual Renewal Fees, Minimum Royalties, Milestone Payments
Intellectual Property Option	UNMC	Avenzoar Pharmaceuticals, Inc.	PI3K/BRD4 Inhibitor	9 Months	3/6/2024	Upfront Fee

Intellectual Property Option	UNMC	HemaGlobal, LLC	Rapid Blood Smear Device	6 Months	3/19/2024	Patent Cost Reimbursement
Intellectual Property Option	UNMC	American Laboratory Products Company, Ltd	Anti-MAA Diagnostic for Inflammatory Bowel Disease	6 Months	3/26/2024	Option Fee, Patent Reimbursement
Intellectual Property Exclusive License	UNMC	ProtiFi, LLC	Semi-Automated Preparation of N- and O-glycans for Mass Spec	Life of Intellectual Property	3/27/2024	Royalties
Intellectual Property Option	UNMC	NeuroServ, LLC	Sleep Monitoring System	10 Months	3/27/2024	N/A
Intellectual Property Option	UNMC	ZCure, LLC	Nanoformulated Metformin for Cancer	9 Months	4/9/2024	N/A
Intellectual Property Option	UNO	Vigiliti, Inc.	Terrorism Chatbot	3 Months	5/7/2024	N/A
Intellectual Property Option	UNMC	VOICE-IT, Inc.	PAINChat Bot	12 Months	5/22/2024	N/A



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: FY 2026-2030 University Building Renewal Plans

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

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

PRESENTERS: Anne Barnes, Interim Vice President | CFO

PURPOSE & KEY POINTS

This report identifies FY2026-2030 deferred maintenance renewal plans for all University of Nebraska campuses. The report consists of the campuses' highest priority deferred maintenance projects.

BACKGROUND INFORMATION

At least once every two fiscal years beginning in the fiscal year 2023-24 for the biennial period from fiscal years 2023-25, the Board of Regents of the University of Nebraska shall report to the Legislature (a) the projects expected to be constructed or newly financed in the next biennium from the University of Nebraska Facilities Program and (b) the projects that were constructed or newly financed in the previous biennium from the University of Nebraska Facilities Program. In addition, at least once every five fiscal years beginning in the fiscal year 2024-25 for the fiscal years 2026-30, the Board of Regents shall provide to the Legislature a copy of its current long-term capital plan for projects to be constructed or newly financed from the University of Nebraska Facilities Program.

UNL Deferred Maintenance Renewal Plan FY2026-2030								
Fiscal Year			2026	2027	2028	2029	2030	Total
Allocation			\$ 5,314,286	\$ 3,542,857	\$ 4,428,571	\$ 5,314,286	\$ 6,200,000	\$24,800,000
Campus	Building	Project						
City	Woods Art Building	HVAC Systems Upgrade (Ceilings and Lighting) FLS where needed	\$ 4,600,000					\$ 4,600,000
City	Beadle Hall	Replace Vacuum 3-Pump Skid	\$ 160,000					\$ 160,000
East	Morrison Hall	Replace Vacuum 4-Pump Skid	\$ 190,000					\$ 190,000
Mead (Outstate)	Christenson Building	Roof Repairs	\$ 52,146					\$ 52,146
Mead (Outstate)	Swine Building	Roof Replacement	\$ 195,000					\$ 195,000
Scottsbluff (Outstate)	Elliot Building	Soffit Repair/Replace	\$ 71,711	\$ 158,289				\$ 230,000
City	Richards Hall	Replace Fire Alarm System		\$ 289,000				\$ 289,000
City	Love Library South	Replace Modified Roof		\$ 288,000				\$ 288,000
City	Business Services	Replace Fire Alarm System		\$ 133,000				\$ 133,000
East	Welpton Courtroom	Replace Air Handling Unit		\$ 300,286				\$ 300,286
City	Richards Hall	Replace Flat Roofing Systems/ Re-Seal Clear Story Windows		\$ 180,000				\$ 180,000
City	Anderson Hall	Full Window Replacement		\$ 2,140,000	\$ 1,500,000			\$ 3,640,000
Rose (Outstate)	Barta HQ Building	Sidewalk/ Ramp Replacement		\$ 54,282	\$ 204,718			\$ 259,000
City	Anderson Hall	Renovate Restrooms			\$ 1,500,000			\$ 1,500,000
City	Woods Art Building	Full Window Replacement			\$ 600,000			\$ 600,000
East	Food Industry	Steam Reheat Coil Replacement in Air Handlers 2, 3, and 7 with New Heating Hot Water Glycol System and Coils.			\$ 450,000			\$ 450,000
Clay Center (Outstate)	Equipment Storage Building	Replace Roof/ Siding Repair Columns			\$ 60,996	\$ 295,004		\$ 356,000
City	Beadle Center	Replace Flat Roofing Systems			\$ 112,857	\$ 387,143		\$ 500,000
City	Beadle Center	Replace Fire Alarm System				\$ 386,000		\$ 386,000
East	Ag Communications	HVAC Systems Upgrade				\$ 2,622,286		\$ 2,622,286
North Platte (Outstate)	Student Housing Units	Window Replacement				\$ 23,853	\$ 132,147	\$ 156,000
East	Life Science Annex	HVAC Systems Upgrade - G&H Wing				\$ 1,600,000	\$ 4,130,000	\$ 5,730,000
City	Burnett Hall	Replace Fire Alarm System					\$ 520,000	\$ 520,000
City	Johnny Carson Center for Emerging Media Arts	Replace Entire Roof					\$ 260,000	\$ 260,000
East	Splinter Lab	Replace Entire Roof					\$ 470,000	\$ 470,000
City	Hewitt Place	Replace Fire Alarm System					\$ 350,000	\$ 350,000
North Platte (Outstate)	Student Housing Unit 10	Siding Replacement					\$ 75,000	\$ 75,000
Clay Center (Outstate)	Chem. Shed	Replace Roof/ Siding					\$ 164,853	\$ 164,853
								\$ -
Contingency								\$ 143,429
								\$ -
								\$ -
Total			\$ 5,268,857	\$ 3,542,857	\$ 4,428,571	\$ 5,314,286	\$ 6,102,000	\$24,800,000

Notes:

UNL has 6541 Itemized items in the 10-year plus backlog deferred maintenance plan.

NCTA Deferred Maintenance Renewal Plan 2026-2030								
Fiscal Year			2026	2027	2028	2029	2030	Total
Allocation			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000
Campus	Building	Project						
Curtis (NCTA)	Dairy Barn	Replace Roof	\$ 56,000					\$ 56,000
Curtis (NCTA)	Fitness Center	Replace Roof	\$ 8,286	\$ 33,217				\$ 41,503
Curtis (NCTA)	Ag Hall Roof	Replace Roof		\$ 9,640	\$ 53,571	\$ 39,089		\$ 102,300
Curtis (NCTA)	East Tradition Hall	Replace Roof				\$ 25,197	\$ 75,000	\$ 100,197
								\$ -
								\$ -
Total			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000

Notes:

NCTA has 658 Itemized items in the 10-year plus backlog deferred maintenance plan.

NCTA Deferred Maintenance Renewal Plan 2026-2030								
Fiscal Year			2026	2027	2028	2029	2030	Total
Allocation			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000
Campus	Building	Project						
Curtis (NCTA)	Dairy Barn	Replace Roof	\$ 56,000					\$ 56,000
Curtis (NCTA)	Fitness Center	Replace Roof	\$ 8,286	\$ 33,217				\$ 41,503
Curtis (NCTA)	Ag Hall Roof	Replace Roof		\$ 9,640	\$ 53,571	\$ 39,089		\$ 102,300
Curtis (NCTA)	East Tradition Hall	Replace Roof				\$ 25,197	\$ 75,000	\$ 100,197
								\$ -
								\$ -
Total			\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000

Notes:

NCTA has 658 Itemized items in the 10-year plus backlog deferred maintenance plan.

[illegible]

Notes:
UNMC has 2437 Itemized items in the 10-year plus backlog deferred maintenance plan.

UNO Deferred Maintenance Renewal Plan FY2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 1,178,571	\$ 785,714	\$ 982,143	\$ 1,178,571	\$ 1,375,000	\$ 5,500,000
Building	Project						
Criss Library	Roof Repair/Replace	\$ 1,178,571	\$ 321,429				\$ 1,500,000
Campus	Steam/Chilled Water Pipe replacements	\$ 250,000	\$ 750,000				
Campus	Tuck Pointing		\$ 250,000				\$ 250,000
Campus	ADA Regulatory Compliance		\$ 214,285	\$ 185,715			\$ 400,000
ASH	Roof Repair/Replace			\$ 397,000			
Criss Library	LED Lighting Upgrade			\$ 796,428	\$ 953,572		\$ 1,750,000
College of Public Affairs & Community Service (CPACS)	HVAC Systems Upgrade				\$ 225,000	\$ 1,375,000	\$ 1,600,000
							\$ -
							\$ -
Total		\$ 1,428,571	\$ 1,535,714	\$ 1,379,143	\$ 1,178,572	\$ 1,375,000	\$ 6,897,000

Notes:

UNO has 1202 Itemized items in the 10-year plus backlog deferred maintenance plan.

UNK Deferred Maintenance Renewal Plan FY2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 878,571	\$ 585,714	\$ 732,143	\$ 878,571	\$ 1,025,000	\$ 4,100,000
Building	Project						
College of Education	Roof Replacement	\$ 900,000					\$ 900,000
Copeland Hall	Tuckpointing		\$ 250,000				\$ 250,000
Copeland Hall	Window Replacement		\$ 300,000	\$ 700,000			\$ 1,000,000
West Center	Window Replacement				\$ 1,000,000	\$ 1,000,000	\$ 2,000,000
							\$ -
Contingency							\$ -
							\$ -
Total		\$ 900,000	\$ 550,000	\$ 700,000	\$ 1,000,000	\$ 1,000,000	\$ 4,150,000

Notes:

UNK has 1107 Itemized items in the 10-year plus backlog deferred maintenance plan.

IT Deferred Maintenance Renewal Plan 2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 425,000	\$ 1,700,000
Building	Project						
NU System	Replace Fiber Optic Cable Plant	\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 225,000	\$ 1,500,000
NU System	Replace Network and Dat Center Equipment					\$ 200,000	\$ 200,000
							\$ -
							\$ -
Total		\$ 364,286	\$ 242,857	\$ 303,571	\$ 364,286	\$ 425,000	\$ 1,700,000

Notes:

IT is not part of the Gordian Deferred Maintenance Plan

UNOP Deferred Maintenance Renewal Plan 2026-2030							
Fiscal Year		2026	2027	2028	2029	2030	Total
Allocation		\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 75,000	\$ 300,000
Building	Project						
Varner Hall	Lighting Fixture Replacement to LED	\$ 64,286	\$ 42,857				\$ 107,143
Varner Hall	Replace Domestic Water Heater			\$ 53,571			\$ 53,571
Varner Hall	Replace Domestic Water Circ. Pump				\$ 64,286		\$ 64,286
Varner Hall	Replace Variable Frequency Drives					\$ 65,000	\$ 65,000
							\$ -
Contingency							\$ 10,000
							\$ -
Total		\$ 64,286	\$ 42,857	\$ 53,571	\$ 64,286	\$ 65,000	\$ 300,000

Notes:

Varner Hall has 20 Itemized items in the 10-year plus backlog deferred maintenance plan.



BOARD OF REGENTS AGENDA ITEM SUMMARY

Business and Finance

October 4, 2024

AGENDA ITEM: Approve increased scope of work for Calvin T. Ryan Library at the University of Nebraska at Kearney (UNK)

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

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

PRESENTERS: Doug Carlson, Associate Vice President for University Services

PURPOSE & KEY POINTS

RP-6.3.6 allows for significant changes within a project, either in scope or nature of the construction to be completed, with the written approval of the President of the University. Further, any such presidential-approved changes shall be reported to the Board of Regents in writing at the next regular meeting.

The University FPCP staff, in consultation with UNK Facility Operations and Campus Administration, request approval to add scope to the Calvin T. Ryan Library LB384 Renovation project. Current approved scope includes updating lighting, flooring, ceilings, paint, furniture, restrooms, IT infrastructure and HVAC systems, as well as providing space to relocate Academic Success and Academic Advising from the Memorial Student Affairs Building to the library.

The General Contractor has achieved savings on the project which, coupled with uncommitted funds remaining on the project, will allow for incorporating tuck pointing exterior brick and replacing masonry caps at the east entrance of the library. Adding this scope will cost \$27,500 and add 90 days to the project duration. No increase in budget is required to add this scope of work.

	Current Regent Approved	Revised Budget
Total Project Budget:	\$25,000,000	\$25,000,000
Construction Budget:	\$19,850,000	\$19,850,000
Non-Construction Budget:	\$5,150,000	\$5,150,000

BACKGROUND INFORMATION

October 8, 2021 – BOR Approved Program Statement

September 30, 2022 – BOR Approved execution of GMP Contract and Accepted Intermediate Design Report

Lincoln, Nebraska
August 8, 2024

The Board of Regents of the University of Nebraska met on August 8, 2024, at 9:01 a.m. in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska, in a publicly convened session, the same being open to the public and having been preceded by advanced publicized notice, a copy of which is attached to the minutes of this meeting as Attachment 1 (page 317).

In compliance with the provisions of Neb. Rev. Stat. § 84-1411, printed notice of this meeting was sent to each member of the Board and was posted in the first-floor lobby of Varner Hall. In addition, copies of such notice were sent to the Lincoln Journal Star, Omaha World-Herald, The Daily Nebraskan, the Gateway, the Antelope, the Kearney Hub, and the Lincoln office of the Associated Press on August 1, 2024.

Regents present:

Timothy Clare
Paul Kenney, Vice Chair
Elizabeth O'Connor
Robert Schafer, Chair
Jim Scheer
Jack Stark
Barbara Weitz
Kathy Wilmot
Sam Schroeder, University of Nebraska at Kearney
Elizabeth Herbin, University of Nebraska-Lincoln
Pranita Devaraju, University of Nebraska Medical Center
Ishani Adidam, University of Nebraska at Omaha

University officials present:

Jeffrey P. Gold, President
David Jackson, Interim Executive Vice President and Provost
Stacia L. Palser, Interim Corporation Secretary; and Vice President and General Counsel
Charlie Bicak, Interim Chancellor, University of Nebraska at Kearney
Rodney D. Bennett, Chancellor, University of Nebraska-Lincoln
Dele H. Davies, Interim Chancellor, University of Nebraska Medical Center
Joanne Li, Chancellor, University of Nebraska at Omaha
Michael J. Boehm, Vice President for Agriculture and Natural Resources
Christopher J. Kabourek, Senior Vice President and CFO
Christopher Kratochvil, Interim Vice President for External Relations

I. CALL TO ORDER

II. ROLL CALL

The Board convened at 9:01 a.m. Attendance is indicated above.

Chair Schafer announced the location of the Open Meetings Act in the Boardroom.

III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON JUNE 20, 2024

Motion Moved by Kenney and seconded by Scheer to approve the minutes and ratify the actions of the meeting on June 20, 2024.

Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.

IV. PRESENTATIONS

2024 President's Excellence Awards

President Gold presented the following awards:

- Outstanding Research and Creative Activity Award to Kristen Olson, Ph.D.
- Outstanding Research and Creative Activity Award to Jonathan Vennerstrom, Ph.D.
- Outstanding Teaching and Instructional Creativity Award to Phani Tej Adidam, Ph.D.
- Innovation, Development, and Engagement Award to Benson Edagwa, Ph.D.
- Faculty IP Innovation and Commercialization Award to Carrick Detweiler, Ph.D.
- Inclusive Excellence Collaboration Award to the UNL Digital Accessibility Collaboration
- University-wide Departmental Teaching Award to the UNMC Physical Therapy Program

V. KUDOS

Regent Schroeder presented a KUDOS award to Tyler Pierce Panowicz, Workstation Support Associate at the University of Nebraska at Kearney.

Regent Herbin presented a KUDOS award to Craig Chandler, Director of Photography, Office of University Communication and Marketing at the University of Nebraska-Lincoln.

Regent Devaraju presented a KUDOS award to Susan Blumel, Internal Medicine Clinical Trials Office at the University of Nebraska Medical Center.

Regent O'Connor presented a KUDOS award to John Ingraham, Public Safety Office at the University of Nebraska Medical Center.

Regent Adidam presented a KUDOS award to Sarah McGrath, Business Manager for Facilities Management and Planning at the University of Nebraska at Omaha.

VI. RESOLUTIONS

None.

VII. HEARINGS

None.

VIII. PRESIDENT’S REMARKS

President Gold shared highlights from his first six weeks of serving the University as President and his priorities moving forward.

IX. PUBLIC COMMENT

None.

X. UNIVERSITY CONSENT AGENDA

Motion Moved by Scheer and seconded by Kenney to approve all Consent items.

A. ACADEMIC AFFAIRS

X-A-1 President’s Personnel Recommendations.

X-A-2 Approve the monitoring report required by the Nebraska Coordinating Commission for Postsecondary Education (CCPE) and approve forwarding the program monitoring report to the CCPE.

Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: O’Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.

XI. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

Motion Moved by Weitz and seconded by Scheer to approve item XI-A-1.

XI-A-1 Approve amendments to the University of Nebraska Student Code of Conduct.

Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju and Herbin. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O’Connor. Motion carried.

Motion Moved by Wilmot and seconded by Scheer to approve item XI-A-2.

XI-A-2 Approve the establishment of a new undergraduate certificate in Esports Media and Communication in the College of Journalism and Mass Communications at UNL.

Action Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O’Connor, and Schafer. Motion carried.

Motion Moved by Wilmot and seconded by Schroeder to approve item XI-A-3.

XI-A-3 Approve the establishment of a new undergraduate certificate in Wildlife Habitat Management administered by the School of Natural Resources in the College of Agricultural Sciences and Natural Resources at UNL.

- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, and Scheer. Motion carried.
- Motion Moved by Clare and seconded by Schroeder to approve item XI-A-4.
- XI-A-4 Approve the establishment of a Bachelor of Science (BS) in Artificial Intelligence (BSAI) administered by the Department of Computer Science in the College of Information Science and Technology at UNO.
- Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: Weitz, Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, and Stark. Motion carried.
- Motion Moved by Weitz and seconded by Scheer to approve item XI-A-5.
- XI-A-5 Approve the transition of the Master of Science (MS) in Biomedical Informatics, jointly delivered by UNO and UNMC, to being administered solely by UNO, hence deleting the UNMC offering.
- Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju and Herbin. Voting Aye: Wilmot, Clare, Kenney, O'Connor, Schafer, Scheer, Stark, and Weitz. Motion carried.

B. BUSINESS AND FINANCE

- Motion Moved by Clare and seconded by Kenney to approve items XI-B-1 through XI-B-2.
- XI-B-1 Approve the 2025-2027 Biennial Budget Request for the University of Nebraska.
- XI-B-2 Approve the 2025-2027 Biennial Budget Request for the Nebraska College of Technical Agriculture.
- Action Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Clare, Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, and Wilmot. Motion carried.
- Motion Moved by Kenney and seconded by Scheer to approve items XI-B-3.
- XI-B-3 Approve and authorize execution of a three-year Microsoft Campus Agreement for the University of Nebraska with Dell as the reseller.
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.
- Motion Moved by Scheer and seconded by Weitz to approve items XI-B-4.
- XI-B-4 Approve budget increase and municipal funding partnership for the Westbrook Music Building Replacement project at UNL.
- Action Student Opinion: Voting Aye: Herbin, Schroeder, and Adidam. Not Voting: Devaraju. Voting Aye: O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.

Motion	Moved by Wilmot and seconded by Scheer to approve item XI-B-5.
XI-B-5	Approve the naming of the new feedlot center at UNL located at the Eastern Nebraska Research, Extension and Education Center near Mead, Nebraska the “Klosterman Feedlot Innovation Center.”
Action	Student Opinion: Voting Aye: Schroeder, Adidam, and Herbin Not Voting: Devaraju. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O’Connor. Motion carried.
Motion	Moved by Schroeder and seconded by Stark to approve item XI-B-6.
XI-B-6	Ratify Amendment 1 to the Standard Form Construction Agreement Between Owner and Construction Manager (CMR) for construction and extended preconstruction services for the Lied Center for Performing Arts Renovation and Addition at UNL.
Action	Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O’Connor, and Schafer. Motion carried.
Motion	Moved by Kenney and seconded by Schroeder to approve item XI-B-7.
XI-B-7	Approve naming of the plaza adjacent to the Osborne Legacy Complex the “Sandhills Global Plaza.”
Action	Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Stark, Weitz, Wilmot, Clare, Kenney, O’Connor, Schafer, and Scheer. Motion carried.
Motion	Moved by Scheer and seconded by Weitz to approve item XI-B-8.
XI-B-8	Approve and authorize execution of an amendment to the multimedia rights agreement with Playfly.
Action	Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: Weitz, Wilmot, Clare, Kenney, O’Connor, Schafer, Scheer, and Stark. Motion carried.
Motion	Moved by Stark and seconded by O’Connor to approve item XI-B-9.
XI-B-9	Approve the Program Statement for Project Health at UNMC.
Action	Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju and Herbin. Voting Aye: Wilmot, Clare, Kenney, O’Connor, Schafer, Scheer, Stark, and Weitz. Motion carried.
Motion	Moved by Kenney and seconded by Schroeder to approve item XI-B-10.
XI-B-10	Approve and authorize execution of the Midtown Medical Center Bikeway Connection Interlocal Cooperation Agreement with the City of Omaha.
Action	Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Clare, Kenney, O’Connor, Schafer, Scheer, Stark, Weitz, and Wilmot. Motion carried.

- Motion Moved by Weitz and seconded by Scheer to approve item XI-B-11.
- XI-B-11 Approve the Thermal Energy Storage Infrastructure Project at UNMC.
- Action Student Opinion: Voting Aye: Devaraju, Herbin, Schroeder, and Adidam. Voting Aye: Kenney, O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, and Clare. Motion carried.
- Motion Moved by Scheer and seconded by Kenney to approve item XI-B-12.
- XI-B-12 Ratify the Standard Form Construction Agreement with Valley Corporation for the Saddle Creek Public Improvements project at UNMC.
- Action Student Opinion: Voting Aye: Herbin, Schroeder, Adidam, and Devaraju. Voting Aye: O'Connor, Schafer, Scheer, Stark, Weitz, Wilmot, Clare, and Kenney. Motion carried.
- Motion Moved by Weitz and seconded by Schroeder to approve item XI-B-13.
- XI-B-13 Approve and authorize execution of an amendment to the License to Manage and Operate University Dining Services Contract with Sodexo America, LLC at UNO.
- Action Student Opinion: Voting Aye: Schroeder, Adidam, Devaraju, and Herbin. Voting Aye: Schafer, Scheer, Stark, Weitz, Wilmot, Clare, Kenney, and O'Connor. Motion carried.
- Motion Moved by Wilmot and seconded by Kenney to approve item XI-B-14.
- XI-B-14 Approve and authorize execution of Standard Form Construction Agreement with AVI-SPL for the UNK/UNMC Douglas A. Kristensen Rural Health Education Complex at UNK.
- Action Student Opinion: Voting Aye: Adidam, Devaraju, Herbin, and Schroeder. Voting Aye: Scheer, Stark, Weitz, Wilmot, Clare, Kenney, O'Connor, and Schafer. Motion carried.

C. FOR INFORMATION ONLY

- XI-C-1 Amendments to Sections 1.3 and 1.4 of the Standing Rules of the Board of Regents related to establishment of an Athletic Affairs Committee.

D. REPORTS

- XI-D-1 Report on contract between Nebraska Athletics and Anthony Travel, LLC.
- XI-D-2 Report on naming of features within the new feedlot center at UNL located at the Eastern Nebraska Research, Extension and Education Center near Mead, Nebraska the "JBS Cattle Barn 1", the "JBS Cattle Barn 2", and the "Greater Omaha Packing Cattle Handling Facility".
- XI-D-3 Intermediate Design Report: Residence Hall building at UNMC.

- XI-D-4 Report on Budget Category Reallocation for the Durham Science Center at UNO.
- XI-D-5 Report on exercise of emergency authority in RP-6.3.1, paragraph 6.b., to authorize and execute Beverage Rights Licensing Agreement with Chesterman Company at UNO.
- XI-D-6 Report on Bids and Contracts.
- XI-D-7 Report on Project Evaluation Board Pool.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Schafer at 11:51 a.m.

Respectfully submitted,

Stacia L. Palser	Robert M. Schafer
Interim Corporation Secretary	Chair of the Board



NOTICE OF MEETING

Notice is hereby given that the Board of Regents of the University of Nebraska will meet in a publicly convened session on Thursday, August 8, 2024 at 9:00 a.m. in the Boardroom at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska.

An agenda of subjects to be considered at said meeting, kept on a continually current basis is available for inspection in the Office of the Corporation Secretary of the Board of Regents at Varner Hall, 3835 Holdrege Street, Lincoln, Nebraska and at <https://nebraska.edu/regents/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 System.

Dated: August 1, 2024

Stacia L. Palser, Interim Corporation Secretary
Board of Regents of the University of Nebraska



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